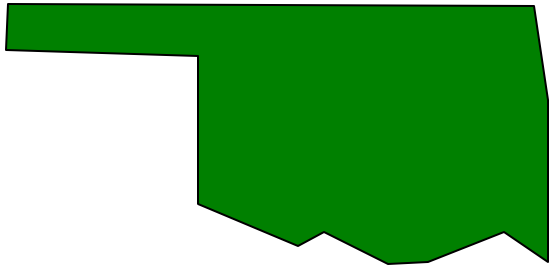


# Statistical Report for the State of Oklahoma

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Electronic District Report

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*DA*

Prepared by:  
Data and Decision Analysis, Inc.  
February 2002

## State of Oklahoma District Report Description of the Longitudinal Database

The data presented in this report are the result of extensive processing of employment, certification, enrollment and assignment files from the State of Oklahoma Board of Regents and Department of Education into a longitudinal database of workforce dynamics. As such, there are several decisions that must be made about the data that may result in information that is not directly comparable to the cross-section, annual data files provided to Data and Decision Analysis, Inc.

The longitudinal database is created by individual person, not by position. This means that each educator is identified by a single district and a single position. First, an educator's primary position is identified according to where they devote the majority of their time. The educator's home district is then determined based upon the district in which they spend the most time *in their primary position*. Since educators that split their time between districts will not appear in both districts, the district workforce counts may be less than expected. For a more complete explanation of the procedure used, please refer to Appendix A of this report. Appendix B details the processing procedure used for the higher education data. A list of positions as defined in this report is provided in Appendix C.

In addition, every attempt has been made to resolve differences in key demographic data over time. The longitudinal database has been created to identify educators by a single race, sex and year of birth. This has been done by assigning the highest frequency found for each demographic characteristic. Again, while this produces consistency longitudinally, it may yield slightly different data than the cross sectional (annual) data.

# State of Oklahoma District Report

## Description of the Report

### Overview of the pdf File

The Oklahoma District Report is presented as an Adobe Acrobat pdf file with bookmarks down the left side of the screen. If the bookmarks do not appear on your screen, press the F5 function key, or click on Window -> Show Bookmarks from the menu at the top of the Reader window. The bookmarks have two sets of district listings. The first is sorted alphabetically by district name. The second list is sorted by Oklahoma district code. Click on the '+' to the left of the district groups to expand the list. Clicking on the '-' will collapse the listing.

The Oklahoma District Report consists of five pages for each district containing descriptive indicators, workforce counts, enrollments, percentage distributions, data quality measures and State comparative data. Graphs are used to highlight key data relationships. The following describes each data item used in the report:

### The First Page of the Report

#### Supply and Demand Graphs

The first two graphs plot the change in total educators with the change in total enrollments for the district and comparatively for the State. These data series are often used as supply and demand indicators and allow a quick look at how the two are moving relative to one another. As is illustrated in the State graph in the upper right, enrollments have dipped slightly negative in the last two years. Changes in hiring are reflected by the increases and decreases seen in the educator numbers. Any divergence in these two series indicates a potential imbalance if not corrected. Ideally the two series would move in the same direction and magnitude over time.

#### Descriptive Indicators

For each set of district indicators, there are State indicators for comparison purposes:

*Student to Educator Ratio* is the total number of educators divided by the total district enrollment.

*Student to Teacher Ratio* is the total number of teachers divided by the total enrollments.

*Change in Educators* and *Enrollments* are the headcount increases or decreases from the previous year.

*% Change in Educators* and *Enrollments* are changes in headcounts relative to last years total headcount.

#### Workforce

*% Part-Time* are the educators in the district who's FTE is less than 1.0 divided by the total educators.

*% Administrative Staff* and the *% Professional Staff* show that part of the workforce engaged in non-classroom position relative to total educators.

*% Minority*, *% Minority in Administration* and the *% Female in Administration* are calculated from the headcounts on the third page of each district report.

#### The Teachers Descriptive Indicators

*Average Age* is the average age of teacher where the age is known.

*Average Experience* is the average teaching experience as reported in the annual census of teachers.

*Average Salary* is the average salary for full-time teachers (where FTE=1.0).

*% Minority Teachers*, *% Female Teachers* and *% Special Education Teachers* are calculated from the counts on the second and third pages of each district.

#### Enrollments

The final part of the Descriptive Indicators section contains enrollment data calculated from the Oklahoma Department of Education Enrollment files.

*% Minority* is the number of non-white students enrolled as a percentage of the total enrollment

### **Attrition Indicators**

Attrition counts and rates are reported for all educators according to experience groups.

The three groups include new educators with less than 7 years of experience, educators with 7 or more years of experience but not of retirement eligibility, and those educators who are eligible for retirement as defined by Oklahoma. Oklahoma considers an educator eligible for retirement if the sum of an educator's age and experience is greater than 80.

Educator *Attrition* includes the total workforce in each group, the counts of those exiting a district from the current year to the next year, and their rate of attrition.

The report also shows a count of educators expected to reach retirement eligibility within the next 5 years.

## **The Second Page of the Report**

### **Profile by Position**

The profile by position section of the report includes head counts and percentages for Administrators, Professional Staff and the detailed components of Teachers. Please remember that educators are assigned to a single position based upon their primary position. Refer to *the Description of the Longitudinal Database* at the beginning of this report as well as the Appendices for more information about the process used to assign educators.

### **Total Enrollments**

*Total Enrollments* and percentages are provided by grade grouping for the district.

### **Indicator Graphs**

*Student Teacher Ratio* includes data from the first page of the report showing the district and State ratios.

*Enrollment by Grade Group* shows an area chart of enrollments for grade groups 1 through grade 12.

## **The Third Page of the Report**

### **Dynamics of the Workforce**

The Dynamics of the Workforce data examines the pieces of the pipeline for human resources flow into, out of, and between school districts.

*Total Workforce* includes all educators employed in the district as defined earlier in this report.

*Retained Educators* are individuals who were employed in the same district in the year before and remain in the current year.

*Newly Hired* educators are those individuals hired to replace exiting educators or fill new positions. The Newly Hired educators are composed of three groups:

- *Transfers In* are educators who were employed in a different Oklahoma district in the previous year and are employed in the district being reported in the current year.
- *Reentrants* are educators who were not employed in the previous year in any Oklahoma district, and are employed in the district being reported in the current year with experience greater than one (1).
- *First Time Educators* are individuals who appear for the first time in the district being reported with no prior experience (experience=0).

*Total Exiting Next Year* include educators who leave public education in Oklahoma for at least one year, or who transfer to other districts.

- *Transfers Out* are educators who leave the district being reported in the next year, but who appear in another Oklahoma public school district.
- Those who *Leave Oklahoma Education* are educators who do not appear in any Oklahoma public school district in the following year.

### **Dynamics Rates**

*District Attrition* is calculated by dividing the *Total Exiting Next Year* by the *Total Workforce* in the current year. This is the actual attrition rate experienced by the district. However, as shown in the section above, part of this attrition is explained by educators moving to other districts. Therefore, when State data on attrition rates are presented, they are actually calculated by dividing those *Leaving Oklahoma Education* by the *Total Workforce*. The ratio of *Transfers In/Out* quantifies the district-to-district movement in term of the district being reported. If the number of *Transfers In* is equal to the number of *Transfers Out* then the ratio is equal to one (1). A number greater than one indicates that the district is a net importer of experienced educators while a number less than one indicates a net exporter of experienced educators. A possible measure of attractiveness is indicated if the district is a net importer of experienced educators over time. A ratio that is consistently less than one over time indicates that the district is a net supplier of experienced educators to other Oklahoma school districts.

*State Attrition Distribution and District Rate* graphs shows the frequency distribution of all the district's attrition rates (the dashed line). The solid line is the district attrition rate for the current district. As the graph shows, most districts are clustered around the average district attrition rate of 8.0%.

*District Transfers In/Transfers Out* shows the ratio from the previous page. Again, a solid line consistently over one (the dashed line) indicates that the district is a net importer of experienced educators.

### **Educators by Higher Education Institute**

Up to 1995-96 the Department of Education personnel files reported the College attended by current staff members. This information is presented here for the last time as it is no longer collected.

## **The Fourth Page of the Report**

### **Profile by Known Race and Gender**

This section reports headcounts of Administrators, Professional Staff, and Teachers for White, Black and Other race by gender. Other race includes Hispanic, Asian/Pacific Islander and American Indian/Native Alaskan. Other race contains only known races and does not include unknown or missing races or the Oklahoma code for "Other". Totals in this section of the report may not add to the total head count if the race or gender of an educator is unknown.

### **Teacher Age and Experience Distribution**

The headcount of teachers by age or experience grouping. Changes in the age and experience distributions over time can be used as an indicator for such things as populations nearing retirement or those that are attracting younger teachers. A graphic depiction of the change in distributions from 1992 to 1996 is shown at the bottom of the fifth page.

## **The Fifth Page of the Report**

### **Attrition**

Attrition and retention rates are reported for educators as a whole and for teachers.

*Educator Attrition* rates are the total number of educators exiting a district from the current year to the next year.

*Attrition from Transfers* are that portion of attrition that can be accounted for by a change of district.

*Attrition from Exits* are the educators that have left education in Oklahoma in the next year.

*District Retention* rates are the total number of educators or teachers retained within the district from the current year to the next year.

### **5 Year Average Retention/Attrition**

Retention rates by year of experience through the first 5 years of teaching yield valuable information about the attrition of new teachers. Since attrition is highest for teachers during these first few years (other than the cohort retiring) State retention rates for each of the first 5 years of experience is such an important measure, it is important to provide whatever details are possible at the district level. However, due to the small numbers of teachers in each of these experience groups at the district level in any given year, it is necessary to pool the data over 5 years to produce an average retention rate.

The “retained” rates count the number of teachers for each experience group that are retained in the same district. The “transfer” rates show those teachers that stay within the Oklahoma system, but move districts. In either case the denominator is the total number of teachers found within that experience group. The attrition rate for the district shows the percentage of teachers that leave the district (either by transferring or leaving teaching). The statewide attrition rate indicates the percentage of teachers who either leave the state or leave teaching. The statewide attrition rate does not include those that transfer within districts since those teachers are still retained within the state system.

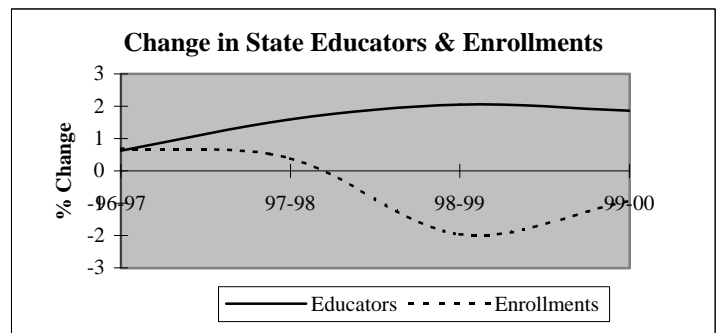
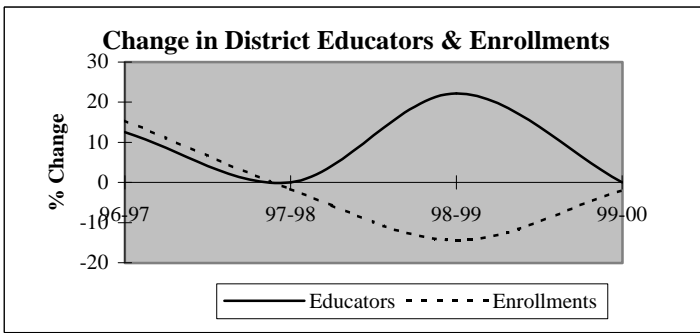
### **Survey Data Quality**

The *Experience Increment* shows the percentage of teachers that increase their experience by 0, 1 and 2 years respectively from one year to the next. It is expected that a full-time year will increment by one from year-to-year. Part-time teachers can increment by 1 or 0 depending upon their work experience. Increments outside of this range usually indicate a potential error in reporting.

### **Age and Experience Distribution Graphs**

The graphs on the bottom of the fifth page contain data from the distributions reported on the fourth page of each district.

## District Report for: SKELLY



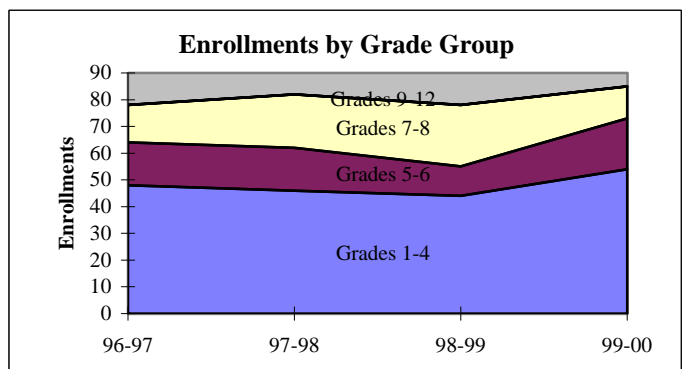
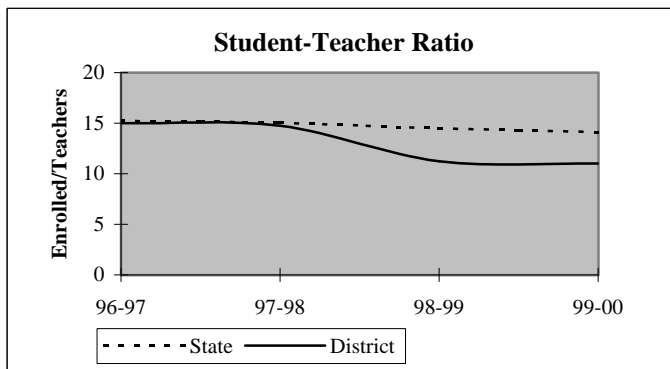
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	13.3	13.1	9.2	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	15.0	14.8	11.2	11.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	2	0	-	-	-	-	-
% Change in Educators	14.3%	12.5%	0.0%	22.2%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	16	-2	-17	-2	-	-	-	-	-
% Change in Enrollments	11.8%	15.4%	-1.7%	-14.4%	-2.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	11.1%	11.1%	18.2%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	11.1%	11.1%	18.2%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	12.5%	22.2%	11.1%	18.2%	27.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.6	43.6	42.6	42.5	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	14.6	13.0	11.1	11.1	12.1	12.1	12.3	12.3	12.2	12.2
Average Salary	28,428	27,986	27,098	26,651	27,880	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.3%	25.0%	12.5%	22.2%	22.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	87.5%	87.5%	88.9%	88.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	68.3%	63.3%	68.6%	62.6%	67.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	3	4	4	4	25.0%	33.3%	44.4%	36.4%	36.4%
Attrition	1	0	1	0	0					
Attrition Rate	50.0%	0.0%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	4	3	4	5	62.5%	44.4%	33.3%	36.4%	45.5%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	3	2	12.5%	22.2%	22.2%	27.3%	18.2%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	50.0%	0.0%	66.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	2	3	3	25.0%	33.3%	22.2%	27.3%	27.3%

## District Report for: SKELLY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	8	9	9	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	1	12.5%	11.1%	11.1%	18.2%	9.1%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
<b>Total Teachers</b>	7	8	8	9	9	87.5%	88.9%	88.9%	81.8%	81.8%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	1	1	1	1	1	14.3%	12.5%	12.5%	11.1%	11.1%
Elementary	6	7	7	8	8	85.7%	87.5%	87.5%	88.9%	88.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

<b>Total Enrollments</b>	104	120	118	101	99	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	42	29	14	11	32.7%	35.0%	24.6%	13.9%	11.1%
Grades 1-4	39	48	46	44	54	37.5%	40.0%	39.0%	43.6%	54.5%
Grades 5-6	20	16	16	11	19	19.2%	13.3%	13.6%	10.9%	19.2%
Grades 7-8	11	14	20	23	12	10.6%	11.7%	16.9%	22.8%	12.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	7	9	3	0.0%	0.0%	5.9%	8.9%	3.0%

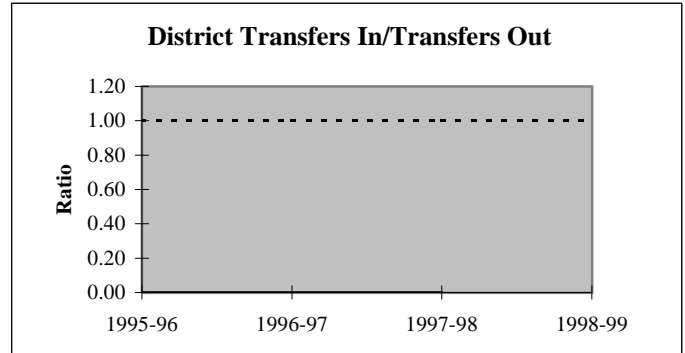
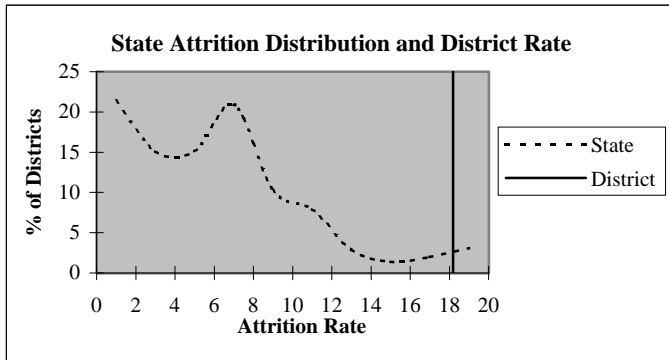




## District Report for: SKELLY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	8	9	9	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	7	8	7	9	87.5%	77.8%	88.9%	63.6%	81.8%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>12.5%</b>	<b>22.2%</b>	<b>11.1%</b>	<b>36.4%</b>	<b>18.2%</b>
Transfers In	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	50.0%
Reentrants	1	0	0	2	1	100.0%	0.0%	0.0%	50.0%	50.0%
First Time Educators	0	2	1	1	0	0.0%	100.0%	100.0%	25.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>12.5%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	1	0	1	0	-	100.0%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	0	1	1	2	-	0.0%	100.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	11.1%	22.2%	18.2%	-
Transfers In/Out	0.00	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	8

## District Report for: SKELLY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	1	12.5%	11.1%	11.1%	18.2%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Teachers</b>	7	8	8	9	9	87.5%	88.9%	88.9%	81.8%	81.8%
White - Females	6	5	6	7	7	85.7%	62.5%	75.0%	77.8%	77.8%
White - Males	0	1	1	0	0	0.0%	12.5%	12.5%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	1	1	1	14.3%	25.0%	12.5%	11.1%	11.1%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	11.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	2	2	2	1	0.0%	25.0%	28.6%	25.0%	12.5%
30-34	1	0	0	0	1	14.3%	0.0%	0.0%	0.0%	12.5%
35-39	0	0	0	1	1	0.0%	0.0%	0.0%	12.5%	12.5%
40-44	2	1	1	1	0	28.6%	12.5%	14.3%	12.5%	0.0%
45-49	2	2	2	1	2	28.6%	25.0%	28.6%	12.5%	25.0%
50-54	1	2	2	3	2	14.3%	25.0%	28.6%	37.5%	25.0%
55+	1	1	0	0	1	14.3%	12.5%	0.0%	0.0%	12.5%
<b>Average Age</b>	45.6	43.6	42.6	42.5	43.5					

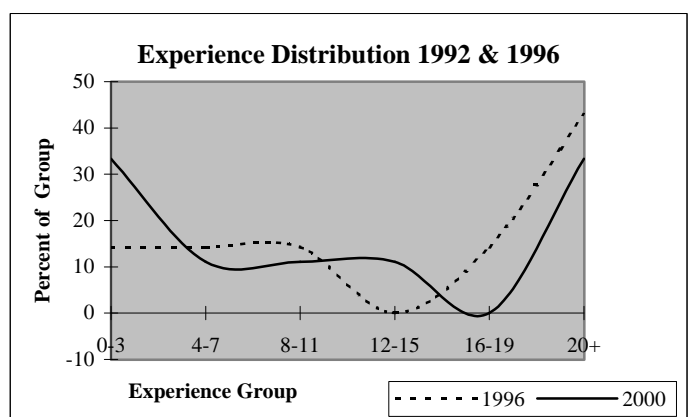
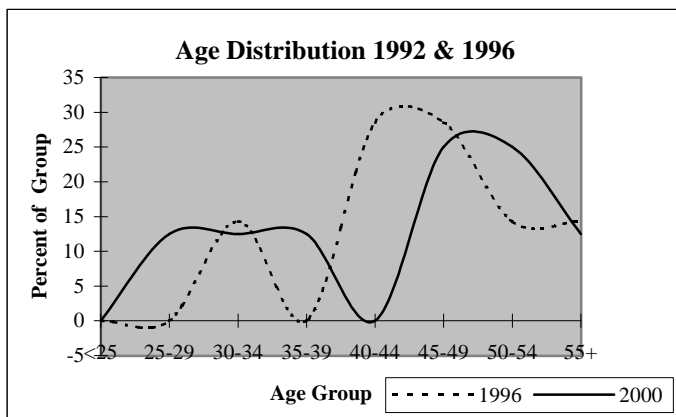
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	3	4	3	3	14.3%	37.5%	50.0%	33.3%	33.3%
4-7 Years	1	0	0	1	1	14.3%	0.0%	0.0%	11.1%	11.1%
8-11 Years	1	0	0	2	1	14.3%	0.0%	0.0%	22.2%	11.1%
12-15 Years	0	1	1	0	1	0.0%	12.5%	12.5%	0.0%	11.1%
16-19 Years	1	1	1	0	0	14.3%	12.5%	12.5%	0.0%	0.0%
20+ Years	3	3	2	3	3	42.9%	37.5%	25.0%	33.3%	33.3%
<b>Average Experience</b>	14.6	13.0	11.1	11.1	12.1					

## District Report for: SKELLY

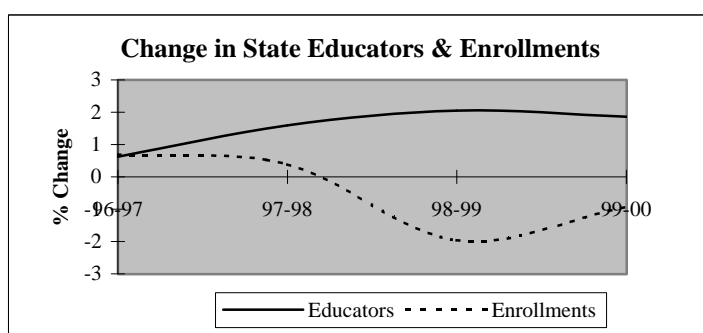
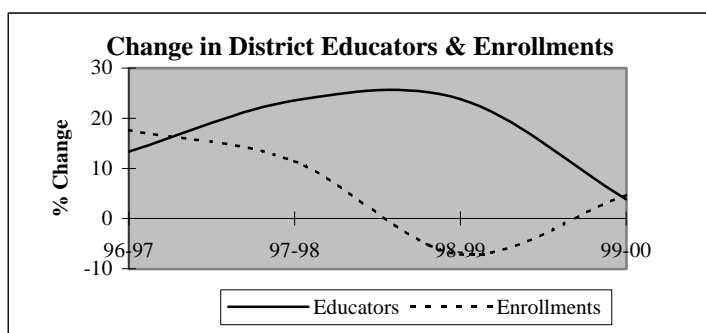
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	2	2	-	12.5%	11.1%	22.2%	18.2%	-
Attrition from Transfers	1	0	1	0	-	12.5%	0.0%	11.1%	0.0%	-
Attrition from Exits	0	1	1	2	-	0.0%	11.1%	11.1%	18.2%	-
<b>Teacher Attrition</b>	1	1	2	0	-	14.3%	12.5%	25.0%	0.0%	-
Attrition from Transfers	1	0	1	0	-	14.3%	0.0%	12.5%	0.0%	-
Attrition from Exits	0	1	1	0	-	0.0%	12.5%	12.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	8	7	9	-	87.5%	88.9%	77.8%	81.8%	-
Teacher Retention	6	7	6	9	-	85.7%	87.5%	75.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	50.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	77.8%	88.9%	72.7%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	22.2%	11.1%	27.3%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PEAVINE

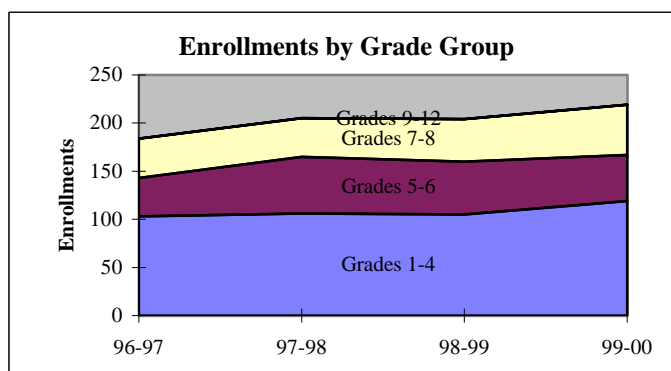
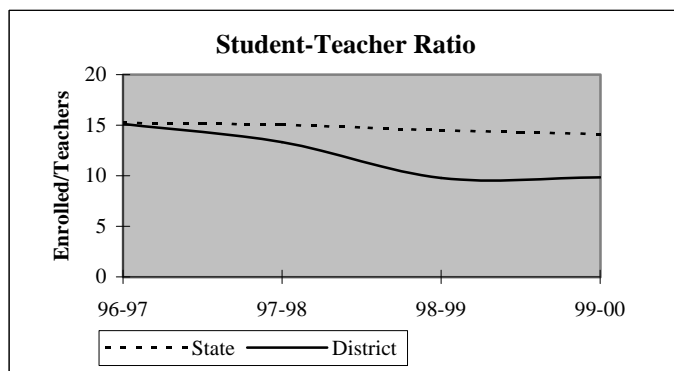


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	13.4	12.0	9.0	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	15.1	13.3	9.8	9.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	4	5	1	-	-	-	-	-
% Change in Educators	0.0%	13.3%	23.5%	23.8%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	34	26	-18	11	-	-	-	-	-
% Change in Enrollments	3.8%	17.6%	11.5%	-7.1%	4.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	13.3%	17.6%	14.3%	19.2%	7.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	5.9%	4.8%	3.8%	3.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	5.9%	4.8%	3.8%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	26.7%	23.5%	33.3%	46.2%	44.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.5	39.9	40.1	40.7	42.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	10.9	10.7	9.5	10.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,059	27,573	26,327	26,636	28,204	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	30.8%	26.7%	36.8%	50.0%	48.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.2%	66.7%	73.7%	70.8%	72.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	15.4%	13.3%	15.8%	8.3%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	72.0%	74.4%	63.2%	36.0%	26.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	6	7	11	12	26.7%	35.3%	33.3%	42.3%	44.4%
Attrition	1	0	3	0	0					
Attrition Rate	25.0%	0.0%	42.9%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	11	13	14	13	73.3%	64.7%	61.9%	53.8%	48.1%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	9.1%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	1	2	0.0%	0.0%	4.8%	3.8%	7.4%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	2	3	0.0%	5.9%	4.8%	7.7%	11.1%

## District Report for: PEAVINE

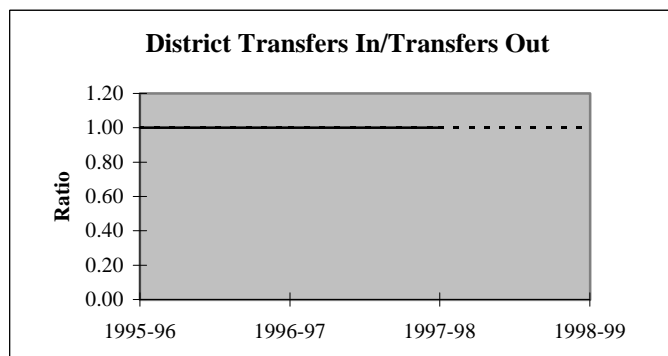
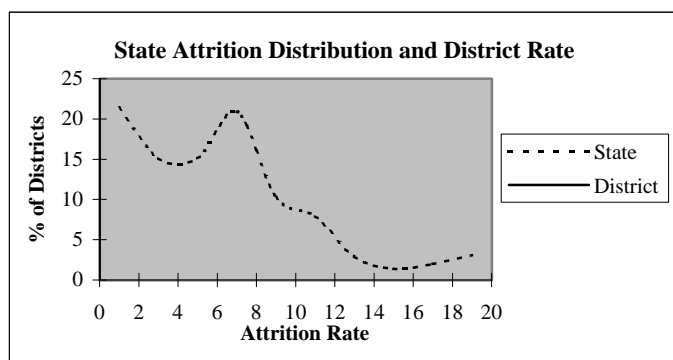
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	17	21	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	5.9%	4.8%	3.8%	3.7%
Professional Staff	1	1	1	1	1	6.7%	5.9%	4.8%	3.8%	3.7%
<b>Total Teachers</b>	13	15	19	24	25	86.7%	88.2%	90.5%	92.3%	92.6%
Special Education	2	2	3	2	2	15.4%	13.3%	15.8%	8.3%	8.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.0%
Elementary	11	13	16	22	22	84.6%	86.7%	84.2%	91.7%	88.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	193	227	253	235	246	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	39	40	47	31	27	20.2%	17.6%	18.6%	13.2%	11.0%
Grades 1-4	80	103	106	105	119	41.5%	45.4%	41.9%	44.7%	48.4%
Grades 5-6	35	40	59	55	48	18.1%	17.6%	23.3%	23.4%	19.5%
Grades 7-8	37	41	40	44	52	19.2%	18.1%	15.8%	18.7%	21.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	3	1	0	0	1.0%	1.3%	0.4%	0.0%	0.0%



## District Report for: PEAVINE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	17	21	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	14	16	18	26	86.7%	82.4%	76.2%	69.2%	96.3%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>1</b>	<b>13.3%</b>	<b>17.6%</b>	<b>23.8%</b>	<b>30.8%</b>	<b>3.7%</b>
Transfers In	1	1	2	3	1	50.0%	33.3%	40.0%	37.5%	100.0%
Reentrants	0	1	2	2	0	0.0%	33.3%	40.0%	25.0%	0.0%
First Time Educators	1	1	1	3	0	50.0%	33.3%	20.0%	37.5%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>6.7%</b>	<b>5.9%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	2	0	-	100.0%	0.0%	66.7%	0.0%	-
Leave Oklahoma Educ.	0	1	1	0	-	0.0%	100.0%	33.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	5.9%	14.3%	0.0%	-
Transfers In/Out	1.00	nc	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>15</b>

## District Report for: PEAVINE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	5.9%	4.8%	3.8%	3.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	6.7%	5.9%	4.8%	3.8%	3.7%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	15	19	24	25	86.7%	88.2%	90.5%	92.3%	92.6%
White - Females	6	8	10	10	11	46.2%	53.3%	52.6%	41.7%	44.0%
White - Males	3	3	2	2	2	23.1%	20.0%	10.5%	8.3%	8.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	2	4	7	7	23.1%	13.3%	21.1%	29.2%	28.0%
Other - Males	1	2	3	5	5	7.7%	13.3%	15.8%	20.8%	20.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	6.7%	5.3%	0.0%	0.0%
25-29	1	1	2	3	2	7.7%	6.7%	10.5%	12.5%	8.0%
30-34	3	1	1	2	2	23.1%	6.7%	5.3%	8.3%	8.0%
35-39	3	5	5	7	7	23.1%	33.3%	26.3%	29.2%	28.0%
40-44	2	2	5	4	4	15.4%	13.3%	26.3%	16.7%	16.0%
45-49	3	4	3	4	4	23.1%	26.7%	15.8%	16.7%	16.0%
50-54	0	0	1	3	5	0.0%	0.0%	5.3%	12.5%	20.0%
55+	1	1	1	1	1	7.7%	6.7%	5.3%	4.2%	4.0%
<b>Average Age</b>	39.5	39.9	40.1	40.7	42.2					

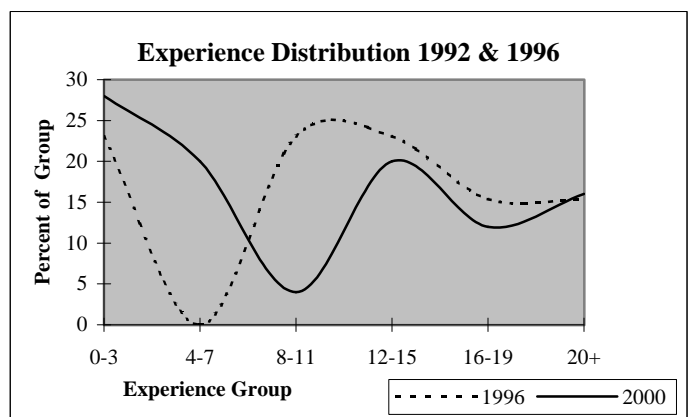
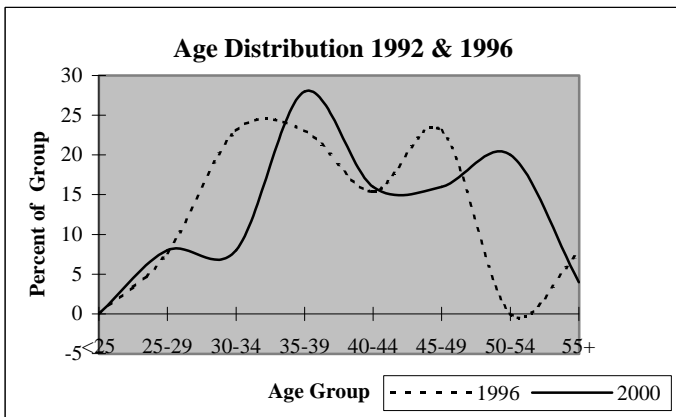
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	4	5	8	7	23.1%	26.7%	26.3%	33.3%	28.0%
4-7 Years	0	1	1	3	5	0.0%	6.7%	5.3%	12.5%	20.0%
8-11 Years	3	3	5	3	1	23.1%	20.0%	26.3%	12.5%	4.0%
12-15 Years	3	3	3	4	5	23.1%	20.0%	15.8%	16.7%	20.0%
16-19 Years	2	1	3	3	3	15.4%	6.7%	15.8%	12.5%	12.0%
20+ Years	2	3	2	3	4	15.4%	20.0%	10.5%	12.5%	16.0%
<b>Average Experience</b>	11.3	10.9	10.7	9.5	10.2					

# District Report for: PEAVINE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	3	0	-	6.7%	5.9%	14.3%	0.0%	-
Attrition from Transfers	1	0	2	0	-	6.7%	0.0%	9.5%	0.0%	-
Attrition from Exits	0	1	1	0	-	0.0%	5.9%	4.8%	0.0%	-
<b>Teacher Attrition</b>	1	1	2	0	-	7.7%	6.7%	10.5%	0.0%	-
Attrition from Transfers	1	0	2	0	-	7.7%	0.0%	10.5%	0.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	6.7%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	16	18	26	-	93.3%	94.1%	85.7%	100.0%	-
Teacher Retention	12	14	17	24	-	92.3%	93.3%	89.5%	100.0%	-

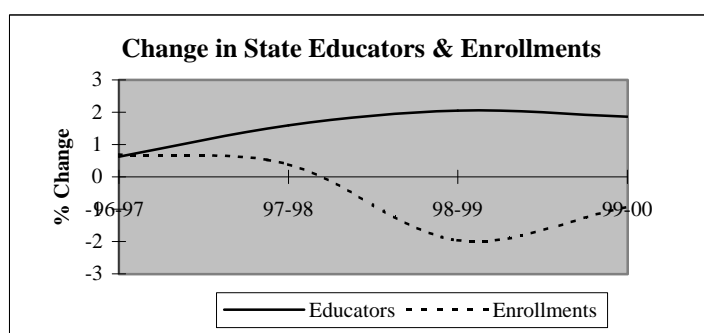
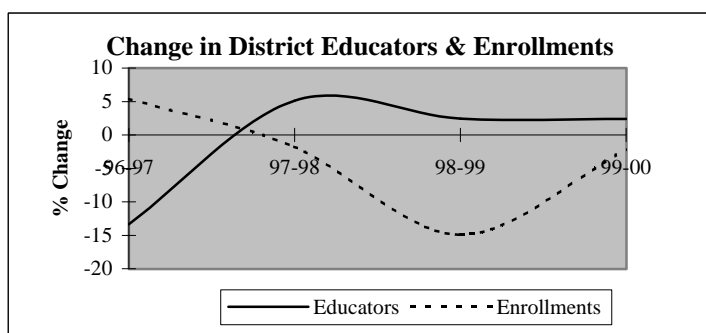
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.0%	10.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	6.7%	11.8%	0.0%	7.7%	3.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.7%	76.5%	85.7%	73.1%	96.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	11.8%	14.3%	19.2%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: MARYETTA

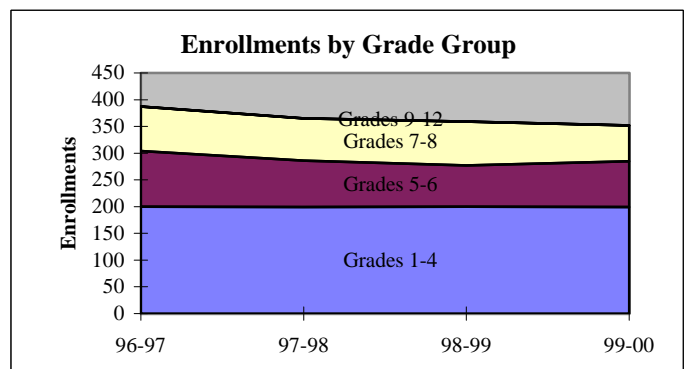
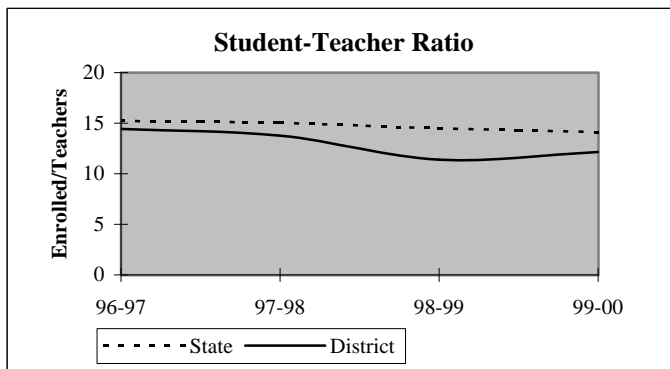


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	12.9	12.1	10.0	9.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	14.4	13.8	11.4	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	-6	2	1	1	-	-	-	-	-
% Change in Educators	-6.3%	-13.3%	5.1%	2.4%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	26	-9	-74	-9	-	-	-	-	-
% Change in Enrollments	-0.4%	5.4%	-1.8%	-14.9%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.2%	10.3%	7.3%	11.9%	2.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.4%	5.1%	4.9%	7.1%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.9%	5.1%	7.3%	4.8%	14.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	42.2%	35.9%	31.7%	31.0%	27.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	2.4%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.5	40.5	41.5	41.8	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	9.0	11.7	12.6	12.8	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	31,188	30,706	31,196	32,858	33,538	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	43.6%	37.1%	33.3%	32.4%	29.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.5%	77.1%	77.8%	78.4%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.1%	5.7%	5.6%	5.4%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	82.0%	81.4%	80.6%	82.5%	84.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	16	13	11	15	51.1%	41.0%	31.7%	26.2%	34.9%
Attrition	7	1	2	0	0					
Attrition Rate	30.4%	6.3%	15.4%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	20	25	28	23	42.2%	51.3%	61.0%	66.7%	53.5%
Attrition	1	0	0	5	0					
Attrition Rate	5.3%	0.0%	0.0%	17.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	3	5	6.7%	7.7%	7.3%	7.1%	11.6%
Attrition Rate	0.0%	0.0%	33.3%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	3	6	5	6.7%	7.7%	7.3%	14.3%	11.6%

## District Report for: MARYETTA

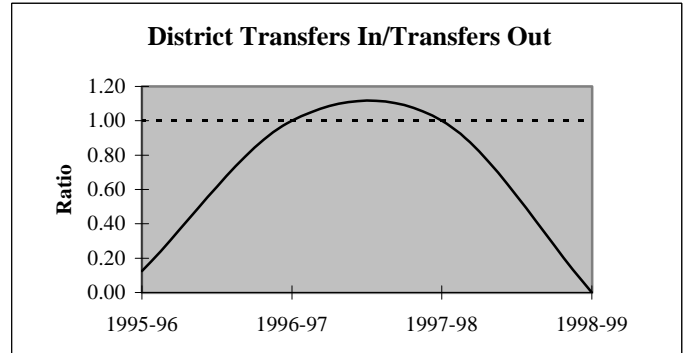
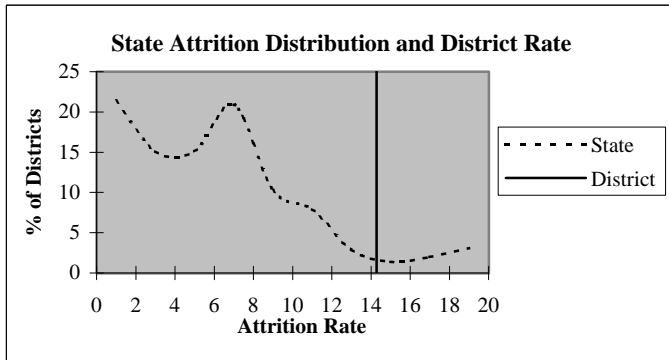
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	39	41	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	3	4.4%	5.1%	4.9%	7.1%	7.0%
Professional Staff	4	2	3	2	6	8.9%	5.1%	7.3%	4.8%	14.0%
<b>Total Teachers</b>	39	35	36	37	34	86.7%	89.7%	87.8%	88.1%	79.1%
Special Education	2	2	2	2	2	5.1%	5.7%	5.6%	5.4%	5.9%
Pre-K & Kindergarten	5	4	4	6	2	12.8%	11.4%	11.1%	16.2%	5.9%
Elementary	32	29	30	29	30	82.1%	82.9%	83.3%	78.4%	88.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	479	505	496	422	413	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	95	108	117	54	51	19.8%	21.4%	23.6%	12.8%	12.3%
Grades 1-4	207	200	199	200	199	43.2%	39.6%	40.1%	47.4%	48.2%
Grades 5-6	88	104	87	77	86	18.4%	20.6%	17.5%	18.2%	20.8%
Grades 7-8	80	83	79	82	67	16.7%	16.4%	15.9%	19.4%	16.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	9	10	14	9	10	1.9%	2.0%	2.8%	2.1%	2.4%



## District Report for: MARYETTA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	39	41	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	37	38	38	36	86.7%	94.9%	92.7%	90.5%	83.7%
<b>Newly Hired</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>13.3%</b>	<b>5.1%</b>	<b>7.3%</b>	<b>9.5%</b>	<b>16.3%</b>
Transfers In	1	1	1	0	4	16.7%	50.0%	33.3%	0.0%	57.1%
Reentrants	0	1	0	1	0	0.0%	50.0%	0.0%	25.0%	0.0%
First Time Educators	5	0	2	3	3	83.3%	0.0%	66.7%	75.0%	42.9%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>17.8%</b>	<b>2.6%</b>	<b>7.3%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	8	1	1	2	-	100.0%	100.0%	33.3%	33.3%	-
Leave Oklahoma Educ.	0	0	2	4	-	0.0%	0.0%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	17.8%	2.6%	7.3%	14.3%	-
Transfers In/Out	0.13	1.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	44	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>45</b>

## District Report for: MARYETTA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	3	3	4.4%	5.1%	4.9%	7.1%	7.0%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	2	3	2	6	8.9%	5.1%	7.3%	4.8%	14.0%
White - Females	2	1	2	1	4	50.0%	50.0%	66.7%	50.0%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	2	25.0%	0.0%	0.0%	0.0%	33.3%
Other - Males	1	1	1	1	0	25.0%	50.0%	33.3%	50.0%	0.0%
<b>Teachers</b>	39	35	36	37	34	86.7%	89.7%	87.8%	88.1%	79.1%
White - Females	20	19	21	22	20	51.3%	54.3%	58.3%	59.5%	58.8%
White - Males	2	3	3	3	4	5.1%	8.6%	8.3%	8.1%	11.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	11	8	7	7	6	28.2%	22.9%	19.4%	18.9%	17.6%
Other - Males	6	5	5	5	4	15.4%	14.3%	13.9%	13.5%	11.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	2	1	5.1%	0.0%	0.0%	5.4%	3.0%
25-29	7	4	4	3	4	17.9%	11.4%	11.1%	8.1%	12.1%
30-34	6	5	3	3	2	15.4%	14.3%	8.3%	8.1%	6.1%
35-39	10	9	10	8	6	25.6%	25.7%	27.8%	21.6%	18.2%
40-44	4	4	6	7	7	10.3%	11.4%	16.7%	18.9%	21.2%
45-49	5	7	5	5	5	12.8%	20.0%	13.9%	13.5%	15.2%
50-54	2	3	5	6	5	5.1%	8.6%	13.9%	16.2%	15.2%
55+	3	3	3	3	3	7.7%	8.6%	8.3%	8.1%	9.1%
<b>Average Age</b>	37.5	40.5	41.5	41.8	42.5					

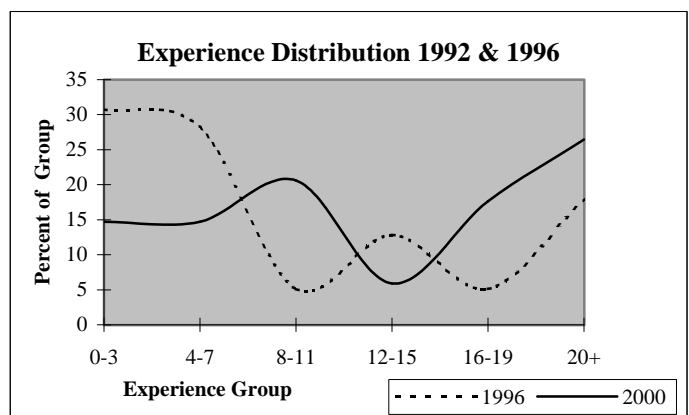
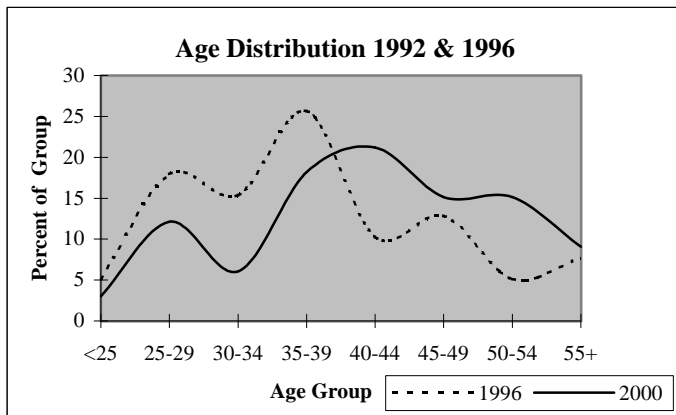
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	6	6	7	5	30.8%	17.1%	16.7%	18.9%	14.7%
4-7 Years	11	10	6	3	5	28.2%	28.6%	16.7%	8.1%	14.7%
8-11 Years	2	2	6	9	7	5.1%	5.7%	16.7%	24.3%	20.6%
12-15 Years	5	6	5	4	2	12.8%	17.1%	13.9%	10.8%	5.9%
16-19 Years	2	3	5	5	6	5.1%	8.6%	13.9%	13.5%	17.6%
20+ Years	7	8	8	9	9	17.9%	22.9%	22.2%	24.3%	26.5%
<b>Average Experience</b>	9.0	11.7	12.6	12.8	13.2					

## District Report for: MARYETTA

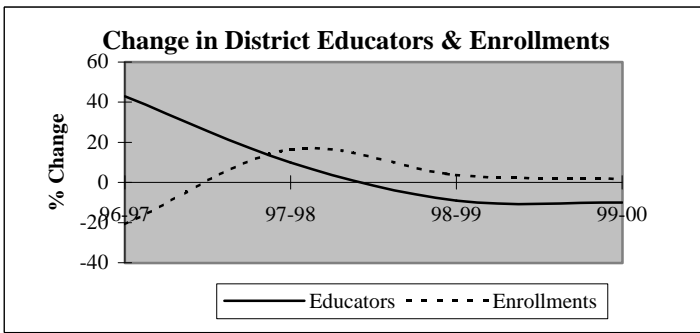
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	1	3	6	-	17.8%	2.6%	7.3%	14.3%	-
Attrition from Transfers	8	1	1	2	-	17.8%	2.6%	2.4%	4.8%	-
Attrition from Exits	0	0	2	4	-	0.0%	0.0%	4.9%	9.5%	-
Teacher Attrition	7	1	2	4	-	17.9%	2.9%	5.6%	10.8%	-
Attrition from Transfers	7	1	1	1	-	17.9%	2.9%	2.8%	2.7%	-
Attrition from Exits	0	0	1	3	-	0.0%	0.0%	2.8%	8.1%	-
<b>District Retention</b>										
Educator Retention	37	38	38	36	-	82.2%	97.4%	92.7%	85.7%	-
Teacher Retention	32	34	34	33	-	82.1%	97.1%	94.4%	89.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.0%	13.3%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	63.6%	36.4%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.6%	4.9%	2.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	94.9%	90.2%	88.1%	93.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	2.6%	4.9%	9.5%	7.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ROCKY MOUNTAIN

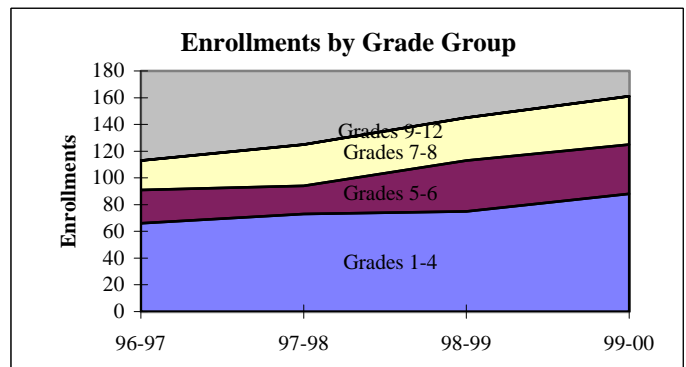
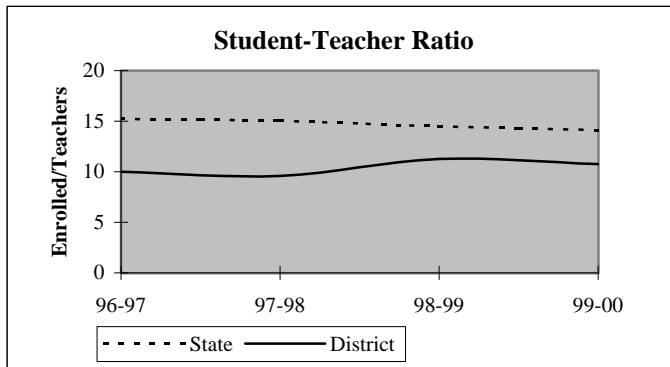


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	7.0	7.4	8.5	9.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	10.0	9.6	11.3	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	6	2	-2	-2	-	-	-	-	-
% Change in Educators	7.7%	42.9%	10.0%	-9.1%	-10.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	-37	23	6	3	-	-	-	-	-
% Change in Enrollments	0.6%	-20.9%	16.4%	3.7%	1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	10.0%	22.7%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	10.0%	9.1%	10.0%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	20.0%	13.6%	15.0%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	21.4%	30.0%	36.4%	25.0%	33.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	38.4	38.8	37.3	38.5	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	8.2	8.2	7.3	7.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,959	27,538	26,025	30,045	30,289	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	27.3%	28.6%	41.2%	26.7%	31.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.9%	85.7%	88.2%	86.7%	81.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.2%	14.3%	11.8%	13.3%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	93.2%	95.0%	96.3%	86.3%	86.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	10	11	9	7	42.9%	50.0%	50.0%	45.0%	38.9%
Attrition	1	1	1	2	0					
Attrition Rate	16.7%	10.0%	9.1%	22.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	9	9	11	11	50.0%	45.0%	40.9%	55.0%	61.1%
Attrition	0	0	1	3	0					
Attrition Rate	0.0%	0.0%	11.1%	27.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	0	0	7.1%	5.0%	9.1%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					

## District Report for: ROCKY MOUNTAIN

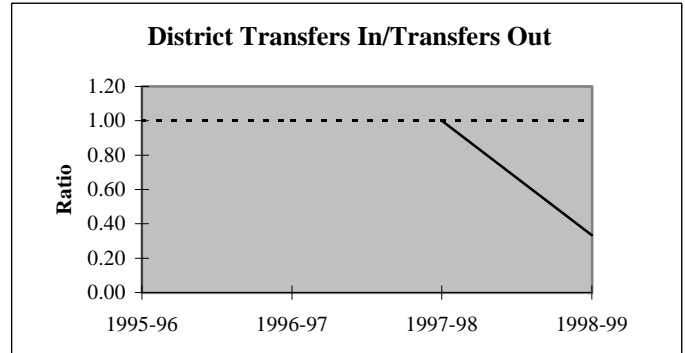
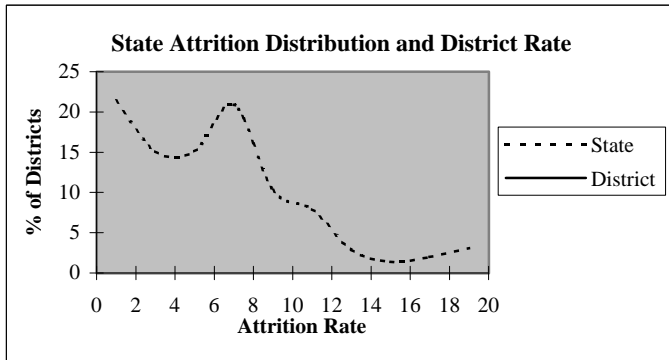
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	20	22	20	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	1	14.3%	10.0%	9.1%	10.0%	5.6%
Professional Staff	1	4	3	3	1	7.1%	20.0%	13.6%	15.0%	5.6%
<b>Total Teachers</b>	11	14	17	15	16	78.6%	70.0%	77.3%	75.0%	88.9%
Special Education	2	2	2	2	2	18.2%	14.3%	11.8%	13.3%	12.5%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	7.1%	5.9%	6.7%	6.3%
Elementary	9	11	14	12	13	81.8%	78.6%	82.4%	80.0%	81.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	177	140	163	169	172	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	27	38	23	11	33.3%	19.3%	23.3%	13.6%	6.4%
Grades 1-4	56	66	73	75	88	31.6%	47.1%	44.8%	44.4%	51.2%
Grades 5-6	34	25	21	38	37	19.2%	17.9%	12.9%	22.5%	21.5%
Grades 7-8	28	22	31	32	36	15.8%	15.7%	19.0%	18.9%	20.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.6%	0.0%



## District Report for: ROCKY MOUNTAIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	20	22	20	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	13	19	18	15	71.4%	65.0%	86.4%	90.0%	83.3%
<b>Newly Hired</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>28.6%</b>	<b>35.0%</b>	<b>13.6%</b>	<b>10.0%</b>	<b>16.7%</b>
Transfers In	4	5	1	1	0	100.0%	71.4%	33.3%	50.0%	0.0%
Reentrants	0	1	0	1	1	0.0%	14.3%	0.0%	50.0%	33.3%
First Time Educators	0	1	2	0	2	0.0%	14.3%	66.7%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>7.1%</b>	<b>5.0%</b>	<b>18.2%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	0	0	1	3	-	0.0%	0.0%	25.0%	60.0%	-
Leave Oklahoma Educ.	1	1	3	2	-	100.0%	100.0%	75.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	5.0%	18.2%	25.0%	-
Transfers In/Out	nc	nc	1.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	13
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 13



## District Report for: ROCKY MOUNTAIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	1	14.3%	10.0%	9.1%	10.0%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	4	3	3	1	7.1%	20.0%	13.6%	15.0%	5.6%
White - Females	1	2	2	2	0	100.0%	50.0%	66.7%	66.7%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	2	1	1	1	0.0%	50.0%	33.3%	33.3%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	14	17	15	16	78.6%	70.0%	77.3%	75.0%	88.9%
White - Females	7	9	9	9	9	63.6%	64.3%	52.9%	60.0%	56.3%
White - Males	1	1	1	2	2	9.1%	7.1%	5.9%	13.3%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	6	4	4	27.3%	21.4%	35.3%	26.7%	25.0%
Other - Males	0	1	1	0	1	0.0%	7.1%	5.9%	0.0%	6.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	1	3	3	3	0.0%	7.1%	17.6%	20.0%	20.0%
30-34	3	3	3	4	3	27.3%	21.4%	17.6%	26.7%	20.0%
35-39	4	6	4	2	2	36.4%	42.9%	23.5%	13.3%	13.3%
40-44	2	2	4	2	3	18.2%	14.3%	23.5%	13.3%	20.0%
45-49	1	1	1	3	2	9.1%	7.1%	5.9%	20.0%	13.3%
50-54	0	0	0	1	2	0.0%	0.0%	0.0%	6.7%	13.3%
55+	1	1	2	0	0	9.1%	7.1%	11.8%	0.0%	0.0%
<b>Average Age</b>	39.1	38.4	38.8	37.3	38.5					

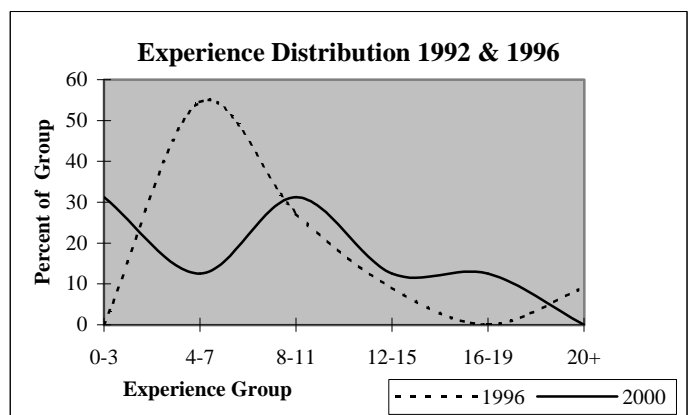
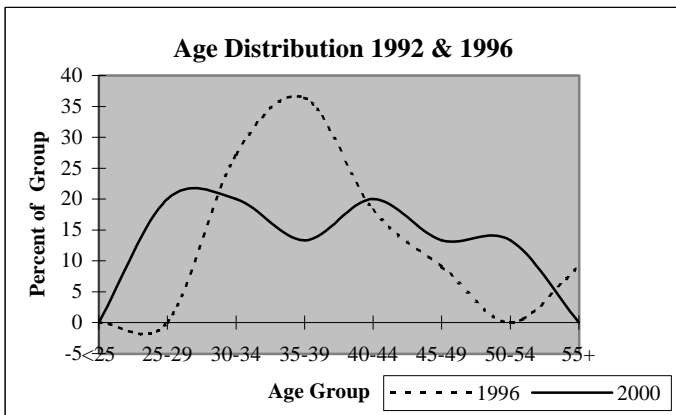
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	3	5	4	5	0.0%	21.4%	29.4%	26.7%	31.3%
4-7 Years	6	5	5	4	2	54.5%	35.7%	29.4%	26.7%	12.5%
8-11 Years	3	3	3	5	5	27.3%	21.4%	17.6%	33.3%	31.3%
12-15 Years	1	1	1	1	2	9.1%	7.1%	5.9%	6.7%	12.5%
16-19 Years	0	1	2	1	2	0.0%	7.1%	11.8%	6.7%	12.5%
20+ Years	1	1	1	0	0	9.1%	7.1%	5.9%	0.0%	0.0%
<b>Average Experience</b>	8.7	8.2	8.2	7.3	7.8					

## District Report for: ROCKY MOUNTAIN

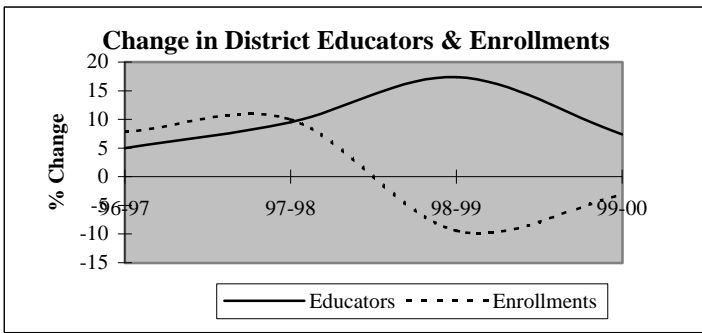
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	4	5	-	7.1%	5.0%	18.2%	25.0%	-
Attrition from Transfers	0	0	1	3	-	0.0%	0.0%	4.5%	15.0%	-
Attrition from Exits	1	1	3	2	-	7.1%	5.0%	13.6%	10.0%	-
<b>Teacher Attrition</b>	1	1	4	2	-	9.1%	7.1%	23.5%	13.3%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	5.9%	6.7%	-
Attrition from Exits	1	1	3	1	-	9.1%	7.1%	17.6%	6.7%	-
<b>District Retention</b>										
Educator Retention	13	19	18	15	-	92.9%	95.0%	81.8%	75.0%	-
Teacher Retention	10	13	13	13	-	90.9%	92.9%	76.5%	86.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	0.0%	71.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.5%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	90.0%	86.4%	95.0%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	10.0%	9.1%	5.0%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ZION

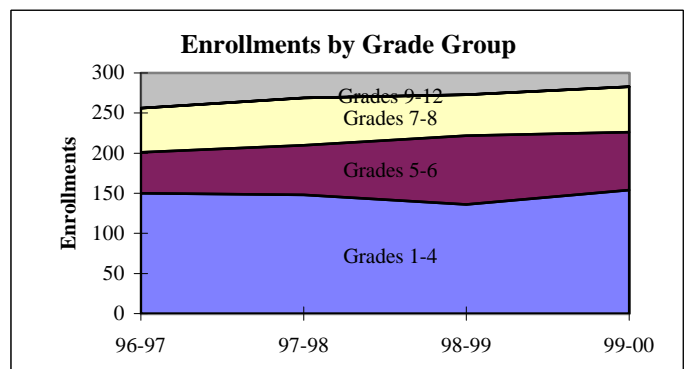
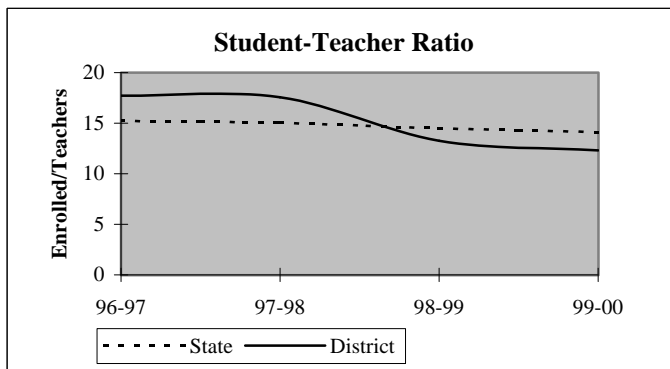


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.8	15.2	15.3	11.8	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.4	17.7	17.6	13.3	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	1	2	4	2	-	-	-	-	-
% Change in Educators	-9.1%	5.0%	9.5%	17.4%	7.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	23	32	-33	-10	-	-	-	-	-
% Change in Enrollments	0.3%	7.8%	10.0%	-9.4%	-3.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	4.8%	8.7%	7.4%	6.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	9.5%	4.3%	3.7%	6.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	15.0%	19.0%	17.4%	18.5%	13.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	4.3%	3.7%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.2	45.3	45.1	41.6	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	14.1	14.3	14.3	11.8	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,400	30,884	31,077	30,417	29,923	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	17.6%	22.2%	20.0%	20.8%	16.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.4%	83.3%	85.0%	83.3%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	5.6%	10.0%	8.3%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	76.4%	76.5%	78.6%	76.9%	78.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	7	8	12	12	30.0%	33.3%	34.8%	44.4%	41.4%
Attrition	1	0	0	1	0					
Attrition Rate	16.7%	0.0%	0.0%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	11	11	12	15	55.0%	52.4%	47.8%	44.4%	51.7%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	9.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	4	3	2	15.0%	14.3%	17.4%	11.1%	6.9%
Attrition Rate	0.0%	0.0%	50.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	5	3	4	15.0%	19.0%	21.7%	11.1%	13.8%

## District Report for: ZION

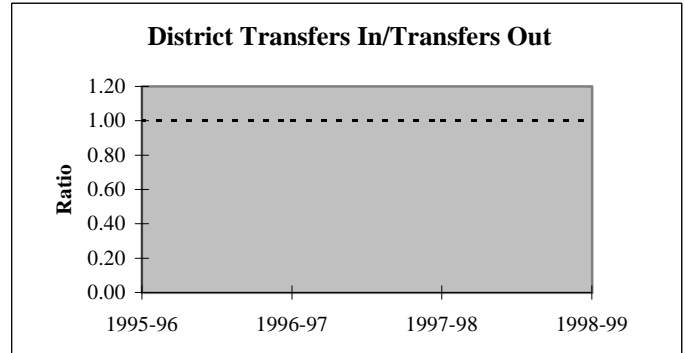
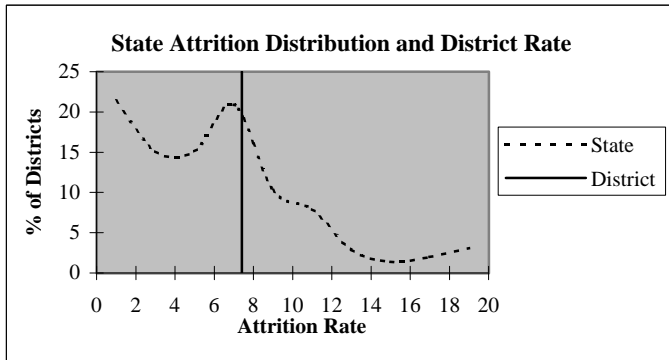
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	21	23	27	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	2	5.0%	4.8%	8.7%	7.4%	6.9%
Professional Staff	2	2	1	1	2	10.0%	9.5%	4.3%	3.7%	6.9%
<b>Total Teachers</b>	17	18	20	24	25	85.0%	85.7%	87.0%	88.9%	86.2%
Special Education	1	1	2	2	2	5.9%	5.6%	10.0%	8.3%	8.0%
Pre-K & Kindergarten	1	1	1	2	2	5.9%	5.6%	5.0%	8.3%	8.0%
Elementary	15	16	17	20	21	88.2%	88.9%	85.0%	83.3%	84.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	296	319	351	318	308	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	56	58	82	41	22	18.9%	18.2%	23.4%	12.9%	7.1%
Grades 1-4	123	150	148	136	154	41.6%	47.0%	42.2%	42.8%	50.0%
Grades 5-6	55	51	62	86	72	18.6%	16.0%	17.7%	27.0%	23.4%
Grades 7-8	59	55	59	51	57	19.9%	17.2%	16.8%	16.0%	18.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	3	5	0	4	3	1.0%	1.6%	0.0%	1.3%	1.0%



## District Report for: ZION

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	21	23	27	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	19	21	20	25	95.0%	90.5%	91.3%	74.1%	86.2%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>4</b>	<b>5.0%</b>	<b>9.5%</b>	<b>8.7%</b>	<b>25.9%</b>	<b>13.8%</b>
Transfers In	0	2	1	1	0	0.0%	100.0%	50.0%	14.3%	0.0%
Reentrants	1	0	0	2	1	100.0%	0.0%	0.0%	28.6%	25.0%
First Time Educators	0	0	1	4	3	0.0%	0.0%	50.0%	57.1%	75.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>5.0%</b>	<b>0.0%</b>	<b>13.0%</b>	<b>7.4%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	1	0	3	1	-	100.0%	0.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	5.0%	0.0%	13.0%	7.4%	-
Transfers In/Out	nc	nc	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	20	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	20

## District Report for: ZION

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	2	5.0%	4.8%	8.7%	7.4%	6.9%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	100.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	1	1	2	10.0%	9.5%	4.3%	3.7%	6.9%
White - Females	2	2	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	18	20	24	25	85.0%	85.7%	87.0%	88.9%	86.2%
White - Females	11	11	13	15	16	64.7%	61.1%	65.0%	62.5%	64.0%
White - Males	3	3	3	4	5	17.6%	16.7%	15.0%	16.7%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	5	4	17.6%	22.2%	20.0%	20.8%	16.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	4.2%	4.3%
25-29	1	1	1	1	1	5.9%	5.6%	5.0%	4.2%	4.3%
30-34	2	3	5	5	4	11.8%	16.7%	25.0%	20.8%	17.4%
35-39	3	3	2	6	6	17.6%	16.7%	10.0%	25.0%	26.1%
40-44	0	0	1	1	2	0.0%	0.0%	5.0%	4.2%	8.7%
45-49	5	5	5	4	2	29.4%	27.8%	25.0%	16.7%	8.7%
50-54	2	2	1	2	4	11.8%	11.1%	5.0%	8.3%	17.4%
55+	4	4	5	4	3	23.5%	22.2%	25.0%	16.7%	13.0%
<b>Average Age</b>	45.2	45.3	45.1	41.6	42.0					

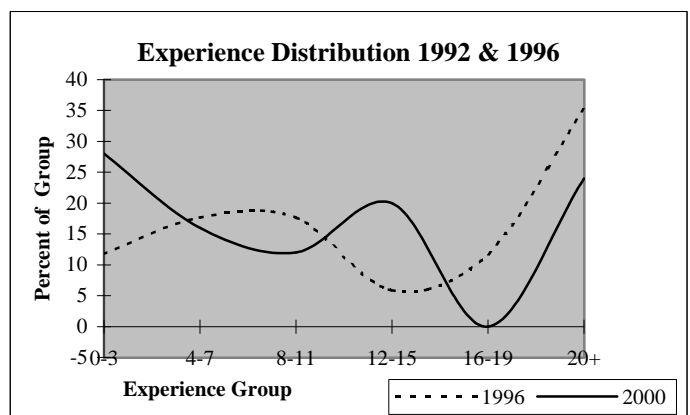
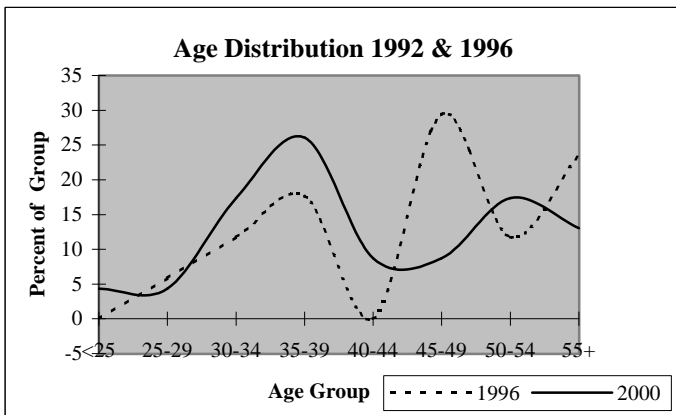
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	2	5	7	11.8%	16.7%	10.0%	20.8%	28.0%
4-7 Years	3	3	5	6	4	17.6%	16.7%	25.0%	25.0%	16.0%
8-11 Years	3	1	1	2	3	17.6%	5.6%	5.0%	8.3%	12.0%
12-15 Years	1	3	4	4	5	5.9%	16.7%	20.0%	16.7%	20.0%
16-19 Years	2	2	2	1	0	11.8%	11.1%	10.0%	4.2%	0.0%
20+ Years	6	6	6	6	6	35.3%	33.3%	30.0%	25.0%	24.0%
<b>Average Experience</b>	14.1	14.3	14.3	11.8	11.3					

## District Report for: ZION

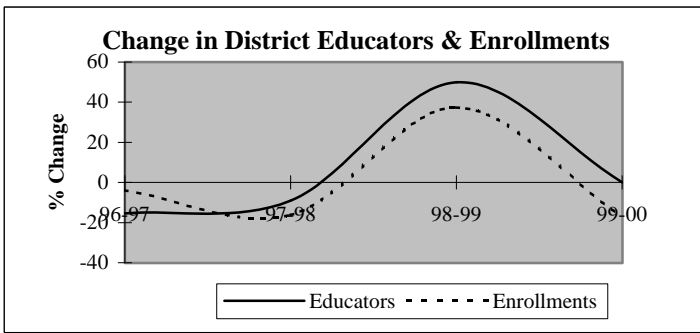
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	3	2	-	5.0%	0.0%	13.0%	7.4%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	3.7%	-
Attrition from Exits	1	0	3	1	-	5.0%	0.0%	13.0%	3.7%	-
Teacher Attrition	1	0	3	2	-	5.9%	0.0%	15.0%	8.3%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	4.2%	-
Attrition from Exits	1	0	3	1	-	5.9%	0.0%	15.0%	4.2%	-
<b>District Retention</b>										
Educator Retention	19	21	20	25	-	95.0%	100.0%	87.0%	92.6%	-
Teacher Retention	16	18	17	22	-	94.1%	100.0%	85.0%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	100.0%	95.7%	77.8%	86.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.0%	0.0%	4.3%	22.2%	13.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DAHLONEGAH



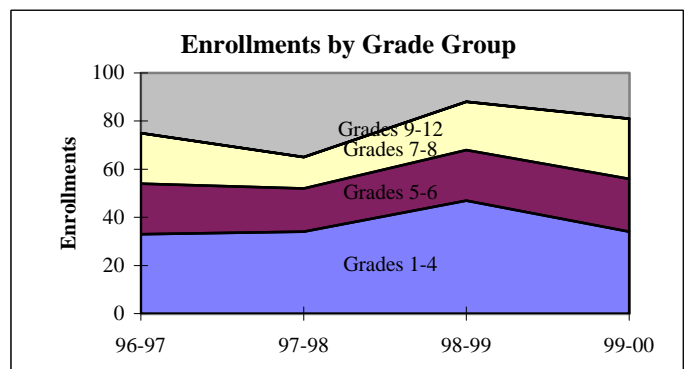
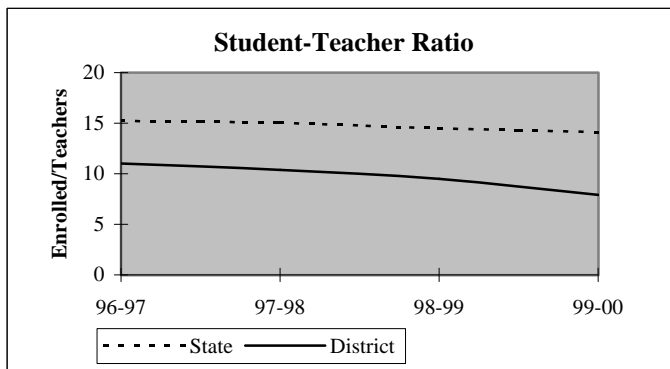
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.9	9.0	8.3	7.6	6.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.4	11.0	10.4	9.5	7.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-2	-1	5	0	-	-	-	-	-
% Change in Educators	-13.3%	-15.4%	-9.1%	50.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	-4	-16	31	-19	-	-	-	-	-
% Change in Enrollments	-8.8%	-3.9%	-16.2%	37.3%	-16.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.7%	0.0%	0.0%	6.7%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	15.4%	18.2%	10.0%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	10.0%	13.3%	13.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	53.8%	54.5%	40.0%	33.3%	40.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	0.0%	0.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	15.4%	18.2%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	44.6	48.6	41.5	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	15.8	16.0	17.4	10.9	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,016	28,895	30,897	28,313	27,494	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	45.5%	44.4%	37.5%	33.3%	33.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	77.8%	87.5%	91.7%	91.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.2%	11.1%	12.5%	8.3%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	96.1%	100.0%	100.0%	85.2%	99.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	2	6	4	15.4%	18.2%	20.0%	40.0%	26.7%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	50.0%	0.0%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	7	5	6	8	69.2%	63.6%	50.0%	40.0%	53.3%
Attrition	2	2	0	0	0					
Attrition Rate	22.2%	28.6%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	3	3	3	15.4%	18.2%	30.0%	20.0%	20.0%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	50.0%	33.3%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	2	3	4	3	23.1%	18.2%	30.0%	26.7%	20.0%



## District Report for: DAHLONEGAH

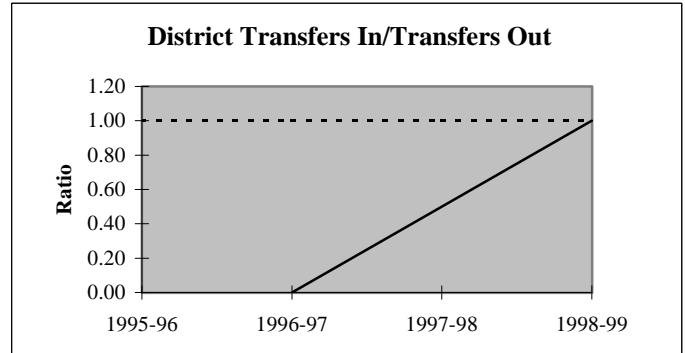
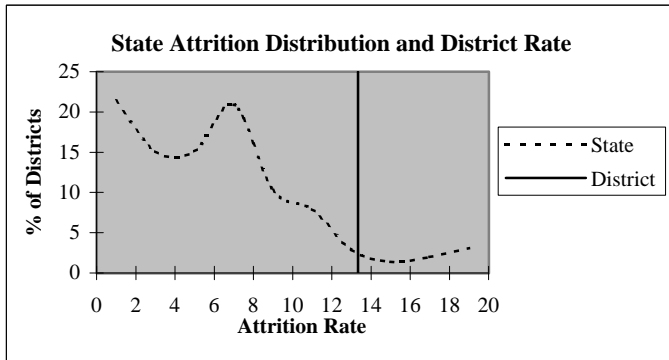
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	11	10	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	1	1	1	15.4%	18.2%	10.0%	6.7%	6.7%
Professional Staff	0	0	1	2	2	0.0%	0.0%	10.0%	13.3%	13.3%
<b>Total Teachers</b>	11	9	8	12	12	84.6%	81.8%	80.0%	80.0%	80.0%
Special Education	2	1	1	1	2	18.2%	11.1%	12.5%	8.3%	16.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	7	11	10	81.8%	88.9%	87.5%	91.7%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	103	99	83	114	95	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	24	18	26	13	25.2%	24.2%	21.7%	22.8%	13.7%
Grades 1-4	36	33	34	47	34	35.0%	33.3%	41.0%	41.2%	35.8%
Grades 5-6	18	21	18	21	22	17.5%	21.2%	21.7%	18.4%	23.2%
Grades 7-8	23	21	13	20	25	22.3%	21.2%	15.7%	17.5%	26.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%



## District Report for: DAHLONEGAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	11	10	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	11	7	9	13	100.0%	100.0%	70.0%	60.0%	86.7%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>0.0%</b>	<b>0.0%</b>	<b>30.0%</b>	<b>40.0%</b>	<b>13.3%</b>
Transfers In	0	0	1	1	1	0.0%	0.0%	33.3%	16.7%	50.0%
Reentrants	0	0	2	1	0	0.0%	0.0%	66.7%	16.7%	0.0%
First Time Educators	0	0	0	4	1	0.0%	0.0%	0.0%	66.7%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>15.4%</b>	<b>36.4%</b>	<b>10.0%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	0	2	0	1	-	0.0%	50.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	2	2	1	1	-	100.0%	50.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	36.4%	10.0%	13.3%	-
Transfers In/Out	nc	0.00	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	12	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	13

## District Report for: DAHLONEGAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	1	1	1	15.4%	18.2%	10.0%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	1	1	0	0.0%	0.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	1	50.0%	50.0%	0.0%	0.0%	100.0%
<b>Professional Staff</b>	0	0	1	2	2	0.0%	0.0%	10.0%	13.3%	13.3%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	100.0%	50.0%	50.0%
<b>Teachers</b>	11	9	8	12	12	84.6%	81.8%	80.0%	80.0%	80.0%
White - Females	5	4	4	7	7	45.5%	44.4%	50.0%	58.3%	58.3%
White - Males	1	1	1	1	1	9.1%	11.1%	12.5%	8.3%	8.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	4	4	27.3%	33.3%	37.5%	33.3%	33.3%
Other - Males	2	1	0	0	0	18.2%	11.1%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	2	1	0.0%	0.0%	0.0%	18.2%	10.0%
30-34	1	1	0	1	1	9.1%	11.1%	0.0%	9.1%	10.0%
35-39	2	1	0	1	1	18.2%	11.1%	0.0%	9.1%	10.0%
40-44	4	3	2	2	2	36.4%	33.3%	25.0%	18.2%	20.0%
45-49	1	2	3	3	3	9.1%	22.2%	37.5%	27.3%	30.0%
50-54	2	1	1	1	1	18.2%	11.1%	12.5%	9.1%	10.0%
55+	1	1	2	1	1	9.1%	11.1%	25.0%	9.1%	10.0%
<b>Average Age</b>	44.3	44.6	48.6	41.5	44.0					

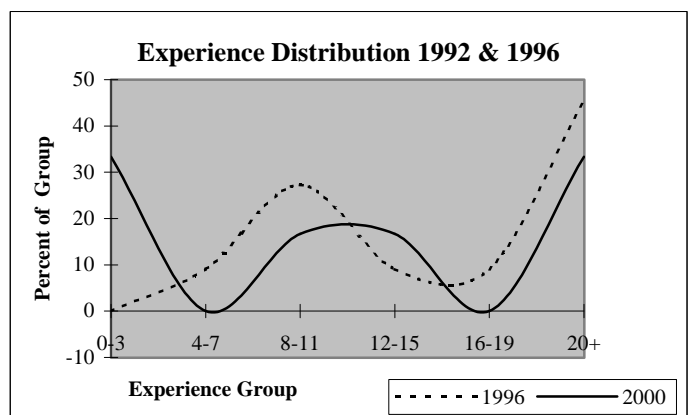
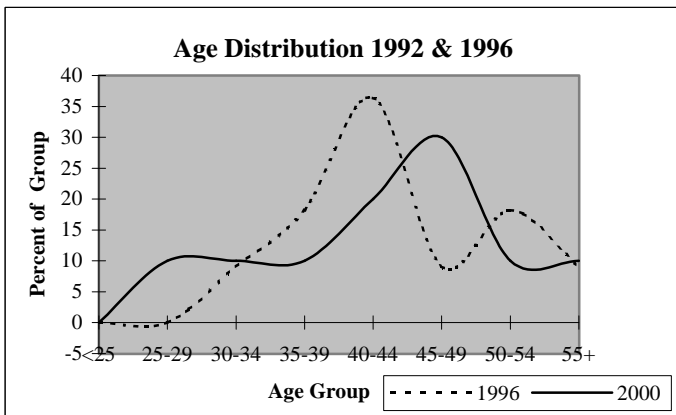
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	4	4	0.0%	0.0%	0.0%	33.3%	33.3%
4-7 Years	1	1	2	2	0	9.1%	11.1%	25.0%	16.7%	0.0%
8-11 Years	3	2	0	1	2	27.3%	22.2%	0.0%	8.3%	16.7%
12-15 Years	1	1	1	1	2	9.1%	11.1%	12.5%	8.3%	16.7%
16-19 Years	1	1	0	0	0	9.1%	11.1%	0.0%	0.0%	0.0%
20+ Years	5	4	5	4	4	45.5%	44.4%	62.5%	33.3%	33.3%
<b>Average Experience</b>	15.8	16.0	17.4	10.9	11.8					

## District Report for: DAHLONEGAH

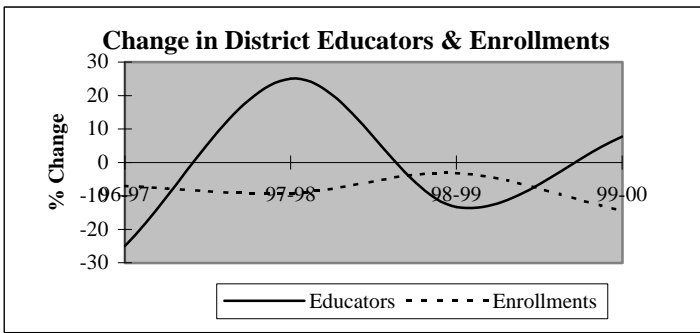
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	4	1	2	-	15.4%	36.4%	10.0%	13.3%	-
Attrition from Transfers	0	2	0	1	-	0.0%	18.2%	0.0%	6.7%	-
Attrition from Exits	2	2	1	1	-	15.4%	18.2%	10.0%	6.7%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>18.2%</b>	<b>22.2%</b>	<b>12.5%</b>	<b>8.3%</b>	<b>-</b>
Attrition from Transfers	0	2	0	1	-	0.0%	22.2%	0.0%	8.3%	-
Attrition from Exits	2	0	1	0	-	18.2%	0.0%	12.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	11	7	9	13	-	84.6%	63.6%	90.0%	86.7%	-
Teacher Retention	9	7	7	11	-	81.8%	77.8%	87.5%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	6.7%	13.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	80.0%	60.0%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	20.0%	33.3%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: GREASY



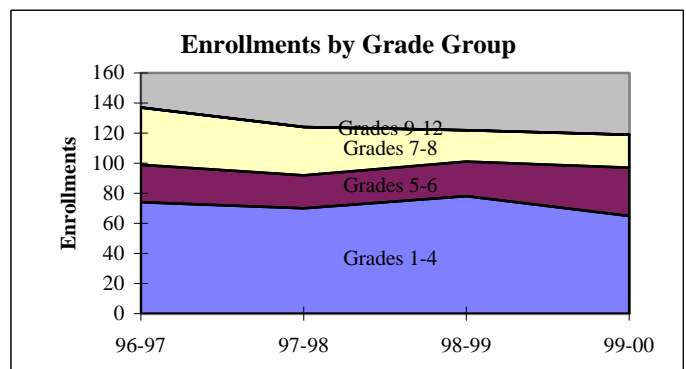
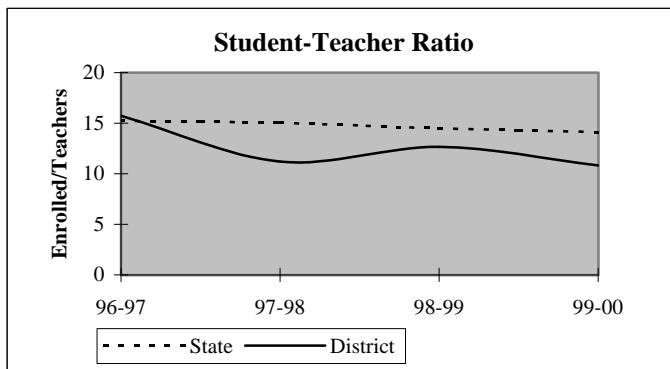
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	14.4	10.5	11.7	9.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.4	15.7	11.2	12.7	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-4	3	-2	1	-	-	-	-	-
% Change in Educators	0.0%	-25.0%	25.0%	-13.3%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	31	-13	-16	-5	-22	-	-	-	-	-
% Change in Enrollments	20.0%	-7.0%	-9.2%	-3.2%	-14.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.3%	0.0%	13.3%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	8.3%	6.7%	7.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	25.0%	33.3%	26.7%	23.1%	28.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	43.0	42.1	44.8	45.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	13.7	12.0	14.4	15.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,025	29,453	27,768	30,267	30,552	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	26.7%	36.4%	28.6%	25.0%	25.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.3%	72.7%	78.6%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	9.1%	7.1%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	89.2%	85.0%	86.6%	84.9%	92.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	3	6	4	5	31.3%	25.0%	40.0%	30.8%	35.7%
Attrition	2	0	2	0	0					
Attrition Rate	40.0%	0.0%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	9	9	7	7	68.8%	75.0%	60.0%	53.8%	50.0%
Attrition	2	0	1	0	0					
Attrition Rate	18.2%	0.0%	11.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	2	2	0.0%	0.0%	0.0%	15.4%	14.3%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	1	2	3	6.3%	0.0%	6.7%	15.4%	21.4%

## District Report for: GREASY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	12	15	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.3%	8.3%	6.7%	7.7%	7.1%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
<b>Total Teachers</b>	15	11	14	12	12	93.8%	91.7%	93.3%	92.3%	85.7%
Special Education	1	1	1	0	0	6.7%	9.1%	7.1%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	10	13	12	12	93.3%	90.9%	92.9%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

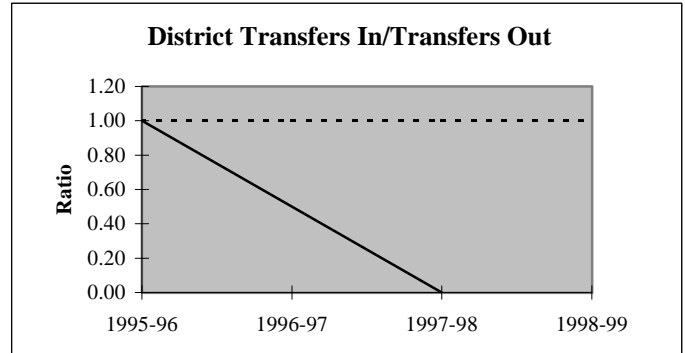
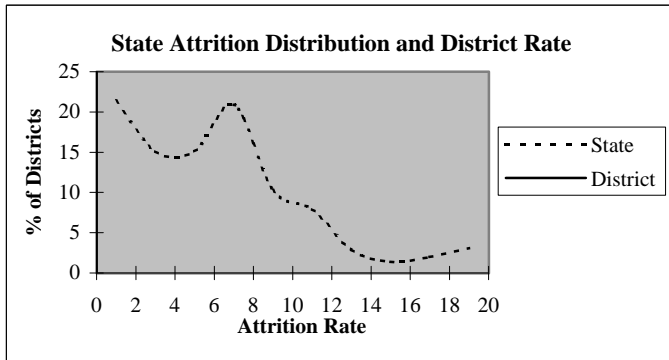
<b>Total Enrollments</b>	186	173	157	152	130	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	36	33	30	11	23.7%	20.8%	21.0%	19.7%	8.5%
Grades 1-4	73	74	70	78	65	39.2%	42.8%	44.6%	51.3%	50.0%
Grades 5-6	34	25	22	23	32	18.3%	14.5%	14.0%	15.1%	24.6%
Grades 7-8	35	38	32	21	22	18.8%	22.0%	20.4%	13.8%	16.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GREASY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	12	15	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	12	12	12	13	87.5%	100.0%	80.0%	92.3%	92.9%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>12.5%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>7.7%</b>	<b>7.1%</b>
Transfers In	1	0	0	1	0	50.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	2	0	0	0.0%	0.0%	66.7%	0.0%	0.0%
First Time Educators	1	0	1	0	1	50.0%	0.0%	33.3%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>25.0%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	2	0	-	25.0%	0.0%	66.7%	0.0%	-
Leave Oklahoma Educ.	3	0	1	0	-	75.0%	0.0%	33.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	0.0%	20.0%	0.0%	-
Transfers In/Out	1.00	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	16	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	16

## District Report for: GREASY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.3%	8.3%	6.7%	7.7%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	11	14	12	12	93.8%	91.7%	93.3%	92.3%	85.7%
White - Females	10	7	10	9	9	66.7%	63.6%	71.4%	75.0%	75.0%
White - Males	1	0	0	0	0	6.7%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	6.7%	9.1%	7.1%	8.3%	8.3%
Other - Males	3	3	3	2	2	20.0%	27.3%	21.4%	16.7%	16.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	0	0	6.7%	9.1%	7.1%	0.0%	0.0%
30-34	4	1	2	1	0	26.7%	9.1%	14.3%	8.3%	0.0%
35-39	1	1	3	3	3	6.7%	9.1%	21.4%	25.0%	25.0%
40-44	3	3	2	1	1	20.0%	27.3%	14.3%	8.3%	8.3%
45-49	4	3	3	2	3	26.7%	27.3%	21.4%	16.7%	25.0%
50-54	2	2	2	4	4	13.3%	18.2%	14.3%	33.3%	33.3%
55+	0	0	1	1	1	0.0%	0.0%	7.1%	8.3%	8.3%
<b>Average Age</b>	41.0	43.0	42.1	44.8	45.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	4	2	2	26.7%	27.3%	28.6%	16.7%	16.7%
4-7 Years	1	0	2	2	2	6.7%	0.0%	14.3%	16.7%	16.7%
8-11 Years	2	1	1	0	0	13.3%	9.1%	7.1%	0.0%	0.0%
12-15 Years	1	1	1	1	1	6.7%	9.1%	7.1%	8.3%	8.3%
16-19 Years	4	1	1	2	1	26.7%	9.1%	7.1%	16.7%	8.3%
20+ Years	3	5	5	5	6	20.0%	45.5%	35.7%	41.7%	50.0%
<b>Average Experience</b>	12.1	13.7	12.0	14.4	15.4					

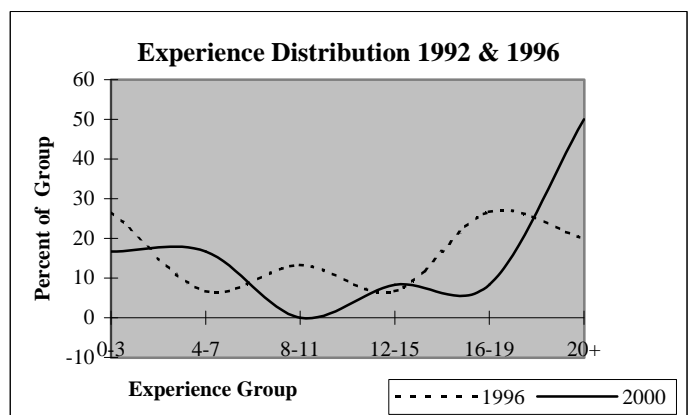
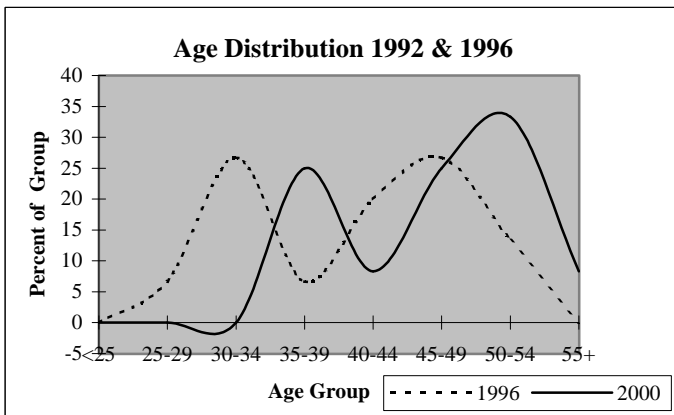


## District Report for: GREASY

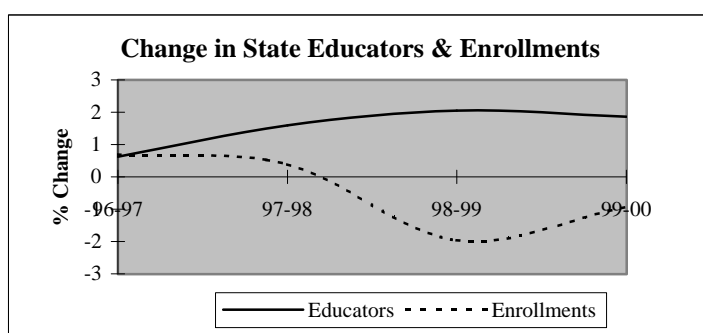
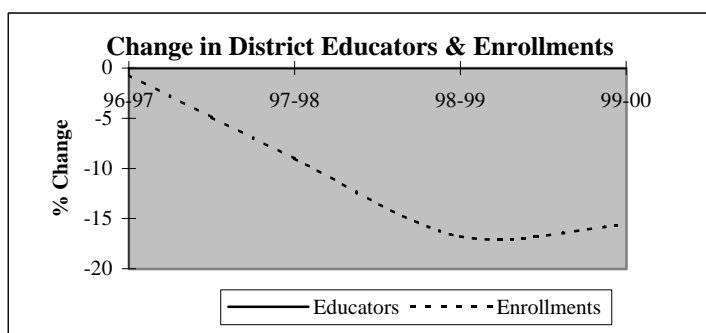
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	0	3	0	-	25.0%	0.0%	20.0%	0.0%	-
Attrition from Transfers	1	0	2	0	-	6.3%	0.0%	13.3%	0.0%	-
Attrition from Exits	3	0	1	0	-	18.8%	0.0%	6.7%	0.0%	-
Teacher Attrition	4	0	2	0	-	26.7%	0.0%	14.3%	0.0%	-
Attrition from Transfers	1	0	2	0	-	6.7%	0.0%	14.3%	0.0%	-
Attrition from Exits	3	0	0	0	-	20.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	12	12	13	-	75.0%	100.0%	80.0%	100.0%	-
Teacher Retention	11	11	12	12	-	73.3%	100.0%	85.7%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	33.3%	33.3%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	7.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.8%	100.0%	80.0%	92.3%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.3%	0.0%	20.0%	0.0%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BELL

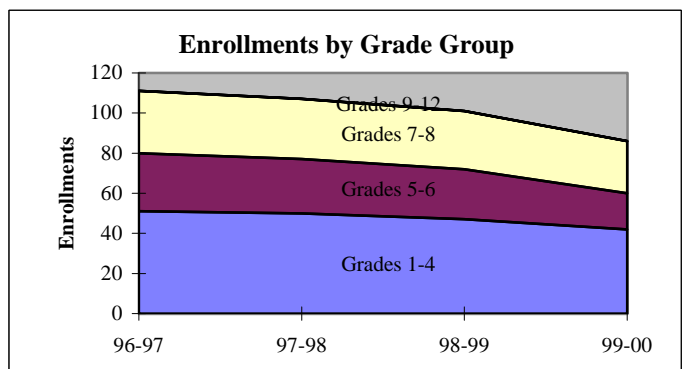
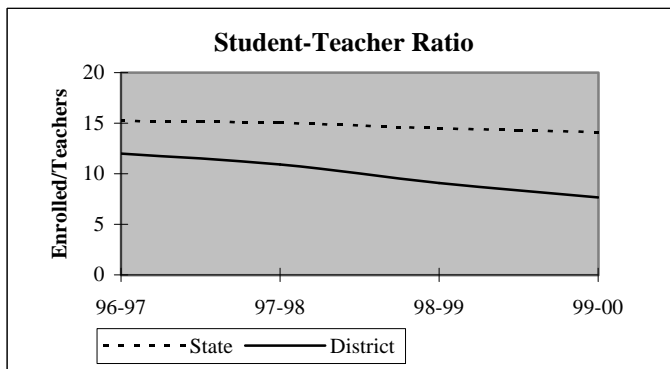


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.7	9.6	8.7	7.3	6.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	12.0	10.9	9.1	7.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	0	0	0	-	-	-	-	-
% Change in Educators	-11.8%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	-1	-13	-22	-17	-	-	-	-	-
% Change in Enrollments	7.4%	-0.7%	-9.0%	-16.8%	-15.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	13.3%	13.3%	13.3%	13.3%	13.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	6.7%	6.7%	6.7%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	46.7%	46.7%	46.7%	46.7%	46.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	6.7%	6.7%	6.7%	6.7%	6.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.5	46.5	44.8	45.1	46.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	12.3	12.1	12.4	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,066	29,654	31,071	31,436	32,047	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	58.3%	58.3%	58.3%	58.3%	58.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	91.7%	91.7%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.7%	16.7%	16.7%	16.7%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	89.7%	91.0%	90.8%	93.9%	95.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	3	3	3	3	20.0%	20.0%	20.0%	20.0%	20.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	12	10	10	10	9	80.0%	66.7%	66.7%	66.7%	60.0%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	10.0%	0.0%	0.0%					
At Retirement Age	0	2	2	2	3	0.0%	13.3%	13.3%	13.3%	20.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	3	2	3	4	13.3%	20.0%	13.3%	20.0%	26.7%

## District Report for: BELL

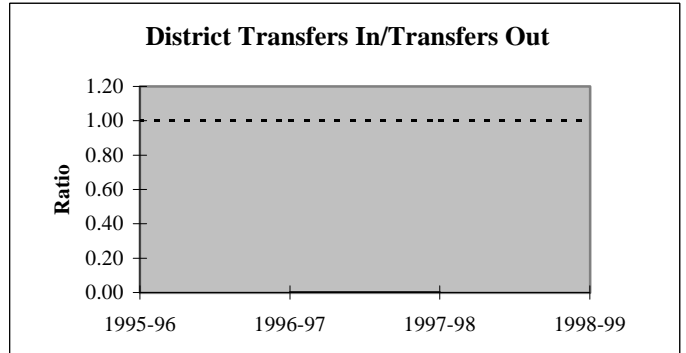
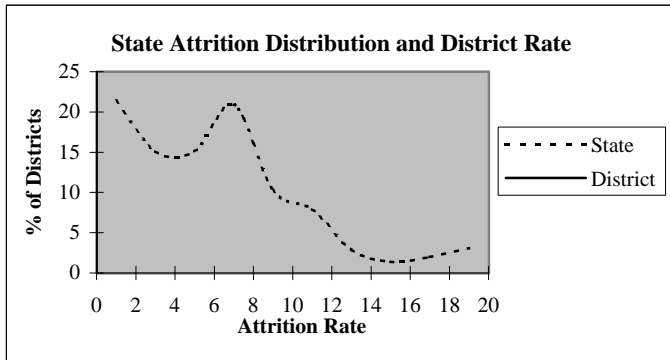
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	15	15	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	13.3%	13.3%	13.3%	13.3%	13.3%
Professional Staff	1	1	1	1	1	6.7%	6.7%	6.7%	6.7%	6.7%
<b>Total Teachers</b>	12	12	12	12	12	80.0%	80.0%	80.0%	80.0%	80.0%
Special Education	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	16.7%
Pre-K & Kindergarten	1	1	1	1	1	8.3%	8.3%	8.3%	8.3%	8.3%
Elementary	9	9	9	9	9	75.0%	75.0%	75.0%	75.0%	75.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	145	144	131	109	92	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	33	24	8	6	23.4%	22.9%	18.3%	7.3%	6.5%
Grades 1-4	52	51	50	47	42	35.9%	35.4%	38.2%	43.1%	45.7%
Grades 5-6	32	29	27	25	18	22.1%	20.1%	20.6%	22.9%	19.6%
Grades 7-8	27	31	30	29	26	18.6%	21.5%	22.9%	26.6%	28.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	15	15	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	15	14	14	15	100.0%	100.0%	93.3%	93.3%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>0.0%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	1	0	-	0.0%	100.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	6.7%	6.7%	0.0%	-
Transfers In/Out	nc	0.00	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	15
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 15

## District Report for: BELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	13.3%	13.3%	13.3%	13.3%	13.3%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	6.7%	6.7%	6.7%	6.7%	6.7%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	12	12	12	12	80.0%	80.0%	80.0%	80.0%	80.0%
White - Females	5	5	5	5	5	41.7%	41.7%	41.7%	41.7%	41.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	6	6	5	5	5	50.0%	50.0%	41.7%	41.7%	41.7%
Other - Males	1	1	2	2	2	8.3%	8.3%	16.7%	16.7%	16.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	8.3%
30-34	2	2	2	1	0	16.7%	16.7%	16.7%	8.3%	0.0%
35-39	2	1	2	2	2	16.7%	8.3%	16.7%	16.7%	16.7%
40-44	1	1	1	1	2	8.3%	8.3%	8.3%	8.3%	16.7%
45-49	3	4	3	3	2	25.0%	33.3%	25.0%	25.0%	16.7%
50-54	2	2	2	2	3	16.7%	16.7%	16.7%	16.7%	25.0%
55+	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	16.7%
<b>Average Age</b>	45.5	46.5	44.8	45.1	46.1					

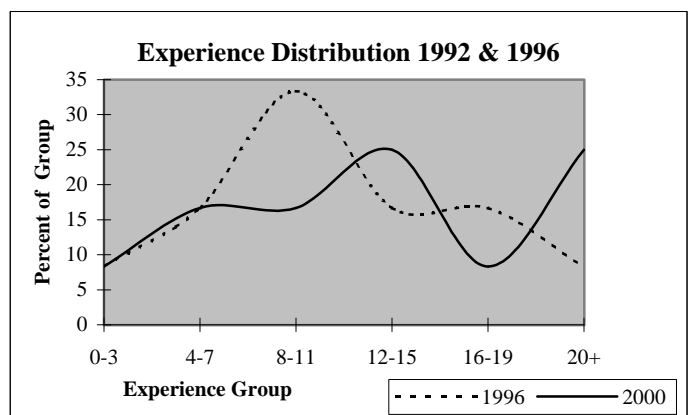
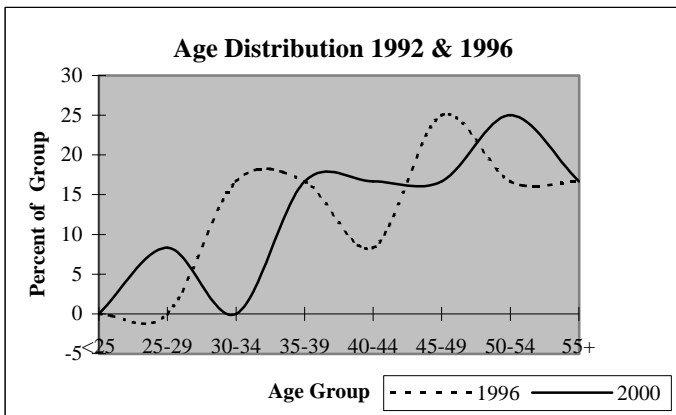
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	0	1	2	1	8.3%	0.0%	8.3%	16.7%	8.3%
4-7 Years	2	3	2	1	2	16.7%	25.0%	16.7%	8.3%	16.7%
8-11 Years	4	4	4	3	2	33.3%	33.3%	33.3%	25.0%	16.7%
12-15 Years	2	2	1	2	3	16.7%	16.7%	8.3%	16.7%	25.0%
16-19 Years	2	2	1	1	1	16.7%	16.7%	8.3%	8.3%	8.3%
20+ Years	1	1	3	3	3	8.3%	8.3%	25.0%	25.0%	25.0%
<b>Average Experience</b>	11.3	12.3	12.1	12.4	13.4					

## District Report for: BELL

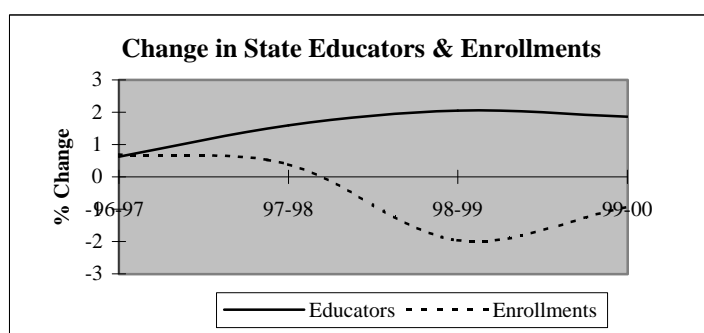
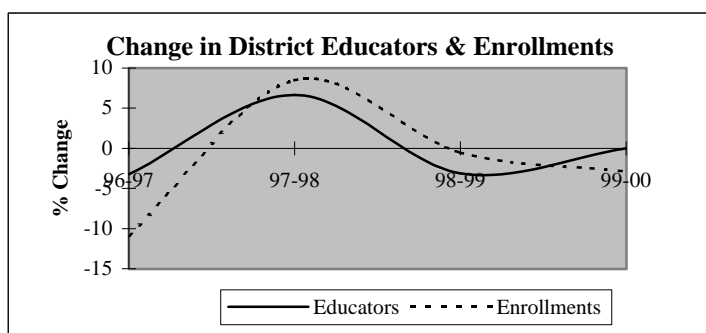
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	1	0	-	0.0%	6.7%	6.7%	0.0%	-
Attrition from Transfers	0	1	1	0	-	0.0%	6.7%	6.7%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	1	1	0	-	0.0%	8.3%	8.3%	0.0%	-
Attrition from Transfers	0	1	1	0	-	0.0%	8.3%	8.3%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	15	14	14	15	-	100.0%	93.3%	93.3%	100.0%	-
Teacher Retention	12	11	11	12	-	100.0%	91.7%	91.7%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	0.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	93.3%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	6.7%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WATTS

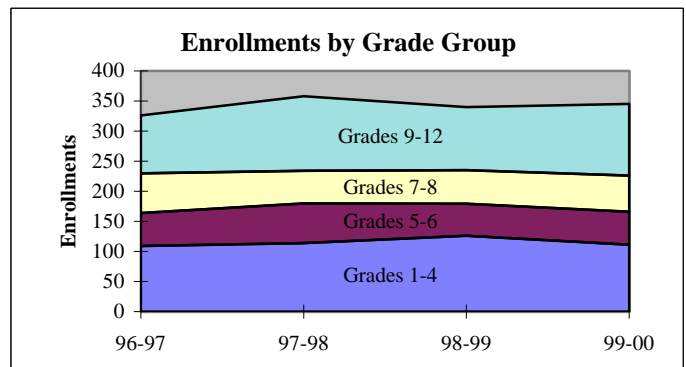
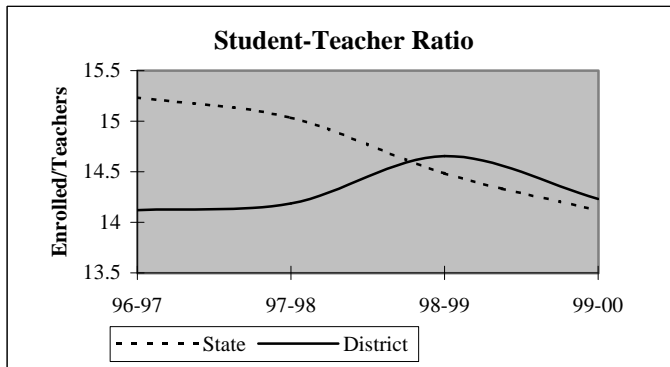


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	11.8	12.0	12.3	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	14.1	14.2	14.7	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	2	-1	0	-	-	-	-	-
% Change in Educators	-3.1%	-3.2%	6.7%	-3.1%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	23	-43	30	-2	-11	-	-	-	-	-
% Change in Enrollments	6.2%	-10.9%	8.5%	-0.5%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.7%	3.3%	9.4%	9.7%	12.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.7%	10.0%	9.4%	9.7%	12.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.5%	6.7%	6.3%	6.5%	3.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	22.6%	23.3%	25.0%	29.0%	32.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	0.0%	0.0%	0.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.2%	3.3%	3.1%	3.2%	9.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.3	40.8	42.6	42.7	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	7.8	8.9	9.6	9.5	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	26,834	27,706	27,662	28,194	29,308	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	19.2%	24.0%	25.9%	30.8%	34.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.4%	64.0%	66.7%	65.4%	69.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.5%	4.0%	7.4%	0.0%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	52.5%	40.2%	50.0%	55.4%	53.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	12	13	13	12	45.2%	40.0%	40.6%	41.9%	38.7%
Attrition	3	0	1	4	0					
Attrition Rate	21.4%	0.0%	7.7%	30.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	17	16	16	17	51.6%	56.7%	50.0%	51.6%	54.8%
Attrition	1	0	1	1	0					
Attrition Rate	6.3%	0.0%	6.3%	6.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	2	2	3.2%	3.3%	9.4%	6.5%	6.5%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	3	3	2	2	3.2%	10.0%	9.4%	6.5%	6.5%

## District Report for: WATTS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	31	30	32	31	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	4	9.7%	10.0%	9.4%	9.7%	12.9%
Professional Staff	2	2	2	2	1	6.5%	6.7%	6.3%	6.5%	3.2%
<b>Total Teachers</b>	26	25	27	26	26	83.9%	83.3%	84.4%	83.9%	83.9%
Special Education	3	1	2	0	2	11.5%	4.0%	7.4%	0.0%	7.7%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.8%	3.8%
Elementary	12	14	14	13	14	46.2%	56.0%	51.9%	50.0%	53.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	10	11	12	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	2	1	3.8%	4.0%	7.4%	7.7%	3.8%
Art & Music	1	0	1	1	0	3.8%	0.0%	3.7%	3.8%	0.0%
Social Studies	1	2	2	2	1	3.8%	8.0%	7.4%	7.7%	3.8%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	3.8%	0.0%
Math	1	1	1	1	1	3.8%	4.0%	3.7%	3.8%	3.8%
<b>Science</b>	2	1	1	1	2	7.7%	4.0%	3.7%	3.8%	7.7%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	1	7.7%	4.0%	3.7%	3.8%	3.8%
Vocational Education	4	3	3	3	1	15.4%	12.0%	11.1%	11.5%	3.8%
Other	1	2	1	1	3	3.8%	8.0%	3.7%	3.8%	11.5%
<b>Total Enrollments</b>	396	353	383	381	370	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	27	25	41	25	7.1%	7.6%	6.5%	10.8%	6.8%
Grades 1-4	122	109	114	126	111	30.8%	30.9%	29.8%	33.1%	30.0%
Grades 5-6	50	55	66	53	55	12.6%	15.6%	17.2%	13.9%	14.9%
Grades 7-8	72	66	54	56	60	18.2%	18.7%	14.1%	14.7%	16.2%
Grades 9-12	124	96	124	105	119	31.3%	27.2%	32.4%	27.6%	32.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

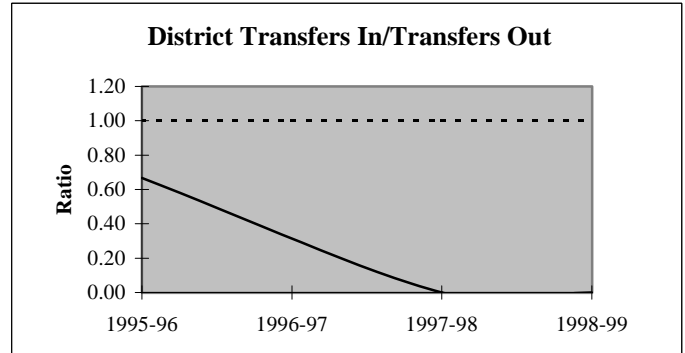
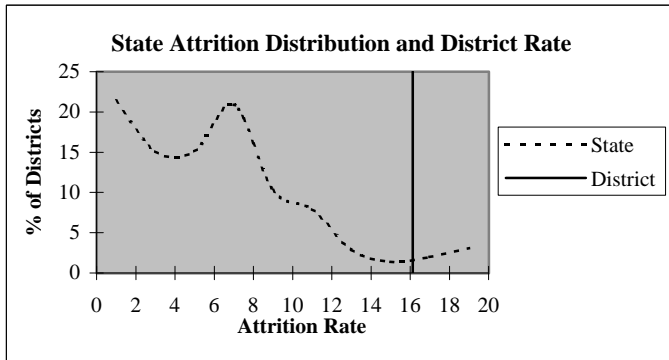




## District Report for: WATTS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	31	30	32	31	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	27	30	29	26	83.9%	90.0%	93.8%	93.5%	83.9%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>16.1%</b>	<b>10.0%</b>	<b>6.3%</b>	<b>6.5%</b>	<b>16.1%</b>
Transfers In	2	2	0	0	0	40.0%	66.7%	0.0%	0.0%	0.0%
Reentrants	0	0	2	0	2	0.0%	0.0%	100.0%	0.0%	40.0%
First Time Educators	3	1	0	2	3	60.0%	33.3%	0.0%	100.0%	60.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>12.9%</b>	<b>0.0%</b>	<b>9.4%</b>	<b>16.1%</b>	<b>-</b>
Transfers Out	3	0	2	1	-	75.0%	0.0%	66.7%	20.0%	-
Leave Oklahoma Educ.	1	0	1	4	-	25.0%	0.0%	33.3%	80.0%	-

Dynamics Rates	District Rates				
District Attrition	12.9%	0.0%	9.4%	16.1%	-
Transfers In/Out	0.67	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	25	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>31</b>

## District Report for: WATTS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	4	9.7%	10.0%	9.4%	9.7%	12.9%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	25.0%
White - Males	1	2	2	2	2	33.3%	66.7%	66.7%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
Other - Males	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	1	6.5%	6.7%	6.3%	6.5%	3.2%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	50.0%	50.0%	50.0%	50.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	25	27	26	26	83.9%	83.3%	84.4%	83.9%	83.9%
White - Females	13	11	12	11	11	50.0%	44.0%	44.4%	42.3%	42.3%
White - Males	8	8	8	7	6	30.8%	32.0%	29.6%	26.9%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	5	6	6	7	15.4%	20.0%	22.2%	23.1%	26.9%
Other - Males	1	1	1	2	2	3.8%	4.0%	3.7%	7.7%	7.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	3.8%	4.0%	0.0%	0.0%	0.0%
25-29	5	4	3	3	3	19.2%	16.0%	11.1%	11.5%	12.5%
30-34	4	4	6	5	2	15.4%	16.0%	22.2%	19.2%	8.3%
35-39	4	1	2	2	2	15.4%	4.0%	7.4%	7.7%	8.3%
40-44	2	4	4	5	6	7.7%	16.0%	14.8%	19.2%	25.0%
45-49	7	6	6	5	4	26.9%	24.0%	22.2%	19.2%	16.7%
50-54	1	2	2	3	5	3.8%	8.0%	7.4%	11.5%	20.8%
55+	2	3	4	3	2	7.7%	12.0%	14.8%	11.5%	8.3%
<b>Average Age</b>	39.3	40.8	42.6	42.7	43.5					

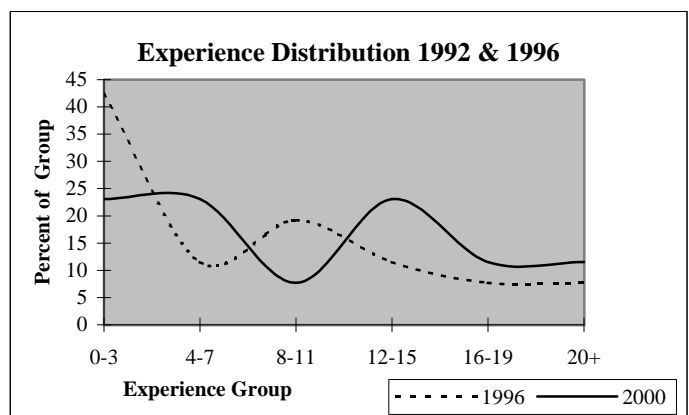
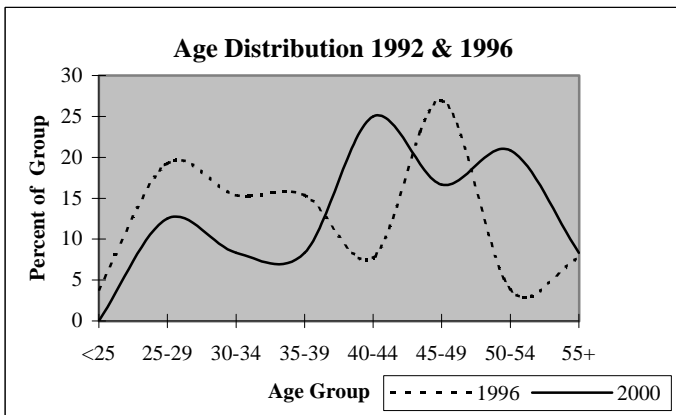
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	9	7	5	6	42.3%	36.0%	25.9%	19.2%	23.1%
4-7 Years	3	3	6	8	6	11.5%	12.0%	22.2%	30.8%	23.1%
8-11 Years	5	5	2	3	2	19.2%	20.0%	7.4%	11.5%	7.7%
12-15 Years	3	1	5	4	6	11.5%	4.0%	18.5%	15.4%	23.1%
16-19 Years	2	5	4	4	3	7.7%	20.0%	14.8%	15.4%	11.5%
20+ Years	2	2	3	2	3	7.7%	8.0%	11.1%	7.7%	11.5%
<b>Average Experience</b>	7.8	8.9	9.6	9.5	10.3					

## District Report for: WATTS

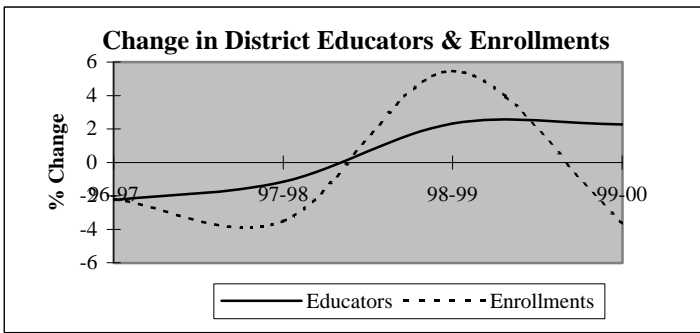
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	0	3	5	-	12.9%	0.0%	9.4%	16.1%	-
Attrition from Transfers	3	0	2	1	-	9.7%	0.0%	6.3%	3.2%	-
Attrition from Exits	1	0	1	4	-	3.2%	0.0%	3.1%	12.9%	-
Teacher Attrition	3	0	3	5	-	11.5%	0.0%	11.1%	19.2%	-
Attrition from Transfers	3	0	2	1	-	11.5%	0.0%	7.4%	3.8%	-
Attrition from Exits	0	0	1	4	-	0.0%	0.0%	3.7%	15.4%	-
<b>District Retention</b>										
Educator Retention	27	30	29	26	-	87.1%	100.0%	90.6%	83.9%	-
Teacher Retention	23	25	24	21	-	88.5%	100.0%	88.9%	80.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	72.7%	18.2%	90.9%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	9.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	11.1%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	0.0%	71.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.2%	3.3%	3.1%	3.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.1%	93.3%	90.6%	90.3%	83.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.7%	3.3%	6.3%	6.5%	16.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WESTVILLE

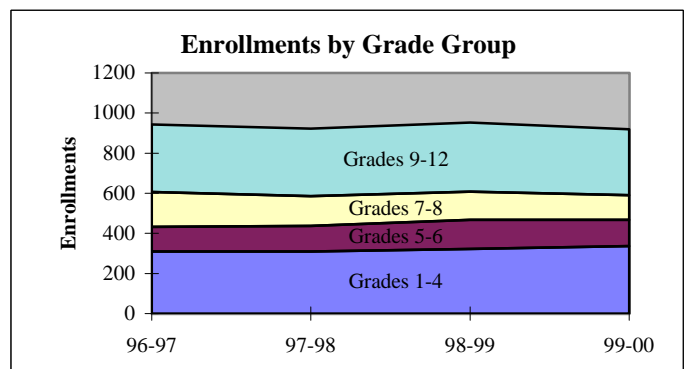
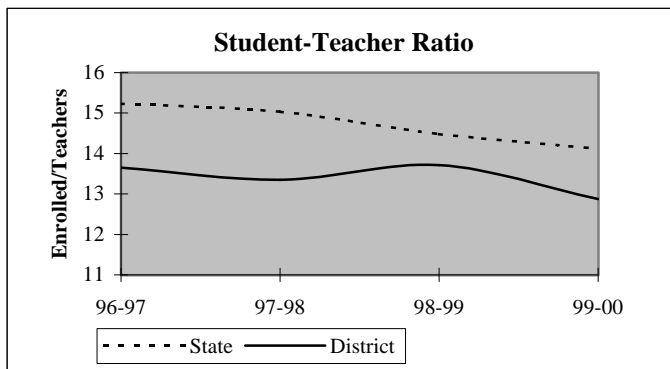


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.8	11.8	11.5	11.8	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	13.7	13.4	13.7	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-2	-1	2	2	-	-	-	-	-
% Change in Educators	3.5%	-2.2%	-1.1%	2.3%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	-23	-36	54	-38	-	-	-	-	-
% Change in Enrollments	-1.4%	-2.2%	-3.5%	5.5%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	0.0%	4.7%	8.0%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	5.7%	5.8%	5.7%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	8.0%	8.1%	8.0%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	12.4%	11.5%	10.5%	11.4%	13.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	20.0%	20.0%	20.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	3.5%	3.4%	3.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	40.8	42.0	42.6	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	11.5	12.1	12.4	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,562	29,182	28,889	29,205	29,340	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.2%	12.0%	9.5%	10.5%	12.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	68.0%	67.6%	67.1%	69.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.6%	6.7%	6.8%	5.3%	5.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	57.6%	58.6%	55.4%	35.0%	29.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	33	32	30	29	33	37.1%	36.8%	34.9%	33.0%	36.7%
Attrition	4	3	4	2	0					
Attrition Rate	12.1%	9.4%	13.3%	6.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	52	52	53	54	51	58.4%	59.8%	61.6%	61.4%	56.7%
Attrition	3	1	2	2	0					
Attrition Rate	5.8%	1.9%	3.8%	3.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	3	5	6	4.5%	3.4%	3.5%	5.7%	6.7%
Attrition	1	1	1	3	0					
Attrition Rate	25.0%	33.3%	33.3%	60.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	6	9	10	4.5%	4.6%	7.0%	10.2%	11.1%

## District Report for: WESTVILLE

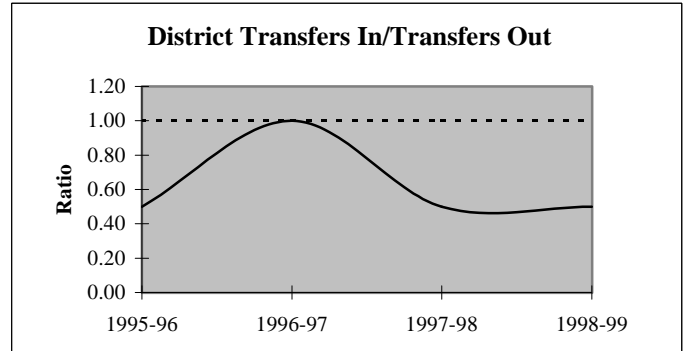
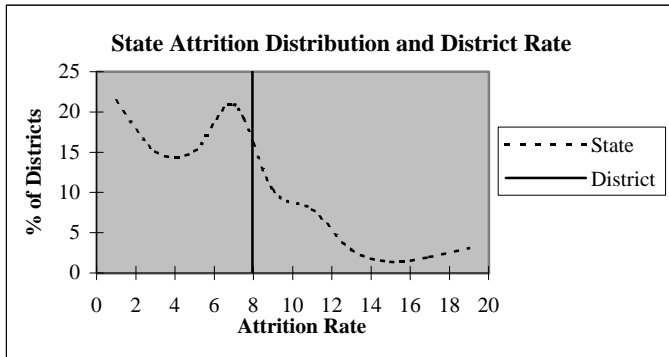
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	89	87	86	88	90	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	5	5	5	5	6.7%	5.7%	5.8%	5.7%	5.6%
Professional Staff	7	7	7	7	7	7.9%	8.0%	8.1%	8.0%	7.8%
<b>Total Teachers</b>	76	75	74	76	78	85.4%	86.2%	86.0%	86.4%	86.7%
Special Education	5	5	5	4	4	6.6%	6.7%	6.8%	5.3%	5.1%
Pre-K & Kindergarten	0	0	0	2	3	0.0%	0.0%	0.0%	2.6%	3.8%
Elementary	31	31	29	31	32	40.8%	41.3%	39.2%	40.8%	41.0%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	40	39	40	39	39	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	8	9	9	7	7	10.5%	12.0%	12.2%	9.2%	9.0%
Art & Music	4	4	4	4	4	5.3%	5.3%	5.4%	5.3%	5.1%
Social Studies	5	7	7	7	6	6.6%	9.3%	9.5%	9.2%	7.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	3	3	3	5.3%	4.0%	4.1%	3.9%	3.8%
Science	4	5	5	5	5	5.3%	6.7%	6.8%	6.6%	6.4%
Biology	1	1	1	1	1	1.3%	1.3%	1.4%	1.3%	1.3%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.4%	1.3%	1.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	4	3	3	3	3.9%	5.3%	4.1%	3.9%	3.8%
Vocational Education	6	5	5	6	7	7.9%	6.7%	6.8%	7.9%	9.0%
Other	9	6	7	7	7	11.8%	8.0%	9.5%	9.2%	9.0%
<b>Total Enrollments</b>	1,047	1,024	988	1,042	1,004	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	65	80	66	89	85	6.2%	7.8%	6.7%	8.5%	8.5%
Grades 1-4	301	309	310	322	337	28.7%	30.2%	31.4%	30.9%	33.6%
Grades 5-6	157	124	127	145	130	15.0%	12.1%	12.9%	13.9%	12.9%
Grades 7-8	182	173	148	141	124	17.4%	16.9%	15.0%	13.5%	12.4%
Grades 9-12	342	337	337	345	328	32.7%	32.9%	34.1%	33.1%	32.7%
Ungraded	0	1	0	0	0	0.0%	0.1%	0.0%	0.0%	0.0%



## District Report for: WESTVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	89	87	86	88	90	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	85	81	82	79	81	95.5%	93.1%	95.3%	89.8%	90.0%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>9</b>	<b>9</b>	<b>4.5%</b>	<b>6.9%</b>	<b>4.7%</b>	<b>10.2%</b>	<b>10.0%</b>
Transfers In	1	1	1	1	4	25.0%	16.7%	25.0%	11.1%	44.4%
Reentrants	0	1	1	2	1	0.0%	16.7%	25.0%	22.2%	11.1%
First Time Educators	3	4	2	6	4	75.0%	66.7%	50.0%	66.7%	44.4%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>-</b>	<b>9.0%</b>	<b>5.7%</b>	<b>8.1%</b>	<b>8.0%</b>	<b>-</b>
Transfers Out	2	1	2	2	-	25.0%	20.0%	28.6%	28.6%	-
Leave Oklahoma Educ.	6	4	5	5	-	75.0%	80.0%	71.4%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	9.0%	5.7%	8.1%	8.0%	-
Transfers In/Out	0.50	1.00	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	64	University of Tulsa, Tulsa	1
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	12
		<b>Total</b>	<b>89</b>

## District Report for: WESTVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	5	5	5	5	6.7%	5.7%	5.8%	5.7%	5.6%
White - Females	1	1	1	1	1	16.7%	20.0%	20.0%	20.0%	20.0%
White - Males	5	4	3	3	3	83.3%	80.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	20.0%	20.0%	20.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	7	7	7	7	7.9%	8.0%	8.1%	8.0%	7.8%
White - Females	5	5	5	5	5	71.4%	71.4%	71.4%	71.4%	71.4%
White - Males	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	76	75	74	76	78	85.4%	86.2%	86.0%	86.4%	86.7%
White - Females	43	43	43	44	46	56.6%	57.3%	58.1%	57.9%	59.0%
White - Males	23	23	24	24	22	30.3%	30.7%	32.4%	31.6%	28.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	9	8	7	7	8	11.8%	10.7%	9.5%	9.2%	10.3%
Other - Males	1	1	0	1	2	1.3%	1.3%	0.0%	1.3%	2.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	1	1	2.6%	1.4%	0.0%	1.4%	1.3%
25-29	7	9	8	6	9	9.2%	12.2%	11.1%	8.1%	12.0%
30-34	12	9	6	8	7	15.8%	12.2%	8.3%	10.8%	9.3%
35-39	13	13	14	10	10	17.1%	17.6%	19.4%	13.5%	13.3%
40-44	11	11	9	11	11	14.5%	14.9%	12.5%	14.9%	14.7%
45-49	22	19	23	21	15	28.9%	25.7%	31.9%	28.4%	20.0%
50-54	8	10	9	13	16	10.5%	13.5%	12.5%	17.6%	21.3%
55+	1	2	3	4	6	1.3%	2.7%	4.2%	5.4%	8.0%
<b>Average Age</b>	40.5	40.8	42.0	42.6	42.8					

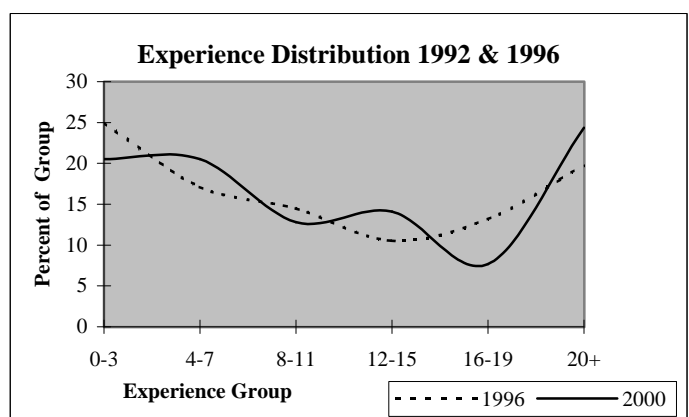
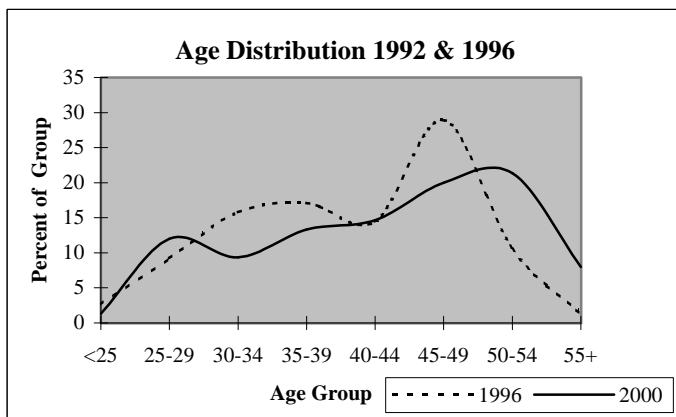
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	19	16	13	12	16	25.0%	21.3%	17.6%	15.8%	20.5%
4-7 Years	13	15	16	16	16	17.1%	20.0%	21.6%	21.1%	20.5%
8-11 Years	11	10	12	13	10	14.5%	13.3%	16.2%	17.1%	12.8%
12-15 Years	8	8	7	7	11	10.5%	10.7%	9.5%	9.2%	14.1%
16-19 Years	10	8	7	7	6	13.2%	10.7%	9.5%	9.2%	7.7%
20+ Years	15	18	19	21	19	19.7%	24.0%	25.7%	27.6%	24.4%
<b>Average Experience</b>	11.2	11.5	12.1	12.4	11.9					

## District Report for: WESTVILLE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	5	7	7	-	9.0%	5.7%	8.1%	8.0%	-
Attrition from Transfers	2	1	2	2	-	2.2%	1.1%	2.3%	2.3%	-
Attrition from Exits	6	4	5	5	-	6.7%	4.6%	5.8%	5.7%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>4</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>9.2%</b>	<b>5.3%</b>	<b>9.5%</b>	<b>7.9%</b>	<b>-</b>
Attrition from Transfers	2	1	2	1	-	2.6%	1.3%	2.7%	1.3%	-
Attrition from Exits	5	3	5	5	-	6.6%	4.0%	6.8%	6.6%	-
<b>District Retention</b>										
Educator Retention	81	82	79	81	-	91.0%	94.3%	91.9%	92.0%	-
Teacher Retention	69	71	67	70	-	90.8%	94.7%	90.5%	92.1%	-

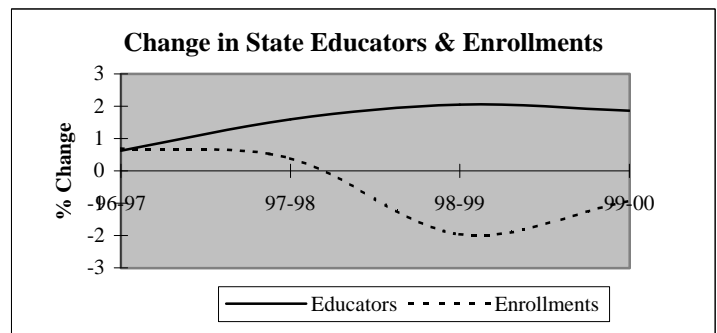
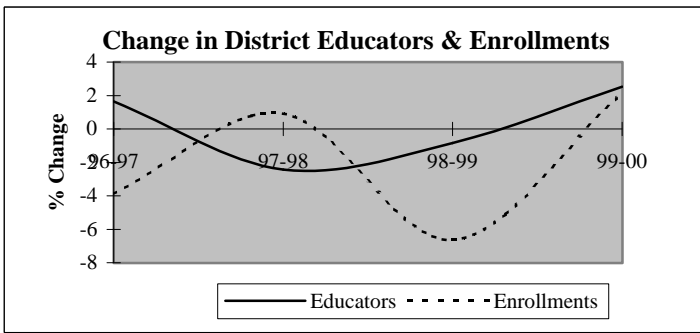
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.5%	0.0%	90.5%	78.2%	9.6%	87.8%
1 Year of Experience	88.2%	5.9%	94.1%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	0.0%	90.9%	85.2%	5.9%	91.1%
3 Years of Experience	82.4%	5.9%	88.2%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	0.0%	90.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	1.1%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	94.3%	96.5%	89.8%	92.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	5.7%	3.5%	9.1%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: STILWELL

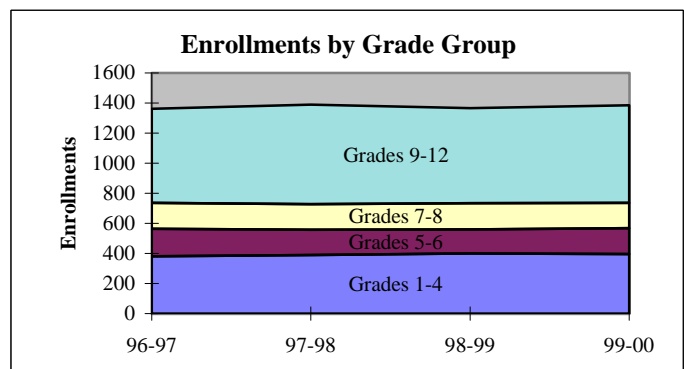
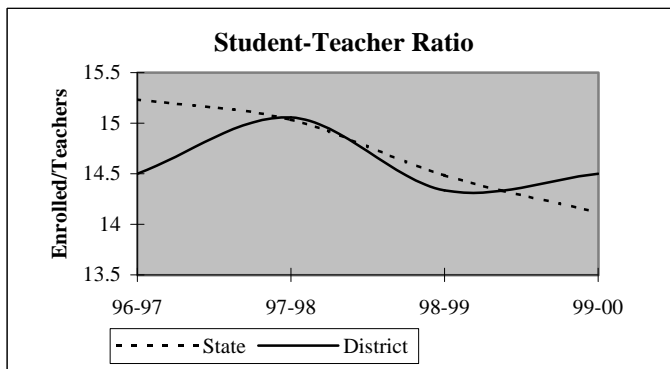


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	12.5	12.9	12.2	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	14.5	15.1	14.3	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	-3	-1	3	-	-	-	-	-
% Change in Educators	-0.8%	1.7%	-2.4%	-0.8%	2.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	-62	14	-103	31	-	-	-	-	-
% Change in Enrollments	0.9%	-3.9%	0.9%	-6.6%	2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.5%	4.9%	4.2%	3.4%	4.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.8%	5.7%	5.8%	5.9%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.6%	8.1%	8.3%	9.2%	11.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	22.3%	24.4%	27.5%	28.6%	26.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	42.9%	42.9%	28.6%	14.3%	16.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.4%	2.5%	0.8%	0.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	42.2	41.8	41.9	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.9	13.7	13.3	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	32,337	31,461	32,306	32,897	33,463	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	19.8%	21.7%	26.2%	26.7%	23.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.8%	68.9%	67.0%	67.3%	71.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.4%	10.4%	10.7%	11.9%	11.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	65.5%	58.5%	66.2%	67.7%	67.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	36	29	30	33	33	29.8%	23.6%	25.0%	27.7%	27.0%
Attrition	2	0	1	5	0					
Attrition Rate	5.6%	0.0%	3.3%	15.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	74	82	80	73	74	61.2%	66.7%	66.7%	61.3%	60.7%
Attrition	2	7	7	4	0					
Attrition Rate	2.7%	8.5%	8.8%	5.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	11	12	10	13	15	9.1%	9.8%	8.3%	10.9%	12.3%
Attrition	1	4	2	2	0					
Attrition Rate	9.1%	33.3%	20.0%	15.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	14	15	15	15	19	11.6%	12.2%	12.5%	12.6%	15.6%

## District Report for: STILWELL

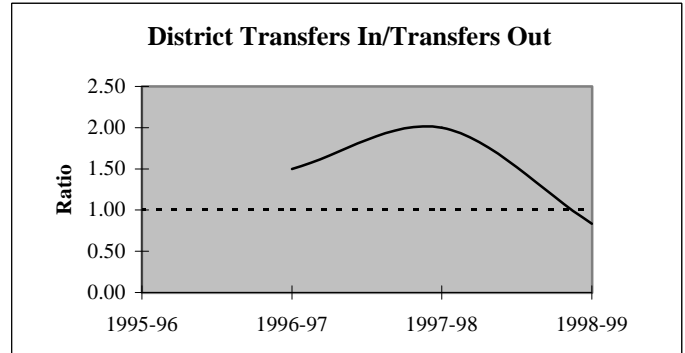
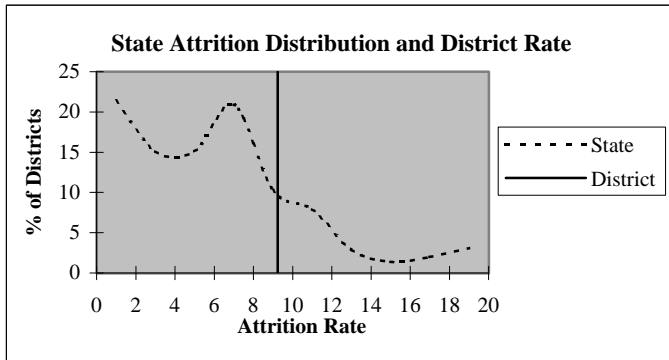
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	121	123	120	119	122	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	6	5.8%	5.7%	5.8%	5.9%	4.9%
Professional Staff	8	10	10	11	14	6.6%	8.1%	8.3%	9.2%	11.5%
<b>Total Teachers</b>	106	106	103	101	102	87.6%	86.2%	85.8%	84.9%	83.6%
Special Education	10	11	11	12	12	9.4%	10.4%	10.7%	11.9%	11.8%
Pre-K & Kindergarten	3	2	2	2	3	2.8%	1.9%	1.9%	2.0%	2.9%
Elementary	31	31	30	30	30	29.2%	29.2%	29.1%	29.7%	29.4%
<b>Middle School</b>	19	22	20	19	20	17.9%	20.8%	19.4%	18.8%	19.6%
Language Arts	8	6	5	3	6	7.5%	5.7%	4.9%	3.0%	5.9%
Art & Music	1	1	0	1	0	0.9%	0.9%	0.0%	1.0%	0.0%
Social Studies	3	5	5	2	1	2.8%	4.7%	4.9%	2.0%	1.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	3	3	4	1.9%	1.9%	2.9%	3.0%	3.9%
Science	1	1	3	3	4	0.9%	0.9%	2.9%	3.0%	3.9%
Vocational Education	0	0	1	0	0	0.0%	0.0%	1.0%	0.0%	0.0%
Other	4	7	3	7	5	3.8%	6.6%	2.9%	6.9%	4.9%
<b>High School (9-12)</b>	43	40	40	38	37	4300.0%	4000.0%	0.0%	3800.0%	0.0%
Language Arts	6	6	6	6	6	5.7%	5.7%	5.8%	5.9%	5.9%
Art & Music	3	3	3	2	3	2.8%	2.8%	2.9%	2.0%	2.9%
Social Studies	8	5	6	6	6	7.5%	4.7%	5.8%	5.9%	5.9%
Foreign Language	2	2	2	2	2	1.9%	1.9%	1.9%	2.0%	2.0%
Math	5	4	4	3	5	4.7%	3.8%	3.9%	3.0%	4.9%
<b>Science</b>	6	6	6	5	4	5.7%	5.7%	5.8%	5.0%	3.9%
Biology	1	3	2	3	2	0.9%	2.8%	1.9%	3.0%	2.0%
Chemistry	1	1	1	0	0	0.9%	0.9%	1.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	4	2	3	2	2	3.8%	1.9%	2.9%	2.0%	2.0%
Vocational Education	7	7	6	7	7	6.6%	6.6%	5.8%	6.9%	6.9%
Other	6	7	7	7	4	5.7%	6.6%	6.8%	6.9%	3.9%
<b>Total Enrollments</b>	1,599	1,537	1,551	1,448	1,479	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	207	167	155	79	80	12.9%	10.9%	10.0%	5.5%	5.4%
Grades 1-4	395	381	389	401	395	24.7%	24.8%	25.1%	27.7%	26.7%
Grades 5-6	176	182	169	158	173	11.0%	11.8%	10.9%	10.9%	11.7%
Grades 7-8	179	173	169	174	168	11.2%	11.3%	10.9%	12.0%	11.4%
Grades 9-12	642	625	663	633	649	40.2%	40.7%	42.7%	43.7%	43.9%
Ungraded	0	9	6	3	14	0.0%	0.6%	0.4%	0.2%	0.9%



## District Report for: STILWELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	121	123	120	119	122	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	116	116	112	110	108	95.9%	94.3%	93.3%	92.4%	88.5%
<b>Newly Hired</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>14</b>	<b>4.1%</b>	<b>5.7%</b>	<b>6.7%</b>	<b>7.6%</b>	<b>11.5%</b>
Transfers In	2	3	4	5	4	40.0%	42.9%	50.0%	55.6%	28.6%
Reentrants	1	3	0	1	2	20.0%	42.9%	0.0%	11.1%	14.3%
First Time Educators	2	1	4	3	8	40.0%	14.3%	50.0%	33.3%	57.1%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>11</b>	<b>10</b>	<b>11</b>	<b>-</b>	<b>4.1%</b>	<b>8.9%</b>	<b>8.3%</b>	<b>9.2%</b>	<b>-</b>
Transfers Out	0	2	2	6	-	0.0%	18.2%	20.0%	54.5%	-
Leave Oklahoma Educ.	5	9	8	5	-	100.0%	81.8%	80.0%	45.5%	-

Dynamics Rates	District Rates				
District Attrition	4.1%	8.9%	8.3%	9.2%	-
Transfers In/Out	nc	1.50	2.00	0.83	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	107	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>121</b>

## District Report for: STILWELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	7	6	5.8%	5.7%	5.8%	5.9%	4.9%
White - Females	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	16.7%
White - Males	3	3	4	5	4	42.9%	42.9%	57.1%	71.4%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	14.3%	14.3%	14.3%	0.0%	0.0%
Other - Males	2	2	1	1	1	28.6%	28.6%	14.3%	14.3%	16.7%
<b>Professional Staff</b>	8	10	10	11	14	6.6%	8.1%	8.3%	9.2%	11.5%
White - Females	4	5	5	4	5	50.0%	50.0%	50.0%	36.4%	35.7%
White - Males	1	1	1	1	2	12.5%	10.0%	10.0%	9.1%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	5	6	37.5%	40.0%	40.0%	45.5%	42.9%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	9.1%	7.1%
<b>Teachers</b>	106	106	103	101	102	87.6%	86.2%	85.8%	84.9%	83.6%
White - Females	60	59	53	52	58	56.6%	55.7%	51.5%	51.5%	56.9%
White - Males	25	24	23	22	20	23.6%	22.6%	22.3%	21.8%	19.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	14	14	16	16	15	13.2%	13.2%	15.5%	15.8%	14.7%
Other - Males	7	9	11	11	9	6.6%	8.5%	10.7%	10.9%	8.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	3.1%
25-29	16	10	10	9	7	15.4%	9.5%	9.8%	9.2%	7.1%
30-34	17	19	21	22	18	16.3%	18.1%	20.6%	22.4%	18.4%
35-39	9	13	11	10	13	8.7%	12.4%	10.8%	10.2%	13.3%
40-44	18	11	15	13	13	17.3%	10.5%	14.7%	13.3%	13.3%
45-49	23	25	21	18	16	22.1%	23.8%	20.6%	18.4%	16.3%
50-54	13	19	15	17	17	12.5%	18.1%	14.7%	17.3%	17.3%
55+	8	8	9	9	11	7.7%	7.6%	8.8%	9.2%	11.2%
<b>Average Age</b>	41.5	42.2	41.8	41.9	42.5					

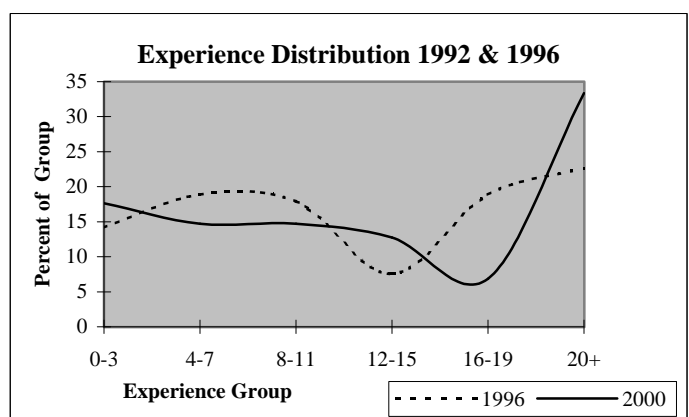
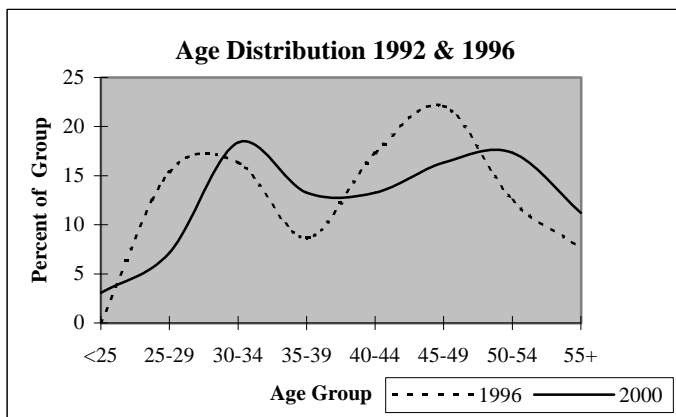
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	11	10	16	18	14.2%	10.4%	9.7%	15.8%	17.6%
4-7 Years	20	18	20	17	15	18.9%	17.0%	19.4%	16.8%	14.7%
8-11 Years	19	23	18	15	15	17.9%	21.7%	17.5%	14.9%	14.7%
12-15 Years	8	10	13	16	13	7.5%	9.4%	12.6%	15.8%	12.7%
16-19 Years	20	15	12	8	7	18.9%	14.2%	11.7%	7.9%	6.9%
20+ Years	24	29	30	29	34	22.6%	27.4%	29.1%	28.7%	33.3%
<b>Average Experience</b>	13.1	13.9	13.7	13.3	13.7					

## District Report for: STILWELL

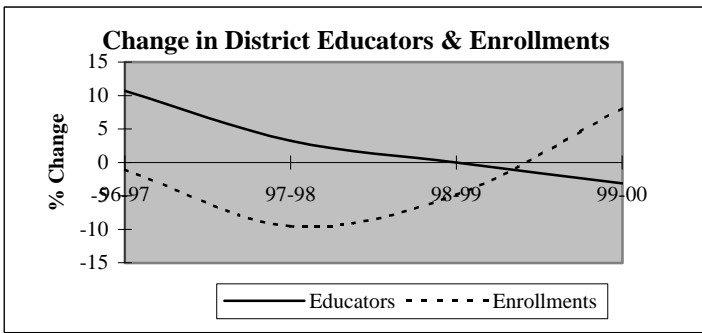
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	11	10	11	-	4.1%	8.9%	8.3%	9.2%	-
Attrition from Transfers	0	2	2	6	-	0.0%	1.6%	1.7%	5.0%	-
Attrition from Exits	5	9	8	5	-	4.1%	7.3%	6.7%	4.2%	-
<b>Teacher Attrition</b>	5	9	9	10	-	4.7%	8.5%	8.7%	9.9%	-
Attrition from Transfers	0	2	2	6	-	0.0%	1.9%	1.9%	5.9%	-
Attrition from Exits	5	7	7	4	-	4.7%	6.6%	6.8%	4.0%	-
<b>District Retention</b>										
Educator Retention	116	112	110	108	-	95.9%	91.1%	91.7%	90.8%	-
Teacher Retention	101	97	94	91	-	95.3%	91.5%	91.3%	90.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.6%	7.7%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	88.2%	0.0%	88.2%	84.2%	6.9%	91.1%
2 Years of Experience	94.7%	0.0%	94.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.5%	0.0%	90.5%	87.9%	4.7%	92.6%
5 Years of Experience	95.7%	4.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.8%	1.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.5%	96.7%	95.8%	95.0%	91.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.5%	3.3%	3.3%	3.4%	8.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CAVE SPRINGS

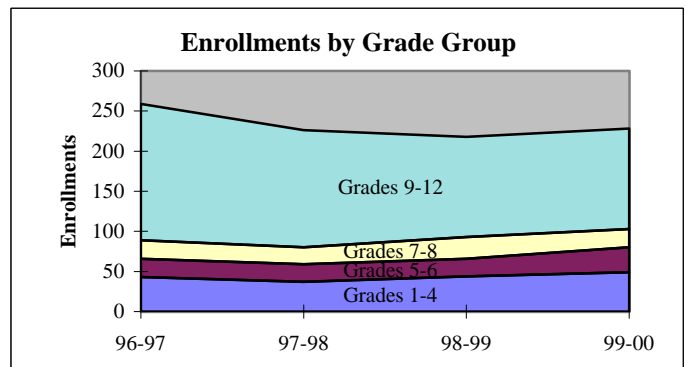
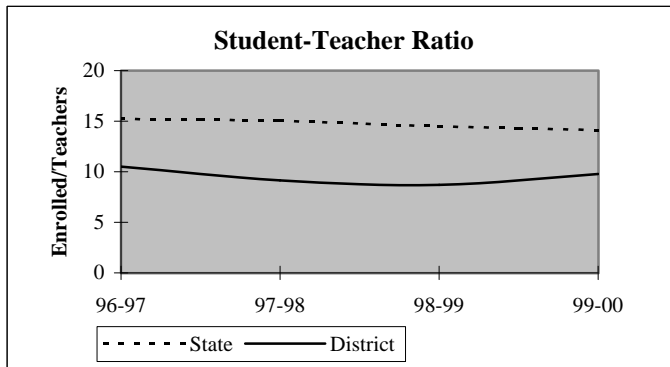


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	8.8	7.7	7.3	8.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	10.5	9.1	8.7	9.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	3	1	0	-1	-	-	-	-	-
% Change in Educators	-12.5%	10.7%	3.2%	0.0%	-3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-3	-26	-12	19	-	-	-	-	-
% Change in Enrollments	-2.1%	-1.1%	-9.5%	-4.9%	8.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	6.5%	12.5%	9.4%	3.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	9.7%	9.4%	9.4%	9.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	6.5%	6.3%	6.3%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	17.9%	19.4%	25.0%	25.0%	22.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	3.2%	3.1%	3.1%	3.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	42.0	42.3	43.1	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.1	9.7	9.9	9.8	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,423	27,618	26,367	28,018	28,919	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	16.0%	19.2%	25.9%	25.9%	26.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	56.0%	53.8%	55.6%	51.9%	53.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.0%	3.8%	3.7%	7.4%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	73.2%	73.6%	76.5%	73.2%	79.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	14	15	15	13	42.9%	45.2%	46.9%	46.9%	41.9%
Attrition	0	2	3	2	0					
Attrition Rate	0.0%	14.3%	20.0%	13.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	16	16	14	15	15	57.1%	51.6%	43.8%	46.9%	48.4%
Attrition	1	0	0	1	0					
Attrition Rate	6.3%	0.0%	0.0%	6.7%	0.0%					
At Retirement Age	0	1	3	2	3	0.0%	3.2%	9.4%	6.3%	9.7%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
At Retirement in 5 yrs.	0	3	3	3	5	0.0%	9.7%	9.4%	9.4%	16.1%

## District Report for: CAVE SPRINGS

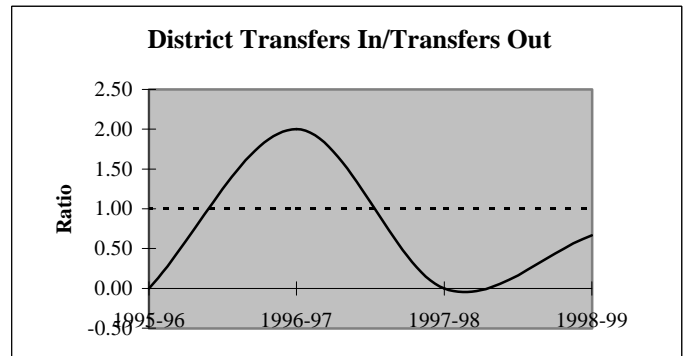
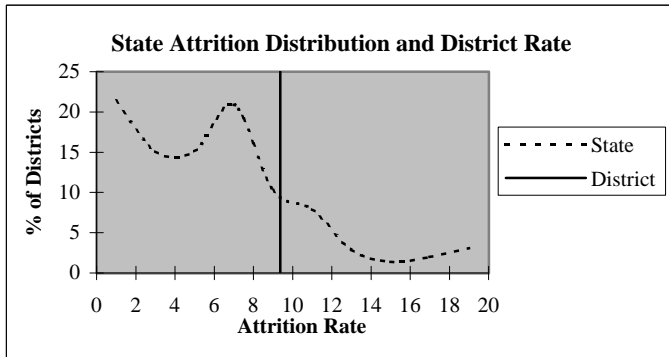
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	31	32	32	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	3	3	3	3	7.1%	9.7%	9.4%	9.4%	9.7%
Professional Staff	1	2	2	2	2	3.6%	6.5%	6.3%	6.3%	6.5%
<b>Total Teachers</b>	25	26	27	27	26	89.3%	83.9%	84.4%	84.4%	83.9%
Special Education	1	1	1	2	2	4.0%	3.8%	3.7%	7.4%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	11	11	10	11	44.0%	42.3%	40.7%	37.0%	42.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	15	15	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	1	2	8.0%	7.7%	7.4%	3.7%	7.7%
Art & Music	0	0	1	1	0	0.0%	0.0%	3.7%	3.7%	0.0%
Social Studies	1	2	2	2	2	4.0%	7.7%	7.4%	7.4%	7.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.0%	3.8%	3.7%	3.7%	3.8%
<b>Science</b>	2	2	2	2	2	8.0%	7.7%	7.4%	7.4%	7.7%
Biology	1	1	1	1	0	4.0%	3.8%	3.7%	3.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	2	4.0%	3.8%	3.7%	3.7%	7.7%
Vocational Education	4	4	4	4	4	16.0%	15.4%	14.8%	14.8%	15.4%
Other	3	3	3	4	2	12.0%	11.5%	11.1%	14.8%	7.7%
<b>Total Enrollments</b>	276	273	247	235	254	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	14	20	17	16	5.1%	5.1%	8.1%	7.2%	6.3%
Grades 1-4	48	43	37	44	49	17.4%	15.8%	15.0%	18.7%	19.3%
Grades 5-6	18	23	22	22	31	6.5%	8.4%	8.9%	9.4%	12.2%
Grades 7-8	27	23	21	27	23	9.8%	8.4%	8.5%	11.5%	9.1%
Grades 9-12	162	170	146	125	125	58.7%	62.3%	59.1%	53.2%	49.2%
Ungraded	7	0	1	0	10	2.5%	0.0%	0.4%	0.0%	3.9%



## District Report for: CAVE SPRINGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	31	32	32	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	27	29	28	29	92.9%	87.1%	90.6%	87.5%	93.5%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>7.1%</b>	<b>12.9%</b>	<b>9.4%</b>	<b>12.5%</b>	<b>6.5%</b>
Transfers In	0	2	0	2	2	0.0%	50.0%	0.0%	50.0%	100.0%
Reentrants	0	0	2	2	0	0.0%	0.0%	66.7%	50.0%	0.0%
First Time Educators	2	2	1	0	0	100.0%	50.0%	33.3%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>3.6%</b>	<b>6.5%</b>	<b>12.5%</b>	<b>9.4%</b>	<b>-</b>
Transfers Out	1	1	2	3	-	100.0%	50.0%	50.0%	100.0%	-
Leave Oklahoma Educ.	0	1	2	0	-	0.0%	50.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	3.6%	6.5%	12.5%	9.4%	-
Transfers In/Out	0.00	2.00	0.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	26	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	29



## District Report for: CAVE SPRINGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	3	3	3	3	7.1%	9.7%	9.4%	9.4%	9.7%
White - Females	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
White - Males	1	2	2	2	2	50.0%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	3.6%	6.5%	6.3%	6.3%	6.5%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
White - Males	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	0	0.0%	50.0%	50.0%	50.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	26	27	27	26	89.3%	83.9%	84.4%	84.4%	83.9%
White - Females	12	12	11	11	11	48.0%	46.2%	40.7%	40.7%	42.3%
White - Males	9	9	9	9	8	36.0%	34.6%	33.3%	33.3%	30.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	4	3	3	8.0%	7.7%	14.8%	11.1%	11.5%
Other - Males	2	3	3	4	4	8.0%	11.5%	11.1%	14.8%	15.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	2	2	1	0	16.0%	7.7%	7.4%	3.7%	0.0%
30-34	3	6	6	4	6	12.0%	23.1%	22.2%	14.8%	23.1%
35-39	3	2	3	4	3	12.0%	7.7%	11.1%	14.8%	11.5%
40-44	5	6	4	6	5	20.0%	23.1%	14.8%	22.2%	19.2%
45-49	5	3	5	5	5	20.0%	11.5%	18.5%	18.5%	19.2%
50-54	3	5	3	3	2	12.0%	19.2%	11.1%	11.1%	7.7%
55+	2	2	4	4	5	8.0%	7.7%	14.8%	14.8%	19.2%
<b>Average Age</b>	41.2	42.0	42.3	43.1	43.9					

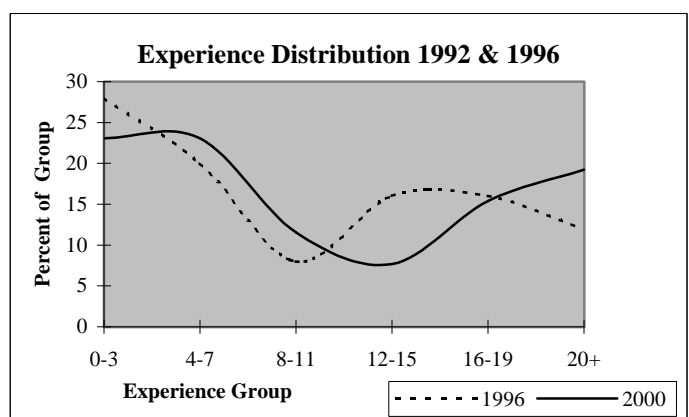
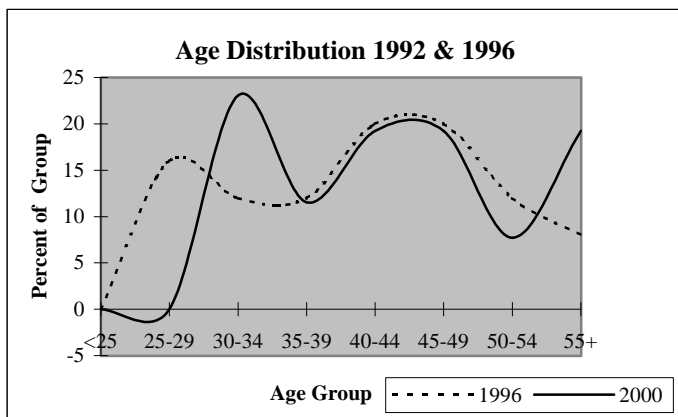
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	7	7	8	6	28.0%	26.9%	25.9%	29.6%	23.1%
4-7 Years	5	6	7	7	6	20.0%	23.1%	25.9%	25.9%	23.1%
8-11 Years	2	3	2	2	3	8.0%	11.5%	7.4%	7.4%	11.5%
12-15 Years	4	2	3	1	2	16.0%	7.7%	11.1%	3.7%	7.7%
16-19 Years	4	5	3	5	4	16.0%	19.2%	11.1%	18.5%	15.4%
20+ Years	3	3	5	4	5	12.0%	11.5%	18.5%	14.8%	19.2%
<b>Average Experience</b>	10.1	9.7	9.9	9.8	11.0					

## District Report for: CAVE SPRINGS

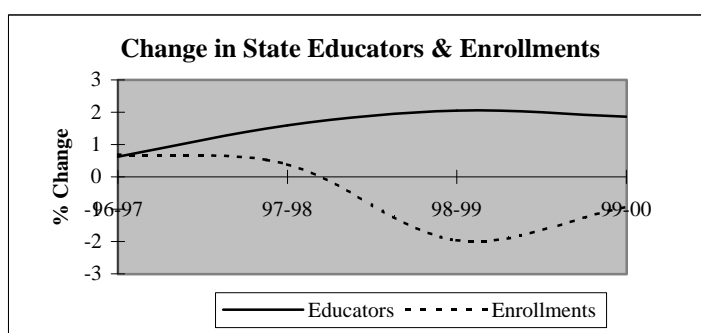
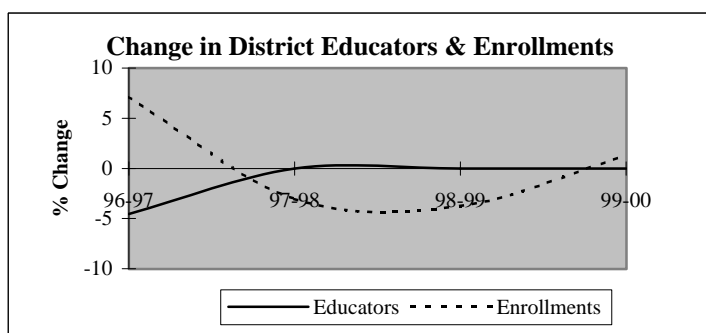
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	2	4	3	-	3.6%	6.5%	12.5%	9.4%	-
Attrition from Transfers	1	1	2	3	-	3.6%	3.2%	6.3%	9.4%	-
Attrition from Exits	0	1	2	0	-	0.0%	3.2%	6.3%	0.0%	-
<b>Teacher Attrition</b>	0	2	4	2	-	0.0%	7.7%	14.8%	7.4%	-
Attrition from Transfers	0	1	2	2	-	0.0%	3.8%	7.4%	7.4%	-
Attrition from Exits	0	1	2	0	-	0.0%	3.8%	7.4%	0.0%	-
<b>District Retention</b>										
Educator Retention	27	29	28	29	-	96.4%	93.5%	87.5%	90.6%	-
Teacher Retention	25	24	23	25	-	100.0%	92.3%	85.2%	92.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	90.9%	9.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	8.3%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	12.5%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.2%	0.0%	3.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	90.3%	90.6%	90.6%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	6.5%	9.4%	6.3%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BURLINGTON

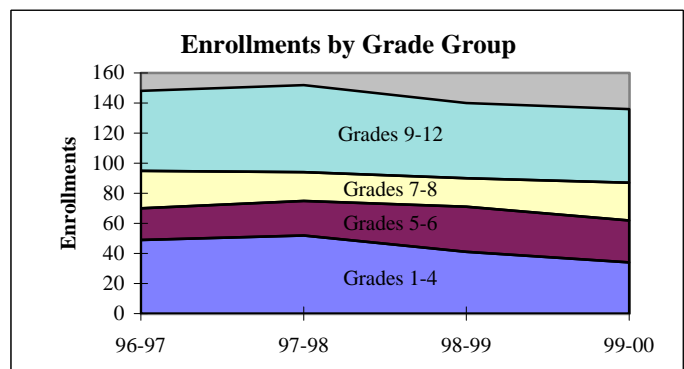
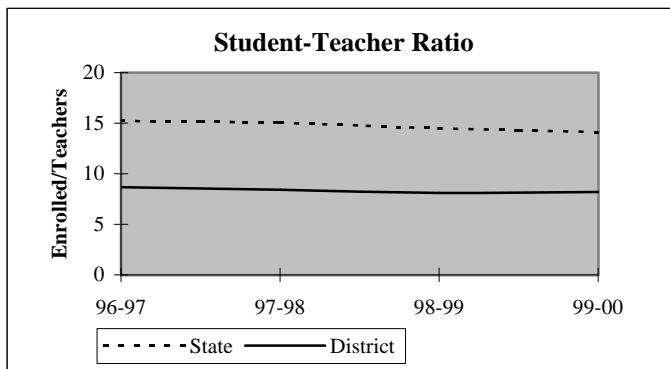


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.0	7.9	7.6	7.3	7.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.7	8.7	8.4	8.1	8.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	-4.5%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	11	-5	-6	2	-	-	-	-	-
% Change in Enrollments	10.8%	7.1%	-3.0%	-3.8%	1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	31.8%	23.8%	14.3%	9.5%	9.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.8%	4.8%	4.8%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	4.8%	4.8%	4.8%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	43.0	44.0	44.7	46.6	42.0	42.3	42.5	42.7	43.0
Average Experience	10.8	11.1	12.0	12.9	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	25,893	26,670	28,667	30,286	30,509	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	78.9%	78.9%	78.9%	78.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.3%	5.3%	5.3%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.2%	3.6%	3.8%	2.6%	3.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	7	6	7	36.4%	38.1%	33.3%	28.6%	33.3%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	14.3%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	13	12	13	14	13	59.1%	57.1%	61.9%	66.7%	61.9%
Attrition	2	0	2	1	0					
Attrition Rate	15.4%	0.0%	15.4%	7.1%	0.0%					
At Retirement Age	1	1	1	1	1	4.5%	4.8%	4.8%	4.8%	4.8%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	1	1	1	2	4.5%	4.8%	4.8%	4.8%	9.5%

## District Report for: BURLINGTON

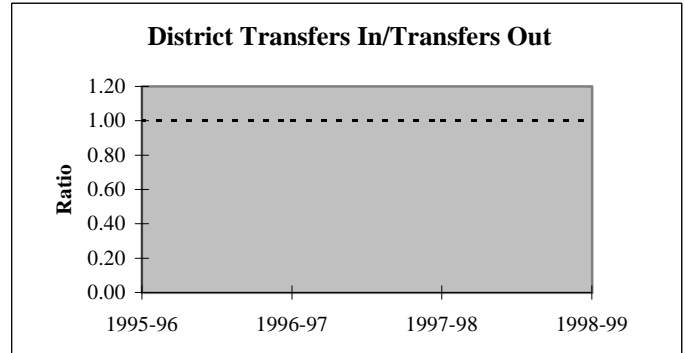
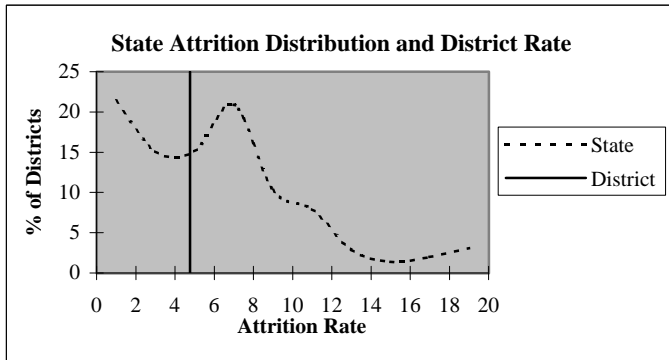
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	21	21	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.5%	4.8%	4.8%	4.8%	4.8%
Professional Staff	1	1	1	1	1	4.5%	4.8%	4.8%	4.8%	4.8%
<b>Total Teachers</b>	20	19	19	19	19	90.9%	90.5%	90.5%	90.5%	90.5%
Special Education	1	1	1	1	1	5.0%	5.3%	5.3%	5.3%	5.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	7	7	7	7	35.0%	36.8%	36.8%	36.8%	36.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	11	11	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	10.0%	10.5%	10.5%	10.5%	10.5%
Art & Music	1	1	1	1	1	5.0%	5.3%	5.3%	5.3%	5.3%
Social Studies	1	1	1	2	2	5.0%	5.3%	5.3%	10.5%	10.5%
Foreign Language	1	1	1	1	1	5.0%	5.3%	5.3%	5.3%	5.3%
Math	1	1	1	1	1	5.0%	5.3%	5.3%	5.3%	5.3%
<b>Science</b>	1	1	1	1	1	5.0%	5.3%	5.3%	5.3%	5.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	1	0	0	0.0%	0.0%	5.3%	0.0%	0.0%
Physics	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	1	0.0%	5.3%	0.0%	5.3%	5.3%
Vocational Education	2	2	2	2	2	10.0%	10.5%	10.5%	10.5%	10.5%
Other	3	2	2	1	1	15.0%	10.5%	10.5%	5.3%	5.3%
<b>Total Enrollments</b>	154	165	160	154	156	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	15	6	14	7	5.8%	9.1%	3.8%	9.1%	4.5%
Grades 1-4	47	49	52	41	34	30.5%	29.7%	32.5%	26.6%	21.8%
Grades 5-6	21	21	23	30	28	13.6%	12.7%	14.4%	19.5%	17.9%
Grades 7-8	29	25	19	19	25	18.8%	15.2%	11.9%	12.3%	16.0%
Grades 9-12	48	53	58	50	49	31.2%	32.1%	36.3%	32.5%	31.4%
Ungraded	0	2	2	0	13	0.0%	1.2%	1.3%	0.0%	8.3%



## District Report for: BURLINGTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	21	21	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	20	21	18	20	86.4%	95.2%	100.0%	85.7%	95.2%
<b>Newly Hired</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>13.6%</b>	<b>4.8%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>4.8%</b>
Transfers In	0	1	0	2	0	0.0%	100.0%	0.0%	66.7%	0.0%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	100.0%
First Time Educators	3	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>9.1%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>4.8%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	33.3%	0.0%	-
Leave Oklahoma Educ.	2	0	2	1	-	100.0%	0.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	0.0%	14.3%	4.8%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	14	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>22</b>

## District Report for: BURLINGTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.5%	4.8%	4.8%	4.8%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.5%	4.8%	4.8%	4.8%	4.8%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	19	19	19	19	90.9%	90.5%	90.5%	90.5%	90.5%
White - Females	16	15	15	15	15	80.0%	78.9%	78.9%	78.9%	78.9%
White - Males	4	4	4	4	4	20.0%	21.1%	21.1%	21.1%	21.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	2	2	2	5.3%	11.1%	11.1%	11.1%	11.1%
30-34	4	4	3	3	0	21.1%	22.2%	16.7%	16.7%	0.0%
35-39	1	0	1	1	3	5.3%	0.0%	5.6%	5.6%	16.7%
40-44	3	3	2	2	1	15.8%	16.7%	11.1%	11.1%	5.6%
45-49	5	5	5	4	4	26.3%	27.8%	27.8%	22.2%	22.2%
50-54	1	1	2	3	5	5.3%	5.6%	11.1%	16.7%	27.8%
55+	4	3	3	3	3	21.1%	16.7%	16.7%	16.7%	16.7%
<b>Average Age</b>	43.7	43.0	44.0	44.7	46.6					

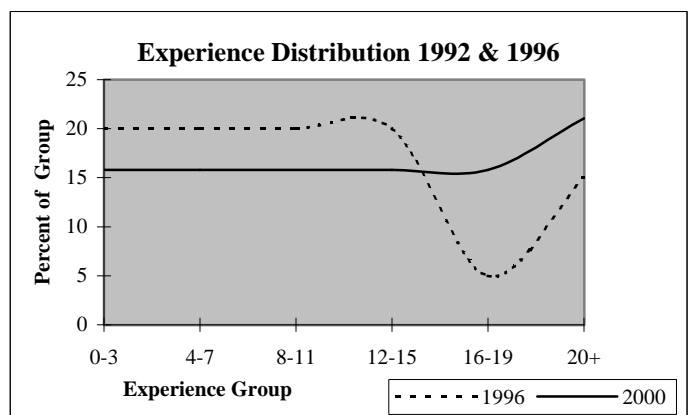
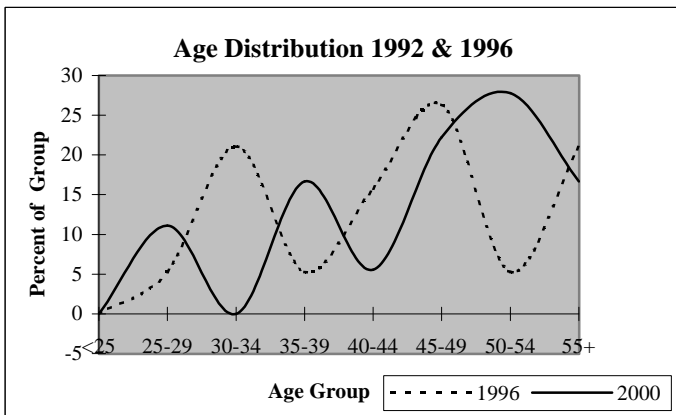
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	4	2	3	20.0%	21.1%	21.1%	10.5%	15.8%
4-7 Years	4	4	3	3	3	20.0%	21.1%	15.8%	15.8%	15.8%
8-11 Years	4	2	3	4	3	20.0%	10.5%	15.8%	21.1%	15.8%
12-15 Years	4	4	3	3	3	20.0%	21.1%	15.8%	15.8%	15.8%
16-19 Years	1	2	3	4	3	5.0%	10.5%	15.8%	21.1%	15.8%
20+ Years	3	3	3	3	4	15.0%	15.8%	15.8%	15.8%	21.1%
<b>Average Experience</b>	10.8	11.1	12.0	12.9	13.5					

## District Report for: BURLINGTON

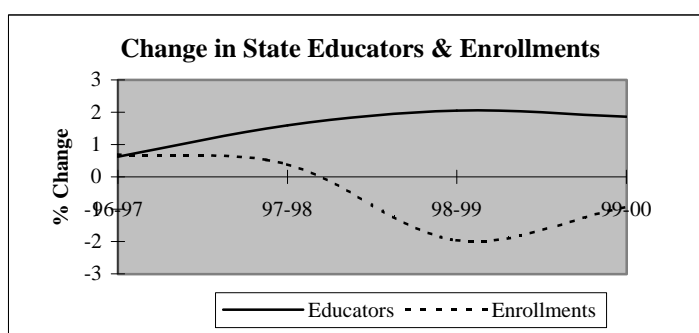
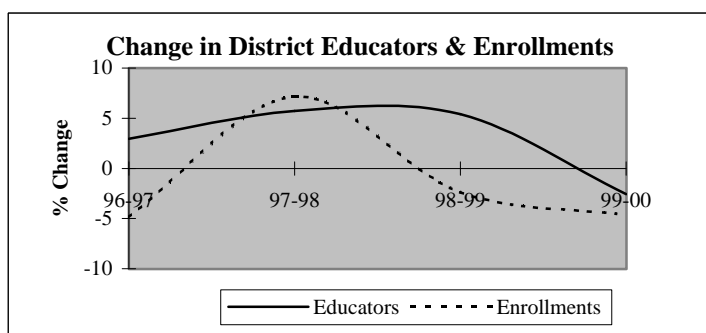
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	3	1	-	9.1%	0.0%	14.3%	4.8%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	4.8%	0.0%	-
Attrition from Exits	2	0	2	1	-	9.1%	0.0%	9.5%	4.8%	-
Teacher Attrition	2	0	2	1	-	10.0%	0.0%	10.5%	5.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	5.3%	0.0%	-
Attrition from Exits	2	0	1	1	-	10.0%	0.0%	5.3%	5.3%	-
<b>District Retention</b>										
Educator Retention	20	21	18	20	-	90.9%	100.0%	85.7%	95.2%	-
Teacher Retention	18	19	17	18	-	90.0%	100.0%	89.5%	94.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.5%	4.8%	9.5%	0.0%	4.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.8%	90.5%	90.5%	90.5%	90.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	4.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	13.6%	0.0%	0.0%	9.5%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CHEROKEE



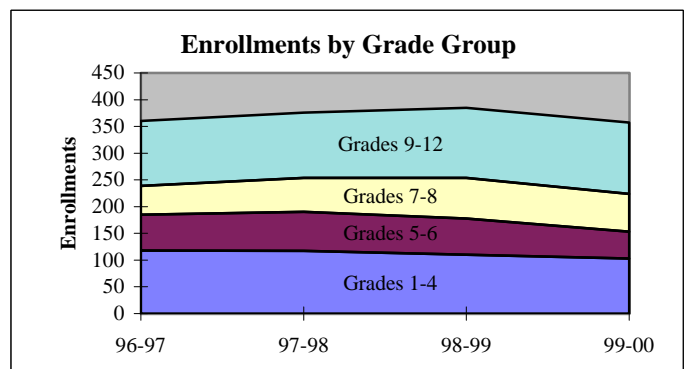
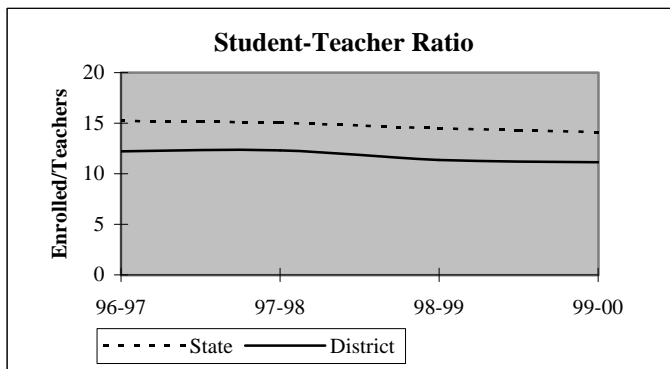
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.1	11.2	11.3	10.5	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	12.2	12.3	11.4	11.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	2	2	-1	-	-	-	-	-
% Change in Educators	0.0%	2.9%	5.7%	5.4%	-2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	-20	28	-10	-19	-	-	-	-	-
% Change in Enrollments	7.3%	-4.9%	7.2%	-2.4%	-4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.8%	8.6%	10.8%	17.9%	10.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.9%	2.9%	2.7%	2.6%	2.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	5.7%	5.4%	5.1%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.9%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	45.0	45.4	46.0	47.8	42.0	42.3	42.5	42.7	43.0
Average Experience	15.5	16.5	16.5	16.6	18.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,124	28,811	29,412	29,061	31,040	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	68.8%	70.6%	72.2%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.3%	8.8%	8.3%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	6.1%	7.7%	8.6%	8.2%	6.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	10	7	8	6	26.5%	28.6%	18.9%	20.5%	15.8%
Attrition	1	2	1	2	0					
Attrition Rate	11.1%	20.0%	14.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	21	26	25	22	64.7%	60.0%	70.3%	64.1%	57.9%
Attrition	0	0	1	3	0					
Attrition Rate	0.0%	0.0%	3.8%	12.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	4	4	6	10	8.8%	11.4%	10.8%	15.4%	26.3%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	25.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	5	6	9	12	11.8%	14.3%	16.2%	23.1%	31.6%



## District Report for: CHEROKEE

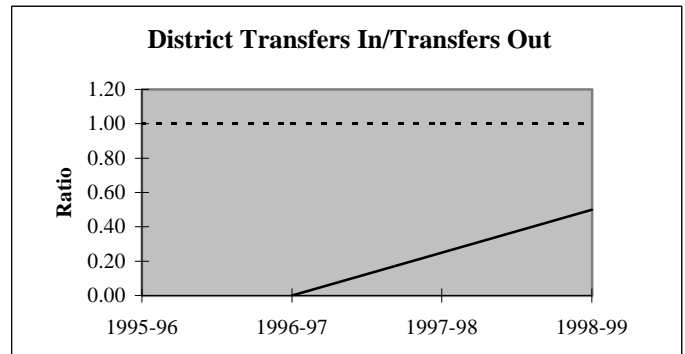
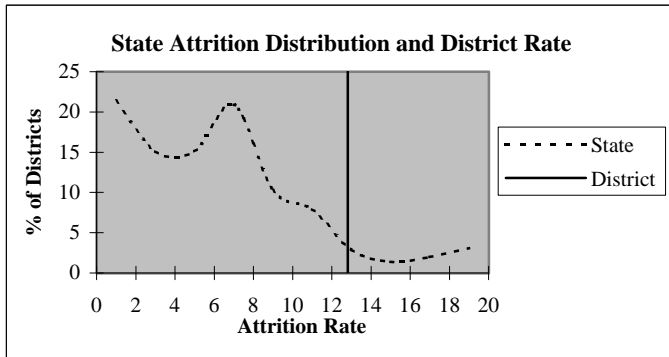
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	35	37	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	2.9%	2.9%	2.7%	2.6%	2.6%
Professional Staff	1	2	2	2	2	2.9%	5.7%	5.4%	5.1%	5.3%
<b>Total Teachers</b>	32	32	34	36	35	94.1%	91.4%	91.9%	92.3%	92.1%
Special Education	2	2	3	3	3	6.3%	6.3%	8.8%	8.3%	8.6%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.8%	2.9%
Elementary	16	16	15	17	15	50.0%	50.0%	44.1%	47.2%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	14	16	15	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	3	6.3%	6.3%	5.9%	5.6%	8.6%
Art & Music	1	1	1	1	1	3.1%	3.1%	2.9%	2.8%	2.9%
Social Studies	2	3	2	2	3	6.3%	9.4%	5.9%	5.6%	8.6%
Foreign Language	1	1	1	1	1	3.1%	3.1%	2.9%	2.8%	2.9%
Math	2	2	3	3	3	6.3%	6.3%	8.8%	8.3%	8.6%
<b>Science</b>	2	1	2	2	1	6.3%	3.1%	5.9%	5.6%	2.9%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	2.8%	2.9%
Chemistry	1	0	0	0	0	3.1%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	0	3.1%	3.1%	5.9%	2.8%	0.0%
Vocational Education	3	3	3	3	3	9.4%	9.4%	8.8%	8.3%	8.6%
Other	1	1	2	1	1	3.1%	3.1%	5.9%	2.8%	2.9%
<b>Total Enrollments</b>	411	391	419	409	390	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	28	42	23	29	8.5%	7.2%	10.0%	5.6%	7.4%
Grades 1-4	123	118	117	110	103	29.9%	30.2%	27.9%	26.9%	26.4%
Grades 5-6	69	67	73	68	50	16.8%	17.1%	17.4%	16.6%	12.8%
Grades 7-8	65	54	64	76	71	15.8%	13.8%	15.3%	18.6%	18.2%
Grades 9-12	115	121	122	131	133	28.0%	30.9%	29.1%	32.0%	34.1%
Ungraded	4	3	1	1	4	1.0%	0.8%	0.2%	0.2%	1.0%



## District Report for: CHEROKEE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	35	37	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	33	32	35	34	88.2%	94.3%	86.5%	89.7%	89.5%
<b>Newly Hired</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>11.8%</b>	<b>5.7%</b>	<b>13.5%</b>	<b>10.3%</b>	<b>10.5%</b>
Transfers In	0	0	2	1	2	0.0%	0.0%	40.0%	25.0%	50.0%
Reentrants	0	0	2	3	2	0.0%	0.0%	40.0%	75.0%	50.0%
First Time Educators	4	2	1	0	0	100.0%	100.0%	20.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>2.9%</b>	<b>8.6%</b>	<b>5.4%</b>	<b>12.8%</b>	<b>-</b>
Transfers Out	0	1	0	2	-	0.0%	33.3%	0.0%	40.0%	-
Leave Oklahoma Educ.	1	2	2	3	-	100.0%	66.7%	100.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	2.9%	8.6%	5.4%	12.8%	-
Transfers In/Out	nc	0.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	28	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
<b>Total</b>		<b>34</b>	

## District Report for: CHEROKEE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	2.9%	2.9%	2.7%	2.6%	2.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	2.9%	5.7%	5.4%	5.1%	5.3%
White - Females	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	32	34	36	35	94.1%	91.4%	91.9%	92.3%	92.1%
White - Females	21	22	24	26	25	65.6%	68.8%	70.6%	72.2%	71.4%
White - Males	10	10	10	10	10	31.3%	31.3%	29.4%	27.8%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	3.1%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.1%	0.0%	0.0%	0.0%	0.0%
25-29	3	4	3	4	1	9.4%	12.5%	8.8%	11.1%	2.9%
30-34	2	2	4	2	3	6.3%	6.3%	11.8%	5.6%	8.6%
35-39	4	2	1	3	2	12.5%	6.3%	2.9%	8.3%	5.7%
40-44	4	6	7	5	7	12.5%	18.8%	20.6%	13.9%	20.0%
45-49	8	5	3	5	4	25.0%	15.6%	8.8%	13.9%	11.4%
50-54	8	8	11	11	10	25.0%	25.0%	32.4%	30.6%	28.6%
55+	2	5	5	6	8	6.3%	15.6%	14.7%	16.7%	22.9%
<b>Average Age</b>	44.0	45.0	45.4	46.0	47.8					

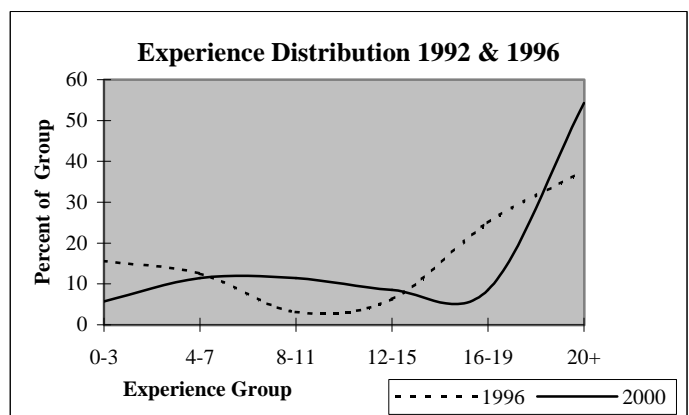
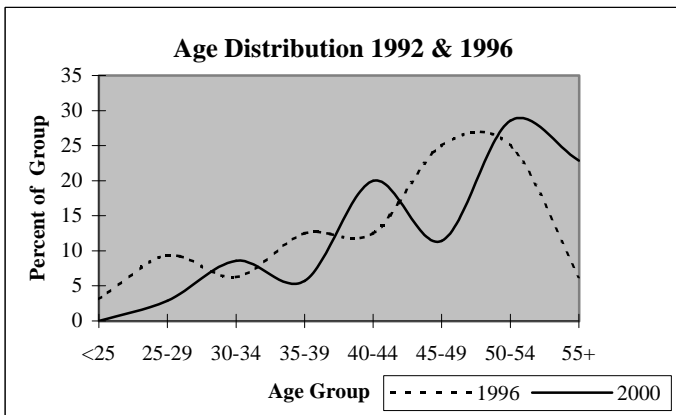
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	4	5	2	15.6%	12.5%	11.8%	13.9%	5.7%
4-7 Years	4	5	3	3	4	12.5%	15.6%	8.8%	8.3%	11.4%
8-11 Years	1	1	4	5	4	3.1%	3.1%	11.8%	13.9%	11.4%
12-15 Years	2	2	2	1	3	6.3%	6.3%	5.9%	2.8%	8.6%
16-19 Years	8	5	5	4	3	25.0%	15.6%	14.7%	11.1%	8.6%
20+ Years	12	15	16	18	19	37.5%	46.9%	47.1%	50.0%	54.3%
<b>Average Experience</b>	15.5	16.5	16.5	16.6	18.2					

## District Report for: CHEROKEE

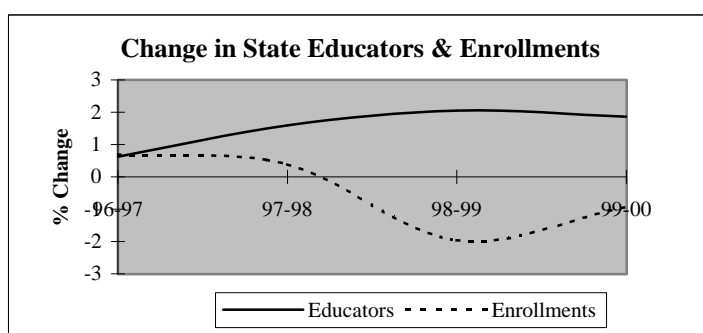
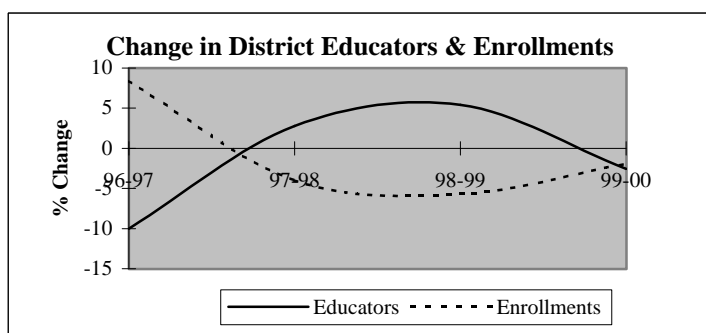
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	2	5	-	2.9%	8.6%	5.4%	12.8%	-
Attrition from Transfers	0	1	0	2	-	0.0%	2.9%	0.0%	5.1%	-
Attrition from Exits	1	2	2	3	-	2.9%	5.7%	5.4%	7.7%	-
<b>Teacher Attrition</b>	1	2	1	4	-	3.1%	6.3%	2.9%	11.1%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	2.8%	-
Attrition from Exits	1	2	1	3	-	3.1%	6.3%	2.9%	8.3%	-
<b>District Retention</b>										
Educator Retention	33	32	35	34	-	97.1%	91.4%	94.6%	87.2%	-
Teacher Retention	31	30	33	32	-	96.9%	93.8%	97.1%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.9%	0.0%	2.7%	7.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.3%	91.4%	89.2%	84.6%	94.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.8%	8.6%	8.1%	7.7%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TIMBERLAKE

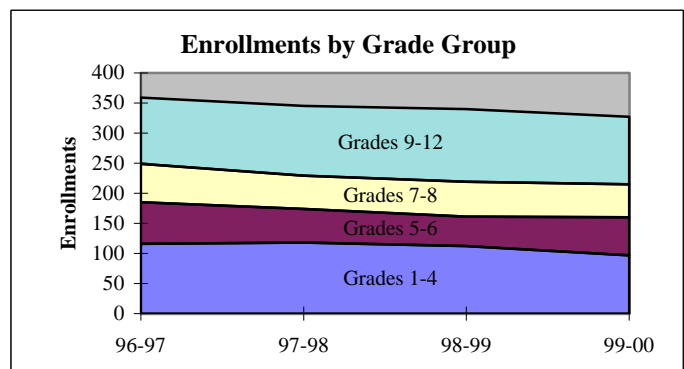
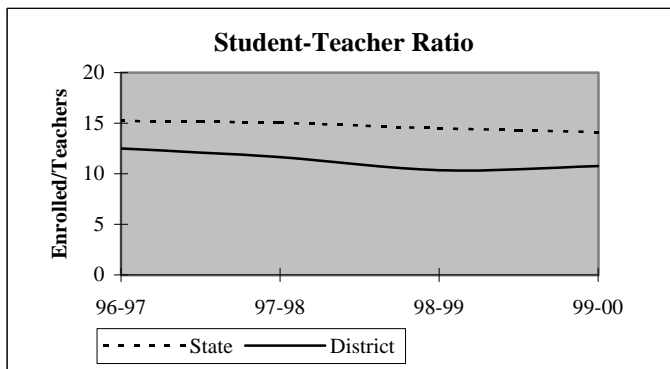


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.2	11.1	10.4	9.3	9.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.5	12.5	11.6	10.3	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-4	1	2	-1	-	-	-	-	-
% Change in Educators	-4.8%	-10.0%	2.8%	5.4%	-2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	31	-16	-22	-7	-	-	-	-	-
% Change in Enrollments	1.4%	8.4%	-4.0%	-5.7%	-1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.5%	0.0%	2.7%	10.3%	2.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.5%	5.6%	5.4%	5.1%	7.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	5.6%	5.4%	5.1%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	2.6%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.8%	0.0%	2.6%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	43.2	43.7	42.0	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	14.7	15.0	14.1	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,510	30,711	31,385	30,039	30,611	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	2.9%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.3%	75.0%	72.7%	71.4%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.4%	9.4%	9.1%	8.6%	12.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.5%	4.0%	4.2%	6.3%	7.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	7	7	10	11	27.5%	19.4%	18.9%	25.6%	28.9%
Attrition	4	0	3	2	0					
Attrition Rate	36.4%	0.0%	42.9%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	28	28	29	25	24	70.0%	77.8%	78.4%	64.1%	63.2%
Attrition	2	1	2	1	0					
Attrition Rate	7.1%	3.6%	6.9%	4.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	4	3	2.5%	2.8%	2.7%	10.3%	7.9%
Attrition Rate	0.0%	100.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	100.0%	0.0%	25.0%	0.0%					

## District Report for: TIMBERLAKE

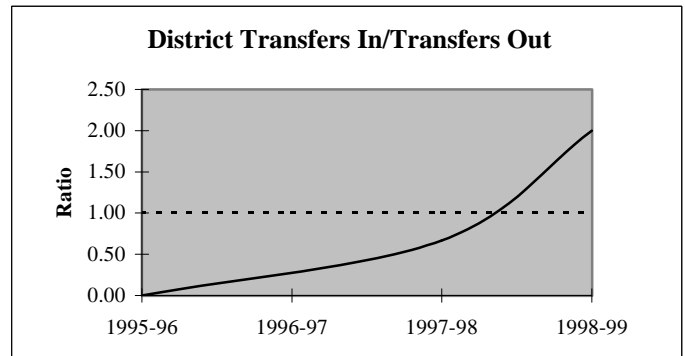
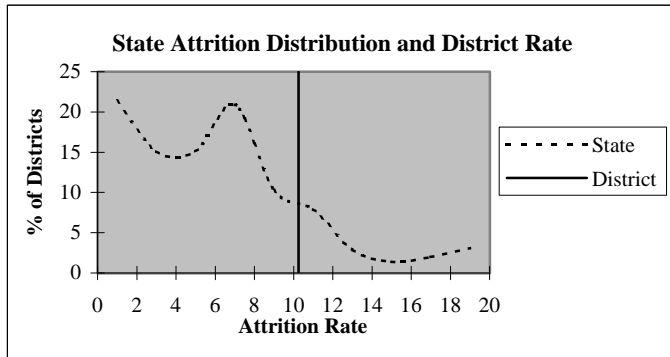
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	36	37	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	2	2	3	7.5%	5.6%	5.4%	5.1%	7.9%
Professional Staff	2	2	2	2	2	5.0%	5.6%	5.4%	5.1%	5.3%
<b>Total Teachers</b>	35	32	33	35	33	87.5%	88.9%	89.2%	89.7%	86.8%
Special Education	4	3	3	3	4	11.4%	9.4%	9.1%	8.6%	12.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	11	11	13	11	31.4%	34.4%	33.3%	37.1%	33.3%
<b>Middle School</b>	8	6	6	5	6	22.9%	18.8%	18.2%	14.3%	18.2%
Language Arts	3	1	1	0	2	8.6%	3.1%	3.0%	0.0%	6.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	2	2	1	2.9%	3.1%	6.1%	5.7%	3.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	2	1	1	1	0.0%	6.3%	3.0%	2.9%	3.0%
Science	1	1	1	1	1	2.9%	3.1%	3.0%	2.9%	3.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	1	1	1	1	8.6%	3.1%	3.0%	2.9%	3.0%
<b>High School (9-12)</b>	12	12	13	14	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	2.9%	3.1%	3.0%	2.9%	3.0%
Art & Music	1	1	1	1	1	2.9%	3.1%	3.0%	2.9%	3.0%
Social Studies	1	2	3	1	1	2.9%	6.3%	9.1%	2.9%	3.0%
Foreign Language	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
Math	2	1	1	2	2	5.7%	3.1%	3.0%	5.7%	6.1%
<b>Science</b>	1	1	1	1	1	2.9%	3.1%	3.0%	2.9%	3.0%
Biology	0	1	0	0	0	0.0%	3.1%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
Other Science	1	0	1	0	1	2.9%	0.0%	3.0%	0.0%	3.0%
Vocational Education	4	4	3	3	3	11.4%	12.5%	9.1%	8.6%	9.1%
Other	1	2	3	5	3	2.9%	6.3%	9.1%	14.3%	9.1%
<b>Total Enrollments</b>	369	400	384	362	355	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	36	38	37	22	28	9.8%	9.5%	9.6%	6.1%	7.9%
Grades 1-4	115	116	118	112	97	31.2%	29.0%	30.7%	30.9%	27.3%
Grades 5-6	64	69	56	49	63	17.3%	17.3%	14.6%	13.5%	17.7%
Grades 7-8	55	64	55	58	55	14.9%	16.0%	14.3%	16.0%	15.5%
Grades 9-12	99	110	116	121	112	26.8%	27.5%	30.2%	33.4%	31.5%
Ungraded	0	3	2	0	0	0.0%	0.8%	0.5%	0.0%	0.0%



## District Report for: TIMBERLAKE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	36	37	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	34	34	32	35	97.5%	94.4%	91.9%	82.1%	92.1%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>2.5%</b>	<b>5.6%</b>	<b>8.1%</b>	<b>17.9%</b>	<b>7.9%</b>
Transfers In	0	0	2	4	0	0.0%	0.0%	66.7%	57.1%	0.0%
Reentrants	0	1	1	0	0	0.0%	50.0%	33.3%	0.0%	0.0%
First Time Educators	1	1	0	3	3	100.0%	50.0%	0.0%	42.9%	100.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>15.0%</b>	<b>5.6%</b>	<b>13.5%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	3	0	3	2	-	50.0%	0.0%	60.0%	50.0%	-
Leave Oklahoma Educ.	3	2	2	2	-	50.0%	100.0%	40.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	15.0%	5.6%	13.5%	10.3%	-
Transfers In/Out	0.00	nc	0.67	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	22	Phillips Univ., Enid	2
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>40</b>

## District Report for: TIMBERLAKE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	2	2	3	7.5%	5.6%	5.4%	5.1%	7.9%
White - Females	1	1	0	1	1	33.3%	50.0%	0.0%	50.0%	33.3%
White - Males	2	1	2	1	2	66.7%	50.0%	100.0%	50.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.0%	5.6%	5.4%	5.1%	5.3%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	32	33	35	33	87.5%	88.9%	89.2%	89.7%	86.8%
White - Females	26	24	24	24	24	74.3%	75.0%	72.7%	68.6%	72.7%
White - Males	9	8	9	10	9	25.7%	25.0%	27.3%	28.6%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
25-29	4	3	3	5	4	11.4%	9.4%	9.1%	14.3%	12.9%
30-34	5	3	1	3	2	14.3%	9.4%	3.0%	8.6%	6.5%
35-39	5	5	8	6	6	14.3%	15.6%	24.2%	17.1%	19.4%
40-44	3	4	4	4	5	8.6%	12.5%	12.1%	11.4%	16.1%
45-49	9	8	9	6	3	25.7%	25.0%	27.3%	17.1%	9.7%
50-54	7	7	6	6	8	20.0%	21.9%	18.2%	17.1%	25.8%
55+	2	2	2	4	3	5.7%	6.3%	6.1%	11.4%	9.7%
<b>Average Age</b>	42.0	43.2	43.7	42.0	43.1					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	4	6	7	17.1%	12.5%	12.1%	17.1%	21.2%
4-7 Years	5	3	3	4	4	14.3%	9.4%	9.1%	11.4%	12.1%
8-11 Years	5	3	3	4	4	14.3%	9.4%	9.1%	11.4%	12.1%
12-15 Years	5	8	8	6	4	14.3%	25.0%	24.2%	17.1%	12.1%
16-19 Years	2	3	4	4	3	5.7%	9.4%	12.1%	11.4%	9.1%
20+ Years	12	11	11	11	11	34.3%	34.4%	33.3%	31.4%	33.3%
<b>Average Experience</b>	13.5	14.7	15.0	14.1	13.9					

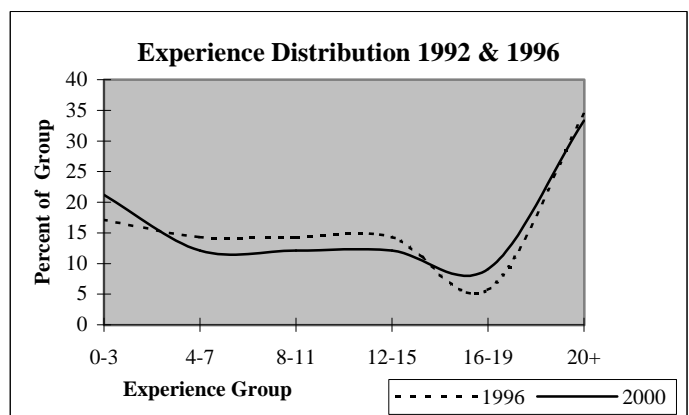
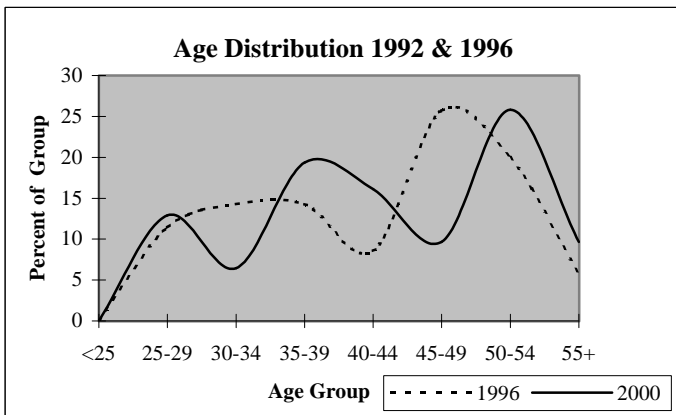


## District Report for: TIMBERLAKE

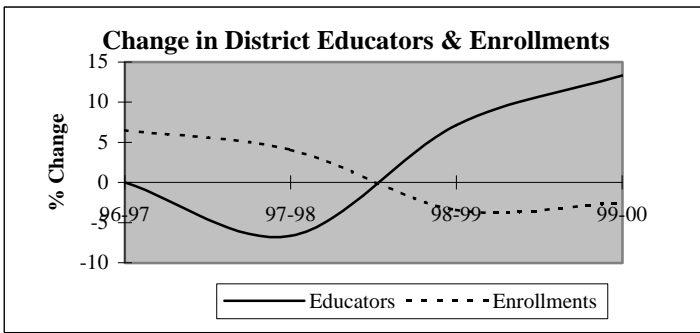
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	2	5	4	-	15.0%	5.6%	13.5%	10.3%	-
Attrition from Transfers	3	0	3	2	-	7.5%	0.0%	8.1%	5.1%	-
Attrition from Exits	3	2	2	2	-	7.5%	5.6%	5.4%	5.1%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>17.1%</b>	<b>3.1%</b>	<b>12.1%</b>	<b>11.4%</b>	<b>-</b>
Attrition from Transfers	3	0	2	2	-	8.6%	0.0%	6.1%	5.7%	-
Attrition from Exits	3	1	2	2	-	8.6%	3.1%	6.1%	5.7%	-
<b>District Retention</b>										
Educator Retention	34	34	32	35	-	85.0%	94.4%	86.5%	89.7%	-
Teacher Retention	29	31	29	31	-	82.9%	96.9%	87.9%	88.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	57.1%	28.6%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	0.0%	71.4%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.5%	94.4%	97.3%	89.7%	92.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.5%	5.6%	2.7%	7.7%	7.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HARMONY

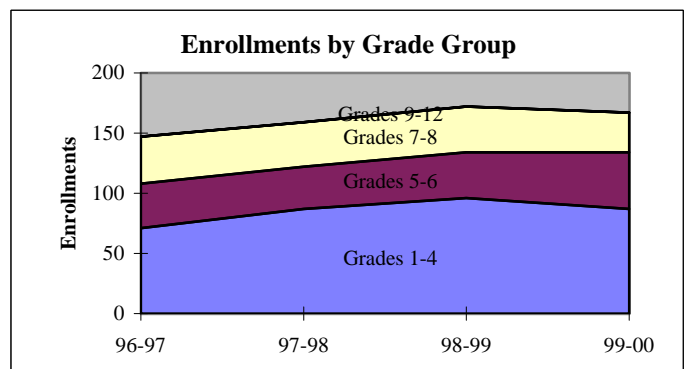
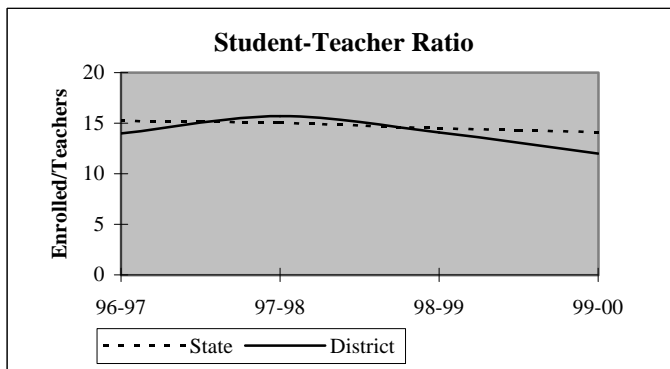


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	13.1	14.6	13.1	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.1	14.0	15.7	14.1	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-1	1	2	-	-	-	-	-
% Change in Educators	7.1%	0.0%	-6.7%	7.1%	13.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	12	8	-7	-5	-	-	-	-	-
% Change in Enrollments	10.2%	6.5%	4.1%	-3.4%	-2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	6.7%	0.0%	6.7%	23.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.7%	7.1%	6.7%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	42.9	45.0	44.4	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	15.1	14.2	16.3	15.1	14.0	12.1	12.3	12.3	12.2	12.2
Average Salary	27,810	28,024	30,915	29,793	27,454	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	78.6%	76.9%	85.7%	87.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.1%	7.7%	7.1%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.6%	20.9%	22.1%	26.0%	26.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	5	2	4	5	26.7%	33.3%	14.3%	26.7%	29.4%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	20.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	7	9	8	9	60.0%	46.7%	64.3%	53.3%	52.9%
Attrition	1	0	0	0	0					
Attrition Rate	11.1%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	3	3	13.3%	20.0%	21.4%	20.0%	17.6%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	3	4	3	3	26.7%	20.0%	28.6%	20.0%	17.6%

## District Report for: HARMONY

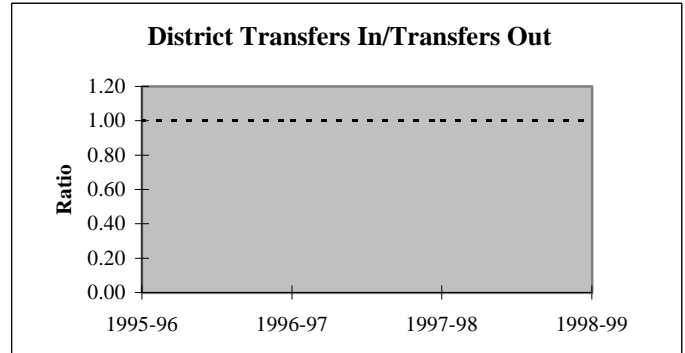
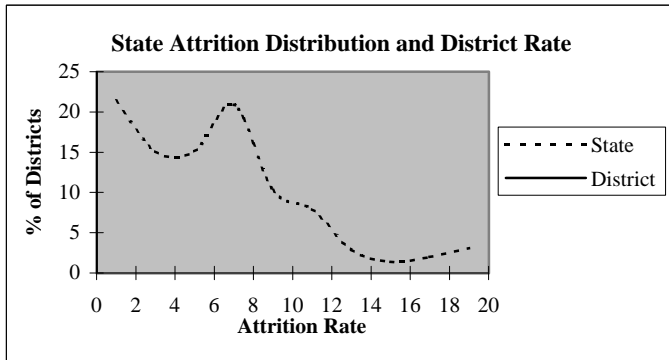
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	15	14	15	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	6.7%	7.1%	6.7%	5.9%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	14	14	13	14	16	93.3%	93.3%	92.9%	93.3%	94.1%
Special Education	1	1	1	1	1	7.1%	7.1%	7.7%	7.1%	6.3%
Pre-K & Kindergarten	1	1	1	1	1	7.1%	7.1%	7.7%	7.1%	6.3%
Elementary	12	12	11	12	14	85.7%	85.7%	84.6%	85.7%	87.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	184	196	204	197	192	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	48	45	25	25	19.0%	24.5%	22.1%	12.7%	13.0%
Grades 1-4	73	71	87	96	87	39.7%	36.2%	42.6%	48.7%	45.3%
Grades 5-6	39	37	35	38	47	21.2%	18.9%	17.2%	19.3%	24.5%
Grades 7-8	37	39	37	38	33	20.1%	19.9%	18.1%	19.3%	17.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	0	0	0	0.0%	0.5%	0.0%	0.0%	0.0%



## District Report for: HARMONY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	15	14	15	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	14	14	13	15	93.3%	93.3%	100.0%	86.7%	88.2%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>6.7%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>13.3%</b>	<b>11.8%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	1	1	0	1	2	100.0%	100.0%	0.0%	50.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>6.7%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	1	1	0	-	100.0%	100.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	6.7%	7.1%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	13	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	15

## District Report for: HARMONY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	6.7%	7.1%	6.7%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	14	13	14	16	93.3%	93.3%	92.9%	93.3%	94.1%
White - Females	11	11	10	12	14	78.6%	78.6%	76.9%	85.7%	87.5%
White - Males	3	3	3	2	2	21.4%	21.4%	23.1%	14.3%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	0	0	0	14.3%	7.1%	0.0%	0.0%	0.0%
30-34	0	2	2	3	4	0.0%	14.3%	15.4%	21.4%	25.0%
35-39	2	1	0	1	1	14.3%	7.1%	0.0%	7.1%	6.3%
40-44	3	4	5	4	4	21.4%	28.6%	38.5%	28.6%	25.0%
45-49	3	2	1	1	2	21.4%	14.3%	7.7%	7.1%	12.5%
50-54	3	3	4	3	2	21.4%	21.4%	30.8%	21.4%	12.5%
55+	1	1	1	2	3	7.1%	7.1%	7.7%	14.3%	18.8%
<b>Average Age</b>	43.7	42.9	45.0	44.4	44.3					

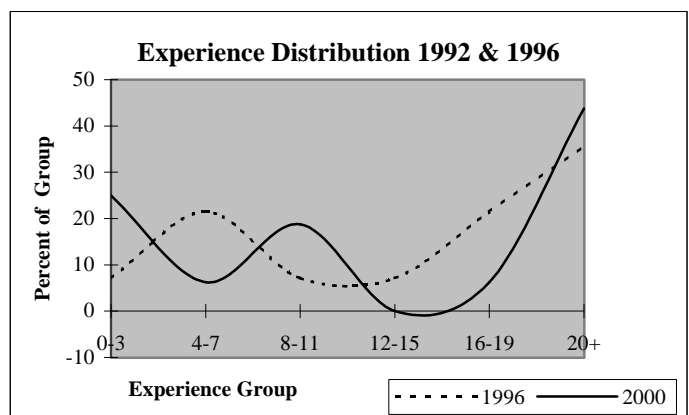
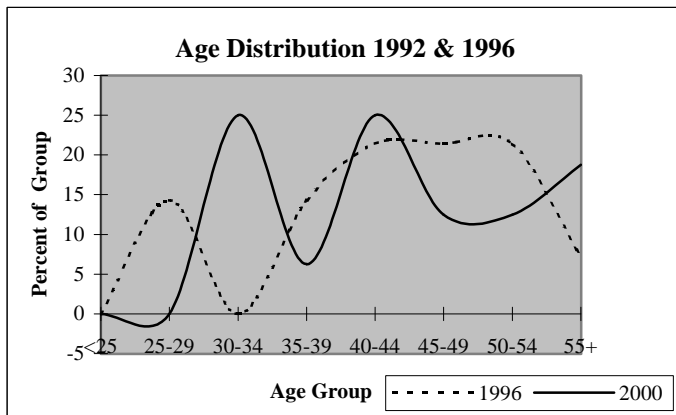
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	1	3	4	7.1%	14.3%	7.7%	21.4%	25.0%
4-7 Years	3	3	1	1	1	21.4%	21.4%	7.7%	7.1%	6.3%
8-11 Years	1	0	2	2	3	7.1%	0.0%	15.4%	14.3%	18.8%
12-15 Years	1	1	1	0	0	7.1%	7.1%	7.7%	0.0%	0.0%
16-19 Years	3	4	4	2	1	21.4%	28.6%	30.8%	14.3%	6.3%
20+ Years	5	4	4	6	7	35.7%	28.6%	30.8%	42.9%	43.8%
<b>Average Experience</b>	15.1	14.2	16.3	15.1	14.0					

## District Report for: HARMONY

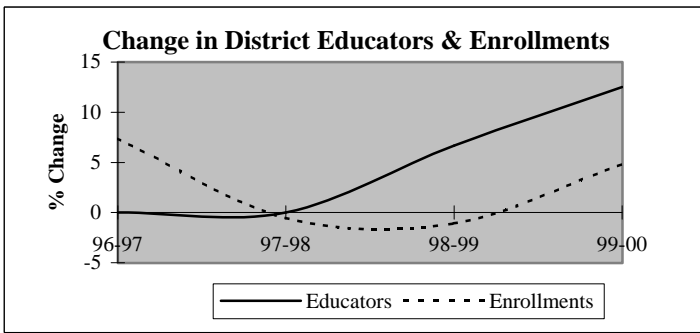
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	1	0	-	6.7%	6.7%	7.1%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	1	0	-	6.7%	6.7%	7.1%	0.0%	-
<b>Teacher Attrition</b>	1	1	0	0	-	7.1%	7.1%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	0	0	-	7.1%	7.1%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	14	13	15	-	93.3%	93.3%	92.9%	100.0%	-
Teacher Retention	13	13	13	14	-	92.9%	92.9%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	5.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	93.3%	100.0%	86.7%	82.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	6.7%	0.0%	13.3%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LANE



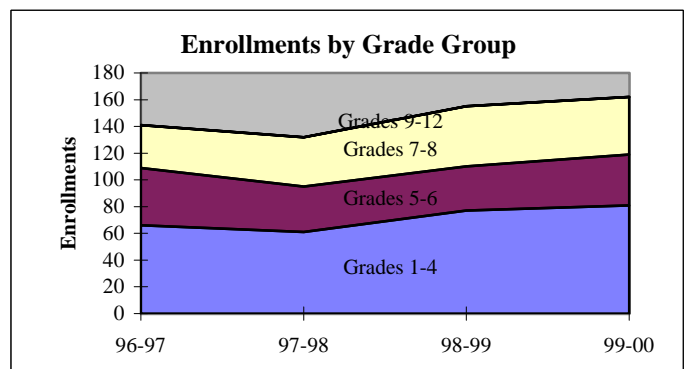
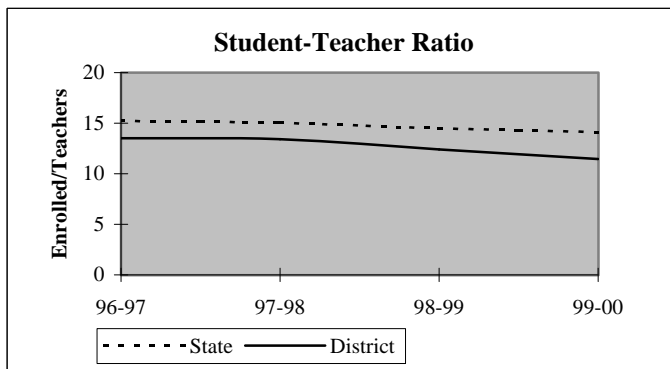
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	12.6	12.5	11.6	10.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	13.5	13.4	12.4	11.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	6.7%	12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	13	-1	-2	9	-	-	-	-	-
% Change in Enrollments	5.4%	7.4%	-0.5%	-1.1%	4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	12.5%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.7%	6.7%	6.3%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.0%	20.0%	20.0%	18.8%	16.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.8	46.6	47.6	47.7	45.1	42.0	42.3	42.5	42.7	43.0
Average Experience	15.1	15.9	16.9	16.7	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,447	29,285	31,013	28,515	28,932	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	21.4%	21.4%	21.4%	20.0%	17.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	85.7%	85.7%	86.7%	88.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.1%	7.1%	6.7%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	70.5%	8.5%	48.9%	57.6%	45.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	3	2	3	6	20.0%	20.0%	13.3%	18.8%	33.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	11	12	10	9	73.3%	73.3%	80.0%	62.5%	50.0%
Attrition	1	0	0	0	0					
Attrition Rate	9.1%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	3	3	6.7%	6.7%	6.7%	18.8%	16.7%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	3	4	5	6.7%	6.7%	20.0%	25.0%	27.8%

## District Report for: LANE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	15	15	16	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	6.7%	6.7%	6.3%	5.6%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	14	14	14	15	17	93.3%	93.3%	93.3%	93.8%	94.4%
Special Education	1	1	1	1	1	7.1%	7.1%	7.1%	6.7%	5.9%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	7.1%	6.7%	5.9%
Elementary	13	13	12	13	15	92.9%	92.9%	85.7%	86.7%	88.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Enrollments</b>	176	189	188	186	195	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	29	32	24	24	15.9%	15.3%	17.0%	12.9%	12.3%
Grades 1-4	67	66	61	77	81	38.1%	34.9%	32.4%	41.4%	41.5%
Grades 5-6	38	43	34	33	38	21.6%	22.8%	18.1%	17.7%	19.5%
Grades 7-8	42	32	37	45	43	23.9%	16.9%	19.7%	24.2%	22.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	19	24	7	9	0.6%	10.1%	12.8%	3.8%	4.6%

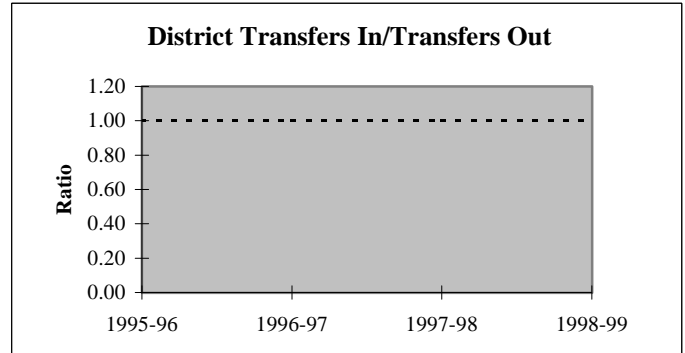
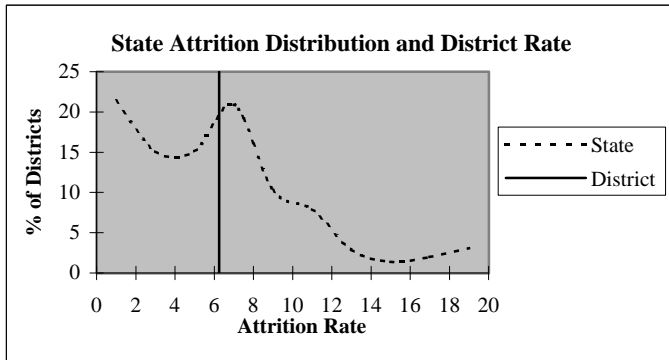




## District Report for: LANE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	15	15	16	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	14	15	15	15	93.3%	93.3%	100.0%	93.8%	83.3%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>6.7%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>16.7%</b>
Transfers In	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	66.7%
First Time Educators	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>6.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	1	-	0.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	0.0%	0.0%	6.3%	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>15</b>

## District Report for: LANE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	6.7%	6.7%	6.3%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	14	14	15	17	93.3%	93.3%	93.3%	93.8%	94.4%
White - Females	9	9	9	10	12	64.3%	64.3%	64.3%	66.7%	70.6%
White - Males	2	2	2	2	2	14.3%	14.3%	14.3%	13.3%	11.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	3	21.4%	21.4%	21.4%	20.0%	17.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	11.8%
30-34	1	1	0	0	1	7.1%	7.1%	0.0%	0.0%	5.9%
35-39	1	1	2	3	3	7.1%	7.1%	14.3%	20.0%	17.6%
40-44	3	2	1	0	0	21.4%	14.3%	7.1%	0.0%	0.0%
45-49	6	5	6	3	3	42.9%	35.7%	42.9%	20.0%	17.6%
50-54	2	4	4	8	6	14.3%	28.6%	28.6%	53.3%	35.3%
55+	1	1	1	1	2	7.1%	7.1%	7.1%	6.7%	11.8%
<b>Average Age</b>	45.8	46.6	47.6	47.7	45.1					

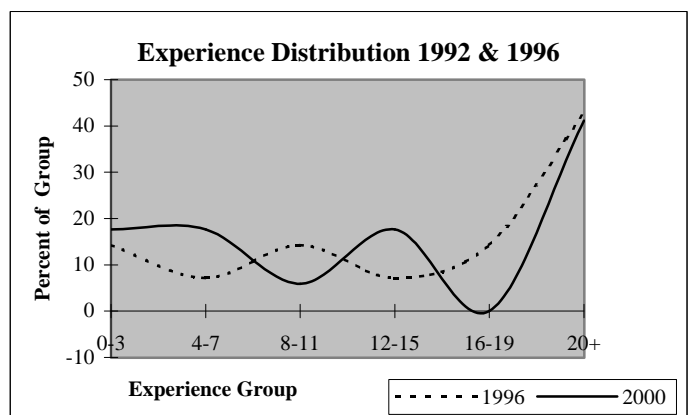
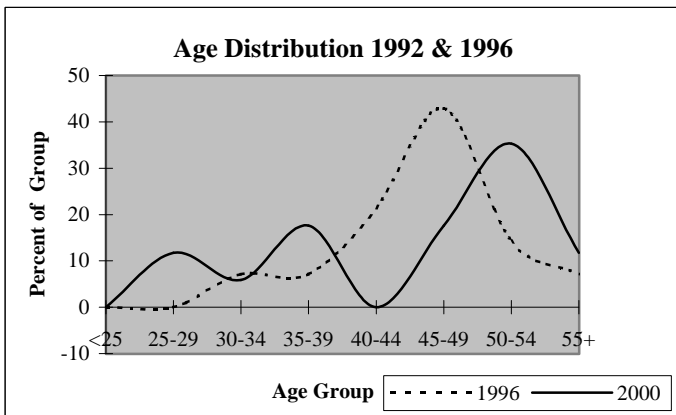
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	2	3	14.3%	7.1%	7.1%	13.3%	17.6%
4-7 Years	1	2	1	1	3	7.1%	14.3%	7.1%	6.7%	17.6%
8-11 Years	2	3	3	2	1	14.3%	21.4%	21.4%	13.3%	5.9%
12-15 Years	1	0	1	2	3	7.1%	0.0%	7.1%	13.3%	17.6%
16-19 Years	2	1	0	0	0	14.3%	7.1%	0.0%	0.0%	0.0%
20+ Years	6	7	8	8	7	42.9%	50.0%	57.1%	53.3%	41.2%
<b>Average Experience</b>	15.1	15.9	16.9	16.7	14.2					

## District Report for: LANE

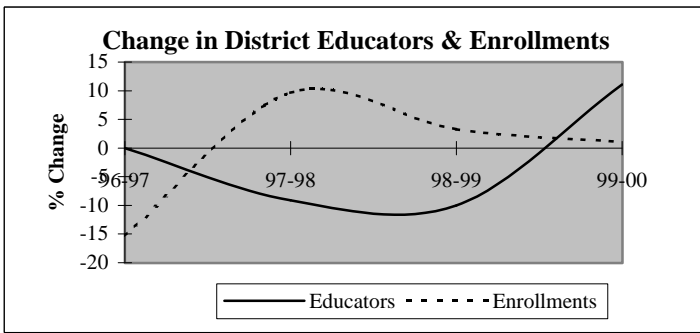
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	0	1	-	6.7%	0.0%	0.0%	6.3%	-
Attrition from Transfers	1	0	0	0	-	6.7%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	6.3%	-
<b>Teacher Attrition</b>	1	0	0	1	-	7.1%	0.0%	0.0%	6.7%	-
Attrition from Transfers	1	0	0	0	-	7.1%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	6.7%	-
<b>District Retention</b>										
Educator Retention	14	15	15	15	-	93.3%	100.0%	100.0%	93.8%	-
Teacher Retention	13	14	14	14	-	92.9%	100.0%	100.0%	93.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	100.0%	100.0%	93.8%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	0.0%	0.0%	6.3%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FARRIS

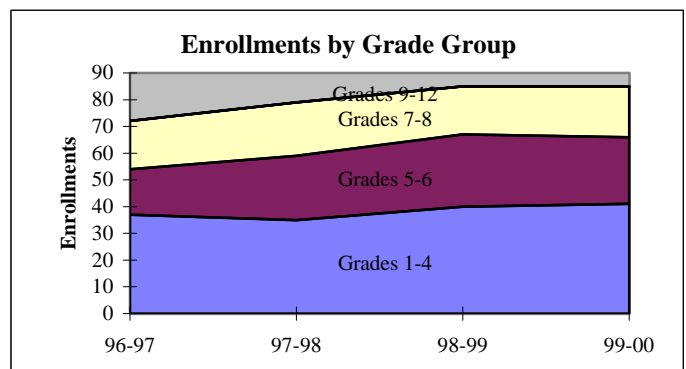
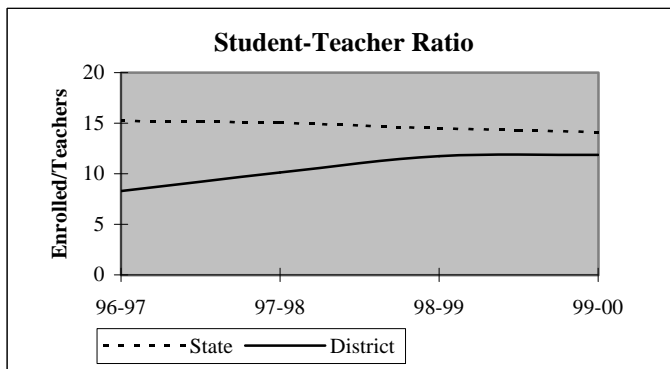


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.9	7.5	9.1	10.4	9.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.8	8.3	10.1	11.8	11.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	-1	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-9.1%	-10.0%	11.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-15	8	3	1	-	-	-	-	-
% Change in Enrollments	-3.9%	-15.3%	9.6%	3.3%	1.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	20.0%	0.0%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	9.1%	10.0%	11.1%	20.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	9.1%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.4	41.4	45.6	45.4	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	12.7	14.1	12.9	10.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,089	28,845	26,742	30,351	29,109	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	10.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	77.8%	75.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.0%	4.8%	6.6%	9.6%	6.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	3	2	3	45.5%	45.5%	30.0%	22.2%	30.0%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	40.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	5	6	5	6	45.5%	45.5%	60.0%	55.6%	60.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	2	1	9.1%	9.1%	10.0%	22.2%	10.0%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	100.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	3	2	1	9.1%	9.1%	30.0%	22.2%	10.0%

## District Report for: FARRIS

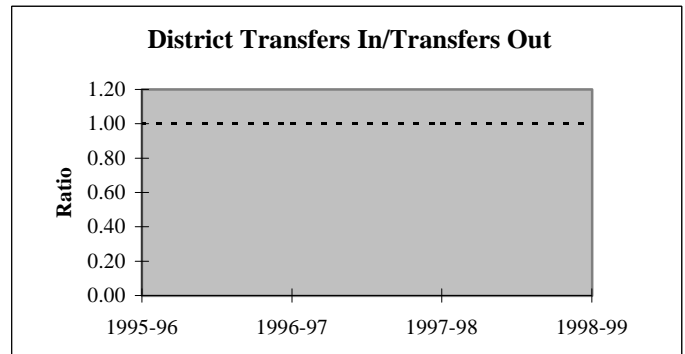
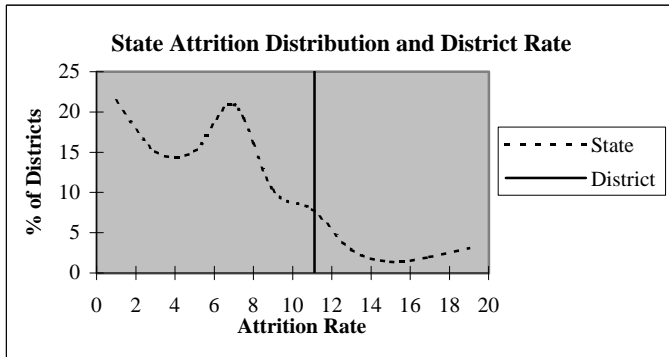
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	11	11	10	9	10	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	9.1%	9.1%	10.0%	11.1%	20.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	10	10	9	8	8	90.9%	90.9%	90.0%	88.9%	80.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	9	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	98	83	91	94	95	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	11	12	9	10	10.2%	13.3%	13.2%	9.6%	10.5%
Grades 1-4	41	37	35	40	41	41.8%	44.6%	38.5%	42.6%	43.2%
Grades 5-6	22	17	24	27	25	22.4%	20.5%	26.4%	28.7%	26.3%
Grades 7-8	25	18	20	18	19	25.5%	21.7%	22.0%	19.1%	20.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FARRIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	11	11	10	9	10	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	11	9	9	8	100.0%	100.0%	90.0%	100.0%	80.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>0.0%</b>	<b>10.0%</b>	<b>0.0%</b>	<b>20.0%</b>
Transfers In	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	1	0	1	0.0%	0.0%	100.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>18.2%</b>	<b>10.0%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	2	1	1	-	0.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	18.2%	10.0%	11.1%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	11
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total

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## District Report for: FARRIS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	9.1%	9.1%	10.0%	11.1%	20.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	10	10	9	8	8	90.9%	90.9%	90.0%	88.9%	80.0%
White - Females	7	7	7	6	6	70.0%	70.0%	77.8%	75.0%	75.0%
White - Males	2	2	2	2	2	20.0%	20.0%	22.2%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	10.0%	10.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	1	0	0	0	30.0%	10.0%	0.0%	0.0%	0.0%
30-34	0	2	1	1	2	0.0%	20.0%	11.1%	12.5%	25.0%
35-39	1	1	1	1	1	10.0%	10.0%	11.1%	12.5%	12.5%
40-44	3	3	1	1	0	30.0%	30.0%	11.1%	12.5%	0.0%
45-49	0	0	3	3	4	0.0%	0.0%	33.3%	37.5%	50.0%
50-54	3	3	1	0	0	30.0%	30.0%	11.1%	0.0%	0.0%
55+	0	0	2	2	1	0.0%	0.0%	22.2%	25.0%	12.5%
<b>Average Age</b>	40.4	41.4	45.6	45.4	43.0					

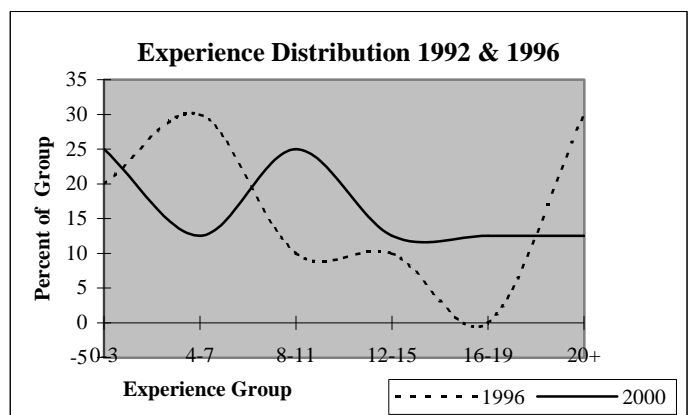
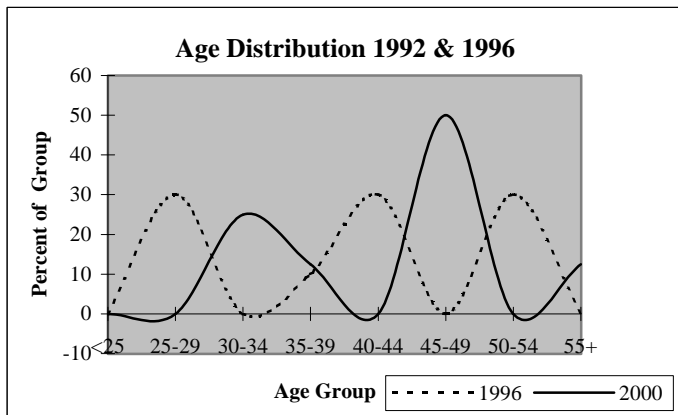
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	1	2	20.0%	10.0%	11.1%	12.5%	25.0%
4-7 Years	3	4	2	1	1	30.0%	40.0%	22.2%	12.5%	12.5%
8-11 Years	1	1	1	2	2	10.0%	10.0%	11.1%	25.0%	25.0%
12-15 Years	1	0	1	1	1	10.0%	0.0%	11.1%	12.5%	12.5%
16-19 Years	0	1	1	1	1	0.0%	10.0%	11.1%	12.5%	12.5%
20+ Years	3	3	3	2	1	30.0%	30.0%	33.3%	25.0%	12.5%
<b>Average Experience</b>	11.7	12.7	14.1	12.9	10.8					

## District Report for: FARRIS

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	1	1	-	0.0%	18.2%	10.0%	11.1%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	1	1	-	0.0%	18.2%	10.0%	11.1%	-
<b>Teacher Attrition</b>	0	2	1	1	-	0.0%	20.0%	11.1%	12.5%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	1	1	-	0.0%	20.0%	11.1%	12.5%	-
<b>District Retention</b>										
Educator Retention	11	9	9	8	-	100.0%	81.8%	90.0%	88.9%	-
Teacher Retention	10	8	8	7	-	100.0%	80.0%	88.9%	87.5%	-

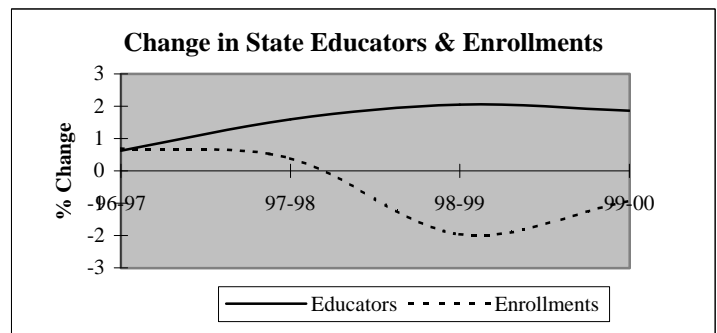
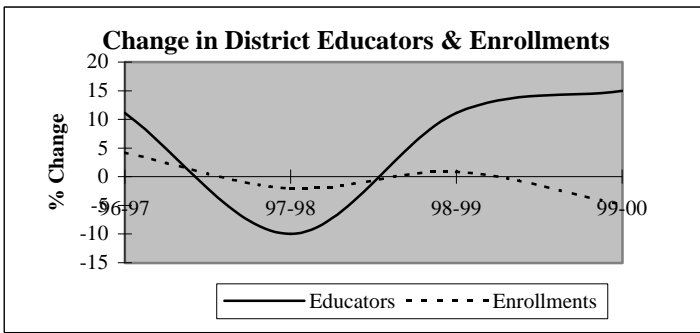
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	0.0%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	90.0%	100.0%	90.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	10.0%	0.0%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: STRINGTOWN

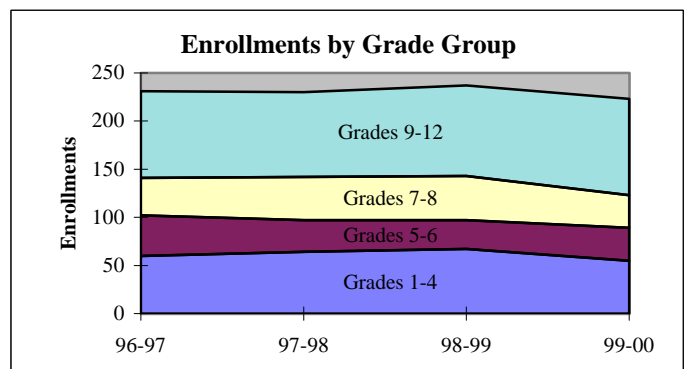
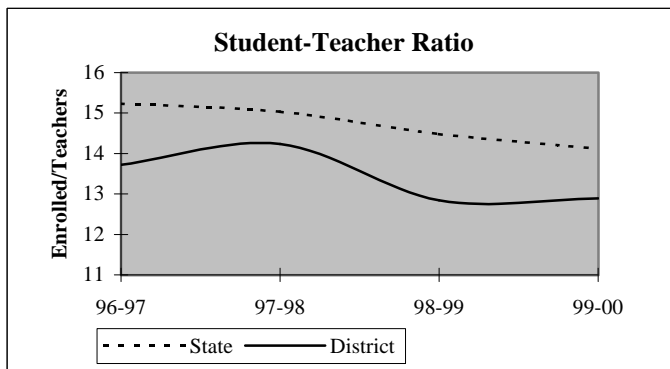


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	12.4	13.4	12.2	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	13.7	14.2	12.8	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	2	-2	2	3	-	-	-	-	-
% Change in Educators	5.9%	11.1%	-10.0%	11.1%	15.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	20	10	-5	2	-12	-	-	-	-	-
% Change in Enrollments	9.2%	4.2%	-2.0%	0.8%	-4.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.0%	5.6%	5.0%	13.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.0%	0.0%	0.0%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	20.0%	16.7%	15.0%	13.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	66.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	41.6	41.4	41.2	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	9.9	9.4	10.0	9.6	9.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,718	28,705	29,646	29,794	27,821	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	18.8%	22.2%	17.6%	15.8%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	66.7%	64.7%	68.4%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	5.6%	5.9%	5.3%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.8%	27.9%	20.7%	48.6%	30.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	9	7	9	9	44.4%	45.0%	38.9%	45.0%	39.1%
Attrition	1	0	0	2	0					
Attrition Rate	12.5%	0.0%	0.0%	22.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	11	11	11	14	55.6%	55.0%	61.1%	55.0%	60.9%
Attrition	1	2	1	0	0					
Attrition Rate	10.0%	18.2%	9.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	0	0	1	0.0%	5.0%	0.0%	0.0%	4.3%

## District Report for: STRINGTOWN

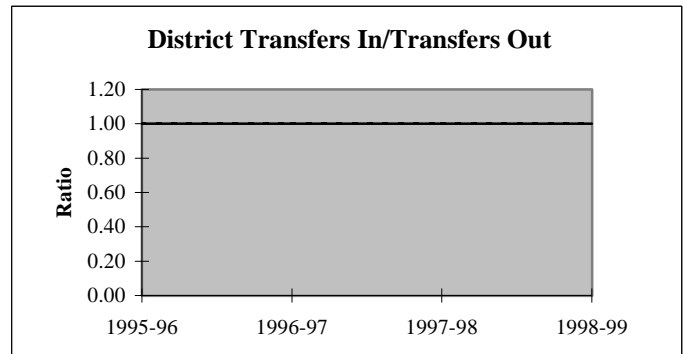
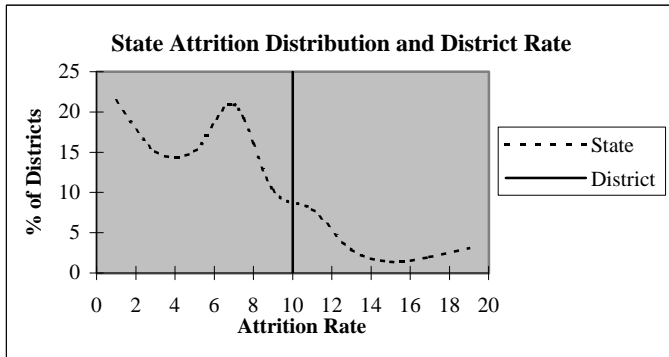
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	20	18	20	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	3	5.6%	5.0%	5.6%	5.0%	13.0%
Professional Staff	1	1	0	0	2	5.6%	5.0%	0.0%	0.0%	8.7%
<b>Total Teachers</b>	16	18	17	19	18	88.9%	90.0%	94.4%	95.0%	78.3%
Special Education	1	1	1	1	1	6.3%	5.6%	5.9%	5.3%	5.6%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.6%
Elementary	9	10	9	10	8	56.3%	55.6%	52.9%	52.6%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	7	7	7	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	5.6%	5.9%	5.3%	5.6%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
Social Studies	0	1	1	1	1	0.0%	5.6%	5.9%	5.3%	5.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	5.6%	5.9%	5.3%	5.6%
<b>Science</b>	1	1	1	1	0	6.3%	5.6%	5.9%	5.3%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	6.3%	5.6%	5.9%	5.3%	0.0%
Vocational Education	2	2	2	1	2	12.5%	11.1%	11.8%	5.3%	11.1%
Other	1	1	1	2	2	6.3%	5.6%	5.9%	10.5%	11.1%
<b>Total Enrollments</b>	237	247	242	244	232	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	16	12	7	9	6.8%	6.5%	5.0%	2.9%	3.9%
Grades 1-4	56	60	64	67	55	23.6%	24.3%	26.4%	27.5%	23.7%
Grades 5-6	37	42	33	30	34	15.6%	17.0%	13.6%	12.3%	14.7%
Grades 7-8	43	39	45	46	34	18.1%	15.8%	18.6%	18.9%	14.7%
Grades 9-12	85	90	88	94	100	35.9%	36.4%	36.4%	38.5%	43.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STRINGTOWN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	20	18	20	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	16	18	17	18	83.3%	80.0%	100.0%	85.0%	78.3%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>16.7%</b>	<b>20.0%</b>	<b>0.0%</b>	<b>15.0%</b>	<b>21.7%</b>
Transfers In	1	1	0	1	1	33.3%	25.0%	0.0%	33.3%	20.0%
Reentrants	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	20.0%
First Time Educators	1	3	0	2	3	33.3%	75.0%	0.0%	66.7%	60.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>11.1%</b>	<b>10.0%</b>	<b>5.6%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	1	0	0	1	-	50.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	1	2	1	1	-	50.0%	100.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	10.0%	5.6%	10.0%	-
Transfers In/Out	1.00	nc	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-

Total 19

## District Report for: STRINGTOWN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	3	5.6%	5.0%	5.6%	5.0%	13.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	66.7%
<b>Professional Staff</b>	1	1	0	0	2	5.6%	5.0%	0.0%	0.0%	8.7%
White - Females	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	18	17	19	18	88.9%	90.0%	94.4%	95.0%	78.3%
White - Females	10	10	10	12	13	62.5%	55.6%	58.8%	63.2%	72.2%
White - Males	3	4	4	4	4	18.8%	22.2%	23.5%	21.1%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	1	1	1	6.3%	11.1%	5.9%	5.3%	5.6%
Other - Males	2	2	2	2	0	12.5%	11.1%	11.8%	10.5%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	1	2	0.0%	0.0%	0.0%	5.3%	11.1%
30-34	5	4	3	3	1	31.3%	22.2%	17.6%	15.8%	5.6%
35-39	2	4	5	5	5	12.5%	22.2%	29.4%	26.3%	27.8%
40-44	4	4	3	3	1	25.0%	22.2%	17.6%	15.8%	5.6%
45-49	2	4	5	6	6	12.5%	22.2%	29.4%	31.6%	33.3%
50-54	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
55+	3	2	1	1	2	18.8%	11.1%	5.9%	5.3%	11.1%
<b>Average Age</b>	41.6	41.6	41.4	41.2	42.8					

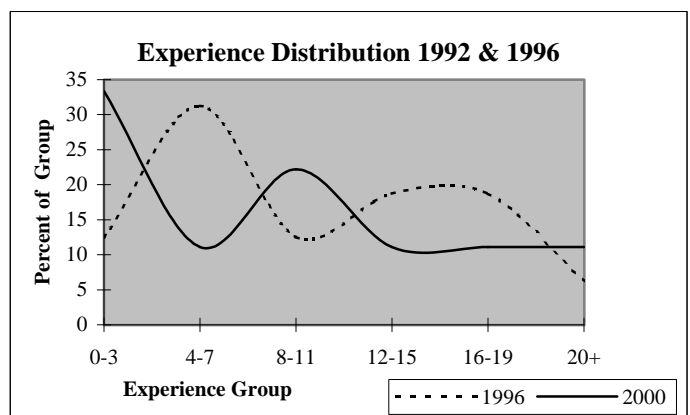
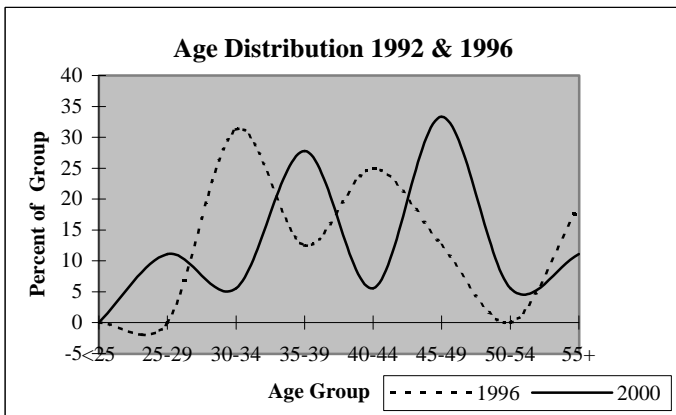
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	4	3	5	6	12.5%	22.2%	17.6%	26.3%	33.3%
4-7 Years	5	5	4	4	2	31.3%	27.8%	23.5%	21.1%	11.1%
8-11 Years	2	2	4	4	4	12.5%	11.1%	23.5%	21.1%	22.2%
12-15 Years	3	3	0	0	2	18.8%	16.7%	0.0%	0.0%	11.1%
16-19 Years	3	3	5	4	2	18.8%	16.7%	29.4%	21.1%	11.1%
20+ Years	1	1	1	2	2	6.3%	5.6%	5.9%	10.5%	11.1%
<b>Average Experience</b>	9.9	9.4	10.0	9.6	9.2					

## District Report for: STRINGTOWN

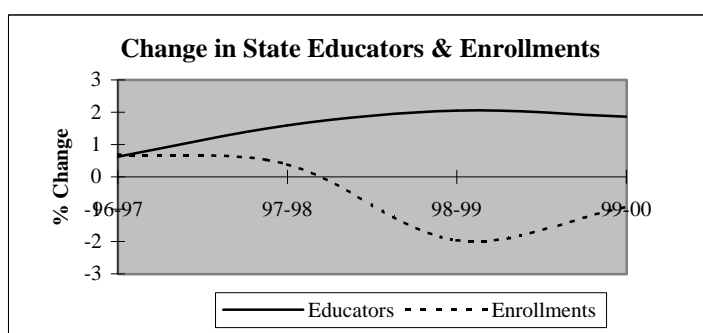
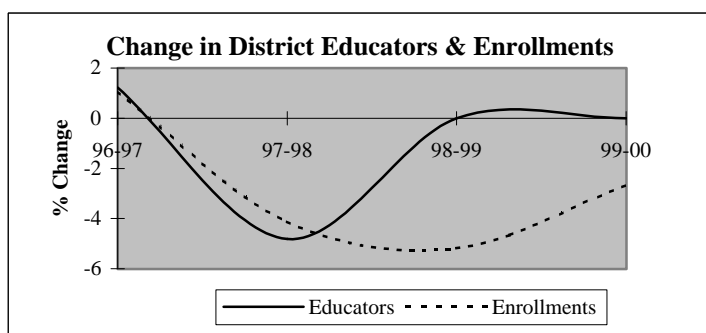
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	1	2	-	11.1%	10.0%	5.6%	10.0%	-
Attrition from Transfers	1	0	0	1	-	5.6%	0.0%	0.0%	5.0%	-
Attrition from Exits	1	2	1	1	-	5.6%	10.0%	5.6%	5.0%	-
<b>Teacher Attrition</b>	2	1	1	2	-	12.5%	5.6%	5.9%	10.5%	-
Attrition from Transfers	1	0	0	1	-	6.3%	0.0%	0.0%	5.3%	-
Attrition from Exits	1	1	1	1	-	6.3%	5.6%	5.9%	5.3%	-
<b>District Retention</b>										
Educator Retention	16	18	17	18	-	88.9%	90.0%	94.4%	90.0%	-
Teacher Retention	14	17	16	17	-	87.5%	94.4%	94.1%	89.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	80.0%	100.0%	90.0%	82.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	20.0%	0.0%	10.0%	17.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ATOKA

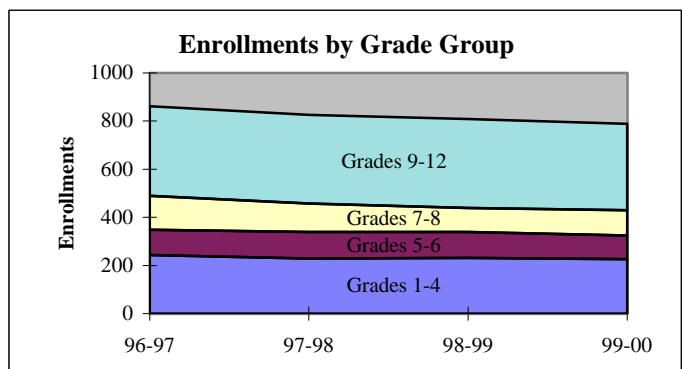
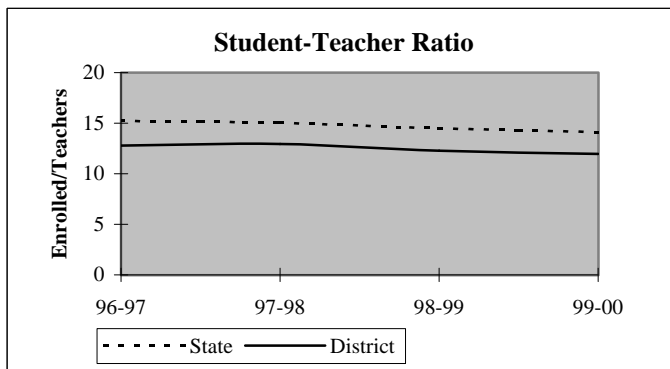


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	11.4	11.5	10.9	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	12.8	13.0	12.3	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	1	-4	0	0	-	-	-	-	-
% Change in Educators	-4.7%	1.2%	-4.8%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-16	10	-39	-47	-23	-	-	-	-	-
% Change in Enrollments	-1.7%	1.1%	-4.1%	-5.2%	-2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	18.3%	31.3%	24.1%	31.6%	29.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.5%	7.2%	7.6%	6.3%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	3.6%	3.8%	5.1%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.8%	9.6%	6.3%	8.9%	7.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.2%	1.3%	1.3%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	41.4	42.2	42.7	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	11.5	12.0	12.5	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,931	28,083	28,176	29,236	30,349	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.1%	10.8%	7.1%	10.0%	8.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	67.6%	68.6%	70.0%	74.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.5%	10.8%	11.4%	10.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.7%	32.6%	34.1%	32.8%	33.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	28	30	30	26	29	34.1%	36.1%	38.0%	32.9%	36.7%
Attrition	1	6	3	4	0					
Attrition Rate	3.6%	20.0%	10.0%	15.4%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	49	48	42	47	42	59.8%	57.8%	53.2%	59.5%	53.2%
Attrition	4	5	4	5	0					
Attrition Rate	8.2%	10.4%	9.5%	10.6%	0.0%					
At Retirement Age	5	5	7	6	8	6.1%	6.0%	8.9%	7.6%	10.1%
Attrition	1	0	1	3	0					
Attrition Rate	20.0%	0.0%	14.3%	50.0%	0.0%					
At Retirement in 5 yrs.	8	6	7	12	13	9.8%	7.2%	8.9%	15.2%	16.5%

## District Report for: ATOKA

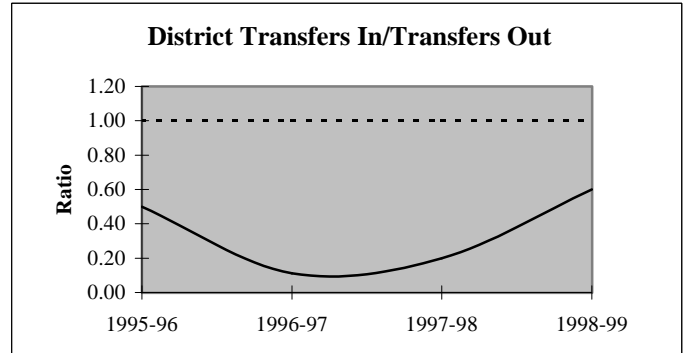
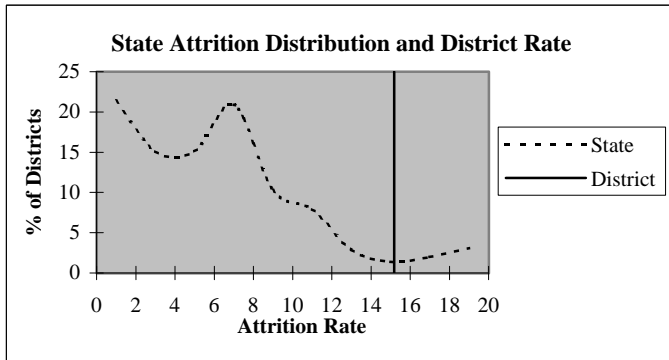
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	82	83	79	79	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	6	6	5	4	8.5%	7.2%	7.6%	6.3%	5.1%
Professional Staff	3	3	3	4	5	3.7%	3.6%	3.8%	5.1%	6.3%
<b>Total Teachers</b>	72	74	70	70	70	87.8%	89.2%	88.6%	88.6%	88.6%
Special Education	9	8	8	7	7	12.5%	10.8%	11.4%	10.0%	10.0%
Pre-K & Kindergarten	1	1	1	2	2	1.4%	1.4%	1.4%	2.9%	2.9%
Elementary	19	22	21	22	20	26.4%	29.7%	30.0%	31.4%	28.6%
<b>Middle School</b>	13	14	15	14	16	18.1%	18.9%	21.4%	20.0%	22.9%
Language Arts	2	3	3	3	5	2.8%	4.1%	4.3%	4.3%	7.1%
Art & Music	2	2	2	2	1	2.8%	2.7%	2.9%	2.9%	1.4%
Social Studies	2	2	2	2	1	2.8%	2.7%	2.9%	2.9%	1.4%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Math	1	1	2	1	1	1.4%	1.4%	2.9%	1.4%	1.4%
Science	2	2	2	2	2	2.8%	2.7%	2.9%	2.9%	2.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	4	4	4	4	5	5.6%	5.4%	5.7%	5.7%	7.1%
<b>High School (9-12)</b>	30	29	25	25	25	1500.0%	1450.0%	1250.0%	1250.0%	2500.0%
Language Arts	6	5	4	4	4	8.3%	6.8%	5.7%	5.7%	5.7%
Art & Music	2	2	2	2	2	2.8%	2.7%	2.9%	2.9%	2.9%
Social Studies	3	4	2	4	4	4.2%	5.4%	2.9%	5.7%	5.7%
Foreign Language	2	1	1	0	1	2.8%	1.4%	1.4%	0.0%	1.4%
Math	4	4	3	3	3	5.6%	5.4%	4.3%	4.3%	4.3%
<b>Science</b>	3	2	3	2	2	4.2%	2.7%	4.3%	2.9%	2.9%
Biology	2	0	1	1	1	2.8%	0.0%	1.4%	1.4%	1.4%
Chemistry	0	1	1	1	1	0.0%	1.4%	1.4%	1.4%	1.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	1.4%	1.4%	1.4%	0.0%	0.0%
Vocational Education	7	8	7	8	7	9.7%	10.8%	10.0%	11.4%	10.0%
Other	3	3	3	2	2	4.2%	4.1%	4.3%	2.9%	2.9%
<b>Total Enrollments</b>	936	946	907	860	837	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	81	83	81	50	47	8.7%	8.8%	8.9%	5.8%	5.6%
Grades 1-4	233	243	229	232	226	24.9%	25.7%	25.2%	27.0%	27.0%
Grades 5-6	118	105	110	107	99	12.6%	11.1%	12.1%	12.4%	11.8%
Grades 7-8	134	142	119	100	105	14.3%	15.0%	13.1%	11.6%	12.5%
Grades 9-12	370	372	368	369	358	39.5%	39.3%	40.6%	42.9%	42.8%
Ungraded	0	1	0	2	2	0.0%	0.1%	0.0%	0.2%	0.2%



## District Report for: ATOKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	82	83	79	79	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	79	76	72	71	67	96.3%	91.6%	91.1%	89.9%	84.8%
<b>Newly Hired</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>12</b>	<b>3.7%</b>	<b>8.4%</b>	<b>8.9%</b>	<b>10.1%</b>	<b>15.2%</b>
Transfers In	1	1	1	3	4	33.3%	14.3%	14.3%	37.5%	33.3%
Reentrants	1	0	3	2	2	33.3%	0.0%	42.9%	25.0%	16.7%
First Time Educators	1	6	3	3	6	33.3%	85.7%	42.9%	37.5%	50.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>11</b>	<b>8</b>	<b>12</b>	<b>-</b>	<b>7.3%</b>	<b>13.3%</b>	<b>10.1%</b>	<b>15.2%</b>	<b>-</b>
Transfers Out	2	9	5	5	-	33.3%	81.8%	62.5%	41.7%	-
Leave Oklahoma Educ.	4	2	3	7	-	66.7%	18.2%	37.5%	58.3%	-

Dynamics Rates	District Rates				
District Attrition	7.3%	13.3%	10.1%	15.2%	-
Transfers In/Out	0.50	0.11	0.20	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	65	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>82</b>



## District Report for: ATOKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	6	6	5	4	8.5%	7.2%	7.6%	6.3%	5.1%
White - Females	1	1	1	1	2	14.3%	16.7%	16.7%	20.0%	50.0%
White - Males	6	5	5	4	2	85.7%	83.3%	83.3%	80.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	4	5	3.7%	3.6%	3.8%	5.1%	6.3%
White - Females	2	2	2	2	3	66.7%	66.7%	66.7%	50.0%	60.0%
White - Males	1	1	1	2	2	33.3%	33.3%	33.3%	50.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	72	74	70	70	70	87.8%	89.2%	88.6%	88.6%	88.6%
White - Females	46	48	46	47	50	63.9%	64.9%	65.7%	67.1%	71.4%
White - Males	18	18	19	16	14	25.0%	24.3%	27.1%	22.9%	20.0%
Black - Females	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Black - Males	2	2	0	0	0	2.8%	2.7%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Other - Males	4	4	3	5	4	5.6%	5.4%	4.3%	7.1%	5.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	1	0.0%	0.0%	1.4%	0.0%	1.5%
25-29	5	7	6	7	7	7.0%	9.6%	8.6%	10.1%	10.3%
30-34	12	11	10	8	7	16.9%	15.1%	14.3%	11.6%	10.3%
35-39	17	14	7	9	11	23.9%	19.2%	10.0%	13.0%	16.2%
40-44	10	14	18	15	10	14.1%	19.2%	25.7%	21.7%	14.7%
45-49	12	15	13	11	11	16.9%	20.5%	18.6%	15.9%	16.2%
50-54	8	5	9	12	11	11.3%	6.8%	12.9%	17.4%	16.2%
55+	7	7	6	7	10	9.9%	9.6%	8.6%	10.1%	14.7%
<b>Average Age</b>	41.9	41.4	42.2	42.7	42.9					

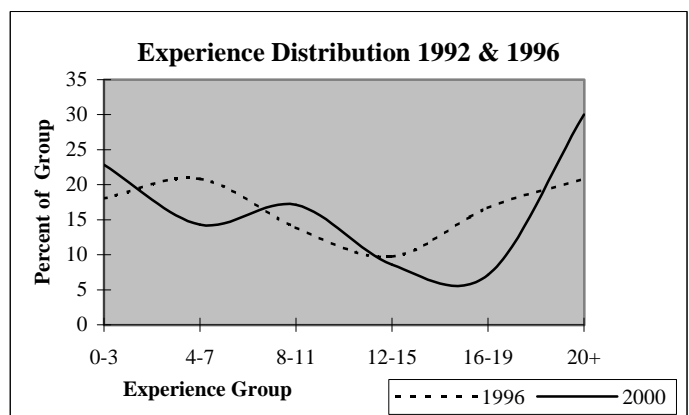
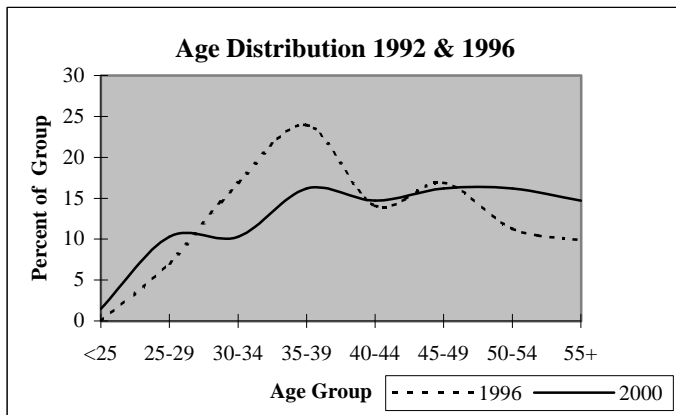
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	16	14	16	16	18.1%	21.6%	20.0%	22.9%	22.9%
4-7 Years	15	14	16	9	10	20.8%	18.9%	22.9%	12.9%	14.3%
8-11 Years	10	13	9	14	12	13.9%	17.6%	12.9%	20.0%	17.1%
12-15 Years	7	5	5	5	6	9.7%	6.8%	7.1%	7.1%	8.6%
16-19 Years	12	11	9	7	5	16.7%	14.9%	12.9%	10.0%	7.1%
20+ Years	15	15	17	19	21	20.8%	20.3%	24.3%	27.1%	30.0%
<b>Average Experience</b>	12.0	11.5	12.0	12.5	12.3					

## District Report for: ATOKA

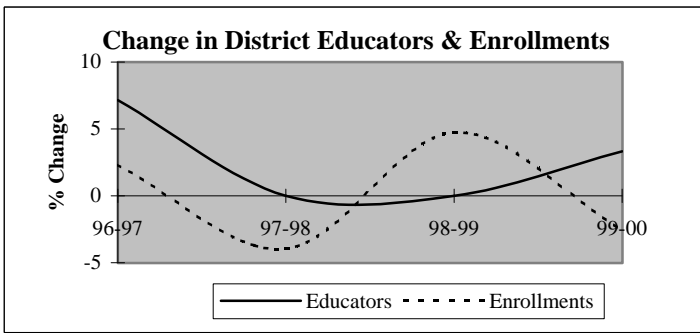
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	11	8	12	-	7.3%	13.3%	10.1%	15.2%	-
Attrition from Transfers	2	9	5	5	-	2.4%	10.8%	6.3%	6.3%	-
Attrition from Exits	4	2	3	7	-	4.9%	2.4%	3.8%	8.9%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>10</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>6.9%</b>	<b>13.5%</b>	<b>8.6%</b>	<b>11.4%</b>	<b>-</b>
Attrition from Transfers	1	8	4	3	-	1.4%	10.8%	5.7%	4.3%	-
Attrition from Exits	4	2	2	5	-	5.6%	2.7%	2.9%	7.1%	-
<b>District Retention</b>										
Educator Retention	76	72	71	67	-	92.7%	86.7%	89.9%	84.8%	-
Teacher Retention	67	64	64	62	-	93.1%	86.5%	91.4%	88.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	0.0%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	94.1%	0.0%	94.1%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	9.5%	95.2%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	12.5%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	94.4%	5.6%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.3%	2.5%	7.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	92.8%	91.1%	91.1%	82.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	7.2%	7.6%	6.3%	10.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: TUSHKA

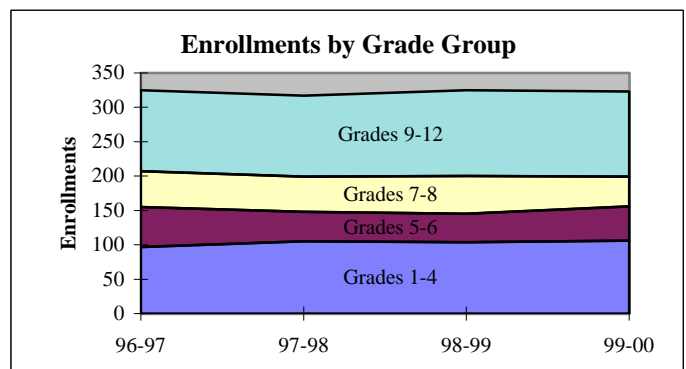
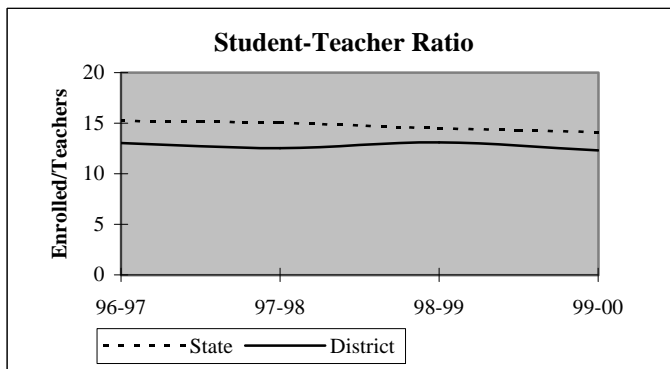


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	11.7	11.3	11.8	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	13.0	12.5	13.1	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	0	0	1	-	-	-	-	-
% Change in Educators	-3.4%	7.1%	0.0%	0.0%	3.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	8	-14	16	-9	-	-	-	-	-
% Change in Enrollments	0.6%	2.3%	-4.0%	4.7%	-2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.3%	0.0%	0.0%	3.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	6.7%	6.7%	6.7%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	3.3%	3.3%	3.3%	3.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.6%	6.7%	6.7%	6.7%	3.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	42.7	43.3	44.3	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	13.6	14.6	15.6	15.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,506	28,839	31,851	31,991	31,834	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.0%	7.4%	7.4%	7.4%	3.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.0%	66.7%	63.0%	63.0%	64.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	7.4%	7.4%	7.4%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.8%	7.7%	20.7%	23.2%	28.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	11	8	6	6	35.7%	36.7%	26.7%	20.0%	19.4%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	9.1%	0.0%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	14	17	17	16	50.0%	46.7%	56.7%	56.7%	51.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	5	5	7	9	14.3%	16.7%	16.7%	23.3%	29.0%
Attrition Rate	0.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	5	7	10	9	17.9%	16.7%	23.3%	33.3%	29.0%

## District Report for: TUSHKA

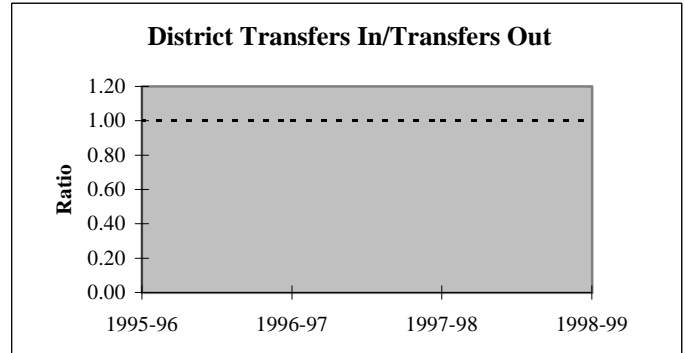
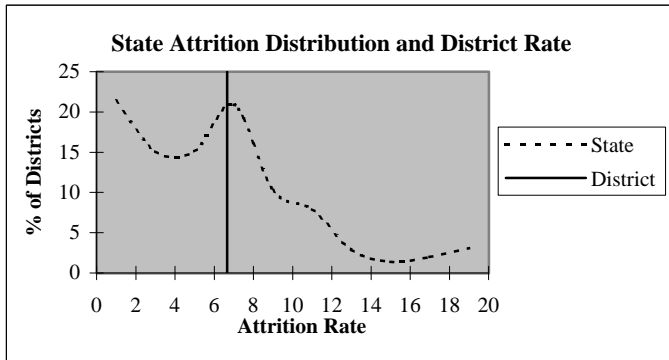
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	30	30	30	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	7.1%	6.7%	6.7%	6.7%	6.5%
Professional Staff	1	1	1	1	1	3.6%	3.3%	3.3%	3.3%	3.2%
<b>Total Teachers</b>	25	27	27	27	28	89.3%	90.0%	90.0%	90.0%	90.3%
Special Education	2	2	2	2	2	8.0%	7.4%	7.4%	7.4%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	15	15	15	16	56.0%	55.6%	55.6%	55.6%	57.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	10	10	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.0%	3.7%	3.7%	3.7%	3.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	4.0%	7.4%	7.4%	7.4%	7.1%
Foreign Language	0	1	1	1	1	0.0%	3.7%	3.7%	3.7%	3.6%
Math	1	1	1	1	1	4.0%	3.7%	3.7%	3.7%	3.6%
<b>Science</b>	2	1	1	1	2	8.0%	3.7%	3.7%	3.7%	7.1%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.6%
Other Science	2	1	1	1	1	8.0%	3.7%	3.7%	3.7%	3.6%
Vocational Education	2	2	2	2	2	8.0%	7.4%	7.4%	7.4%	7.1%
Other	2	2	2	2	1	8.0%	7.4%	7.4%	7.4%	3.6%
<b>Total Enrollments</b>	344	352	338	354	345	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	23	18	26	21	8.4%	6.5%	5.3%	7.3%	6.1%
Grades 1-4	89	97	105	104	106	25.9%	27.6%	31.1%	29.4%	30.7%
Grades 5-6	43	58	43	41	50	12.5%	16.5%	12.7%	11.6%	14.5%
Grades 7-8	55	52	51	55	43	16.0%	14.8%	15.1%	15.5%	12.5%
Grades 9-12	124	118	118	125	124	36.0%	33.5%	34.9%	35.3%	35.9%
Ungraded	4	4	3	3	1	1.2%	1.1%	0.9%	0.8%	0.3%



## District Report for: TUSHKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	30	30	30	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	28	29	30	28	100.0%	93.3%	96.7%	100.0%	90.3%
<b>Newly Hired</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0.0%</b>	<b>6.7%</b>	<b>3.3%</b>	<b>0.0%</b>	<b>9.7%</b>
Transfers In	0	1	0	0	2	0.0%	50.0%	0.0%	0.0%	66.7%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	1	0	1	0.0%	50.0%	100.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>3.3%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	0	1	0	1	-	0.0%	100.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	3.3%	0.0%	6.7%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	27	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	28

## District Report for: TUSHKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	7.1%	6.7%	6.7%	6.7%	6.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.6%	3.3%	3.3%	3.3%	3.2%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	27	27	27	28	89.3%	90.0%	90.0%	90.0%	90.3%
White - Females	17	18	17	17	18	68.0%	66.7%	63.0%	63.0%	64.3%
White - Males	7	7	8	8	9	28.0%	25.9%	29.6%	29.6%	32.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	2	2	1	4.0%	7.4%	7.4%	7.4%	3.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	1	0.0%	0.0%	3.7%	3.7%	3.6%
25-29	2	2	2	1	2	8.0%	7.4%	7.4%	3.7%	7.1%
30-34	6	8	6	5	3	24.0%	29.6%	22.2%	18.5%	10.7%
35-39	1	1	1	3	6	4.0%	3.7%	3.7%	11.1%	21.4%
40-44	4	4	3	3	2	16.0%	14.8%	11.1%	11.1%	7.1%
45-49	4	3	4	3	3	16.0%	11.1%	14.8%	11.1%	10.7%
50-54	5	5	6	5	4	20.0%	18.5%	22.2%	18.5%	14.3%
55+	3	4	4	6	7	12.0%	14.8%	14.8%	22.2%	25.0%
<b>Average Age</b>	42.8	42.7	43.3	44.3	44.0					

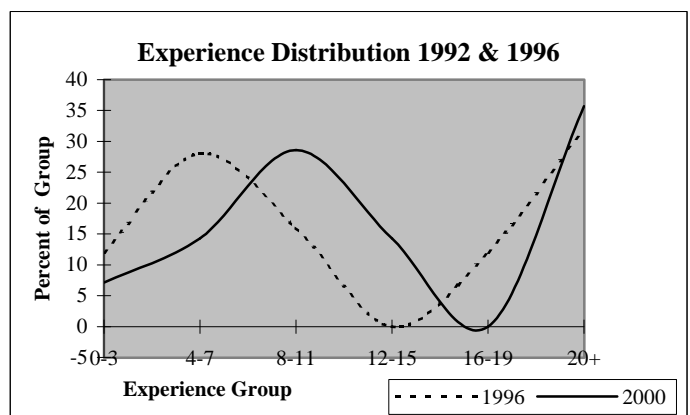
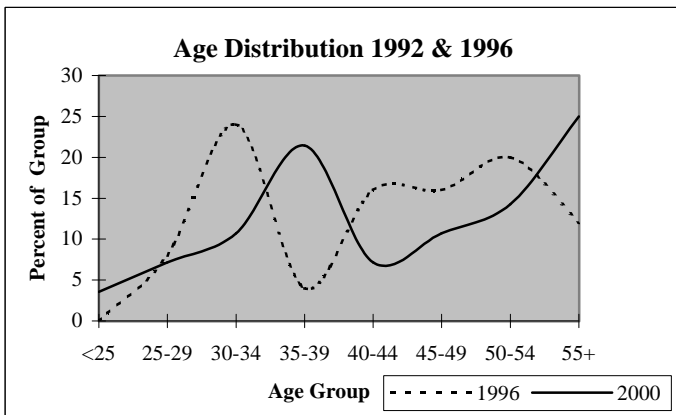
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	4	2	2	2	12.0%	14.8%	7.4%	7.4%	7.1%
4-7 Years	7	7	6	4	4	28.0%	25.9%	22.2%	14.8%	14.3%
8-11 Years	4	4	6	7	8	16.0%	14.8%	22.2%	25.9%	28.6%
12-15 Years	0	1	2	3	4	0.0%	3.7%	7.4%	11.1%	14.3%
16-19 Years	3	2	2	0	0	12.0%	7.4%	7.4%	0.0%	0.0%
20+ Years	8	9	9	11	10	32.0%	33.3%	33.3%	40.7%	35.7%
<b>Average Experience</b>	13.6	13.6	14.6	15.6	15.3					

# District Report for: TUSHKA

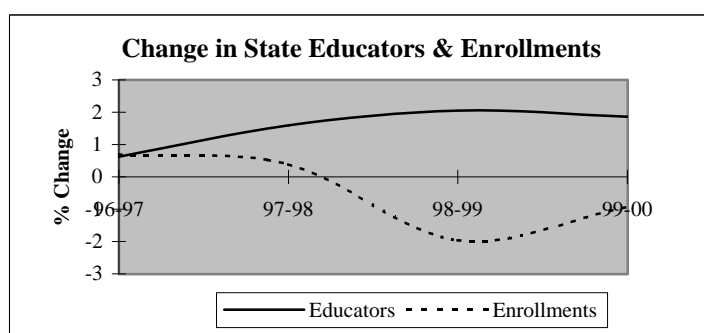
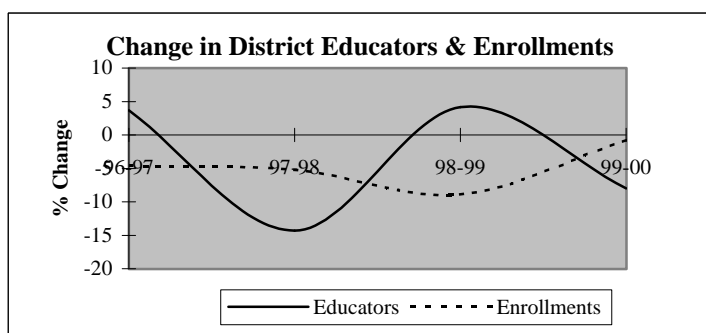
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	2	-	0.0%	3.3%	0.0%	6.7%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	3.3%	-
Attrition from Exits	0	1	0	1	-	0.0%	3.3%	0.0%	3.3%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>3.7%</b>	<b>0.0%</b>	<b>7.4%</b>	<b>-</b>
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	3.7%	-
Attrition from Exits	0	1	0	1	-	0.0%	3.7%	0.0%	3.7%	-
<b>District Retention</b>										
Educator Retention	28	29	30	28	-	100.0%	96.7%	100.0%	93.3%	-
Teacher Retention	25	26	27	25	-	100.0%	96.3%	100.0%	92.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	0.0%	50.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	96.7%	96.7%	100.0%	93.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	3.3%	3.3%	0.0%	3.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CANEY



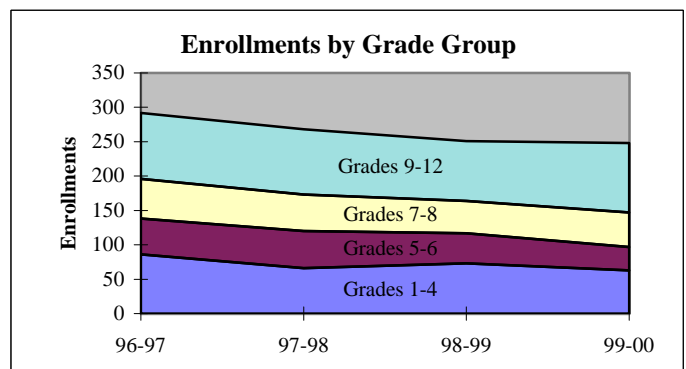
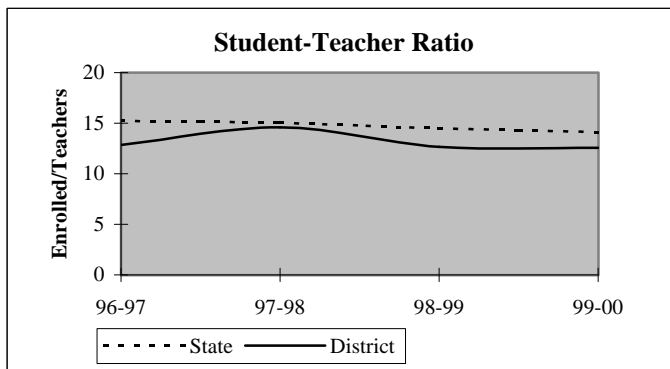
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	11.0	12.2	10.6	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.0	12.8	14.6	12.7	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	-4	1	-2	-	-	-	-	-
% Change in Educators	-3.6%	3.7%	-14.3%	4.2%	-8.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-17	-15	-16	-26	-2	-	-	-	-	-
% Change in Enrollments	-5.0%	-4.6%	-5.2%	-8.9%	-0.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	0.0%	0.0%	4.0%	13.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	10.7%	12.5%	16.0%	8.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	3.6%	4.2%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.4%	10.7%	8.3%	4.0%	4.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	4.0%	4.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	40.7	41.6	43.0	45.5	42.0	42.3	42.5	42.7	43.0
Average Experience	9.0	9.4	10.1	10.7	9.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,625	28,741	29,230	28,978	27,197	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.3%	8.3%	5.0%	4.8%	4.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.3%	75.0%	75.0%	71.4%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.1%	13.3%	15.1%	14.3%	21.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	12	9	8	10	44.4%	42.9%	37.5%	32.0%	43.5%
Attrition	2	3	2	2	0					
Attrition Rate	16.7%	25.0%	22.2%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	16	14	15	10	51.9%	57.1%	58.3%	60.0%	43.5%
Attrition	1	3	0	5	0					
Attrition Rate	7.1%	18.8%	0.0%	33.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	1	2	3	3.7%	0.0%	4.2%	8.0%	13.0%
Attrition Rate	100.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	2	3	3	3.7%	3.6%	8.3%	12.0%	13.0%



## District Report for: CANEY

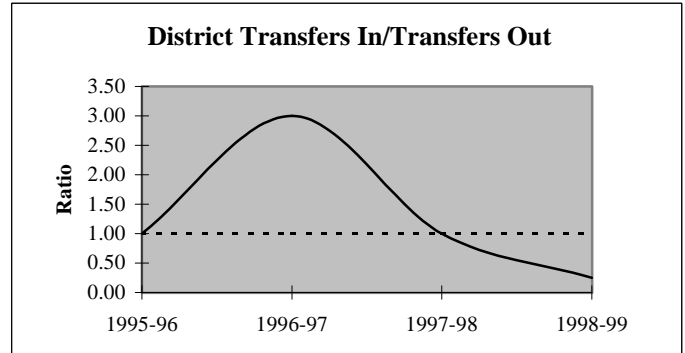
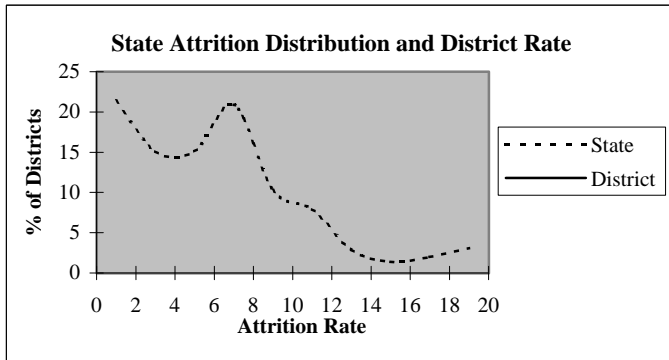
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	28	24	25	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	2	11.1%	10.7%	12.5%	16.0%	8.7%
Professional Staff	1	1	1	0	0	3.7%	3.6%	4.2%	0.0%	0.0%
<b>Total Teachers</b>	23	24	20	21	21	85.2%	85.7%	83.3%	84.0%	91.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	13	10	12	11	56.5%	54.2%	50.0%	57.1%	52.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	10	9	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	1	1	13.0%	8.3%	10.0%	4.8%	4.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	4.3%	4.2%	5.0%	4.8%	4.8%
Foreign Language	1	0	0	0	0	4.3%	0.0%	0.0%	0.0%	0.0%
Math	2	1	1	1	1	8.7%	4.2%	5.0%	4.8%	4.8%
<b>Science</b>	0	1	1	1	1	0.0%	4.2%	5.0%	4.8%	4.8%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	0	0.0%	4.2%	5.0%	4.8%	0.0%
Vocational Education	2	3	3	2	3	8.7%	12.5%	15.0%	9.5%	14.3%
Other	1	3	2	3	3	4.3%	12.5%	10.0%	14.3%	14.3%
<b>Total Enrollments</b>	323	308	292	266	264	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	16	24	15	15	6.2%	5.2%	8.2%	5.6%	5.7%
Grades 1-4	95	86	66	73	63	29.4%	27.9%	22.6%	27.4%	23.9%
Grades 5-6	61	52	54	44	34	18.9%	16.9%	18.5%	16.5%	12.9%
Grades 7-8	50	58	53	47	50	15.5%	18.8%	18.2%	17.7%	18.9%
Grades 9-12	97	96	95	87	101	30.0%	31.2%	32.5%	32.7%	38.3%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%



## District Report for: CANEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	28	24	25	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	23	22	22	17	85.2%	82.1%	91.7%	88.0%	73.9%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>14.8%</b>	<b>17.9%</b>	<b>8.3%</b>	<b>12.0%</b>	<b>26.1%</b>
Transfers In	1	3	1	1	3	25.0%	60.0%	50.0%	33.3%	50.0%
Reentrants	1	1	0	1	2	25.0%	20.0%	0.0%	33.3%	33.3%
First Time Educators	2	1	1	1	1	50.0%	20.0%	50.0%	33.3%	16.7%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>-</b>	<b>14.8%</b>	<b>21.4%</b>	<b>8.3%</b>	<b>32.0%</b>	<b>-</b>
Transfers Out	1	1	1	4	-	25.0%	16.7%	50.0%	50.0%	-
Leave Oklahoma Educ.	3	5	1	4	-	75.0%	83.3%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	14.8%	21.4%	8.3%	32.0%	-
Transfers In/Out	1.00	3.00	1.00	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	22	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	27

## District Report for: CANEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	4	2	11.1%	10.7%	12.5%	16.0%	8.7%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	50.0%
White - Males	3	3	3	3	1	100.0%	100.0%	100.0%	75.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	0	0	3.7%	3.6%	4.2%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	24	20	21	21	85.2%	85.7%	83.3%	84.0%	91.3%
White - Females	17	16	14	14	13	73.9%	66.7%	70.0%	66.7%	61.9%
White - Males	5	6	5	6	7	21.7%	25.0%	25.0%	28.6%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	1	1	1	4.3%	8.3%	5.0%	4.8%	4.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	5.0%	0.0%	0.0%
25-29	3	2	0	0	2	13.0%	8.3%	0.0%	0.0%	10.5%
30-34	3	3	2	3	0	13.0%	12.5%	10.0%	14.3%	0.0%
35-39	5	5	6	5	3	21.7%	20.8%	30.0%	23.8%	15.8%
40-44	7	7	4	4	4	30.4%	29.2%	20.0%	19.0%	21.1%
45-49	2	4	3	4	5	8.7%	16.7%	15.0%	19.0%	26.3%
50-54	3	2	1	2	2	13.0%	8.3%	5.0%	9.5%	10.5%
55+	0	1	3	3	3	0.0%	4.2%	15.0%	14.3%	15.8%
<b>Average Age</b>	39.7	40.7	41.6	43.0	45.5					

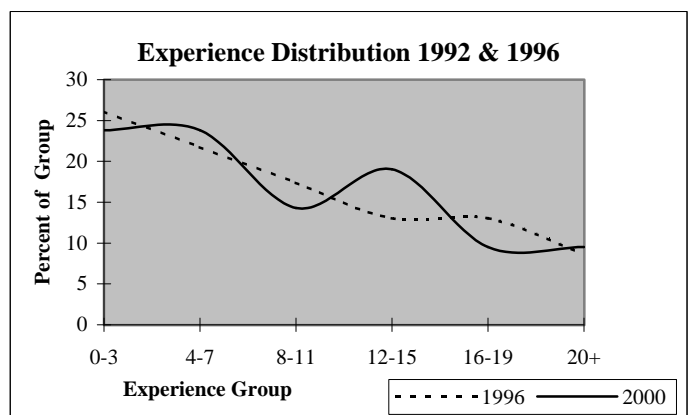
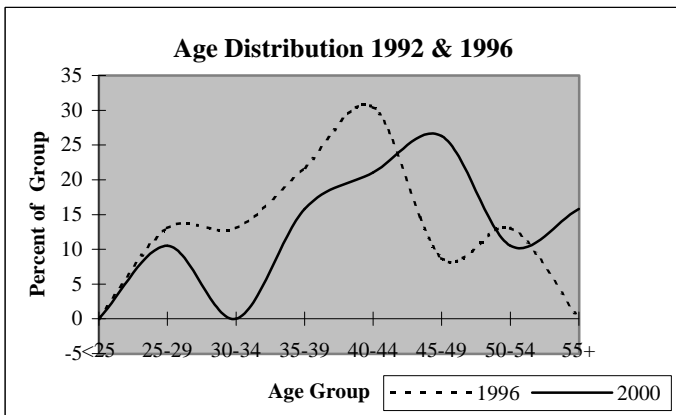
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	2	1	5	26.1%	20.8%	10.0%	4.8%	23.8%
4-7 Years	5	6	6	7	5	21.7%	25.0%	30.0%	33.3%	23.8%
8-11 Years	4	5	4	4	3	17.4%	20.8%	20.0%	19.0%	14.3%
12-15 Years	3	3	5	4	4	13.0%	12.5%	25.0%	19.0%	19.0%
16-19 Years	3	4	1	3	2	13.0%	16.7%	5.0%	14.3%	9.5%
20+ Years	2	1	2	2	2	8.7%	4.2%	10.0%	9.5%	9.5%
<b>Average Experience</b>	9.0	9.4	10.1	10.7	9.8					

## District Report for: CANEY

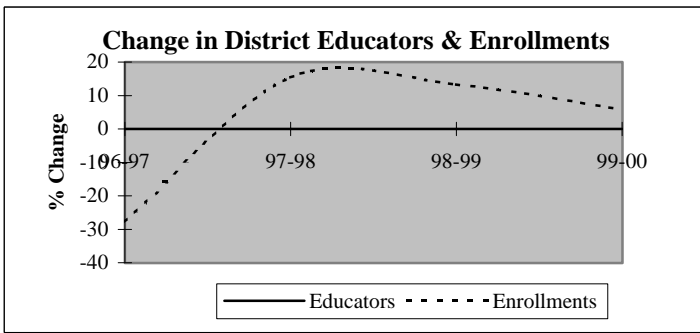
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	6	2	8	-	14.8%	21.4%	8.3%	32.0%	-
Attrition from Transfers	1	1	1	4	-	3.7%	3.6%	4.2%	16.0%	-
Attrition from Exits	3	5	1	4	-	11.1%	17.9%	4.2%	16.0%	-
<b>Teacher Attrition</b>	3	6	1	6	-	13.0%	25.0%	5.0%	28.6%	-
Attrition from Transfers	0	1	0	4	-	0.0%	4.2%	0.0%	19.0%	-
Attrition from Exits	3	5	1	2	-	13.0%	20.8%	5.0%	9.5%	-
<b>District Retention</b>										
Educator Retention	23	22	22	17	-	85.2%	78.6%	91.7%	68.0%	-
Teacher Retention	20	18	19	15	-	87.0%	75.0%	95.0%	71.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	37.5%	12.5%	50.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	77.8%	0.0%	77.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.6%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	89.3%	95.8%	92.0%	87.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	7.1%	4.2%	8.0%	13.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: GARRETT

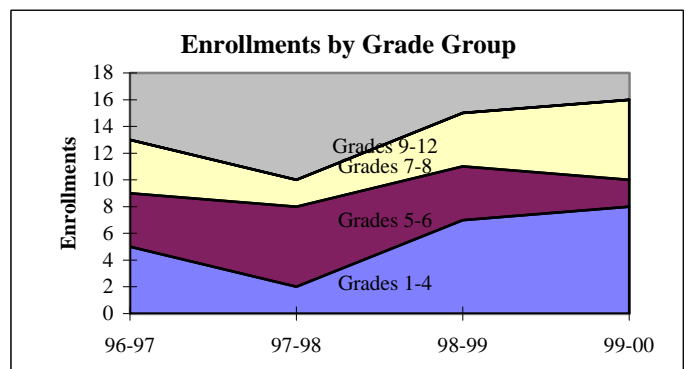
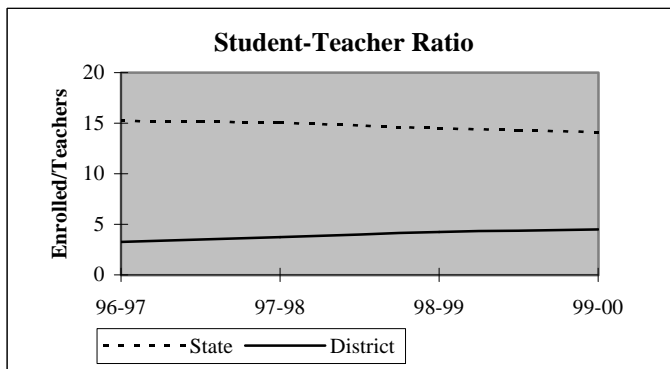


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	3.6	2.6	3.0	3.4	3.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	4.5	3.3	3.8	4.3	4.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	-5	2	2	1	-	-	-	-	-
% Change in Enrollments	-14.3%	-27.8%	15.4%	13.3%	5.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	20.0%	20.0%	20.0%	20.0%	20.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	48.8	49.8	50.8	51.8	42.0	42.3	42.5	42.7	43.0
Average Experience	8.8	7.0	8.0	9.0	10.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,981	27,060	29,256	30,184	30,628	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	0.0%	11.8%	11.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	2	1	1	40.0%	40.0%	40.0%	20.0%	20.0%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	3	3	3	4	4	60.0%	60.0%	60.0%	80.0%	80.0%
Attrition	1	0	0	0	0					
Attrition Rate	33.3%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: GARRETT

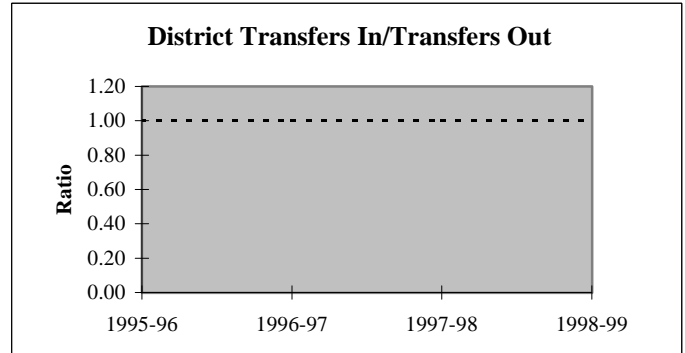
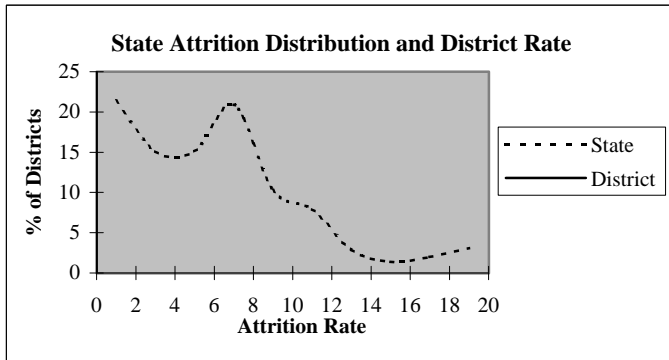
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	4	4	4	4	4	80.0%	80.0%	80.0%	80.0%	80.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	18	13	15	17	18	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	5	2	2	0.0%	0.0%	33.3%	11.8%	11.1%
Grades 1-4	10	5	2	7	8	55.6%	38.5%	13.3%	41.2%	44.4%
Grades 5-6	4	4	6	4	2	22.2%	30.8%	40.0%	23.5%	11.1%
Grades 7-8	4	4	2	4	6	22.2%	30.8%	13.3%	23.5%	33.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GARRETT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	3	5	5	5	80.0%	60.0%	100.0%	100.0%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20.0%</b>	<b>40.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
Reentrants	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>40.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	40.0%	0.0%	0.0%	0.0%	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>5</b>

## District Report for: GARRETT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	4	4	4	4	4	80.0%	80.0%	80.0%	80.0%	80.0%
White - Females	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	1	1	1	1	0	25.0%	25.0%	25.0%	25.0%	0.0%
45-49	1	2	2	1	1	25.0%	50.0%	50.0%	25.0%	25.0%
50-54	0	0	0	1	2	0.0%	0.0%	0.0%	25.0%	50.0%
55+	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
<b>Average Age</b>	44.8	48.8	49.8	50.8	51.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	25.0%
4-7 Years	1	1	1	0	0	25.0%	25.0%	25.0%	0.0%	0.0%
8-11 Years	2	1	1	2	1	50.0%	25.0%	25.0%	50.0%	25.0%
12-15 Years	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
16-19 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	8.8	7.0	8.0	9.0	10.0					

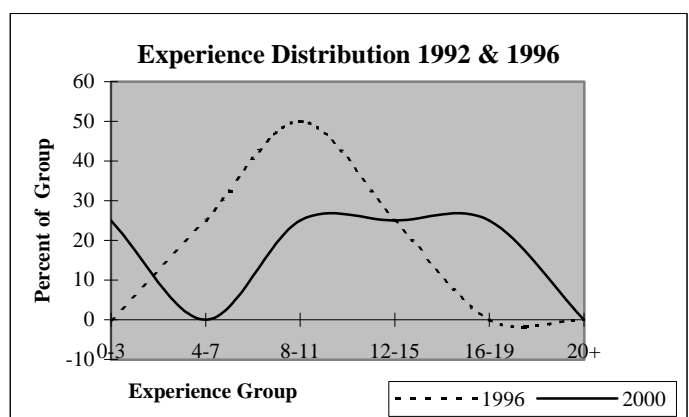
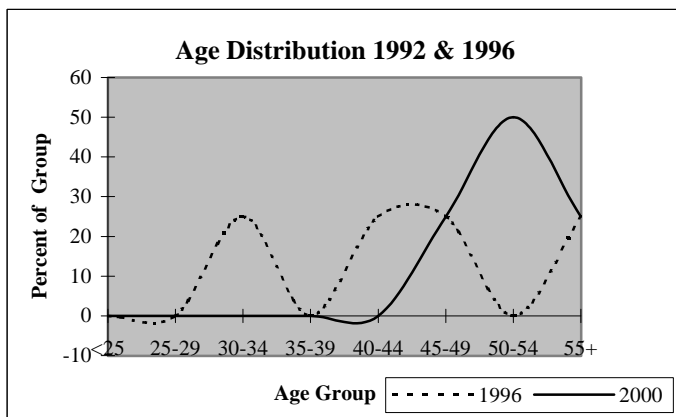


## District Report for: GARRETT

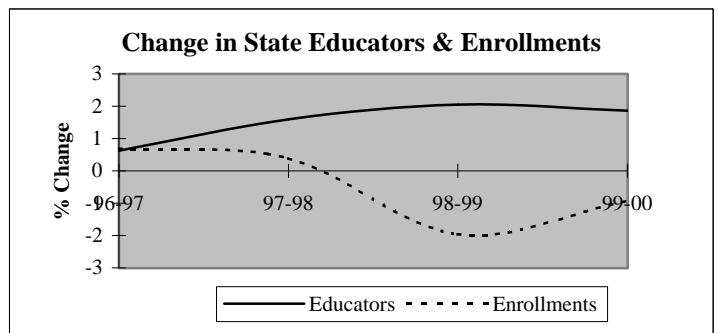
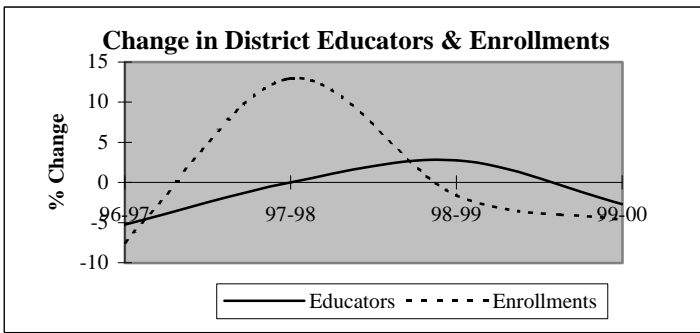
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	0	0	-	40.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	20.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	20.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	1	0	0	0	-	25.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	25.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	3	5	5	5	-	60.0%	100.0%	100.0%	100.0%	-
Teacher Retention	3	4	4	4	-	75.0%	100.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	80.0%	100.0%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	20.0%	0.0%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BEAVER

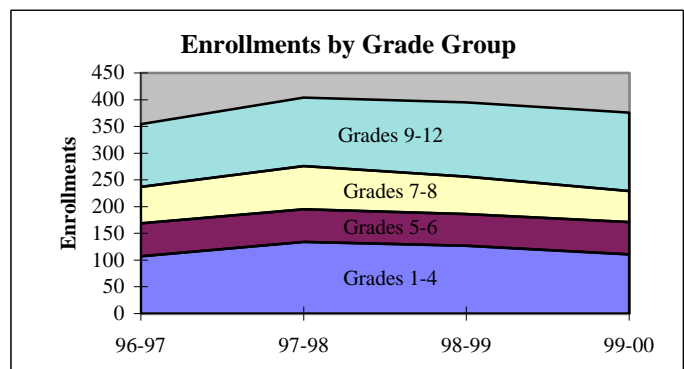
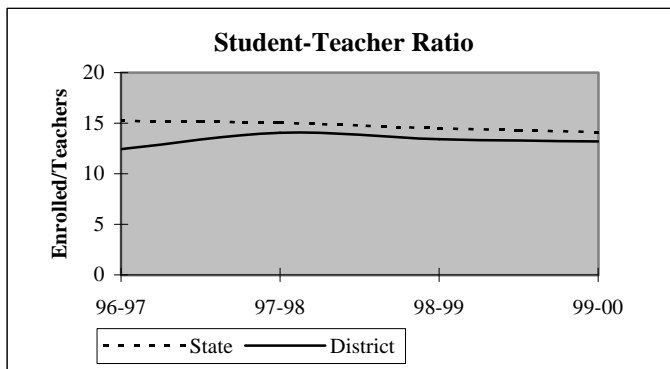


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.7	12.1	11.6	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.5	14.1	13.4	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	0	1	-1	-	-	-	-	-
% Change in Educators	0.0%	-5.3%	0.0%	2.8%	-2.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	-31	50	-7	-20	-	-	-	-	-
% Change in Enrollments	0.0%	-7.4%	13.0%	-1.6%	-4.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	5.6%	2.8%	8.1%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.9%	8.3%	8.3%	8.1%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.6%	5.6%	5.4%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	47.1	48.3	44.1	44.4	46.6	42.0	42.3	42.5	42.7	43.0
Average Experience	17.2	18.0	14.1	14.5	16.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,586	28,753	28,967	28,481	29,422	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	67.7%	67.7%	71.9%	71.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.0%	3.2%	3.2%	3.1%	3.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.8%	18.9%	17.2%	18.2%	16.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	3	9	11	10	7.9%	8.3%	25.0%	29.7%	27.8%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	33.3%	0.0%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	29	26	22	19	18	76.3%	72.2%	61.1%	51.4%	50.0%
Attrition	3	4	2	1	0					
Attrition Rate	10.3%	15.4%	9.1%	5.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	7	5	7	8	15.8%	19.4%	13.9%	18.9%	22.2%
Attrition	0	3	1	0	0					
Attrition Rate	0.0%	42.9%	20.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	10	7	7	9	18.4%	27.8%	19.4%	18.9%	25.0%

## District Report for: BEAVER

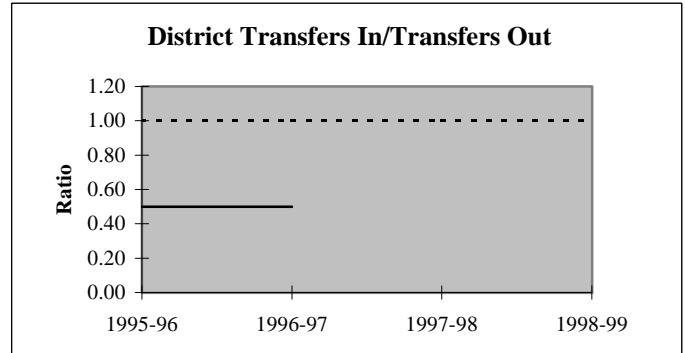
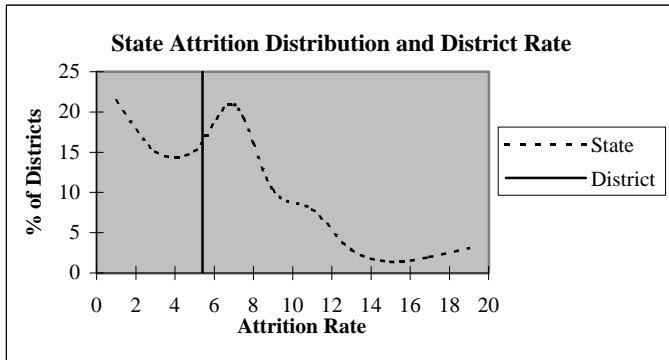
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	36	36	37	36	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.9%	8.3%	8.3%	8.1%	8.3%
Professional Staff	2	2	2	2	2	5.3%	5.6%	5.6%	5.4%	5.6%
<b>Total Teachers</b>	33	31	31	32	31	86.8%	86.1%	86.1%	86.5%	86.1%
Special Education	1	1	1	1	1	3.0%	3.2%	3.2%	3.1%	3.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	19	16	17	17	17	57.6%	51.6%	54.8%	53.1%	54.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	13	14	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	6.1%	6.5%	6.5%	6.3%	6.5%
Art & Music	1	0	1	0	0	3.0%	0.0%	3.2%	0.0%	0.0%
Social Studies	1	3	2	3	3	3.0%	9.7%	6.5%	9.4%	9.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	2	2	2	6.1%	3.2%	6.5%	6.3%	6.5%
<b>Science</b>	2	2	2	2	2	6.1%	6.5%	6.5%	6.3%	6.5%
Biology	1	1	1	1	1	3.0%	3.2%	3.2%	3.1%	3.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	3.0%	3.2%	3.2%	3.1%	3.2%
Vocational Education	4	3	2	3	3	12.1%	9.7%	6.5%	9.4%	9.7%
Other	1	3	2	2	1	3.0%	9.7%	6.5%	6.3%	3.2%
<b>Total Enrollments</b>	417	386	436	429	409	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	32	32	30	30	6.0%	8.3%	7.3%	7.0%	7.3%
Grades 1-4	127	107	134	127	111	30.5%	27.7%	30.7%	29.6%	27.1%
Grades 5-6	71	62	61	59	60	17.0%	16.1%	14.0%	13.8%	14.7%
Grades 7-8	73	68	81	70	58	17.5%	17.6%	18.6%	16.3%	14.2%
Grades 9-12	121	117	128	139	147	29.0%	30.3%	29.4%	32.4%	35.9%
Ungraded	0	0	0	4	3	0.0%	0.0%	0.0%	0.9%	0.7%



## District Report for: BEAVER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	36	36	37	36	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	35	28	33	35	89.5%	97.2%	77.8%	89.2%	97.2%
<b>Newly Hired</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>1</b>	<b>10.5%</b>	<b>2.8%</b>	<b>22.2%</b>	<b>10.8%</b>	<b>2.8%</b>
Transfers In	1	1	2	1	0	25.0%	100.0%	25.0%	25.0%	0.0%
Reentrants	3	0	4	1	1	75.0%	0.0%	50.0%	25.0%	100.0%
First Time Educators	0	0	2	2	0	0.0%	0.0%	25.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>7.9%</b>	<b>22.2%</b>	<b>8.3%</b>	<b>5.4%</b>	<b>-</b>
Transfers Out	2	2	0	0	-	66.7%	25.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	6	3	2	-	33.3%	75.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	7.9%	22.2%	8.3%	5.4%	-
Transfers In/Out	0.50	0.50	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	12	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	11	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>38</b>

## District Report for: BEAVER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.9%	8.3%	8.3%	8.1%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.3%	5.6%	5.6%	5.4%	5.6%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	31	31	32	31	86.8%	86.1%	86.1%	86.5%	86.1%
White - Females	22	21	21	23	22	66.7%	67.7%	67.7%	71.9%	71.0%
White - Males	11	10	10	9	9	33.3%	32.3%	32.3%	28.1%	29.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	3.3%	0.0%	0.0%
25-29	1	0	4	3	2	3.1%	0.0%	13.3%	9.7%	6.7%
30-34	3	3	2	4	4	9.4%	10.0%	6.7%	12.9%	13.3%
35-39	3	3	5	5	4	9.4%	10.0%	16.7%	16.1%	13.3%
40-44	3	2	2	3	1	9.4%	6.7%	6.7%	9.7%	3.3%
45-49	9	7	4	2	4	28.1%	23.3%	13.3%	6.5%	13.3%
50-54	7	9	7	8	7	21.9%	30.0%	23.3%	25.8%	23.3%
55+	6	6	5	6	8	18.8%	20.0%	16.7%	19.4%	26.7%
<b>Average Age</b>	47.1	48.3	44.1	44.4	46.6					

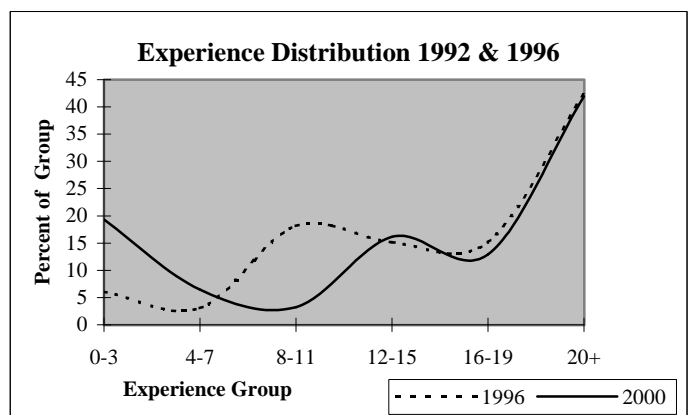
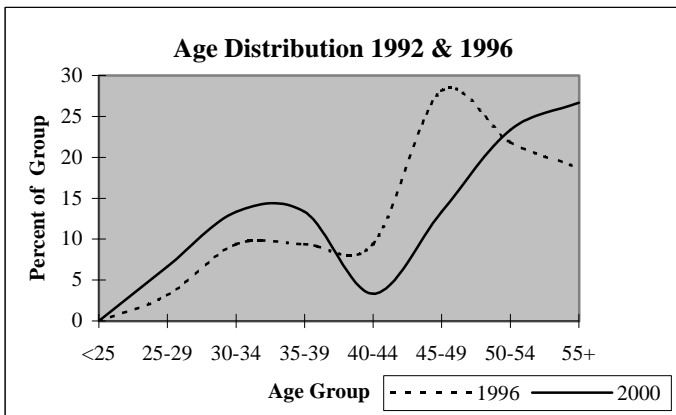
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	6	8	6	6.1%	3.2%	19.4%	25.0%	19.4%
4-7 Years	1	2	2	1	2	3.0%	6.5%	6.5%	3.1%	6.5%
8-11 Years	6	6	4	2	1	18.2%	19.4%	12.9%	6.3%	3.2%
12-15 Years	5	1	3	5	5	15.2%	3.2%	9.7%	15.6%	16.1%
16-19 Years	5	7	7	6	4	15.2%	22.6%	22.6%	18.8%	12.9%
20+ Years	14	14	9	10	13	42.4%	45.2%	29.0%	31.3%	41.9%
<b>Average Experience</b>	17.2	18.0	14.1	14.5	16.4					

# District Report for: BEAVER

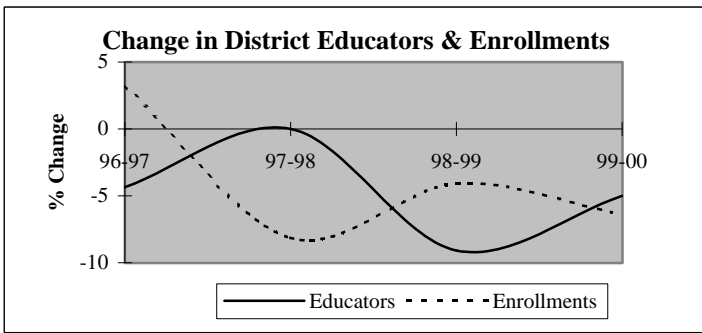
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	8	3	2	-	7.9%	22.2%	8.3%	5.4%	-
Attrition from Transfers	2	2	0	0	-	5.3%	5.6%	0.0%	0.0%	-
Attrition from Exits	1	6	3	2	-	2.6%	16.7%	8.3%	5.4%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>9.1%</b>	<b>22.6%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>-</b>
Attrition from Transfers	2	2	0	0	-	6.1%	6.5%	0.0%	0.0%	-
Attrition from Exits	1	5	2	2	-	3.0%	16.1%	6.5%	6.3%	-
<b>District Retention</b>										
Educator Retention	35	28	33	35	-	92.1%	77.8%	91.7%	94.6%	-
Teacher Retention	30	24	29	30	-	90.9%	77.4%	93.5%	93.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	0.0%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.8%	0.0%	2.7%	2.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.1%	97.2%	83.3%	89.2%	94.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.9%	0.0%	16.7%	8.1%	2.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BALKO

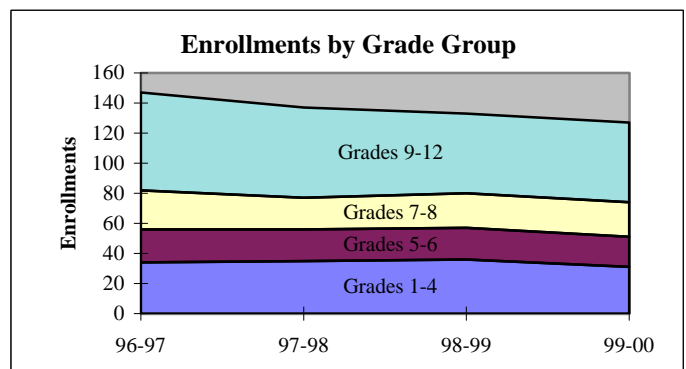
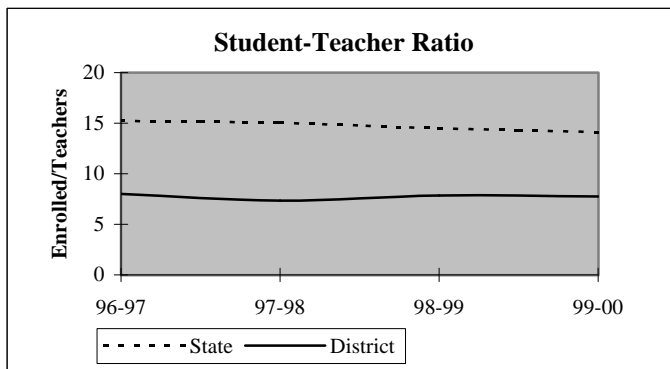


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.7	7.3	6.7	7.1	6.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.4	8.0	7.4	7.8	7.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	-2	-1	-	-	-	-	-
% Change in Educators	0.0%	-4.3%	0.0%	-9.1%	-5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	5	-13	-6	-9	-	-	-	-	-
% Change in Enrollments	2.0%	3.2%	-8.1%	-4.1%	-6.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	13.0%	9.1%	9.1%	15.0%	21.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.5%	4.5%	5.0%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.5%	4.5%	5.0%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.5	44.9	46.7	46.8	49.1	42.0	42.3	42.5	42.7	43.0
Average Experience	17.6	16.5	17.5	17.0	16.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,336	30,047	31,377	30,428	29,102	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	57.1%	60.0%	60.0%	61.1%	64.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.6%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	5	4	4	21.7%	27.3%	22.7%	20.0%	21.1%
Attrition	1	1	2	1	0					
Attrition Rate	20.0%	16.7%	40.0%	25.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	12	13	12	10	10	52.2%	59.1%	54.5%	50.0%	52.6%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	10.0%	0.0%					
At Retirement Age	6	3	5	6	5	26.1%	13.6%	22.7%	30.0%	26.3%
Attrition	3	0	2	1	0					
Attrition Rate	50.0%	0.0%	40.0%	16.7%	0.0%					
At Retirement in 5 yrs.	6	5	8	6	5	26.1%	22.7%	36.4%	30.0%	26.3%

## District Report for: BALKO

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	22	22	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.3%	4.5%	4.5%	5.0%	5.3%
Professional Staff	1	1	1	1	1	4.3%	4.5%	4.5%	5.0%	5.3%
<b>Total Teachers</b>	21	20	20	18	17	91.3%	90.9%	90.9%	90.0%	89.5%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	9	7	7	47.6%	50.0%	45.0%	38.9%	41.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	10	11	11	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	2	2	2	0.0%	0.0%	10.0%	11.1%	11.8%
Art & Music	1	1	1	1	1	4.8%	5.0%	5.0%	5.6%	5.9%
Social Studies	2	2	2	1	1	9.5%	10.0%	10.0%	5.6%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	1	1	1	9.5%	5.0%	5.0%	5.6%	5.9%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	5	4	4	4	4	23.8%	20.0%	20.0%	22.2%	23.5%
Other	1	2	1	2	1	4.8%	10.0%	5.0%	11.1%	5.9%
<b>Total Enrollments</b>	155	160	147	141	132	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	13	10	8	5	9.7%	8.1%	6.8%	5.7%	3.8%
Grades 1-4	34	34	35	36	31	21.9%	21.3%	23.8%	25.5%	23.5%
Grades 5-6	17	22	21	21	20	11.0%	13.8%	14.3%	14.9%	15.2%
Grades 7-8	25	26	21	23	23	16.1%	16.3%	14.3%	16.3%	17.4%
Grades 9-12	64	65	60	53	53	41.3%	40.6%	40.8%	37.6%	40.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

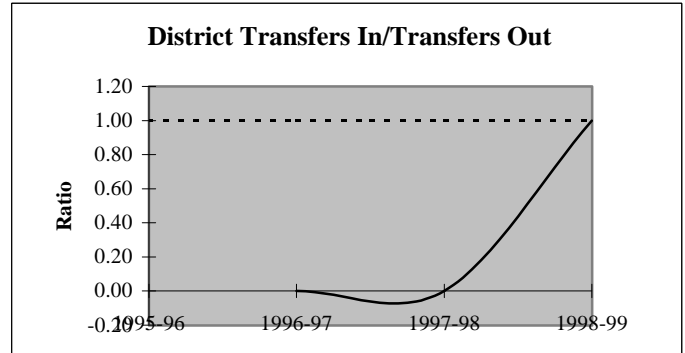
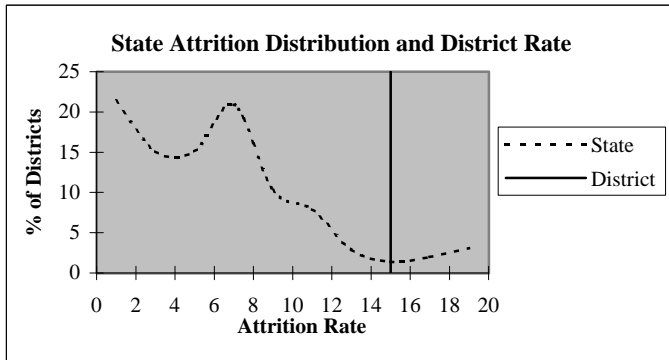




## District Report for: BALKO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	22	22	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	19	21	18	17	100.0%	86.4%	95.5%	90.0%	89.5%
<b>Newly Hired</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0.0%</b>	<b>13.6%</b>	<b>4.5%</b>	<b>10.0%</b>	<b>10.5%</b>
Transfers In	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
Reentrants	0	2	1	1	1	0.0%	66.7%	100.0%	50.0%	50.0%
First Time Educators	0	1	0	0	0	0.0%	33.3%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>17.4%</b>	<b>4.5%</b>	<b>18.2%</b>	<b>15.0%</b>	<b>-</b>
Transfers Out	0	1	1	1	-	0.0%	100.0%	25.0%	33.3%	-
Leave Oklahoma Educ.	4	0	3	2	-	100.0%	0.0%	75.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	17.4%	4.5%	18.2%	15.0%	-
Transfers In/Out	nc	0.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	13	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>23</b>

## District Report for: BALKO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.3%	4.5%	4.5%	5.0%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.3%	4.5%	4.5%	5.0%	5.3%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	20	20	18	17	91.3%	90.9%	90.9%	90.0%	89.5%
White - Females	12	12	12	11	11	57.1%	60.0%	60.0%	61.1%	64.7%
White - Males	9	8	8	7	6	42.9%	40.0%	40.0%	38.9%	35.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	1	1	0	14.3%	15.0%	5.0%	5.6%	0.0%
30-34	2	4	3	2	0	9.5%	20.0%	15.0%	11.1%	0.0%
35-39	0	0	2	3	4	0.0%	0.0%	10.0%	16.7%	23.5%
40-44	3	2	1	0	0	14.3%	10.0%	5.0%	0.0%	0.0%
45-49	1	0	2	3	5	4.8%	0.0%	10.0%	16.7%	29.4%
50-54	7	8	6	5	4	33.3%	40.0%	30.0%	27.8%	23.5%
55+	5	3	5	4	4	23.8%	15.0%	25.0%	22.2%	23.5%
<b>Average Age</b>	46.5	44.9	46.7	46.8	49.1					

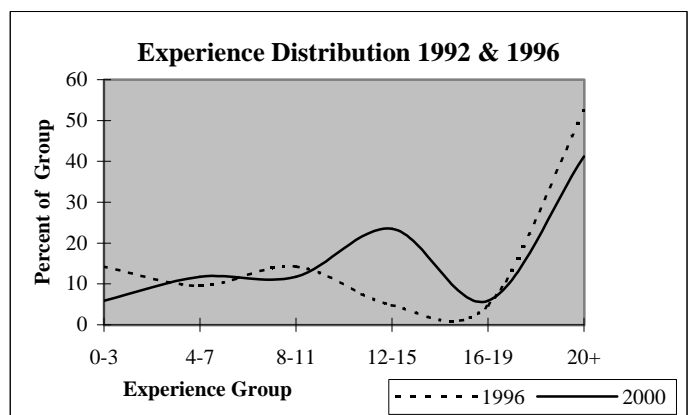
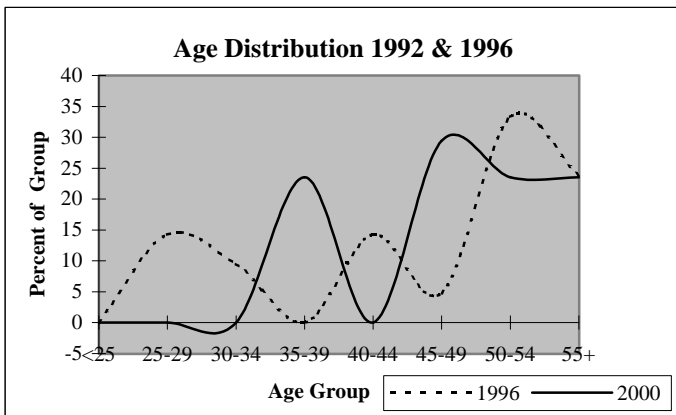
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	1	1	1	14.3%	10.0%	5.0%	5.6%	5.9%
4-7 Years	2	3	3	2	2	9.5%	15.0%	15.0%	11.1%	11.8%
8-11 Years	3	4	4	4	2	14.3%	20.0%	20.0%	22.2%	11.8%
12-15 Years	1	1	2	2	4	4.8%	5.0%	10.0%	11.1%	23.5%
16-19 Years	1	1	1	1	1	4.8%	5.0%	5.0%	5.6%	5.9%
20+ Years	11	9	9	8	7	52.4%	45.0%	45.0%	44.4%	41.2%
<b>Average Experience</b>	17.6	16.5	17.5	17.0	16.9					

## District Report for: BALKO

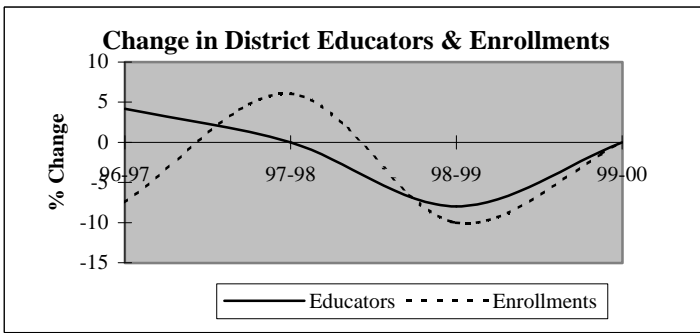
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	1	4	3	-	17.4%	4.5%	18.2%	15.0%	-
Attrition from Transfers	0	1	1	1	-	0.0%	4.5%	4.5%	5.0%	-
Attrition from Exits	4	0	3	2	-	17.4%	0.0%	13.6%	10.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>14.3%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>16.7%</b>	<b>-</b>
Attrition from Transfers	0	1	1	1	-	0.0%	5.0%	5.0%	5.6%	-
Attrition from Exits	3	0	3	2	-	14.3%	0.0%	15.0%	11.1%	-
<b>District Retention</b>										
Educator Retention	19	21	18	17	-	82.6%	95.5%	81.8%	85.0%	-
Teacher Retention	18	19	16	15	-	85.7%	95.0%	80.0%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	40.0%	20.0%	60.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.7%	0.0%	9.1%	10.0%	15.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.3%	86.4%	86.4%	85.0%	78.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	13.6%	4.5%	5.0%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: FORGAN

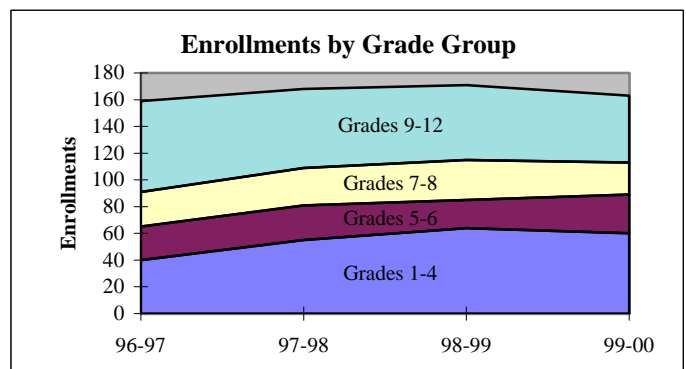
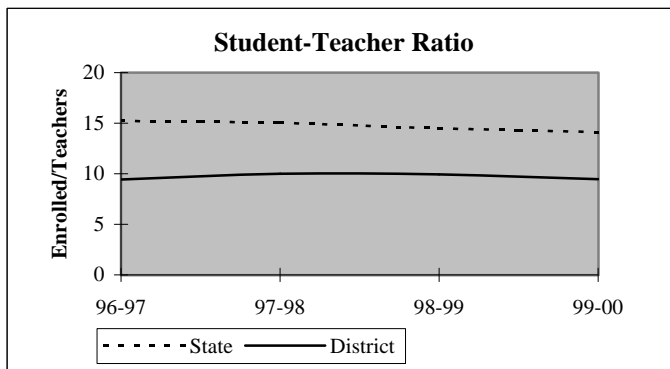


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.9	7.9	8.4	8.2	8.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.2	9.4	10.0	9.9	9.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	-2	0	-	-	-	-	-
% Change in Educators	4.3%	4.2%	0.0%	-8.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	-16	12	-21	0	-	-	-	-	-
% Change in Enrollments	0.9%	-7.5%	6.1%	-10.0%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.8%	28.0%	20.0%	13.0%	21.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	8.0%	8.0%	8.7%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.0%	8.0%	8.7%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.6	46.5	49.4	50.2	51.4	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	13.6	15.5	17.5	18.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,877	25,030	26,706	30,047	29,502	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.9%	61.9%	61.9%	63.2%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	9.5%	9.5%	10.5%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.2%	20.2%	22.4%	25.0%	27.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	10	6	4	4	37.5%	40.0%	24.0%	17.4%	17.4%
Attrition	1	2	3	0	0					
Attrition Rate	11.1%	20.0%	50.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	12	12	10	41.7%	36.0%	48.0%	52.2%	43.5%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	7	7	9	20.8%	24.0%	28.0%	30.4%	39.1%
Attrition	1	0	0	0	0					
Attrition Rate	20.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	6	7	9	10	29.2%	24.0%	28.0%	39.1%	43.5%

## District Report for: FORGAN

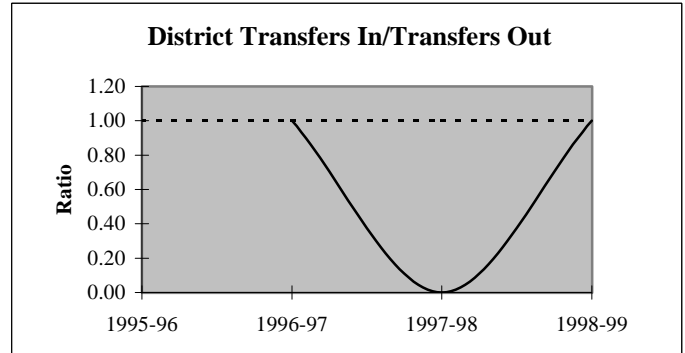
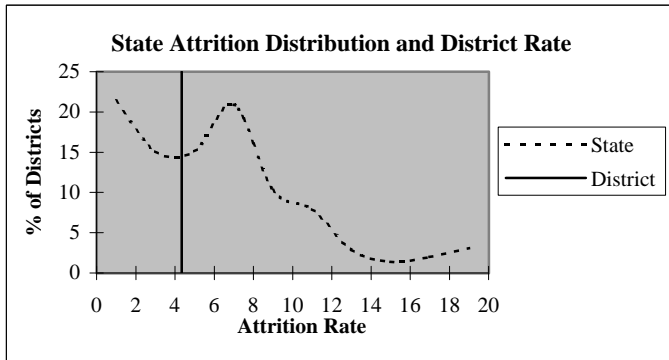
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	25	25	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	1	4.2%	8.0%	8.0%	8.7%	4.3%
Professional Staff	2	2	2	2	2	8.3%	8.0%	8.0%	8.7%	8.7%
<b>Total Teachers</b>	21	21	21	19	20	87.5%	84.0%	84.0%	82.6%	87.0%
Special Education	1	2	2	2	2	4.8%	9.5%	9.5%	10.5%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	8	8	8	42.9%	38.1%	38.1%	42.1%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	11	9	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	1	1	4.8%	4.8%	9.5%	5.3%	5.0%
Art & Music	1	1	1	1	1	4.8%	4.8%	4.8%	5.3%	5.0%
Social Studies	1	1	1	1	1	4.8%	4.8%	4.8%	5.3%	5.0%
Foreign Language	1	1	0	0	0	4.8%	4.8%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	9.5%	9.5%	9.5%	10.5%	10.0%
<b>Science</b>	1	1	1	1	1	4.8%	4.8%	4.8%	5.3%	5.0%
Biology	0	0	1	1	1	0.0%	0.0%	4.8%	5.3%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	4.8%	4.8%	0.0%	0.0%	0.0%
Vocational Education	2	2	2	2	1	9.5%	9.5%	9.5%	10.5%	5.0%
Other	2	2	2	1	3	9.5%	9.5%	9.5%	5.3%	15.0%
<b>Total Enrollments</b>	214	198	210	189	189	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	38	41	18	26	15.9%	19.2%	19.5%	9.5%	13.8%
Grades 1-4	55	40	55	64	60	25.7%	20.2%	26.2%	33.9%	31.7%
Grades 5-6	27	25	26	21	29	12.6%	12.6%	12.4%	11.1%	15.3%
Grades 7-8	30	26	28	30	24	14.0%	13.1%	13.3%	15.9%	12.7%
Grades 9-12	66	68	59	56	50	30.8%	34.3%	28.1%	29.6%	26.5%
Ungraded	2	1	1	0	0	0.9%	0.5%	0.5%	0.0%	0.0%



## District Report for: FORGAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	25	25	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	22	23	22	22	79.2%	88.0%	92.0%	95.7%	95.7%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>20.8%</b>	<b>12.0%</b>	<b>8.0%</b>	<b>4.3%</b>	<b>4.3%</b>
Transfers In	1	1	0	1	0	20.0%	33.3%	0.0%	100.0%	0.0%
Reentrants	3	2	2	0	1	60.0%	66.7%	100.0%	0.0%	100.0%
First Time Educators	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>8.3%</b>	<b>8.0%</b>	<b>12.0%</b>	<b>4.3%</b>	<b>-</b>
Transfers Out	0	1	1	1	-	0.0%	50.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	2	1	2	0	-	100.0%	50.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	8.0%	12.0%	4.3%	-
Transfers In/Out	nc	1.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	10	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	10	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>24</b>

## District Report for: FORGAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	1	4.2%	8.0%	8.0%	8.7%	4.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	8.3%	8.0%	8.0%	8.7%	8.7%
White - Females	1	2	2	2	2	50.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	21	21	19	20	87.5%	84.0%	84.0%	82.6%	87.0%
White - Females	13	13	13	12	12	61.9%	61.9%	61.9%	63.2%	60.0%
White - Males	8	8	8	7	8	38.1%	38.1%	38.1%	36.8%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	0	0	0	5.0%	5.3%	0.0%	0.0%	0.0%
30-34	3	0	0	1	1	15.0%	0.0%	0.0%	5.3%	5.0%
35-39	3	6	5	4	5	15.0%	31.6%	25.0%	21.1%	25.0%
40-44	0	0	1	1	0	0.0%	0.0%	5.0%	5.3%	0.0%
45-49	5	5	2	0	0	25.0%	26.3%	10.0%	0.0%	0.0%
50-54	4	1	5	6	6	20.0%	5.3%	25.0%	31.6%	30.0%
55+	4	6	7	7	8	20.0%	31.6%	35.0%	36.8%	40.0%
<b>Average Age</b>	45.6	46.5	49.4	50.2	51.4					

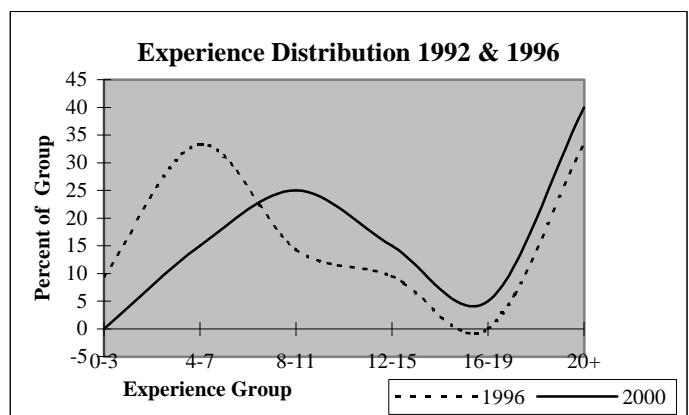
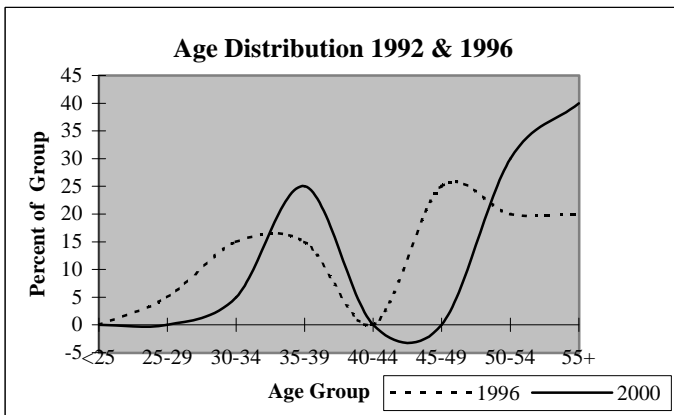
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	1	0	0	9.5%	14.3%	4.8%	0.0%	0.0%
4-7 Years	7	6	4	3	3	33.3%	28.6%	19.0%	15.8%	15.0%
8-11 Years	3	4	4	4	5	14.3%	19.0%	19.0%	21.1%	25.0%
12-15 Years	2	1	4	4	3	9.5%	4.8%	19.0%	21.1%	15.0%
16-19 Years	0	1	2	2	1	0.0%	4.8%	9.5%	10.5%	5.0%
20+ Years	7	6	6	6	8	33.3%	28.6%	28.6%	31.6%	40.0%
<b>Average Experience</b>	14.0	13.6	15.5	17.5	18.5					

## District Report for: FORGAN

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	3	1	-	8.3%	8.0%	12.0%	4.3%	-
Attrition from Transfers	0	1	1	1	-	0.0%	4.0%	4.0%	4.3%	-
Attrition from Exits	2	1	2	0	-	8.3%	4.0%	8.0%	0.0%	-
<b>Teacher Attrition</b>	1	2	3	1	-	4.8%	9.5%	14.3%	5.3%	-
Attrition from Transfers	0	1	1	1	-	0.0%	4.8%	4.8%	5.3%	-
Attrition from Exits	1	1	2	0	-	4.8%	4.8%	9.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	22	23	22	22	-	91.7%	92.0%	88.0%	95.7%	-
Teacher Retention	20	19	18	18	-	95.2%	90.5%	85.7%	94.7%	-

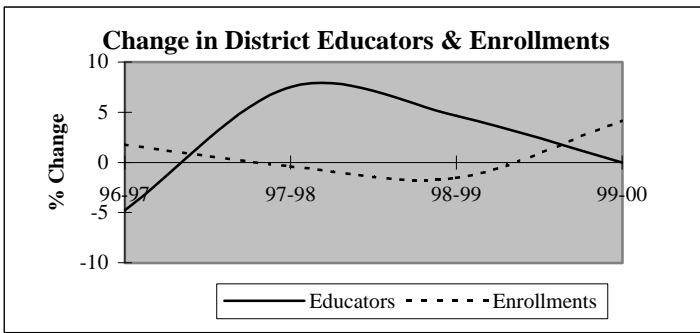
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	25.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	0.0%	0.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	16.0%	8.0%	17.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	79.2%	76.0%	84.0%	82.6%	95.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	8.0%	8.0%	0.0%	4.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: TURPIN

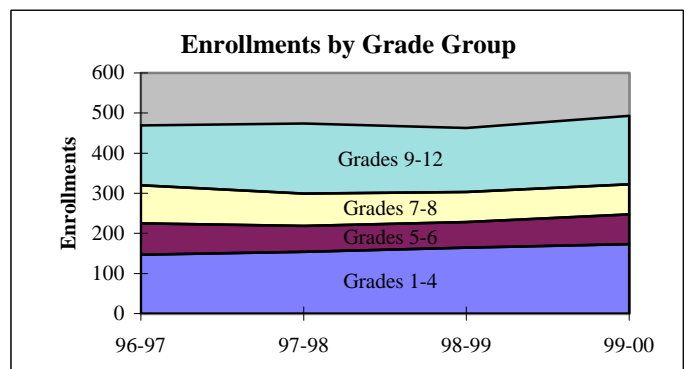
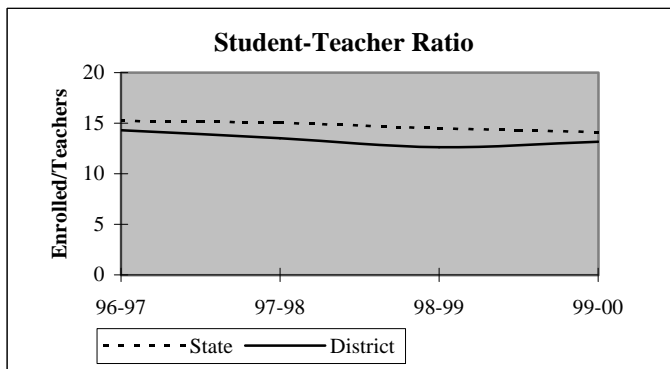


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	12.9	11.9	11.2	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	14.3	13.5	12.6	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	3	2	0	-	-	-	-	-
% Change in Educators	2.4%	-4.8%	7.5%	4.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	9	-2	-8	21	-	-	-	-	-
% Change in Enrollments	2.4%	1.8%	-0.4%	-1.6%	4.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.5%	7.5%	16.3%	15.6%	4.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.5%	7.0%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	2.5%	4.7%	4.4%	4.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.7	46.2	46.0	44.6	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	15.5	14.6	14.4	13.4	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,044	30,020	29,088	28,761	29,356	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.4%	77.8%	78.9%	80.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	8.3%	7.9%	7.5%	7.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.0%	18.8%	18.9%	19.8%	25.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	10	11	12	14	19.0%	25.0%	25.6%	26.7%	31.1%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	18.2%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	31	26	28	29	25	73.8%	65.0%	65.1%	64.4%	55.6%
Attrition	6	2	2	3	0					
Attrition Rate	19.4%	7.7%	7.1%	10.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	4	4	4	6	7.1%	10.0%	9.3%	8.9%	13.3%
Attrition	1	0	1	1	0					
Attrition Rate	33.3%	0.0%	25.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	5	9	8	11.9%	12.5%	11.6%	20.0%	17.8%

## District Report for: TURPIN

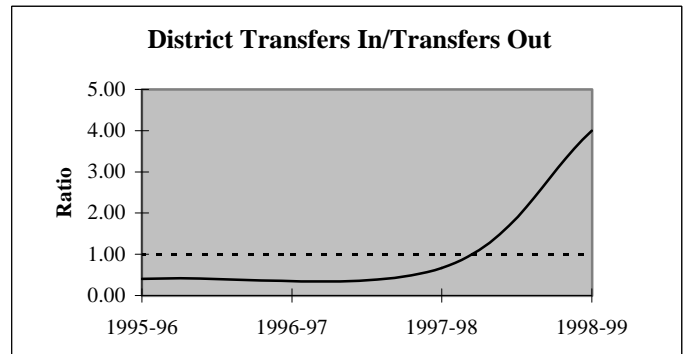
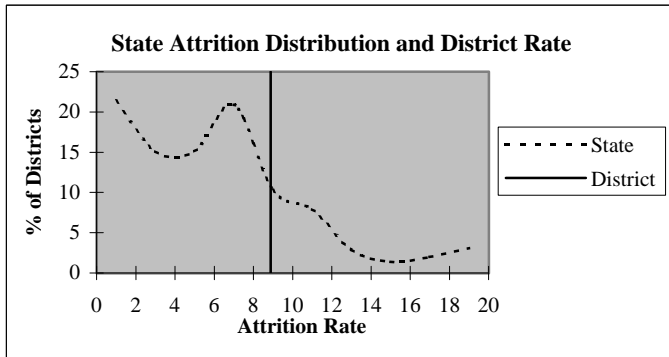
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	40	43	45	45	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.5%	7.0%	6.7%	6.7%
Professional Staff	2	1	2	2	2	4.8%	2.5%	4.7%	4.4%	4.4%
<b>Total Teachers</b>	37	36	38	40	40	88.1%	90.0%	88.4%	88.9%	88.9%
Special Education	3	3	3	3	3	8.1%	8.3%	7.9%	7.5%	7.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	18	20	20	43.2%	44.4%	47.4%	50.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	17	17	17	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	3	3	8.1%	5.6%	5.3%	7.5%	7.5%
Art & Music	2	1	2	2	1	5.4%	2.8%	5.3%	5.0%	2.5%
Social Studies	3	2	2	2	2	8.1%	5.6%	5.3%	5.0%	5.0%
Foreign Language	1	1	1	1	1	2.7%	2.8%	2.6%	2.5%	2.5%
Math	1	2	2	2	2	2.7%	5.6%	5.3%	5.0%	5.0%
<b>Science</b>	2	2	2	2	2	5.4%	5.6%	5.3%	5.0%	5.0%
Biology	1	1	0	1	0	2.7%	2.8%	0.0%	2.5%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	2	2.7%	2.8%	5.3%	2.5%	5.0%
Vocational Education	4	4	4	4	4	10.8%	11.1%	10.5%	10.0%	10.0%
Other	2	3	2	1	2	5.4%	8.3%	5.3%	2.5%	5.0%
<b>Total Enrollments</b>	506	515	513	505	526	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	46	38	41	33	5.7%	8.9%	7.4%	8.1%	6.3%
Grades 1-4	144	147	154	164	173	28.5%	28.5%	30.0%	32.5%	32.9%
Grades 5-6	88	78	65	64	74	17.4%	15.1%	12.7%	12.7%	14.1%
Grades 7-8	87	95	80	75	75	17.2%	18.4%	15.6%	14.9%	14.3%
Grades 9-12	158	149	175	160	171	31.2%	28.9%	34.1%	31.7%	32.5%
Ungraded	0	0	1	1	0	0.0%	0.0%	0.2%	0.2%	0.0%



## District Report for: TURPIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	40	43	45	45	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	35	38	38	41	92.9%	87.5%	88.4%	84.4%	91.1%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>7.1%</b>	<b>12.5%</b>	<b>11.6%</b>	<b>15.6%</b>	<b>8.9%</b>
Transfers In	2	2	2	4	0	66.7%	40.0%	40.0%	57.1%	0.0%
Reentrants	1	2	3	1	2	33.3%	40.0%	60.0%	14.3%	50.0%
First Time Educators	0	1	0	2	2	0.0%	20.0%	0.0%	28.6%	50.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>16.7%</b>	<b>5.0%</b>	<b>11.6%</b>	<b>8.9%</b>	<b>-</b>
Transfers Out	5	0	3	1	-	71.4%	0.0%	60.0%	25.0%	-
Leave Oklahoma Educ.	2	2	2	3	-	28.6%	100.0%	40.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	5.0%	11.6%	8.9%	-
Transfers In/Out	0.40	nc	0.67	4.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	9	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	16	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	41

## District Report for: TURPIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.5%	7.0%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	2	2	2	4.8%	2.5%	4.7%	4.4%	4.4%
White - Females	1	1	1	1	1	50.0%	100.0%	50.0%	50.0%	50.0%
White - Males	1	0	1	1	1	50.0%	0.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	36	38	40	40	88.1%	90.0%	88.4%	88.9%	88.9%
White - Females	29	28	30	32	30	78.4%	77.8%	78.9%	80.0%	75.0%
White - Males	8	8	8	8	10	21.6%	22.2%	21.1%	20.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	2.6%	0.0%
25-29	0	3	4	2	3	0.0%	8.3%	10.8%	5.1%	7.9%
30-34	0	0	1	4	5	0.0%	0.0%	2.7%	10.3%	13.2%
35-39	6	4	2	4	3	16.2%	11.1%	5.4%	10.3%	7.9%
40-44	8	8	10	9	5	21.6%	22.2%	27.0%	23.1%	13.2%
45-49	12	7	4	6	11	32.4%	19.4%	10.8%	15.4%	28.9%
50-54	7	8	9	7	5	18.9%	22.2%	24.3%	17.9%	13.2%
55+	4	6	7	6	6	10.8%	16.7%	18.9%	15.4%	15.8%
<b>Average Age</b>	46.7	46.2	46.0	44.6	44.8					

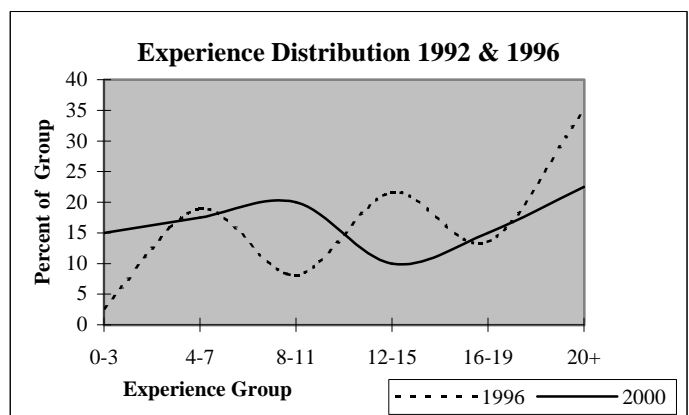
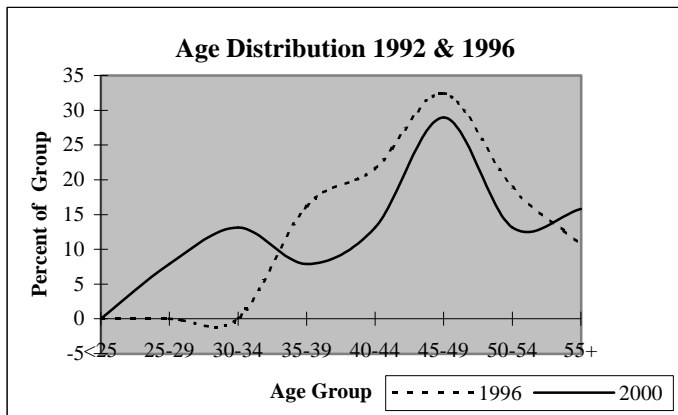
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	3	4	6	2.7%	5.6%	7.9%	10.0%	15.0%
4-7 Years	7	8	8	8	7	18.9%	22.2%	21.1%	20.0%	17.5%
8-11 Years	3	5	5	7	8	8.1%	13.9%	13.2%	17.5%	20.0%
12-15 Years	8	6	8	6	4	21.6%	16.7%	21.1%	15.0%	10.0%
16-19 Years	5	2	1	4	6	13.5%	5.6%	2.6%	10.0%	15.0%
20+ Years	13	13	13	11	9	35.1%	36.1%	34.2%	27.5%	22.5%
<b>Average Experience</b>	15.5	14.6	14.4	13.4	12.8					

## District Report for: TURPIN

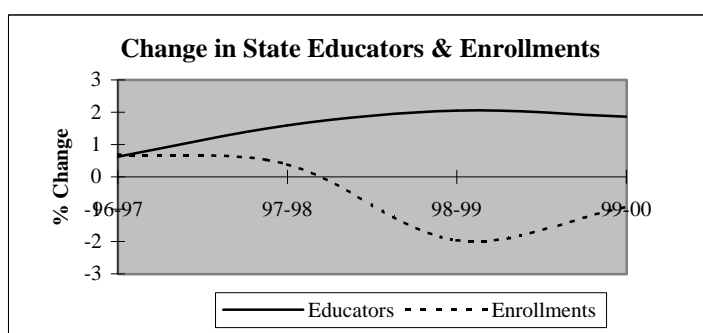
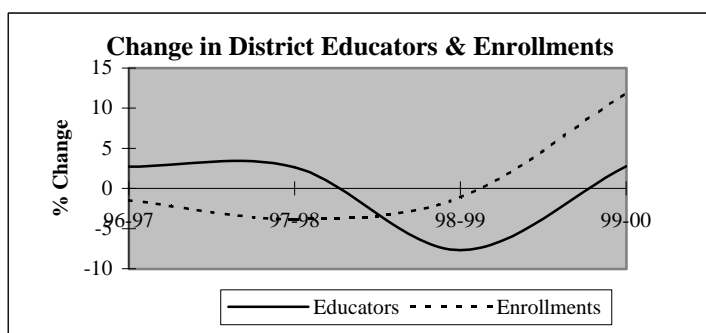
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	2	5	4	-	16.7%	5.0%	11.6%	8.9%	-
Attrition from Transfers	5	0	3	1	-	11.9%	0.0%	7.0%	2.2%	-
Attrition from Exits	2	2	2	3	-	4.8%	5.0%	4.7%	6.7%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>16.2%</b>	<b>5.6%</b>	<b>13.2%</b>	<b>7.5%</b>	<b>-</b>
Attrition from Transfers	4	0	3	1	-	10.8%	0.0%	7.9%	2.5%	-
Attrition from Exits	2	2	2	2	-	5.4%	5.6%	5.3%	5.0%	-
<b>District Retention</b>										
Educator Retention	35	38	38	41	-	83.3%	95.0%	88.4%	91.1%	-
Teacher Retention	31	34	33	37	-	83.8%	94.4%	86.8%	92.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	18.2%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.3%	4.4%	6.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	92.5%	90.7%	88.9%	84.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	7.5%	7.0%	6.7%	8.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MERRITT

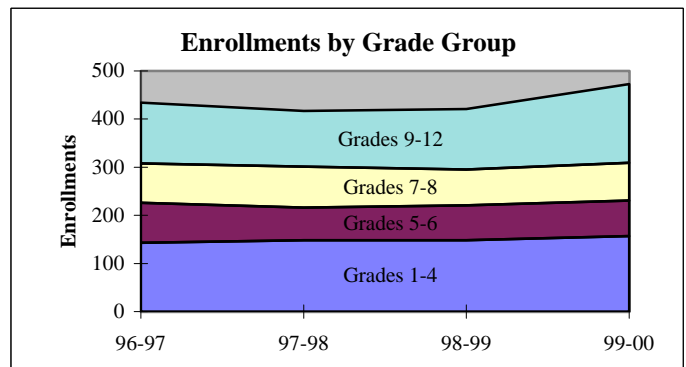
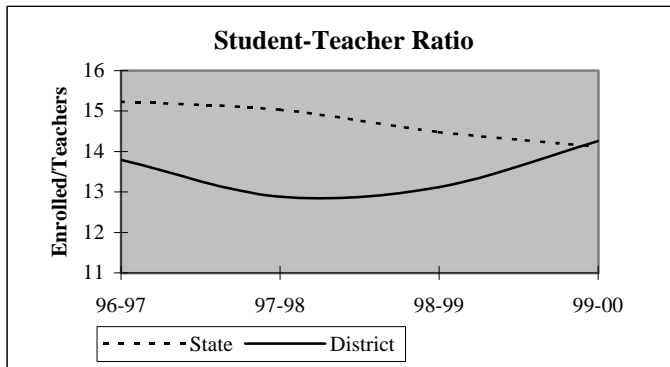


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.3	11.6	12.4	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	13.8	12.9	13.1	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	-3	1	-	-	-	-	-
% Change in Educators	-2.6%	2.7%	2.6%	-7.7%	2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	-7	-18	-5	53	-	-	-	-	-
% Change in Enrollments	0.8%	-1.5%	-3.8%	-1.1%	11.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	10.5%	15.4%	2.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	7.9%	7.7%	2.8%	2.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.7%	2.6%	2.6%	2.8%	2.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	42.1	43.1	45.0	45.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	9.9	10.4	12.8	13.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,717	27,336	27,023	30,342	29,968	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.8%	79.4%	77.1%	73.5%	74.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.0%	5.9%	2.9%	2.9%	2.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.6%	6.8%	6.0%	4.9%	4.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	15	16	11	9	43.2%	39.5%	41.0%	30.6%	24.3%
Attrition	3	1	3	1	0					
Attrition Rate	18.8%	6.7%	18.8%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	22	21	23	26	51.4%	57.9%	53.8%	63.9%	70.3%
Attrition	1	1	1	1	0					
Attrition Rate	5.3%	4.5%	4.8%	4.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	2	2	2	5.4%	2.6%	5.1%	5.6%	5.4%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	2	2	5.4%	5.3%	5.1%	5.6%	5.4%

## District Report for: MERRITT

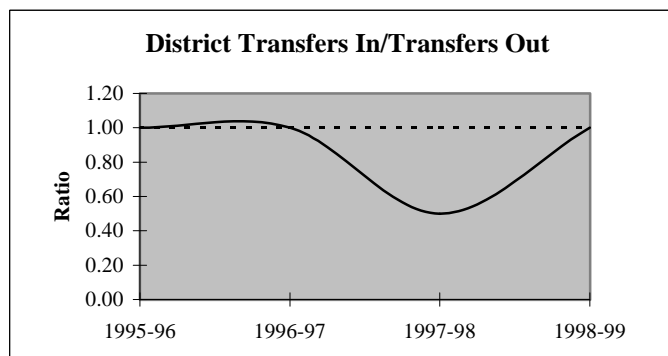
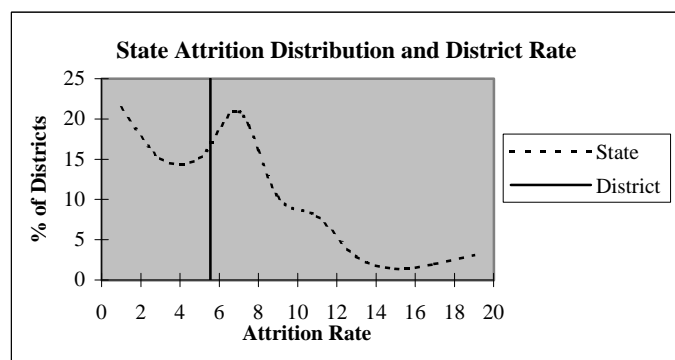
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	38	39	36	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	1	1	8.1%	7.9%	7.7%	2.8%	2.7%
Professional Staff	1	1	1	1	1	2.7%	2.6%	2.6%	2.8%	2.7%
<b>Total Teachers</b>	33	34	35	34	35	89.2%	89.5%	89.7%	94.4%	94.6%
Special Education	1	2	1	1	1	3.0%	5.9%	2.9%	2.9%	2.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	21	21	23	21	22	63.6%	61.8%	65.7%	61.8%	62.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	11	12	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	6.1%	5.9%	5.7%	5.9%	5.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	1	2	3	6.1%	5.9%	2.9%	5.9%	8.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	6.1%	5.9%	5.7%	5.9%	5.7%
<b>Science</b>	1	1	1	1	1	3.0%	2.9%	2.9%	2.9%	2.9%
Biology	1	1	0	0	0	3.0%	2.9%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	1	1	0.0%	0.0%	2.9%	2.9%	2.9%
Vocational Education	4	4	4	3	3	12.1%	11.8%	11.4%	8.8%	8.6%
Other	0	0	1	2	1	0.0%	0.0%	2.9%	5.9%	2.9%
<b>Total Enrollments</b>	476	469	451	446	499	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	35	34	25	26	5.3%	7.5%	7.5%	5.6%	5.2%
Grades 1-4	150	143	148	148	157	31.5%	30.5%	32.8%	33.2%	31.5%
Grades 5-6	83	83	68	73	74	17.4%	17.7%	15.1%	16.4%	14.8%
Grades 7-8	73	82	85	74	78	15.3%	17.5%	18.8%	16.6%	15.6%
Grades 9-12	145	126	116	126	164	30.5%	26.9%	25.7%	28.3%	32.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MERRITT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	38	39	36	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	32	36	35	34	91.9%	84.2%	92.3%	97.2%	91.9%
<b>Newly Hired</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>8.1%</b>	<b>15.8%</b>	<b>7.7%</b>	<b>2.8%</b>	<b>8.1%</b>
Transfers In	1	2	1	1	2	33.3%	33.3%	33.3%	100.0%	66.7%
Reentrants	2	0	0	0	1	66.7%	0.0%	0.0%	0.0%	33.3%
First Time Educators	0	4	2	0	0	0.0%	66.7%	66.7%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>13.5%</b>	<b>5.3%</b>	<b>10.3%</b>	<b>5.6%</b>	<b>-</b>
Transfers Out	1	2	2	1	-	20.0%	100.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	4	0	2	1	-	80.0%	0.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	13.5%	5.3%	10.3%	5.6%	-
Transfers In/Out	1.00	1.00	0.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	29	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>37</b>



## District Report for: MERRITT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	1	1	8.1%	7.9%	7.7%	2.8%	2.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	2.7%	2.6%	2.6%	2.8%	2.7%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	34	35	34	35	89.2%	89.5%	89.7%	94.4%	94.6%
White - Females	25	27	27	25	26	75.8%	79.4%	77.1%	73.5%	74.3%
White - Males	8	7	8	9	9	24.2%	20.6%	22.9%	26.5%	25.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	2.9%	0.0%	0.0%	0.0%
25-29	3	1	1	0	1	9.1%	2.9%	2.9%	0.0%	2.9%
30-34	6	2	4	4	3	18.2%	5.9%	11.4%	11.8%	8.6%
35-39	7	10	8	5	5	21.2%	29.4%	22.9%	14.7%	14.3%
40-44	4	5	6	8	6	12.1%	14.7%	17.1%	23.5%	17.1%
45-49	8	9	10	7	9	24.2%	26.5%	28.6%	20.6%	25.7%
50-54	2	3	3	7	8	6.1%	8.8%	8.6%	20.6%	22.9%
55+	3	3	3	3	3	9.1%	8.8%	8.6%	8.8%	8.6%
<b>Average Age</b>	40.6	42.1	43.1	45.0	45.6					

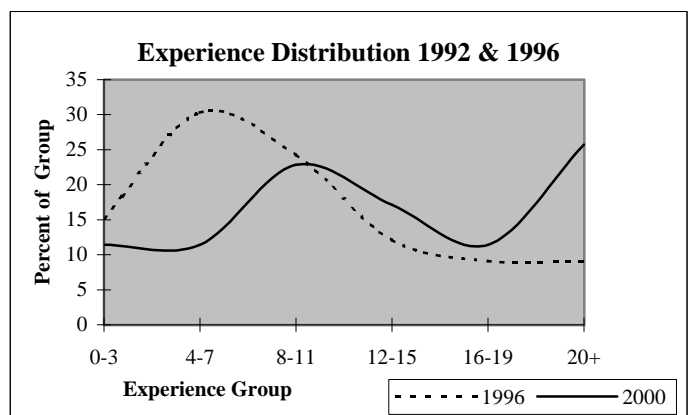
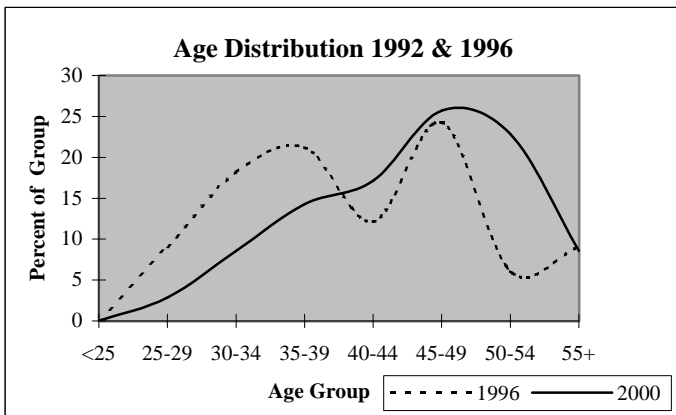
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	8	5	3	4	15.2%	23.5%	14.3%	8.8%	11.4%
4-7 Years	10	6	10	7	4	30.3%	17.6%	28.6%	20.6%	11.4%
8-11 Years	8	6	6	8	8	24.2%	17.6%	17.1%	23.5%	22.9%
12-15 Years	4	7	6	4	6	12.1%	20.6%	17.1%	11.8%	17.1%
16-19 Years	3	2	3	5	4	9.1%	5.9%	8.6%	14.7%	11.4%
20+ Years	3	5	5	7	9	9.1%	14.7%	14.3%	20.6%	25.7%
<b>Average Experience</b>	9.5	9.9	10.4	12.8	13.6					

# District Report for: MERRITT

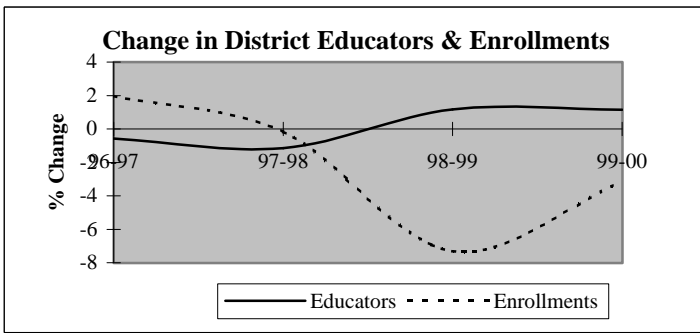
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	4	2	-	13.5%	5.3%	10.3%	5.6%	-
Attrition from Transfers	1	2	2	1	-	2.7%	5.3%	5.1%	2.8%	-
Attrition from Exits	4	0	2	1	-	10.8%	0.0%	5.1%	2.8%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>12.1%</b>	<b>5.9%</b>	<b>11.4%</b>	<b>2.9%</b>	<b>-</b>
Attrition from Transfers	1	2	2	0	-	3.0%	5.9%	5.7%	0.0%	-
Attrition from Exits	3	0	2	1	-	9.1%	0.0%	5.7%	2.9%	-
<b>District Retention</b>										
Educator Retention	32	36	35	34	-	86.5%	94.7%	89.7%	94.4%	-
Teacher Retention	29	32	31	33	-	87.9%	94.1%	88.6%	97.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	55.6%	11.1%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	91.7%	0.0%	91.7%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	0.0%	90.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.1%	0.0%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.6%	89.5%	89.7%	100.0%	91.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.4%	10.5%	5.1%	0.0%	5.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ELK CITY

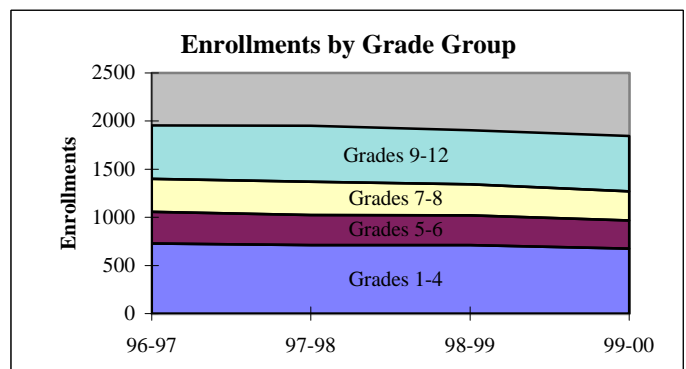
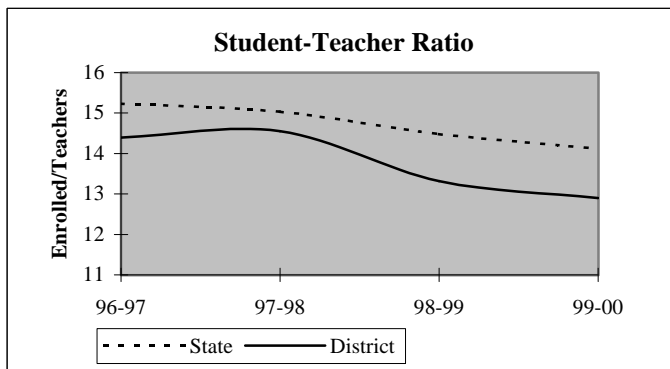


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.8	12.9	11.9	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.0	14.4	14.6	13.3	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	-1	-2	2	2	-	-	-	-	-
% Change in Educators	-1.7%	-0.6%	-1.1%	1.2%	1.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	43	-4	-163	-65	-	-	-	-	-
% Change in Enrollments	-0.6%	2.0%	-0.2%	-7.3%	-3.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	1.7%	1.7%	3.4%	4.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.7%	5.8%	5.7%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	5.2%	5.2%	5.2%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.6%	1.1%	1.2%	0.6%	2.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	1.1%	1.2%	0.6%	0.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	42.7	43.7	43.8	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.1	14.1	14.4	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,071	29,005	30,761	30,630	31,352	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.6%	1.3%	1.3%	0.6%	3.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.6%	76.8%	77.1%	77.4%	76.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.9%	10.3%	9.8%	9.7%	9.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.3%	15.0%	15.1%	20.3%	18.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	47	44	39	41	44	26.9%	25.3%	22.7%	23.6%	25.0%
Attrition	6	7	5	5	0					
Attrition Rate	12.8%	15.9%	12.8%	12.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	118	122	123	123	114	67.4%	70.1%	71.5%	70.7%	64.8%
Attrition	3	1	7	5	0					
Attrition Rate	2.5%	0.8%	5.7%	4.1%	0.0%					
At Retirement Age	10	8	12	12	21	5.7%	4.6%	7.0%	6.9%	11.9%
Attrition	4	0	4	1	0					
Attrition Rate	40.0%	0.0%	33.3%	8.3%	0.0%					
At Retirement in 5 yrs.	14	12	19	21	29	8.0%	6.9%	11.0%	12.1%	16.5%

## District Report for: ELK CITY

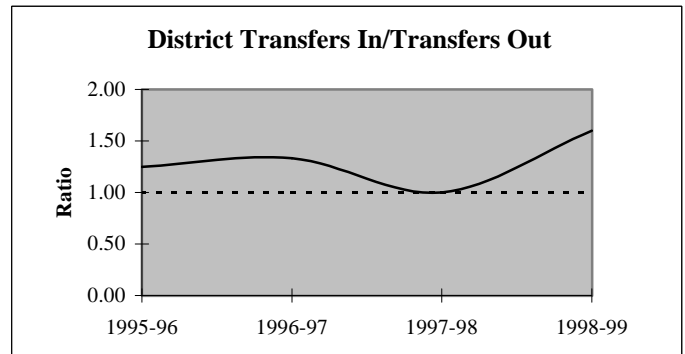
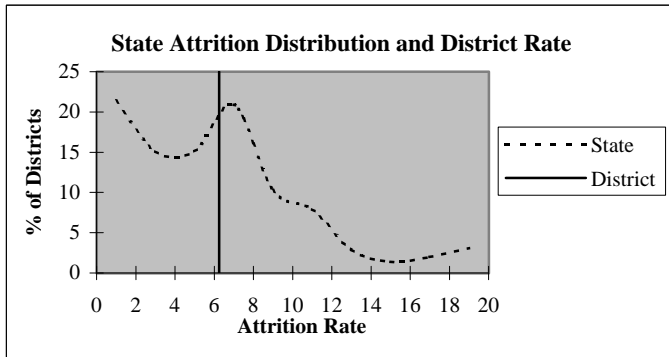
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	175	174	172	174	176	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	10	10	10	5.7%	5.7%	5.8%	5.7%	5.7%
Professional Staff	9	9	9	9	11	5.1%	5.2%	5.2%	5.2%	6.3%
<b>Total Teachers</b>	156	155	153	155	155	89.1%	89.1%	89.0%	89.1%	88.1%
Special Education	17	16	15	15	15	10.9%	10.3%	9.8%	9.7%	9.7%
Pre-K & Kindergarten	0	3	3	3	3	0.0%	1.9%	2.0%	1.9%	1.9%
Elementary	80	75	74	76	74	51.3%	48.4%	48.4%	49.0%	47.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	59	61	61	61	63	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	12	13	11	14	14	7.7%	8.4%	7.2%	9.0%	9.0%
Art & Music	5	5	5	5	5	3.2%	3.2%	3.3%	3.2%	3.2%
Social Studies	8	11	10	10	8	5.1%	7.1%	6.5%	6.5%	5.2%
Foreign Language	2	2	2	1	1	1.3%	1.3%	1.3%	0.6%	0.6%
Math	8	8	8	8	9	5.1%	5.2%	5.2%	5.2%	5.8%
<b>Science</b>	7	8	8	9	8	4.5%	5.2%	5.2%	5.8%	5.2%
Biology	1	1	1	2	2	0.6%	0.6%	0.7%	1.3%	1.3%
Chemistry	1	1	1	1	1	0.6%	0.6%	0.7%	0.6%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	5	6	6	6	5	3.2%	3.9%	3.9%	3.9%	3.2%
Vocational Education	8	7	7	8	6	5.1%	4.5%	4.6%	5.2%	3.9%
Other	9	7	10	6	12	5.8%	4.5%	6.5%	3.9%	7.7%
<b>Total Enrollments</b>	2,188	2,231	2,227	2,064	1,999	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	184	266	260	147	143	8.4%	11.9%	11.7%	7.1%	7.2%
Grades 1-4	740	727	713	713	674	33.8%	32.6%	32.0%	34.5%	33.7%
Grades 5-6	342	329	311	309	295	15.6%	14.7%	14.0%	15.0%	14.8%
Grades 7-8	355	342	345	321	302	16.2%	15.3%	15.5%	15.6%	15.1%
Grades 9-12	561	558	584	562	575	25.6%	25.0%	26.2%	27.2%	28.8%
Ungraded	6	9	14	12	10	0.3%	0.4%	0.6%	0.6%	0.5%



## District Report for: ELK CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	175	174	174	176	179	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	164	162	166	158	165	93.7%	93.1%	95.4%	89.8%	92.2%
<b>Newly Hired</b>	<b>11</b>	<b>12</b>	<b>8</b>	<b>18</b>	<b>14</b>	<b>6.3%</b>	<b>6.9%</b>	<b>4.6%</b>	<b>10.2%</b>	<b>7.8%</b>
Transfers In	5	4	4	8	3	45.5%	33.3%	50.0%	44.4%	21.4%
Reentrants	2	3	2	4	6	18.2%	25.0%	25.0%	22.2%	42.9%
First Time Educators	4	5	2	6	5	36.4%	41.7%	25.0%	33.3%	35.7%
<b>Total Exiting Next Year</b>	<b>13</b>	<b>8</b>	<b>16</b>	<b>11</b>	<b>-</b>	<b>7.4%</b>	<b>4.6%</b>	<b>9.2%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	4	3	4	5	-	30.8%	37.5%	25.0%	45.5%	-
Leave Oklahoma Educ.	9	5	12	6	-	69.2%	62.5%	75.0%	54.5%	-

Dynamics Rates	District Rates				
District Attrition	7.4%	4.6%	9.2%	6.3%	-
Transfers In/Out	1.25	1.33	1.00	1.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	135	Cameron, Lawton	2
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>175</b>

## District Report for: ELK CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	10	10	10	10	10	5.7%	5.7%	5.8%	5.7%	5.7%
White - Females	1	2	2	1	1	10.0%	20.0%	20.0%	10.0%	10.0%
White - Males	9	8	8	9	9	90.0%	80.0%	80.0%	90.0%	90.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	9	9	9	9	11	5.1%	5.2%	5.2%	5.2%	6.3%
White - Females	8	8	8	9	11	88.9%	88.9%	88.9%	100.0%	100.0%
White - Males	1	1	1	0	0	11.1%	11.1%	11.1%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	156	155	153	155	155	89.1%	89.1%	89.0%	89.1%	88.1%
White - Females	120	118	117	120	114	76.9%	76.1%	76.5%	77.4%	73.5%
White - Males	35	35	34	34	36	22.4%	22.6%	22.2%	21.9%	23.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	4	0.6%	0.6%	0.7%	0.0%	2.6%
Other - Males	0	1	1	1	1	0.0%	0.6%	0.7%	0.6%	0.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	0.6%	0.6%	0.0%	0.0%	0.0%
25-29	12	11	11	15	11	7.7%	7.1%	7.2%	9.8%	7.4%
30-34	18	19	10	8	9	11.5%	12.3%	6.6%	5.2%	6.1%
35-39	22	22	25	25	22	14.1%	14.3%	16.4%	16.3%	14.9%
40-44	39	34	29	26	24	25.0%	22.1%	19.1%	17.0%	16.2%
45-49	28	32	35	35	32	17.9%	20.8%	23.0%	22.9%	21.6%
50-54	25	22	25	30	31	16.0%	14.3%	16.4%	19.6%	20.9%
55+	11	13	17	14	19	7.1%	8.4%	11.2%	9.2%	12.8%
<b>Average Age</b>	42.5	42.7	43.7	43.8	45.0					

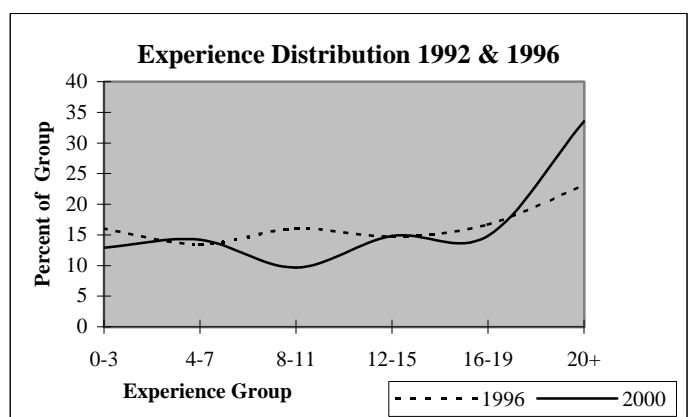
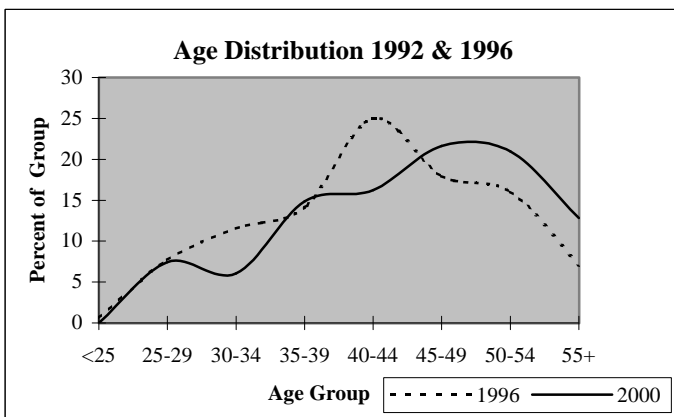
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	25	26	20	18	20	16.0%	16.8%	13.1%	11.6%	12.9%
4-7 Years	21	17	17	21	22	13.5%	11.0%	11.1%	13.5%	14.2%
8-11 Years	25	24	20	16	15	16.0%	15.5%	13.1%	10.3%	9.7%
12-15 Years	23	28	28	28	23	14.7%	18.1%	18.3%	18.1%	14.8%
16-19 Years	26	20	20	22	23	16.7%	12.9%	13.1%	14.2%	14.8%
20+ Years	36	40	48	50	52	23.1%	25.8%	31.4%	32.3%	33.5%
<b>Average Experience</b>	13.0	13.1	14.1	14.4	14.8					

## District Report for: ELK CITY

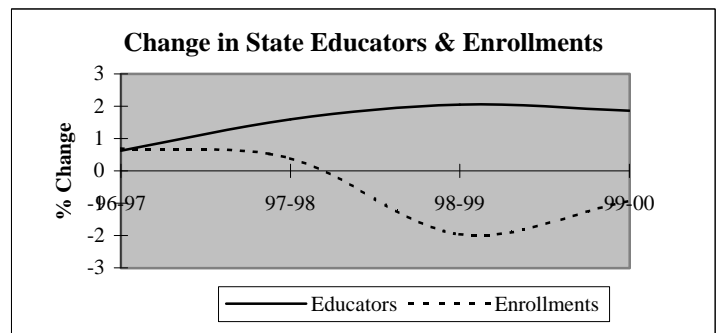
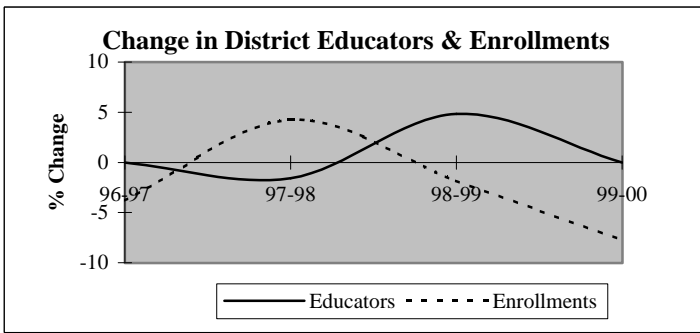
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	13	8	16	11	-	7.4%	4.6%	9.3%	6.3%	-
Attrition from Transfers	4	3	4	5	-	2.3%	1.7%	2.3%	2.9%	-
Attrition from Exits	9	5	12	6	-	5.1%	2.9%	7.0%	3.4%	-
<b>Teacher Attrition</b>	11	8	11	9	-	7.1%	5.2%	7.2%	5.8%	-
Attrition from Transfers	4	3	3	3	-	2.6%	1.9%	2.0%	1.9%	-
Attrition from Exits	7	5	8	6	-	4.5%	3.2%	5.2%	3.9%	-
<b>District Retention</b>										
Educator Retention	162	166	156	163	-	92.6%	95.4%	90.7%	93.7%	-
Teacher Retention	145	147	142	146	-	92.9%	94.8%	92.8%	94.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	77.3%	13.6%	90.9%	78.2%	9.6%	87.8%
1 Year of Experience	86.7%	6.7%	93.3%	84.2%	6.9%	91.1%
2 Years of Experience	96.6%	0.0%	96.6%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	3.1%	90.6%	86.1%	5.6%	91.7%
4 Years of Experience	89.3%	3.6%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	0.0%	91.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.7%	0.0%	0.6%	0.0%	0.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.9%	95.4%	98.3%	94.3%	94.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.1%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	4.6%	1.2%	4.6%	4.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SAYRE



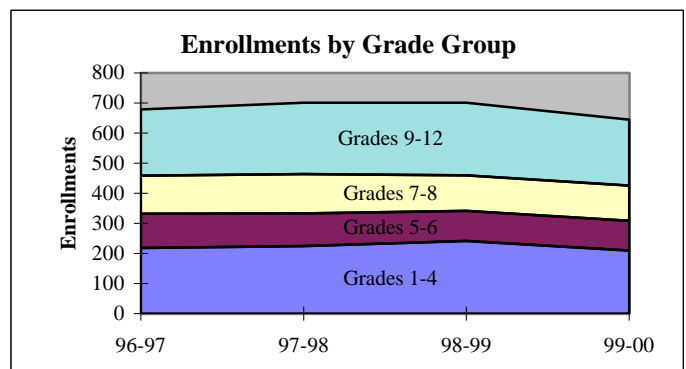
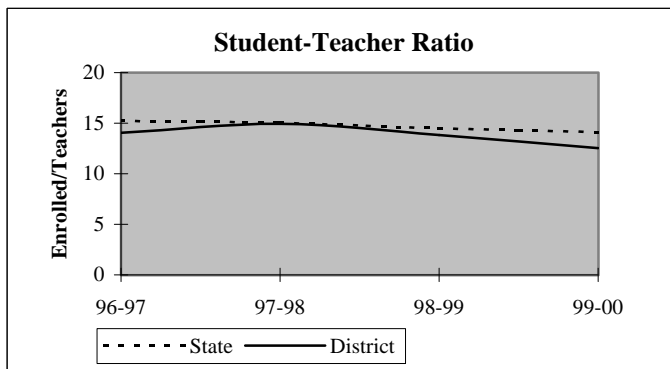
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	11.6	12.3	11.5	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	14.0	14.9	13.8	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	-1	3	0	-	-	-	-	-
% Change in Educators	-3.1%	0.0%	-1.6%	4.8%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-1	-29	31	-14	-58	-	-	-	-	-
% Change in Enrollments	-0.1%	-3.8%	4.2%	-1.8%	-7.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	6.3%	6.5%	7.7%	4.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.5%	7.9%	8.1%	6.2%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.1%	9.5%	9.7%	10.8%	9.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	3.1%	1.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	1.6%	1.6%	1.5%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	41.0	41.9	41.5	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.9	12.8	13.5	12.7	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,849	27,791	28,940	29,702	29,722	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	3.7%	1.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.8%	82.4%	77.8%	78.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	9.6%	5.9%	9.3%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.6%	21.5%	18.7%	28.0%	29.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	16	14	17	14	25.4%	25.4%	22.6%	26.2%	21.5%
Attrition	0	2	0	4	0					
Attrition Rate	0.0%	12.5%	0.0%	23.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	41	44	45	45	47	65.1%	69.8%	72.6%	69.2%	72.3%
Attrition	2	1	3	2	0					
Attrition Rate	4.9%	2.3%	6.7%	4.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	3	3	3	4	9.5%	4.8%	4.8%	4.6%	6.2%
Attrition Rate	50.0%	0.0%	66.7%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	7	4	4	4	8	11.1%	6.3%	6.5%	6.2%	12.3%



## District Report for: SAYRE

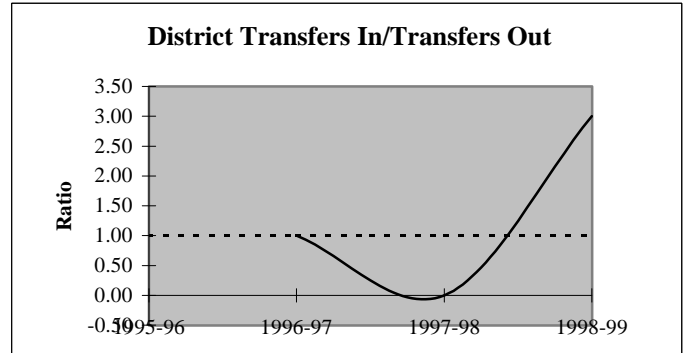
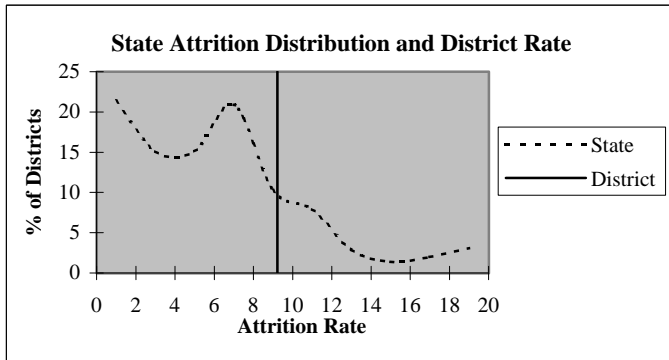
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	63	63	62	65	65	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	5	5	4	4	9.5%	7.9%	8.1%	6.2%	6.2%
Professional Staff	7	6	6	7	6	11.1%	9.5%	9.7%	10.8%	9.2%
<b>Total Teachers</b>	50	52	51	54	55	79.4%	82.5%	82.3%	83.1%	84.6%
Special Education	5	5	3	5	5	10.0%	9.6%	5.9%	9.3%	9.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.8%
Elementary	22	22	23	22	21	44.0%	42.3%	45.1%	40.7%	38.2%
<b>Middle School</b>	0	0	0	9	10	0.0%	0.0%	0.0%	16.7%	18.2%
Language Arts	0	0	0	2	2	0.0%	0.0%	0.0%	3.7%	3.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	2	2	0.0%	0.0%	0.0%	3.7%	3.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	2	2	0.0%	0.0%	0.0%	3.7%	3.6%
Science	0	0	0	1	2	0.0%	0.0%	0.0%	1.9%	3.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	2	2	0.0%	0.0%	0.0%	3.7%	3.6%
<b>High School (9-12)</b>	23	25	25	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	3	3	2	2	8.0%	5.8%	5.9%	3.7%	3.6%
Art & Music	0	1	1	1	2	0.0%	1.9%	2.0%	1.9%	3.6%
Social Studies	4	2	3	1	2	8.0%	3.8%	5.9%	1.9%	3.6%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.9%	1.8%
Math	3	4	3	3	2	6.0%	7.7%	5.9%	5.6%	3.6%
<b>Science</b>	3	3	3	2	2	6.0%	5.8%	5.9%	3.7%	3.6%
Biology	1	2	2	2	1	2.0%	3.8%	3.9%	3.7%	1.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	0	1	4.0%	1.9%	2.0%	0.0%	1.8%
Vocational Education	5	5	4	4	2	10.0%	9.6%	7.8%	7.4%	3.6%
Other	4	7	8	4	5	8.0%	13.5%	15.7%	7.4%	9.1%
<b>Total Enrollments</b>	759	730	761	747	689	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	46	48	58	45	43	6.1%	6.6%	7.6%	6.0%	6.2%
Grades 1-4	230	218	225	241	210	30.3%	29.9%	29.6%	32.3%	30.5%
Grades 5-6	127	114	108	101	98	16.7%	15.6%	14.2%	13.5%	14.2%
Grades 7-8	136	126	131	118	118	17.9%	17.3%	17.2%	15.8%	17.1%
Grades 9-12	218	221	237	241	219	28.7%	30.3%	31.1%	32.3%	31.8%
Ungraded	2	3	2	1	1	0.3%	0.4%	0.3%	0.1%	0.1%



## District Report for: SAYRE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	63	63	62	65	65	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	60	58	60	57	59	95.2%	92.1%	96.8%	87.7%	90.8%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>4.8%</b>	<b>7.9%</b>	<b>3.2%</b>	<b>12.3%</b>	<b>9.2%</b>
Transfers In	1	1	0	3	3	33.3%	20.0%	0.0%	37.5%	50.0%
Reentrants	1	3	1	3	1	33.3%	60.0%	50.0%	37.5%	16.7%
First Time Educators	1	1	1	2	2	33.3%	20.0%	50.0%	25.0%	33.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>7.9%</b>	<b>4.8%</b>	<b>8.1%</b>	<b>9.2%</b>	<b>-</b>
Transfers Out	0	1	2	1	-	0.0%	33.3%	40.0%	16.7%	-
Leave Oklahoma Educ.	5	2	3	5	-	100.0%	66.7%	60.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	7.9%	4.8%	8.1%	9.2%	-
Transfers In/Out	nc	1.00	0.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	51	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	63

## District Report for: SAYRE

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	6	5	5	4	4	9.5%	7.9%	8.1%	6.2%	6.2%
White - Females	1	1	1	1	1	16.7%	20.0%	20.0%	25.0%	25.0%
White - Males	5	4	4	3	3	83.3%	80.0%	80.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	6	6	7	6	11.1%	9.5%	9.7%	10.8%	9.2%
White - Females	5	4	4	5	6	71.4%	66.7%	66.7%	71.4%	100.0%
White - Males	2	2	2	2	0	28.6%	33.3%	33.3%	28.6%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	50	52	51	54	55	79.4%	82.5%	82.3%	83.1%	84.6%
White - Females	40	42	42	42	43	80.0%	80.8%	82.4%	77.8%	78.2%
White - Males	10	10	9	10	11	20.0%	19.2%	17.6%	18.5%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	2	1	0.0%	0.0%	0.0%	3.7%	1.8%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	6	4	4	2	8.0%	11.5%	8.0%	7.7%	3.6%
30-34	8	8	9	11	10	16.0%	15.4%	18.0%	21.2%	18.2%
35-39	8	10	7	7	9	16.0%	19.2%	14.0%	13.5%	16.4%
40-44	11	9	8	10	10	22.0%	17.3%	16.0%	19.2%	18.2%
45-49	8	11	14	11	13	16.0%	21.2%	28.0%	21.2%	23.6%
50-54	6	4	4	4	4	12.0%	7.7%	8.0%	7.7%	7.3%
55+	5	4	4	5	7	10.0%	7.7%	8.0%	9.6%	12.7%
Average Age	41.8	41.0	41.9	41.5	42.8					

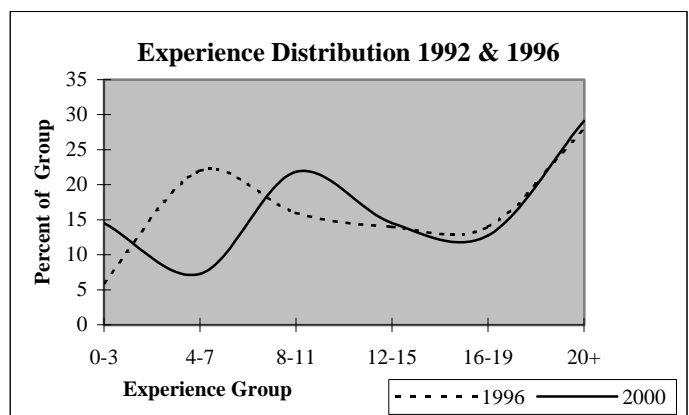
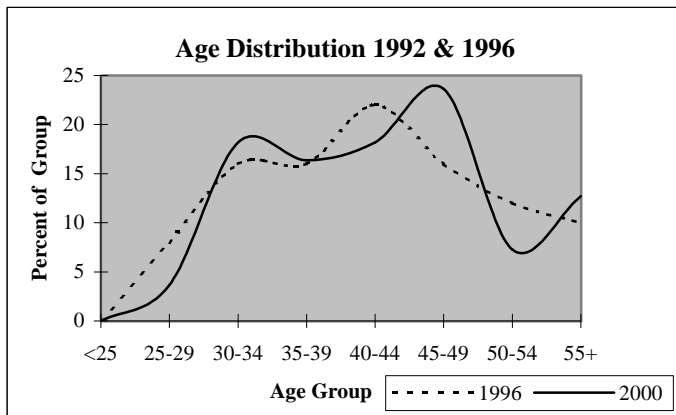
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	3	4	4	7	8	6.0%	7.7%	7.8%	13.0%	14.5%
4-7 Years	11	11	9	8	4	22.0%	21.2%	17.6%	14.8%	7.3%
8-11 Years	8	12	10	11	12	16.0%	23.1%	19.6%	20.4%	21.8%
12-15 Years	7	6	7	7	8	14.0%	11.5%	13.7%	13.0%	14.5%
16-19 Years	7	5	5	7	7	14.0%	9.6%	9.8%	13.0%	12.7%
20+ Years	14	14	16	14	16	28.0%	26.9%	31.4%	25.9%	29.1%
Average Experience	13.9	12.8	13.5	12.7	13.9					

## District Report for: SAYRE

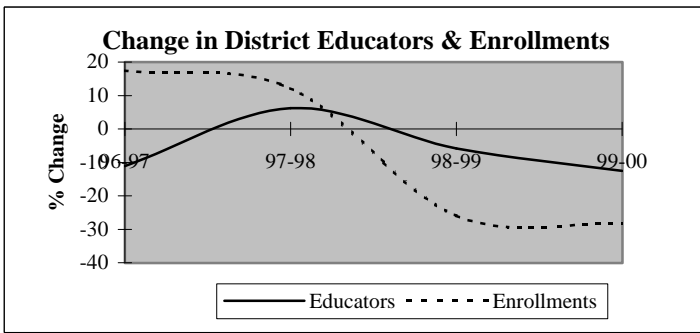
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	5	6	-	7.9%	4.8%	8.1%	9.2%	-
Attrition from Transfers	0	1	2	1	-	0.0%	1.6%	3.2%	1.5%	-
Attrition from Exits	5	2	3	5	-	7.9%	3.2%	4.8%	7.7%	-
<b>Teacher Attrition</b>	4	3	3	5	-	8.0%	5.8%	5.9%	9.3%	-
Attrition from Transfers	0	1	1	1	-	0.0%	1.9%	2.0%	1.9%	-
Attrition from Exits	4	2	2	4	-	8.0%	3.8%	3.9%	7.4%	-
<b>District Retention</b>										
Educator Retention	58	60	57	59	-	92.1%	95.2%	91.9%	90.8%	-
Teacher Retention	46	49	48	49	-	92.0%	94.2%	94.1%	90.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	0.0%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	20.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	0.0%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.6%	3.2%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.8%	92.1%	93.5%	90.8%	95.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.2%	6.3%	3.2%	9.2%	4.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CARTER

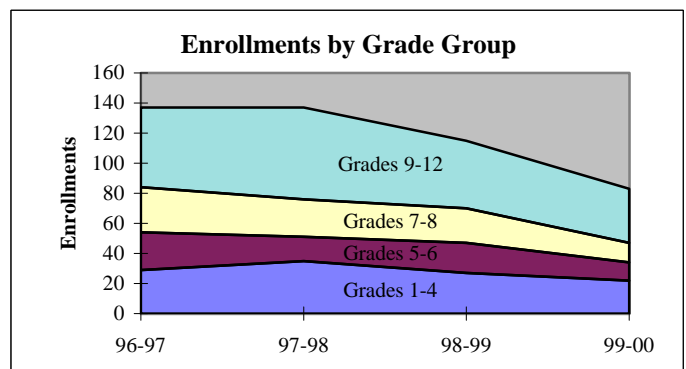
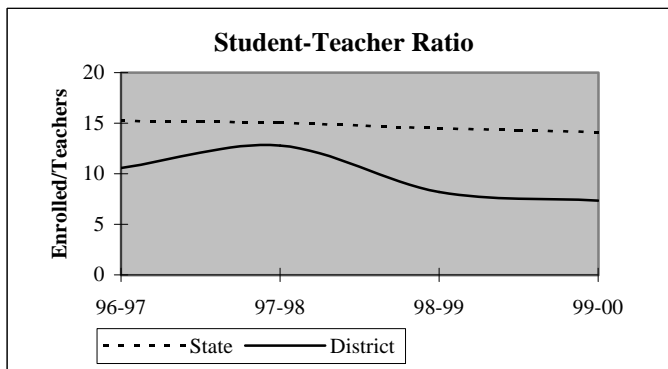


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.0	9.3	9.8	7.7	6.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.9	10.6	12.8	8.2	7.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	1	-1	-2	-	-	-	-	-
% Change in Educators	12.5%	-11.1%	6.3%	-5.9%	-12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	22	18	-43	-35	-	-	-	-	-
% Change in Enrollments	-10.0%	17.5%	12.2%	-25.9%	-28.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	0.0%	0.0%	18.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	6.3%	11.8%	6.3%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	6.3%	11.8%	0.0%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.6%	6.3%	5.9%	6.3%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	5.9%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.5	36.3	38.3	37.6	34.7	42.0	42.3	42.5	42.7	43.0
Average Experience	7.7	6.7	8.0	7.6	5.4	12.1	12.3	12.3	12.2	12.2
Average Salary	25,562	27,675	28,015	25,710	28,093	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.3%	7.1%	7.7%	6.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	71.4%	61.5%	73.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	7.1%	7.7%	6.7%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.9%	9.5%	22.9%	26.0%	26.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	10	8	10	9	55.6%	62.5%	47.1%	62.5%	64.3%
Attrition	2	3	3	6	0					
Attrition Rate	20.0%	30.0%	37.5%	60.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	5	9	4	3	38.9%	31.3%	52.9%	25.0%	21.4%
Attrition	1	0	5	2	0					
Attrition Rate	14.3%	0.0%	55.6%	50.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	0	2	2	5.6%	6.3%	0.0%	12.5%	14.3%
Attrition Rate	100.0%	100.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	2	2	2	11.1%	6.3%	11.8%	12.5%	14.3%

## District Report for: CARTER

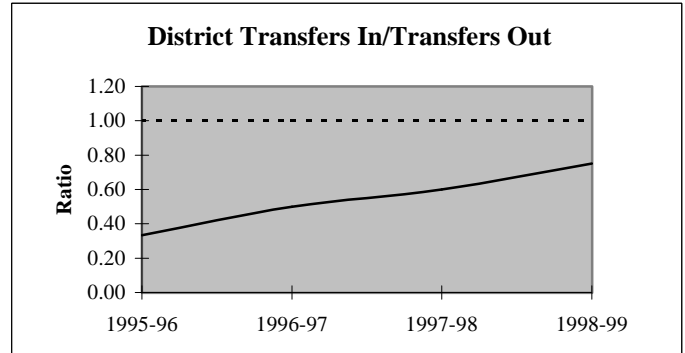
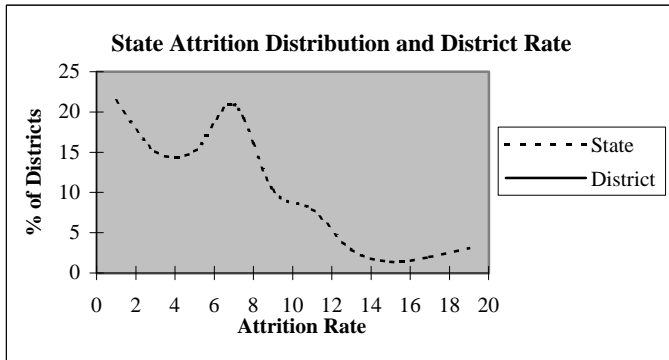
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	16	17	16	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	5.6%	6.3%	11.8%	6.3%	7.1%
Professional Staff	1	1	2	0	1	5.6%	6.3%	11.8%	0.0%	7.1%
<b>Total Teachers</b>	16	14	13	15	12	88.9%	87.5%	76.5%	93.8%	85.7%
Special Education	1	1	1	1	1	6.3%	7.1%	7.7%	6.7%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	5	5	5	5	43.8%	35.7%	38.5%	33.3%	41.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	8	7	9	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	7.1%	7.7%	6.7%	8.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	0	6.3%	7.1%	7.7%	6.7%	0.0%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	6.7%	0.0%
Math	1	1	1	1	1	6.3%	7.1%	7.7%	6.7%	8.3%
<b>Science</b>	0	1	1	1	1	0.0%	7.1%	7.7%	6.7%	8.3%
Biology	0	1	1	1	1	0.0%	7.1%	7.7%	6.7%	8.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	3	2	2	1	18.8%	21.4%	15.4%	13.3%	8.3%
Other	2	1	1	2	2	12.5%	7.1%	7.7%	13.3%	16.7%
<b>Total Enrollments</b>	126	148	166	123	88	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6	11	29	8	5	4.8%	7.4%	17.5%	6.5%	5.7%
Grades 1-4	26	29	35	27	22	20.6%	19.6%	21.1%	22.0%	25.0%
Grades 5-6	24	25	16	20	12	19.0%	16.9%	9.6%	16.3%	13.6%
Grades 7-8	24	30	25	23	13	19.0%	20.3%	15.1%	18.7%	14.8%
Grades 9-12	46	53	61	45	36	36.5%	35.8%	36.7%	36.6%	40.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CARTER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	16	17	16	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	14	12	9	7	72.2%	87.5%	70.6%	56.3%	50.0%
<b>Newly Hired</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>27.8%</b>	<b>12.5%</b>	<b>29.4%</b>	<b>43.8%</b>	<b>50.0%</b>
Transfers In	1	1	3	3	3	20.0%	50.0%	60.0%	42.9%	42.9%
Reentrants	1	0	1	1	1	20.0%	0.0%	20.0%	14.3%	14.3%
First Time Educators	3	1	1	3	3	60.0%	50.0%	20.0%	42.9%	42.9%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>9</b>	<b>-</b>	<b>22.2%</b>	<b>25.0%</b>	<b>47.1%</b>	<b>56.3%</b>	<b>-</b>
Transfers Out	3	2	5	4	-	75.0%	50.0%	62.5%	44.4%	-
Leave Oklahoma Educ.	1	2	3	5	-	25.0%	50.0%	37.5%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	22.2%	25.0%	47.1%	56.3%	-
Transfers In/Out	0.33	0.50	0.60	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	14	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	18

## District Report for: CARTER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	5.6%	6.3%	11.8%	6.3%	7.1%
White - Females	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	0	1	5.6%	6.3%	11.8%	0.0%	7.1%
White - Females	1	1	2	0	1	100.0%	100.0%	100.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	14	13	15	12	88.9%	87.5%	76.5%	93.8%	85.7%
White - Females	11	9	7	10	10	68.8%	64.3%	53.8%	66.7%	83.3%
White - Males	4	4	5	4	2	25.0%	28.6%	38.5%	26.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	6.3%	7.1%	7.7%	6.7%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	0	0	13.3%	0.0%	0.0%	0.0%	0.0%
25-29	5	5	5	6	5	33.3%	38.5%	41.7%	42.9%	50.0%
30-34	0	2	0	1	1	0.0%	15.4%	0.0%	7.1%	10.0%
35-39	1	0	1	1	0	6.7%	0.0%	8.3%	7.1%	0.0%
40-44	3	3	3	1	1	20.0%	23.1%	25.0%	7.1%	10.0%
45-49	0	0	0	2	3	0.0%	0.0%	0.0%	14.3%	30.0%
50-54	3	2	2	2	0	20.0%	15.4%	16.7%	14.3%	0.0%
55+	1	1	1	1	0	6.7%	7.7%	8.3%	7.1%	0.0%
<b>Average Age</b>	37.5	36.3	38.3	37.6	34.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	7	5	6	6	50.0%	50.0%	38.5%	40.0%	50.0%
4-7 Years	2	3	2	4	3	12.5%	21.4%	15.4%	26.7%	25.0%
8-11 Years	0	0	2	1	1	0.0%	0.0%	15.4%	6.7%	8.3%
12-15 Years	4	2	2	1	1	25.0%	14.3%	15.4%	6.7%	8.3%
16-19 Years	0	1	1	1	1	0.0%	7.1%	7.7%	6.7%	8.3%
20+ Years	2	1	1	2	0	12.5%	7.1%	7.7%	13.3%	0.0%
<b>Average Experience</b>	7.7	6.7	8.0	7.6	5.4					

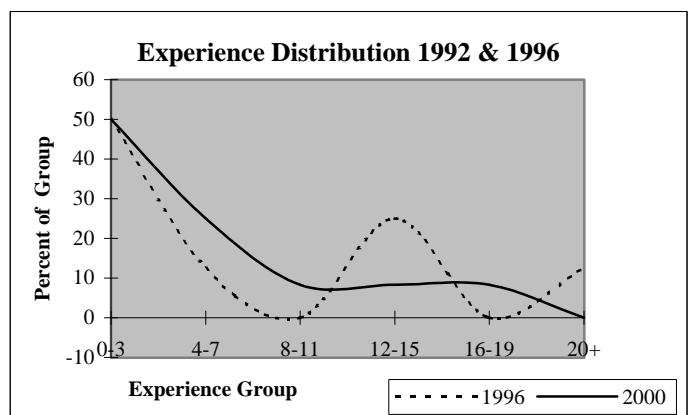
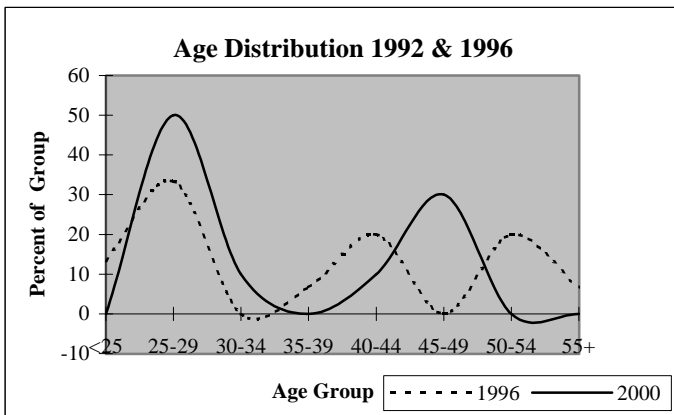


## District Report for: CARTER

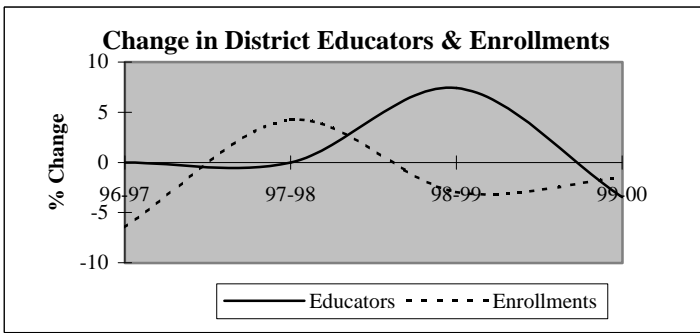
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	8	9	-	22.2%	25.0%	47.1%	56.3%	-
Attrition from Transfers	3	2	5	4	-	16.7%	12.5%	29.4%	25.0%	-
Attrition from Exits	1	2	3	5	-	5.6%	12.5%	17.6%	31.3%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>9</b>	<b>-</b>	<b>25.0%</b>	<b>21.4%</b>	<b>38.5%</b>	<b>60.0%</b>	<b>-</b>
Attrition from Transfers	3	2	4	4	-	18.8%	14.3%	30.8%	26.7%	-
Attrition from Exits	1	1	1	5	-	6.3%	7.1%	7.7%	33.3%	-
<b>District Retention</b>										
Educator Retention	14	12	9	7	-	77.8%	75.0%	52.9%	43.8%	-
Teacher Retention	12	11	8	6	-	75.0%	78.6%	61.5%	40.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	55.6%	44.4%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	71.4%	14.3%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	25.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	6.3%	0.0%	0.0%	7.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.8%	87.5%	88.2%	75.0%	64.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	22.2%	6.3%	11.8%	25.0%	28.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ERICK

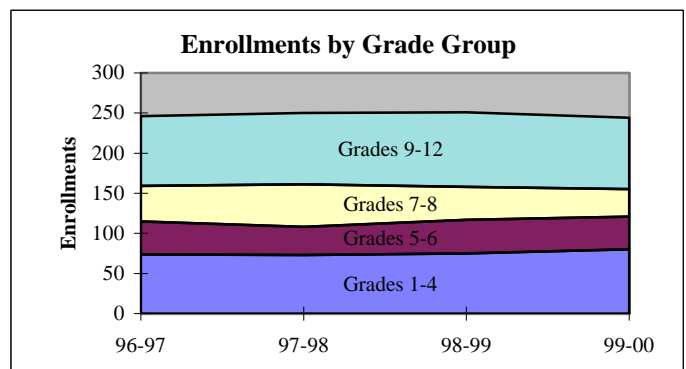
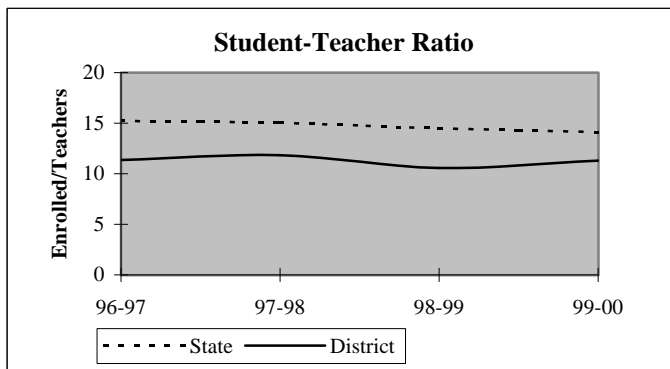


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.3	9.7	10.1	9.1	9.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	11.3	11.8	10.6	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	2	-1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	7.4%	-3.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	-18	11	-8	-4	-	-	-	-	-
% Change in Enrollments	4.5%	-6.5%	4.2%	-2.9%	-1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	11.1%	11.1%	10.3%	10.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	3.7%	3.7%	3.4%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.7%	3.7%	3.7%	3.4%	3.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	45.0	46.0	46.7	45.6	42.0	42.3	42.5	42.7	43.0
Average Experience	14.1	15.1	16.1	15.8	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,696	30,355	31,795	32,748	31,144	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.6%	69.6%	69.6%	68.0%	60.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	8.7%	8.7%	8.0%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.5%	10.3%	8.8%	11.0%	9.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	4	4	8	22.2%	18.5%	14.8%	13.8%	28.6%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	20	20	18	14	74.1%	74.1%	74.1%	62.1%	50.0%
Attrition	0	0	0	4	0					
Attrition Rate	0.0%	0.0%	0.0%	22.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	3	7	6	3.7%	7.4%	11.1%	24.1%	21.4%
Attrition Rate	0.0%	0.0%	0.0%	28.6%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	7	8	6	7.4%	11.1%	25.9%	27.6%	21.4%

## District Report for: ERICK

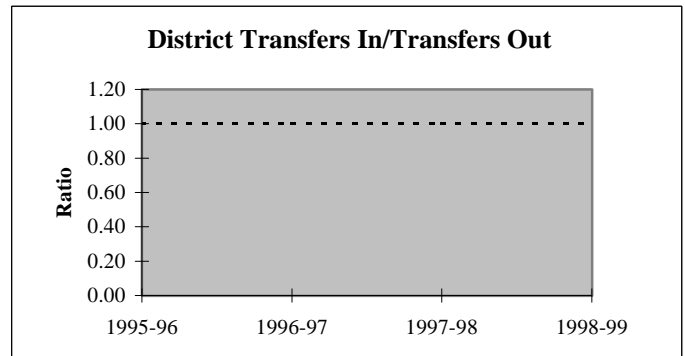
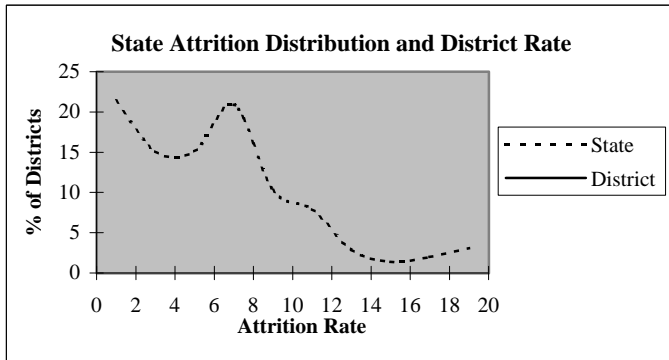
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	27	27	29	28	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	11.1%	11.1%	11.1%	10.3%	10.7%
Professional Staff	1	1	1	1	2	3.7%	3.7%	3.7%	3.4%	7.1%
<b>Total Teachers</b>	23	23	23	25	23	85.2%	85.2%	85.2%	86.2%	82.1%
Special Education	2	2	2	2	2	8.7%	8.7%	8.7%	8.0%	8.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	10	11	10	43.5%	43.5%	43.5%	44.0%	43.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	11	12	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.3%	4.3%	4.3%	4.0%	4.3%
Art & Music	1	1	1	1	1	4.3%	4.3%	4.3%	4.0%	4.3%
Social Studies	1	1	2	2	2	4.3%	4.3%	8.7%	8.0%	8.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.3%	4.3%	4.3%	4.0%	4.3%
<b>Science</b>	1	1	1	1	1	4.3%	4.3%	4.3%	4.0%	4.3%
Biology	1	1	1	1	1	4.3%	4.3%	4.3%	4.0%	4.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	3	3	13.0%	13.0%	13.0%	12.0%	13.0%
Other	3	3	2	3	2	13.0%	13.0%	8.7%	12.0%	8.7%
<b>Total Enrollments</b>	279	261	272	264	260	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	12	21	13	16	6.5%	4.6%	7.7%	4.9%	6.2%
Grades 1-4	83	74	73	75	80	29.7%	28.4%	26.8%	28.4%	30.8%
Grades 5-6	41	41	35	42	41	14.7%	15.7%	12.9%	15.9%	15.8%
Grades 7-8	45	44	53	41	34	16.1%	16.9%	19.5%	15.5%	13.1%
Grades 9-12	89	87	89	93	89	31.9%	33.3%	32.7%	35.2%	34.2%
Ungraded	3	3	1	0	0	1.1%	1.1%	0.4%	0.0%	0.0%



## District Report for: ERICK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	27	27	29	28	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	27	27	27	21	85.2%	100.0%	100.0%	93.1%	75.0%
<b>Newly Hired</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>14.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.9%</b>	<b>25.0%</b>
Transfers In	2	0	0	0	4	50.0%	0.0%	0.0%	0.0%	57.1%
Reentrants	1	0	0	1	0	25.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	1	0	0	1	3	25.0%	0.0%	0.0%	50.0%	42.9%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>27.6%</b>	<b>-</b>
Transfers Out	0	0	0	5	-	0.0%	0.0%	0.0%	62.5%	-
Leave Oklahoma Educ.	0	0	0	3	-	0.0%	0.0%	0.0%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	0.0%	27.6%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	20	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	27

## District Report for: ERICK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	11.1%	11.1%	11.1%	10.3%	10.7%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	3.7%	3.7%	3.7%	3.4%	7.1%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	23	23	25	23	85.2%	85.2%	85.2%	86.2%	82.1%
White - Females	16	16	16	17	14	69.6%	69.6%	69.6%	68.0%	60.9%
White - Males	7	7	7	8	9	30.4%	30.4%	30.4%	32.0%	39.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	1	1	4.3%	4.3%	4.3%	4.0%	4.8%
30-34	2	1	1	1	2	8.7%	4.3%	4.3%	4.0%	9.5%
35-39	3	4	2	1	1	13.0%	17.4%	8.7%	4.0%	4.8%
40-44	4	3	5	7	5	17.4%	13.0%	21.7%	28.0%	23.8%
45-49	6	6	5	5	4	26.1%	26.1%	21.7%	20.0%	19.0%
50-54	6	7	8	5	4	26.1%	30.4%	34.8%	20.0%	19.0%
55+	1	1	1	5	4	4.3%	4.3%	4.3%	20.0%	19.0%
<b>Average Age</b>	44.0	45.0	46.0	46.7	45.6					

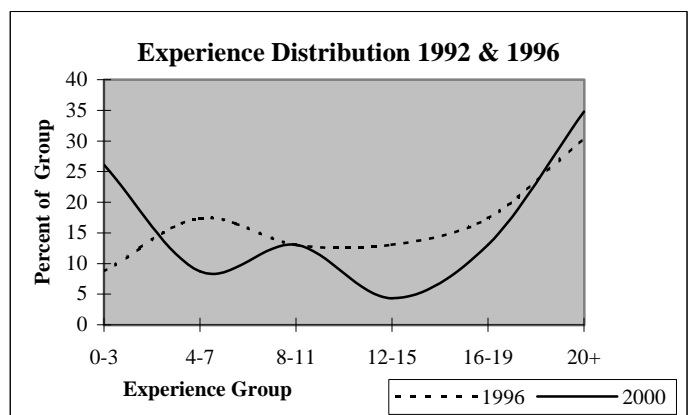
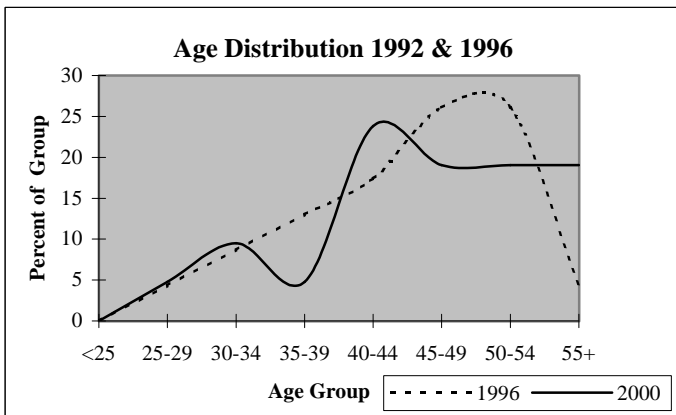
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	3	6	8.7%	8.7%	8.7%	12.0%	26.1%
4-7 Years	4	3	2	1	2	17.4%	13.0%	8.7%	4.0%	8.7%
8-11 Years	3	3	4	5	3	13.0%	13.0%	17.4%	20.0%	13.0%
12-15 Years	3	3	3	3	1	13.0%	13.0%	13.0%	12.0%	4.3%
16-19 Years	4	5	4	2	3	17.4%	21.7%	17.4%	8.0%	13.0%
20+ Years	7	7	8	11	8	30.4%	30.4%	34.8%	44.0%	34.8%
<b>Average Experience</b>	14.1	15.1	16.1	15.8	13.4					

## District Report for: ERICK

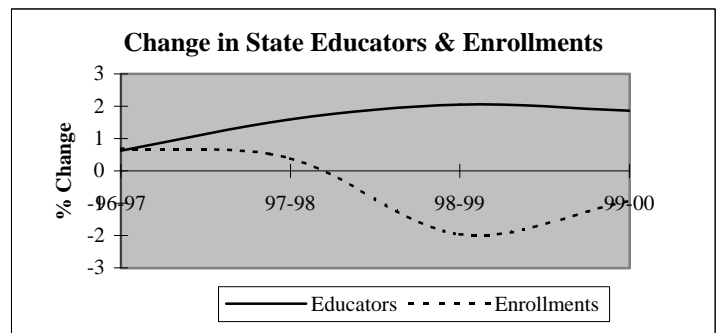
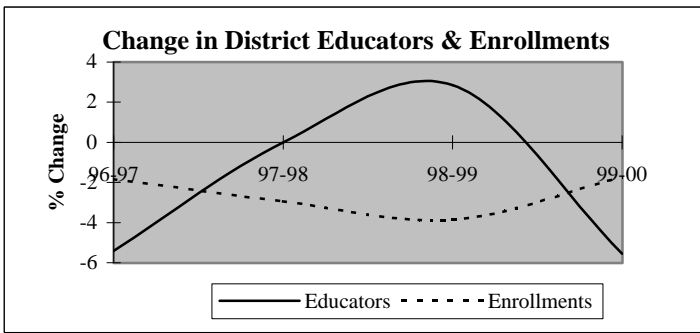
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	8	-	0.0%	0.0%	0.0%	27.6%	-
Attrition from Transfers	0	0	0	5	-	0.0%	0.0%	0.0%	17.2%	-
Attrition from Exits	0	0	0	3	-	0.0%	0.0%	0.0%	10.3%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>28.0%</b>	<b>-</b>
Attrition from Transfers	0	0	0	4	-	0.0%	0.0%	0.0%	16.0%	-
Attrition from Exits	0	0	0	3	-	0.0%	0.0%	0.0%	12.0%	-
<b>District Retention</b>										
Educator Retention	27	27	27	21	-	100.0%	100.0%	100.0%	72.4%	-
Teacher Retention	23	23	23	18	-	100.0%	100.0%	100.0%	72.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.6%	96.3%	100.0%	93.1%	89.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	3.7%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.4%	0.0%	0.0%	6.9%	10.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OKEENE

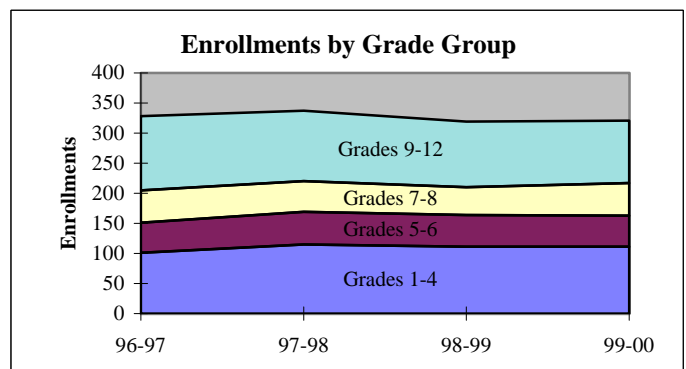
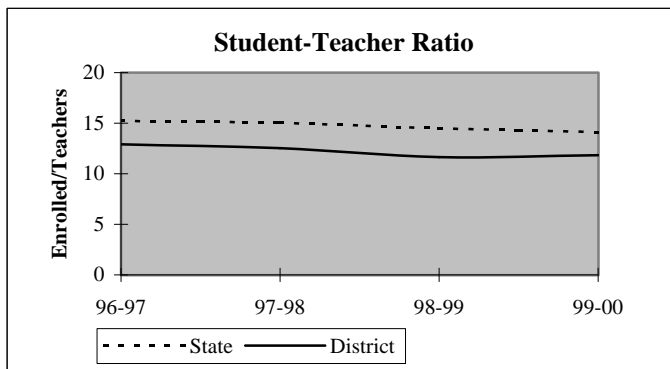


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.3	10.7	10.4	9.7	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	12.9	12.5	11.6	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	0	1	-2	-	-	-	-	-
% Change in Educators	0.0%	-5.4%	0.0%	2.9%	-5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	-7	-11	-14	-6	-	-	-	-	-
% Change in Enrollments	1.6%	-1.8%	-2.9%	-3.9%	-1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	13.5%	2.9%	2.9%	5.6%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.4%	5.7%	5.7%	5.6%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.8%	11.4%	11.4%	11.1%	8.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.4	40.1	42.0	42.5	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	13.4	14.5	15.0	16.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,811	29,971	31,180	31,220	32,795	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.7%	65.5%	62.1%	63.3%	62.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.5%	6.9%	6.9%	6.7%	6.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.9%	8.3%	8.3%	6.6%	6.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	7	5	5	3	21.6%	20.0%	14.3%	13.9%	8.8%
Attrition	3	2	0	2	0					
Attrition Rate	37.5%	28.6%	0.0%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	27	27	28	28	27	73.0%	77.1%	80.0%	77.8%	79.4%
Attrition	2	1	0	1	0					
Attrition Rate	7.4%	3.7%	0.0%	3.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	2	3	4	5.4%	2.9%	5.7%	8.3%	11.8%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	2	3	4	5	10.8%	5.7%	8.6%	11.1%	14.7%

## District Report for: OKEENE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	35	35	36	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.4%	5.7%	5.7%	5.6%	5.9%
Professional Staff	4	4	4	4	3	10.8%	11.4%	11.4%	11.1%	8.8%
<b>Total Teachers</b>	31	29	29	30	29	83.8%	82.9%	82.9%	83.3%	85.3%
Special Education	2	2	2	2	2	6.5%	6.9%	6.9%	6.7%	6.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	14	13	13	13	45.2%	48.3%	44.8%	43.3%	44.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	13	14	15	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	2	9.7%	6.9%	6.9%	6.7%	6.9%
Art & Music	1	1	2	2	2	3.2%	3.4%	6.9%	6.7%	6.9%
Social Studies	3	2	2	2	1	9.7%	6.9%	6.9%	6.7%	3.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	2	3	3	2	9.7%	6.9%	10.3%	10.0%	6.9%
<b>Science</b>	2	2	2	2	2	6.5%	6.9%	6.9%	6.7%	6.9%
Biology	1	0	1	0	1	3.2%	0.0%	3.4%	0.0%	3.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	2	1	3.2%	6.9%	3.4%	6.7%	3.4%
Vocational Education	3	3	3	3	3	9.7%	10.3%	10.3%	10.0%	10.3%
Other	0	1	0	1	2	0.0%	3.4%	0.0%	3.3%	6.9%
<b>Total Enrollments</b>	381	374	363	349	343	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	45	25	30	22	7.3%	12.0%	6.9%	8.6%	6.4%
Grades 1-4	113	101	115	111	111	29.7%	27.0%	31.7%	31.8%	32.4%
Grades 5-6	56	50	54	53	52	14.7%	13.4%	14.9%	15.2%	15.2%
Grades 7-8	61	54	51	46	54	16.0%	14.4%	14.0%	13.2%	15.7%
Grades 9-12	123	123	117	109	104	32.3%	32.9%	32.2%	31.2%	30.3%
Ungraded	0	1	1	0	0	0.0%	0.3%	0.3%	0.0%	0.0%

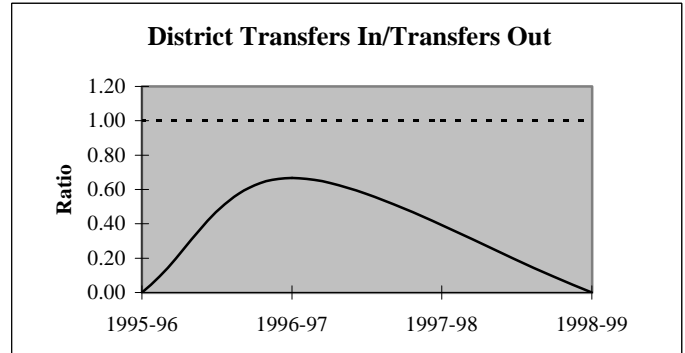
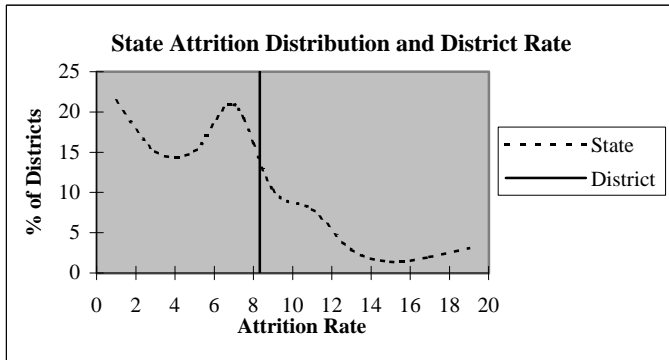




## District Report for: OKEENE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	35	35	36	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	30	32	35	33	91.9%	85.7%	91.4%	97.2%	97.1%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>8.1%</b>	<b>14.3%</b>	<b>8.6%</b>	<b>2.8%</b>	<b>2.9%</b>
Transfers In	0	2	2	0	1	0.0%	40.0%	66.7%	0.0%	100.0%
Reentrants	2	2	1	1	0	66.7%	40.0%	33.3%	100.0%	0.0%
First Time Educators	1	1	0	0	0	33.3%	20.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>18.9%</b>	<b>8.6%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	1	3	0	1	-	14.3%	100.0%	0.0%	33.3%	-
Leave Oklahoma Educ.	6	0	0	2	-	85.7%	0.0%	0.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	18.9%	8.6%	0.0%	8.3%	-
Transfers In/Out	0.00	0.67	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	3
UCO, Edmond	3
ECU, Ada	2
NWOSU, Alva	6
NESU, Tahlequah	1
SEOSU, Durant	-
SWOSU, Weatherford	17
OK Panhandle SU, Goodwell	2
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	1
OCU, Oklahoma City	-
Phillips Univ., Enid	2
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 37

## District Report for: OKEENE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.4%	5.7%	5.7%	5.6%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	4	4	3	10.8%	11.4%	11.4%	11.1%	8.8%
White - Females	4	4	4	4	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	29	29	30	29	83.8%	82.9%	82.9%	83.3%	85.3%
White - Females	21	19	18	19	18	67.7%	65.5%	62.1%	63.3%	62.1%
White - Males	10	10	11	11	11	32.3%	34.5%	37.9%	36.7%	37.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.3%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	1	2	0	6.7%	10.3%	3.4%	6.7%	0.0%
30-34	6	4	3	2	3	20.0%	13.8%	10.3%	6.7%	10.3%
35-39	7	7	8	9	6	23.3%	24.1%	27.6%	30.0%	20.7%
40-44	3	4	5	5	8	10.0%	13.8%	17.2%	16.7%	27.6%
45-49	7	8	7	6	5	23.3%	27.6%	24.1%	20.0%	17.2%
50-54	1	2	3	4	5	3.3%	6.9%	10.3%	13.3%	17.2%
55+	3	1	2	2	2	10.0%	3.4%	6.9%	6.7%	6.9%
<b>Average Age</b>	40.4	40.1	42.0	42.5	44.1					

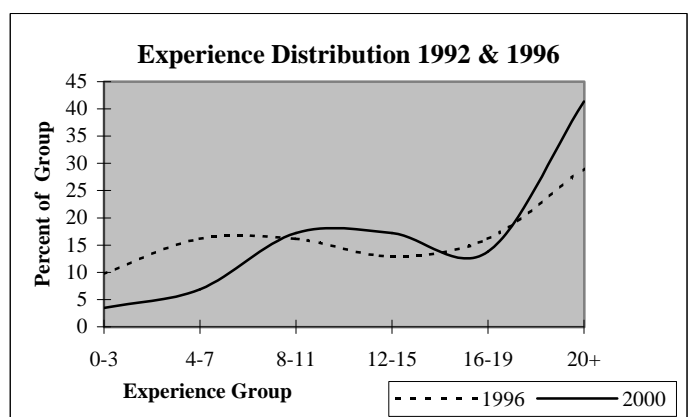
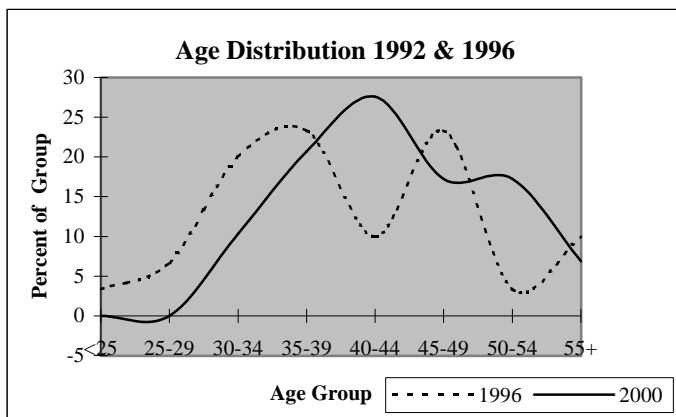
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	2	2	1	9.7%	10.3%	6.9%	6.7%	3.4%
4-7 Years	5	4	3	3	2	16.1%	13.8%	10.3%	10.0%	6.9%
8-11 Years	5	5	7	6	5	16.1%	17.2%	24.1%	20.0%	17.2%
12-15 Years	4	4	4	6	5	12.9%	13.8%	13.8%	20.0%	17.2%
16-19 Years	5	6	6	4	4	16.1%	20.7%	20.7%	13.3%	13.8%
20+ Years	9	7	7	9	12	29.0%	24.1%	24.1%	30.0%	41.4%
<b>Average Experience</b>	13.7	13.4	14.5	15.0	16.6					

## District Report for: OKEENE

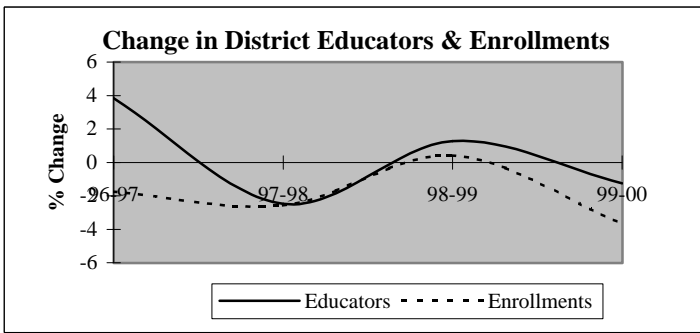
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	3	0	3	-	18.9%	8.6%	0.0%	8.3%	-
Attrition from Transfers	1	3	0	1	-	2.7%	8.6%	0.0%	2.8%	-
Attrition from Exits	6	0	0	2	-	16.2%	0.0%	0.0%	5.6%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>19.4%</b>	<b>10.3%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>-</b>
Attrition from Transfers	1	3	0	1	-	3.2%	10.3%	0.0%	3.3%	-
Attrition from Exits	5	0	0	1	-	16.1%	0.0%	0.0%	3.3%	-
<b>District Retention</b>										
Educator Retention	30	32	35	33	-	81.1%	91.4%	100.0%	91.7%	-
Teacher Retention	25	26	29	28	-	80.6%	89.7%	100.0%	93.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	28.6%	28.6%	57.1%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	20.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.9%	91.4%	97.1%	97.2%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.1%	8.6%	2.9%	2.8%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WATONGA

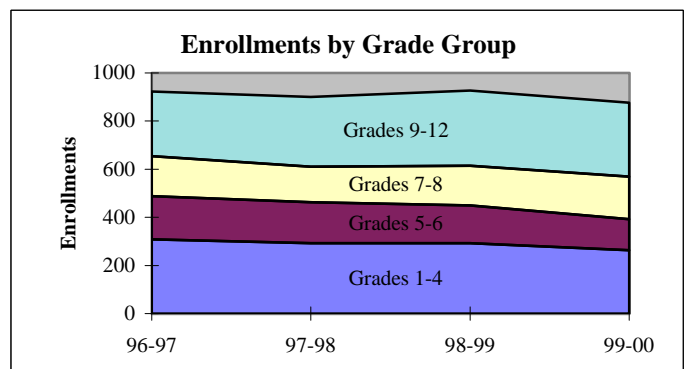
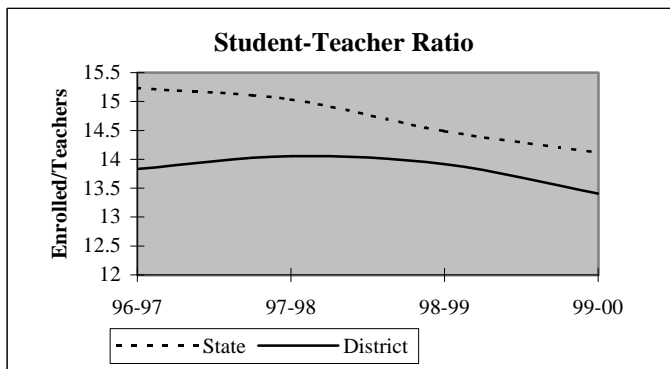


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	12.5	12.5	12.4	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.7	13.8	14.1	13.9	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	3	-2	1	-1	-	-	-	-	-
% Change in Educators	-1.3%	3.8%	-2.5%	1.3%	-1.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	26	-18	-26	4	-36	-	-	-	-	-
% Change in Enrollments	2.6%	-1.8%	-2.6%	0.4%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.3%	9.9%	3.8%	5.0%	8.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.1%	4.9%	5.1%	5.0%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	4.9%	6.3%	6.3%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.1%	4.9%	3.8%	5.0%	5.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.8%	3.7%	3.8%	3.8%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	44.5	45.1	45.7	46.0	42.0	42.3	42.5	42.7	43.0
Average Experience	14.6	15.0	16.0	15.7	16.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,031	27,598	30,526	30,259	30,010	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.7%	5.5%	4.3%	5.6%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	78.1%	75.7%	71.8%	73.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	8.2%	8.6%	8.5%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.0%	37.4%	35.9%	37.8%	37.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	18	16	19	19	24.4%	22.2%	20.3%	23.8%	24.1%
Attrition	2	4	1	3	0					
Attrition Rate	10.5%	22.2%	6.3%	15.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	54	56	56	52	47	69.2%	69.1%	70.9%	65.0%	59.5%
Attrition	1	3	4	2	0					
Attrition Rate	1.9%	5.4%	7.1%	3.8%	0.0%					
At Retirement Age	6	8	8	10	14	7.7%	9.9%	10.1%	12.5%	17.7%
Attrition	0	1	3	3	0					
Attrition Rate	0.0%	12.5%	37.5%	30.0%	0.0%					
At Retirement in 5 yrs.	8	9	11	14	19	10.3%	11.1%	13.9%	17.5%	24.1%

## District Report for: WATONGA

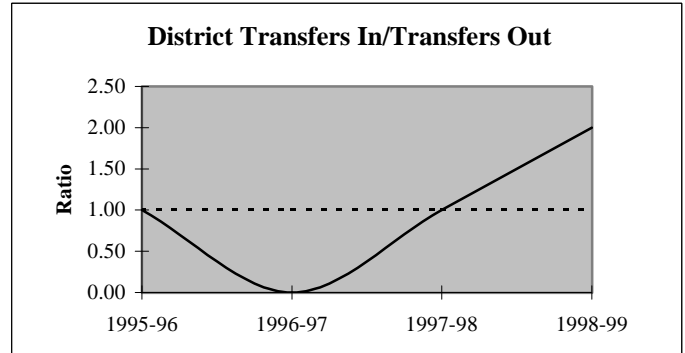
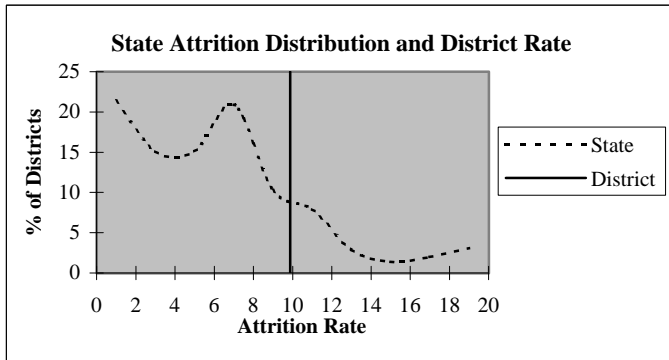
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	78	81	79	80	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.1%	4.9%	5.1%	5.0%	5.1%
Professional Staff	4	4	5	5	4	5.1%	4.9%	6.3%	6.3%	5.1%
<b>Total Teachers</b>	70	73	70	71	71	89.7%	90.1%	88.6%	88.8%	89.9%
Special Education	6	6	6	6	6	8.6%	8.2%	8.6%	8.5%	8.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	27	28	25	25	24	38.6%	38.4%	35.7%	35.2%	33.8%
<b>Middle School</b>	14	14	14	12	15	20.0%	19.2%	20.0%	16.9%	21.1%
Language Arts	2	2	1	3	3	2.9%	2.7%	1.4%	4.2%	4.2%
Art & Music	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Social Studies	2	2	2	2	2	2.9%	2.7%	2.9%	2.8%	2.8%
Foreign Language	1	0	2	0	0	1.4%	0.0%	2.9%	0.0%	0.0%
Math	1	1	3	1	3	1.4%	1.4%	4.3%	1.4%	4.2%
Science	0	1	1	3	2	0.0%	1.4%	1.4%	4.2%	2.8%
Vocational Education	1	1	0	0	0	1.4%	1.4%	0.0%	0.0%	0.0%
Other	6	6	4	2	4	8.6%	8.2%	5.7%	2.8%	5.6%
<b>High School (9-12)</b>	23	25	25	28	26	2300.0%	2500.0%	2500.0%	2800.0%	2600.0%
Language Arts	4	4	3	4	4	5.7%	5.5%	4.3%	5.6%	5.6%
Art & Music	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Social Studies	3	3	4	5	4	4.3%	4.1%	5.7%	7.0%	5.6%
Foreign Language	1	1	1	0	1	1.4%	1.4%	1.4%	0.0%	1.4%
Math	3	4	2	3	2	4.3%	5.5%	2.9%	4.2%	2.8%
<b>Science</b>	3	3	3	3	4	4.3%	4.1%	4.3%	4.2%	5.6%
Biology	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	1	1	1	1	0	1.4%	1.4%	1.4%	1.4%	0.0%
Other Science	1	1	1	1	3	1.4%	1.4%	1.4%	1.4%	4.2%
Vocational Education	4	4	5	5	4	5.7%	5.5%	7.1%	7.0%	5.6%
Other	4	5	6	7	6	5.7%	6.8%	8.6%	9.9%	8.5%
<b>Total Enrollments</b>	1,028	1,010	984	988	952	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	83	82	81	55	73	8.1%	8.1%	8.2%	5.6%	7.7%
Grades 1-4	335	308	293	293	263	32.6%	30.5%	29.8%	29.7%	27.6%
Grades 5-6	159	180	170	156	129	15.5%	17.8%	17.3%	15.8%	13.6%
Grades 7-8	185	166	147	166	177	18.0%	16.4%	14.9%	16.8%	18.6%
Grades 9-12	265	269	290	312	307	25.8%	26.6%	29.5%	31.6%	32.2%
Ungraded	1	5	3	6	3	0.1%	0.5%	0.3%	0.6%	0.3%



## District Report for: WATONGA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	79	82	80	81	80	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	73	76	74	72	73	92.4%	92.7%	92.5%	88.9%	91.3%
<b>Newly Hired</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>7.6%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>11.1%</b>	<b>8.8%</b>
Transfers In	2	0	5	4	5	33.3%	0.0%	83.3%	44.4%	71.4%
Reentrants	0	3	1	2	2	0.0%	50.0%	16.7%	22.2%	28.6%
First Time Educators	4	3	0	3	0	66.7%	50.0%	0.0%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>3.8%</b>	<b>9.8%</b>	<b>10.0%</b>	<b>9.9%</b>	<b>-</b>
Transfers Out	2	2	5	2	-	66.7%	25.0%	62.5%	25.0%	-
Leave Oklahoma Educ.	1	6	3	6	-	33.3%	75.0%	37.5%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	3.8%	9.8%	10.0%	9.9%	-
Transfers In/Out	1.00	0.00	1.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	54	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>79</b>

## District Report for: WATONGA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.1%	4.9%	5.1%	5.0%	5.1%
White - Females	3	3	3	3	2	75.0%	75.0%	75.0%	75.0%	50.0%
White - Males	1	1	1	1	2	25.0%	25.0%	25.0%	25.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	5	5	4	5.1%	4.9%	6.3%	6.3%	5.1%
White - Females	4	4	5	5	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	70	73	70	71	71	89.7%	90.1%	88.6%	88.8%	89.9%
White - Females	52	54	50	48	49	74.3%	74.0%	71.4%	67.6%	69.0%
White - Males	14	15	17	19	18	20.0%	20.5%	24.3%	26.8%	25.4%
Black - Females	2	2	2	2	2	2.9%	2.7%	2.9%	2.8%	2.8%
Black - Males	1	1	0	1	1	1.4%	1.4%	0.0%	1.4%	1.4%
Other - Females	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	1.4%	1.4%	0.0%	0.0%
25-29	3	4	3	4	3	4.3%	5.5%	4.3%	5.8%	4.4%
30-34	4	2	2	4	6	5.7%	2.7%	2.9%	5.8%	8.8%
35-39	12	13	10	4	3	17.1%	17.8%	14.3%	5.8%	4.4%
40-44	15	16	19	18	16	21.4%	21.9%	27.1%	26.1%	23.5%
45-49	19	13	12	17	12	27.1%	17.8%	17.1%	24.6%	17.6%
50-54	12	16	15	15	21	17.1%	21.9%	21.4%	21.7%	30.9%
55+	5	8	8	7	7	7.1%	11.0%	11.4%	10.1%	10.3%
<b>Average Age</b>	44.0	44.5	45.1	45.7	46.0					

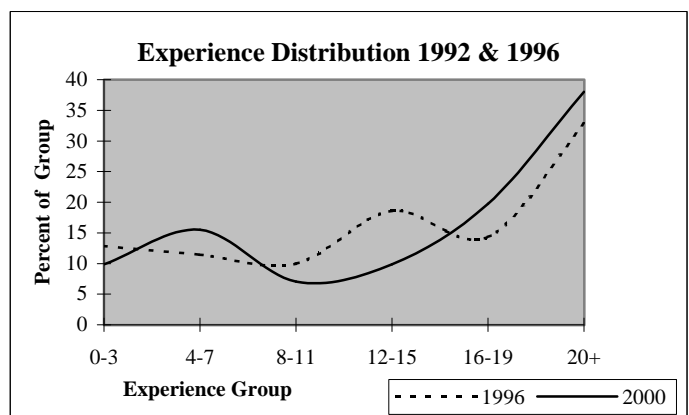
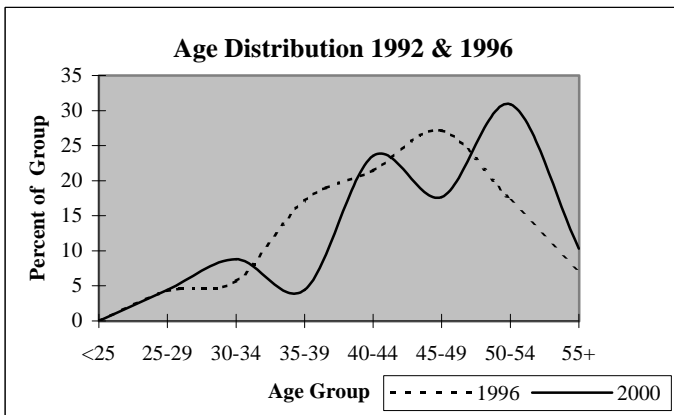
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	11	7	11	7	12.9%	15.1%	10.0%	15.5%	9.9%
4-7 Years	8	5	7	6	11	11.4%	6.8%	10.0%	8.5%	15.5%
8-11 Years	7	10	9	5	5	10.0%	13.7%	12.9%	7.0%	7.0%
12-15 Years	13	10	7	9	7	18.6%	13.7%	10.0%	12.7%	9.9%
16-19 Years	10	9	14	14	14	14.3%	12.3%	20.0%	19.7%	19.7%
20+ Years	23	28	26	26	27	32.9%	38.4%	37.1%	36.6%	38.0%
<b>Average Experience</b>	14.6	15.0	16.0	15.7	16.2					

## District Report for: WATONGA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	8	8	8	-	3.8%	9.9%	10.1%	10.0%	-
Attrition from Transfers	2	2	5	2	-	2.6%	2.5%	6.3%	2.5%	-
Attrition from Exits	1	6	3	6	-	1.3%	7.4%	3.8%	7.5%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>8</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>2.9%</b>	<b>11.0%</b>	<b>11.4%</b>	<b>8.5%</b>	<b>-</b>
Attrition from Transfers	2	2	5	2	-	2.9%	2.7%	7.1%	2.8%	-
Attrition from Exits	0	6	3	4	-	0.0%	8.2%	4.3%	5.6%	-
<b>District Retention</b>										
Educator Retention	75	73	71	72	-	96.2%	90.1%	89.9%	90.0%	-
Teacher Retention	68	65	62	65	-	97.1%	89.0%	88.6%	91.5%	-

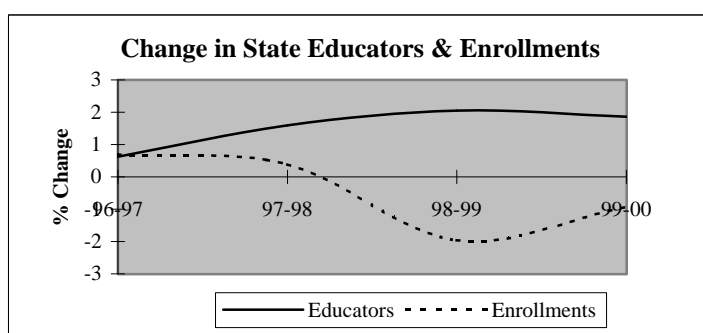
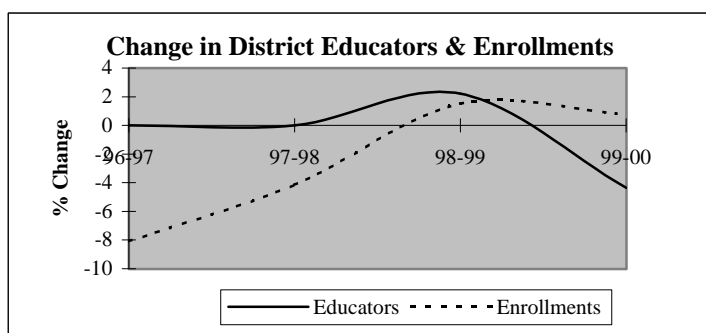
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.3%	6.7%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	90.9%	9.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	0.0%	88.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	1.2%	6.3%	0.0%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.9%	92.6%	92.4%	95.0%	94.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.8%	6.2%	1.3%	5.0%	1.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: GEARY

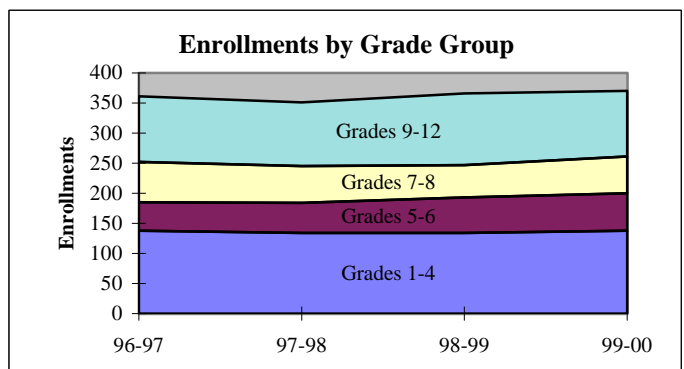
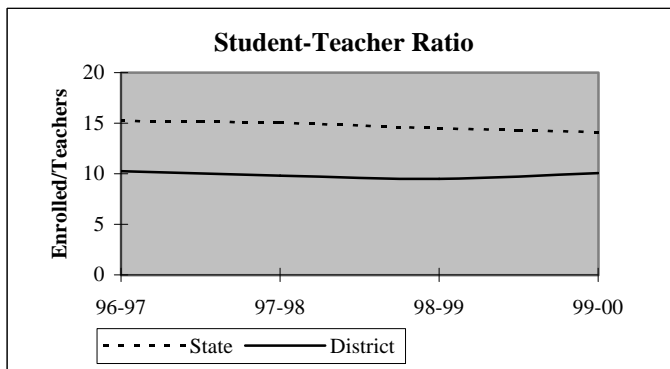


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	9.1	8.7	8.7	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.2	10.3	9.8	9.5	10.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	-2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	2.2%	-4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-23	-36	-17	6	3	-	-	-	-	-
% Change in Enrollments	-4.9%	-8.1%	-4.1%	1.5%	0.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.2%	4.4%	6.7%	4.3%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.7%	6.7%	4.3%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.4%	4.4%	4.4%	4.3%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	4.4%	4.4%	4.3%	4.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	4.4%	2.2%	2.2%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	43.0	43.6	46.4	46.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	13.8	13.7	14.6	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,979	29,953	30,835	32,712	30,652	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.0%	5.0%	5.0%	4.8%	5.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.5%	70.0%	70.0%	76.2%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	7.5%	7.5%	7.1%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.1%	33.9%	37.7%	35.6%	41.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	12	13	11	22.2%	20.0%	26.7%	28.3%	25.0%
Attrition	1	1	6	4	0					
Attrition Rate	10.0%	11.1%	50.0%	30.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	31	32	29	29	30	68.9%	71.1%	64.4%	63.0%	68.2%
Attrition	4	4	3	3	0					
Attrition Rate	12.9%	12.5%	10.3%	10.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	4	4	3	8.9%	8.9%	8.9%	8.7%	6.8%
Attrition	1	0	1	1	0					
Attrition Rate	25.0%	0.0%	25.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	4	5	5	4	11.1%	8.9%	11.1%	10.9%	9.1%

## District Report for: GEARY

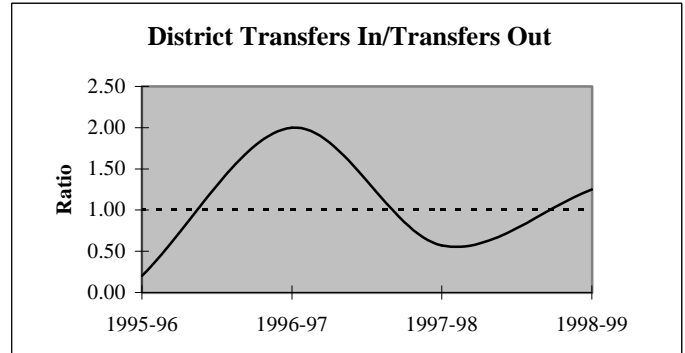
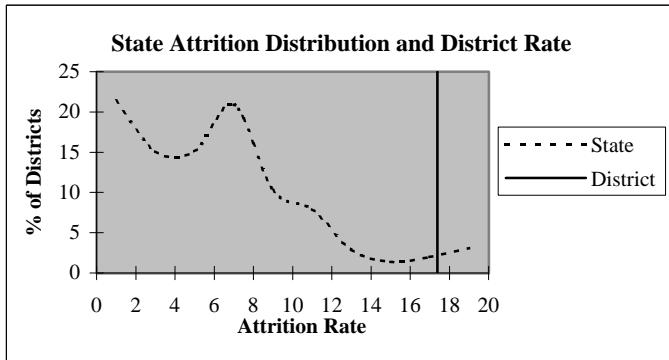
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	45	45	46	44	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	6.7%	6.7%	6.7%	4.3%	4.5%
Professional Staff	2	2	2	2	2	4.4%	4.4%	4.4%	4.3%	4.5%
<b>Total Teachers</b>	40	40	40	42	40	88.9%	88.9%	88.9%	91.3%	90.9%
Special Education	3	3	3	3	4	7.5%	7.5%	7.5%	7.1%	10.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.4%	2.5%
Elementary	19	20	20	20	21	47.5%	50.0%	50.0%	47.6%	52.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	17	17	18	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	3	3	5.0%	5.0%	7.5%	7.1%	7.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	3	2	2	7.5%	7.5%	7.5%	4.8%	5.0%
Foreign Language	1	1	0	1	0	2.5%	2.5%	0.0%	2.4%	0.0%
Math	3	2	2	2	2	7.5%	5.0%	5.0%	4.8%	5.0%
<b>Science</b>	3	2	2	2	3	7.5%	5.0%	5.0%	4.8%	7.5%
Biology	0	1	1	1	1	0.0%	2.5%	2.5%	2.4%	2.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	1	1	1	2	7.5%	2.5%	2.5%	2.4%	5.0%
Vocational Education	3	5	5	5	4	7.5%	12.5%	12.5%	11.9%	10.0%
Other	3	2	2	3	0	7.5%	5.0%	5.0%	7.1%	0.0%
<b>Total Enrollments</b>	446	410	393	399	402	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	55	48	42	30	26	12.3%	11.7%	10.7%	7.5%	6.5%
Grades 1-4	118	138	134	134	138	26.5%	33.7%	34.1%	33.6%	34.3%
Grades 5-6	65	47	50	59	62	14.6%	11.5%	12.7%	14.8%	15.4%
Grades 7-8	68	67	61	54	61	15.2%	16.3%	15.5%	13.5%	15.2%
Grades 9-12	140	109	106	119	109	31.4%	26.6%	27.0%	29.8%	27.1%
Ungraded	0	1	0	3	6	0.0%	0.2%	0.0%	0.8%	1.5%



## District Report for: GEARY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	45	45	46	44	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	39	40	35	38	88.9%	86.7%	88.9%	76.1%	86.4%
<b>Newly Hired</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>11</b>	<b>6</b>	<b>11.1%</b>	<b>13.3%</b>	<b>11.1%</b>	<b>23.9%</b>	<b>13.6%</b>
Transfers In	1	4	4	5	2	20.0%	66.7%	80.0%	45.5%	33.3%
Reentrants	1	1	0	4	2	20.0%	16.7%	0.0%	36.4%	33.3%
First Time Educators	3	1	1	2	2	60.0%	16.7%	20.0%	18.2%	33.3%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>5</b>	<b>10</b>	<b>8</b>	<b>-</b>	<b>13.3%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>17.4%</b>	<b>-</b>
Transfers Out	5	2	7	4	-	83.3%	40.0%	70.0%	50.0%	-
Leave Oklahoma Educ.	1	3	3	4	-	16.7%	60.0%	30.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	13.3%	11.1%	22.2%	17.4%	-
Transfers In/Out	0.20	2.00	0.57	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	6	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	25	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>45</b>

## District Report for: GEARY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	6.7%	6.7%	6.7%	4.3%	4.5%
White - Females	1	2	1	1	0	33.3%	66.7%	33.3%	50.0%	0.0%
White - Males	1	1	2	1	2	33.3%	33.3%	66.7%	50.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.4%	4.4%	4.4%	4.3%	4.5%
White - Females	1	1	1	2	2	50.0%	50.0%	50.0%	100.0%	100.0%
White - Males	1	1	1	0	0	50.0%	50.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	40	40	40	42	40	88.9%	88.9%	88.9%	91.3%	90.9%
White - Females	27	26	26	30	28	67.5%	65.0%	65.0%	71.4%	70.0%
White - Males	11	12	12	10	10	27.5%	30.0%	30.0%	23.8%	25.0%
Black - Females	1	1	1	1	1	2.5%	2.5%	2.5%	2.4%	2.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.5%	2.5%	2.5%	2.4%	2.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	2.5%	0.0%	0.0%	0.0%
25-29	3	2	4	1	2	7.5%	5.0%	10.0%	2.4%	5.3%
30-34	7	4	3	3	1	17.5%	10.0%	7.5%	7.1%	2.6%
35-39	4	4	5	4	4	10.0%	10.0%	12.5%	9.5%	10.5%
40-44	9	10	7	6	5	22.5%	25.0%	17.5%	14.3%	13.2%
45-49	10	12	12	13	12	25.0%	30.0%	30.0%	31.0%	31.6%
50-54	4	3	5	8	8	10.0%	7.5%	12.5%	19.0%	21.1%
55+	3	4	4	7	6	7.5%	10.0%	10.0%	16.7%	15.8%
<b>Average Age</b>	41.9	43.0	43.6	46.4	46.6					

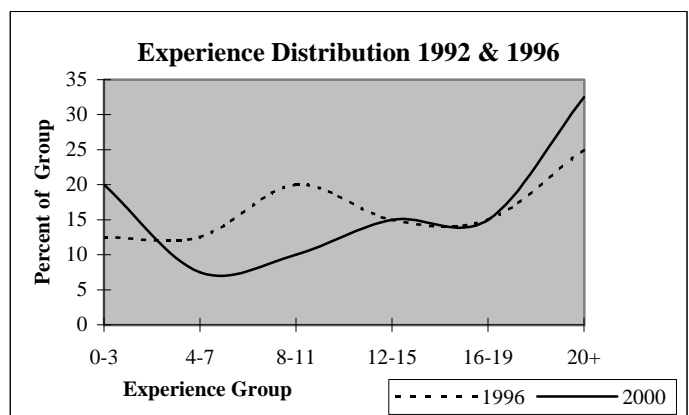
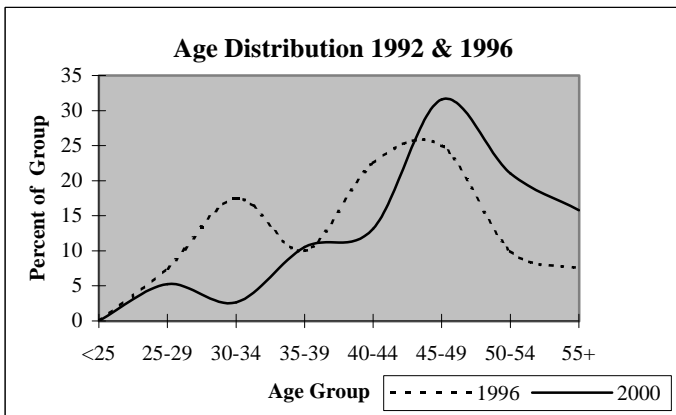
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	6	6	8	12.5%	10.0%	15.0%	14.3%	20.0%
4-7 Years	5	5	5	5	3	12.5%	12.5%	12.5%	11.9%	7.5%
8-11 Years	8	6	5	3	4	20.0%	15.0%	12.5%	7.1%	10.0%
12-15 Years	6	7	6	8	6	15.0%	17.5%	15.0%	19.0%	15.0%
16-19 Years	6	7	6	6	6	15.0%	17.5%	15.0%	14.3%	15.0%
20+ Years	10	11	12	14	13	25.0%	27.5%	30.0%	33.3%	32.5%
<b>Average Experience</b>	12.9	13.8	13.7	14.6	14.2					

## District Report for: GEARY

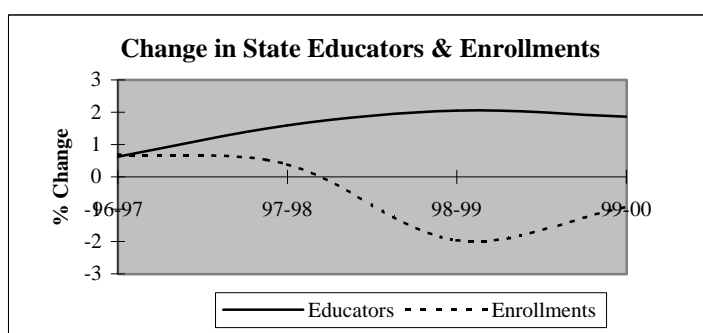
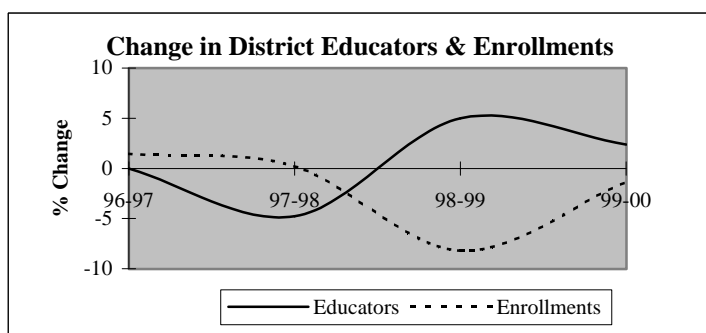
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	5	10	8	-	13.3%	11.1%	22.2%	17.4%	-
Attrition from Transfers	5	2	7	4	-	11.1%	4.4%	15.6%	8.7%	-
Attrition from Exits	1	3	3	4	-	2.2%	6.7%	6.7%	8.7%	-
<b>Teacher Attrition</b>	4	4	8	5	-	10.0%	10.0%	20.0%	11.9%	-
Attrition from Transfers	4	1	5	2	-	10.0%	2.5%	12.5%	4.8%	-
Attrition from Exits	0	3	3	3	-	0.0%	7.5%	7.5%	7.1%	-
<b>District Retention</b>										
Educator Retention	39	40	35	38	-	86.7%	88.9%	77.8%	82.6%	-
Teacher Retention	36	36	32	37	-	90.0%	90.0%	80.0%	88.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	12.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	62.5%	37.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	16.7%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.2%	2.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.1%	95.6%	97.8%	84.8%	88.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.9%	4.4%	2.2%	13.0%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CANTON

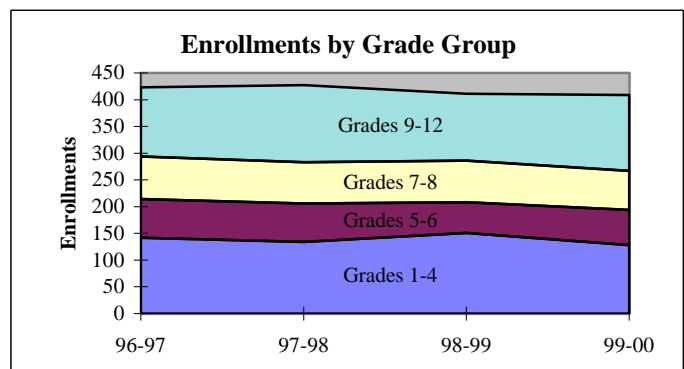
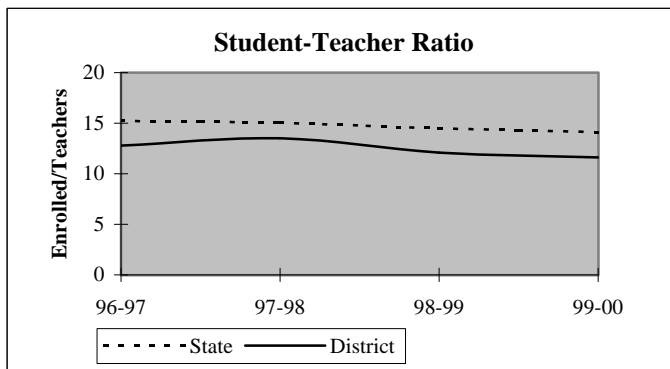


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	11.6	12.2	10.6	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.8	13.5	12.1	11.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-2	2	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-4.8%	5.0%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-32	7	1	-40	-6	-	-	-	-	-
% Change in Enrollments	-6.3%	1.5%	0.2%	-8.2%	-1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.9%	7.1%	2.5%	7.1%	11.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	5.0%	7.1%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.8%	5.0%	4.8%	4.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	2.4%	2.5%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.5	39.4	41.1	41.6	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.1	10.2	10.4	10.5	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,136	28,182	29,085	29,287	29,055	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	2.6%	2.8%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.1%	68.4%	69.4%	73.0%	73.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.3%	5.6%	5.4%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.6%	28.8%	29.6%	30.0%	31.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	17	18	17	18	38.1%	40.5%	45.0%	40.5%	41.9%
Attrition	5	5	3	3	0					
Attrition Rate	31.3%	29.4%	16.7%	17.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	24	20	21	20	59.5%	57.1%	50.0%	50.0%	46.5%
Attrition	1	2	0	1	0					
Attrition Rate	4.0%	8.3%	0.0%	4.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	4	5	2.4%	2.4%	5.0%	9.5%	11.6%
Attrition Rate	100.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	4	4	6	4.8%	7.1%	10.0%	9.5%	14.0%

## District Report for: CANTON

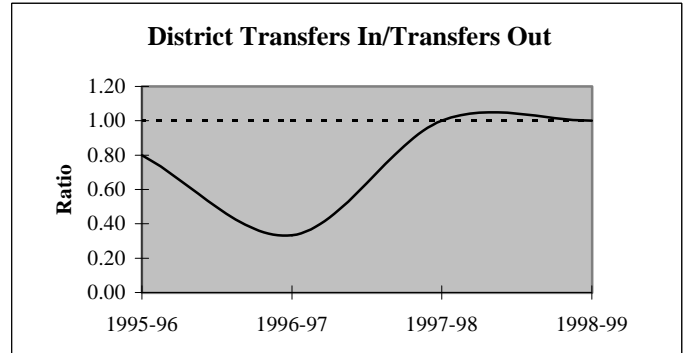
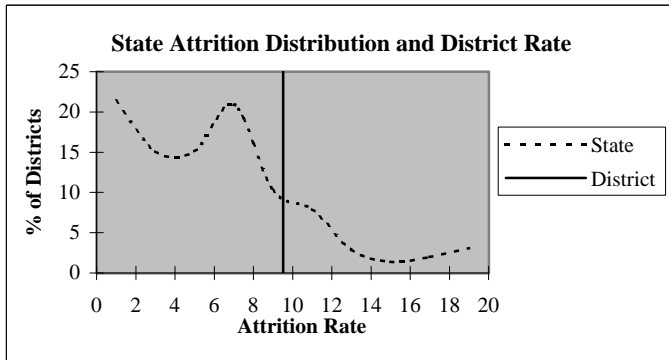
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	42	40	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	3	4.8%	4.8%	5.0%	7.1%	7.0%
Professional Staff	2	2	2	2	2	4.8%	4.8%	5.0%	4.8%	4.7%
<b>Total Teachers</b>	38	38	36	37	38	90.5%	90.5%	90.0%	88.1%	88.4%
Special Education	2	2	2	2	2	5.3%	5.3%	5.6%	5.4%	5.3%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	2.6%	2.8%	2.7%	2.6%
Elementary	16	17	16	16	17	42.1%	44.7%	44.4%	43.2%	44.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	20	18	17	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	1	2	3	2	7.9%	2.6%	5.6%	8.1%	5.3%
Art & Music	2	1	1	2	2	5.3%	2.6%	2.8%	5.4%	5.3%
Social Studies	2	2	2	1	2	5.3%	5.3%	5.6%	2.7%	5.3%
Foreign Language	1	1	1	1	0	2.6%	2.6%	2.8%	2.7%	0.0%
Math	2	2	2	2	2	5.3%	5.3%	5.6%	5.4%	5.3%
<b>Science</b>	1	1	2	2	2	2.6%	2.6%	5.6%	5.4%	5.3%
Biology	0	0	1	0	1	0.0%	0.0%	2.8%	0.0%	2.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	2.6%	2.6%	2.8%	5.4%	2.6%
Vocational Education	3	4	3	3	3	7.9%	10.5%	8.3%	8.1%	7.9%
Other	6	6	4	4	5	15.8%	15.8%	11.1%	10.8%	13.2%
<b>Total Enrollments</b>	479	486	487	447	441	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	63	60	28	31	9.4%	13.0%	12.3%	6.3%	7.0%
Grades 1-4	150	142	134	151	128	31.3%	29.2%	27.5%	33.8%	29.0%
Grades 5-6	75	72	72	57	66	15.7%	14.8%	14.8%	12.8%	15.0%
Grades 7-8	71	80	77	78	73	14.8%	16.5%	15.8%	17.4%	16.6%
Grades 9-12	138	129	144	125	142	28.8%	26.5%	29.6%	28.0%	32.2%
Ungraded	0	0	0	8	1	0.0%	0.0%	0.0%	1.8%	0.2%



## District Report for: CANTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	42	40	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	36	35	34	37	38	85.7%	83.3%	85.0%	88.1%	88.4%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>14.3%</b>	<b>16.7%</b>	<b>15.0%</b>	<b>11.9%</b>	<b>11.6%</b>
Transfers In	4	1	2	1	2	66.7%	14.3%	33.3%	20.0%	40.0%
Reentrants	1	4	2	3	1	16.7%	57.1%	33.3%	60.0%	20.0%
First Time Educators	1	2	2	1	2	16.7%	28.6%	33.3%	20.0%	40.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>16.7%</b>	<b>19.0%</b>	<b>7.5%</b>	<b>9.5%</b>	<b>-</b>
Transfers Out	5	3	2	1	-	71.4%	37.5%	66.7%	25.0%	-
Leave Oklahoma Educ.	2	5	1	3	-	28.6%	62.5%	33.3%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	19.0%	7.5%	9.5%	-
Transfers In/Out	0.80	0.33	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	29	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	42



## District Report for: CANTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	3	3	4.8%	4.8%	5.0%	7.1%	7.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.8%	4.8%	5.0%	4.8%	4.7%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	38	36	37	38	90.5%	90.5%	90.0%	88.1%	88.4%
White - Females	27	26	25	27	28	71.1%	68.4%	69.4%	73.0%	73.7%
White - Males	11	11	10	10	10	28.9%	28.9%	27.8%	27.0%	26.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	0	0	0.0%	2.6%	2.8%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	2.6%	0.0%	0.0%	0.0%	0.0%
25-29	8	9	6	6	1	21.1%	24.3%	17.1%	16.7%	2.7%
30-34	5	4	4	5	8	13.2%	10.8%	11.4%	13.9%	21.6%
35-39	6	5	4	2	2	15.8%	13.5%	11.4%	5.6%	5.4%
40-44	8	8	7	7	6	21.1%	21.6%	20.0%	19.4%	16.2%
45-49	5	5	6	8	9	13.2%	13.5%	17.1%	22.2%	24.3%
50-54	2	4	7	7	10	5.3%	10.8%	20.0%	19.4%	27.0%
55+	3	2	1	1	1	7.9%	5.4%	2.9%	2.8%	2.7%
<b>Average Age</b>	38.5	39.4	41.1	41.6	43.4					

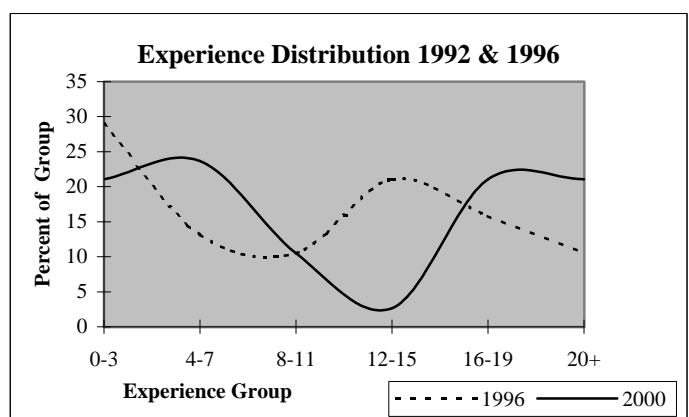
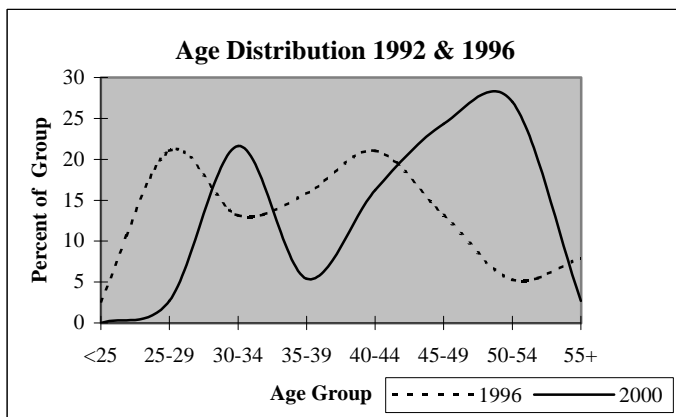
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	10	8	10	8	28.9%	26.3%	22.2%	27.0%	21.1%
4-7 Years	5	7	10	7	9	13.2%	18.4%	27.8%	18.9%	23.7%
8-11 Years	4	4	1	4	4	10.5%	10.5%	2.8%	10.8%	10.5%
12-15 Years	8	7	3	2	1	21.1%	18.4%	8.3%	5.4%	2.6%
16-19 Years	6	5	9	10	8	15.8%	13.2%	25.0%	27.0%	21.1%
20+ Years	4	5	5	4	8	10.5%	13.2%	13.9%	10.8%	21.1%
<b>Average Experience</b>	10.1	10.2	10.4	10.5	11.7					

## District Report for: CANTON

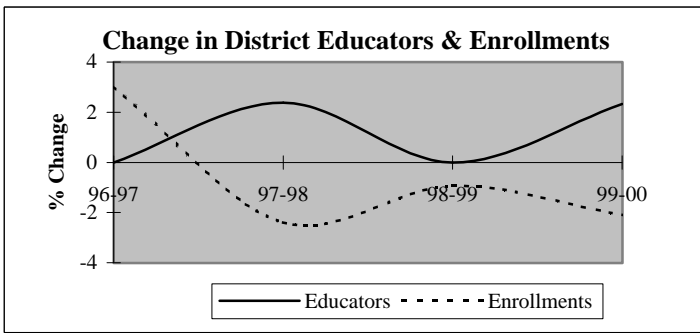
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	8	3	4	-	16.7%	19.0%	7.5%	9.5%	-
Attrition from Transfers	5	3	2	1	-	11.9%	7.1%	5.0%	2.4%	-
Attrition from Exits	2	5	1	3	-	4.8%	11.9%	2.5%	7.1%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>15.8%</b>	<b>21.1%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>-</b>
Attrition from Transfers	5	3	2	1	-	13.2%	7.9%	5.6%	2.7%	-
Attrition from Exits	1	5	1	2	-	2.6%	13.2%	2.8%	5.4%	-
<b>District Retention</b>										
Educator Retention	35	34	37	38	-	83.3%	81.0%	92.5%	90.5%	-
Teacher Retention	32	30	33	34	-	84.2%	78.9%	91.7%	91.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	7.1%	92.9%	78.2%	9.6%	87.8%
1 Year of Experience	64.3%	21.4%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	77.8%	0.0%	77.8%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	30.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	9.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.8%	2.4%	5.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.5%	81.0%	85.0%	90.5%	93.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	16.7%	10.0%	9.5%	7.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SILO

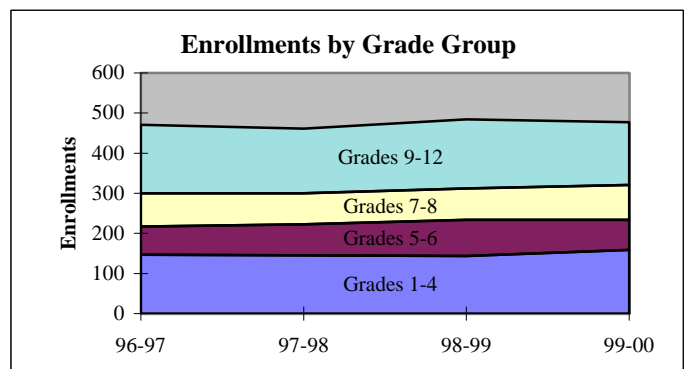
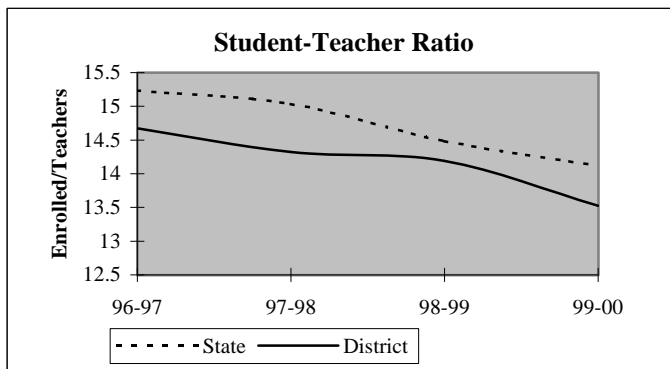


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.9	12.3	12.2	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	14.7	14.3	14.2	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	1	0	1	-	-	-	-	-
% Change in Educators	2.4%	0.0%	2.4%	0.0%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	16	-13	-5	-11	-	-	-	-	-
% Change in Enrollments	-0.4%	3.0%	-2.4%	-0.9%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	2.4%	4.7%	2.3%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	9.3%	7.0%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	4.8%	4.7%	7.0%	6.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.1%	7.1%	7.0%	7.0%	4.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	25.0%	33.3%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	43.2	44.2	43.8	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	12.2	13.1	13.3	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,736	29,005	29,805	30,518	30,282	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	5.4%	5.4%	5.4%	5.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	86.5%	86.5%	78.4%	76.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	10.8%	8.1%	8.1%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	33.0%	36.6%	50.8%	48.6%	46.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	10	9	10	10	33.3%	23.8%	20.9%	23.3%	22.7%
Attrition	2	0	1	2	0					
Attrition Rate	14.3%	0.0%	11.1%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	26	31	32	31	29	61.9%	73.8%	74.4%	72.1%	65.9%
Attrition	1	0	4	4	0					
Attrition Rate	3.8%	0.0%	12.5%	12.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	2	2	5	4.8%	2.4%	4.7%	4.7%	11.4%
Attrition	1	0	1	0	0					
Attrition Rate	50.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	4	5	6	4.8%	2.4%	9.3%	11.6%	13.6%

## District Report for: SILO

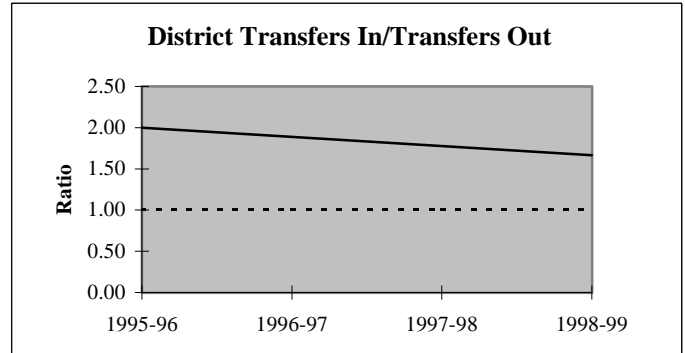
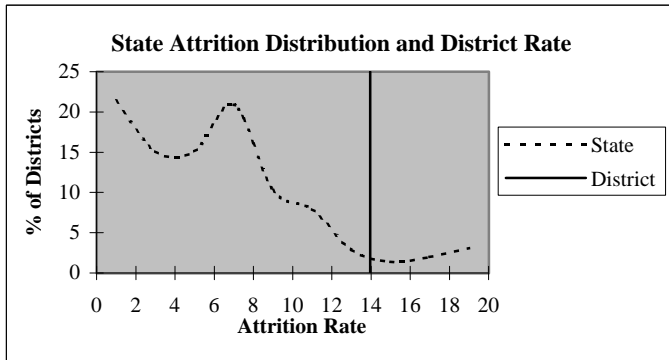
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	42	43	43	44	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	4	3	3	7.1%	7.1%	9.3%	7.0%	6.8%
Professional Staff	3	2	2	3	3	7.1%	4.8%	4.7%	7.0%	6.8%
<b>Total Teachers</b>	36	37	37	37	38	85.7%	88.1%	86.0%	86.0%	86.4%
Special Education	4	4	3	3	3	11.1%	10.8%	8.1%	8.1%	7.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	16	16	15	18	38.9%	43.2%	43.2%	40.5%	47.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	17	18	19	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	4	4	3	8.3%	8.1%	10.8%	10.8%	7.9%
Art & Music	1	1	1	1	1	2.8%	2.7%	2.7%	2.7%	2.6%
Social Studies	2	2	2	2	2	5.6%	5.4%	5.4%	5.4%	5.3%
Foreign Language	1	1	1	1	1	2.8%	2.7%	2.7%	2.7%	2.6%
Math	3	3	3	3	3	8.3%	8.1%	8.1%	8.1%	7.9%
<b>Science</b>	2	2	2	2	1	5.6%	5.4%	5.4%	5.4%	2.6%
Biology	1	1	1	1	0	2.8%	2.7%	2.7%	2.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.8%	2.7%	2.7%	2.7%	2.6%
Vocational Education	5	4	4	4	4	13.9%	10.8%	10.8%	10.8%	10.5%
Other	1	1	1	2	2	2.8%	2.7%	2.7%	5.4%	5.3%
<b>Total Enrollments</b>	527	543	530	525	514	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	64	72	69	34	37	12.1%	13.3%	13.0%	6.5%	7.2%
Grades 1-4	147	147	145	144	159	27.9%	27.1%	27.4%	27.4%	30.9%
Grades 5-6	76	70	78	90	75	14.4%	12.9%	14.7%	17.1%	14.6%
Grades 7-8	87	83	77	78	87	16.5%	15.3%	14.5%	14.9%	16.9%
Grades 9-12	151	171	161	172	156	28.7%	31.5%	30.4%	32.8%	30.4%
Ungraded	2	0	0	7	0	0.4%	0.0%	0.0%	1.3%	0.0%



## District Report for: SILO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	42	43	43	44	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	38	42	37	37	90.5%	90.5%	97.7%	86.0%	84.1%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>9.5%</b>	<b>9.5%</b>	<b>2.3%</b>	<b>14.0%</b>	<b>15.9%</b>
Transfers In	2	3	1	5	3	50.0%	75.0%	100.0%	83.3%	42.9%
Reentrants	0	1	0	1	3	0.0%	25.0%	0.0%	16.7%	42.9%
First Time Educators	2	0	0	0	1	50.0%	0.0%	0.0%	0.0%	14.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>9.5%</b>	<b>0.0%</b>	<b>14.0%</b>	<b>14.0%</b>	<b>-</b>
Transfers Out	1	0	0	3	-	25.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	3	0	6	3	-	75.0%	0.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	9.5%	0.0%	14.0%	14.0%	-
Transfers In/Out	2.00	nc	nc	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	33	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>42</b>

## District Report for: SILO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	4	3	3	7.1%	7.1%	9.3%	7.0%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	3	2	3	66.7%	66.7%	75.0%	66.7%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	0	33.3%	33.3%	25.0%	33.3%	0.0%
<b>Professional Staff</b>	3	2	2	3	3	7.1%	4.8%	4.7%	7.0%	6.8%
White - Females	2	2	2	3	3	66.7%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	37	37	37	38	85.7%	88.1%	86.0%	86.0%	86.4%
White - Females	28	30	30	27	27	77.8%	81.1%	81.1%	73.0%	71.1%
White - Males	6	5	5	8	9	16.7%	13.5%	13.5%	21.6%	23.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	5.6%	5.4%	5.4%	5.4%	5.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	2.8%	0.0%	0.0%	0.0%	0.0%
25-29	5	4	4	2	3	13.9%	10.8%	10.8%	5.4%	7.9%
30-34	4	5	2	4	5	11.1%	13.5%	5.4%	10.8%	13.2%
35-39	5	4	6	6	4	13.9%	10.8%	16.2%	16.2%	10.5%
40-44	5	6	5	5	4	13.9%	16.2%	13.5%	13.5%	10.5%
45-49	7	8	8	9	9	19.4%	21.6%	21.6%	24.3%	23.7%
50-54	5	6	8	8	8	13.9%	16.2%	21.6%	21.6%	21.1%
55+	4	4	4	3	5	11.1%	10.8%	10.8%	8.1%	13.2%
<b>Average Age</b>	41.4	43.2	44.2	43.8	44.5					

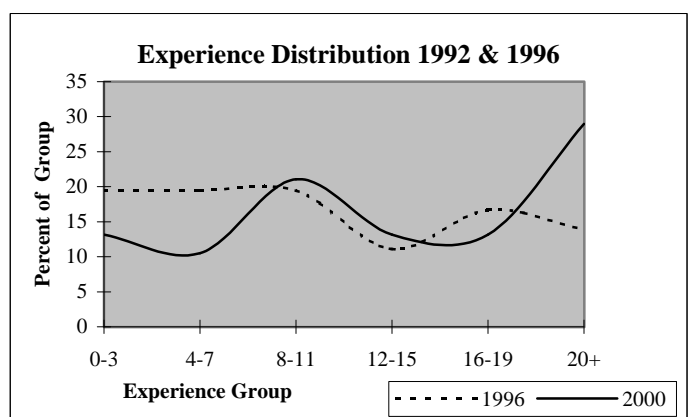
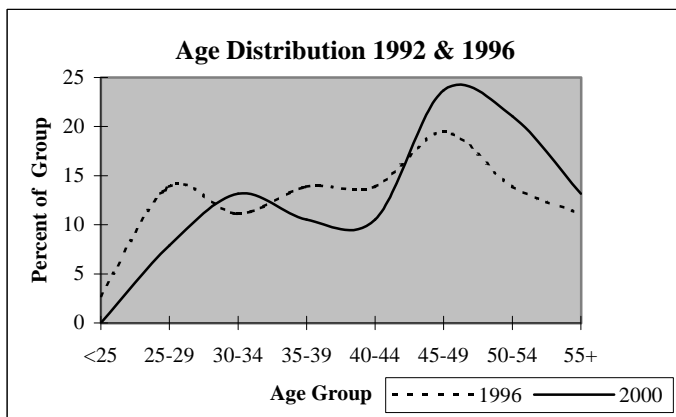
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	5	4	4	5	19.4%	13.5%	10.8%	10.8%	13.2%
4-7 Years	7	5	5	6	4	19.4%	13.5%	13.5%	16.2%	10.5%
8-11 Years	7	10	8	7	8	19.4%	27.0%	21.6%	18.9%	21.1%
12-15 Years	4	4	6	6	5	11.1%	10.8%	16.2%	16.2%	13.2%
16-19 Years	6	8	5	5	5	16.7%	21.6%	13.5%	13.5%	13.2%
20+ Years	5	5	9	9	11	13.9%	13.5%	24.3%	24.3%	28.9%
<b>Average Experience</b>	11.0	12.2	13.1	13.3	13.9					

## District Report for: SILO

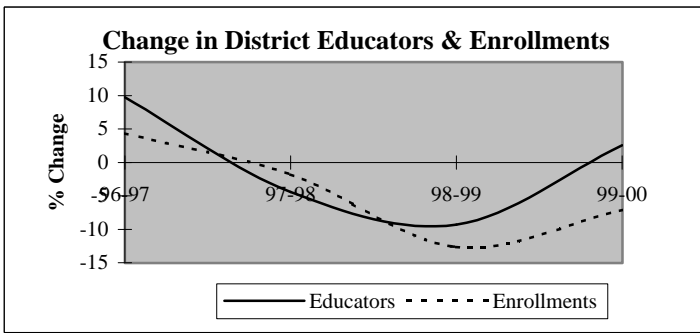
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	0	6	6	-	9.5%	0.0%	14.0%	14.0%	-
Attrition from Transfers	1	0	0	3	-	2.4%	0.0%	0.0%	7.0%	-
Attrition from Exits	3	0	6	3	-	7.1%	0.0%	14.0%	7.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>8.3%</b>	<b>0.0%</b>	<b>10.8%</b>	<b>13.5%</b>	<b>-</b>
Attrition from Transfers	1	0	0	3	-	2.8%	0.0%	0.0%	8.1%	-
Attrition from Exits	2	0	4	2	-	5.6%	0.0%	10.8%	5.4%	-
<b>District Retention</b>										
Educator Retention	38	42	37	37	-	90.5%	100.0%	86.0%	86.0%	-
Teacher Retention	33	37	33	32	-	91.7%	100.0%	89.2%	86.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	62.5%	25.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	0.0%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.3%	0.0%	4.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	97.6%	97.7%	97.7%	86.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	2.4%	0.0%	2.3%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ROCK CREEK



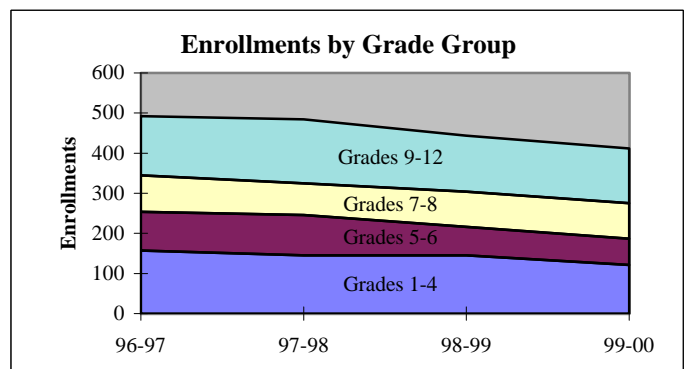
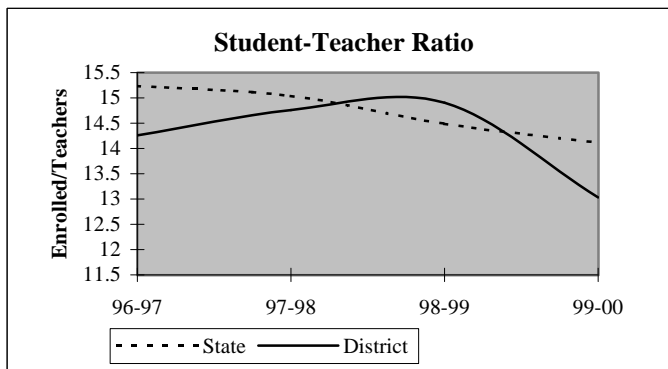
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.4	12.7	12.2	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	14.3	14.8	14.9	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	4	-2	-4	1	-	-	-	-	-
% Change in Educators	-2.4%	9.8%	-4.4%	-9.3%	2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	30	23	-10	-69	-34	-	-	-	-	-
% Change in Enrollments	6.0%	4.3%	-1.8%	-12.6%	-7.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	11.1%	2.3%	5.1%	5.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	6.7%	7.0%	7.7%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.3%	6.7%	7.0%	10.3%	10.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.8%	8.9%	7.0%	7.7%	5.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	42.1	42.9	44.6	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	12.5	12.5	13.0	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,091	26,590	29,440	29,507	30,506	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.6%	7.7%	8.1%	9.4%	5.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.1%	71.8%	75.7%	71.9%	73.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.7%	5.1%	5.4%	6.3%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.1%	27.5%	31.7%	31.6%	34.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	15	14	9	8	34.1%	33.3%	32.6%	23.1%	20.0%
Attrition	1	2	4	1	0					
Attrition Rate	7.1%	13.3%	28.6%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	26	29	28	28	28	63.4%	64.4%	65.1%	71.8%	70.0%
Attrition	0	3	5	2	0					
Attrition Rate	0.0%	10.3%	17.9%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	2	4	2.4%	2.2%	2.3%	5.1%	10.0%
Attrition Rate	100.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	2	4	4	2.4%	4.4%	4.7%	10.3%	10.0%



## District Report for: ROCK CREEK

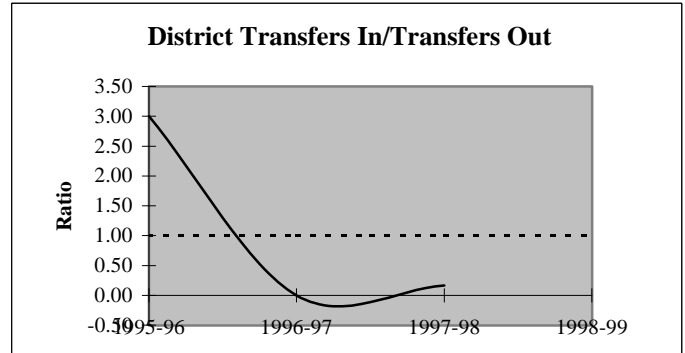
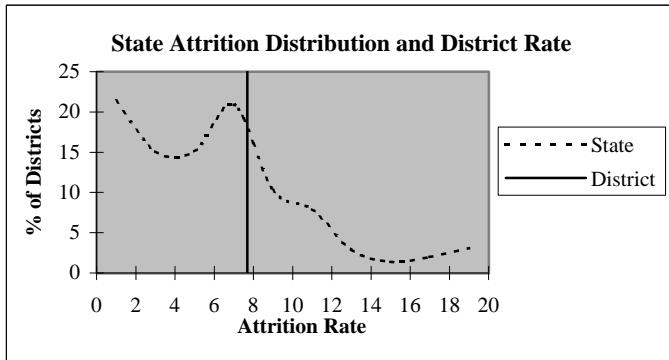
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	45	43	39	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	2	7.3%	6.7%	7.0%	7.7%	5.0%
Professional Staff	3	3	3	4	4	7.3%	6.7%	7.0%	10.3%	10.0%
<b>Total Teachers</b>	35	39	37	32	34	85.4%	86.7%	86.0%	82.1%	85.0%
Special Education	2	2	2	2	2	5.7%	5.1%	5.4%	6.3%	5.9%
Pre-K & Kindergarten	0	1	1	0	0	0.0%	2.6%	2.7%	0.0%	0.0%
Elementary	17	18	18	15	16	48.6%	46.2%	48.6%	46.9%	47.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	16	18	16	15	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	4	3	3	8.6%	7.7%	10.8%	9.4%	8.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	5.7%	5.1%	5.4%	6.3%	5.9%
Foreign Language	0	1	0	0	0	0.0%	2.6%	0.0%	0.0%	0.0%
Math	4	3	3	3	3	11.4%	7.7%	8.1%	9.4%	8.8%
<b>Science</b>	2	2	2	2	2	5.7%	5.1%	5.4%	6.3%	5.9%
Biology	0	2	0	0	0	0.0%	5.1%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	2	2	2	5.7%	0.0%	5.4%	6.3%	5.9%
Vocational Education	3	4	4	4	4	8.6%	10.3%	10.8%	12.5%	11.8%
Other	2	3	1	1	2	5.7%	7.7%	2.7%	3.1%	5.9%
<b>Total Enrollments</b>	533	556	546	477	443	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	53	64	62	33	31	9.9%	11.5%	11.4%	6.9%	7.0%
Grades 1-4	162	157	145	145	121	30.4%	28.2%	26.6%	30.4%	27.3%
Grades 5-6	73	97	101	71	66	13.7%	17.4%	18.5%	14.9%	14.9%
Grades 7-8	91	91	79	88	88	17.1%	16.4%	14.5%	18.4%	19.9%
Grades 9-12	154	147	159	140	137	28.9%	26.4%	29.1%	29.4%	30.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ROCK CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	45	43	39	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	36	39	39	34	36	87.8%	86.7%	90.7%	87.2%	90.0%
<b>Newly Hired</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>12.2%</b>	<b>13.3%</b>	<b>9.3%</b>	<b>12.8%</b>	<b>10.0%</b>
Transfers In	3	0	1	1	1	60.0%	0.0%	25.0%	20.0%	25.0%
Reentrants	1	2	2	1	3	20.0%	33.3%	50.0%	20.0%	75.0%
First Time Educators	1	4	1	3	0	20.0%	66.7%	25.0%	60.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>6</b>	<b>9</b>	<b>3</b>	<b>-</b>	<b>4.9%</b>	<b>13.3%</b>	<b>20.9%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	1	4	6	0	-	50.0%	66.7%	66.7%	0.0%	-
Leave Oklahoma Educ.	1	2	3	3	-	50.0%	33.3%	33.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	4.9%	13.3%	20.9%	7.7%	-
Transfers In/Out	3.00	0.00	0.17	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	35	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	41

## District Report for: ROCK CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	2	7.3%	6.7%	7.0%	7.7%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	3	3	2	66.7%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	4	4	7.3%	6.7%	7.0%	10.3%	10.0%
White - Females	3	3	3	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	39	37	32	34	85.4%	86.7%	86.0%	82.1%	85.0%
White - Females	24	25	25	20	23	68.6%	64.1%	67.6%	62.5%	67.6%
White - Males	8	11	9	9	9	22.9%	28.2%	24.3%	28.1%	26.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	2	8.6%	7.7%	8.1%	9.4%	5.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	2.6%	0.0%	0.0%	0.0%
25-29	4	2	3	0	1	11.4%	5.3%	8.3%	0.0%	3.0%
30-34	5	6	6	6	5	14.3%	15.8%	16.7%	19.4%	15.2%
35-39	5	6	4	4	4	14.3%	15.8%	11.1%	12.9%	12.1%
40-44	9	9	6	4	6	25.7%	23.7%	16.7%	12.9%	18.2%
45-49	6	7	8	7	8	17.1%	18.4%	22.2%	22.6%	24.2%
50-54	4	4	6	5	3	11.4%	10.5%	16.7%	16.1%	9.1%
55+	2	3	3	5	6	5.7%	7.9%	8.3%	16.1%	18.2%
<b>Average Age</b>	41.7	42.1	42.9	44.6	45.0					

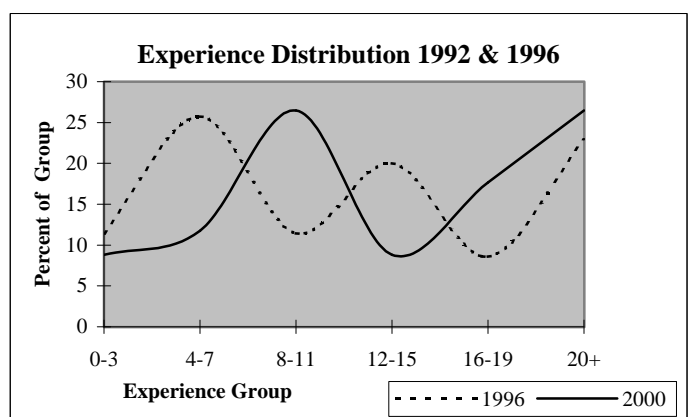
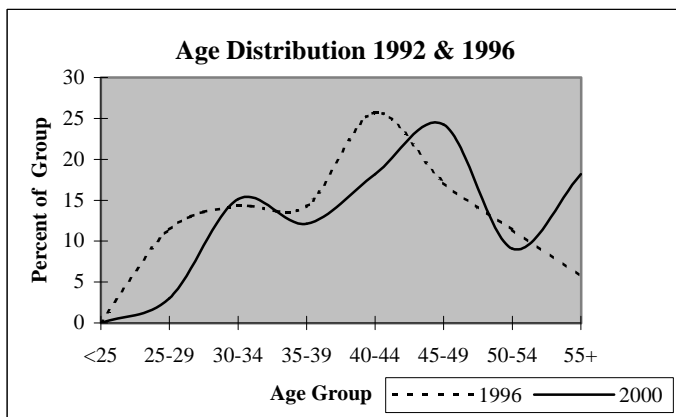
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	6	4	3	11.4%	12.8%	16.2%	12.5%	8.8%
4-7 Years	9	9	7	4	4	25.7%	23.1%	18.9%	12.5%	11.8%
8-11 Years	4	7	5	8	9	11.4%	17.9%	13.5%	25.0%	26.5%
12-15 Years	7	4	3	3	3	20.0%	10.3%	8.1%	9.4%	8.8%
16-19 Years	3	5	7	5	6	8.6%	12.8%	18.9%	15.6%	17.6%
20+ Years	8	9	9	8	9	22.9%	23.1%	24.3%	25.0%	26.5%
<b>Average Experience</b>	12.4	12.5	12.5	13.0	14.2					

## District Report for: ROCK CREEK

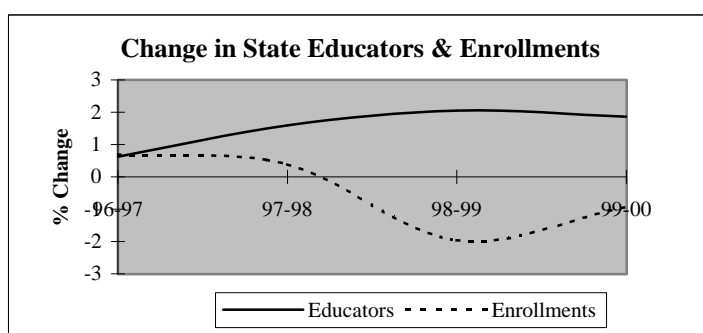
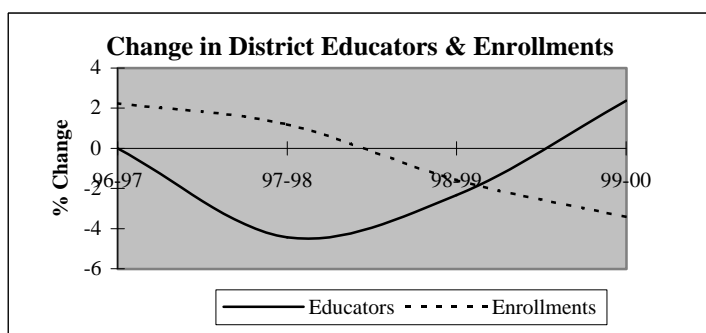
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	6	9	3	-	4.9%	13.3%	20.9%	7.7%	-
Attrition from Transfers	1	4	6	0	-	2.4%	8.9%	14.0%	0.0%	-
Attrition from Exits	1	2	3	3	-	2.4%	4.4%	7.0%	7.7%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>-</b>	<b>5.7%</b>	<b>12.8%</b>	<b>18.9%</b>	<b>9.4%</b>	<b>-</b>
Attrition from Transfers	1	3	5	0	-	2.9%	7.7%	13.5%	0.0%	-
Attrition from Exits	1	2	2	3	-	2.9%	5.1%	5.4%	9.4%	-
<b>District Retention</b>										
Educator Retention	39	39	34	36	-	95.1%	86.7%	79.1%	92.3%	-
Teacher Retention	33	34	30	29	-	94.3%	87.2%	81.1%	90.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	55.6%	11.1%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	40.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	10.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	86.7%	90.7%	89.7%	92.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.9%	13.3%	7.0%	10.3%	7.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ACHILLE

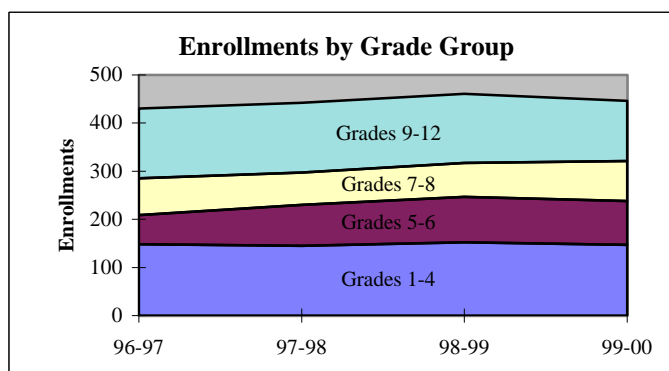
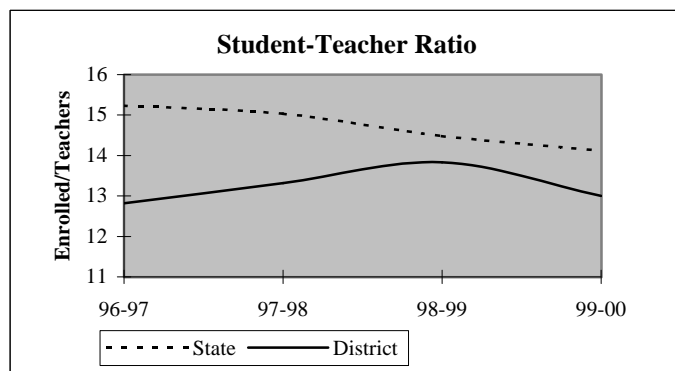


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	11.1	11.8	11.9	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	12.8	13.3	13.8	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-2	-1	1	-	-	-	-	-
% Change in Educators	2.3%	0.0%	-4.4%	-2.3%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-20	11	6	-8	-17	-	-	-	-	-
% Change in Enrollments	-3.9%	2.2%	1.2%	-1.6%	-3.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	17.8%	11.6%	16.7%	14.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.9%	11.1%	9.3%	9.5%	9.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.2%	2.2%	2.3%	4.8%	4.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	6.7%	4.7%	4.8%	4.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.4%	4.4%	4.7%	4.8%	4.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	40.3	43.3	42.7	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.4	10.5	13.2	12.6	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	26,504	24,388	27,106	26,087	26,708	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.5%	7.7%	5.3%	5.6%	5.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.5%	69.2%	71.1%	72.2%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.1%	5.3%	8.3%	5.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.4%	30.4%	30.4%	22.6%	21.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	21	21	18	17	16	46.7%	46.7%	41.9%	40.5%	37.2%
Attrition	6	6	3	1	0					
Attrition Rate	28.6%	28.6%	16.7%	5.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	19	17	16	19	42.2%	42.2%	39.5%	38.1%	44.2%
Attrition	2	0	3	0	0					
Attrition Rate	10.5%	0.0%	17.6%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	8	9	8	11.1%	11.1%	18.6%	21.4%	18.6%
Attrition	0	0	2	3	0					
Attrition Rate	0.0%	0.0%	25.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	7	12	10	9	11.1%	15.6%	27.9%	23.8%	20.9%

## District Report for: ACHILLE

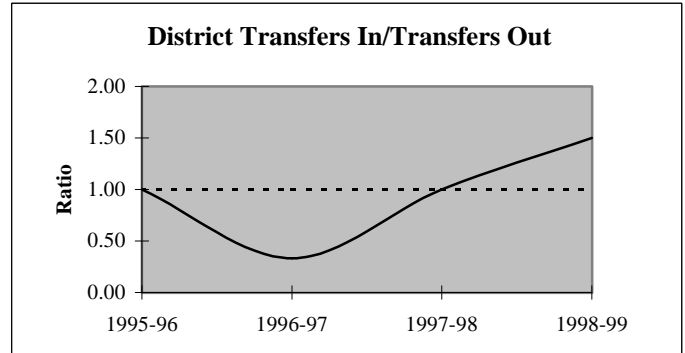
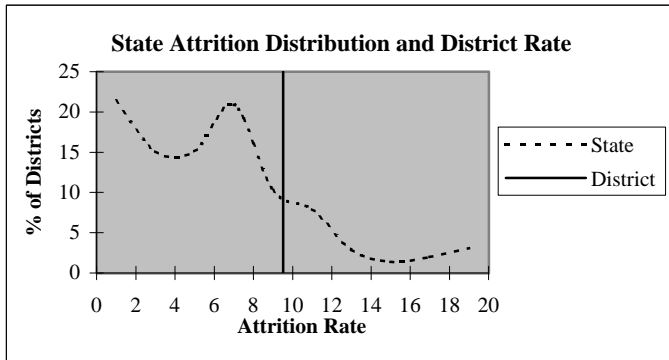
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	45	43	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	5	4	4	4	8.9%	11.1%	9.3%	9.5%	9.3%
Professional Staff	1	1	1	2	2	2.2%	2.2%	2.3%	4.8%	4.7%
<b>Total Teachers</b>	40	39	38	36	37	88.9%	86.7%	88.4%	85.7%	86.0%
Special Education	2	2	2	3	2	5.0%	5.1%	5.3%	8.3%	5.4%
Pre-K & Kindergarten	1	1	2	2	2	2.5%	2.6%	5.3%	5.6%	5.4%
Elementary	20	19	19	17	19	50.0%	48.7%	50.0%	47.2%	51.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	15	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	5.0%	5.1%	5.3%	5.6%	5.4%
Art & Music	2	1	0	0	0	5.0%	2.6%	0.0%	0.0%	0.0%
Social Studies	2	3	3	4	3	5.0%	7.7%	7.9%	11.1%	8.1%
Foreign Language	1	1	1	1	1	2.5%	2.6%	2.6%	2.8%	2.7%
Math	1	1	1	1	2	2.5%	2.6%	2.6%	2.8%	5.4%
<b>Science</b>	1	1	1	1	1	2.5%	2.6%	2.6%	2.8%	2.7%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	2.8%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	2.5%	2.6%	2.6%	0.0%	0.0%
Vocational Education	3	4	4	3	3	7.5%	10.3%	10.5%	8.3%	8.1%
Other	5	4	3	2	2	12.5%	10.3%	7.9%	5.6%	5.4%
<b>Total Enrollments</b>	489	500	506	498	481	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	55	70	64	37	35	11.2%	14.0%	12.6%	7.4%	7.3%
Grades 1-4	152	148	145	152	147	31.1%	29.6%	28.7%	30.5%	30.6%
Grades 5-6	62	61	85	95	91	12.7%	12.2%	16.8%	19.1%	18.9%
Grades 7-8	70	76	67	70	83	14.3%	15.2%	13.2%	14.1%	17.3%
Grades 9-12	150	145	145	144	125	30.7%	29.0%	28.7%	28.9%	26.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ACHILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	45	43	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	37	39	35	38	84.4%	82.2%	90.7%	83.3%	88.4%
<b>Newly Hired</b>	<b>7</b>	<b>8</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>15.6%</b>	<b>17.8%</b>	<b>9.3%</b>	<b>16.7%</b>	<b>11.6%</b>
Transfers In	2	1	2	3	0	28.6%	12.5%	50.0%	42.9%	0.0%
Reentrants	2	2	2	1	2	28.6%	25.0%	50.0%	14.3%	40.0%
First Time Educators	3	5	0	3	3	42.9%	62.5%	0.0%	42.9%	60.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>4</b>	<b>-</b>	<b>17.8%</b>	<b>13.3%</b>	<b>18.6%</b>	<b>9.5%</b>	<b>-</b>
Transfers Out	2	3	2	2	-	25.0%	50.0%	25.0%	50.0%	-
Leave Oklahoma Educ.	6	3	6	2	-	75.0%	50.0%	75.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	17.8%	13.3%	18.6%	9.5%	-
Transfers In/Out	1.00	0.33	1.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	40	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	45

## District Report for: ACHILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	5	4	4	4	8.9%	11.1%	9.3%	9.5%	9.3%
White - Females	2	2	2	2	2	50.0%	40.0%	50.0%	50.0%	50.0%
White - Males	2	3	2	2	2	50.0%	60.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	2	2	2.2%	2.2%	2.3%	4.8%	4.7%
White - Females	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	40	39	38	36	37	88.9%	86.7%	88.4%	85.7%	86.0%
White - Females	28	26	25	24	25	70.0%	66.7%	65.8%	66.7%	67.6%
White - Males	9	10	11	10	10	22.5%	25.6%	28.9%	27.8%	27.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	2	2	2.5%	2.6%	5.3%	5.6%	5.4%
Other - Males	2	2	0	0	0	5.0%	5.1%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	1	2	2.5%	2.6%	2.7%	2.9%	5.7%
25-29	11	10	4	4	3	27.5%	25.6%	10.8%	11.4%	8.6%
30-34	2	4	6	6	6	5.0%	10.3%	16.2%	17.1%	17.1%
35-39	11	6	4	3	3	27.5%	15.4%	10.8%	8.6%	8.6%
40-44	3	5	7	7	9	7.5%	12.8%	18.9%	20.0%	25.7%
45-49	1	2	2	3	3	2.5%	5.1%	5.4%	8.6%	8.6%
50-54	6	4	2	2	2	15.0%	10.3%	5.4%	5.7%	5.7%
55+	5	7	11	9	7	12.5%	17.9%	29.7%	25.7%	20.0%
<b>Average Age</b>	39.7	40.3	43.3	42.7	41.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	14	8	7	9	27.5%	35.9%	21.1%	19.4%	24.3%
4-7 Years	10	7	10	9	6	25.0%	17.9%	26.3%	25.0%	16.2%
8-11 Years	4	1	1	4	8	10.0%	2.6%	2.6%	11.1%	21.6%
12-15 Years	4	4	4	3	3	10.0%	10.3%	10.5%	8.3%	8.1%
16-19 Years	3	5	4	5	3	7.5%	12.8%	10.5%	13.9%	8.1%
20+ Years	8	8	11	8	8	20.0%	20.5%	28.9%	22.2%	21.6%
<b>Average Experience</b>	10.4	10.5	13.2	12.6	12.0					

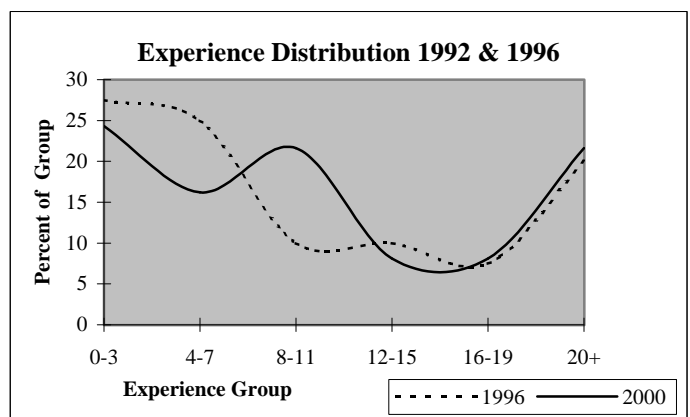
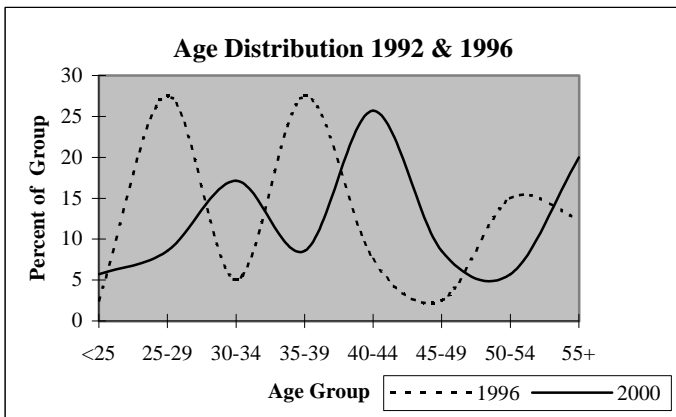


# District Report for: ACHILLE

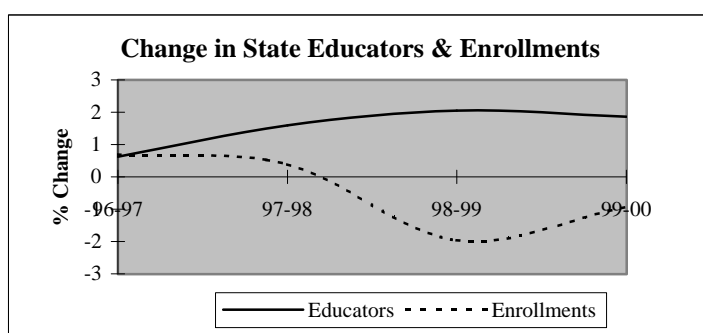
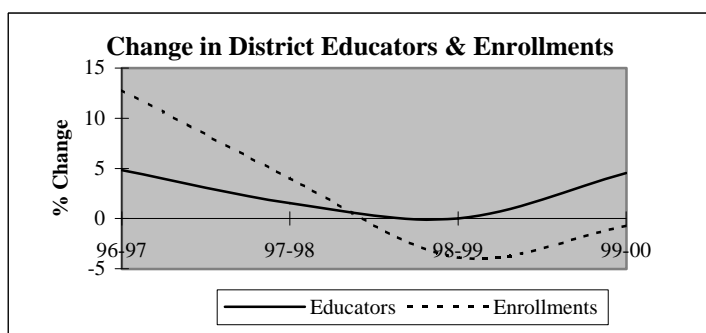
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	6	8	4	-	17.8%	13.3%	18.6%	9.5%	-
Attrition from Transfers	2	3	2	2	-	4.4%	6.7%	4.7%	4.8%	-
Attrition from Exits	6	3	6	2	-	13.3%	6.7%	14.0%	4.8%	-
<b>Teacher Attrition</b>	8	6	6	4	-	20.0%	15.4%	15.8%	11.1%	-
Attrition from Transfers	2	3	1	2	-	5.0%	7.7%	2.6%	5.6%	-
Attrition from Exits	6	3	5	2	-	15.0%	7.7%	13.2%	5.6%	-
<b>District Retention</b>										
Educator Retention	37	39	35	38	-	82.2%	86.7%	81.4%	90.5%	-
Teacher Retention	32	33	32	32	-	80.0%	84.6%	84.2%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	70.0%	10.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	0.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	69.2%	15.4%	84.6%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	10.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	16.7%	91.7%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	10.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.4%	6.7%	11.6%	7.1%	4.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.4%	77.8%	83.7%	81.0%	83.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	15.6%	4.7%	11.9%	11.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COLBERT

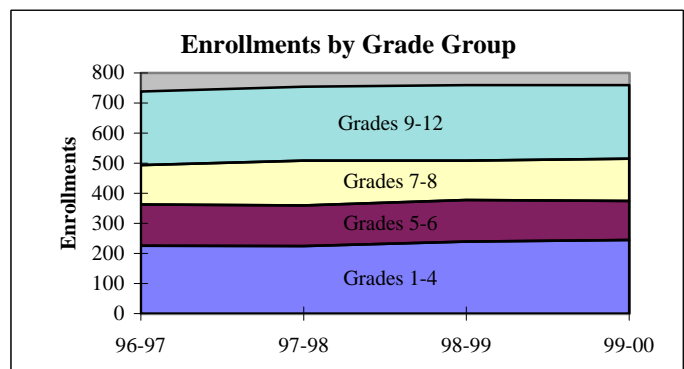
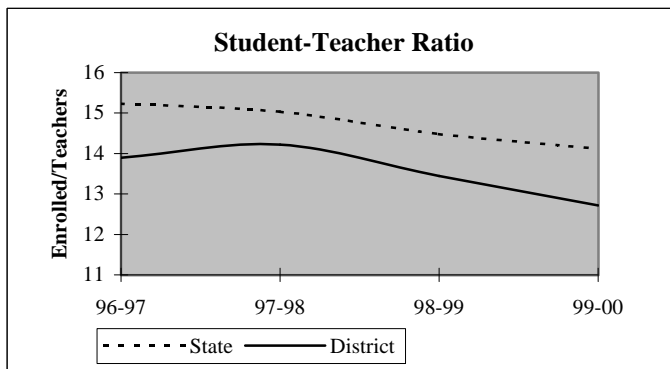


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	12.6	12.9	12.4	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	13.9	14.2	13.4	12.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	3	1	0	3	-	-	-	-	-
% Change in Educators	0.0%	4.8%	1.5%	0.0%	4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-20	93	33	-33	-6	-	-	-	-	-
% Change in Enrollments	-2.7%	12.8%	4.0%	-3.9%	-0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.6%	4.5%	6.1%	7.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.6%	4.5%	4.5%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.6%	4.5%	3.0%	2.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.5%	6.2%	9.1%	10.6%	10.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	1.5%	1.5%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	42.7	43.0	43.1	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.9	14.2	14.3	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,205	29,859	29,915	29,796	29,587	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.1%	6.8%	8.3%	9.8%	9.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.8%	74.6%	70.0%	72.1%	71.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.4%	6.8%	6.7%	6.6%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.5%	36.7%	43.3%	44.8%	42.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	24	20	19	15	19	38.7%	30.8%	28.8%	22.7%	27.5%
Attrition	3	3	1	1	0					
Attrition Rate	12.5%	15.0%	5.3%	6.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	34	38	37	41	40	54.8%	58.5%	56.1%	62.1%	58.0%
Attrition	0	3	1	3	0					
Attrition Rate	0.0%	7.9%	2.7%	7.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	7	10	10	10	6.5%	10.8%	15.2%	15.2%	14.5%
Attrition Rate	0.0%	28.6%	20.0%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	7	9	11	14	11	11.3%	13.8%	16.7%	21.2%	15.9%

## District Report for: COLBERT

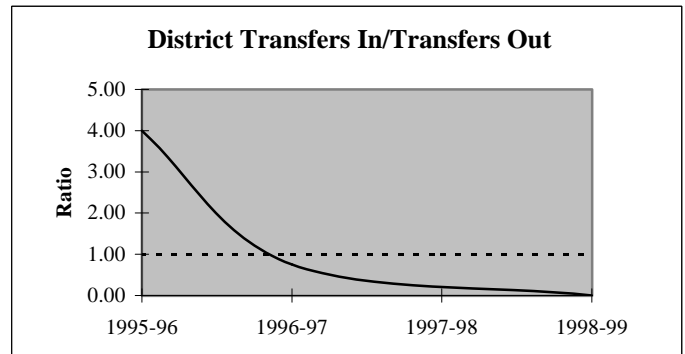
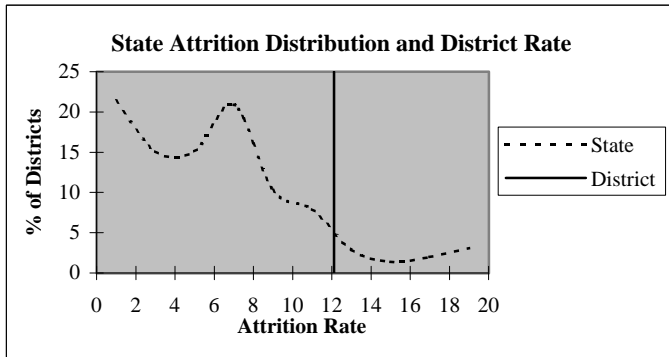
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	62	65	66	66	69	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	4.8%	4.6%	4.5%	4.5%	4.3%
Professional Staff	3	3	3	2	2	4.8%	4.6%	4.5%	3.0%	2.9%
<b>Total Teachers</b>	56	59	60	61	64	90.3%	90.8%	90.9%	92.4%	92.8%
Special Education	3	4	4	4	4	5.4%	6.8%	6.7%	6.6%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	28	29	28	30	30	50.0%	49.2%	46.7%	49.2%	46.9%
<b>Middle School</b>	5	6	4	6	6	8.9%	10.2%	6.7%	9.8%	9.4%
Language Arts	2	2	2	3	2	3.6%	3.4%	3.3%	4.9%	3.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	0	1	1	1.8%	1.7%	0.0%	1.6%	1.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	1.8%	1.7%	1.7%	1.6%	3.1%
Science	1	1	0	1	1	1.8%	1.7%	0.0%	1.6%	1.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	1	1	0	0	0.0%	1.7%	1.7%	0.0%	0.0%
<b>High School (9-12)</b>	20	20	24	21	24	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	3	3	3.6%	3.4%	3.3%	4.9%	4.7%
Art & Music	2	2	2	2	2	3.6%	3.4%	3.3%	3.3%	3.1%
Social Studies	2	2	4	3	4	3.6%	3.4%	6.7%	4.9%	6.3%
Foreign Language	1	1	1	1	1	1.8%	1.7%	1.7%	1.6%	1.6%
Math	2	2	2	2	2	3.6%	3.4%	3.3%	3.3%	3.1%
<b>Science</b>	3	2	4	2	3	5.4%	3.4%	6.7%	3.3%	4.7%
Biology	1	1	1	1	1	1.8%	1.7%	1.7%	1.6%	1.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	3	1	2	3.6%	1.7%	5.0%	1.6%	3.1%
Vocational Education	6	7	7	5	5	10.7%	11.9%	11.7%	8.2%	7.8%
Other	2	2	2	3	4	3.6%	3.4%	3.3%	4.9%	6.3%
<b>Total Enrollments</b>	727	820	853	820	814	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	39	81	98	56	54	5.4%	9.9%	11.5%	6.8%	6.6%
Grades 1-4	221	226	224	239	245	30.4%	27.6%	26.3%	29.1%	30.1%
Grades 5-6	125	137	136	139	130	17.2%	16.7%	15.9%	17.0%	16.0%
Grades 7-8	118	131	148	130	140	16.2%	16.0%	17.4%	15.9%	17.2%
Grades 9-12	224	244	246	252	245	30.8%	29.8%	28.8%	30.7%	30.1%
Ungraded	0	1	1	4	0	0.0%	0.1%	0.1%	0.5%	0.0%



## District Report for: COLBERT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	62	65	66	66	69	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	55	59	57	62	58	88.7%	90.8%	86.4%	93.9%	84.1%
<b>Newly Hired</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>4</b>	<b>11</b>	<b>11.3%</b>	<b>9.2%</b>	<b>13.6%</b>	<b>6.1%</b>	<b>15.9%</b>
Transfers In	4	3	4	0	3	57.1%	50.0%	44.4%	0.0%	27.3%
Reentrants	0	2	4	1	5	0.0%	33.3%	44.4%	25.0%	45.5%
First Time Educators	3	1	1	3	3	42.9%	16.7%	11.1%	75.0%	27.3%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>8</b>	<b>4</b>	<b>8</b>	<b>-</b>	<b>4.8%</b>	<b>12.3%</b>	<b>6.1%</b>	<b>12.1%</b>	<b>-</b>
Transfers Out	1	4	0	2	-	33.3%	50.0%	0.0%	25.0%	-
Leave Oklahoma Educ.	2	4	4	6	-	66.7%	50.0%	100.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	12.3%	6.1%	12.1%	-
Transfers In/Out	4.00	0.75	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	55	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>62</b>

## District Report for: COLBERT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	4.8%	4.6%	4.5%	4.5%	4.3%
White - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
White - Males	3	3	1	1	1	100.0%	100.0%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
<b>Professional Staff</b>	3	3	3	2	2	4.8%	4.6%	4.5%	3.0%	2.9%
White - Females	3	3	3	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	56	59	60	61	64	90.3%	90.8%	90.9%	92.4%	92.8%
White - Females	39	41	39	41	43	69.6%	69.5%	65.0%	67.2%	67.2%
White - Males	13	14	16	14	15	23.2%	23.7%	26.7%	23.0%	23.4%
Black - Females	1	1	1	1	0	1.8%	1.7%	1.7%	1.6%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	2	2	2	3	5.4%	3.4%	3.3%	3.3%	4.7%
Other - Males	0	1	2	3	3	0.0%	1.7%	3.3%	4.9%	4.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	1	0.0%	0.0%	1.7%	0.0%	1.6%
25-29	4	3	4	6	4	7.1%	5.2%	6.7%	9.8%	6.5%
30-34	10	11	9	7	10	17.9%	19.0%	15.0%	11.5%	16.1%
35-39	12	11	11	12	10	21.4%	19.0%	18.3%	19.7%	16.1%
40-44	8	10	9	8	10	14.3%	17.2%	15.0%	13.1%	16.1%
45-49	11	6	5	8	8	19.6%	10.3%	8.3%	13.1%	12.9%
50-54	6	12	14	15	13	10.7%	20.7%	23.3%	24.6%	21.0%
55+	5	5	7	5	6	8.9%	8.6%	11.7%	8.2%	9.7%
<b>Average Age</b>	41.8	42.7	43.0	43.1	42.9					

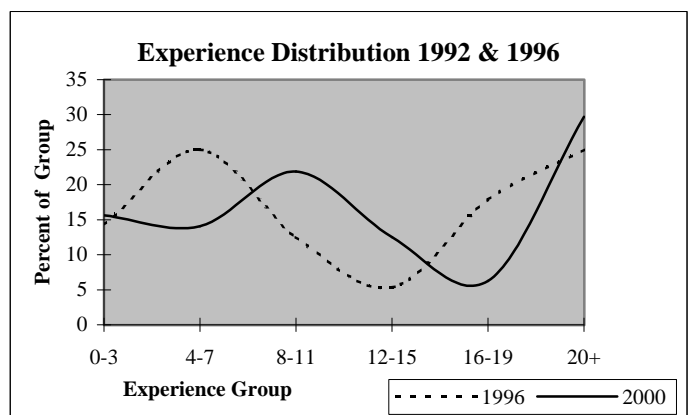
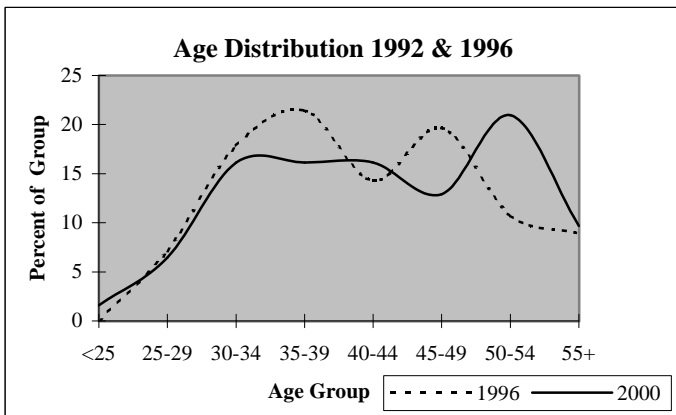
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	6	7	8	10	14.3%	10.2%	11.7%	13.1%	15.6%
4-7 Years	14	13	11	7	9	25.0%	22.0%	18.3%	11.5%	14.1%
8-11 Years	7	13	13	15	14	12.5%	22.0%	21.7%	24.6%	21.9%
12-15 Years	3	1	3	6	8	5.4%	1.7%	5.0%	9.8%	12.5%
16-19 Years	10	10	9	4	4	17.9%	16.9%	15.0%	6.6%	6.3%
20+ Years	14	16	17	21	19	25.0%	27.1%	28.3%	34.4%	29.7%
<b>Average Experience</b>	13.3	13.9	14.2	14.3	13.1					

## District Report for: COLBERT

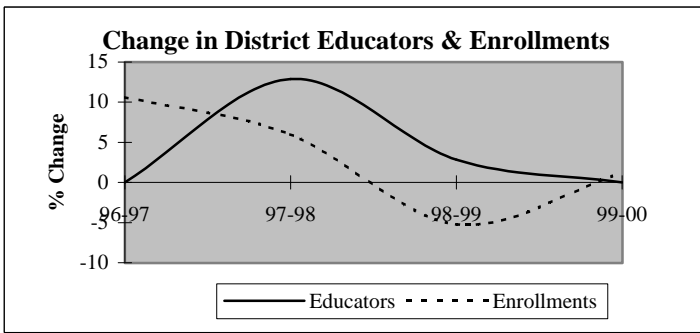
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	8	4	8	-	4.8%	12.3%	6.1%	12.1%	-
Attrition from Transfers	1	4	0	2	-	1.6%	6.2%	0.0%	3.0%	-
Attrition from Exits	2	4	4	6	-	3.2%	6.2%	6.1%	9.1%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>3.6%</b>	<b>8.5%</b>	<b>6.7%</b>	<b>11.5%</b>	<b>-</b>
Attrition from Transfers	1	1	0	1	-	1.8%	1.7%	0.0%	1.6%	-
Attrition from Exits	1	4	4	6	-	1.8%	6.8%	6.7%	9.8%	-
<b>District Retention</b>										
Educator Retention	59	57	62	58	-	95.2%	87.7%	93.9%	87.9%	-
Teacher Retention	54	54	56	54	-	96.4%	91.5%	93.3%	88.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	10.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	28.6%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	0.0%	90.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	81.3%	6.3%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.5%	3.0%	1.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	95.4%	90.9%	90.9%	87.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	4.6%	7.6%	6.1%	11.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CADDO

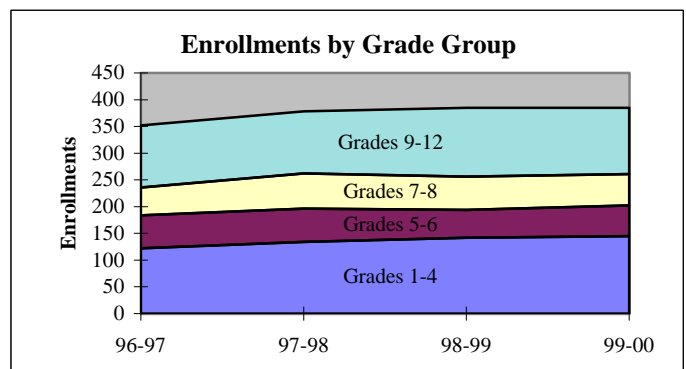
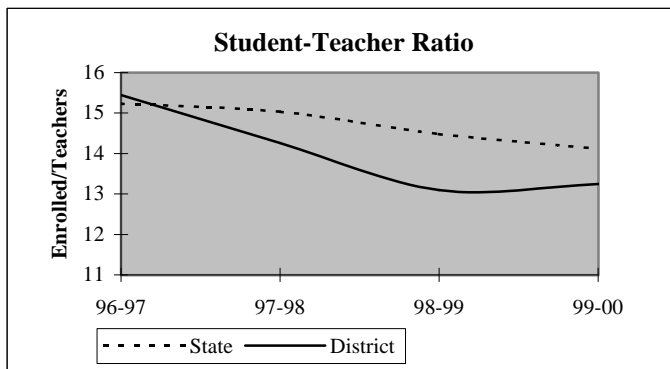


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	13.5	12.6	11.6	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	15.4	14.3	13.1	13.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	4	1	0	-	-	-	-	-
% Change in Educators	-6.1%	0.0%	12.9%	2.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	40	25	-23	5	-	-	-	-	-
% Change in Enrollments	-1.3%	10.6%	6.0%	-5.2%	1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.2%	6.5%	14.3%	5.6%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.2%	6.5%	5.7%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.5%	6.5%	5.7%	5.6%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.1%	12.9%	17.1%	19.4%	19.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	50.0%	50.0%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	43.4	41.8	43.7	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	14.4	13.2	13.6	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,851	28,330	27,995	30,345	30,126	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.3%	11.1%	16.1%	18.8%	18.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.3%	63.0%	61.3%	68.8%	65.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.4%	3.2%	6.3%	9.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.1%	23.7%	20.1%	22.9%	24.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	10	10	11	19.4%	19.4%	28.6%	27.8%	30.6%
Attrition	2	1	4	1	0					
Attrition Rate	33.3%	16.7%	40.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	22	23	25	23	74.2%	71.0%	65.7%	69.4%	63.9%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	4.5%	0.0%	4.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	2	1	2	6.5%	9.7%	5.7%	2.8%	5.6%
Attrition	0	2	1	0	0					
Attrition Rate	0.0%	66.7%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	2	2	3	9.7%	9.7%	5.7%	5.6%	8.3%

## District Report for: CADDO

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	31	31	35	36	36	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	3.2%	6.5%	5.7%	5.6%	5.6%
Professional Staff	2	2	2	2	2	6.5%	6.5%	5.7%	5.6%	5.6%
<b>Total Teachers</b>	28	27	31	32	32	90.3%	87.1%	88.6%	88.9%	88.9%
Special Education	2	2	1	2	3	7.1%	7.4%	3.2%	6.3%	9.4%
Pre-K & Kindergarten	0	0	0	2	1	0.0%	0.0%	0.0%	6.3%	3.1%
Elementary	11	11	12	13	13	39.3%	40.7%	38.7%	40.6%	40.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	14	18	15	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	1	2	2	7.1%	11.1%	3.2%	6.3%	6.3%
Art & Music	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	4	3	4	7.1%	7.4%	12.9%	9.4%	12.5%
Foreign Language	1	0	1	1	0	3.6%	0.0%	3.2%	3.1%	0.0%
Math	2	2	2	2	2	7.1%	7.4%	6.5%	6.3%	6.3%
<b>Science</b>	1	2	2	2	1	3.6%	7.4%	6.5%	6.3%	3.1%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	0	3.6%	7.4%	6.5%	6.3%	0.0%
Vocational Education	3	3	3	3	3	10.7%	11.1%	9.7%	9.4%	9.4%
Other	3	2	5	2	3	10.7%	7.4%	16.1%	6.3%	9.4%
<b>Total Enrollments</b>	377	417	442	419	424	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	63	63	34	37	8.5%	15.1%	14.3%	8.1%	8.7%
Grades 1-4	113	122	134	142	145	30.0%	29.3%	30.3%	33.9%	34.2%
Grades 5-6	60	62	62	52	57	15.9%	14.9%	14.0%	12.4%	13.4%
Grades 7-8	58	52	66	62	59	15.4%	12.5%	14.9%	14.8%	13.9%
Grades 9-12	114	116	116	129	124	30.2%	27.8%	26.2%	30.8%	29.2%
Ungraded	0	2	1	0	2	0.0%	0.5%	0.2%	0.0%	0.5%

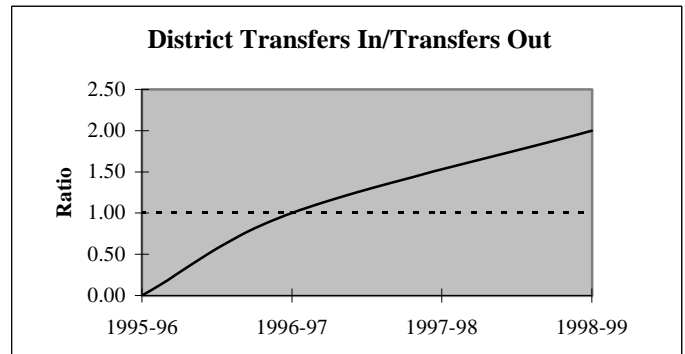
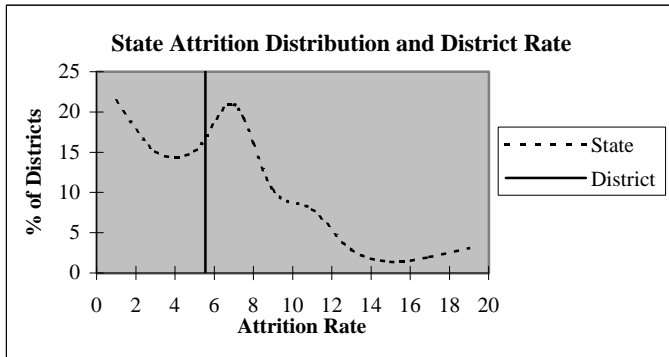




## District Report for: CADDO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	31	31	35	36	36	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	29	27	30	34	96.8%	93.5%	77.1%	83.3%	94.4%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>3.2%</b>	<b>6.5%</b>	<b>22.9%</b>	<b>16.7%</b>	<b>5.6%</b>
Transfers In	0	1	3	2	0	0.0%	50.0%	37.5%	33.3%	0.0%
Reentrants	0	1	1	1	1	0.0%	50.0%	12.5%	16.7%	50.0%
First Time Educators	1	0	4	3	1	100.0%	0.0%	50.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>-</b>	<b>6.5%</b>	<b>12.9%</b>	<b>14.3%</b>	<b>5.6%</b>	<b>-</b>
Transfers Out	2	1	0	1	-	100.0%	25.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	0	3	5	1	-	0.0%	75.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	6.5%	12.9%	14.3%	5.6%	-
Transfers In/Out	0.00	1.00	nc	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	28	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	31

## District Report for: CADDO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	3.2%	6.5%	5.7%	5.6%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
<b>Professional Staff</b>	2	2	2	2	2	6.5%	6.5%	5.7%	5.6%	5.6%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	27	31	32	32	90.3%	87.1%	88.6%	88.9%	88.9%
White - Females	16	15	16	18	18	57.1%	55.6%	51.6%	56.3%	56.3%
White - Males	8	9	10	8	8	28.6%	33.3%	32.3%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	4	3	7.1%	7.4%	9.7%	12.5%	9.4%
Other - Males	2	1	2	2	3	7.1%	3.7%	6.5%	6.3%	9.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	7.1%	3.7%	0.0%	0.0%	0.0%
25-29	2	2	6	1	3	7.1%	7.4%	19.4%	3.1%	9.4%
30-34	1	1	0	4	3	3.6%	3.7%	0.0%	12.5%	9.4%
35-39	6	4	4	4	4	21.4%	14.8%	12.9%	12.5%	12.5%
40-44	8	8	11	9	7	28.6%	29.6%	35.5%	28.1%	21.9%
45-49	3	4	1	5	6	10.7%	14.8%	3.2%	15.6%	18.8%
50-54	5	3	5	4	4	17.9%	11.1%	16.1%	12.5%	12.5%
55+	1	4	4	5	5	3.6%	14.8%	12.9%	15.6%	15.6%
<b>Average Age</b>	41.3	43.4	41.8	43.7	44.0					

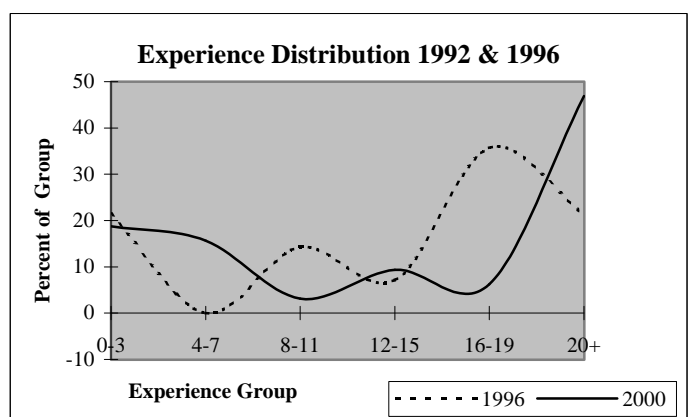
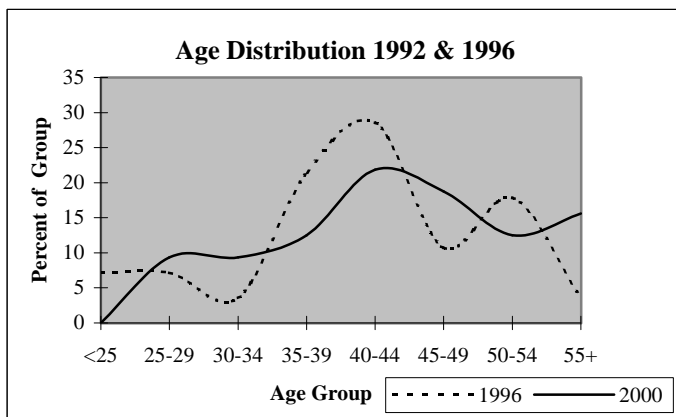
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	8	5	6	21.4%	22.2%	25.8%	15.6%	18.8%
4-7 Years	0	0	2	5	5	0.0%	0.0%	6.5%	15.6%	15.6%
8-11 Years	4	4	4	3	1	14.3%	14.8%	12.9%	9.4%	3.1%
12-15 Years	2	2	1	2	3	7.1%	7.4%	3.2%	6.3%	9.4%
16-19 Years	10	8	9	8	2	35.7%	29.6%	29.0%	25.0%	6.3%
20+ Years	6	7	7	9	15	21.4%	25.9%	22.6%	28.1%	46.9%
<b>Average Experience</b>	13.5	14.4	13.2	13.6	14.3					

## District Report for: CADDO

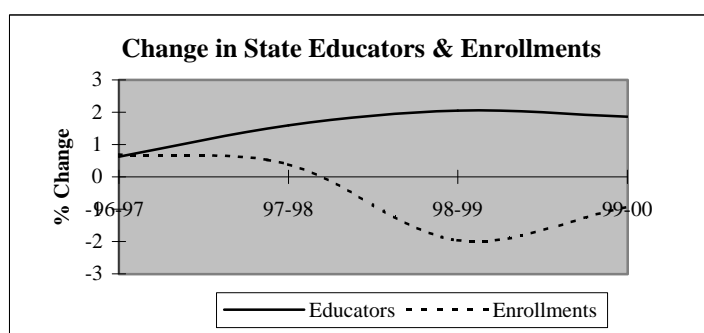
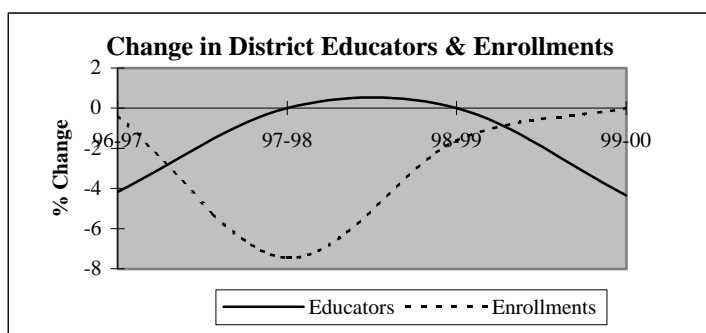
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	4	5	2	-	6.5%	12.9%	14.3%	5.6%	-
Attrition from Transfers	2	1	0	1	-	6.5%	3.2%	0.0%	2.8%	-
Attrition from Exits	0	3	5	1	-	0.0%	9.7%	14.3%	2.8%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>-</b>	<b>7.1%</b>	<b>14.8%</b>	<b>16.1%</b>	<b>6.3%</b>	<b>-</b>
Attrition from Transfers	2	1	0	1	-	7.1%	3.7%	0.0%	3.1%	-
Attrition from Exits	0	3	5	1	-	0.0%	11.1%	16.1%	3.1%	-
<b>District Retention</b>										
Educator Retention	29	27	30	34	-	93.5%	87.1%	85.7%	94.4%	-
Teacher Retention	26	23	26	30	-	92.9%	85.2%	83.9%	93.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	13.3%	73.3%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	10.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.2%	0.0%	2.9%	0.0%	2.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.5%	96.8%	82.9%	88.9%	91.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.2%	3.2%	14.3%	11.1%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BENNINGTON

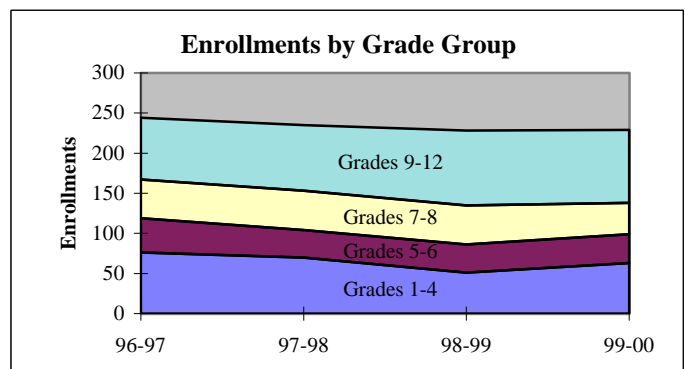
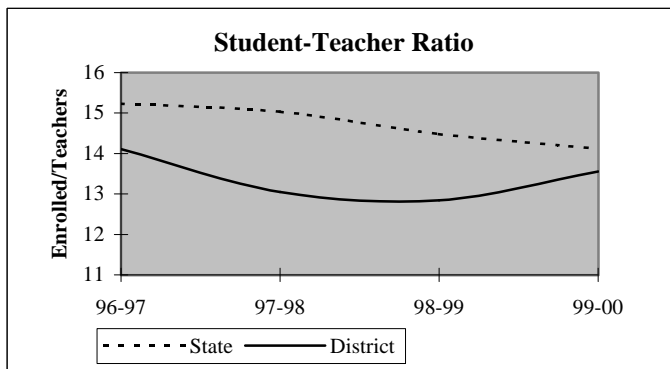


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	11.7	10.8	10.6	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	14.1	13.1	12.8	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	0	0	-1	-	-	-	-	-
% Change in Educators	4.3%	-4.2%	0.0%	0.0%	-4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	39	-1	-20	-4	0	-	-	-	-	-
% Change in Enrollments	17.0%	-0.4%	-7.5%	-1.6%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	4.3%	8.7%	13.0%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	8.7%	8.7%	8.7%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.7%	8.7%	8.7%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	26.1%	21.7%	21.7%	27.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	50.0%	50.0%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.1	44.2	41.9	41.1	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.1	12.2	11.2	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,189	29,349	28,378	27,224	28,731	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.3%	21.1%	15.8%	15.8%	22.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	57.1%	57.9%	57.9%	63.2%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	5.3%	5.3%	5.3%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.9%	43.7%	41.9%	36.5%	40.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	4	7	8	8	16.7%	17.4%	30.4%	34.8%	36.4%
Attrition	1	1	1	2	0					
Attrition Rate	25.0%	25.0%	14.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	18	14	13	12	79.2%	78.3%	60.9%	56.5%	54.5%
Attrition	4	3	2	1	0					
Attrition Rate	21.1%	16.7%	14.3%	7.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	2	2	4.2%	4.3%	8.7%	8.7%	9.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	2	2	3	2	12.5%	8.7%	8.7%	13.0%	9.1%

## District Report for: BENNINGTON

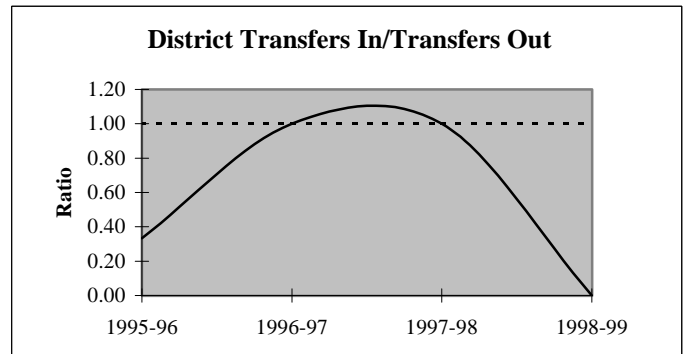
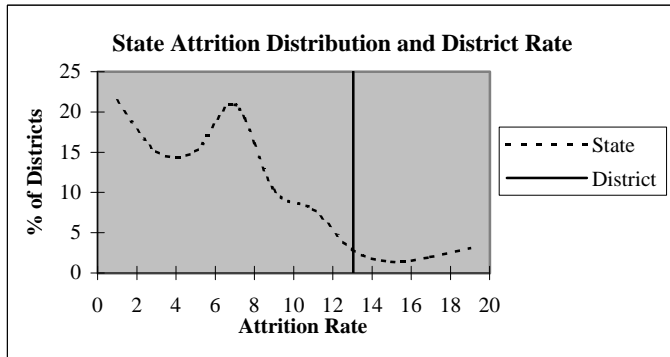
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	23	23	23	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	4.2%	8.7%	8.7%	8.7%	9.1%
Professional Staff	2	2	2	2	2	8.3%	8.7%	8.7%	8.7%	9.1%
<b>Total Teachers</b>	21	19	19	19	18	87.5%	82.6%	82.6%	82.6%	81.8%
Special Education	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	10	9	8	47.6%	52.6%	52.6%	47.4%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	8	8	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.6%
Art & Music	1	0	0	0	1	4.8%	0.0%	0.0%	0.0%	5.6%
Social Studies	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.6%
Foreign Language	1	0	0	0	0	4.8%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	1	9.5%	10.5%	10.5%	10.5%	5.6%
<b>Science</b>	1	1	1	1	2	4.8%	5.3%	5.3%	5.3%	11.1%
Biology	0	0	1	0	1	0.0%	0.0%	5.3%	0.0%	5.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	1	4.8%	5.3%	0.0%	5.3%	5.6%
Vocational Education	2	2	2	1	2	9.5%	10.5%	10.5%	5.3%	11.1%
Other	1	1	1	3	1	4.8%	5.3%	5.3%	15.8%	5.6%
<b>Total Enrollments</b>	269	268	248	244	244	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	24	13	16	15	5.6%	9.0%	5.2%	6.6%	6.1%
Grades 1-4	74	76	70	51	63	27.5%	28.4%	28.2%	20.9%	25.8%
Grades 5-6	43	43	34	35	36	16.0%	16.0%	13.7%	14.3%	14.8%
Grades 7-8	45	48	49	49	39	16.7%	17.9%	19.8%	20.1%	16.0%
Grades 9-12	92	77	82	93	91	34.2%	28.7%	33.1%	38.1%	37.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BENNINGTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	23	23	23	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	19	19	20	20	83.3%	82.6%	82.6%	87.0%	90.9%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>16.7%</b>	<b>17.4%</b>	<b>17.4%</b>	<b>13.0%</b>	<b>9.1%</b>
Transfers In	1	2	1	0	1	25.0%	50.0%	25.0%	0.0%	50.0%
Reentrants	3	1	1	0	1	75.0%	25.0%	25.0%	0.0%	50.0%
First Time Educators	0	1	2	3	0	0.0%	25.0%	50.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>20.8%</b>	<b>17.4%</b>	<b>13.0%</b>	<b>13.0%</b>	<b>-</b>
Transfers Out	3	2	1	1	-	60.0%	50.0%	33.3%	33.3%	-
Leave Oklahoma Educ.	2	2	2	2	-	40.0%	50.0%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	20.8%	17.4%	13.0%	13.0%	-
Transfers In/Out	0.33	1.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	23	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	24

## District Report for: BENNINGTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	4.2%	8.7%	8.7%	8.7%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
<b>Professional Staff</b>	2	2	2	2	2	8.3%	8.7%	8.7%	8.7%	9.1%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	19	19	19	18	87.5%	82.6%	82.6%	82.6%	81.8%
White - Females	10	9	9	10	9	47.6%	47.4%	47.4%	52.6%	50.0%
White - Males	8	6	7	6	5	38.1%	31.6%	36.8%	31.6%	27.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	3	9.5%	10.5%	10.5%	10.5%	16.7%
Other - Males	1	2	1	1	1	4.8%	10.5%	5.3%	5.3%	5.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	5.3%	0.0%	0.0%
25-29	2	2	2	5	2	9.5%	10.5%	10.5%	27.8%	11.1%
30-34	3	2	4	1	4	14.3%	10.5%	21.1%	5.6%	22.2%
35-39	2	2	1	3	2	9.5%	10.5%	5.3%	16.7%	11.1%
40-44	2	2	2	2	2	9.5%	10.5%	10.5%	11.1%	11.1%
45-49	4	4	3	0	2	19.0%	21.1%	15.8%	0.0%	11.1%
50-54	8	6	4	5	3	38.1%	31.6%	21.1%	27.8%	16.7%
55+	0	1	2	2	3	0.0%	5.3%	10.5%	11.1%	16.7%
<b>Average Age</b>	43.1	44.2	41.9	41.1	41.9					

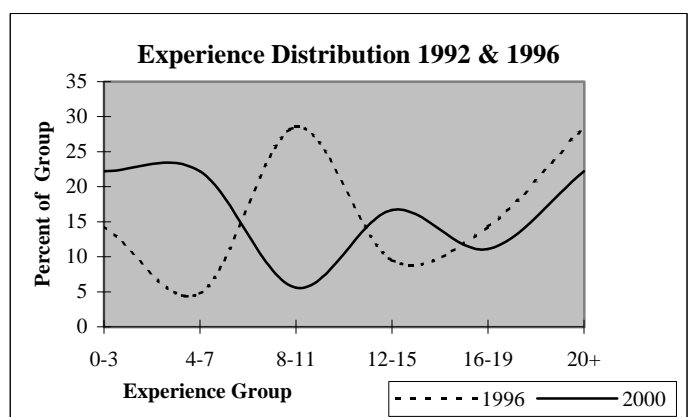
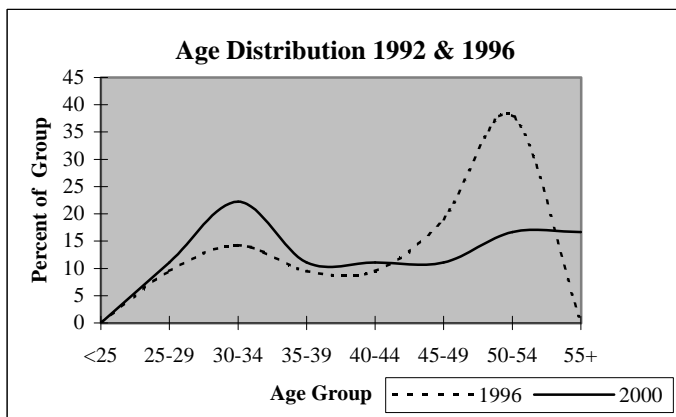
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	5	7	4	14.3%	15.8%	26.3%	36.8%	22.2%
4-7 Years	1	1	2	1	4	4.8%	5.3%	10.5%	5.3%	22.2%
8-11 Years	6	5	3	1	1	28.6%	26.3%	15.8%	5.3%	5.6%
12-15 Years	2	3	3	4	3	9.5%	15.8%	15.8%	21.1%	16.7%
16-19 Years	3	3	2	2	2	14.3%	15.8%	10.5%	10.5%	11.1%
20+ Years	6	4	4	4	4	28.6%	21.1%	21.1%	21.1%	22.2%
<b>Average Experience</b>	13.3	13.1	12.2	11.2	11.7					

## District Report for: BENNINGTON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	4	3	3	-	20.8%	17.4%	13.0%	13.0%	-
Attrition from Transfers	3	2	1	1	-	12.5%	8.7%	4.3%	4.3%	-
Attrition from Exits	2	2	2	2	-	8.3%	8.7%	8.7%	8.7%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>19.0%</b>	<b>21.1%</b>	<b>15.8%</b>	<b>15.8%</b>	<b>-</b>
Attrition from Transfers	3	2	1	1	-	14.3%	10.5%	5.3%	5.3%	-
Attrition from Exits	1	2	2	2	-	4.8%	10.5%	10.5%	10.5%	-
<b>District Retention</b>										
Educator Retention	19	19	20	20	-	79.2%	82.6%	87.0%	87.0%	-
Teacher Retention	17	15	16	16	-	81.0%	78.9%	84.2%	84.2%	-

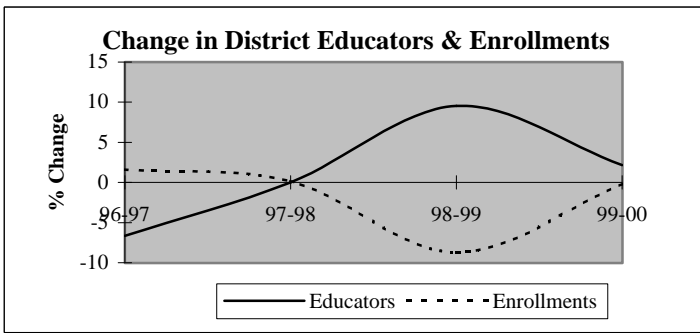
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	62.5%	12.5%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	0.0%	50.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.3%	0.0%	4.3%	4.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	87.0%	87.0%	82.6%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	8.7%	13.0%	13.0%	4.5%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CALERA

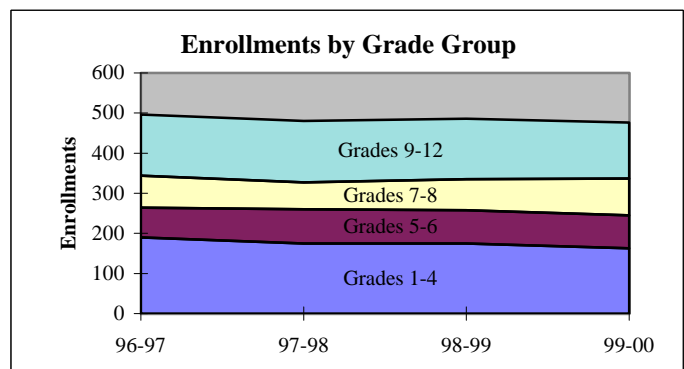
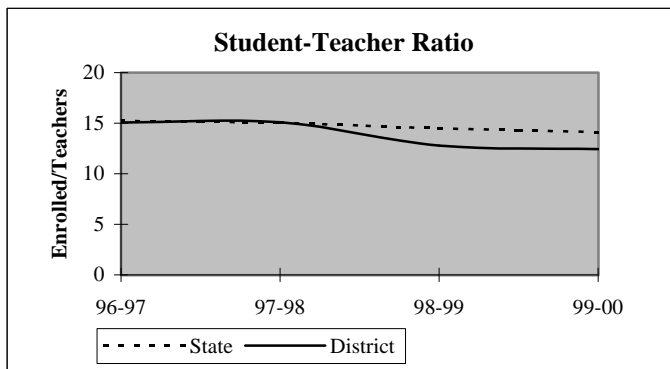


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	13.6	13.7	11.4	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	15.1	15.1	12.8	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-3	0	4	1	-	-	-	-	-
% Change in Educators	2.3%	-6.7%	0.0%	9.5%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	9	1	-50	-1	-	-	-	-	-
% Change in Enrollments	-0.4%	1.6%	0.2%	-8.7%	-0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.4%	7.1%	2.4%	8.7%	10.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	9.5%	9.5%	6.5%	6.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.2%	0.0%	0.0%	4.3%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	2.4%	2.4%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	4.8%	4.8%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	42.7	41.9	42.1	40.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	12.4	12.2	12.1	10.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,360	27,759	29,112	28,662	27,279	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	2.6%	2.6%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.6%	76.3%	73.7%	78.0%	76.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.3%	5.3%	5.3%	7.3%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.1%	32.3%	32.4%	39.9%	40.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	14	15	19	21	33.3%	33.3%	35.7%	41.3%	44.7%
Attrition	4	2	4	3	0					
Attrition Rate	26.7%	14.3%	26.7%	15.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	26	25	22	24	25	57.8%	59.5%	52.4%	52.2%	53.2%
Attrition	3	1	3	2	0					
Attrition Rate	11.5%	4.0%	13.6%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	5	3	1	8.9%	7.1%	11.9%	6.5%	2.1%
Attrition	1	1	2	2	0					
Attrition Rate	25.0%	33.3%	40.0%	66.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	6	5	4	3	11.1%	14.3%	11.9%	8.7%	6.4%

## District Report for: CALERA

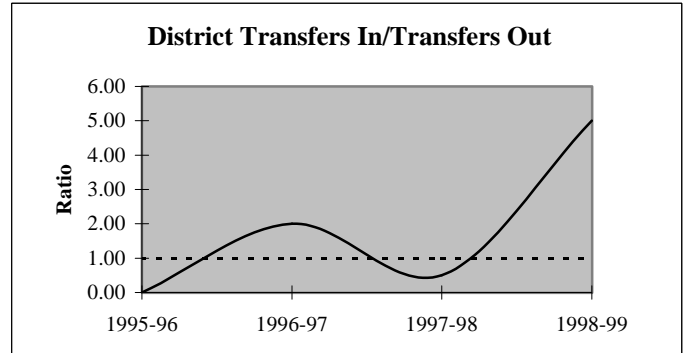
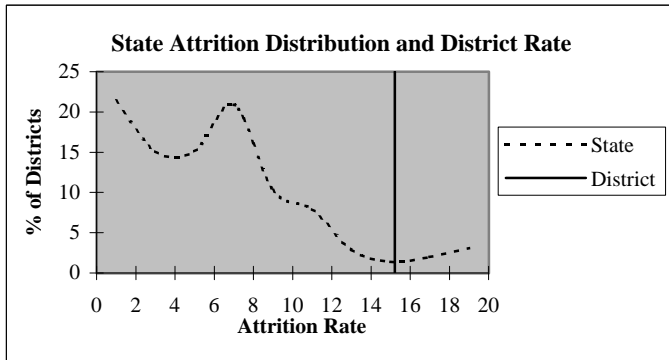
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	42	42	46	47	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	4	3	3	6.7%	9.5%	9.5%	6.5%	6.4%
Professional Staff	1	0	0	2	2	2.2%	0.0%	0.0%	4.3%	4.3%
<b>Total Teachers</b>	41	38	38	41	42	91.1%	90.5%	90.5%	89.1%	89.4%
Special Education	3	2	2	3	2	7.3%	5.3%	5.3%	7.3%	4.8%
Pre-K & Kindergarten	2	1	1	2	1	4.9%	2.6%	2.6%	4.9%	2.4%
Elementary	19	18	18	17	20	46.3%	47.4%	47.4%	41.5%	47.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	17	19	19	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	2	2	4.9%	7.9%	7.9%	4.9%	4.8%
Art & Music	1	1	2	2	2	2.4%	2.6%	5.3%	4.9%	4.8%
Social Studies	3	2	2	3	3	7.3%	5.3%	5.3%	7.3%	7.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	3	2	7.3%	7.9%	7.9%	7.3%	4.8%
<b>Science</b>	2	2	2	2	2	4.9%	5.3%	5.3%	4.9%	4.8%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	4.9%	5.3%	5.3%	4.9%	4.8%
Vocational Education	4	4	4	4	3	9.8%	10.5%	10.5%	9.8%	7.1%
Other	2	2	1	3	5	4.9%	5.3%	2.6%	7.3%	11.9%
<b>Total Enrollments</b>	564	573	574	524	523	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	79	77	94	37	46	14.0%	13.4%	16.4%	7.1%	8.8%
Grades 1-4	183	190	175	175	163	32.4%	33.2%	30.5%	33.4%	31.2%
Grades 5-6	72	74	85	83	82	12.8%	12.9%	14.8%	15.8%	15.7%
Grades 7-8	67	80	67	77	92	11.9%	14.0%	11.7%	14.7%	17.6%
Grades 9-12	163	152	153	151	139	28.9%	26.5%	26.7%	28.8%	26.6%
Ungraded	0	0	0	1	1	0.0%	0.0%	0.0%	0.2%	0.2%



## District Report for: CALERA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	42	42	46	47	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	43	37	38	33	39	95.6%	88.1%	90.5%	71.7%	83.0%
<b>Newly Hired</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>13</b>	<b>8</b>	<b>4.4%</b>	<b>11.9%</b>	<b>9.5%</b>	<b>28.3%</b>	<b>17.0%</b>
Transfers In	0	2	2	5	2	0.0%	40.0%	50.0%	38.5%	25.0%
Reentrants	1	1	0	3	1	50.0%	20.0%	0.0%	23.1%	12.5%
First Time Educators	1	2	2	5	5	50.0%	40.0%	50.0%	38.5%	62.5%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>4</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>17.8%</b>	<b>9.5%</b>	<b>21.4%</b>	<b>15.2%</b>	<b>-</b>
Transfers Out	3	1	4	1	-	37.5%	25.0%	44.4%	14.3%	-
Leave Oklahoma Educ.	5	3	5	6	-	62.5%	75.0%	55.6%	85.7%	-

Dynamics Rates	District Rates				
District Attrition	17.8%	9.5%	21.4%	15.2%	-
Transfers In/Out	0.00	2.00	0.50	5.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	41	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>45</b>

## District Report for: CALERA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	4	3	3	6.7%	9.5%	9.5%	6.5%	6.4%
White - Females	1	2	2	0	0	33.3%	50.0%	50.0%	0.0%	0.0%
White - Males	2	2	2	3	3	66.7%	50.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	0	2	2	2.2%	0.0%	0.0%	4.3%	4.3%
White - Females	0	0	0	2	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	41	38	38	41	42	91.1%	90.5%	90.5%	89.1%	89.4%
White - Females	31	29	28	32	32	75.6%	76.3%	73.7%	78.0%	76.2%
White - Males	10	8	9	9	10	24.4%	21.1%	23.7%	22.0%	23.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	0	0	0.0%	2.6%	2.6%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	2	1	2.4%	2.6%	2.6%	5.1%	2.4%
25-29	6	6	8	6	7	14.6%	15.8%	21.1%	15.4%	17.1%
30-34	3	3	2	4	6	7.3%	7.9%	5.3%	10.3%	14.6%
35-39	3	3	5	1	2	7.3%	7.9%	13.2%	2.6%	4.9%
40-44	9	6	3	6	7	22.0%	15.8%	7.9%	15.4%	17.1%
45-49	9	8	9	7	6	22.0%	21.1%	23.7%	17.9%	14.6%
50-54	5	7	7	11	10	12.2%	18.4%	18.4%	28.2%	24.4%
55+	5	4	3	2	2	12.2%	10.5%	7.9%	5.1%	4.9%
<b>Average Age</b>	42.7	42.7	41.9	42.1	40.7					

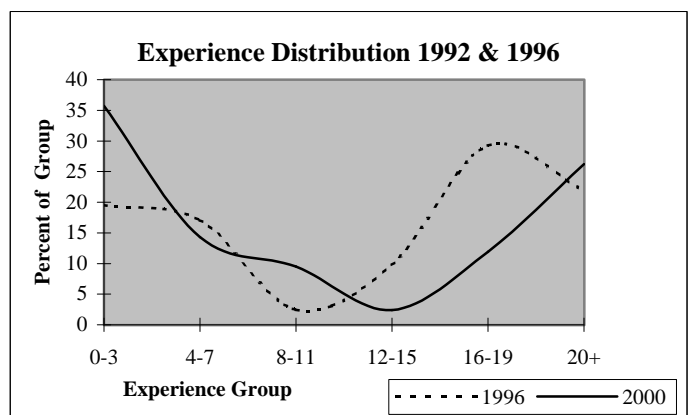
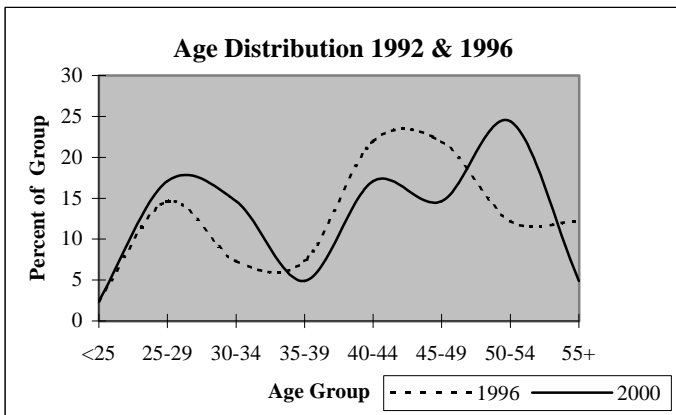
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	11	13	13	15	19.5%	28.9%	34.2%	31.7%	35.7%
4-7 Years	7	3	2	6	6	17.1%	7.9%	5.3%	14.6%	14.3%
8-11 Years	1	3	4	2	4	2.4%	7.9%	10.5%	4.9%	9.5%
12-15 Years	4	1	1	1	1	9.8%	2.6%	2.6%	2.4%	2.4%
16-19 Years	12	10	8	7	5	29.3%	26.3%	21.1%	17.1%	11.9%
20+ Years	9	10	10	12	11	22.0%	26.3%	26.3%	29.3%	26.2%
<b>Average Experience</b>	13.1	12.4	12.2	12.1	10.7					

## District Report for: CALERA

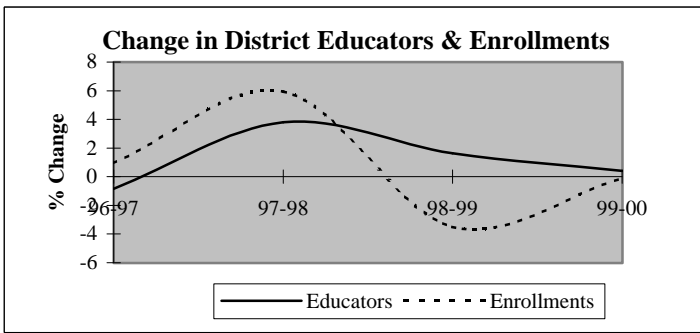
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	4	9	7	-	17.8%	9.5%	21.4%	15.2%	-
Attrition from Transfers	3	1	4	1	-	6.7%	2.4%	9.5%	2.2%	-
Attrition from Exits	5	3	5	6	-	11.1%	7.1%	11.9%	13.0%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>4</b>	<b>8</b>	<b>7</b>	<b>-</b>	<b>17.1%</b>	<b>10.5%</b>	<b>21.1%</b>	<b>17.1%</b>	<b>-</b>
Attrition from Transfers	2	1	4	1	-	4.9%	2.6%	10.5%	2.4%	-
Attrition from Exits	5	3	4	6	-	12.2%	7.9%	10.5%	14.6%	-
<b>District Retention</b>										
Educator Retention	37	38	33	39	-	82.2%	90.5%	78.6%	84.8%	-
Teacher Retention	34	34	30	34	-	82.9%	89.5%	78.9%	82.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	78.9%	10.5%	89.5%	78.2%	9.6%	87.8%
1 Year of Experience	92.9%	7.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	9.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	2.4%	2.4%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	90.5%	92.9%	82.6%	87.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.4%	7.1%	4.8%	17.4%	12.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DURANT

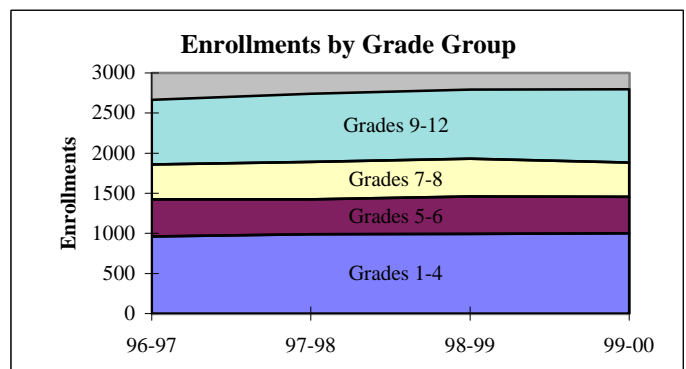
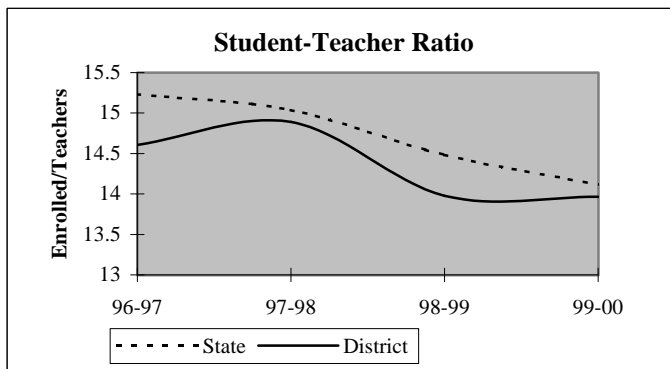


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	12.6	12.9	12.2	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	14.6	14.9	14.0	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-2	9	4	1	-	-	-	-	-
% Change in Educators	1.3%	-0.8%	3.8%	1.6%	0.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	25	28	178	-111	-3	-	-	-	-	-
% Change in Enrollments	0.9%	0.9%	5.9%	-3.5%	-0.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.4%	3.8%	5.3%	7.2%	5.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	4.6%	4.9%	4.8%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.8%	8.9%	8.5%	7.6%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.9%	8.9%	11.0%	11.6%	12.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.8%	0.8%	0.8%	0.8%	0.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	44.0	44.3	44.4	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.5	13.5	13.7	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,655	30,455	30,901	30,648	31,536	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.2%	9.3%	11.7%	11.9%	13.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.8%	82.0%	80.8%	80.8%	79.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	9.3%	8.9%	9.6%	9.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.6%	26.8%	26.9%	30.0%	32.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	66	61	61	68	65	27.6%	25.7%	24.8%	27.2%	25.9%
Attrition	5	5	8	11	0					
Attrition Rate	7.6%	8.2%	13.1%	16.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	156	159	164	158	154	65.3%	67.1%	66.7%	63.2%	61.4%
Attrition	8	3	7	8	0					
Attrition Rate	5.1%	1.9%	4.3%	5.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	17	17	22	24	33	7.1%	7.2%	8.9%	9.6%	13.1%
Attrition	2	3	4	3	0					
Attrition Rate	11.8%	17.6%	18.2%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	18	27	31	36	36	7.5%	11.4%	12.6%	14.4%	14.3%

## District Report for: DURANT

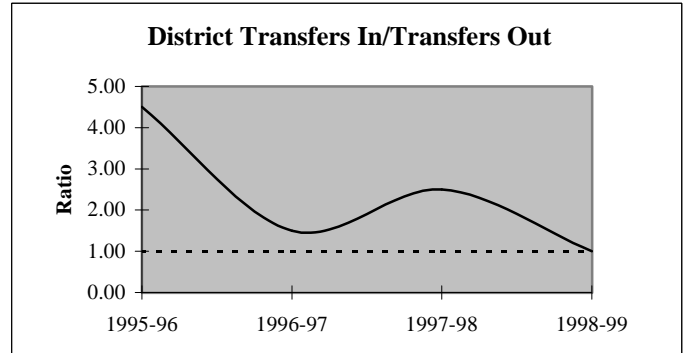
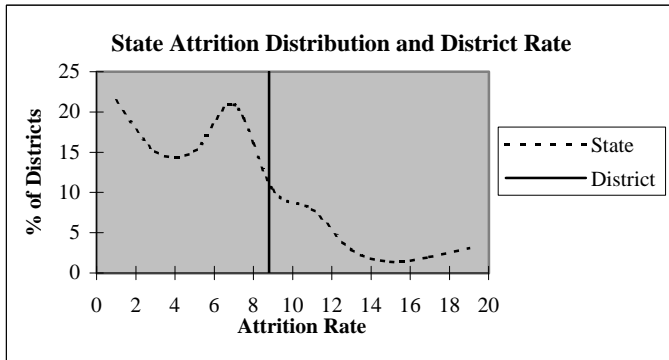
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	239	237	246	250	251	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	11	12	12	12	4.2%	4.6%	4.9%	4.8%	4.8%
Professional Staff	21	21	21	19	20	8.8%	8.9%	8.5%	7.6%	8.0%
<b>Total Teachers</b>	208	205	213	219	219	87.0%	86.5%	86.6%	87.6%	87.3%
Special Education	18	19	19	21	21	8.7%	9.3%	8.9%	9.6%	9.6%
Pre-K & Kindergarten	6	5	4	6	5	2.9%	2.4%	1.9%	2.7%	2.3%
Elementary	88	91	106	107	106	42.3%	44.4%	49.8%	48.9%	48.4%
<b>Middle School</b>	34	35	27	25	26	16.3%	17.1%	12.7%	11.4%	11.9%
Language Arts	11	9	6	7	7	5.3%	4.4%	2.8%	3.2%	3.2%
Art & Music	3	3	2	3	3	1.4%	1.5%	0.9%	1.4%	1.4%
Social Studies	5	5	4	5	5	2.4%	2.4%	1.9%	2.3%	2.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	6	6	3	4	4	2.9%	2.9%	1.4%	1.8%	1.8%
Science	5	5	4	4	4	2.4%	2.4%	1.9%	1.8%	1.8%
Vocational Education	0	0	2	0	0	0.0%	0.0%	0.9%	0.0%	0.0%
Other	4	7	6	2	3	1.9%	3.4%	2.8%	0.9%	1.4%
<b>High School (9-12)</b>	62	55	57	60	61	2066.7%	1833.3%	2850.0%	2000.0%	2033.3%
Language Arts	8	8	8	8	8	3.8%	3.9%	3.8%	3.7%	3.7%
Art & Music	4	3	3	5	4	1.9%	1.5%	1.4%	2.3%	1.8%
Social Studies	8	8	8	7	8	3.8%	3.9%	3.8%	3.2%	3.7%
Foreign Language	2	2	3	3	3	1.0%	1.0%	1.4%	1.4%	1.4%
Math	9	7	7	6	6	4.3%	3.4%	3.3%	2.7%	2.7%
<b>Science</b>	8	8	8	8	8	3.8%	3.9%	3.8%	3.7%	3.7%
Biology	4	3	3	3	4	1.9%	1.5%	1.4%	1.4%	1.8%
Chemistry	2	2	2	2	2	1.0%	1.0%	0.9%	0.9%	0.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	3	3	3	2	1.0%	1.5%	1.4%	1.4%	0.9%
Vocational Education	12	12	13	13	14	5.8%	5.9%	6.1%	5.9%	6.4%
Other	11	7	7	10	10	5.3%	3.4%	3.3%	4.6%	4.6%
<b>Total Enrollments</b>	2,966	2,994	3,172	3,061	3,058	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	347	321	409	258	249	11.7%	10.7%	12.9%	8.4%	8.1%
Grades 1-4	940	961	991	994	1,001	31.7%	32.1%	31.2%	32.5%	32.7%
Grades 5-6	468	462	432	466	454	15.8%	15.4%	13.6%	15.2%	14.8%
Grades 7-8	419	438	466	469	428	14.1%	14.6%	14.7%	15.3%	14.0%
Grades 9-12	784	802	850	863	914	26.4%	26.8%	26.8%	28.2%	29.9%
Ungraded	8	10	24	11	12	0.3%	0.3%	0.8%	0.4%	0.4%



## District Report for: DURANT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	239	237	247	250	252	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	213	224	226	228	228	89.1%	94.5%	91.5%	91.2%	90.5%
<b>Newly Hired</b>	<b>26</b>	<b>13</b>	<b>21</b>	<b>22</b>	<b>24</b>	<b>10.9%</b>	<b>5.5%</b>	<b>8.5%</b>	<b>8.8%</b>	<b>9.5%</b>
Transfers In	9	3	5	7	10	34.6%	23.1%	23.8%	31.8%	41.7%
Reentrants	12	3	8	7	5	46.2%	23.1%	38.1%	31.8%	20.8%
First Time Educators	5	7	8	8	9	19.2%	53.8%	38.1%	36.4%	37.5%
<b>Total Exiting Next Year</b>	<b>15</b>	<b>11</b>	<b>19</b>	<b>22</b>	<b>-</b>	<b>6.3%</b>	<b>4.6%</b>	<b>7.7%</b>	<b>8.8%</b>	<b>-</b>
Transfers Out	2	2	2	7	-	13.3%	18.2%	10.5%	31.8%	-
Leave Oklahoma Educ.	13	9	17	15	-	86.7%	81.8%	89.5%	68.2%	-

Dynamics Rates	District Rates				
District Attrition	6.3%	4.6%	7.7%	8.8%	-
Transfers In/Out	4.50	1.50	2.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	1
UCO, Edmond	8	OBU, Shawnee	1
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	1
SEOSU, Durant	189	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	20
		<b>Total</b>	<b>239</b>



## District Report for: DURANT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	10	11	12	12	12	4.2%	4.6%	4.9%	4.8%	4.8%
White - Females	2	2	2	2	2	20.0%	18.2%	16.7%	16.7%	16.7%
White - Males	8	9	10	10	10	80.0%	81.8%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	21	21	21	19	20	8.8%	8.9%	8.5%	7.6%	8.0%
White - Females	15	14	15	12	12	71.4%	66.7%	71.4%	63.2%	60.0%
White - Males	4	5	4	4	5	19.0%	23.8%	19.0%	21.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	9.5%	9.5%	9.5%	15.8%	15.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	208	205	213	219	219	87.0%	86.5%	86.6%	87.6%	87.3%
White - Females	152	151	152	156	153	73.1%	73.7%	71.4%	71.2%	69.9%
White - Males	39	35	36	37	37	18.8%	17.1%	16.9%	16.9%	16.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	0	0.0%	0.0%	0.5%	0.5%	0.0%
Other - Females	14	17	20	21	22	6.7%	8.3%	9.4%	9.6%	10.0%
Other - Males	3	2	4	4	7	1.4%	1.0%	1.9%	1.8%	3.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	1	1	2	1.0%	0.0%	0.5%	0.5%	0.9%
25-29	13	17	13	16	15	6.3%	8.4%	6.2%	7.5%	7.1%
30-34	20	19	23	20	19	9.8%	9.4%	11.0%	9.4%	9.0%
35-39	32	30	33	33	30	15.6%	14.9%	15.8%	15.5%	14.2%
40-44	40	33	34	28	32	19.5%	16.3%	16.3%	13.1%	15.2%
45-49	42	41	38	46	42	20.5%	20.3%	18.2%	21.6%	19.9%
50-54	35	32	35	33	38	17.1%	15.8%	16.7%	15.5%	18.0%
55+	21	30	32	36	33	10.2%	14.9%	15.3%	16.9%	15.6%
<b>Average Age</b>	43.5	44.0	44.3	44.4	44.6					

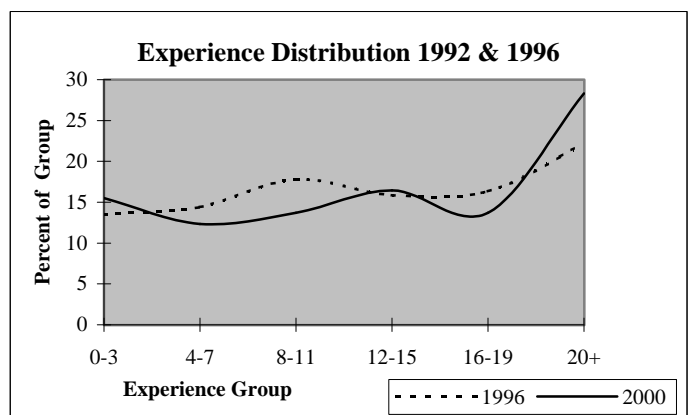
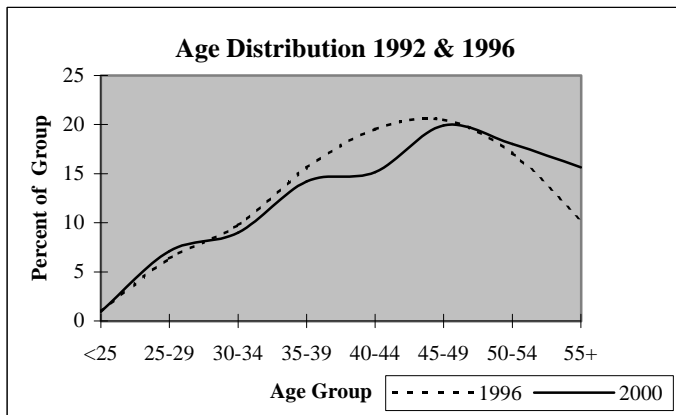
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	28	23	25	28	34	13.5%	11.2%	11.7%	12.8%	15.5%
4-7 Years	30	31	30	35	27	14.4%	15.1%	14.1%	16.0%	12.3%
8-11 Years	37	31	38	30	30	17.8%	15.1%	17.8%	13.7%	13.7%
12-15 Years	33	39	35	32	36	15.9%	19.0%	16.4%	14.6%	16.4%
16-19 Years	34	29	32	32	30	16.3%	14.1%	15.0%	14.6%	13.7%
20+ Years	46	52	53	62	62	22.1%	25.4%	24.9%	28.3%	28.3%
<b>Average Experience</b>	13.0	13.5	13.5	13.7	13.8					

## District Report for: DURANT

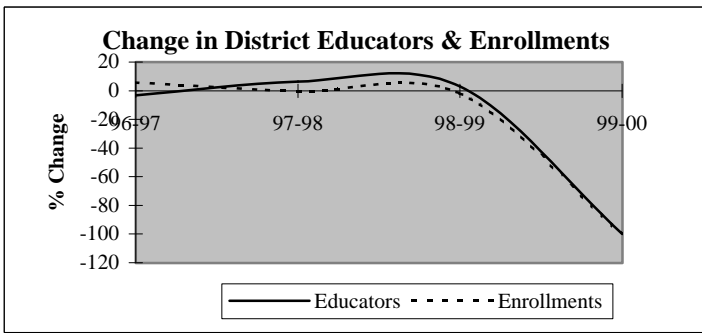
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	15	11	19	22	-	6.3%	4.6%	7.7%	8.8%	-
Attrition from Transfers	2	2	2	7	-	0.8%	0.8%	0.8%	2.8%	-
Attrition from Exits	13	9	17	15	-	5.4%	3.8%	6.9%	6.0%	-
<b>Teacher Attrition</b>	13	9	13	21	-	6.3%	4.4%	6.1%	9.6%	-
Attrition from Transfers	2	1	2	7	-	1.0%	0.5%	0.9%	3.2%	-
Attrition from Exits	11	8	11	14	-	5.3%	3.9%	5.2%	6.4%	-
<b>District Retention</b>										
Educator Retention	224	226	227	228	-	93.7%	95.4%	92.3%	91.2%	-
Teacher Retention	195	196	200	198	-	93.8%	95.6%	93.9%	90.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	84.4%	3.1%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	87.1%	0.0%	87.1%	84.2%	6.9%	91.1%
2 Years of Experience	93.3%	0.0%	93.3%	85.2%	5.9%	91.1%
3 Years of Experience	94.9%	0.0%	94.9%	86.1%	5.6%	91.7%
4 Years of Experience	86.5%	10.8%	97.3%	87.9%	4.7%	92.6%
5 Years of Experience	94.7%	0.0%	94.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.8%	1.7%	0.8%	2.4%	1.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.1%	94.1%	93.1%	91.2%	93.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	4.2%	6.1%	6.4%	5.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HYDRO

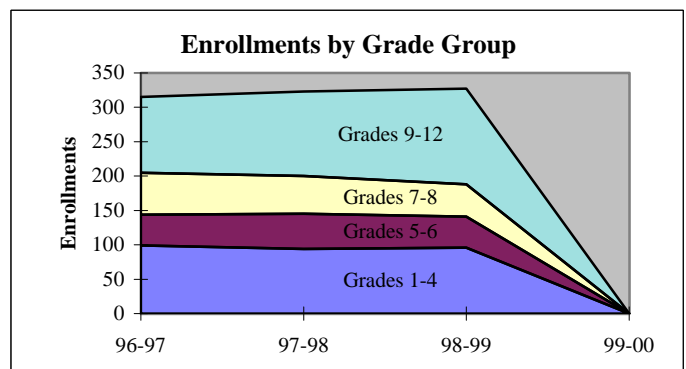
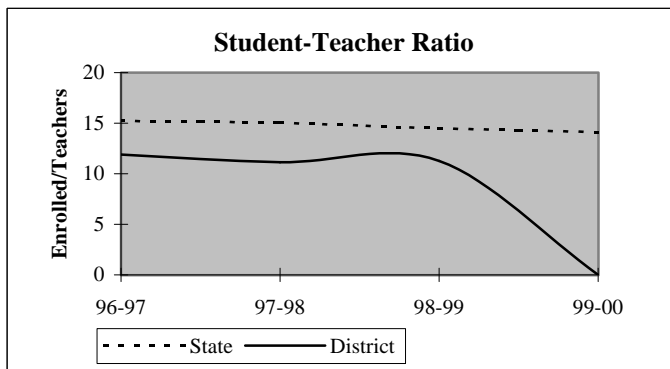


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	11.5	10.8	10.3	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.9	11.9	11.1	11.3	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	2	1	-34	-	-	-	-	-
% Change in Educators	3.2%	-3.1%	6.5%	3.0%	-100.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-20	19	-1	-7	-349	-	-	-	-	-
% Change in Enrollments	-5.6%	5.6%	-0.3%	-2.0%	-100.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	12.5%	3.2%	12.1%	14.7%	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.1%	3.2%	3.0%	8.8%	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.1%	3.2%	3.0%	2.9%	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.1	42.2	41.8	40.8	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	9.6	9.0	9.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,318	29,132	28,795	27,829	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.2%	3.3%	3.1%	3.2%	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.4%	76.7%	78.1%	80.6%	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.1%	13.3%	12.5%	9.7%	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.7%	8.7%	12.1%	10.2%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	14	15	16	0	46.9%	45.2%	45.5%	47.1%	0.0%
Attrition	2	1	3	16	0					
Attrition Rate	13.3%	7.1%	20.0%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	16	17	17	0	53.1%	51.6%	51.5%	50.0%	0.0%
Attrition	3	3	2	17	0					
Attrition Rate	17.6%	18.8%	11.8%	100.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	1	1	0	0.0%	3.2%	3.0%	2.9%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	0.0%	100.0%	100.0%	0.0%					

## District Report for: HYDRO

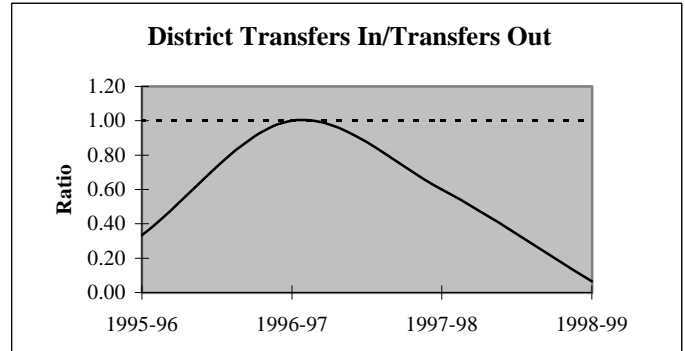
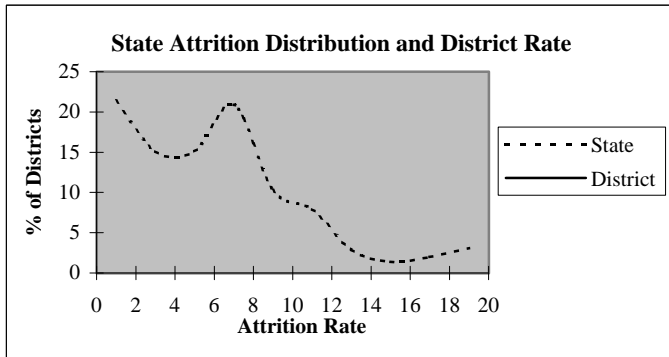
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	32	31	33	34	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	3	0	3.1%	3.2%	3.0%	8.8%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	31	30	32	31	0	96.9%	96.8%	97.0%	91.2%	0.0%
Special Education	5	4	4	3	0	16.1%	13.3%	12.5%	9.7%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	10	12	0	41.9%	40.0%	31.3%	38.7%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	18	16	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	0	6.5%	6.7%	6.3%	6.5%	0.0%
Art & Music	1	1	1	1	0	3.2%	3.3%	3.1%	3.2%	0.0%
Social Studies	1	2	2	1	0	3.2%	6.7%	6.3%	3.2%	0.0%
Foreign Language	0	0	1	0	0	0.0%	0.0%	3.1%	0.0%	0.0%
Math	2	2	2	1	0	6.5%	6.7%	6.3%	3.2%	0.0%
<b>Science</b>	1	1	1	2	0	3.2%	3.3%	3.1%	6.5%	0.0%
Biology	1	1	1	1	0	3.2%	3.3%	3.1%	3.2%	0.0%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	3.2%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	4	4	4	4	0	12.9%	13.3%	12.5%	12.9%	0.0%
Other	2	2	5	5	0	6.5%	6.7%	15.6%	16.1%	0.0%
<b>Total Enrollments</b>	338	357	356	349	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	36	41	33	22	0	10.7%	11.5%	9.3%	6.3%	0.0%
Grades 1-4	102	99	94	96	0	30.2%	27.7%	26.4%	27.5%	0.0%
Grades 5-6	56	45	51	45	0	16.6%	12.6%	14.3%	12.9%	0.0%
Grades 7-8	49	61	55	47	0	14.5%	17.1%	15.4%	13.5%	0.0%
Grades 9-12	95	110	123	139	0	28.1%	30.8%	34.6%	39.8%	0.0%
Ungraded	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%



## District Report for: HYDRO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	32	31	33	34	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	27	27	27	0	90.6%	87.1%	81.8%	79.4%	0.0%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>9.4%</b>	<b>12.9%</b>	<b>18.2%</b>	<b>20.6%</b>	<b>0.0%</b>
Transfers In	1	2	3	2	0	33.3%	50.0%	50.0%	28.6%	0.0%
Reentrants	0	0	1	2	0	0.0%	0.0%	16.7%	28.6%	0.0%
First Time Educators	2	2	2	3	0	66.7%	50.0%	33.3%	42.9%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>34</b>	<b>-</b>	<b>15.6%</b>	<b>12.9%</b>	<b>18.2%</b>	<b>100.0%</b>	<b>-</b>
Transfers Out	3	2	5	31	-	60.0%	50.0%	83.3%	91.2%	-
Leave Oklahoma Educ.	2	2	1	3	-	40.0%	50.0%	16.7%	8.8%	-

Dynamics Rates	District Rates				
District Attrition	15.6%	12.9%	18.2%	100.0%	-
Transfers In/Out	0.33	1.00	0.60	0.06	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	26	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	32

## District Report for: HYDRO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	3	0	3.1%	3.2%	3.0%	8.8%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	3	0	100.0%	100.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	30	32	31	0	96.9%	96.8%	97.0%	91.2%	0.0%
White - Females	23	22	24	24	0	74.2%	73.3%	75.0%	77.4%	0.0%
White - Males	7	7	7	6	0	22.6%	23.3%	21.9%	19.4%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	3.2%	3.3%	3.1%	3.2%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	3.2%	3.3%	0.0%	0.0%	0.0%
25-29	1	2	4	4	0	3.2%	6.7%	12.5%	12.9%	0.0%
30-34	6	7	5	3	0	19.4%	23.3%	15.6%	9.7%	0.0%
35-39	3	2	4	7	0	9.7%	6.7%	12.5%	22.6%	0.0%
40-44	6	6	6	7	0	19.4%	20.0%	18.8%	22.6%	0.0%
45-49	5	5	6	4	0	16.1%	16.7%	18.8%	12.9%	0.0%
50-54	4	3	4	4	0	12.9%	10.0%	12.5%	12.9%	0.0%
55+	5	4	3	2	0	16.1%	13.3%	9.4%	6.5%	0.0%
<b>Average Age</b>	43.1	42.2	41.8	40.8	0.0					

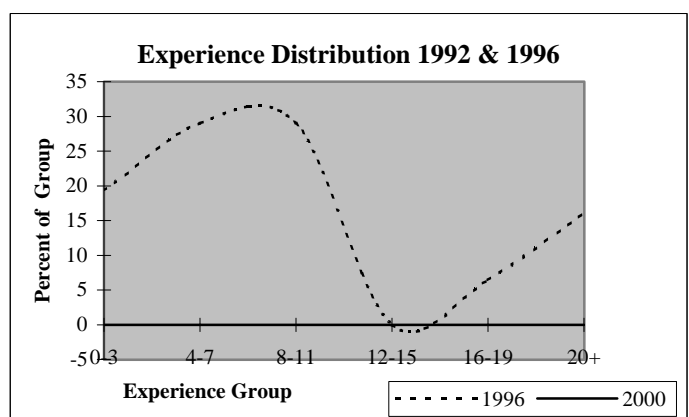
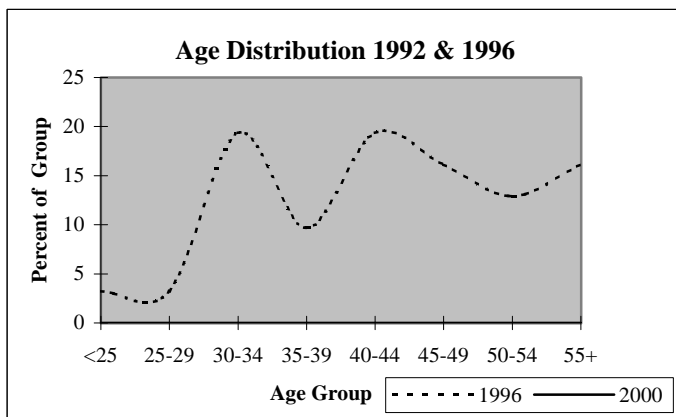
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	6	8	0	19.4%	20.0%	18.8%	25.8%	0.0%
4-7 Years	9	8	9	8	0	29.0%	26.7%	28.1%	25.8%	0.0%
8-11 Years	9	8	9	8	0	29.0%	26.7%	28.1%	25.8%	0.0%
12-15 Years	0	1	2	2	0	0.0%	3.3%	6.3%	6.5%	0.0%
16-19 Years	2	1	1	0	0	6.5%	3.3%	3.1%	0.0%	0.0%
20+ Years	5	6	5	5	0	16.1%	20.0%	15.6%	16.1%	0.0%
<b>Average Experience</b>	9.4	9.6	9.0	9.0	0.0					

## District Report for: HYDRO

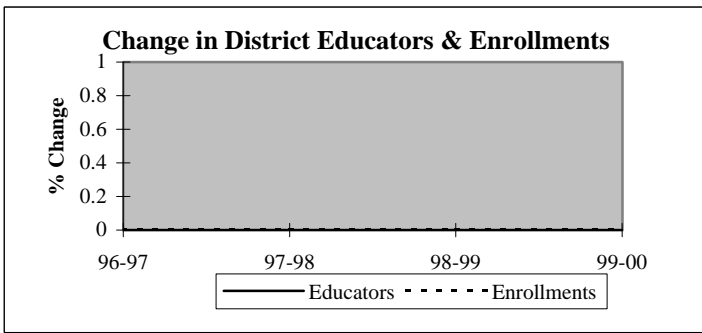
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	4	6	34	-	15.6%	12.9%	18.2%	100.0%	-
Attrition from Transfers	3	2	5	31	-	9.4%	6.5%	15.2%	91.2%	-
Attrition from Exits	2	2	1	3	-	6.3%	6.5%	3.0%	8.8%	-
<b>Teacher Attrition</b>	5	3	6	31	-	16.1%	10.0%	18.8%	100.0%	-
Attrition from Transfers	3	1	5	28	-	9.7%	3.3%	15.6%	90.3%	-
Attrition from Exits	2	2	1	3	-	6.5%	6.7%	3.1%	9.7%	-
<b>District Retention</b>										
Educator Retention	27	27	27	0	-	84.4%	87.1%	81.8%	0.0%	-
Teacher Retention	26	27	26	0	-	83.9%	90.0%	81.3%	0.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	33.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	28.6%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	77.8%	22.2%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	6.5%	0.0%	2.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.8%	87.1%	90.9%	82.4%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.3%	6.5%	9.1%	14.7%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HYDRO-EAKLY



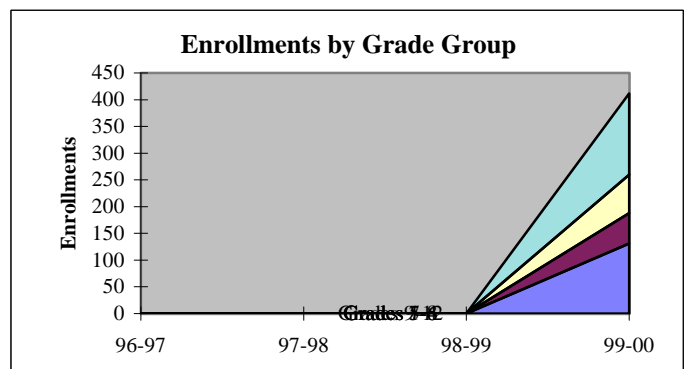
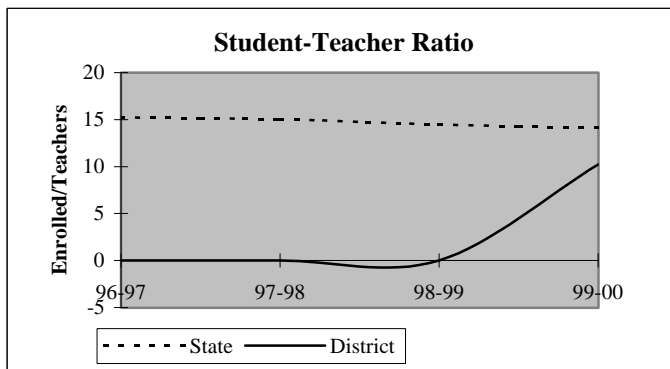
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	nc	nc	nc	nc	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	nc	nc	nc	nc	10.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	49	-	-	-	-	-
% Change in Educators	#####	#####	#####	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	0	0	0	439	-	-	-	-	-
% Change in Enrollments	#####	#####	#####	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	nc	nc	nc	nc	18.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	nc	nc	nc	nc	6.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	nc	nc	nc	nc	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	nc	nc	nc	nc	4.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	nc	nc	nc	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	nc	nc	nc	nc	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	0.0	0.0	0.0	0.0	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	0.0	0.0	0.0	0.0	9.0	12.1	12.3	12.3	12.2	12.2
Average Salary	0	0	0	0	26,854	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	nc	nc	nc	nc	4.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	nc	nc	nc	nc	79.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	nc	nc	nc	nc	9.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	0.0%	0.0%	16.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	0	0	0	0	20	0.0%	0.0%	0.0%	0.0%	40.8%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	0	0	0	28	0.0%	0.0%	0.0%	0.0%	57.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	8.2%



## District Report for: HYDRO-EAKLY

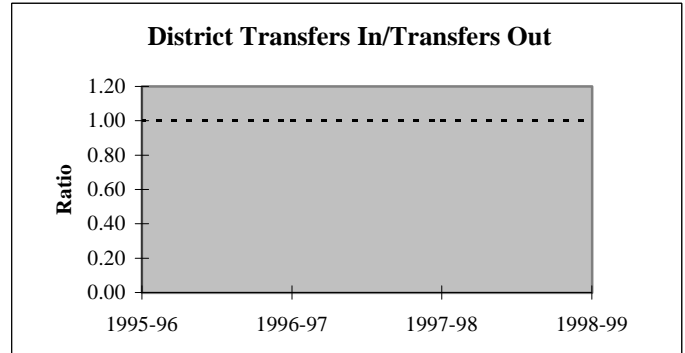
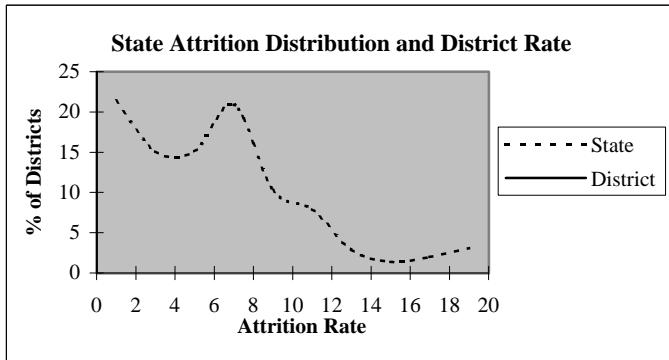
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	0	0	0	0	49	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	6.1%
Professional Staff	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	6.1%
<b>Total Teachers</b>	0	0	0	0	43	0.0%	0.0%	0.0%	0.0%	87.8%
Special Education	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	9.3%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	4.7%
Elementary	0	0	0	0	17	0.0%	0.0%	0.0%	0.0%	39.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.0%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Social Studies	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	4.7%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Math	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.0%
<b>Science</b>	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.0%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Vocational Education	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.0%
Other	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	9.3%
<b>Total Enrollments</b>	0	0	0	0	439	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	27	0.0%	0.0%	0.0%	0.0%	6.2%
Grades 1-4	0	0	0	0	131	0.0%	0.0%	0.0%	0.0%	29.8%
Grades 5-6	0	0	0	0	57	0.0%	0.0%	0.0%	0.0%	13.0%
Grades 7-8	0	0	0	0	72	0.0%	0.0%	0.0%	0.0%	16.4%
Grades 9-12	0	0	0	0	152	0.0%	0.0%	0.0%	0.0%	34.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: HYDRO-EAKLY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	0	0	0	0	49	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>
Transfers In	0	0	0	0	39	0.0%	0.0%	0.0%	0.0%	79.6%
Reentrants	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	4.1%
First Time Educators	0	0	0	0	8	0.0%	0.0%	0.0%	0.0%	16.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	nc	nc	nc	nc	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	-

## District Report for: HYDRO-EAKLY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	6.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	6.1%
White - Females	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	0	0	0	0	43	0.0%	0.0%	0.0%	0.0%	87.8%
White - Females	0	0	0	0	32	0.0%	0.0%	0.0%	0.0%	74.4%
White - Males	0	0	0	0	9	0.0%	0.0%	0.0%	0.0%	20.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	4.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.6%
25-29	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	10.3%
30-34	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	10.3%
35-39	0	0	0	0	10	0.0%	0.0%	0.0%	0.0%	25.6%
40-44	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	10.3%
45-49	0	0	0	0	10	0.0%	0.0%	0.0%	0.0%	25.6%
50-54	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.7%
55+	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.7%
<b>Average Age</b>	0.0	0.0	0.0	0.0	41.2					

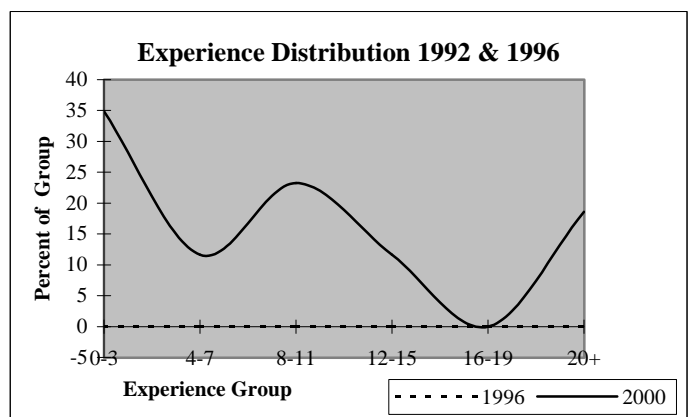
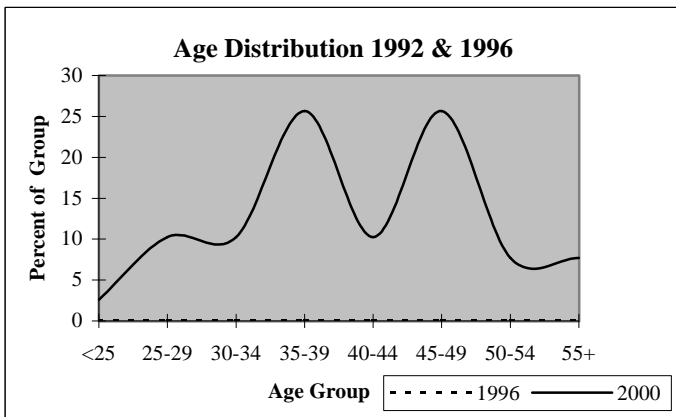
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	15	0.0%	0.0%	0.0%	0.0%	34.9%
4-7 Years	0	0	0	0	5	0.0%	0.0%	0.0%	0.0%	11.6%
8-11 Years	0	0	0	0	10	0.0%	0.0%	0.0%	0.0%	23.3%
12-15 Years	0	0	0	0	5	0.0%	0.0%	0.0%	0.0%	11.6%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	8	0.0%	0.0%	0.0%	0.0%	18.6%
<b>Average Experience</b>	0.0	0.0	0.0	0.0	9.0					

## District Report for: HYDRO-EAKLY

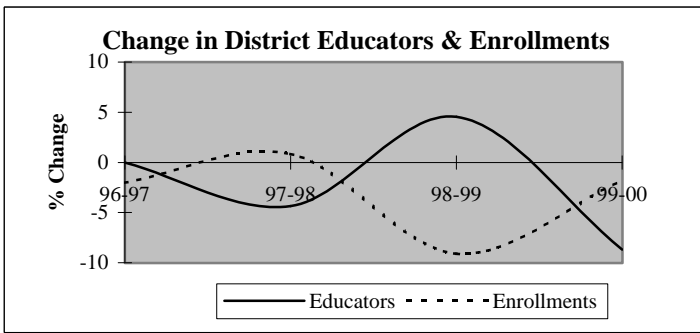
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
Teacher Attrition	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>District Retention</b>										
Educator Retention	0	0	0	0	-	nc	nc	nc	nc	-
Teacher Retention	0	0	0	0	-	nc	nc	nc	nc	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	2.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	0.0%	0.0%	0.0%	0.0%	77.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	100.0%	100.0%	100.0%	100.0%	20.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LOOKEBA SICKLES

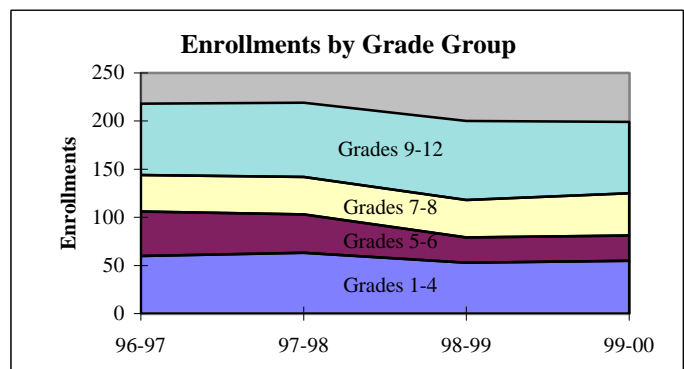
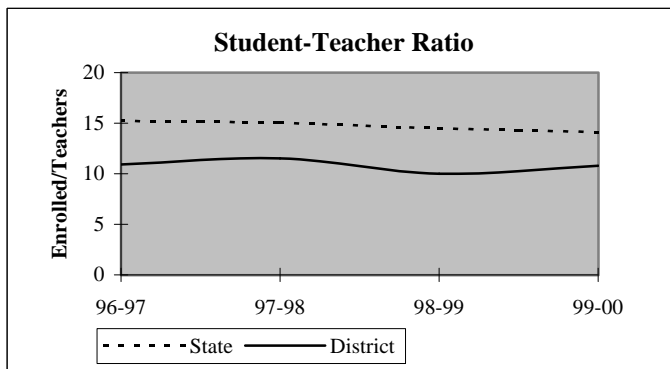


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	10.4	11.0	9.6	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.1	10.9	11.5	10.0	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	1	-2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-4.3%	4.5%	-8.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-5	2	-22	-4	-	-	-	-	-
% Change in Enrollments	8.4%	-2.0%	0.8%	-9.1%	-1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	26.1%	13.6%	13.0%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.3%	4.5%	4.3%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.5	39.8	40.5	42.2	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	11.1	11.8	13.0	15.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,600	27,552	28,912	29,931	31,898	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.3%	77.3%	81.0%	81.8%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.5%	4.8%	4.5%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.3%	27.9%	29.3%	22.0%	29.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	7	7	5	3	26.1%	30.4%	31.8%	21.7%	14.3%
Attrition	0	1	1	3	0					
Attrition Rate	0.0%	14.3%	14.3%	60.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	16	14	17	17	73.9%	69.6%	63.6%	73.9%	81.0%
Attrition	2	1	0	2	0					
Attrition Rate	11.8%	6.3%	0.0%	11.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	1	1	0.0%	0.0%	4.5%	4.3%	4.8%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	1	1	0.0%	4.3%	4.5%	4.3%	4.8%

## District Report for: LOOKEBA SICKLES

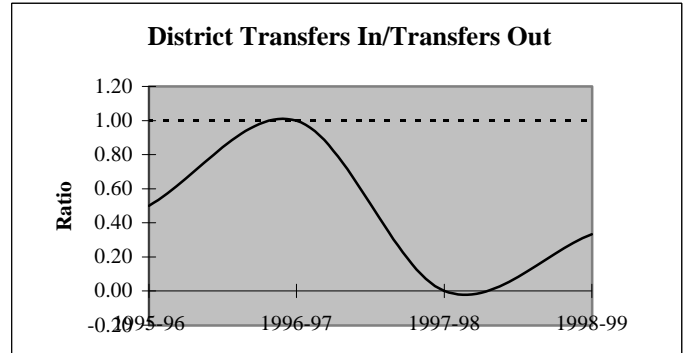
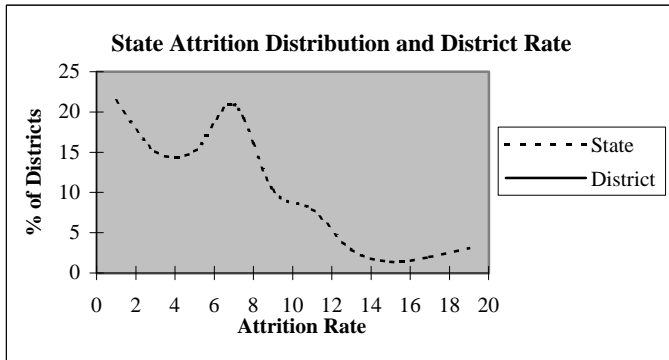
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	23	22	23	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.3%	4.3%	4.5%	4.3%	4.8%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	22	22	21	22	20	95.7%	95.7%	95.5%	95.7%	95.2%
Special Education	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	9	40.9%	40.9%	42.9%	40.9%	45.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	11	12	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
Art & Music	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
Social Studies	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
Foreign Language	1	1	0	1	0	4.5%	4.5%	0.0%	4.5%	0.0%
Math	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
<b>Science</b>	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.5%	4.5%	4.8%	4.5%	5.0%
Vocational Education	4	3	3	3	3	18.2%	13.6%	14.3%	13.6%	15.0%
Other	2	3	3	3	2	9.1%	13.6%	14.3%	13.6%	10.0%
<b>Total Enrollments</b>	245	240	242	220	216	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	18	22	17	16	10.2%	7.5%	9.1%	7.7%	7.4%
Grades 1-4	68	60	63	53	55	27.8%	25.0%	26.0%	24.1%	25.5%
Grades 5-6	42	46	40	26	26	17.1%	19.2%	16.5%	11.8%	12.0%
Grades 7-8	35	38	39	39	44	14.3%	15.8%	16.1%	17.7%	20.4%
Grades 9-12	67	74	77	82	74	27.3%	30.8%	31.8%	37.3%	34.3%
Ungraded	8	4	1	3	1	3.3%	1.7%	0.4%	1.4%	0.5%



## District Report for: LOOKEBA SICKLES

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	23	22	23	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	21	21	21	18	91.3%	91.3%	95.5%	91.3%	85.7%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>8.7%</b>	<b>8.7%</b>	<b>4.5%</b>	<b>8.7%</b>	<b>14.3%</b>
Transfers In	1	1	0	1	1	50.0%	50.0%	0.0%	50.0%	33.3%
Reentrants	0	1	0	1	2	0.0%	50.0%	0.0%	50.0%	66.7%
First Time Educators	1	0	1	0	0	50.0%	0.0%	100.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>-</b>	<b>8.7%</b>	<b>8.7%</b>	<b>4.5%</b>	<b>21.7%</b>	<b>-</b>
Transfers Out	2	1	1	3	-	100.0%	50.0%	100.0%	60.0%	-
Leave Oklahoma Educ.	0	1	0	2	-	0.0%	50.0%	0.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	8.7%	8.7%	4.5%	21.7%	-
Transfers In/Out	0.50	1.00	0.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	18	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	23

## District Report for: LOOKEBA SICKLES

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.3%	4.3%	4.5%	4.3%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	22	21	22	20	95.7%	95.7%	95.5%	95.7%	95.2%
White - Females	17	17	17	18	16	77.3%	77.3%	81.0%	81.8%	80.0%
White - Males	5	5	4	4	4	22.7%	22.7%	19.0%	18.2%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	2	1	0	4.5%	9.5%	10.0%	4.5%	0.0%
30-34	3	1	1	2	2	13.6%	4.8%	5.0%	9.1%	10.0%
35-39	7	8	8	5	4	31.8%	38.1%	40.0%	22.7%	20.0%
40-44	5	4	1	4	6	22.7%	19.0%	5.0%	18.2%	30.0%
45-49	6	4	6	7	5	27.3%	19.0%	30.0%	31.8%	25.0%
50-54	0	2	2	3	3	0.0%	9.5%	10.0%	13.6%	15.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	39.5	39.8	40.5	42.2	43.1					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	3	2	1	13.6%	13.6%	14.3%	9.1%	5.0%
4-7 Years	3	4	4	3	2	13.6%	18.2%	19.0%	13.6%	10.0%
8-11 Years	5	4	2	3	3	22.7%	18.2%	9.5%	13.6%	15.0%
12-15 Years	6	4	6	7	5	27.3%	18.2%	28.6%	31.8%	25.0%
16-19 Years	2	5	3	2	4	9.1%	22.7%	14.3%	9.1%	20.0%
20+ Years	3	2	3	5	5	13.6%	9.1%	14.3%	22.7%	25.0%
<b>Average Experience</b>	11.4	11.1	11.8	13.0	15.0					

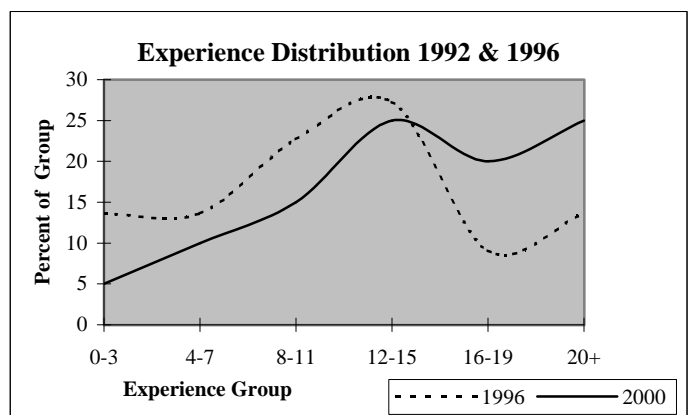
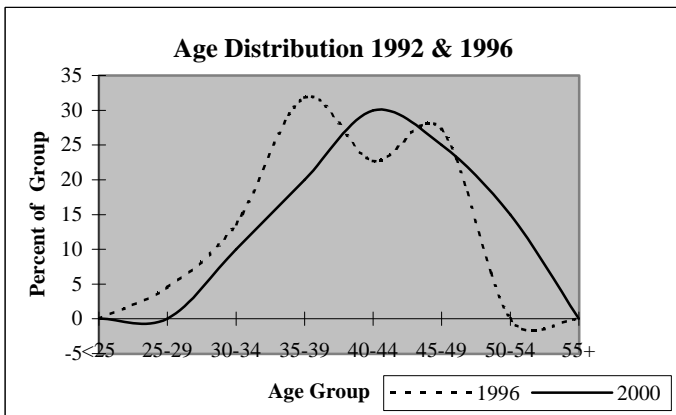


## District Report for: LOOKEBA SICKLES

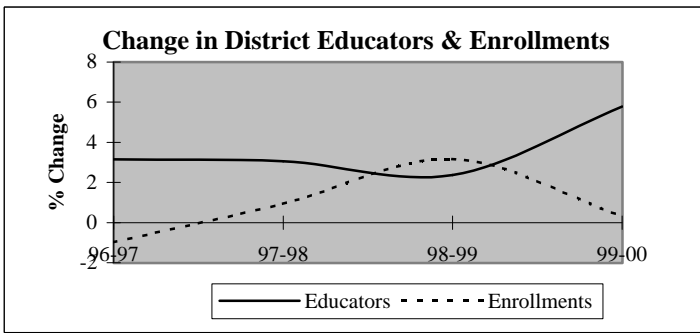
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	1	5	-	8.7%	8.7%	4.5%	21.7%	-
Attrition from Transfers	2	1	1	3	-	8.7%	4.3%	4.5%	13.0%	-
Attrition from Exits	0	1	0	2	-	0.0%	4.3%	0.0%	8.7%	-
<b>Teacher Attrition</b>	2	2	1	5	-	9.1%	9.1%	4.8%	22.7%	-
Attrition from Transfers	2	1	1	3	-	9.1%	4.5%	4.8%	13.6%	-
Attrition from Exits	0	1	0	2	-	0.0%	4.5%	0.0%	9.1%	-
<b>District Retention</b>										
Educator Retention	21	21	21	18	-	91.3%	91.3%	95.5%	78.3%	-
Teacher Retention	20	20	20	17	-	90.9%	90.9%	95.2%	77.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	50.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	20.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.3%	4.3%	0.0%	4.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.3%	91.3%	95.5%	91.3%	90.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	4.3%	4.5%	4.3%	9.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ANADARKO

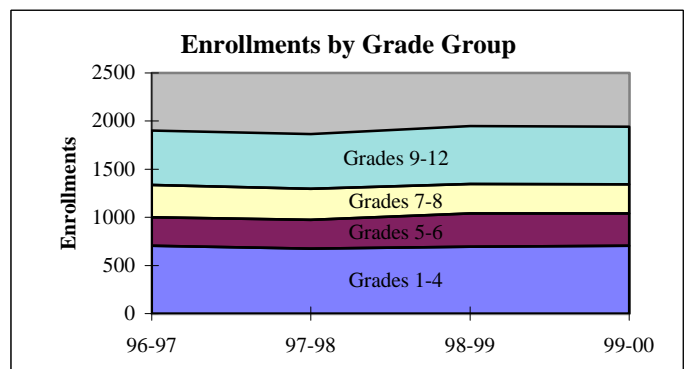
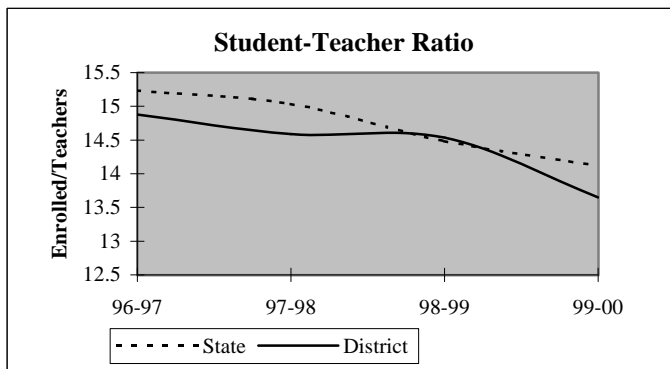


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.4	12.2	12.3	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	14.9	14.6	14.5	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-11	5	5	4	10	-	-	-	-	-
% Change in Educators	-6.5%	3.1%	3.0%	2.4%	5.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-40	-20	19	65	7	-	-	-	-	-
% Change in Enrollments	-1.9%	-1.0%	0.9%	3.2%	0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.3%	3.0%	1.8%	5.8%	3.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	6.7%	5.9%	5.8%	6.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.8%	9.8%	10.7%	9.8%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.5%	16.5%	16.6%	16.8%	17.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	22.2%	18.2%	20.0%	20.0%	18.2%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	1.2%	1.2%	1.2%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	40.6	41.2	41.1	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	11.1	11.6	11.4	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,769	29,884	30,418	29,961	30,247	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.7%	17.5%	17.7%	17.8%	17.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.7%	75.9%	75.9%	78.1%	79.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.8%	11.7%	12.1%	11.6%	12.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	63.8%	64.1%	66.6%	69.1%	70.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	57	61	64	66	71	35.8%	37.2%	37.9%	38.2%	38.8%
Attrition	4	4	9	11	0					
Attrition Rate	7.0%	6.6%	14.1%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	89	95	96	96	97	56.0%	57.9%	56.8%	55.5%	53.0%
Attrition	3	0	7	7	0					
Attrition Rate	3.4%	0.0%	7.3%	7.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	13	8	10	13	15	8.2%	4.9%	5.9%	7.5%	8.2%
Attrition Rate	7	2	3	0	0					
Attrition Rate	53.8%	25.0%	30.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	15	12	16	17	22	9.4%	7.3%	9.5%	9.8%	12.0%

## District Report for: ANADARKO

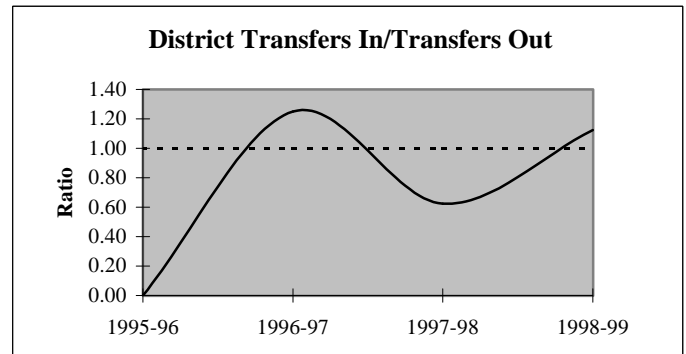
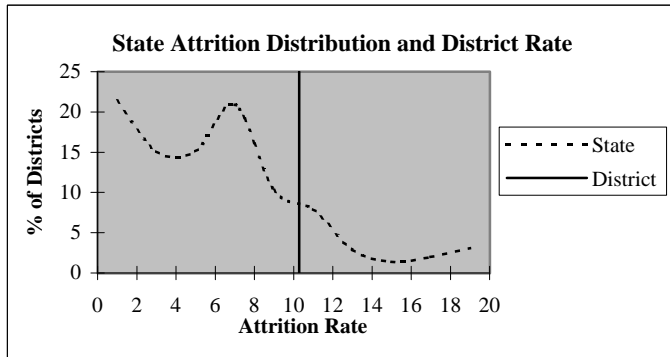
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	159	164	169	173	183	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	11	10	10	11	5.7%	6.7%	5.9%	5.8%	6.0%
Professional Staff	14	16	18	17	16	8.8%	9.8%	10.7%	9.8%	8.7%
<b>Total Teachers</b>	136	137	141	146	156	85.5%	83.5%	83.4%	84.4%	85.2%
Special Education	16	16	17	17	20	11.8%	11.7%	12.1%	11.6%	12.8%
Pre-K & Kindergarten	0	0	0	3	3	0.0%	0.0%	0.0%	2.1%	1.9%
Elementary	66	55	58	60	62	48.5%	40.1%	41.1%	41.1%	39.7%
<b>Middle School</b>	0	24	24	27	29	0.0%	17.5%	17.0%	18.5%	18.6%
Language Arts	0	7	7	6	8	0.0%	5.1%	5.0%	4.1%	5.1%
Art & Music	0	1	2	2	1	0.0%	0.7%	1.4%	1.4%	0.6%
Social Studies	0	4	4	4	5	0.0%	2.9%	2.8%	2.7%	3.2%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	0.7%	0.6%
Math	0	5	3	3	3	0.0%	3.6%	2.1%	2.1%	1.9%
Science	0	4	5	6	5	0.0%	2.9%	3.5%	4.1%	3.2%
Vocational Education	0	2	1	1	0	0.0%	1.5%	0.7%	0.7%	0.0%
Other	0	1	2	4	6	0.0%	0.7%	1.4%	2.7%	3.8%
<b>High School (9-12)</b>	54	42	42	39	42	0.0%	4200.0%	2100.0%	1950.0%	4200.0%
Language Arts	8	5	6	4	6	5.9%	3.6%	4.3%	2.7%	3.8%
Art & Music	5	4	4	3	4	3.7%	2.9%	2.8%	2.1%	2.6%
Social Studies	8	5	5	4	5	5.9%	3.6%	3.5%	2.7%	3.2%
Foreign Language	2	2	3	1	2	1.5%	1.5%	2.1%	0.7%	1.3%
Math	7	4	3	4	3	5.1%	2.9%	2.1%	2.7%	1.9%
<b>Science</b>	8	5	5	5	6	5.9%	3.6%	3.5%	3.4%	3.8%
Biology	2	2	2	3	3	1.5%	1.5%	1.4%	2.1%	1.9%
Chemistry	0	0	1	0	1	0.0%	0.0%	0.7%	0.0%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	6	3	2	2	2	4.4%	2.2%	1.4%	1.4%	1.3%
Vocational Education	10	9	8	8	7	7.4%	6.6%	5.7%	5.5%	4.5%
Other	6	8	8	10	9	4.4%	5.8%	5.7%	6.8%	5.8%
<b>Total Enrollments</b>	2,058	2,038	2,057	2,122	2,129	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	171	132	187	171	187	8.3%	6.5%	9.1%	8.1%	8.8%
Grades 1-4	661	704	675	695	704	32.1%	34.5%	32.8%	32.8%	33.1%
Grades 5-6	341	298	300	344	336	16.6%	14.6%	14.6%	16.2%	15.8%
Grades 7-8	318	335	322	306	302	15.5%	16.4%	15.7%	14.4%	14.2%
Grades 9-12	559	563	568	602	598	27.2%	27.6%	27.6%	28.4%	28.1%
Ungraded	8	6	5	4	2	0.4%	0.3%	0.2%	0.2%	0.1%



## District Report for: ANADARKO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	159	164	170	175	183	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	154	145	158	151	157	96.9%	88.4%	92.9%	86.3%	85.8%
<b>Newly Hired</b>	<b>5</b>	<b>19</b>	<b>12</b>	<b>24</b>	<b>26</b>	<b>3.1%</b>	<b>11.6%</b>	<b>7.1%</b>	<b>13.7%</b>	<b>14.2%</b>
Transfers In	0	5	5	9	8	0.0%	26.3%	41.7%	37.5%	30.8%
Reentrants	2	1	2	4	8	40.0%	5.3%	16.7%	16.7%	30.8%
First Time Educators	3	13	5	11	10	60.0%	68.4%	41.7%	45.8%	38.5%
<b>Total Exiting Next Year</b>	<b>14</b>	<b>6</b>	<b>19</b>	<b>18</b>	<b>-</b>	<b>8.8%</b>	<b>3.7%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	4	4	8	8	-	28.6%	66.7%	42.1%	44.4%	-
Leave Oklahoma Educ.	10	2	11	10	-	71.4%	33.3%	57.9%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	3.7%	11.2%	10.3%	-
Transfers In/Out	0.00	1.25	0.63	1.13	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	11	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	1
UCO, Edmond	5	OBU, Shawnee	3
ECU, Ada	6	OCU, Oklahoma City	3
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	63	Cameron, Lawton	5
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	39	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	159

## District Report for: ANADARKO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	11	10	10	11	5.7%	6.7%	5.9%	5.8%	6.0%
White - Females	1	2	2	2	3	11.1%	18.2%	20.0%	20.0%	27.3%
White - Males	6	7	6	6	6	66.7%	63.6%	60.0%	60.0%	54.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	2	2	2	2	2	22.2%	18.2%	20.0%	20.0%	18.2%
<b>Professional Staff</b>	14	16	18	17	16	8.8%	9.8%	10.7%	9.8%	8.7%
White - Females	11	13	16	14	13	78.6%	81.3%	88.9%	82.4%	81.3%
White - Males	2	2	1	2	1	14.3%	12.5%	5.6%	11.8%	6.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	7.1%	6.3%	5.6%	5.9%	12.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	136	137	141	146	156	85.5%	83.5%	83.4%	84.4%	85.2%
White - Females	90	85	87	92	100	66.2%	62.0%	61.7%	63.0%	64.1%
White - Males	26	28	29	28	28	19.1%	20.4%	20.6%	19.2%	17.9%
Black - Females	1	2	2	2	2	0.7%	1.5%	1.4%	1.4%	1.3%
Black - Males	2	2	2	2	2	1.5%	1.5%	1.4%	1.4%	1.3%
Other - Females	16	17	18	20	22	11.8%	12.4%	12.8%	13.7%	14.1%
Other - Males	1	3	3	2	2	0.7%	2.2%	2.1%	1.4%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	2	2	1	0.7%	1.5%	1.4%	1.4%	0.7%
25-29	19	21	19	20	15	14.0%	15.6%	13.7%	13.9%	10.0%
30-34	14	15	19	21	24	10.3%	11.1%	13.7%	14.6%	16.0%
35-39	24	19	16	17	19	17.6%	14.1%	11.5%	11.8%	12.7%
40-44	32	30	27	25	25	23.5%	22.2%	19.4%	17.4%	16.7%
45-49	24	27	27	31	33	17.6%	20.0%	19.4%	21.5%	22.0%
50-54	11	13	19	19	22	8.1%	9.6%	13.7%	13.2%	14.7%
55+	11	8	10	9	11	8.1%	5.9%	7.2%	6.3%	7.3%
<b>Average Age</b>	41.1	40.6	41.2	41.1	42.0					

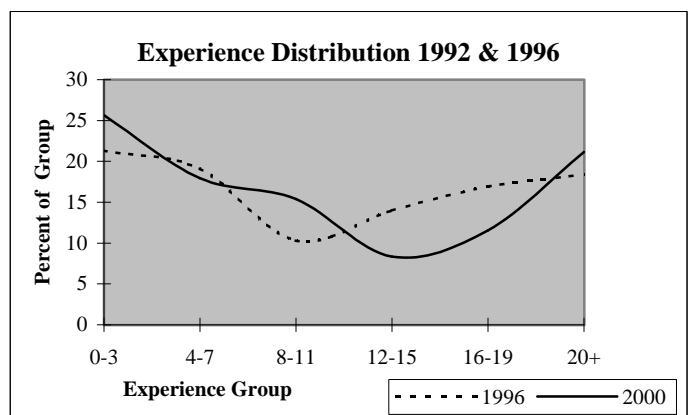
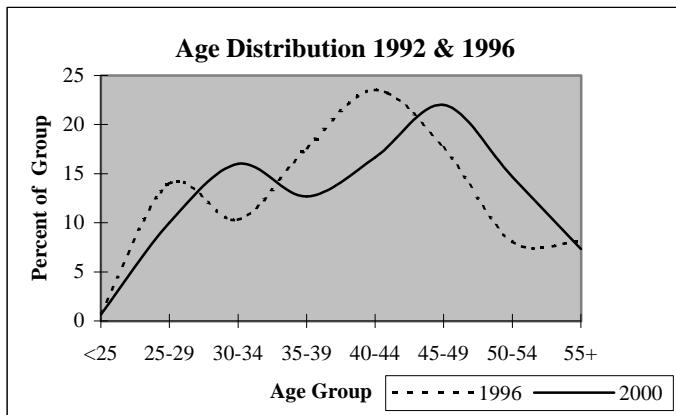
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	29	34	34	27	40	21.3%	24.8%	24.1%	18.5%	25.6%
4-7 Years	26	25	28	35	28	19.1%	18.2%	19.9%	24.0%	17.9%
8-11 Years	14	14	13	19	24	10.3%	10.2%	9.2%	13.0%	15.4%
12-15 Years	19	15	17	17	13	14.0%	10.9%	12.1%	11.6%	8.3%
16-19 Years	23	22	21	19	18	16.9%	16.1%	14.9%	13.0%	11.5%
20+ Years	25	27	28	29	33	18.4%	19.7%	19.9%	19.9%	21.2%
<b>Average Experience</b>	11.6	11.1	11.6	11.4	11.3					

## District Report for: ANADARKO

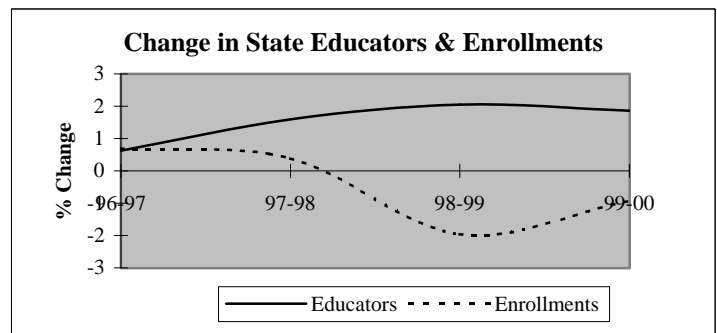
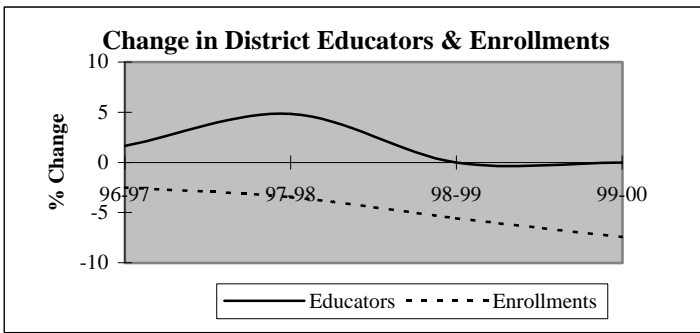
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	14	6	19	18	-	8.8%	3.7%	11.2%	10.4%	-
Attrition from Transfers	4	4	8	8	-	2.5%	2.4%	4.7%	4.6%	-
Attrition from Exits	10	2	11	10	-	6.3%	1.2%	6.5%	5.8%	-
<b>Teacher Attrition</b>	11	4	15	17	-	8.1%	2.9%	10.6%	11.6%	-
Attrition from Transfers	4	4	7	8	-	2.9%	2.9%	5.0%	5.5%	-
Attrition from Exits	7	0	8	9	-	5.1%	0.0%	5.7%	6.2%	-
<b>District Retention</b>										
Educator Retention	145	158	150	155	-	91.2%	96.3%	88.8%	89.6%	-
Teacher Retention	125	133	126	129	-	91.9%	97.1%	89.4%	88.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.8%	10.9%	95.7%	78.2%	9.6%	87.8%
1 Year of Experience	88.6%	8.6%	97.1%	84.2%	6.9%	91.1%
2 Years of Experience	97.4%	2.6%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	95.3%	4.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.2%	2.1%	89.4%	87.9%	4.7%	92.6%
5 Years of Experience	81.3%	12.5%	93.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.6%	0.6%	0.6%	0.0%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.2%	90.9%	95.3%	91.9%	88.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.6%	0.6%	0.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.1%	8.5%	3.6%	7.5%	9.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CARNEGIE

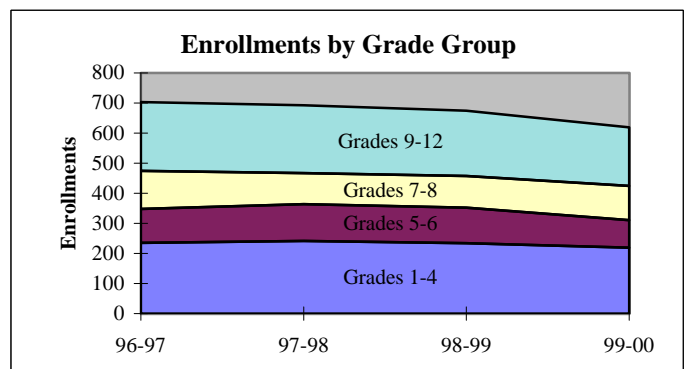
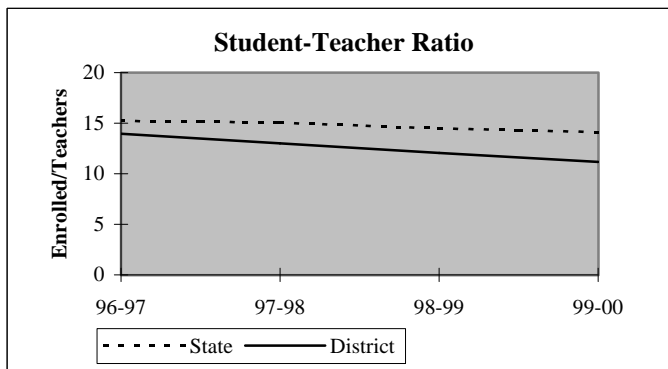


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	12.6	11.6	11.0	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	13.9	13.0	12.1	11.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	3	0	0	-	-	-	-	-
% Change in Educators	0.0%	1.6%	4.8%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	32	-20	-27	-42	-53	-	-	-	-	-
% Change in Enrollments	4.2%	-2.5%	-3.5%	-5.6%	-7.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	3.2%	6.2%	6.2%	4.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.6%	6.5%	6.2%	6.2%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.9%	3.2%	4.6%	3.1%	3.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.6%	3.2%	4.6%	4.6%	4.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	1.6%	1.5%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	42.5	42.6	43.4	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	12.1	12.1	13.0	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,103	28,685	29,516	31,037	31,121	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.9%	3.6%	5.2%	5.1%	5.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.4%	69.6%	69.0%	66.1%	69.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.3%	7.1%	8.6%	8.5%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	56.1%	55.4%	55.2%	56.7%	58.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	17	21	18	19	27.9%	27.4%	32.3%	27.7%	29.2%
Attrition	1	2	6	4	0					
Attrition Rate	5.9%	11.8%	28.6%	22.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	39	42	39	43	43	63.9%	67.7%	60.0%	66.2%	66.2%
Attrition	2	3	4	3	0					
Attrition Rate	5.1%	7.1%	10.3%	7.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	3	5	4	3	8.2%	4.8%	7.7%	6.2%	4.6%
Attrition Rate	40.0%	33.3%	40.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	6	6	5	6	8.2%	9.7%	9.2%	7.7%	9.2%

## District Report for: CARNEGIE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	61	62	65	65	65	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.6%	6.5%	6.2%	6.2%	6.2%
Professional Staff	3	2	3	2	2	4.9%	3.2%	4.6%	3.1%	3.1%
<b>Total Teachers</b>	54	56	58	59	59	88.5%	90.3%	89.2%	90.8%	90.8%
Special Education	5	4	5	5	5	9.3%	7.1%	8.6%	8.5%	8.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	26	27	26	26	46.3%	46.4%	46.6%	44.1%	44.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	24	26	26	28	28	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	5	5	5	5	9.3%	8.9%	8.6%	8.5%	8.5%
Art & Music	2	2	2	3	3	3.7%	3.6%	3.4%	5.1%	5.1%
Social Studies	4	4	4	4	4	7.4%	7.1%	6.9%	6.8%	6.8%
Foreign Language	1	1	1	1	1	1.9%	1.8%	1.7%	1.7%	1.7%
Math	4	4	3	2	3	7.4%	7.1%	5.2%	3.4%	5.1%
<b>Science</b>	3	3	3	3	3	5.6%	5.4%	5.2%	5.1%	5.1%
Biology	1	1	1	1	1	1.9%	1.8%	1.7%	1.7%	1.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	3.7%	3.6%	3.4%	3.4%	3.4%
Vocational Education	3	3	4	4	4	5.6%	5.4%	6.9%	6.8%	6.8%
Other	2	4	4	6	5	3.7%	7.1%	6.9%	10.2%	8.5%
<b>Total Enrollments</b>	801	781	754	712	659	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	80	78	61	38	38	10.0%	10.0%	8.1%	5.3%	5.8%
Grades 1-4	231	235	241	234	219	28.8%	30.1%	32.0%	32.9%	33.2%
Grades 5-6	105	113	123	118	92	13.1%	14.5%	16.3%	16.6%	14.0%
Grades 7-8	151	127	103	105	114	18.9%	16.3%	13.7%	14.7%	17.3%
Grades 9-12	234	228	226	217	194	29.2%	29.2%	30.0%	30.5%	29.4%
Ungraded	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	0.3%

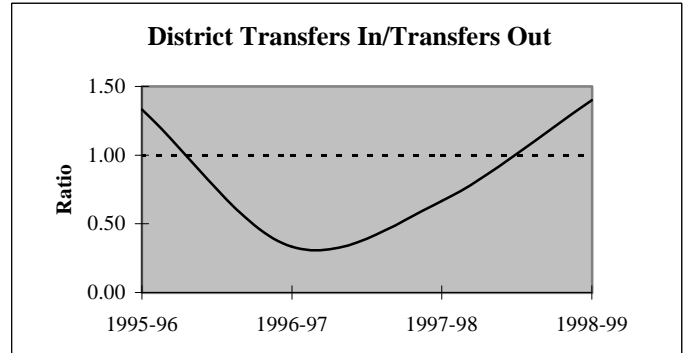
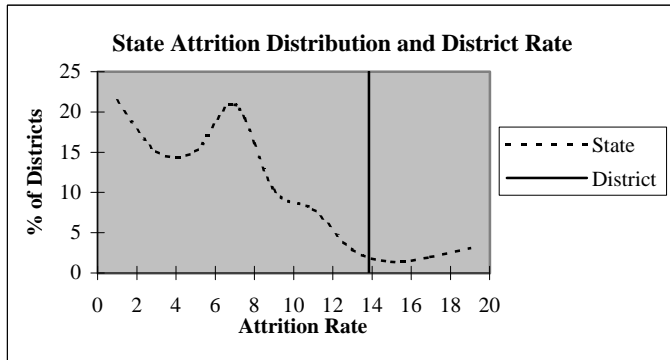




## District Report for: CARNEGIE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	61	62	65	65	65	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	54	56	56	53	56	88.5%	90.3%	86.2%	81.5%	86.2%
<b>Newly Hired</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>12</b>	<b>9</b>	<b>11.5%</b>	<b>9.7%</b>	<b>13.8%</b>	<b>18.5%</b>	<b>13.8%</b>
Transfers In	4	1	2	7	4	57.1%	16.7%	22.2%	58.3%	44.4%
Reentrants	1	3	1	4	0	14.3%	50.0%	11.1%	33.3%	0.0%
First Time Educators	2	2	6	1	5	28.6%	33.3%	66.7%	8.3%	55.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>9</b>	<b>-</b>	<b>8.2%</b>	<b>9.7%</b>	<b>18.5%</b>	<b>13.8%</b>	<b>-</b>
Transfers Out	3	3	3	5	-	60.0%	50.0%	25.0%	55.6%	-
Leave Oklahoma Educ.	2	3	9	4	-	40.0%	50.0%	75.0%	44.4%	-

Dynamics Rates	District Rates				
District Attrition	8.2%	9.7%	18.5%	13.8%	-
Transfers In/Out	1.33	0.33	0.67	1.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	44	Cameron, Lawton	4
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>60</b>

## District Report for: CARNEGIE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.6%	6.5%	6.2%	6.2%	6.2%
White - Females	1	1	1	0	0	25.0%	25.0%	25.0%	0.0%	0.0%
White - Males	3	3	3	4	4	75.0%	75.0%	75.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	3	2	2	4.9%	3.2%	4.6%	3.1%	3.1%
White - Females	2	2	2	2	2	66.7%	100.0%	66.7%	100.0%	100.0%
White - Males	1	0	1	0	0	33.3%	0.0%	33.3%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	54	56	58	59	59	88.5%	90.3%	89.2%	90.8%	90.8%
White - Females	37	38	38	38	40	68.5%	67.9%	65.5%	64.4%	67.8%
White - Males	16	16	17	18	16	29.6%	28.6%	29.3%	30.5%	27.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	1	1	1.9%	1.8%	3.4%	1.7%	1.7%
Other - Males	0	1	1	2	2	0.0%	1.8%	1.7%	3.4%	3.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	1	0	1.9%	0.0%	3.4%	1.7%	0.0%
25-29	4	6	6	3	5	7.4%	10.7%	10.3%	5.1%	8.8%
30-34	8	8	6	8	6	14.8%	14.3%	10.3%	13.6%	10.5%
35-39	8	8	11	11	11	14.8%	14.3%	19.0%	18.6%	19.3%
40-44	10	9	7	8	6	18.5%	16.1%	12.1%	13.6%	10.5%
45-49	13	12	12	11	8	24.1%	21.4%	20.7%	18.6%	14.0%
50-54	6	7	5	6	12	11.1%	12.5%	8.6%	10.2%	21.1%
55+	4	6	9	11	9	7.4%	10.7%	15.5%	18.6%	15.8%
<b>Average Age</b>	41.7	42.5	42.6	43.4	43.8					

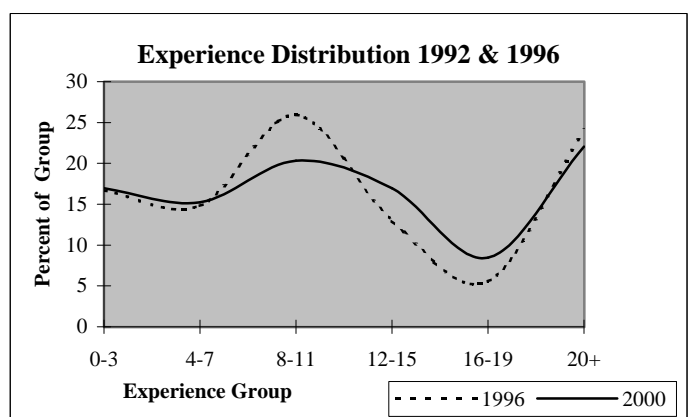
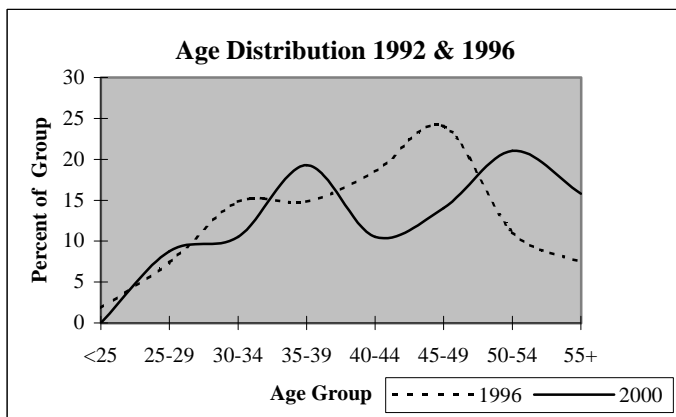
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	10	12	7	10	16.7%	17.9%	20.7%	11.9%	16.9%
4-7 Years	8	7	9	10	9	14.8%	12.5%	15.5%	16.9%	15.3%
8-11 Years	14	13	9	12	12	25.9%	23.2%	15.5%	20.3%	20.3%
12-15 Years	7	10	8	9	10	13.0%	17.9%	13.8%	15.3%	16.9%
16-19 Years	3	2	6	6	5	5.6%	3.6%	10.3%	10.2%	8.5%
20+ Years	13	14	14	15	13	24.1%	25.0%	24.1%	25.4%	22.0%
<b>Average Experience</b>	12.1	12.1	12.1	13.0	12.5					

## District Report for: CARNEGIE

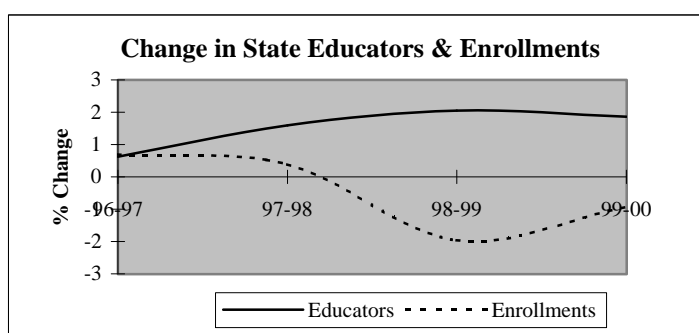
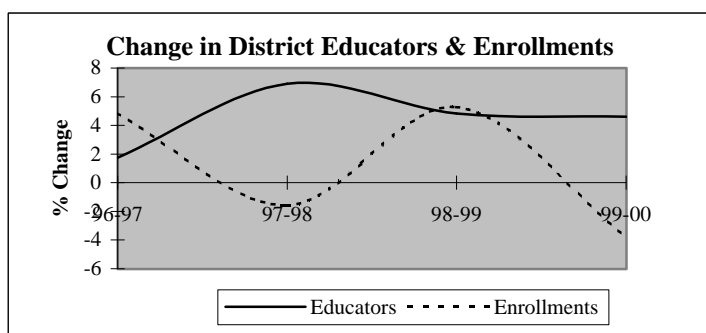
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	12	9	-	8.2%	9.7%	18.5%	13.8%	-
Attrition from Transfers	3	3	3	5	-	4.9%	4.8%	4.6%	7.7%	-
Attrition from Exits	2	3	9	4	-	3.3%	4.8%	13.8%	6.2%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>7.4%</b>	<b>8.9%</b>	<b>15.5%</b>	<b>11.9%</b>	<b>-</b>
Attrition from Transfers	3	2	3	4	-	5.6%	3.6%	5.2%	6.8%	-
Attrition from Exits	1	3	6	3	-	1.9%	5.4%	10.3%	5.1%	-
<b>District Retention</b>										
Educator Retention	56	56	53	56	-	91.8%	90.3%	81.5%	86.2%	-
Teacher Retention	50	51	49	52	-	92.6%	91.1%	84.5%	88.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	53.3%	33.3%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	76.9%	15.4%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	0.0%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.6%	1.5%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	90.3%	86.2%	92.3%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.9%	8.1%	12.3%	7.7%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOONE-APACHE

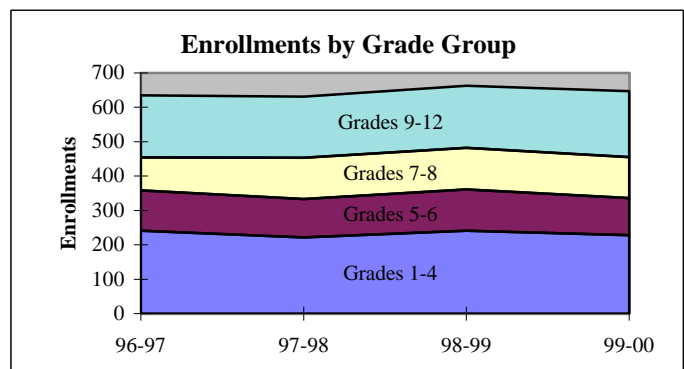
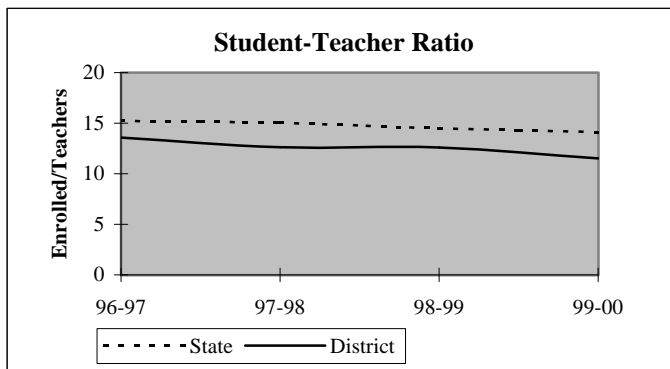


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	11.9	11.0	11.0	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	13.6	12.6	12.6	11.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	1	4	3	3	-	-	-	-	-
% Change in Educators	-3.4%	1.8%	6.9%	4.8%	4.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	32	-11	36	-27	-	-	-	-	-
% Change in Enrollments	-0.9%	4.8%	-1.6%	5.3%	-3.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.0%	5.2%	4.8%	3.1%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	6.9%	6.5%	6.2%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.2%	6.5%	6.2%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.8%	8.6%	6.5%	6.2%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	25.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.5%	1.7%	1.6%	1.5%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.7	40.4	39.5	39.6	39.7	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	11.1	10.1	9.8	9.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,504	27,805	28,630	28,790	29,294	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.0%	5.9%	5.6%	5.3%	5.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.0%	70.6%	70.4%	70.2%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.0%	9.8%	9.3%	10.5%	11.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.3%	45.6%	46.2%	45.4%	46.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	22	28	32	31	40.4%	37.9%	45.2%	49.2%	45.6%
Attrition	4	3	3	2	0					
Attrition Rate	17.4%	13.6%	10.7%	6.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	33	32	31	28	32	57.9%	55.2%	50.0%	43.1%	47.1%
Attrition	2	4	3	2	0					
Attrition Rate	6.1%	12.5%	9.7%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	4	3	5	5	1.8%	6.9%	4.8%	7.7%	7.4%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	25.0%	33.3%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	5	7	6	5.3%	6.9%	8.1%	10.8%	8.8%

## District Report for: BOONE-APACHE

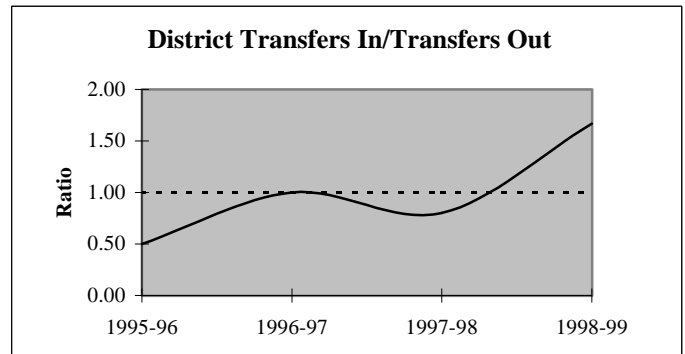
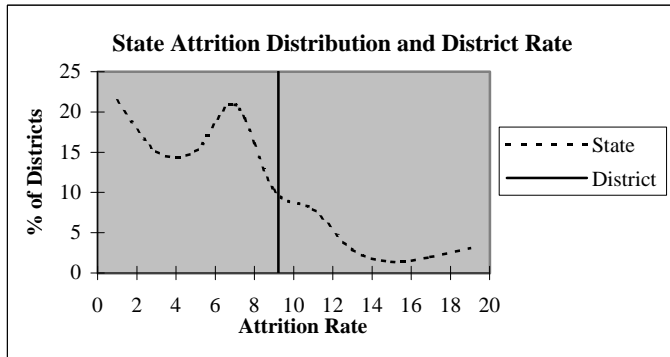
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	57	58	62	65	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.0%	6.9%	6.5%	6.2%	5.9%
Professional Staff	3	3	4	4	4	5.3%	5.2%	6.5%	6.2%	5.9%
<b>Total Teachers</b>	50	51	54	57	60	87.7%	87.9%	87.1%	87.7%	88.2%
Special Education	6	5	5	6	7	12.0%	9.8%	9.3%	10.5%	11.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.7%
Elementary	23	24	27	27	27	46.0%	47.1%	50.0%	47.4%	45.0%
<b>Middle School</b>	5	6	5	5	6	10.0%	11.8%	9.3%	8.8%	10.0%
Language Arts	1	2	2	2	1	2.0%	3.9%	3.7%	3.5%	1.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	0	1	2.0%	2.0%	1.9%	0.0%	1.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	1	1	1	2.0%	3.9%	1.9%	1.8%	1.7%
Science	1	1	1	1	1	2.0%	2.0%	1.9%	1.8%	1.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	0	0	1	2	2.0%	0.0%	0.0%	1.8%	3.3%
<b>High School (9-12)</b>	16	16	17	19	19	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	3	4.0%	3.9%	3.7%	3.5%	5.0%
Art & Music	2	2	3	3	2	4.0%	3.9%	5.6%	5.3%	3.3%
Social Studies	2	3	1	3	3	4.0%	5.9%	1.9%	5.3%	5.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	4.0%	3.9%	3.7%	3.5%	3.3%
<b>Science</b>	2	2	2	2	2	4.0%	3.9%	3.7%	3.5%	3.3%
Biology	1	1	1	1	1	2.0%	2.0%	1.9%	1.8%	1.7%
Chemistry	0	1	0	0	0	0.0%	2.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	2.0%	0.0%	1.9%	1.8%	1.7%
Vocational Education	4	4	5	5	4	8.0%	7.8%	9.3%	8.8%	6.7%
Other	2	1	2	2	3	4.0%	2.0%	3.7%	3.5%	5.0%
<b>Total Enrollments</b>	661	693	682	718	691	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	54	47	54	43	6.8%	7.8%	6.9%	7.5%	6.2%
Grades 1-4	231	241	222	241	228	34.9%	34.8%	32.6%	33.6%	33.0%
Grades 5-6	108	117	111	120	108	16.3%	16.9%	16.3%	16.7%	15.6%
Grades 7-8	93	96	120	121	119	14.1%	13.9%	17.6%	16.9%	17.2%
Grades 9-12	181	181	178	181	192	27.4%	26.1%	26.1%	25.2%	27.8%
Ungraded	3	4	4	1	1	0.5%	0.6%	0.6%	0.1%	0.1%



## District Report for: BOONE-APACHE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	57	58	62	65	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	50	51	50	55	59	87.7%	87.9%	80.6%	84.6%	86.8%
<b>Newly Hired</b>	<b>7</b>	<b>7</b>	<b>12</b>	<b>10</b>	<b>9</b>	<b>12.3%</b>	<b>12.1%</b>	<b>19.4%</b>	<b>15.4%</b>	<b>13.2%</b>
Transfers In	1	4	4	5	5	14.3%	57.1%	33.3%	50.0%	55.6%
Reentrants	0	2	1	0	1	0.0%	28.6%	8.3%	0.0%	11.1%
First Time Educators	6	1	7	5	3	85.7%	14.3%	58.3%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>10.5%</b>	<b>13.8%</b>	<b>11.3%</b>	<b>9.2%</b>	<b>-</b>
Transfers Out	2	4	5	3	-	33.3%	50.0%	71.4%	50.0%	-
Leave Oklahoma Educ.	4	4	2	3	-	66.7%	50.0%	28.6%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	10.5%	13.8%	11.3%	9.2%	-
Transfers In/Out	0.50	1.00	0.80	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	18	Cameron, Lawton	16
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	7	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	57

## District Report for: BOONE-APACHE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.0%	6.9%	6.5%	6.2%	5.9%
White - Females	2	1	1	1	1	50.0%	25.0%	25.0%	25.0%	25.0%
White - Males	1	2	3	3	3	25.0%	50.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	25.0%	25.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	4	4	4	5.3%	5.2%	6.5%	6.2%	5.9%
White - Females	2	2	3	3	3	66.7%	66.7%	75.0%	75.0%	75.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	33.3%	33.3%	25.0%	25.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	50	51	54	57	60	87.7%	87.9%	87.1%	87.7%	88.2%
White - Females	36	34	36	38	43	72.0%	66.7%	66.7%	66.7%	71.7%
White - Males	11	14	15	16	14	22.0%	27.5%	27.8%	28.1%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	4.0%	3.9%	3.7%	3.5%	3.3%
Other - Males	1	1	1	1	1	2.0%	2.0%	1.9%	1.8%	1.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	3	2	0	2.0%	0.0%	5.6%	3.5%	0.0%
25-29	13	10	9	11	10	26.0%	19.6%	16.7%	19.3%	16.9%
30-34	7	6	9	12	14	14.0%	11.8%	16.7%	21.1%	23.7%
35-39	4	8	6	5	9	8.0%	15.7%	11.1%	8.8%	15.3%
40-44	7	8	8	8	6	14.0%	15.7%	14.8%	14.0%	10.2%
45-49	9	8	7	8	10	18.0%	15.7%	13.0%	14.0%	16.9%
50-54	8	9	9	6	3	16.0%	17.6%	16.7%	10.5%	5.1%
55+	1	2	3	5	7	2.0%	3.9%	5.6%	8.8%	11.9%
<b>Average Age</b>	38.7	40.4	39.5	39.6	39.7					

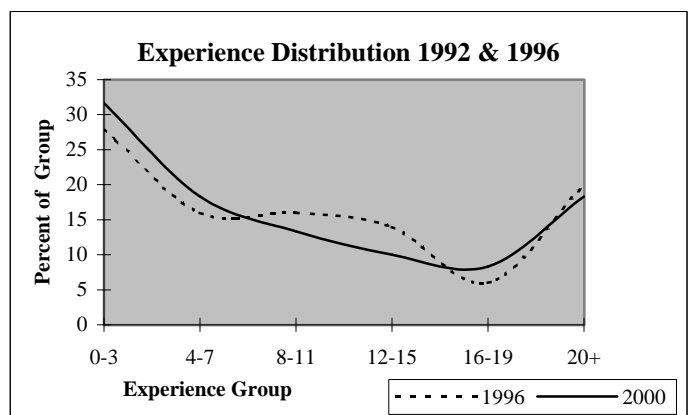
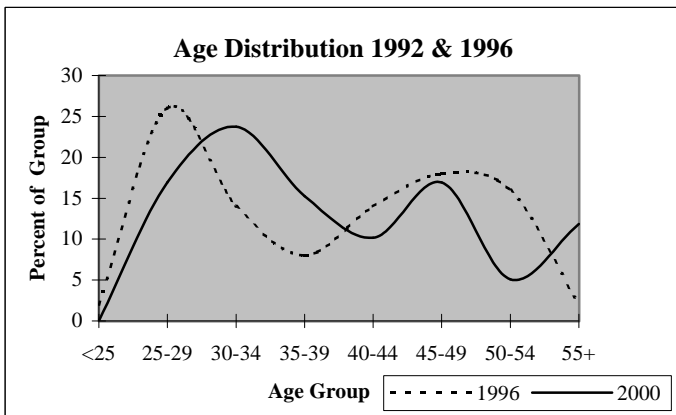
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	13	17	18	19	28.0%	25.5%	31.5%	31.6%	31.7%
4-7 Years	8	9	11	13	11	16.0%	17.6%	20.4%	22.8%	18.3%
8-11 Years	8	6	4	5	8	16.0%	11.8%	7.4%	8.8%	13.3%
12-15 Years	7	7	7	5	6	14.0%	13.7%	13.0%	8.8%	10.0%
16-19 Years	3	5	6	6	5	6.0%	9.8%	11.1%	10.5%	8.3%
20+ Years	10	11	9	10	11	20.0%	21.6%	16.7%	17.5%	18.3%
<b>Average Experience</b>	10.2	11.1	10.1	9.8	9.7					

## District Report for: BOONE-APACHE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	8	7	6	-	10.5%	13.8%	11.3%	9.2%	-
Attrition from Transfers	2	4	5	3	-	3.5%	6.9%	8.1%	4.6%	-
Attrition from Exits	4	4	2	3	-	7.0%	6.9%	3.2%	4.6%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>10.0%</b>	<b>11.8%</b>	<b>11.1%</b>	<b>8.8%</b>	<b>-</b>
Attrition from Transfers	2	2	5	2	-	4.0%	3.9%	9.3%	3.5%	-
Attrition from Exits	3	4	1	3	-	6.0%	7.8%	1.9%	5.3%	-
<b>District Retention</b>										
Educator Retention	51	50	55	59	-	89.5%	86.2%	88.7%	90.8%	-
Teacher Retention	45	45	48	52	-	90.0%	88.2%	88.9%	91.2%	-

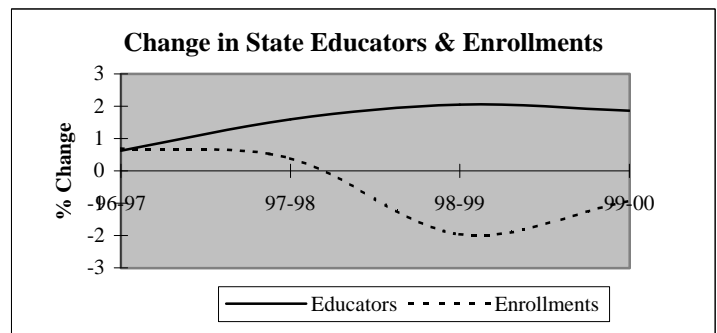
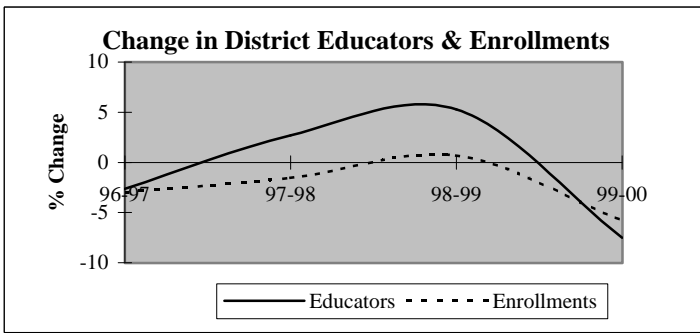
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	92.0%	4.0%	96.0%	78.2%	9.6%	87.8%
1 Year of Experience	76.2%	14.3%	90.5%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	5.6%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	7.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	8.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.6%	1.5%	2.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.5%	93.1%	85.5%	90.8%	91.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.7%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.5%	5.2%	12.9%	7.7%	5.9%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CYRIL

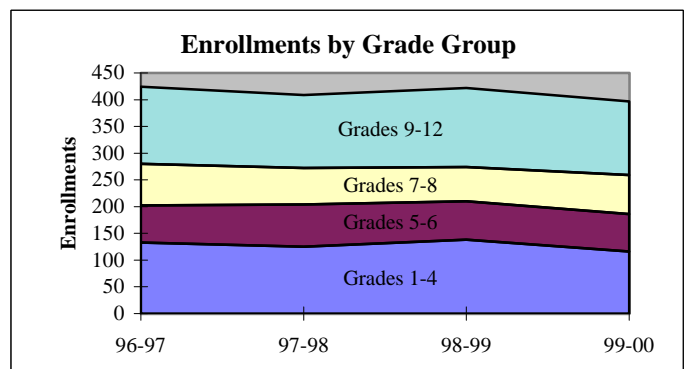
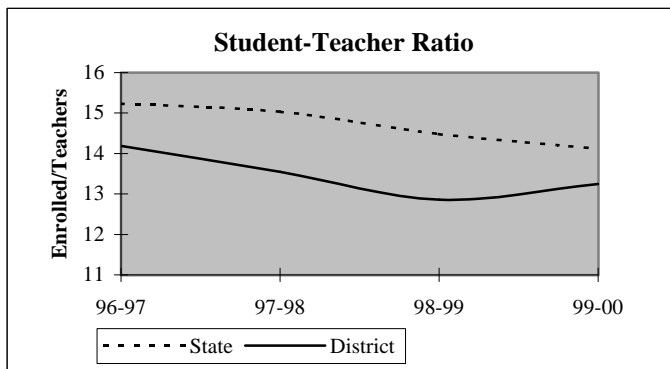


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.3	11.8	11.3	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.2	14.2	13.5	12.9	13.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-1	1	2	-3	-	-	-	-	-
% Change in Educators	8.6%	-2.6%	2.7%	5.3%	-7.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	-14	-7	3	-26	-	-	-	-	-
% Change in Enrollments	0.2%	-3.0%	-1.5%	0.7%	-5.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.9%	2.7%	2.6%	12.5%	2.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.9%	8.1%	7.9%	7.5%	8.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.4%	5.3%	5.0%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	41.8	42.5	44.3	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	10.9	11.8	13.0	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,256	30,288	30,528	30,114	31,457	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	84.8%	87.5%	87.9%	85.7%	84.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.1%	6.3%	6.1%	5.7%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.4%	23.8%	26.2%	22.6%	27.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	17	15	12	9	39.5%	45.9%	39.5%	30.0%	24.3%
Attrition	2	4	2	1	0					
Attrition Rate	13.3%	23.5%	13.3%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	19	23	25	24	55.3%	51.4%	60.5%	62.5%	64.9%
Attrition	2	1	1	2	0					
Attrition Rate	9.5%	5.3%	4.3%	8.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	0	3	4	5.3%	2.7%	0.0%	7.5%	10.8%
Attrition	1	1	0	1	0					
Attrition Rate	50.0%	100.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	2	5	5	5.3%	2.7%	5.3%	12.5%	13.5%

## District Report for: CYRIL

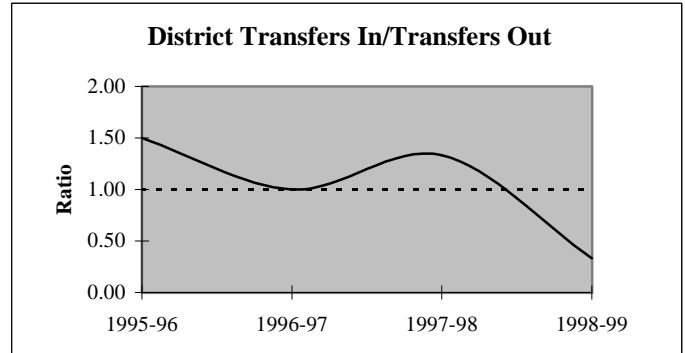
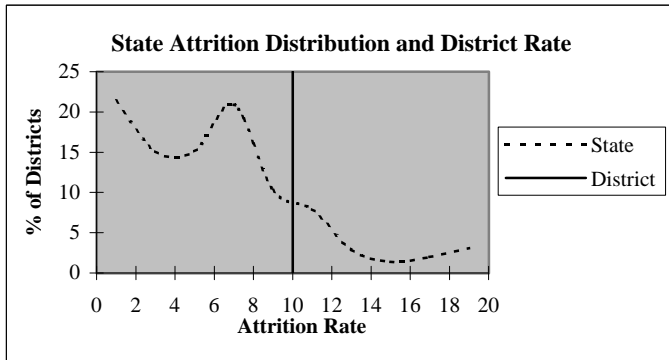
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	37	38	40	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.9%	8.1%	7.9%	7.5%	8.1%
Professional Staff	2	2	2	2	2	5.3%	5.4%	5.3%	5.0%	5.4%
<b>Total Teachers</b>	33	32	33	35	32	86.8%	86.5%	86.8%	87.5%	86.5%
Special Education	2	2	2	2	2	6.1%	6.3%	6.1%	5.7%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	17	16	16	16	51.5%	53.1%	48.5%	45.7%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	13	15	17	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	2	3	3	3	12.1%	6.3%	9.1%	8.6%	9.4%
Art & Music	0	0	1	1	1	0.0%	0.0%	3.0%	2.9%	3.1%
Social Studies	0	2	3	4	3	0.0%	6.3%	9.1%	11.4%	9.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	6.1%	6.3%	6.1%	5.7%	6.3%
<b>Science</b>	2	3	3	3	2	6.1%	9.4%	9.1%	8.6%	6.3%
Biology	0	1	1	0	0	0.0%	3.1%	3.0%	0.0%	0.0%
Chemistry	0	1	0	0	0	0.0%	3.1%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	3	2	6.1%	3.1%	6.1%	8.6%	6.3%
Vocational Education	4	2	2	3	2	12.1%	6.3%	6.1%	8.6%	6.3%
Other	2	2	1	1	1	6.1%	6.3%	3.0%	2.9%	3.1%
<b>Total Enrollments</b>	468	454	447	450	424	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	30	38	27	26	5.6%	6.6%	8.5%	6.0%	6.1%
Grades 1-4	147	133	125	138	116	31.4%	29.3%	28.0%	30.7%	27.4%
Grades 5-6	72	69	79	72	70	15.4%	15.2%	17.7%	16.0%	16.5%
Grades 7-8	76	78	68	64	73	16.2%	17.2%	15.2%	14.2%	17.2%
Grades 9-12	145	144	137	148	138	31.0%	31.7%	30.6%	32.9%	32.5%
Ungraded	2	0	0	1	1	0.4%	0.0%	0.0%	0.2%	0.2%



## District Report for: CYRIL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	37	38	40	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	33	31	35	36	84.2%	89.2%	81.6%	87.5%	97.3%
<b>Newly Hired</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>15.8%</b>	<b>10.8%</b>	<b>18.4%</b>	<b>12.5%</b>	<b>2.7%</b>
Transfers In	3	1	4	1	0	50.0%	25.0%	57.1%	20.0%	0.0%
Reentrants	1	0	1	3	0	16.7%	0.0%	14.3%	60.0%	0.0%
First Time Educators	2	3	2	1	1	33.3%	75.0%	28.6%	20.0%	100.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>13.2%</b>	<b>16.2%</b>	<b>7.9%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	2	1	3	3	-	40.0%	16.7%	100.0%	75.0%	-
Leave Oklahoma Educ.	3	5	0	1	-	60.0%	83.3%	0.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	13.2%	16.2%	7.9%	10.0%	-
Transfers In/Out	1.50	1.00	1.33	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	9
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	13	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	38

## District Report for: CYRIL

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	3	3	3	3	3	7.9%	8.1%	7.9%	7.5%	8.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.3%	5.4%	5.3%	5.0%	5.4%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	32	33	35	32	86.8%	86.5%	86.8%	87.5%	86.5%
White - Females	28	28	29	30	27	84.8%	87.5%	87.9%	85.7%	84.4%
White - Males	5	4	4	5	5	15.2%	12.5%	12.1%	14.3%	15.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	2	1	1	6.1%	9.7%	6.1%	2.9%	3.2%
30-34	7	3	4	3	3	21.2%	9.7%	12.1%	8.6%	9.7%
35-39	6	9	7	8	7	18.2%	29.0%	21.2%	22.9%	22.6%
40-44	2	2	6	6	5	6.1%	6.5%	18.2%	17.1%	16.1%
45-49	8	5	5	6	5	24.2%	16.1%	15.2%	17.1%	16.1%
50-54	6	7	7	7	6	18.2%	22.6%	21.2%	20.0%	19.4%
55+	2	2	2	4	4	6.1%	6.5%	6.1%	11.4%	12.9%
Average Age	41.8	41.8	42.5	44.3	44.5					

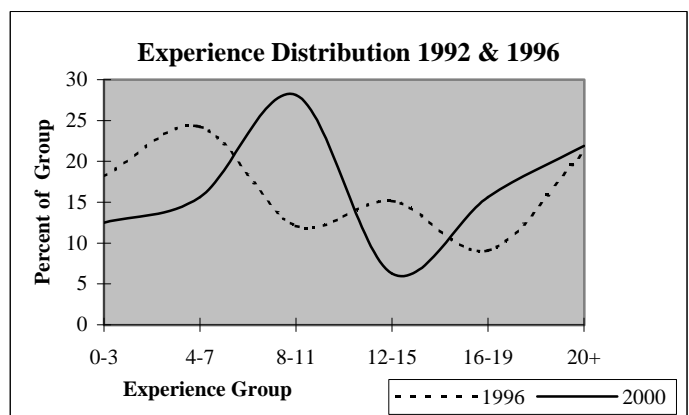
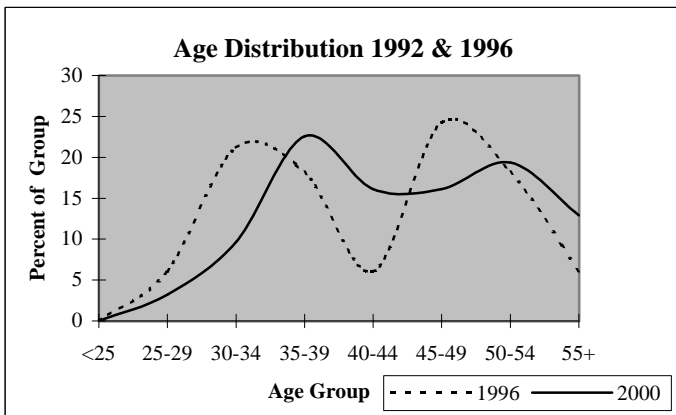
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	6	5	3	4	4	18.2%	15.6%	9.1%	11.4%	12.5%
4-7 Years	8	11	11	8	5	24.2%	34.4%	33.3%	22.9%	15.6%
8-11 Years	4	1	3	6	9	12.1%	3.1%	9.1%	17.1%	28.1%
12-15 Years	5	5	4	2	2	15.2%	15.6%	12.1%	5.7%	6.3%
16-19 Years	3	3	5	5	5	9.1%	9.4%	15.2%	14.3%	15.6%
20+ Years	7	7	7	10	7	21.2%	21.9%	21.2%	28.6%	21.9%
Average Experience	11.2	10.9	11.8	13.0	12.7					

## District Report for: CYRIL

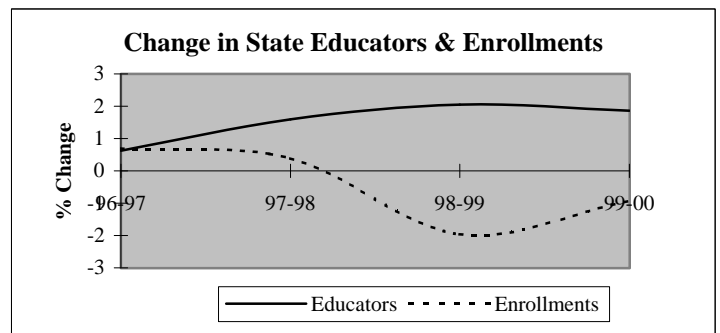
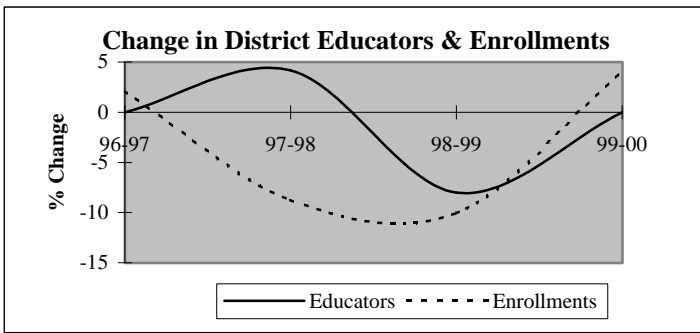
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	3	4	-	13.2%	16.2%	7.9%	10.0%	-
Attrition from Transfers	2	1	3	3	-	5.3%	2.7%	7.9%	7.5%	-
Attrition from Exits	3	5	0	1	-	7.9%	13.5%	0.0%	2.5%	-
<b>Teacher Attrition</b>	5	5	3	4	-	15.2%	15.6%	9.1%	11.4%	-
Attrition from Transfers	2	1	3	3	-	6.1%	3.1%	9.1%	8.6%	-
Attrition from Exits	3	4	0	1	-	9.1%	12.5%	0.0%	2.9%	-
<b>District Retention</b>										
Educator Retention	33	31	35	36	-	86.8%	83.8%	92.1%	90.0%	-
Teacher Retention	28	27	30	31	-	84.8%	84.4%	90.9%	88.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	44.4%	22.2%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	0.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.0%	10.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.5%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.1%	91.9%	92.1%	87.5%	94.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.9%	8.1%	7.9%	10.0%	2.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GRACEMONT

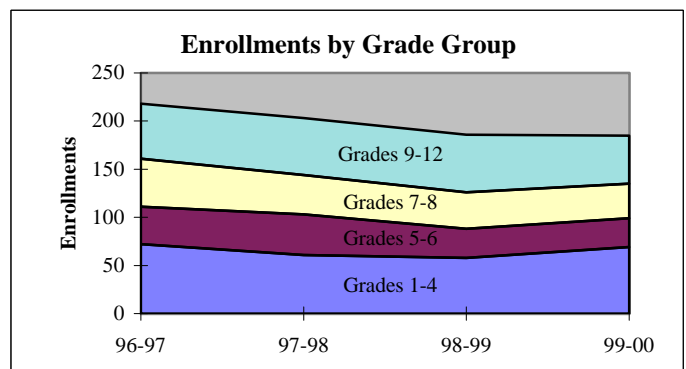
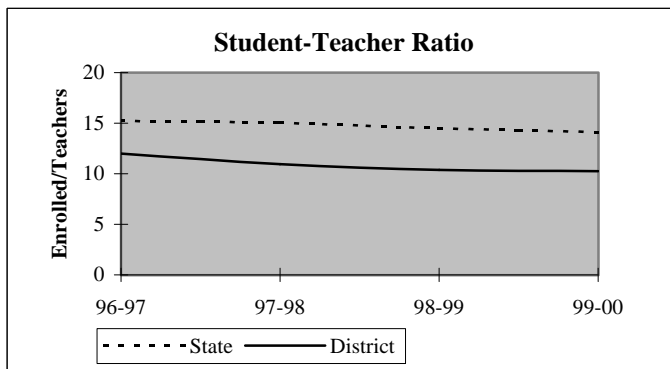


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.8	10.0	8.8	8.6	8.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	12.0	11.0	10.4	10.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	1	-2	0	-	-	-	-	-
% Change in Educators	4.3%	0.0%	4.2%	-8.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	5	-21	-22	8	-	-	-	-	-
% Change in Enrollments	1.3%	2.1%	-8.8%	-10.0%	4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.2%	4.0%	21.7%	17.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	12.5%	16.0%	13.0%	8.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.2%	4.2%	4.0%	4.3%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.2%	4.2%	4.0%	4.3%	4.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.2	42.8	43.8	45.8	47.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	14.7	15.7	15.6	17.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,482	27,823	29,067	26,263	28,841	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	50.0%	50.0%	50.0%	52.6%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.0%	5.0%	5.3%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.7%	44.2%	40.2%	35.0%	31.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	9	6	9	6	29.2%	37.5%	24.0%	39.1%	26.1%
Attrition	1	0	2	3	0					
Attrition Rate	14.3%	0.0%	33.3%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	12	14	10	12	54.2%	50.0%	56.0%	43.5%	52.2%
Attrition	1	0	4	1	0					
Attrition Rate	7.7%	0.0%	28.6%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	5	4	5	16.7%	12.5%	20.0%	17.4%	21.7%
Attrition Rate	25.0%	0.0%	40.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	5	5	7	16.7%	16.7%	20.0%	21.7%	30.4%

## District Report for: GRACEMONT

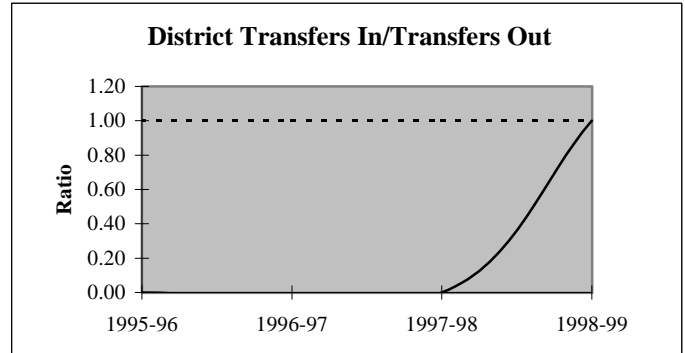
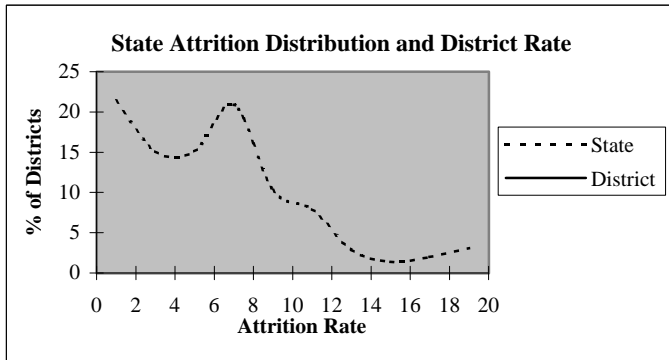
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	24	25	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	4	3	2	12.5%	12.5%	16.0%	13.0%	8.7%
Professional Staff	1	1	1	1	1	4.2%	4.2%	4.0%	4.3%	4.3%
<b>Total Teachers</b>	20	20	20	19	20	83.3%	83.3%	80.0%	82.6%	87.0%
Special Education	1	1	1	1	1	5.0%	5.0%	5.0%	5.3%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	10	8	10	50.0%	50.0%	50.0%	42.1%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	10	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.0%	5.0%	5.0%	5.3%	5.0%
Art & Music	1	1	0	1	1	5.0%	5.0%	0.0%	5.3%	5.0%
Social Studies	2	1	1	1	1	10.0%	5.0%	5.0%	5.3%	5.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	5.0%	5.0%	5.0%	5.3%	10.0%
<b>Science</b>	2	1	1	1	1	10.0%	5.0%	5.0%	5.3%	5.0%
Biology	0	1	0	0	0	0.0%	5.0%	0.0%	0.0%	0.0%
Chemistry	0	0	1	0	0	0.0%	0.0%	5.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	0	1	1	10.0%	0.0%	0.0%	5.3%	5.0%
Vocational Education	1	3	3	2	1	5.0%	15.0%	15.0%	10.5%	5.0%
Other	1	1	2	3	2	5.0%	5.0%	10.0%	15.8%	10.0%
<b>Total Enrollments</b>	235	240	219	197	205	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	23	20	15	10	19	9.8%	8.3%	6.8%	5.1%	9.3%
Grades 1-4	73	72	61	58	69	31.1%	30.0%	27.9%	29.4%	33.7%
Grades 5-6	37	39	42	30	30	15.7%	16.3%	19.2%	15.2%	14.6%
Grades 7-8	40	50	41	38	36	17.0%	20.8%	18.7%	19.3%	17.6%
Grades 9-12	60	57	59	60	50	25.5%	23.8%	26.9%	30.5%	24.4%
Ungraded	2	2	1	1	1	0.9%	0.8%	0.5%	0.5%	0.5%



## District Report for: GRACEMONT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	24	25	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	21	24	17	18	87.5%	87.5%	96.0%	73.9%	78.3%
<b>Newly Hired</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>12.5%</b>	<b>12.5%</b>	<b>4.0%</b>	<b>26.1%</b>	<b>21.7%</b>
Transfers In	0	1	0	2	2	0.0%	33.3%	0.0%	33.3%	40.0%
Reentrants	1	2	1	2	2	33.3%	66.7%	100.0%	33.3%	40.0%
First Time Educators	2	0	0	2	1	66.7%	0.0%	0.0%	33.3%	20.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>8</b>	<b>5</b>	<b>-</b>	<b>12.5%</b>	<b>0.0%</b>	<b>32.0%</b>	<b>21.7%</b>	<b>-</b>
Transfers Out	1	0	4	2	-	33.3%	0.0%	50.0%	40.0%	-
Leave Oklahoma Educ.	2	0	4	3	-	66.7%	0.0%	50.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	0.0%	32.0%	21.7%	-
Transfers In/Out	0.00	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	14	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	24



## District Report for: GRACEMONT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	4	3	2	12.5%	12.5%	16.0%	13.0%	8.7%
White - Females	1	1	1	1	1	33.3%	33.3%	25.0%	33.3%	50.0%
White - Males	2	2	3	2	1	66.7%	66.7%	75.0%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.2%	4.2%	4.0%	4.3%	4.3%
White - Females	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	20	20	19	20	83.3%	83.3%	80.0%	82.6%	87.0%
White - Females	10	10	10	10	12	50.0%	50.0%	50.0%	52.6%	60.0%
White - Males	10	10	10	9	8	50.0%	50.0%	50.0%	47.4%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	3	1	1	15.0%	15.0%	15.0%	5.3%	5.3%
30-34	1	1	1	2	1	5.0%	5.0%	5.0%	10.5%	5.3%
35-39	3	0	0	0	1	15.0%	0.0%	0.0%	0.0%	5.3%
40-44	3	4	3	2	1	15.0%	20.0%	15.0%	10.5%	5.3%
45-49	8	9	8	8	5	40.0%	45.0%	40.0%	42.1%	26.3%
50-54	1	3	5	5	7	5.0%	15.0%	25.0%	26.3%	36.8%
55+	0	0	0	1	3	0.0%	0.0%	0.0%	5.3%	15.8%
<b>Average Age</b>	40.2	42.8	43.8	45.8	47.8					

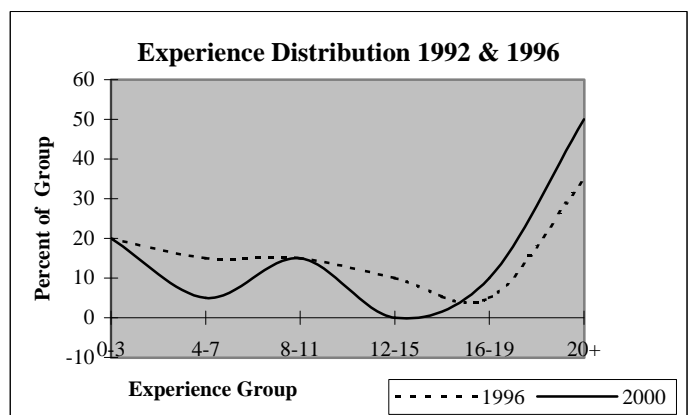
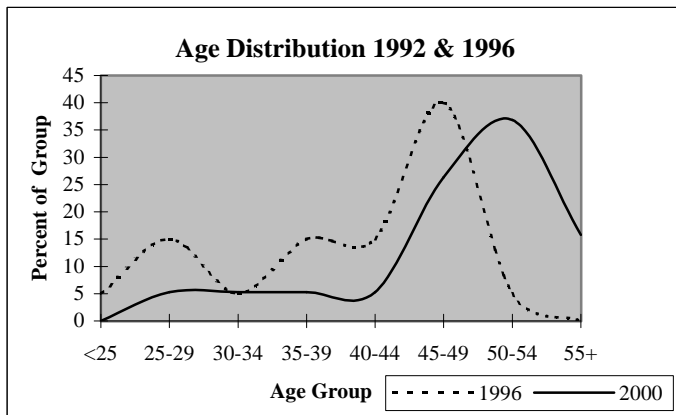
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	3	3	4	20.0%	20.0%	15.0%	15.8%	20.0%
4-7 Years	3	3	2	4	1	15.0%	15.0%	10.0%	21.1%	5.0%
8-11 Years	3	2	3	1	3	15.0%	10.0%	15.0%	5.3%	15.0%
12-15 Years	2	2	2	1	0	10.0%	10.0%	10.0%	5.3%	0.0%
16-19 Years	1	1	1	1	2	5.0%	5.0%	5.0%	5.3%	10.0%
20+ Years	7	8	9	9	10	35.0%	40.0%	45.0%	47.4%	50.0%
<b>Average Experience</b>	12.6	14.7	15.7	15.6	17.0					

## District Report for: GRACEMONT

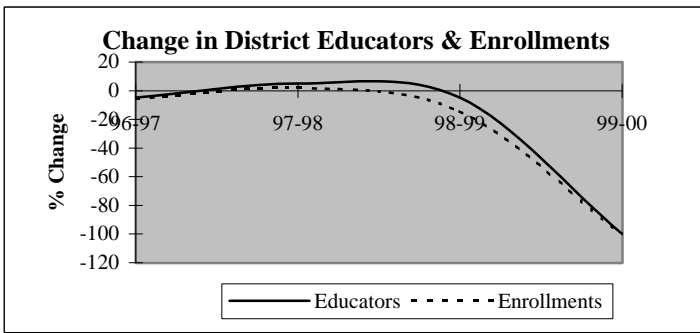
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	8	5	-	12.5%	0.0%	32.0%	21.7%	-
Attrition from Transfers	1	0	4	2	-	4.2%	0.0%	16.0%	8.7%	-
Attrition from Exits	2	0	4	3	-	8.3%	0.0%	16.0%	13.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>10.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>15.8%</b>	<b>-</b>
Attrition from Transfers	1	0	4	1	-	5.0%	0.0%	20.0%	5.3%	-
Attrition from Exits	1	0	1	2	-	5.0%	0.0%	5.0%	10.5%	-
<b>District Retention</b>										
Educator Retention	21	24	17	18	-	87.5%	100.0%	68.0%	78.3%	-
Teacher Retention	18	20	15	16	-	90.0%	100.0%	75.0%	84.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	40.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	25.0%	75.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.2%	4.0%	0.0%	13.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	87.5%	88.0%	82.6%	73.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	4.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	8.3%	4.0%	17.4%	13.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: EAKLY

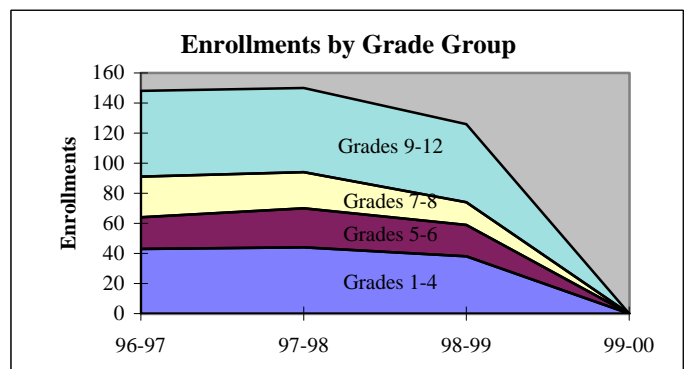
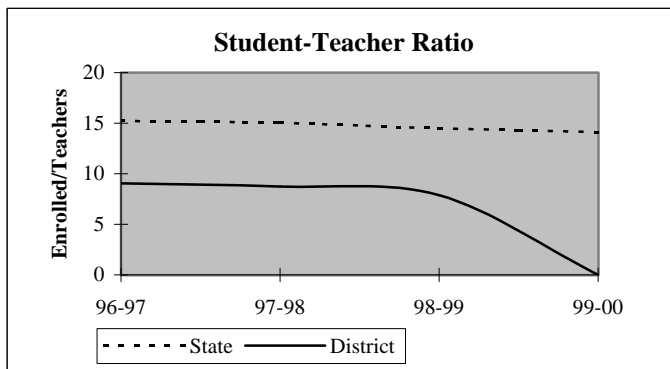


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.2	8.2	7.9	7.1	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.1	9.1	8.7	7.9	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	1	-1	-20	-	-	-	-	-
% Change in Educators	0.0%	-4.8%	5.0%	-4.8%	-100.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	-10	3	-24	-142	-	-	-	-	-
% Change in Enrollments	3.6%	-5.8%	1.8%	-14.5%	-100.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	10.0%	19.0%	20.0%	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	5.0%	4.8%	5.0%	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	5.0%	4.8%	5.0%	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	5.0%	4.8%	5.0%	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	42.4	42.2	41.7	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	13.3	12.2	11.7	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,456	28,657	27,801	27,986	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	5.6%	5.3%	5.6%	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.2%	61.1%	63.2%	61.1%	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.6%	5.3%	5.6%	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.5%	17.8%	21.1%	24.7%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	7	7	0	33.3%	30.0%	33.3%	35.0%	0.0%
Attrition	3	1	2	7	0					
Attrition Rate	42.9%	16.7%	28.6%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	14	14	13	0	66.7%	70.0%	66.7%	65.0%	0.0%
Attrition	0	1	2	13	0					
Attrition Rate	0.0%	7.1%	14.3%	100.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	0	1	0	0.0%	5.0%	0.0%	5.0%	0.0%

## District Report for: EAKLY

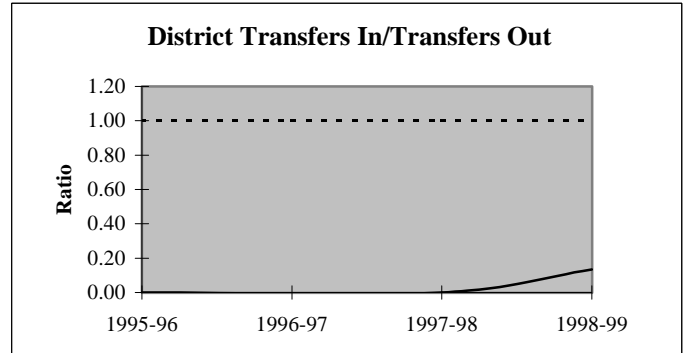
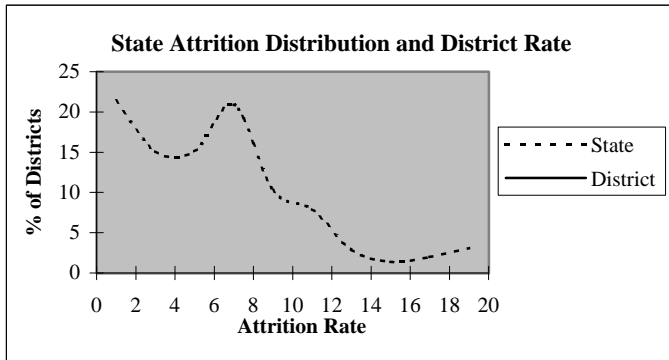
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	20	21	20	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	0	4.8%	5.0%	4.8%	5.0%	0.0%
Professional Staff	1	1	1	1	0	4.8%	5.0%	4.8%	5.0%	0.0%
<b>Total Teachers</b>	19	18	19	18	0	90.5%	90.0%	90.5%	90.0%	0.0%
Special Education	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	8	0	47.4%	50.0%	47.4%	44.4%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	8	9	9	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	0	5.3%	11.1%	10.5%	11.1%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	1	1	0	10.5%	5.6%	5.3%	5.6%	0.0%
<b>Science</b>	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
Vocational Education	3	2	3	3	0	15.8%	11.1%	15.8%	16.7%	0.0%
Other	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
<b>Total Enrollments</b>	173	163	166	142	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	15	16	16	0	10.4%	9.2%	9.6%	11.3%	0.0%
Grades 1-4	39	43	44	38	0	22.5%	26.4%	26.5%	26.8%	0.0%
Grades 5-6	20	21	26	21	0	11.6%	12.9%	15.7%	14.8%	0.0%
Grades 7-8	25	27	24	15	0	14.5%	16.6%	14.5%	10.6%	0.0%
Grades 9-12	71	57	56	52	0	41.0%	35.0%	33.7%	36.6%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: EAKLY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	20	21	20	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	18	18	17	0	95.2%	90.0%	85.7%	85.0%	0.0%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>4.8%</b>	<b>10.0%</b>	<b>14.3%</b>	<b>15.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	2	0	0.0%	0.0%	0.0%	66.7%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	33.3%	0.0%	0.0%
First Time Educators	1	2	2	1	0	100.0%	100.0%	66.7%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>20</b>	<b>-</b>	<b>14.3%</b>	<b>10.0%</b>	<b>19.0%</b>	<b>100.0%</b>	<b>-</b>
Transfers Out	1	0	3	15	-	33.3%	0.0%	75.0%	75.0%	-
Leave Oklahoma Educ.	2	2	1	5	-	66.7%	100.0%	25.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	10.0%	19.0%	100.0%	-
Transfers In/Out	0.00	nc	0.00	0.13	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	18	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: EAKLY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	0	4.8%	5.0%	4.8%	5.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	0	4.8%	5.0%	4.8%	5.0%	0.0%
White - Females	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	18	19	18	0	90.5%	90.0%	90.5%	90.0%	0.0%
White - Females	11	10	11	10	0	57.9%	55.6%	57.9%	55.6%	0.0%
White - Males	7	7	7	7	0	36.8%	38.9%	36.8%	38.9%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	1	0	0.0%	5.6%	5.3%	5.6%	0.0%
25-29	3	2	2	2	0	15.8%	11.1%	10.5%	11.1%	0.0%
30-34	0	0	1	2	0	0.0%	0.0%	5.3%	11.1%	0.0%
35-39	3	2	2	1	0	15.8%	11.1%	10.5%	5.6%	0.0%
40-44	8	6	6	4	0	42.1%	33.3%	31.6%	22.2%	0.0%
45-49	2	3	3	5	0	10.5%	16.7%	15.8%	27.8%	0.0%
50-54	2	3	3	2	0	10.5%	16.7%	15.8%	11.1%	0.0%
55+	1	1	1	1	0	5.3%	5.6%	5.3%	5.6%	0.0%
<b>Average Age</b>	41.9	42.4	42.2	41.7	0.0					

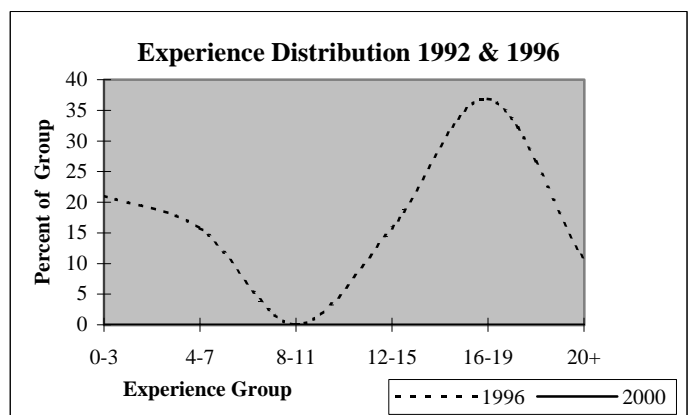
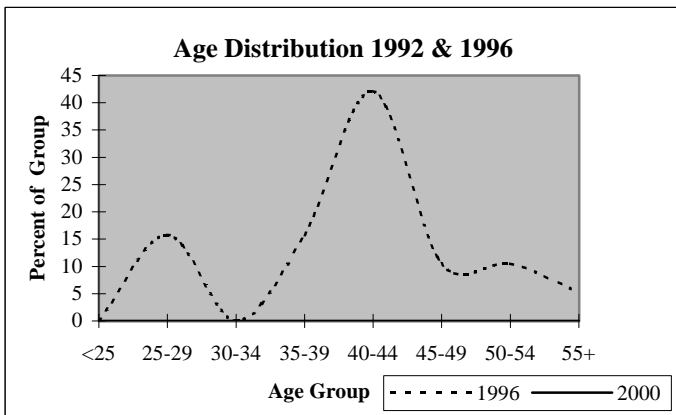
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	4	4	0	21.1%	16.7%	21.1%	22.2%	0.0%
4-7 Years	3	3	3	3	0	15.8%	16.7%	15.8%	16.7%	0.0%
8-11 Years	0	0	1	2	0	0.0%	0.0%	5.3%	11.1%	0.0%
12-15 Years	3	2	2	0	0	15.8%	11.1%	10.5%	0.0%	0.0%
16-19 Years	7	8	6	4	0	36.8%	44.4%	31.6%	22.2%	0.0%
20+ Years	2	2	3	5	0	10.5%	11.1%	15.8%	27.8%	0.0%
<b>Average Experience</b>	12.1	13.3	12.2	11.7	0.0					

## District Report for: EAKLY

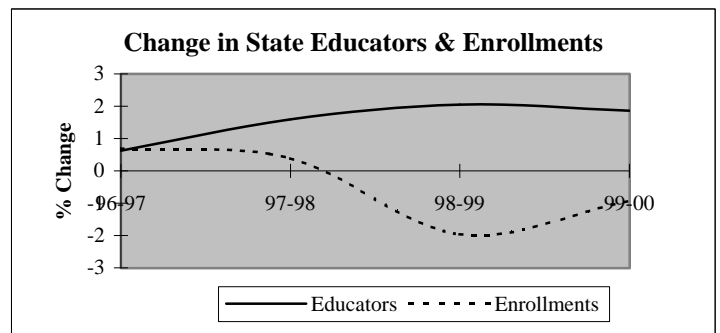
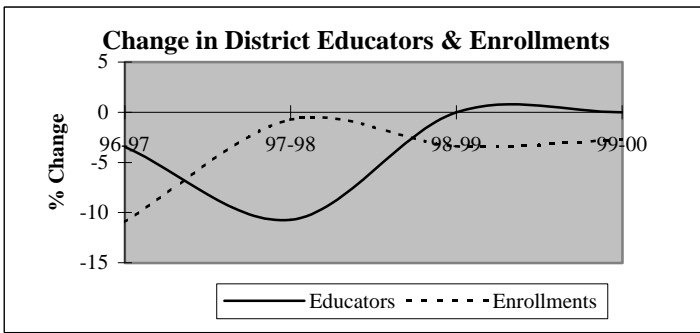
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	4	20	-	14.3%	10.0%	19.0%	100.0%	-
Attrition from Transfers	1	0	3	15	-	4.8%	0.0%	14.3%	75.0%	-
Attrition from Exits	2	2	1	5	-	9.5%	10.0%	4.8%	25.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>18</b>	<b>-</b>	<b>15.8%</b>	<b>11.1%</b>	<b>21.1%</b>	<b>100.0%</b>	<b>-</b>
Attrition from Transfers	1	0	3	14	-	5.3%	0.0%	15.8%	77.8%	-
Attrition from Exits	2	2	1	4	-	10.5%	11.1%	5.3%	22.2%	-
<b>District Retention</b>										
Educator Retention	18	18	17	0	-	85.7%	90.0%	81.0%	0.0%	-
Teacher Retention	16	16	15	0	-	84.2%	88.9%	78.9%	0.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	37.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	40.0%	0.0%	40.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	25.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.8%	5.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	90.0%	81.0%	90.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	10.0%	14.3%	5.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CEMENT



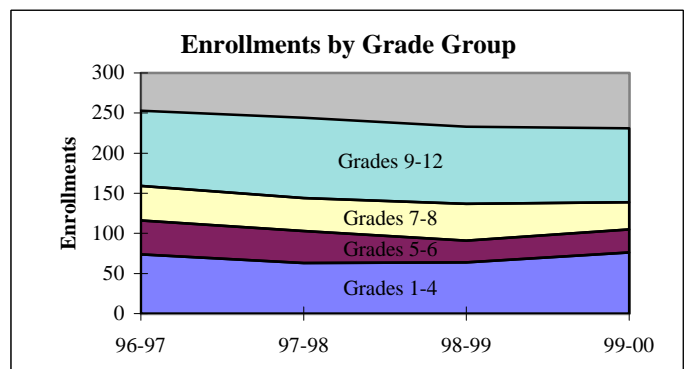
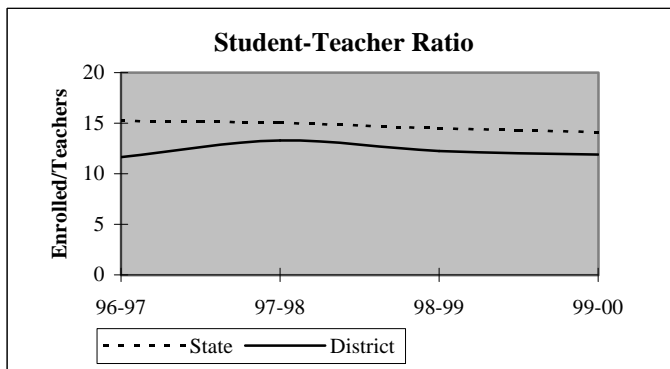
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	9.6	10.6	10.3	10.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	11.7	13.3	12.2	11.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	-1	-3	0	0	-	-	-	-	-
% Change in Educators	-9.4%	-3.4%	-10.7%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-18	-33	-2	-9	-7	-	-	-	-	-
% Change in Enrollments	-5.6%	-11.0%	-0.7%	-3.4%	-2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	10.7%	4.0%	4.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.3%	10.7%	12.0%	8.0%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	7.1%	8.0%	8.0%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.9%	7.1%	8.0%	8.0%	12.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	44.0	43.8	44.0	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	14.3	12.7	11.9	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,998	27,852	28,880	29,032	30,841	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	4.3%	5.0%	4.8%	9.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	69.6%	70.0%	71.4%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.7%	10.0%	9.5%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.3%	13.1%	11.7%	8.9%	8.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	6	7	8	7	27.6%	21.4%	28.0%	32.0%	28.0%
Attrition	2	2	1	1	0					
Attrition Rate	25.0%	33.3%	14.3%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	21	18	16	15	72.4%	75.0%	72.0%	64.0%	60.0%
Attrition	0	4	2	2	0					
Attrition Rate	0.0%	19.0%	11.1%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	0	1	3	0.0%	3.6%	0.0%	4.0%	12.0%
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	3	2	3	4	3.4%	10.7%	8.0%	12.0%	16.0%



## District Report for: CEMENT

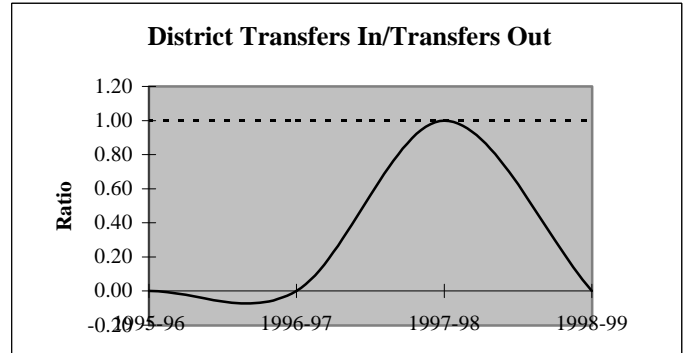
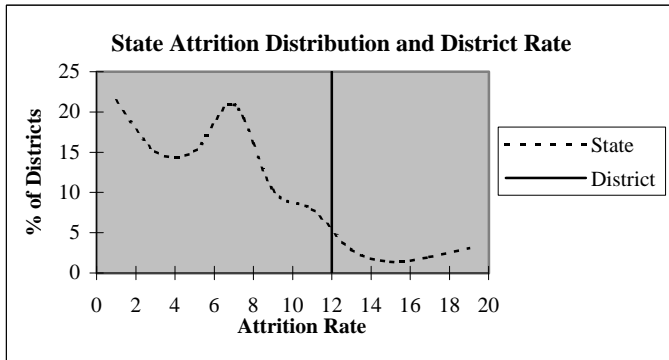
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	28	25	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	10.3%	10.7%	12.0%	8.0%	8.0%
Professional Staff	2	2	2	2	2	6.9%	7.1%	8.0%	8.0%	8.0%
<b>Total Teachers</b>	24	23	20	21	21	82.8%	82.1%	80.0%	84.0%	84.0%
Special Education	2	2	2	2	2	8.3%	8.7%	10.0%	9.5%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	10	11	10	50.0%	47.8%	50.0%	52.4%	47.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	8	8	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.2%	4.3%	5.0%	4.8%	4.8%
Art & Music	1	1	0	0	0	4.2%	4.3%	0.0%	0.0%	0.0%
Social Studies	3	3	2	2	1	12.5%	13.0%	10.0%	9.5%	4.8%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
Math	1	1	1	1	1	4.2%	4.3%	5.0%	4.8%	4.8%
<b>Science</b>	1	2	1	1	1	4.2%	8.7%	5.0%	4.8%	4.8%
Biology	1	1	0	0	1	4.2%	4.3%	0.0%	0.0%	4.8%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	4.8%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	0	0	0.0%	4.3%	5.0%	0.0%	0.0%
Vocational Education	2	2	2	1	2	8.3%	8.7%	10.0%	4.8%	9.5%
Other	1	0	1	2	2	4.2%	0.0%	5.0%	9.5%	9.5%
<b>Total Enrollments</b>	301	268	266	257	250	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	15	22	23	18	5.0%	5.6%	8.3%	8.9%	7.2%
Grades 1-4	85	74	63	64	76	28.2%	27.6%	23.7%	24.9%	30.4%
Grades 5-6	43	42	40	27	29	14.3%	15.7%	15.0%	10.5%	11.6%
Grades 7-8	64	43	41	46	34	21.3%	16.0%	15.4%	17.9%	13.6%
Grades 9-12	94	94	100	96	92	31.2%	35.1%	37.6%	37.4%	36.8%
Ungraded	0	0	0	1	1	0.0%	0.0%	0.0%	0.4%	0.4%



## District Report for: CEMENT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	28	25	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	27	21	22	22	96.6%	96.4%	84.0%	88.0%	88.0%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3.4%</b>	<b>3.6%</b>	<b>16.0%</b>	<b>12.0%</b>	<b>12.0%</b>
Transfers In	0	0	2	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
Reentrants	0	0	0	1	2	0.0%	0.0%	0.0%	33.3%	66.7%
First Time Educators	1	1	2	2	1	100.0%	100.0%	50.0%	66.7%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>6.9%</b>	<b>25.0%</b>	<b>12.0%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	1	4	2	2	-	50.0%	57.1%	66.7%	66.7%	-
Leave Oklahoma Educ.	1	3	1	1	-	50.0%	42.9%	33.3%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	6.9%	25.0%	12.0%	12.0%	-
Transfers In/Out	0.00	0.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	13	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>29</b>

## District Report for: CEMENT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	10.3%	10.7%	12.0%	8.0%	8.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.9%	7.1%	8.0%	8.0%	8.0%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
<b>Teachers</b>	24	23	20	21	21	82.8%	82.1%	80.0%	84.0%	84.0%
White - Females	18	16	14	15	14	75.0%	69.6%	70.0%	71.4%	66.7%
White - Males	5	6	5	5	5	20.8%	26.1%	25.0%	23.8%	23.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
Other - Males	1	1	1	1	1	4.2%	4.3%	5.0%	4.8%	4.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	2	0	8.3%	8.7%	10.0%	10.0%	0.0%
30-34	2	2	3	1	2	8.3%	8.7%	15.0%	5.0%	10.5%
35-39	5	3	1	3	2	20.8%	13.0%	5.0%	15.0%	10.5%
40-44	4	5	4	4	6	16.7%	21.7%	20.0%	20.0%	31.6%
45-49	4	2	3	4	3	16.7%	8.7%	15.0%	20.0%	15.8%
50-54	5	7	5	3	4	20.8%	30.4%	25.0%	15.0%	21.1%
55+	2	2	2	3	2	8.3%	8.7%	10.0%	15.0%	10.5%
<b>Average Age</b>	43.0	44.0	43.8	44.0	45.4					

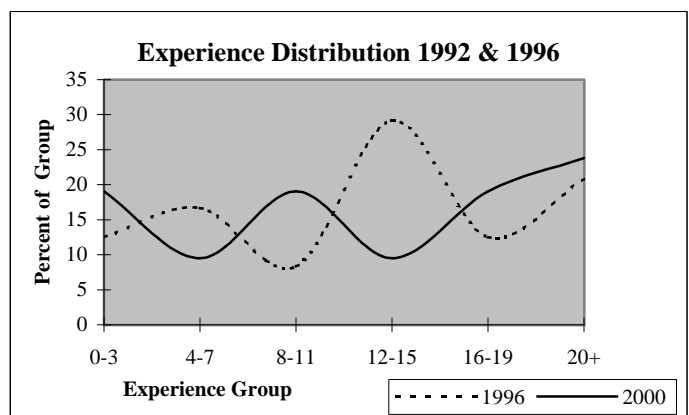
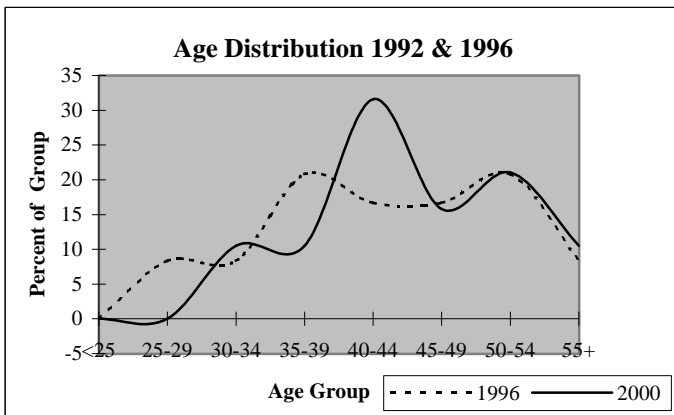
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	4	4	4	12.5%	8.7%	20.0%	19.0%	19.0%
4-7 Years	4	3	2	3	2	16.7%	13.0%	10.0%	14.3%	9.5%
8-11 Years	2	3	4	5	4	8.3%	13.0%	20.0%	23.8%	19.0%
12-15 Years	7	4	2	2	2	29.2%	17.4%	10.0%	9.5%	9.5%
16-19 Years	3	6	4	2	4	12.5%	26.1%	20.0%	9.5%	19.0%
20+ Years	5	5	4	5	5	20.8%	21.7%	20.0%	23.8%	23.8%
<b>Average Experience</b>	13.0	14.3	12.7	11.9	12.7					

## District Report for: CEMENT

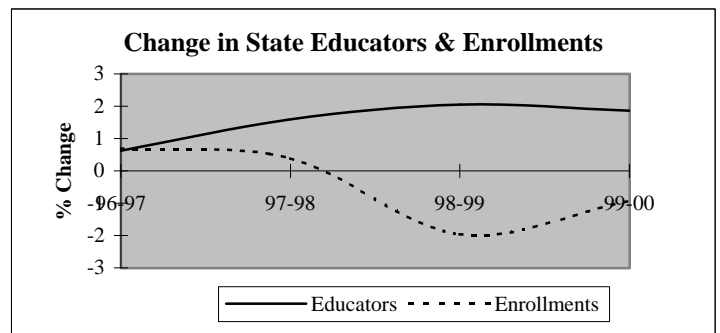
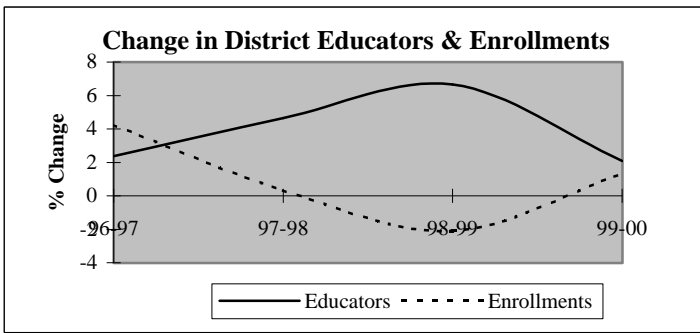
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	7	3	3	-	6.9%	25.0%	12.0%	12.0%	-
Attrition from Transfers	1	4	2	2	-	3.4%	14.3%	8.0%	8.0%	-
Attrition from Exits	1	3	1	1	-	3.4%	10.7%	4.0%	4.0%	-
Teacher Attrition	2	6	2	3	-	8.3%	26.1%	10.0%	14.3%	-
Attrition from Transfers	1	4	1	2	-	4.2%	17.4%	5.0%	9.5%	-
Attrition from Exits	1	2	1	1	-	4.2%	8.7%	5.0%	4.8%	-
<b>District Retention</b>										
Educator Retention	27	21	22	22	-	93.1%	75.0%	88.0%	88.0%	-
Teacher Retention	22	17	18	18	-	91.7%	73.9%	90.0%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	12.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	40.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	0.0%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.4%	0.0%	0.0%	0.0%	4.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	96.4%	92.0%	88.0%	84.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	3.6%	8.0%	12.0%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HINTON

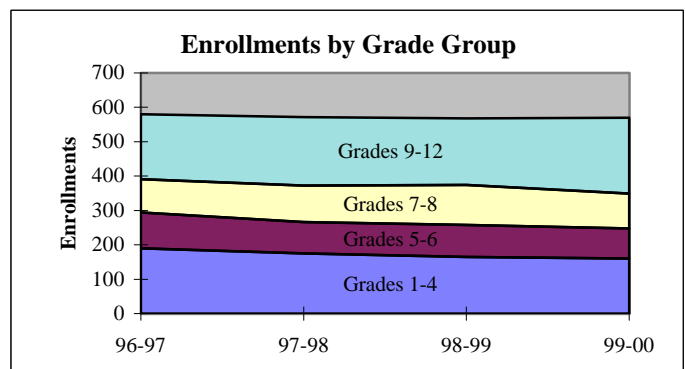
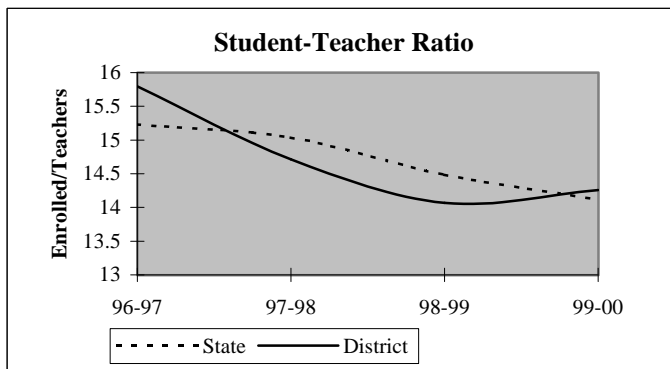


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.1	14.3	13.7	12.6	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.8	14.7	14.1	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	2	3	1	-	-	-	-	-
% Change in Educators	2.4%	2.4%	4.7%	6.7%	2.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	25	2	-13	8	-	-	-	-	-
% Change in Enrollments	2.1%	4.2%	0.3%	-2.1%	1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	4.7%	4.4%	6.3%	10.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.0%	4.4%	8.3%	8.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.4%	2.3%	2.2%	2.1%	4.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.3%	2.2%	2.1%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	41.6	41.6	42.4	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.4	12.5	13.0	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,486	28,781	29,923	29,049	28,878	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.7%	74.4%	73.8%	76.7%	72.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.1%	7.1%	7.0%	4.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.1%	11.0%	9.9%	11.7%	9.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	11	15	15	18	23.8%	25.6%	33.3%	31.3%	36.7%
Attrition	1	3	2	2	0					
Attrition Rate	10.0%	27.3%	13.3%	13.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	26	26	25	28	24	61.9%	60.5%	55.6%	58.3%	49.0%
Attrition	0	2	2	3	0					
Attrition Rate	0.0%	7.7%	8.0%	10.7%	0.0%					
At Retirement Age	6	6	5	5	7	14.3%	14.0%	11.1%	10.4%	14.3%
Attrition	1	2	1	0	0					
Attrition Rate	16.7%	33.3%	20.0%	0.0%	0.0%					
At Retirement in 5 yrs.	7	7	5	7	9	16.7%	16.3%	11.1%	14.6%	18.4%

## District Report for: HINTON

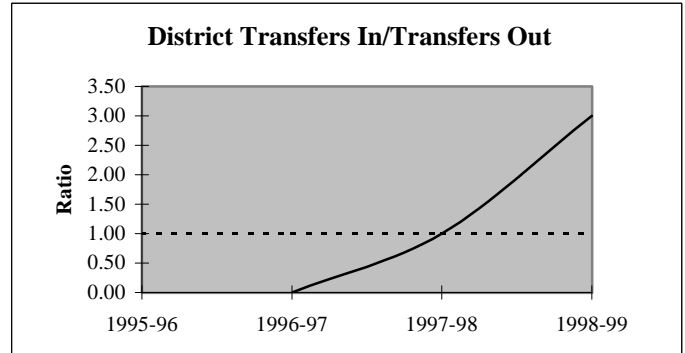
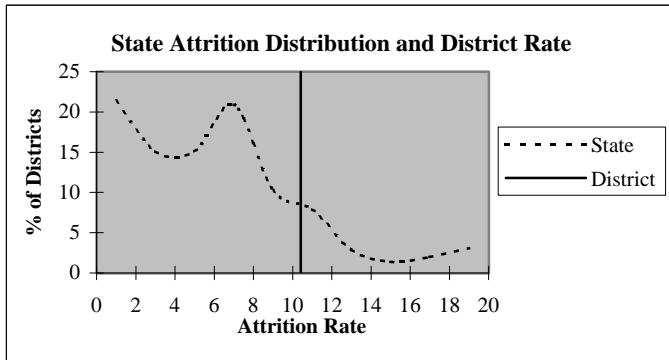
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	43	45	48	49	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	4	4	7.1%	7.0%	4.4%	8.3%	8.2%
Professional Staff	1	1	1	1	2	2.4%	2.3%	2.2%	2.1%	4.1%
<b>Total Teachers</b>	38	39	42	43	43	90.5%	90.7%	93.3%	89.6%	87.8%
Special Education	2	2	3	3	2	5.3%	5.1%	7.1%	7.0%	4.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	18	17	18	19	42.1%	46.2%	40.5%	41.9%	44.2%
<b>Middle School</b>	3	0	0	0	0	7.9%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	0	0	0	0	2.6%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	0	0	0	0	2.6%	0.0%	0.0%	0.0%	0.0%
Science	1	0	0	0	0	2.6%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	19	22	22	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	4	4	3	5.3%	7.7%	9.5%	9.3%	7.0%
Art & Music	1	1	1	2	2	2.6%	2.6%	2.4%	4.7%	4.7%
Social Studies	2	1	3	3	3	5.3%	2.6%	7.1%	7.0%	7.0%
Foreign Language	1	1	1	1	1	2.6%	2.6%	2.4%	2.3%	2.3%
Math	1	3	3	1	2	2.6%	7.7%	7.1%	2.3%	4.7%
<b>Science</b>	2	3	3	3	2	5.3%	7.7%	7.1%	7.0%	4.7%
Biology	2	0	1	1	1	5.3%	0.0%	2.4%	2.3%	2.3%
Chemistry	0	1	0	0	0	0.0%	2.6%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	2	2	2	1	0.0%	5.1%	4.8%	4.7%	2.3%
Vocational Education	4	4	4	4	5	10.5%	10.3%	9.5%	9.3%	11.6%
Other	4	3	3	4	4	10.5%	7.7%	7.1%	9.3%	9.3%
<b>Total Enrollments</b>	591	616	618	605	613	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	35	41	34	43	7.1%	5.7%	6.6%	5.6%	7.0%
Grades 1-4	189	190	175	165	160	32.0%	30.8%	28.3%	27.3%	26.1%
Grades 5-6	99	104	91	93	88	16.8%	16.9%	14.7%	15.4%	14.4%
Grades 7-8	108	97	106	116	101	18.3%	15.7%	17.2%	19.2%	16.5%
Grades 9-12	152	189	200	194	221	25.7%	30.7%	32.4%	32.1%	36.1%
Ungraded	1	1	5	3	0	0.2%	0.2%	0.8%	0.5%	0.0%



## District Report for: HINTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	43	45	48	49	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	40	36	40	43	90.5%	93.0%	80.0%	83.3%	87.8%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>8</b>	<b>6</b>	<b>9.5%</b>	<b>7.0%</b>	<b>20.0%</b>	<b>16.7%</b>	<b>12.2%</b>
Transfers In	3	0	4	6	4	75.0%	0.0%	44.4%	75.0%	66.7%
Reentrants	0	1	3	1	0	0.0%	33.3%	33.3%	12.5%	0.0%
First Time Educators	1	2	2	1	2	25.0%	66.7%	22.2%	12.5%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>4.8%</b>	<b>16.3%</b>	<b>11.1%</b>	<b>10.4%</b>	<b>-</b>
Transfers Out	0	5	4	2	-	0.0%	71.4%	80.0%	40.0%	-
Leave Oklahoma Educ.	2	2	1	3	-	100.0%	28.6%	20.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	16.3%	11.1%	10.4%	-
Transfers In/Out	nc	0.00	1.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	29	Cameron, Lawton	1
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	42

## District Report for: HINTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	2	4	4	7.1%	7.0%	4.4%	8.3%	8.2%
White - Females	1	1	1	1	1	33.3%	33.3%	50.0%	25.0%	25.0%
White - Males	2	2	1	3	3	66.7%	66.7%	50.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	2.4%	2.3%	2.2%	2.1%	4.1%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	39	42	43	43	90.5%	90.7%	93.3%	89.6%	87.8%
White - Females	28	29	31	33	31	73.7%	74.4%	73.8%	76.7%	72.1%
White - Males	10	10	11	10	12	26.3%	25.6%	26.2%	23.3%	27.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	6	6	7	2	13.2%	15.4%	14.6%	16.7%	4.9%
30-34	5	4	6	5	11	13.2%	10.3%	14.6%	11.9%	26.8%
35-39	7	5	4	4	4	18.4%	12.8%	9.8%	9.5%	9.8%
40-44	7	9	10	8	6	18.4%	23.1%	24.4%	19.0%	14.6%
45-49	5	5	4	6	8	13.2%	12.8%	9.8%	14.3%	19.5%
50-54	6	7	5	5	2	15.8%	17.9%	12.2%	11.9%	4.9%
55+	3	3	6	7	8	7.9%	7.7%	14.6%	16.7%	19.5%
<b>Average Age</b>	41.4	41.6	41.6	42.4	42.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	8	10	9	9	18.4%	20.5%	23.8%	20.9%	20.9%
4-7 Years	3	3	5	6	9	7.9%	7.7%	11.9%	14.0%	20.9%
8-11 Years	5	5	5	6	1	13.2%	12.8%	11.9%	14.0%	2.3%
12-15 Years	7	6	4	4	6	18.4%	15.4%	9.5%	9.3%	14.0%
16-19 Years	8	9	8	6	4	21.1%	23.1%	19.0%	14.0%	9.3%
20+ Years	8	8	10	12	14	21.1%	20.5%	23.8%	27.9%	32.6%
<b>Average Experience</b>	13.3	13.4	12.5	13.0	12.9					

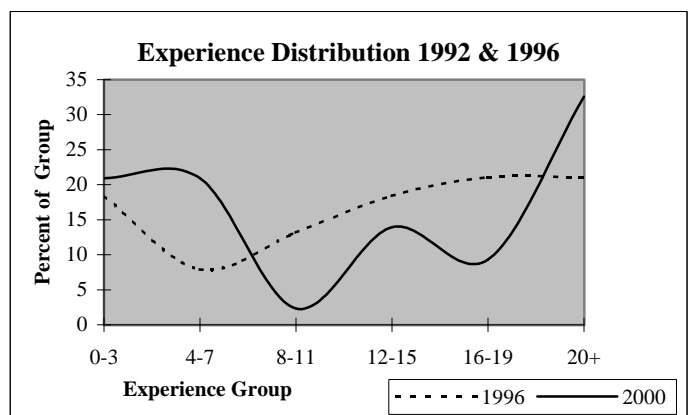
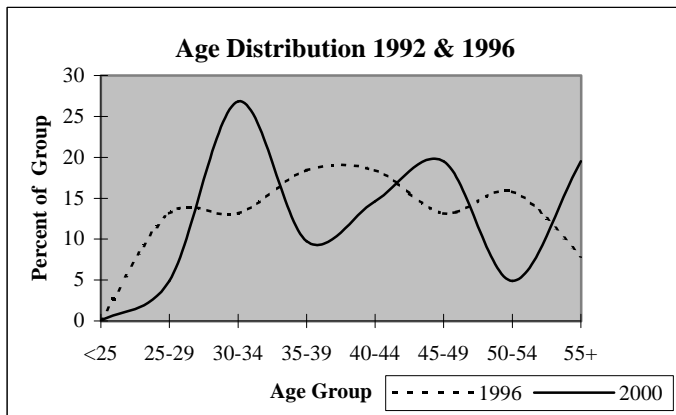


## District Report for: HINTON

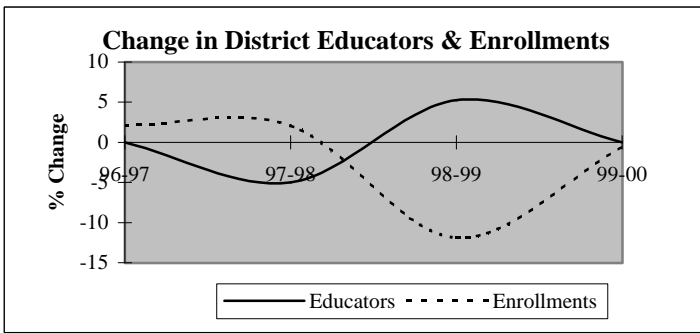
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	7	5	5	-	4.8%	16.3%	11.1%	10.4%	-
Attrition from Transfers	0	5	4	2	-	0.0%	11.6%	8.9%	4.2%	-
Attrition from Exits	2	2	1	3	-	4.8%	4.7%	2.2%	6.3%	-
<b>Teacher Attrition</b>	2	6	3	5	-	5.3%	15.4%	7.1%	11.6%	-
Attrition from Transfers	0	4	2	2	-	0.0%	10.3%	4.8%	4.7%	-
Attrition from Exits	2	2	1	3	-	5.3%	5.1%	2.4%	7.0%	-
<b>District Retention</b>										
Educator Retention	40	36	40	43	-	95.2%	83.7%	88.9%	89.6%	-
Teacher Retention	36	33	39	38	-	94.7%	84.6%	92.9%	88.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	10.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	16.7%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.3%	2.2%	0.0%	4.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	90.7%	86.7%	95.8%	91.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	7.0%	11.1%	4.2%	4.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FORT COBB-BROXTON

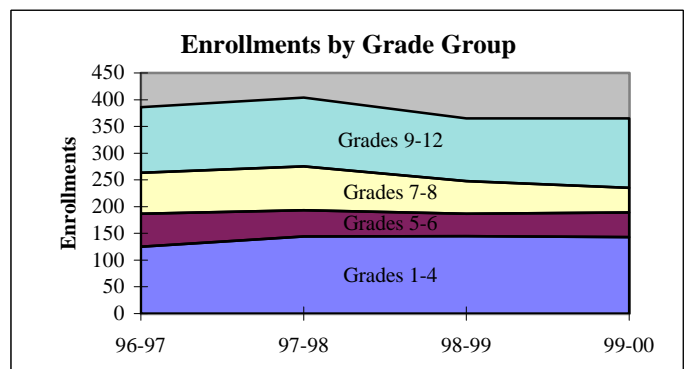
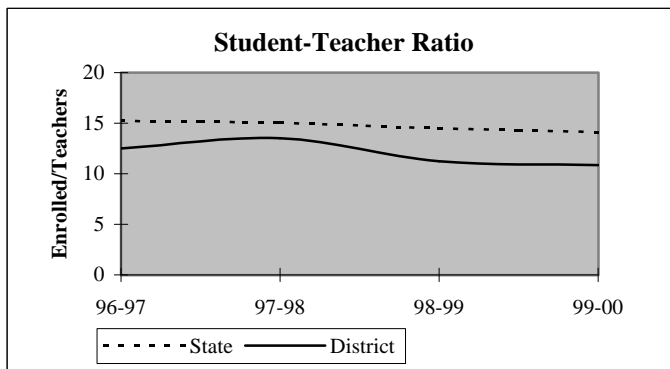


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	10.9	11.7	9.8	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.6	12.5	13.5	11.2	10.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-2	2	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-5.0%	5.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-26	9	9	-53	-2	-	-	-	-	-
% Change in Enrollments	-5.7%	2.1%	2.1%	-11.9%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.5%	5.0%	0.0%	0.0%	5.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	7.5%	7.9%	7.5%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.5%	5.0%	5.3%	5.0%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	2.5%	2.6%	2.5%	2.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	39.4	39.7	39.5	41.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	12.5	12.9	12.6	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,496	28,687	29,557	29,996	30,609	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.7%	2.9%	3.0%	2.9%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.0%	74.3%	75.8%	77.1%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	8.6%	6.1%	5.7%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.1%	40.5%	37.9%	39.3%	39.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	13	12	12	11	40.0%	32.5%	31.6%	30.0%	27.5%
Attrition	3	1	0	0	0					
Attrition Rate	18.8%	7.7%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	24	26	23	24	25	60.0%	65.0%	60.5%	60.0%	62.5%
Attrition	0	3	1	2	0					
Attrition Rate	0.0%	11.5%	4.3%	8.3%	0.0%					
At Retirement Age	0	1	3	4	4	0.0%	2.5%	7.9%	10.0%	10.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
At Retirement in 5 yrs.	1	4	5	4	5	2.5%	10.0%	13.2%	10.0%	12.5%

## District Report for: FORT COBB-BROXTON

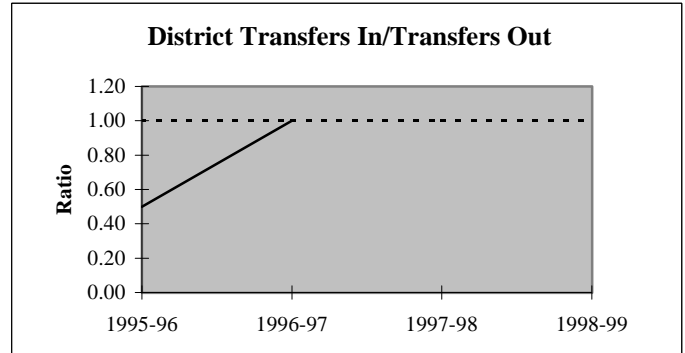
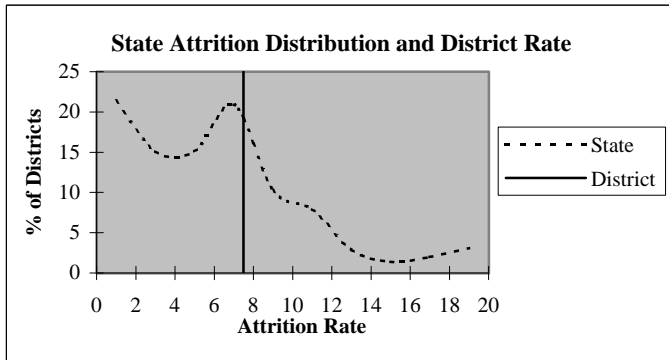
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	40	38	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	3	3	3	2	5.0%	7.5%	7.9%	7.5%	5.0%
Professional Staff	1	2	2	2	2	2.5%	5.0%	5.3%	5.0%	5.0%
<b>Total Teachers</b>	37	35	33	35	36	92.5%	87.5%	86.8%	87.5%	90.0%
Special Education	3	3	2	2	2	8.1%	8.6%	6.1%	5.7%	5.6%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.9%	2.8%
Elementary	13	13	14	12	15	35.1%	37.1%	42.4%	34.3%	41.7%
<b>Middle School</b>	7	8	8	8	7	18.9%	22.9%	24.2%	22.9%	19.4%
Language Arts	2	2	3	2	1	5.4%	5.7%	9.1%	5.7%	2.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	1	1	1	5.4%	5.7%	3.0%	2.9%	2.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	3	1	5.4%	5.7%	6.1%	8.6%	2.8%
Science	0	1	1	1	1	0.0%	2.9%	3.0%	2.9%	2.8%
Vocational Education	1	0	0	0	0	2.7%	0.0%	0.0%	0.0%	0.0%
Other	0	1	1	1	3	0.0%	2.9%	3.0%	2.9%	8.3%
<b>High School (9-12)</b>	14	11	9	12	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	1	2	1	5.4%	5.7%	3.0%	5.7%	2.8%
Art & Music	1	1	1	2	2	2.7%	2.9%	3.0%	5.7%	5.6%
Social Studies	2	1	2	1	2	5.4%	2.9%	6.1%	2.9%	5.6%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
Math	1	1	1	1	1	2.7%	2.9%	3.0%	2.9%	2.8%
<b>Science</b>	1	1	1	1	1	2.7%	2.9%	3.0%	2.9%	2.8%
Biology	1	1	1	1	1	2.7%	2.9%	3.0%	2.9%	2.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	3	2	8.1%	8.6%	9.1%	8.6%	5.6%
Other	4	2	0	1	2	10.8%	5.7%	0.0%	2.9%	5.6%
<b>Total Enrollments</b>	428	437	446	393	391	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	50	41	27	26	10.5%	11.4%	9.2%	6.9%	6.6%
Grades 1-4	113	125	144	145	143	26.4%	28.6%	32.3%	36.9%	36.6%
Grades 5-6	71	62	49	42	46	16.6%	14.2%	11.0%	10.7%	11.8%
Grades 7-8	70	76	82	61	46	16.4%	17.4%	18.4%	15.5%	11.8%
Grades 9-12	129	123	129	117	130	30.1%	28.1%	28.9%	29.8%	33.2%
Ungraded	0	1	1	1	0	0.0%	0.2%	0.2%	0.3%	0.0%



## District Report for: FORT COBB-BROXTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	40	38	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	37	36	37	37	87.5%	92.5%	94.7%	92.5%	92.5%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>12.5%</b>	<b>7.5%</b>	<b>5.3%</b>	<b>7.5%</b>	<b>7.5%</b>
Transfers In	1	3	1	2	1	20.0%	100.0%	50.0%	66.7%	33.3%
Reentrants	1	0	0	0	2	20.0%	0.0%	0.0%	0.0%	66.7%
First Time Educators	3	0	1	1	0	60.0%	0.0%	50.0%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>7.5%</b>	<b>10.0%</b>	<b>2.6%</b>	<b>7.5%</b>	<b>-</b>
Transfers Out	2	3	0	0	-	66.7%	75.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	1	1	3	-	33.3%	25.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	10.0%	2.6%	7.5%	-
Transfers In/Out	0.50	1.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	21	Cameron, Lawton	6
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	7	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>40</b>

## District Report for: FORT COBB-BROXTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	3	3	3	2	5.0%	7.5%	7.9%	7.5%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	3	3	3	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	2.5%	5.0%	5.3%	5.0%	5.0%
White - Females	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	35	33	35	36	92.5%	87.5%	86.8%	87.5%	90.0%
White - Females	26	25	24	26	26	70.3%	71.4%	72.7%	74.3%	72.2%
White - Males	10	9	8	8	9	27.0%	25.7%	24.2%	22.9%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.7%	2.9%	3.0%	2.9%	2.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	7	5	4	5	3	18.9%	14.3%	12.1%	14.3%	8.3%
30-34	11	6	5	5	7	29.7%	17.1%	15.2%	14.3%	19.4%
35-39	5	9	10	9	8	13.5%	25.7%	30.3%	25.7%	22.2%
40-44	3	4	4	7	7	8.1%	11.4%	12.1%	20.0%	19.4%
45-49	4	5	5	3	2	10.8%	14.3%	15.2%	8.6%	5.6%
50-54	7	4	3	4	4	18.9%	11.4%	9.1%	11.4%	11.1%
55+	0	2	2	2	5	0.0%	5.7%	6.1%	5.7%	13.9%
<b>Average Age</b>	38.0	39.4	39.7	39.5	41.1					

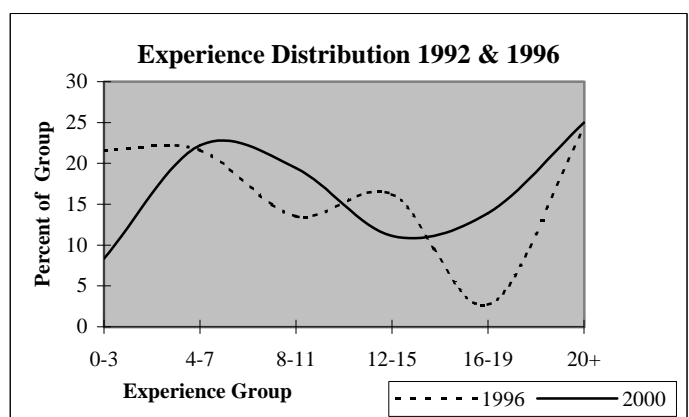
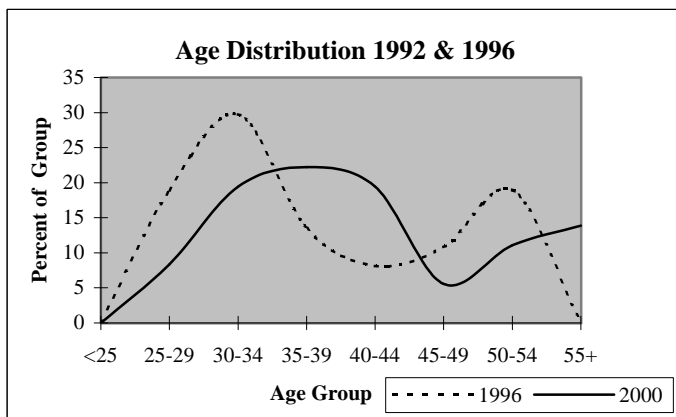
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	6	4	5	3	21.6%	17.1%	12.1%	14.3%	8.3%
4-7 Years	8	6	7	7	8	21.6%	17.1%	21.2%	20.0%	22.2%
8-11 Years	5	4	3	5	7	13.5%	11.4%	9.1%	14.3%	19.4%
12-15 Years	6	8	7	6	4	16.2%	22.9%	21.2%	17.1%	11.1%
16-19 Years	1	2	4	4	5	2.7%	5.7%	12.1%	11.4%	13.9%
20+ Years	9	9	8	8	9	24.3%	25.7%	24.2%	22.9%	25.0%
<b>Average Experience</b>	10.9	12.5	12.9	12.6	13.4					

## District Report for: FORT COBB-BROXTON

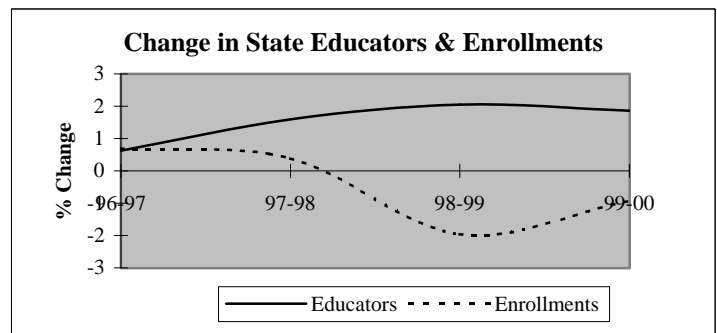
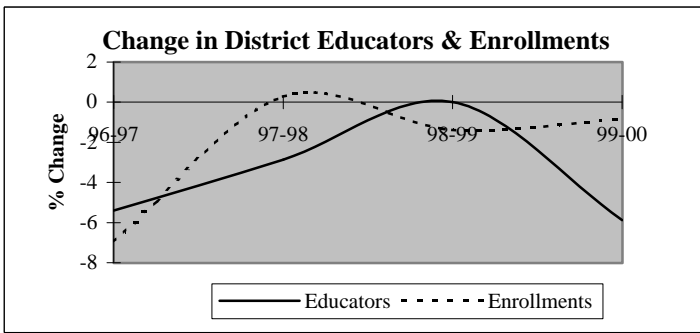
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	1	3	-	7.5%	10.0%	2.6%	7.5%	-
Attrition from Transfers	2	3	0	0	-	5.0%	7.5%	0.0%	0.0%	-
Attrition from Exits	1	1	1	3	-	2.5%	2.5%	2.6%	7.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>8.1%</b>	<b>11.4%</b>	<b>3.0%</b>	<b>5.7%</b>	<b>-</b>
Attrition from Transfers	2	3	0	0	-	5.4%	8.6%	0.0%	0.0%	-
Attrition from Exits	1	1	1	2	-	2.7%	2.9%	3.0%	5.7%	-
<b>District Retention</b>										
Educator Retention	37	36	37	37	-	92.5%	90.0%	97.4%	92.5%	-
Teacher Retention	34	31	32	33	-	91.9%	88.6%	97.0%	94.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	100.0%	97.4%	97.5%	95.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	0.0%	2.6%	2.5%	5.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BINGER-ONEY

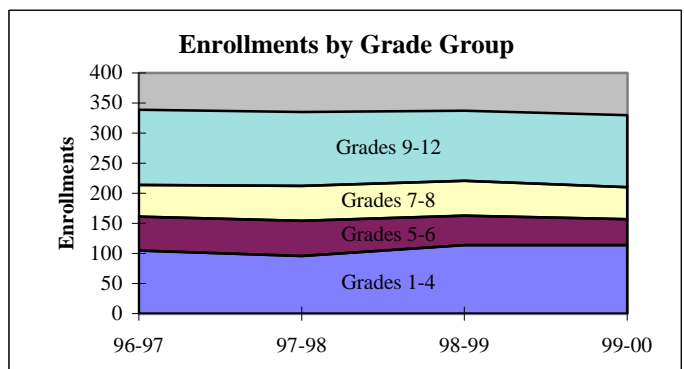
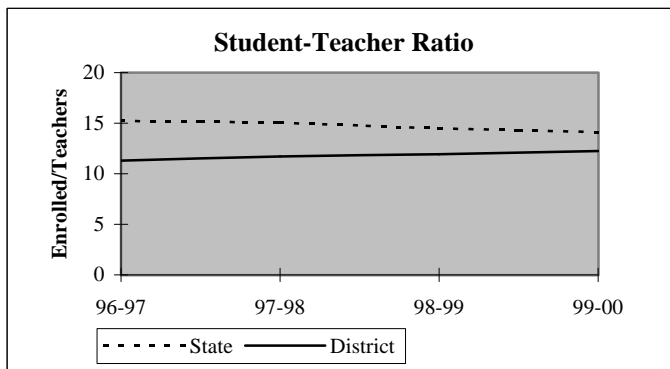


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	10.3	10.7	10.5	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.4	11.3	11.7	11.9	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	-1	0	-2	-	-	-	-	-
% Change in Educators	0.0%	-5.4%	-2.9%	0.0%	-5.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-26	-27	1	-5	-3	-	-	-	-	-
% Change in Enrollments	-6.3%	-6.9%	0.3%	-1.4%	-0.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.7%	11.4%	0.0%	5.9%	6.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.7%	2.9%	2.9%	5.9%	3.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	5.7%	5.9%	5.9%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	42.5	42.4	42.9	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	13.7	14.1	13.8	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,343	29,419	31,072	29,860	30,440	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.4%	84.4%	80.6%	80.0%	79.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	9.4%	9.7%	10.0%	6.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.6%	32.6%	35.3%	31.3%	32.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	9	8	8	8	37.8%	25.7%	23.5%	23.5%	25.0%
Attrition	3	1	1	2	0					
Attrition Rate	21.4%	11.1%	12.5%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	25	25	22	20	59.5%	71.4%	73.5%	64.7%	62.5%
Attrition	1	2	2	2	0					
Attrition Rate	4.5%	8.0%	8.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	4	4	2.7%	2.9%	2.9%	11.8%	12.5%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	5	7	4	2.7%	5.7%	14.7%	20.6%	12.5%

## District Report for: BINGER-ONEY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	35	34	34	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	1	2.7%	2.9%	2.9%	5.9%	3.1%
Professional Staff	2	2	2	2	2	5.4%	5.7%	5.9%	5.9%	6.3%
<b>Total Teachers</b>	34	32	31	30	29	91.9%	91.4%	91.2%	88.2%	90.6%
Special Education	3	3	3	3	2	8.8%	9.4%	9.7%	10.0%	6.9%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
Elementary	16	18	17	16	15	47.1%	56.3%	54.8%	53.3%	51.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	11	11	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	0	1	1	5.9%	3.1%	0.0%	3.3%	3.4%
Art & Music	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	5.9%	6.3%	6.5%	6.7%	6.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	0	1	2	1	5.9%	0.0%	3.2%	6.7%	3.4%
<b>Science</b>	2	1	2	1	2	5.9%	3.1%	6.5%	3.3%	6.9%
Biology	1	1	1	1	0	2.9%	3.1%	3.2%	3.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	2	2.9%	0.0%	3.2%	0.0%	6.9%
Vocational Education	5	4	4	5	3	14.7%	12.5%	12.9%	16.7%	10.3%
Other	1	3	2	0	2	2.9%	9.4%	6.5%	0.0%	6.9%
<b>Total Enrollments</b>	389	362	363	358	355	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	23	28	21	25	8.2%	6.4%	7.7%	5.9%	7.0%
Grades 1-4	106	105	96	114	114	27.2%	29.0%	26.4%	31.8%	32.1%
Grades 5-6	62	56	58	49	43	15.9%	15.5%	16.0%	13.7%	12.1%
Grades 7-8	59	53	58	58	53	15.2%	14.6%	16.0%	16.2%	14.9%
Grades 9-12	130	125	123	116	120	33.4%	34.5%	33.9%	32.4%	33.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

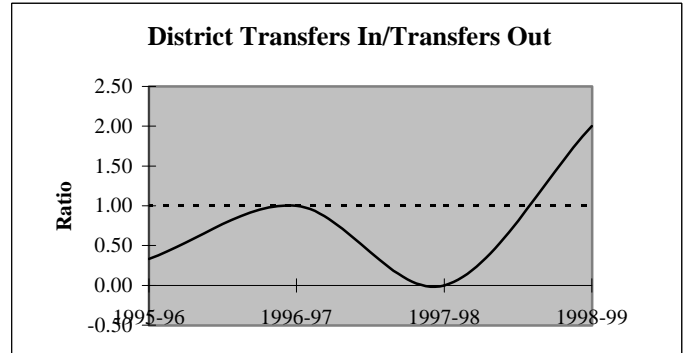
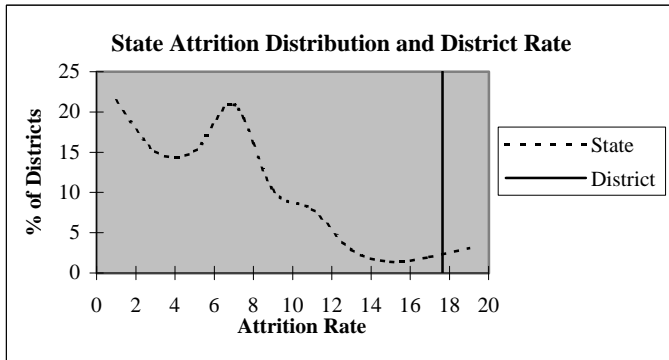




## District Report for: BINGER-ONEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	35	34	34	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	33	32	31	28	94.6%	94.3%	94.1%	91.2%	87.5%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5.4%</b>	<b>5.7%</b>	<b>5.9%</b>	<b>8.8%</b>	<b>12.5%</b>
Transfers In	1	1	0	2	2	50.0%	50.0%	0.0%	66.7%	50.0%
Reentrants	0	0	1	1	1	0.0%	0.0%	50.0%	33.3%	25.0%
First Time Educators	1	1	1	0	1	50.0%	50.0%	50.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>10.8%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>17.6%</b>	<b>-</b>
Transfers Out	3	1	2	1	-	75.0%	33.3%	66.7%	16.7%	-
Leave Oklahoma Educ.	1	2	1	5	-	25.0%	66.7%	33.3%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	8.6%	8.8%	17.6%	-
Transfers In/Out	0.33	1.00	0.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	30	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>37</b>

## District Report for: BINGER-ONEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	1	2.7%	2.9%	2.9%	5.9%	3.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.4%	5.7%	5.9%	5.9%	6.3%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	34	32	31	30	29	91.9%	91.4%	91.2%	88.2%	90.6%
White - Females	28	27	25	24	23	82.4%	84.4%	80.6%	80.0%	79.3%
White - Males	6	5	6	6	6	17.6%	15.6%	19.4%	20.0%	20.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	3.2%	0.0%	0.0%
25-29	4	3	3	2	1	11.8%	9.4%	9.7%	6.7%	3.4%
30-34	5	5	4	5	5	14.7%	15.6%	12.9%	16.7%	17.2%
35-39	7	5	4	5	8	20.6%	15.6%	12.9%	16.7%	27.6%
40-44	5	5	6	5	5	14.7%	15.6%	19.4%	16.7%	17.2%
45-49	7	5	3	4	3	20.6%	15.6%	9.7%	13.3%	10.3%
50-54	2	5	7	5	4	5.9%	15.6%	22.6%	16.7%	13.8%
55+	4	4	3	4	3	11.8%	12.5%	9.7%	13.3%	10.3%
<b>Average Age</b>	41.4	42.5	42.4	42.9	42.1					

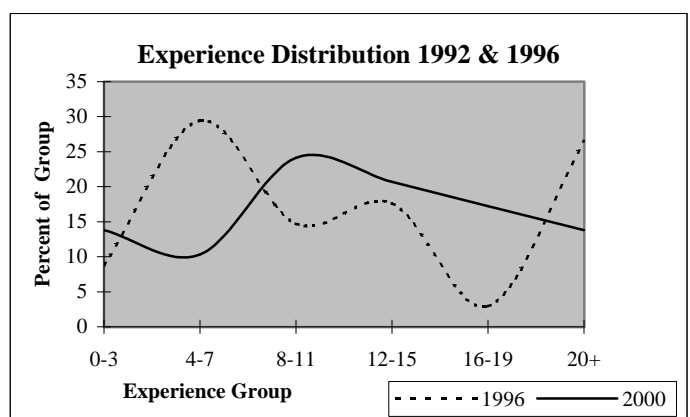
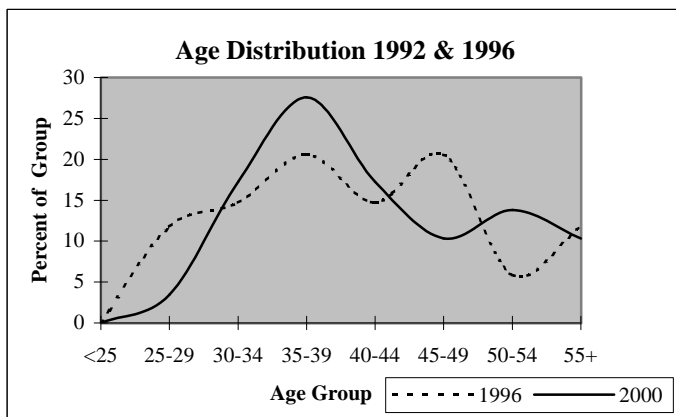
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	3	4	4	8.8%	6.3%	9.7%	13.3%	13.8%
4-7 Years	10	6	4	3	3	29.4%	18.8%	12.9%	10.0%	10.3%
8-11 Years	5	7	6	6	7	14.7%	21.9%	19.4%	20.0%	24.1%
12-15 Years	6	6	5	5	6	17.6%	18.8%	16.1%	16.7%	20.7%
16-19 Years	1	2	4	5	5	2.9%	6.3%	12.9%	16.7%	17.2%
20+ Years	9	9	9	7	4	26.5%	28.1%	29.0%	23.3%	13.8%
<b>Average Experience</b>	12.5	13.7	14.1	13.8	12.8					

## District Report for: BINGER-ONEY

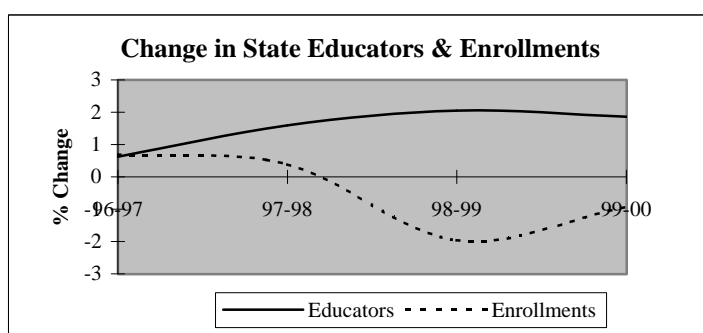
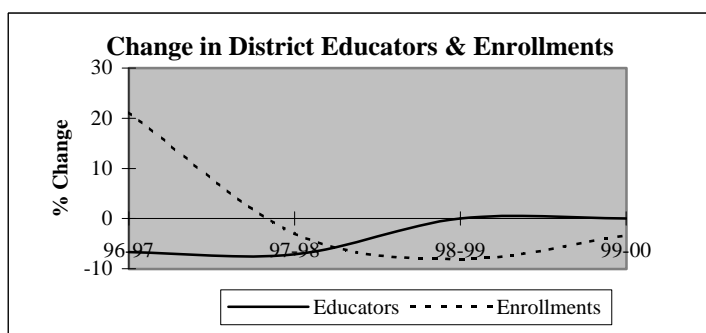
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	3	6	-	10.8%	8.6%	8.8%	17.6%	-
Attrition from Transfers	3	1	2	1	-	8.1%	2.9%	5.9%	2.9%	-
Attrition from Exits	1	2	1	5	-	2.7%	5.7%	2.9%	14.7%	-
<b>Teacher Attrition</b>	4	3	3	6	-	11.8%	9.4%	9.7%	20.0%	-
Attrition from Transfers	3	1	2	1	-	8.8%	3.1%	6.5%	3.3%	-
Attrition from Exits	1	2	1	5	-	2.9%	6.3%	3.2%	16.7%	-
<b>District Retention</b>										
Educator Retention	33	32	31	28	-	89.2%	91.4%	91.2%	82.4%	-
Teacher Retention	30	29	28	24	-	88.2%	90.6%	90.3%	80.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.3%	97.1%	94.1%	97.1%	90.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.7%	2.9%	5.9%	2.9%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RIVERSIDE

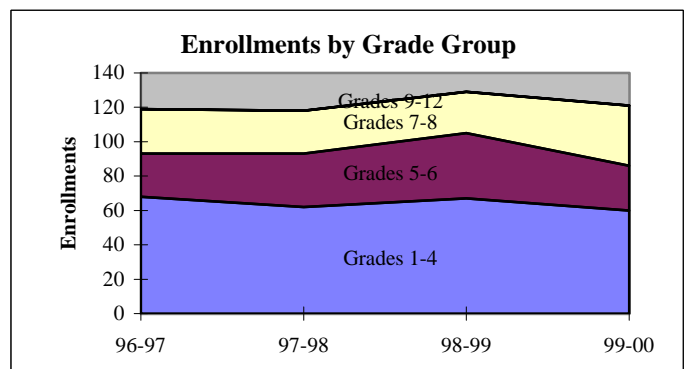
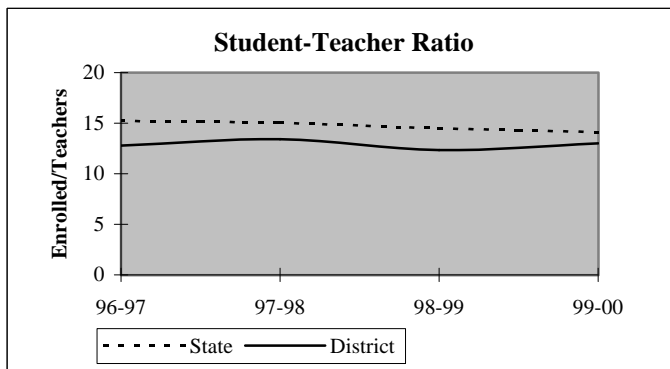


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.1	11.9	12.4	11.4	11.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.8	12.8	13.4	12.3	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	-1	0	0	-	-	-	-	-
% Change in Educators	7.1%	-6.7%	-7.1%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-25	29	-5	-13	-5	-	-	-	-	-
% Change in Enrollments	-15.4%	21.2%	-3.0%	-8.1%	-3.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	7.1%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	7.1%	7.7%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	7.1%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	40.2	38.7	39.7	45.1	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	10.5	8.8	9.8	8.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,760	28,082	28,802	29,546	29,118	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.1%	7.7%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	92.9%	92.3%	100.0%	100.0%	81.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	15.4%	8.3%	8.3%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.3%	22.9%	22.4%	18.4%	16.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	6	5	5	6	53.3%	42.9%	38.5%	38.5%	46.2%
Attrition	1	2	0	3	0					
Attrition Rate	12.5%	33.3%	0.0%	60.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	7	7	7	6	40.0%	50.0%	53.8%	53.8%	46.2%
Attrition	1	0	1	1	0					
Attrition Rate	16.7%	0.0%	14.3%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	6.7%	7.1%	7.7%	7.7%	7.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	1	1	1	6.7%	14.3%	7.7%	7.7%	7.7%

## District Report for: RIVERSIDE

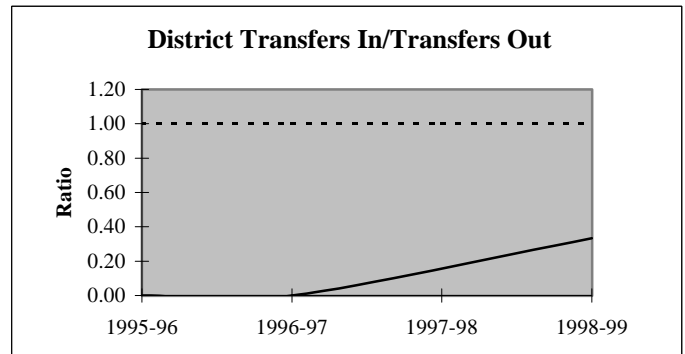
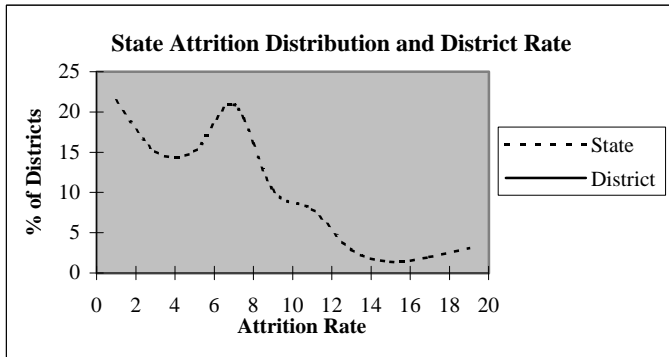
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	14	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	7.1%	7.7%	7.7%	7.7%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
<b>Total Teachers</b>	14	13	12	12	11	93.3%	92.9%	92.3%	92.3%	84.6%
Special Education	2	2	1	1	1	14.3%	15.4%	8.3%	8.3%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	11	11	10	85.7%	84.6%	91.7%	91.7%	90.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	137	166	161	148	143	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	46	43	19	22	10.9%	27.7%	26.7%	12.8%	15.4%
Grades 1-4	70	68	62	67	60	51.1%	41.0%	38.5%	45.3%	42.0%
Grades 5-6	33	25	31	38	26	24.1%	15.1%	19.3%	25.7%	18.2%
Grades 7-8	17	26	25	24	35	12.4%	15.7%	15.5%	16.2%	24.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	1	0	0	0	1.5%	0.6%	0.0%	0.0%	0.0%



## District Report for: RIVERSIDE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	14	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	13	11	12	9	93.3%	92.9%	84.6%	92.3%	69.2%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>6.7%</b>	<b>7.1%</b>	<b>15.4%</b>	<b>7.7%</b>	<b>30.8%</b>
Transfers In	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	50.0%
Reentrants	0	1	0	0	1	0.0%	100.0%	0.0%	0.0%	25.0%
First Time Educators	1	0	2	0	1	100.0%	0.0%	100.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>-</b>	<b>13.3%</b>	<b>21.4%</b>	<b>7.7%</b>	<b>30.8%</b>	<b>-</b>
Transfers Out	2	1	0	3	-	100.0%	33.3%	0.0%	75.0%	-
Leave Oklahoma Educ.	0	2	1	1	-	0.0%	66.7%	100.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	13.3%	21.4%	7.7%	30.8%	-
Transfers In/Out	0.00	0.00	nc	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	1
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	15

## District Report for: RIVERSIDE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	7.1%	7.7%	7.7%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	13	12	12	11	93.3%	92.9%	92.3%	92.3%	84.6%
White - Females	13	12	12	12	9	92.9%	92.3%	100.0%	100.0%	81.8%
White - Males	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	7.1%	7.7%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	0	0.0%	0.0%	8.3%	8.3%	0.0%
25-29	2	2	1	1	0	14.3%	15.4%	8.3%	8.3%	0.0%
30-34	6	3	1	1	1	42.9%	23.1%	8.3%	8.3%	10.0%
35-39	0	3	5	5	3	0.0%	23.1%	41.7%	41.7%	30.0%
40-44	1	0	0	0	1	7.1%	0.0%	0.0%	0.0%	10.0%
45-49	1	1	1	1	2	7.1%	7.7%	8.3%	8.3%	20.0%
50-54	1	2	2	2	1	7.1%	15.4%	16.7%	16.7%	10.0%
55+	3	2	1	1	2	21.4%	15.4%	8.3%	8.3%	20.0%
<b>Average Age</b>	40.9	40.2	38.7	39.7	45.1					

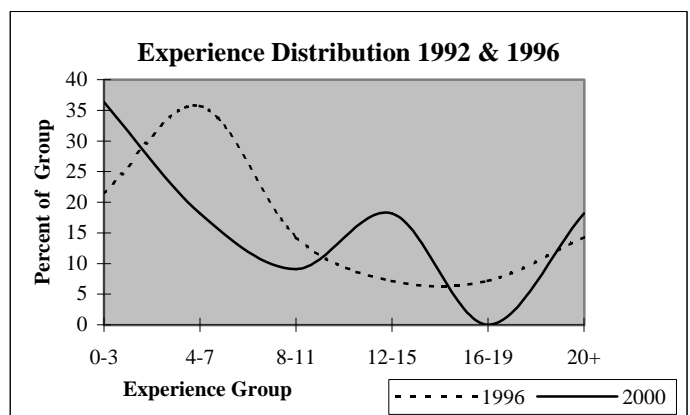
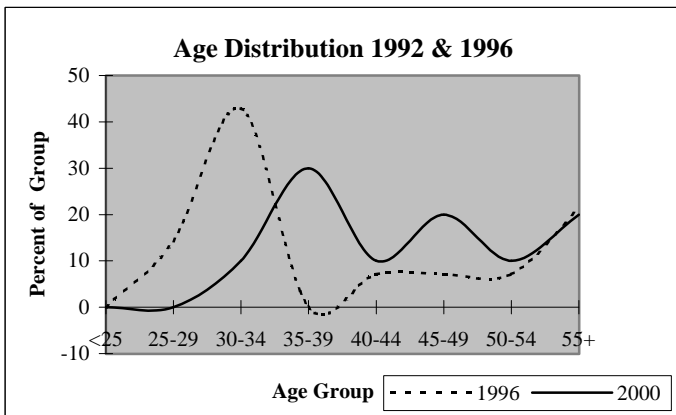
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	4	3	4	21.4%	23.1%	33.3%	25.0%	36.4%
4-7 Years	5	3	1	2	2	35.7%	23.1%	8.3%	16.7%	18.2%
8-11 Years	2	3	3	2	1	14.3%	23.1%	25.0%	16.7%	9.1%
12-15 Years	1	1	2	2	2	7.1%	7.7%	16.7%	16.7%	18.2%
16-19 Years	1	1	1	2	0	7.1%	7.7%	8.3%	16.7%	0.0%
20+ Years	2	2	1	1	2	14.3%	15.4%	8.3%	8.3%	18.2%
<b>Average Experience</b>	9.2	10.5	8.8	9.8	8.9					

## District Report for: RIVERSIDE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	1	4	-	13.3%	21.4%	7.7%	30.8%	-
Attrition from Transfers	2	1	0	3	-	13.3%	7.1%	0.0%	23.1%	-
Attrition from Exits	0	2	1	1	-	0.0%	14.3%	7.7%	7.7%	-
<b>Teacher Attrition</b>	1	3	0	4	-	7.1%	23.1%	0.0%	33.3%	-
Attrition from Transfers	1	1	0	3	-	7.1%	7.7%	0.0%	25.0%	-
Attrition from Exits	0	2	0	1	-	0.0%	15.4%	0.0%	8.3%	-
<b>District Retention</b>										
Educator Retention	13	11	12	9	-	86.7%	78.6%	92.3%	69.2%	-
Teacher Retention	13	10	12	8	-	92.9%	76.9%	100.0%	66.7%	-

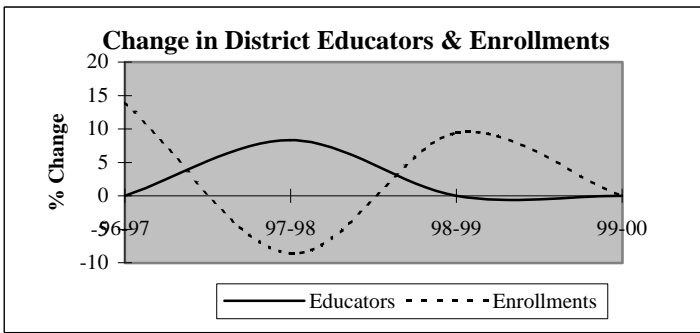
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	20.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	7.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	85.7%	84.6%	100.0%	76.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	7.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	7.1%	15.4%	0.0%	15.4%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: BANNER

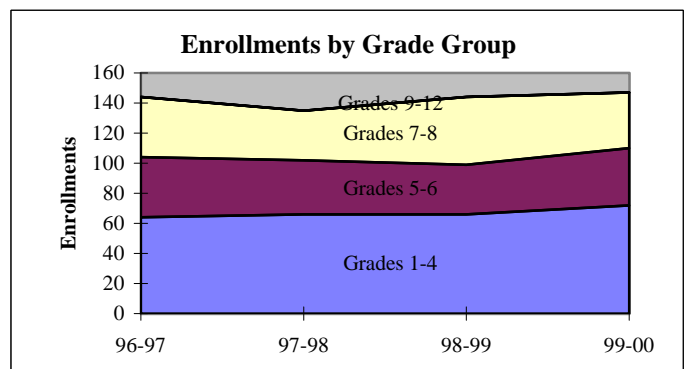
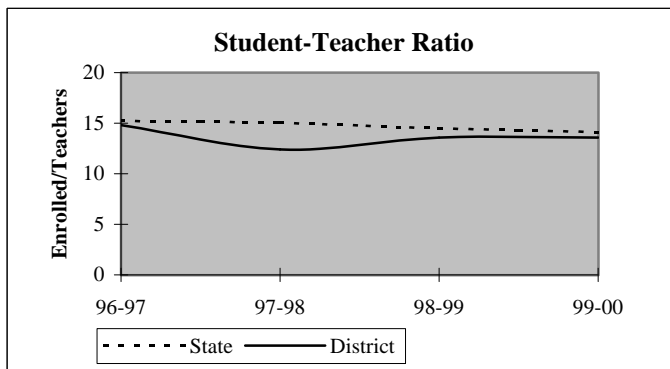


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	13.6	11.5	12.5	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	14.8	12.4	13.6	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	8.3%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	20	-14	14	0	-	-	-	-	-
% Change in Enrollments	2.9%	14.0%	-8.6%	9.4%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	7.7%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	7.7%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	8.3%	7.7%	7.7%	7.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.3	36.8	34.5	35.2	33.3	42.0	42.3	42.5	42.7	43.0
Average Experience	4.9	5.7	6.1	6.9	7.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,637	27,777	27,410	29,093	29,166	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	9.1%	8.3%	8.3%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.8%	81.8%	83.3%	75.0%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	9.1%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.5%	4.3%	1.3%	8.0%	4.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	9	8	8	75.0%	75.0%	69.2%	61.5%	61.5%
Attrition	1	1	1	1	0					
Attrition Rate	11.1%	11.1%	11.1%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	3	3	4	5	5	25.0%	25.0%	30.8%	38.5%	38.5%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%

## District Report for: BANNER

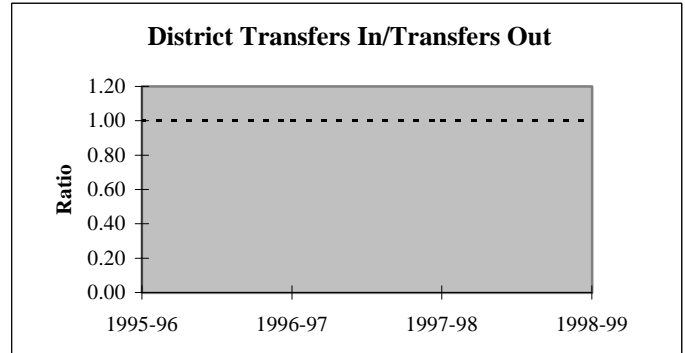
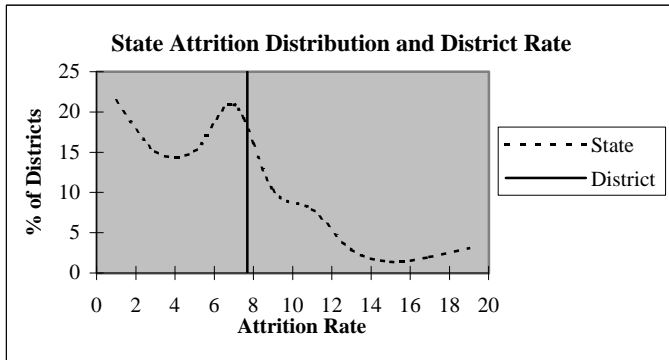
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	8.3%	7.7%	7.7%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	11	11	12	12	12	91.7%	91.7%	92.3%	92.3%	92.3%
Special Education	0	1	0	0	0	0.0%	9.1%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	10	12	12	12	100.0%	90.9%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	143	163	149	163	163	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	8	19	14	16	12	5.6%	11.7%	9.4%	9.8%	7.4%
Grades 1-4	64	64	66	66	72	44.8%	39.3%	44.3%	40.5%	44.2%
Grades 5-6	32	40	36	33	38	22.4%	24.5%	24.2%	20.2%	23.3%
Grades 7-8	39	40	33	45	37	27.3%	24.5%	22.1%	27.6%	22.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	3	4	0.0%	0.0%	0.0%	1.8%	2.5%



## District Report for: BANNER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	11	11	12	12	91.7%	91.7%	84.6%	92.3%	92.3%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>8.3%</b>	<b>8.3%</b>	<b>15.4%</b>	<b>7.7%</b>	<b>7.7%</b>
Transfers In	0	0	1	1	0	0.0%	0.0%	50.0%	100.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	1	1	0	1	100.0%	100.0%	50.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>8.3%</b>	<b>8.3%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	1	1	1	-	100.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	8.3%	7.7%	7.7%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	12

## District Report for: BANNER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	8.3%	7.7%	7.7%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	11	12	12	12	91.7%	91.7%	92.3%	92.3%	92.3%
White - Females	8	8	9	8	9	72.7%	72.7%	75.0%	66.7%	75.0%
White - Males	2	2	2	3	2	18.2%	18.2%	16.7%	25.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	9.1%	9.1%	8.3%	8.3%	8.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	1	9.1%	0.0%	8.3%	0.0%	8.3%
25-29	4	5	4	3	3	36.4%	45.5%	33.3%	25.0%	25.0%
30-34	1	1	3	5	5	9.1%	9.1%	25.0%	41.7%	41.7%
35-39	0	1	1	1	1	0.0%	9.1%	8.3%	8.3%	8.3%
40-44	2	1	1	1	1	18.2%	9.1%	8.3%	8.3%	8.3%
45-49	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
50-54	2	1	1	1	1	18.2%	9.1%	8.3%	8.3%	8.3%
55+	1	2	1	1	0	9.1%	18.2%	8.3%	8.3%	0.0%
<b>Average Age</b>	37.3	36.8	34.5	35.2	33.3					

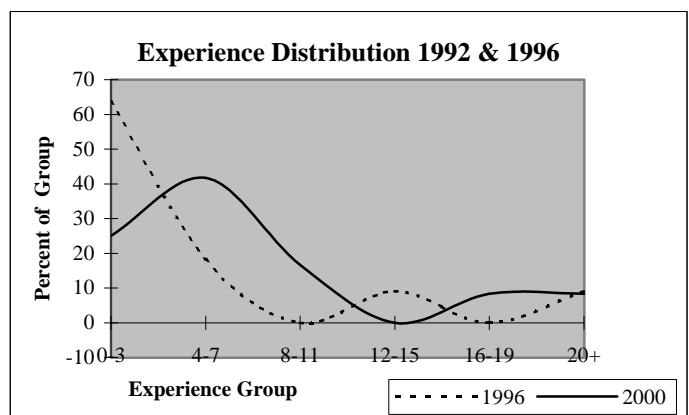
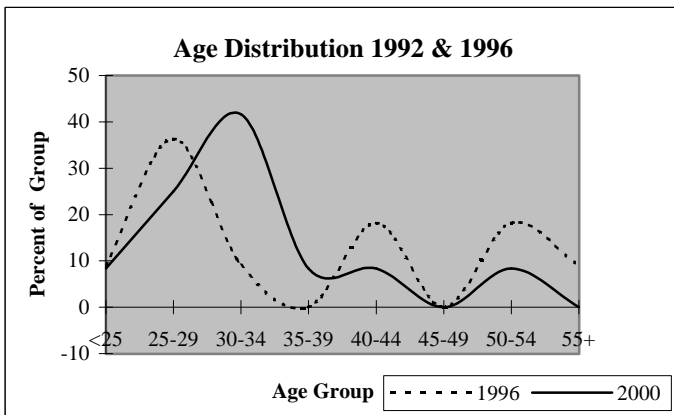
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	6	5	3	3	63.6%	54.5%	41.7%	25.0%	25.0%
4-7 Years	2	3	4	5	5	18.2%	27.3%	33.3%	41.7%	41.7%
8-11 Years	0	0	1	2	2	0.0%	0.0%	8.3%	16.7%	16.7%
12-15 Years	1	1	1	1	0	9.1%	9.1%	8.3%	8.3%	0.0%
16-19 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
20+ Years	1	1	1	1	1	9.1%	9.1%	8.3%	8.3%	8.3%
<b>Average Experience</b>	4.9	5.7	6.1	6.9	7.4					

## District Report for: BANNER

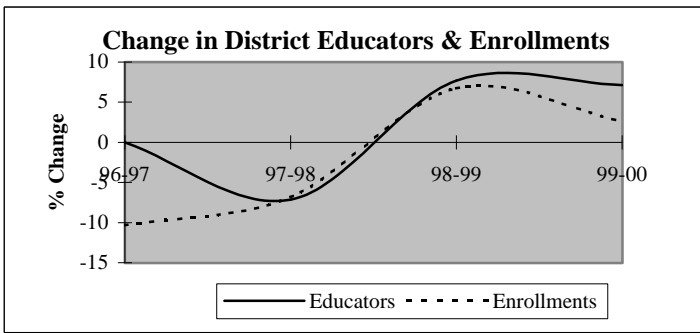
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	1	1	-	8.3%	8.3%	7.7%	7.7%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	1	1	-	8.3%	8.3%	7.7%	7.7%	-
<b>Teacher Attrition</b>	1	1	1	1	-	9.1%	9.1%	8.3%	8.3%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	1	1	-	9.1%	9.1%	8.3%	8.3%	-
<b>District Retention</b>										
Educator Retention	11	11	12	12	-	91.7%	91.7%	92.3%	92.3%	-
Teacher Retention	10	10	11	11	-	90.9%	90.9%	91.7%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	7.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	91.7%	92.3%	92.3%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	8.3%	7.7%	0.0%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DARLINGTON

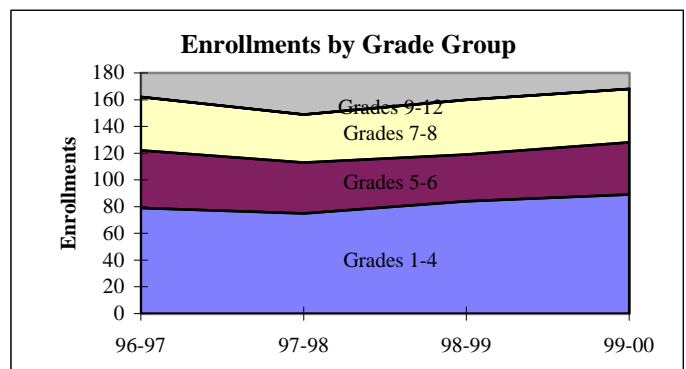
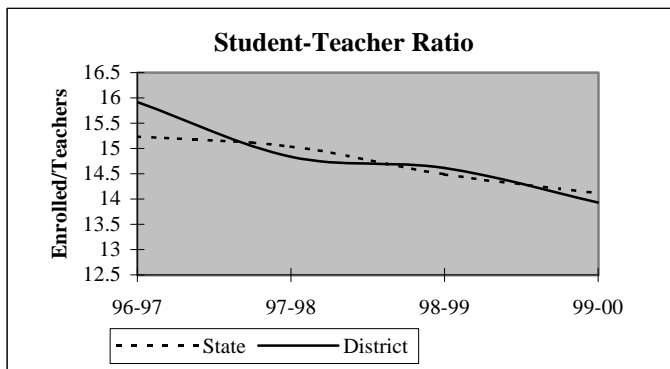


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.2	13.6	13.7	13.6	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.8	15.9	14.8	14.6	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-1	1	1	-	-	-	-	-
% Change in Educators	7.7%	0.0%	-7.1%	7.7%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	-22	-13	12	5	-	-	-	-	-
% Change in Enrollments	5.4%	-10.3%	-6.8%	6.7%	2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	7.1%	7.7%	14.3%	20.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	7.7%	7.1%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.1%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.1%	7.1%	7.7%	14.3%	13.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.8	37.8	38.8	40.4	39.9	42.0	42.3	42.5	42.7	43.0
Average Experience	6.3	7.3	8.3	9.6	8.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,707	27,665	28,436	27,245	26,098	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.3%	8.3%	8.3%	15.4%	14.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	91.7%	91.7%	91.7%	84.6%	92.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	56.3%	62.8%	64.6%	70.5%	69.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	8	7	9	71.4%	64.3%	61.5%	50.0%	60.0%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	12.5%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	3	4	4	5	5	21.4%	28.6%	30.8%	35.7%	33.3%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	25.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	2	1	7.1%	7.1%	7.7%	14.3%	6.7%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	100.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	1	2	1	7.1%	14.3%	7.7%	14.3%	6.7%

## District Report for: DARLINGTON

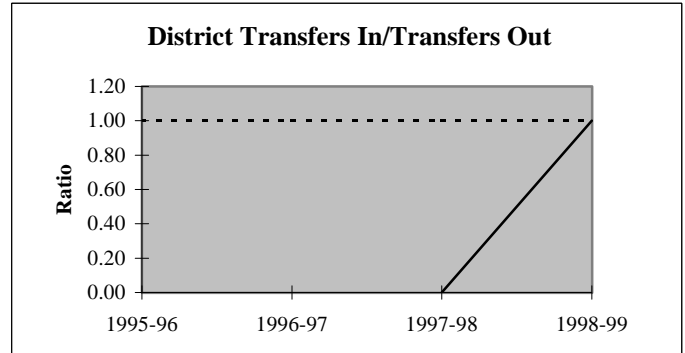
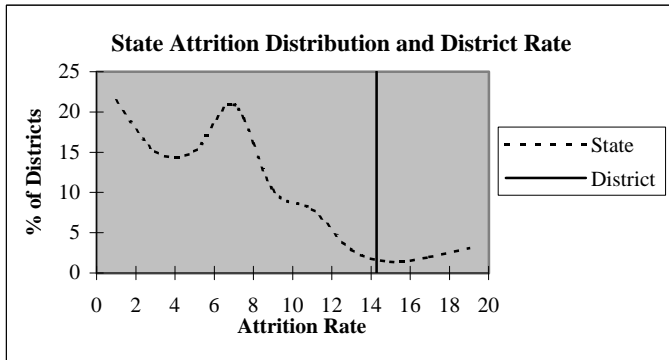
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	14	13	14	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	7.1%	7.7%	7.1%	6.7%
Professional Staff	1	1	0	0	0	7.1%	7.1%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	12	12	12	13	14	85.7%	85.7%	92.3%	92.9%	93.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
Elementary	12	12	12	13	13	100.0%	100.0%	100.0%	100.0%	92.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	213	191	178	190	195	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	29	29	30	27	12.7%	15.2%	16.3%	15.8%	13.8%
Grades 1-4	85	79	75	84	89	39.9%	41.4%	42.1%	44.2%	45.6%
Grades 5-6	52	43	38	35	39	24.4%	22.5%	21.3%	18.4%	20.0%
Grades 7-8	49	40	36	41	40	23.0%	20.9%	20.2%	21.6%	20.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DARLINGTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	14	13	14	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	14	13	11	12	78.6%	100.0%	100.0%	78.6%	80.0%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>21.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>21.4%</b>	<b>20.0%</b>
Transfers In	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
First Time Educators	3	0	0	1	1	100.0%	0.0%	0.0%	33.3%	33.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>7.1%</b>	<b>15.4%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	0	2	1	-	0.0%	0.0%	100.0%	50.0%	-
Leave Oklahoma Educ.	0	1	0	1	-	0.0%	100.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	7.1%	15.4%	14.3%	-
Transfers In/Out	nc	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	14



## District Report for: DARLINGTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	7.1%	7.7%	7.1%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	0	0	0	7.1%	7.1%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	12	12	13	14	85.7%	85.7%	92.3%	92.9%	93.3%
White - Females	11	11	11	10	12	91.7%	91.7%	91.7%	76.9%	85.7%
White - Males	0	0	0	1	0	0.0%	0.0%	0.0%	7.7%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	7.7%	7.1%
Other - Males	1	1	1	1	1	8.3%	8.3%	8.3%	7.7%	7.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	7.7%	0.0%
25-29	4	3	1	1	3	33.3%	25.0%	8.3%	7.7%	21.4%
30-34	2	3	5	3	2	16.7%	25.0%	41.7%	23.1%	14.3%
35-39	1	1	1	2	2	8.3%	8.3%	8.3%	15.4%	14.3%
40-44	2	2	1	0	2	16.7%	16.7%	8.3%	0.0%	14.3%
45-49	2	2	2	3	2	16.7%	16.7%	16.7%	23.1%	14.3%
50-54	1	1	1	1	2	8.3%	8.3%	8.3%	7.7%	14.3%
55+	0	0	1	2	1	0.0%	0.0%	8.3%	15.4%	7.1%
<b>Average Age</b>	36.8	37.8	38.8	40.4	39.9					

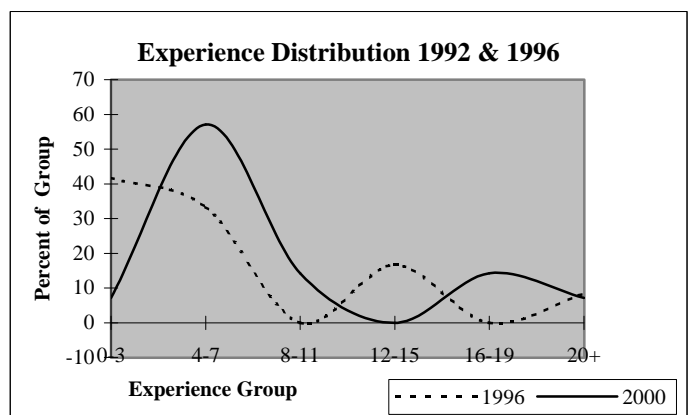
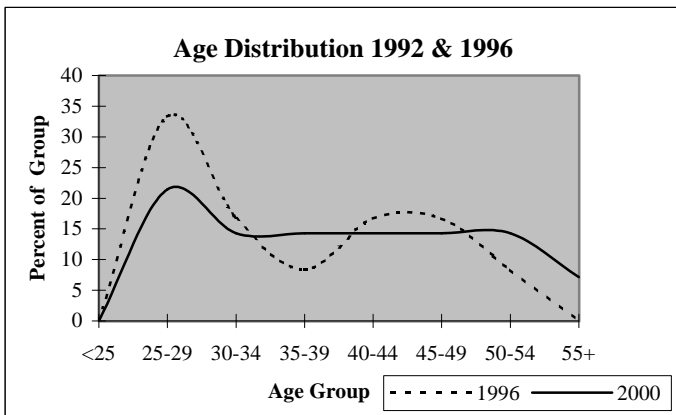
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	3	3	4	1	41.7%	25.0%	25.0%	30.8%	7.1%
4-7 Years	4	5	5	3	8	33.3%	41.7%	41.7%	23.1%	57.1%
8-11 Years	0	1	1	2	2	0.0%	8.3%	8.3%	15.4%	14.3%
12-15 Years	2	2	2	2	0	16.7%	16.7%	16.7%	15.4%	0.0%
16-19 Years	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	14.3%
20+ Years	1	1	1	2	1	8.3%	8.3%	8.3%	15.4%	7.1%
<b>Average Experience</b>	6.3	7.3	8.3	9.6	8.5					

## District Report for: DARLINGTON

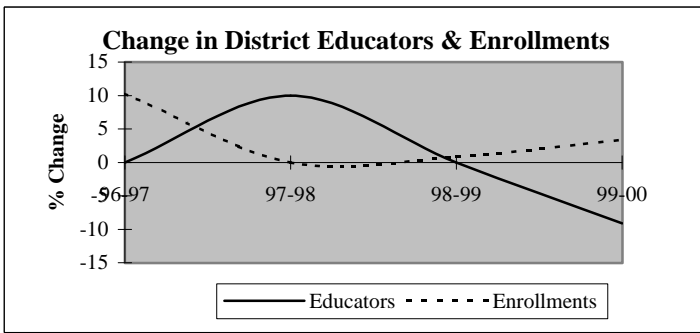
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	2	2	-	0.0%	7.1%	15.4%	14.3%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	15.4%	7.1%	-
Attrition from Exits	0	1	0	1	-	0.0%	7.1%	0.0%	7.1%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>15.4%</b>	<b>-</b>
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	16.7%	7.7%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	7.7%	-
<b>District Retention</b>										
Educator Retention	14	13	11	12	-	100.0%	92.9%	84.6%	85.7%	-
Teacher Retention	12	12	10	11	-	100.0%	100.0%	83.3%	84.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	33.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	7.1%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	78.6%	92.9%	100.0%	85.7%	86.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	21.4%	0.0%	0.0%	14.3%	13.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MAPLE

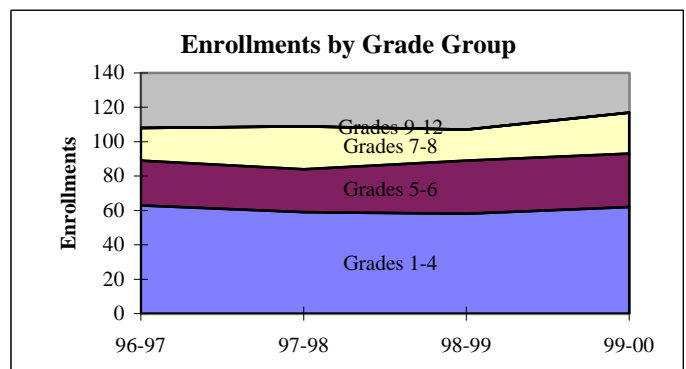
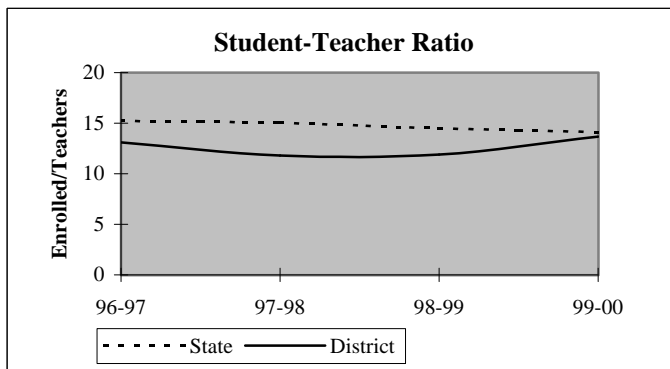


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	11.8	10.7	10.8	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.9	13.1	11.8	11.9	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	1	0	-1	-	-	-	-	-
% Change in Educators	25.0%	0.0%	10.0%	0.0%	-9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	11	0	1	4	-	-	-	-	-
% Change in Enrollments	10.3%	10.3%	0.0%	0.8%	3.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	30.0%	10.0%	27.3%	18.2%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.0%	9.1%	9.1%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.4	36.4	37.5	36.9	38.3	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	6.4	7.5	7.5	8.4	12.1	12.3	12.3	12.2	12.2
Average Salary	21,988	25,070	23,310	25,288	27,696	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.4%	12.7%	9.3%	7.6%	7.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	5	5	5	60.0%	50.0%	45.5%	45.5%	50.0%
Attrition	2	1	2	1	0					
Attrition Rate	33.3%	20.0%	40.0%	20.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	4	5	6	6	5	40.0%	50.0%	54.5%	54.5%	50.0%
Attrition	1	0	0	1	0					
Attrition Rate	25.0%	0.0%	0.0%	16.7%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

## District Report for: MAPLE

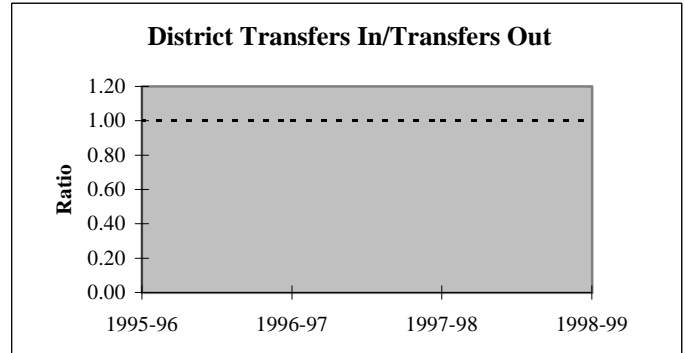
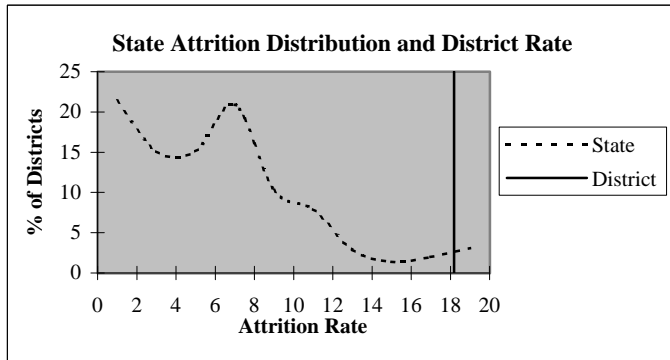
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	10	11	11	10	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	10.0%	9.1%	9.1%	10.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	9	10	10	9	90.0%	90.0%	90.9%	90.9%	90.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	10	10	9	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	107	118	118	119	123	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	9	8	12	5	10.3%	7.6%	6.8%	10.1%	4.1%
Grades 1-4	55	63	59	58	62	51.4%	53.4%	50.0%	48.7%	50.4%
Grades 5-6	25	26	25	31	31	23.4%	22.0%	21.2%	26.1%	25.2%
Grades 7-8	15	19	25	18	24	14.0%	16.1%	21.2%	15.1%	19.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	1	1	0	1	0.9%	0.8%	0.8%	0.0%	0.8%



## District Report for: MAPLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	10	11	11	10	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	7	9	9	9	80.0%	70.0%	81.8%	81.8%	90.0%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>20.0%</b>	<b>30.0%</b>	<b>18.2%</b>	<b>18.2%</b>	<b>10.0%</b>
Transfers In	0	1	0	0	0	0.0%	33.3%	0.0%	0.0%	0.0%
Reentrants	0	1	2	0	1	0.0%	33.3%	100.0%	0.0%	100.0%
First Time Educators	2	1	0	2	0	100.0%	33.3%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>30.0%</b>	<b>10.0%</b>	<b>18.2%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	3	1	1	2	-	100.0%	100.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	30.0%	10.0%	18.2%	18.2%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	10

## District Report for: MAPLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	10.0%	9.1%	9.1%	10.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	9	10	10	9	90.0%	90.0%	90.9%	90.9%	90.0%
White - Females	9	9	10	10	9	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	0	0	1	1	22.2%	0.0%	0.0%	10.0%	11.1%
30-34	2	3	4	3	1	22.2%	33.3%	40.0%	30.0%	11.1%
35-39	3	4	3	4	3	33.3%	44.4%	30.0%	40.0%	33.3%
40-44	0	1	2	1	3	0.0%	11.1%	20.0%	10.0%	33.3%
45-49	1	1	1	0	0	11.1%	11.1%	10.0%	0.0%	0.0%
50-54	1	0	0	1	1	11.1%	0.0%	0.0%	10.0%	11.1%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	36.4	36.4	37.5	36.9	38.3					

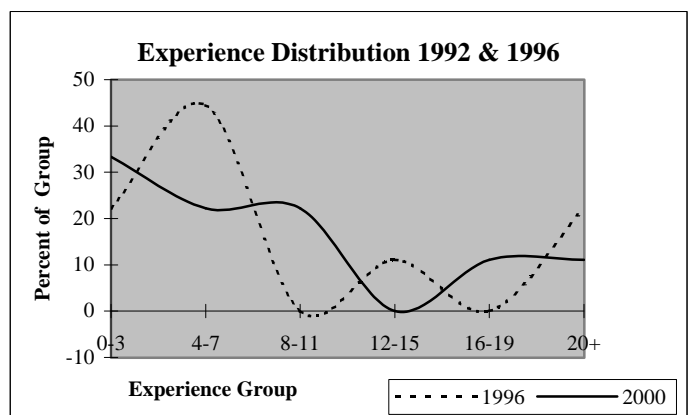
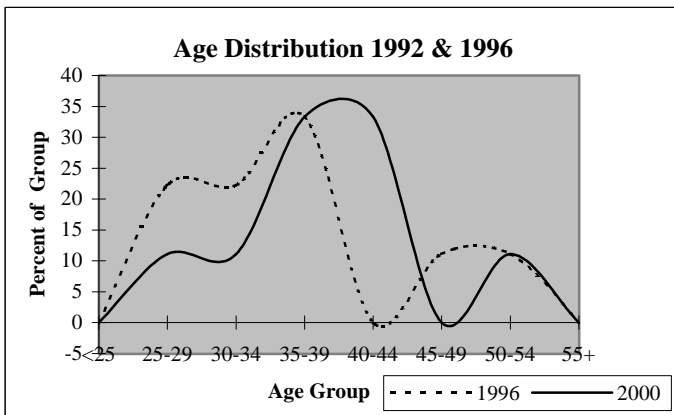
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	4	3	4	3	22.2%	44.4%	30.0%	40.0%	33.3%
4-7 Years	4	1	2	1	2	44.4%	11.1%	20.0%	10.0%	22.2%
8-11 Years	0	2	3	3	2	0.0%	22.2%	30.0%	30.0%	22.2%
12-15 Years	1	1	1	1	0	11.1%	11.1%	10.0%	10.0%	0.0%
16-19 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
20+ Years	2	1	1	1	1	22.2%	11.1%	10.0%	10.0%	11.1%
<b>Average Experience</b>	8.7	6.4	7.5	7.5	8.4					

## District Report for: MAPLE

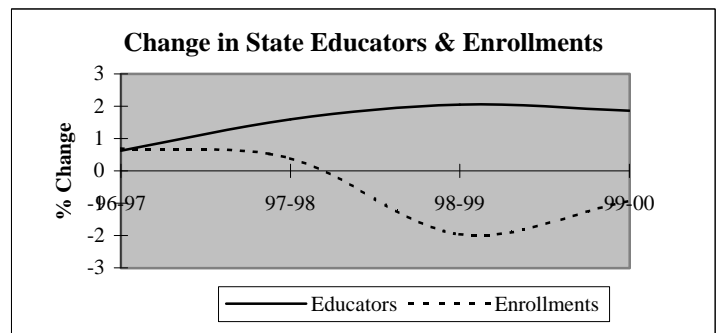
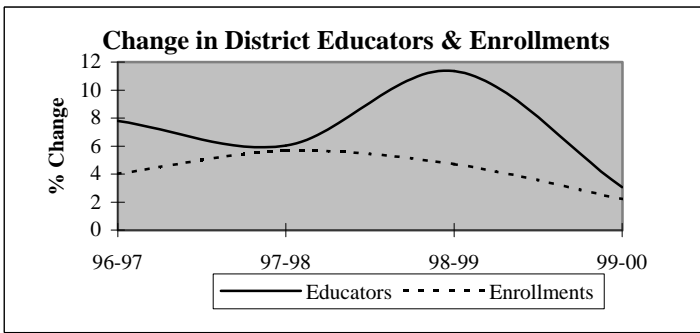
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	2	2	-	30.0%	10.0%	18.2%	18.2%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	9.1%	0.0%	-
Attrition from Exits	3	1	1	2	-	30.0%	10.0%	9.1%	18.2%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>33.3%</b>	<b>11.1%</b>	<b>20.0%</b>	<b>20.0%</b>	<b>-</b>
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	10.0%	0.0%	-
Attrition from Exits	3	1	1	2	-	33.3%	11.1%	10.0%	20.0%	-
<b>District Retention</b>										
Educator Retention	7	9	9	9	-	70.0%	90.0%	81.8%	81.8%	-
Teacher Retention	6	8	8	8	-	66.7%	88.9%	80.0%	80.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	0.0%	0.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	30.0%	9.1%	9.1%	10.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	50.0%	72.7%	72.7%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	20.0%	18.2%	18.2%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PIEDMONT



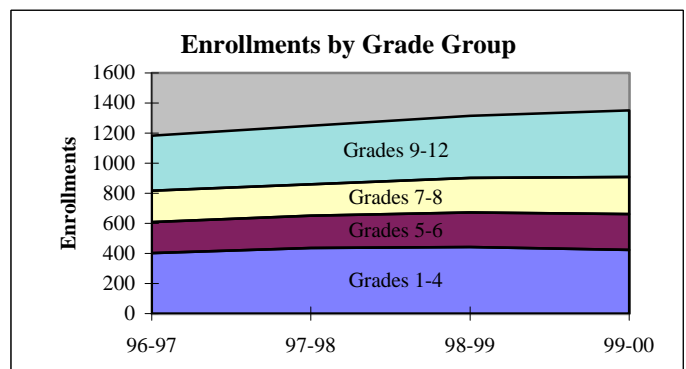
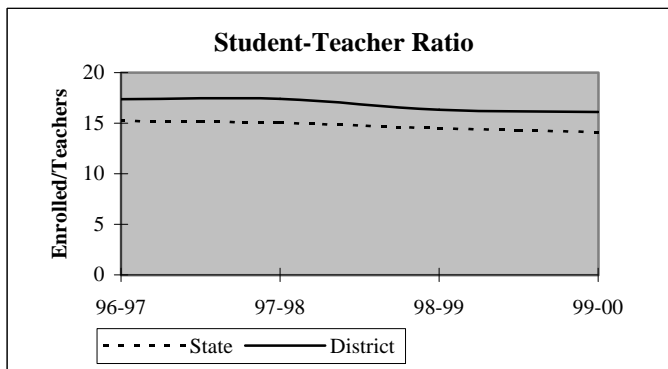
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.8	15.3	15.2	14.3	14.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.7	17.4	17.4	16.3	16.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	6	5	10	3	-	-	-	-	-
% Change in Educators	0.0%	7.8%	6.0%	11.4%	3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	78	49	72	63	31	-	-	-	-	-
% Change in Enrollments	6.8%	4.0%	5.7%	4.7%	2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.3%	6.0%	1.1%	5.1%	4.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.2%	4.8%	5.7%	5.1%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.2%	7.2%	6.8%	7.1%	6.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	2.4%	1.1%	1.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.9%	3.6%	4.5%	3.1%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	40.4	40.0	39.4	40.0	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	10.4	10.4	9.7	10.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,569	28,397	28,326	28,112	28,587	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	1.4%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.4%	72.6%	70.1%	73.3%	75.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.2%	8.2%	7.8%	8.1%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.2%	13.5%	13.2%	14.4%	17.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	34	40	49	48	33.8%	41.0%	45.5%	50.0%	47.5%
Attrition	7	6	6	6	0					
Attrition Rate	26.9%	17.6%	15.0%	12.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	49	47	44	43	46	63.6%	56.6%	50.0%	43.9%	45.5%
Attrition	5	2	2	3	0					
Attrition Rate	10.2%	4.3%	4.5%	7.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	6	7	2.6%	2.4%	4.5%	6.1%	6.9%
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	5	9	7	11	2.6%	6.0%	10.2%	7.1%	10.9%



## District Report for: PIEDMONT

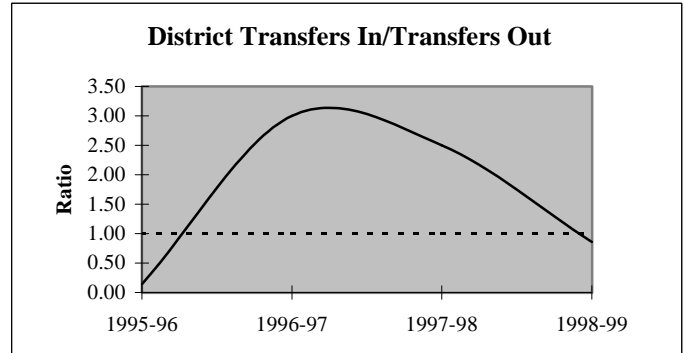
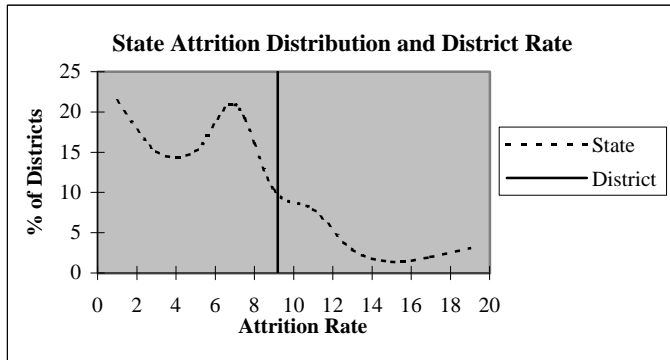
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	77	83	88	98	101	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	5	5	5.2%	4.8%	5.7%	5.1%	5.0%
Professional Staff	4	6	6	7	7	5.2%	7.2%	6.8%	7.1%	6.9%
<b>Total Teachers</b>	69	73	77	86	89	89.6%	88.0%	87.5%	87.8%	88.1%
Special Education	5	6	6	7	7	7.2%	8.2%	7.8%	8.1%	7.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	31	31	33	39	39	44.9%	42.5%	42.9%	45.3%	43.8%
<b>Middle School</b>	12	16	15	15	16	17.4%	21.9%	19.5%	17.4%	18.0%
Language Arts	3	4	4	2	3	4.3%	5.5%	5.2%	2.3%	3.4%
Art & Music	1	2	0	0	0	1.4%	2.7%	0.0%	0.0%	0.0%
Social Studies	3	2	3	2	3	4.3%	2.7%	3.9%	2.3%	3.4%
Foreign Language	0	1	1	0	0	0.0%	1.4%	1.3%	0.0%	0.0%
Math	2	2	2	3	2	2.9%	2.7%	2.6%	3.5%	2.2%
Science	2	3	3	3	4	2.9%	4.1%	3.9%	3.5%	4.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	2	5	4	1.4%	2.7%	2.6%	5.8%	4.5%
<b>High School (9-12)</b>	21	20	23	25	27	2100.0%	1000.0%	0.0%	0.0%	0.0%
Language Arts	4	3	3	2	4	5.8%	4.1%	3.9%	2.3%	4.5%
Art & Music	1	1	3	3	3	1.4%	1.4%	3.9%	3.5%	3.4%
Social Studies	3	4	4	4	4	4.3%	5.5%	5.2%	4.7%	4.5%
Foreign Language	2	2	2	2	3	2.9%	2.7%	2.6%	2.3%	3.4%
Math	2	2	3	3	3	2.9%	2.7%	3.9%	3.5%	3.4%
<b>Science</b>	3	3	3	3	3	4.3%	4.1%	3.9%	3.5%	3.4%
Biology	1	1	1	1	1	1.4%	1.4%	1.3%	1.2%	1.1%
Chemistry	1	1	1	1	1	1.4%	1.4%	1.3%	1.2%	1.1%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.4%	1.4%	1.3%	1.2%	1.1%
Vocational Education	3	2	3	3	2	4.3%	2.7%	3.9%	3.5%	2.2%
Other	3	3	2	5	5	4.3%	4.1%	2.6%	5.8%	5.6%
<b>Total Enrollments</b>	1,219	1,268	1,340	1,403	1,434	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	82	82	89	86	79	6.7%	6.5%	6.6%	6.1%	5.5%
Grades 1-4	384	403	436	442	423	31.5%	31.8%	32.5%	31.5%	29.5%
Grades 5-6	201	205	215	231	239	16.5%	16.2%	16.0%	16.5%	16.7%
Grades 7-8	211	209	208	230	247	17.3%	16.5%	15.5%	16.4%	17.2%
Grades 9-12	339	366	391	412	443	27.8%	28.9%	29.2%	29.4%	30.9%
Ungraded	2	3	1	2	3	0.2%	0.2%	0.1%	0.1%	0.2%



## District Report for: PIEDMONT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	77	83	88	98	101	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	69	65	75	78	89	89.6%	78.3%	85.2%	79.6%	88.1%
<b>Newly Hired</b>	<b>8</b>	<b>18</b>	<b>13</b>	<b>20</b>	<b>12</b>	<b>10.4%</b>	<b>21.7%</b>	<b>14.8%</b>	<b>20.4%</b>	<b>11.9%</b>
Transfers In	1	6	5	6	4	12.5%	33.3%	38.5%	30.0%	33.3%
Reentrants	4	3	2	4	3	50.0%	16.7%	15.4%	20.0%	25.0%
First Time Educators	3	9	6	10	5	37.5%	50.0%	46.2%	50.0%	41.7%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>8</b>	<b>10</b>	<b>9</b>	<b>-</b>	<b>15.6%</b>	<b>9.6%</b>	<b>11.4%</b>	<b>9.2%</b>	<b>-</b>
Transfers Out	7	2	2	7	-	58.3%	25.0%	20.0%	77.8%	-
Leave Oklahoma Educ.	5	6	8	2	-	41.7%	75.0%	80.0%	22.2%	-

Dynamics Rates	District Rates				
District Attrition	15.6%	9.6%	11.4%	9.2%	-
Transfers In/Out	0.14	3.00	2.50	0.86	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	3
UCO, Edmond	36	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	4
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>77</b>

## District Report for: PIEDMONT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	5	5	5	5.2%	4.8%	5.7%	5.1%	5.0%
White - Females	3	3	4	3	2	75.0%	75.0%	80.0%	60.0%	40.0%
White - Males	1	1	1	2	3	25.0%	25.0%	20.0%	40.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	6	6	7	7	5.2%	7.2%	6.8%	7.1%	6.9%
White - Females	4	5	5	6	7	100.0%	83.3%	83.3%	85.7%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	0	0.0%	16.7%	16.7%	14.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	69	73	77	86	89	89.6%	88.0%	87.5%	87.8%	88.1%
White - Females	52	53	54	63	67	75.4%	72.6%	70.1%	73.3%	75.3%
White - Males	17	19	23	23	22	24.6%	26.0%	29.9%	26.7%	24.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	0	0	0	0.0%	1.4%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	2	3	5	1.4%	2.7%	2.6%	3.6%	5.9%
25-29	7	12	17	19	16	10.1%	16.4%	22.4%	22.6%	18.8%
30-34	8	9	5	8	12	11.6%	12.3%	6.6%	9.5%	14.1%
35-39	7	7	8	9	5	10.1%	9.6%	10.5%	10.7%	5.9%
40-44	15	15	15	14	13	21.7%	20.5%	19.7%	16.7%	15.3%
45-49	18	14	15	15	17	26.1%	19.2%	19.7%	17.9%	20.0%
50-54	8	9	9	12	12	11.6%	12.3%	11.8%	14.3%	14.1%
55+	5	5	5	4	5	7.2%	6.8%	6.6%	4.8%	5.9%
<b>Average Age</b>	42.1	40.4	40.0	39.4	40.0					

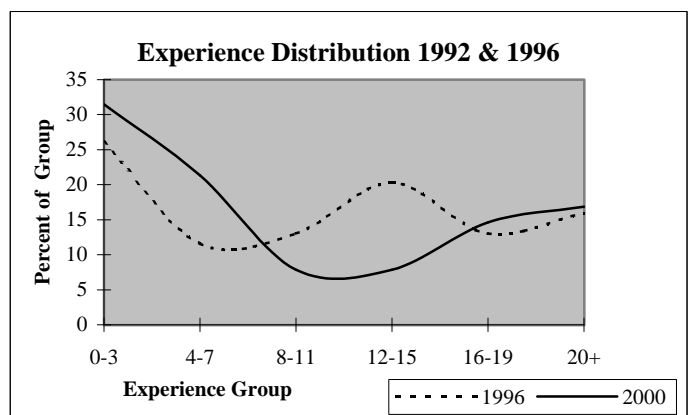
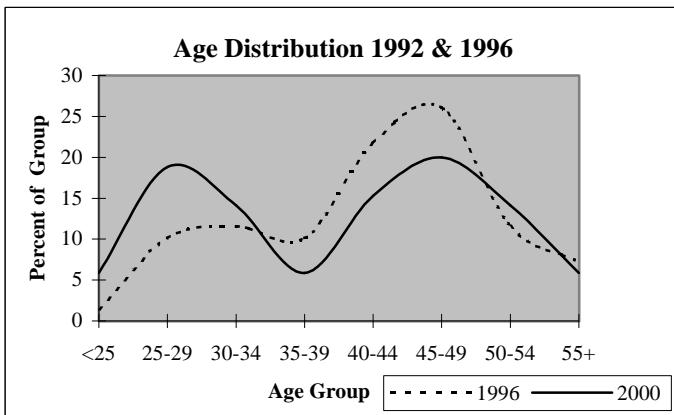
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	18	23	28	29	28	26.1%	31.5%	36.4%	33.7%	31.5%
4-7 Years	8	9	10	18	19	11.6%	12.3%	13.0%	20.9%	21.3%
8-11 Years	9	6	5	3	7	13.0%	8.2%	6.5%	3.5%	7.9%
12-15 Years	14	13	8	9	7	20.3%	17.8%	10.4%	10.5%	7.9%
16-19 Years	9	8	11	14	13	13.0%	11.0%	14.3%	16.3%	14.6%
20+ Years	11	14	15	13	15	15.9%	19.2%	19.5%	15.1%	16.9%
<b>Average Experience</b>	10.9	10.4	10.4	9.7	10.0					

## District Report for: PIEDMONT

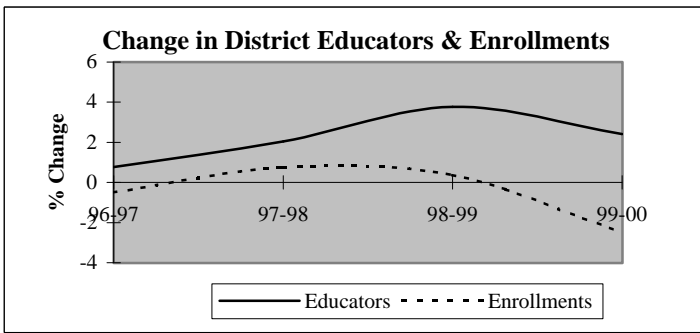
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	8	10	9	-	15.6%	9.6%	11.4%	9.2%	-
Attrition from Transfers	7	2	2	7	-	9.1%	2.4%	2.3%	7.1%	-
Attrition from Exits	5	6	8	2	-	6.5%	7.2%	9.1%	2.0%	-
<b>Teacher Attrition</b>	11	8	9	7	-	15.9%	11.0%	11.7%	8.1%	-
Attrition from Transfers	6	2	2	5	-	8.7%	2.7%	2.6%	5.8%	-
Attrition from Exits	5	6	7	2	-	7.2%	8.2%	9.1%	2.3%	-
<b>District Retention</b>										
Educator Retention	65	75	78	89	-	84.4%	90.4%	88.6%	90.8%	-
Teacher Retention	58	65	68	79	-	84.1%	89.0%	88.3%	91.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.1%	10.8%	91.9%	78.2%	9.6%	87.8%
1 Year of Experience	92.0%	4.0%	96.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	6.7%	86.7%	85.2%	5.9%	91.1%
3 Years of Experience	88.5%	3.8%	92.3%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	9.5%	95.2%	87.9%	4.7%	92.6%
5 Years of Experience	70.0%	0.0%	70.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	1.2%	0.0%	0.0%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.6%	84.3%	90.9%	85.7%	91.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	14.5%	9.1%	14.3%	7.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: YUKON

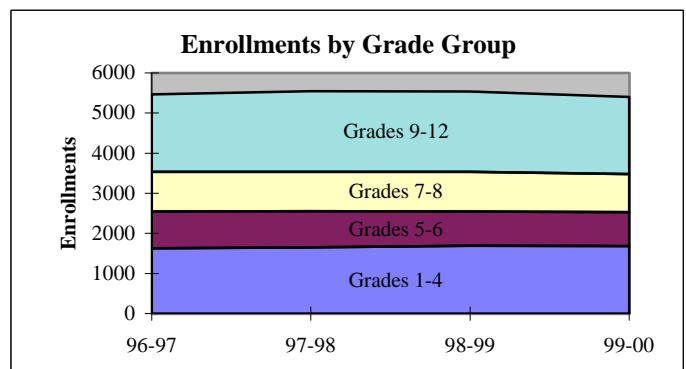
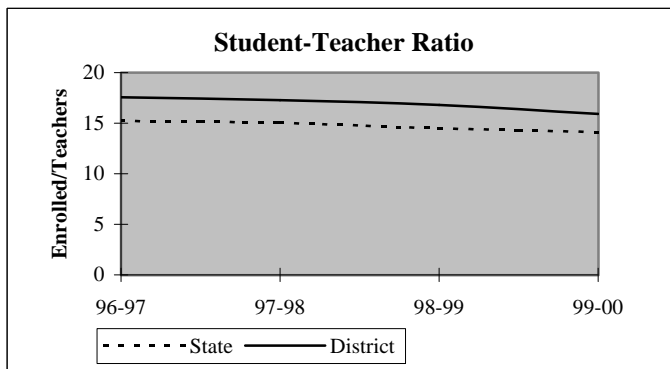


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.2	15.0	14.8	14.3	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.8	17.6	17.3	16.8	15.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	3	8	15	10	-	-	-	-	-
% Change in Educators	1.0%	0.8%	2.0%	3.8%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-42	-29	44	22	-148	-	-	-	-	-
% Change in Enrollments	-0.7%	-0.5%	0.8%	0.4%	-2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	3.8%	5.0%	6.0%	6.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.9%	5.1%	5.3%	5.3%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.5%	9.5%	9.0%	9.4%	9.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.6%	3.6%	3.3%	3.6%	2.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.8%	2.3%	2.2%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.8	43.6	43.1	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	14.1	14.4	14.1	13.6	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,835	30,439	30,182	30,152	30,099	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	4.2%	3.8%	4.2%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.0%	79.6%	79.8%	79.9%	79.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.9%	7.2%	7.3%	7.4%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.4%	8.8%	9.5%	10.1%	11.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	90	90	112	130	142	23.2%	23.0%	28.1%	31.4%	33.5%
Attrition	13	12	11	19	0					
Attrition Rate	14.4%	13.3%	9.8%	14.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	271	270	255	249	242	69.8%	69.1%	63.9%	60.1%	57.1%
Attrition	12	23	17	18	0					
Attrition Rate	4.4%	8.5%	6.7%	7.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	27	31	32	35	40	7.0%	7.9%	8.0%	8.5%	9.4%
Attrition Rate	22.2%	16.1%	18.8%	31.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	40	40	44	56	66	10.3%	10.2%	11.0%	13.5%	15.6%

## District Report for: YUKON

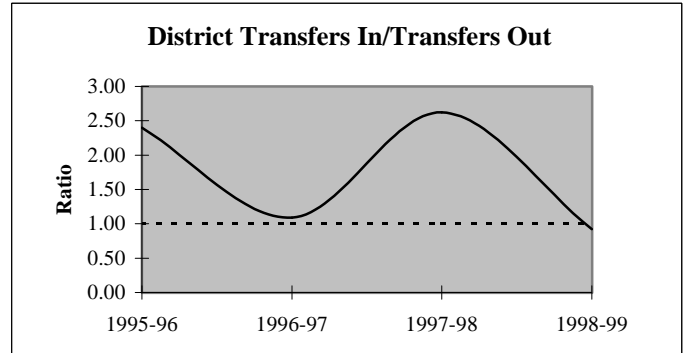
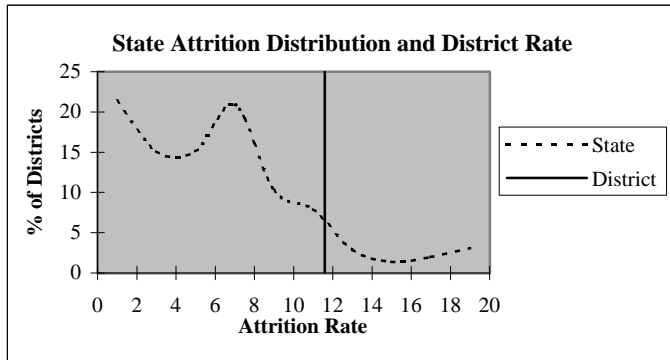
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	388	391	399	414	424	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	20	21	22	23	4.9%	5.1%	5.3%	5.3%	5.4%
Professional Staff	37	37	36	39	38	9.5%	9.5%	9.0%	9.4%	9.0%
<b>Total Teachers</b>	332	334	342	353	363	85.6%	85.4%	85.7%	85.3%	85.6%
Special Education	23	24	25	26	28	6.9%	7.2%	7.3%	7.4%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	168	140	139	145	151	50.6%	41.9%	40.6%	41.1%	41.6%
<b>Middle School</b>	49	78	77	76	77	14.8%	23.4%	22.5%	21.5%	21.2%
Language Arts	10	21	22	22	16	3.0%	6.3%	6.4%	6.2%	4.4%
Art & Music	4	6	6	6	6	1.2%	1.8%	1.8%	1.7%	1.7%
Social Studies	9	10	8	9	12	2.7%	3.0%	2.3%	2.5%	3.3%
Foreign Language	2	2	2	1	1	0.6%	0.6%	0.6%	0.3%	0.3%
Math	8	10	11	9	11	2.4%	3.0%	3.2%	2.5%	3.0%
Science	8	15	13	14	15	2.4%	4.5%	3.8%	4.0%	4.1%
Vocational Education	1	2	0	0	0	0.3%	0.6%	0.0%	0.0%	0.0%
Other	7	12	15	15	16	2.1%	3.6%	4.4%	4.2%	4.4%
<b>High School (9-12)</b>	92	92	101	106	107	2300.0%	1533.3%	1683.3%	1766.7%	1783.3%
Language Arts	18	18	20	20	20	5.4%	5.4%	5.8%	5.7%	5.5%
Art & Music	3	3	3	2	5	0.9%	0.9%	0.9%	0.6%	1.4%
Social Studies	16	16	17	18	17	4.8%	4.8%	5.0%	5.1%	4.7%
Foreign Language	5	5	6	6	6	1.5%	1.5%	1.8%	1.7%	1.7%
Math	13	14	14	15	15	3.9%	4.2%	4.1%	4.2%	4.1%
<b>Science</b>	14	14	14	14	13	4.2%	4.2%	4.1%	4.0%	3.6%
Biology	6	5	5	5	5	1.8%	1.5%	1.5%	1.4%	1.4%
Chemistry	2	2	2	1	2	0.6%	0.6%	0.6%	0.3%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	6	7	7	8	6	1.8%	2.1%	2.0%	2.3%	1.7%
Vocational Education	16	16	19	18	19	4.8%	4.8%	5.6%	5.1%	5.2%
Other	7	6	8	13	12	2.1%	1.8%	2.3%	3.7%	3.3%
<b>Total Enrollments</b>	5,894	5,865	5,909	5,931	5,783	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	367	394	353	374	363	6.2%	6.7%	6.0%	6.3%	6.3%
Grades 1-4	1,690	1,628	1,654	1,692	1,682	28.7%	27.8%	28.0%	28.5%	29.1%
Grades 5-6	945	920	899	856	847	16.0%	15.7%	15.2%	14.4%	14.6%
Grades 7-8	1,024	985	983	987	953	17.4%	16.8%	16.6%	16.6%	16.5%
Grades 9-12	1,851	1,929	2,011	2,003	1,918	31.4%	32.9%	34.0%	33.8%	33.2%
Ungraded	17	9	9	19	20	0.3%	0.2%	0.2%	0.3%	0.3%



## District Report for: YUKON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	388	391	399	414	424	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	358	357	351	365	366	92.3%	91.3%	88.0%	88.2%	86.3%
<b>Newly Hired</b>	<b>30</b>	<b>34</b>	<b>48</b>	<b>49</b>	<b>58</b>	<b>7.7%</b>	<b>8.7%</b>	<b>12.0%</b>	<b>11.8%</b>	<b>13.7%</b>
Transfers In	12	12	21	12	22	40.0%	35.3%	43.8%	24.5%	37.9%
Reentrants	5	11	11	13	10	16.7%	32.4%	22.9%	26.5%	17.2%
First Time Educators	13	11	16	24	26	43.3%	32.4%	33.3%	49.0%	44.8%
<b>Total Exiting Next Year</b>	<b>31</b>	<b>40</b>	<b>34</b>	<b>48</b>	<b>-</b>	<b>8.0%</b>	<b>10.2%</b>	<b>8.5%</b>	<b>11.6%</b>	<b>-</b>
Transfers Out	5	11	8	13	-	16.1%	27.5%	23.5%	27.1%	-
Leave Oklahoma Educ.	26	29	26	35	-	83.9%	72.5%	76.5%	72.9%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	10.2%	8.5%	11.6%	-
Transfers In/Out	2.40	1.09	2.63	0.92	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	31	Benedictine Heights, Tulsa	-
OSU, Stillwater	38	Southern Nazarene Univ., Bethany	28
UCO, Edmond	133	OBU, Shawnee	6
ECU, Ada	12	OCU, Oklahoma City	6
NWOSU, Alva	6	Phillips Univ., Enid	3
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	70	Cameron, Lawton	2
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	38
		<b>Total</b>	<b>388</b>

## District Report for: YUKON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	19	20	21	22	23	4.9%	5.1%	5.3%	5.3%	5.4%
White - Females	7	7	9	9	10	36.8%	35.0%	42.9%	40.9%	43.5%
White - Males	12	13	12	13	13	63.2%	65.0%	57.1%	59.1%	56.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	37	37	36	39	38	9.5%	9.5%	9.0%	9.4%	9.0%
White - Females	29	30	30	33	32	78.4%	81.1%	83.3%	84.6%	84.2%
White - Males	8	7	6	6	6	21.6%	18.9%	16.7%	15.4%	15.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	332	334	342	353	363	85.6%	85.4%	85.7%	85.3%	85.6%
White - Females	259	256	264	272	280	78.0%	76.6%	77.2%	77.1%	77.1%
White - Males	59	64	65	66	73	17.8%	19.2%	19.0%	18.7%	20.1%
Black - Females	5	6	5	5	4	1.5%	1.8%	1.5%	1.4%	1.1%
Black - Males	3	3	3	4	3	0.9%	0.9%	0.9%	1.1%	0.8%
Other - Females	5	4	4	5	3	1.5%	1.2%	1.2%	1.4%	0.8%
Other - Males	1	1	1	1	0	0.3%	0.3%	0.3%	0.3%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	6	4	6	6	3	1.8%	1.2%	1.8%	1.7%	0.9%
25-29	32	34	32	39	46	9.7%	10.3%	9.6%	11.3%	13.3%
30-34	19	21	34	44	44	5.8%	6.4%	10.1%	12.8%	12.8%
35-39	43	36	32	32	31	13.0%	10.9%	9.6%	9.3%	9.0%
40-44	56	54	40	37	42	17.0%	16.4%	11.9%	10.7%	12.2%
45-49	91	90	95	84	70	27.6%	27.4%	28.4%	24.3%	20.3%
50-54	58	61	63	66	67	17.6%	18.5%	18.8%	19.1%	19.4%
55+	25	29	33	37	42	7.6%	8.8%	9.9%	10.7%	12.2%
<b>Average Age</b>	43.2	43.8	43.6	43.1	42.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	47	41	57	72	89	14.2%	12.3%	16.7%	20.4%	24.5%
4-7 Years	40	46	50	53	48	12.0%	13.8%	14.6%	15.0%	13.2%
8-11 Years	41	45	33	36	41	12.3%	13.5%	9.6%	10.2%	11.3%
12-15 Years	47	32	32	28	31	14.2%	9.6%	9.4%	7.9%	8.5%
16-19 Years	62	68	56	48	39	18.7%	20.4%	16.4%	13.6%	10.7%
20+ Years	95	102	114	116	115	28.6%	30.5%	33.3%	32.9%	31.7%
<b>Average Experience</b>	14.1	14.4	14.1	13.6	13.1					

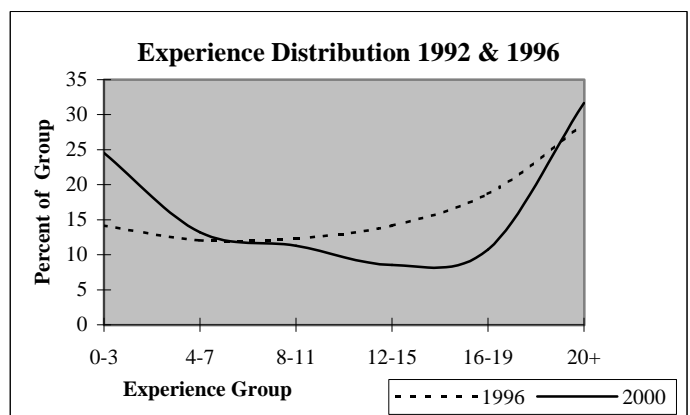
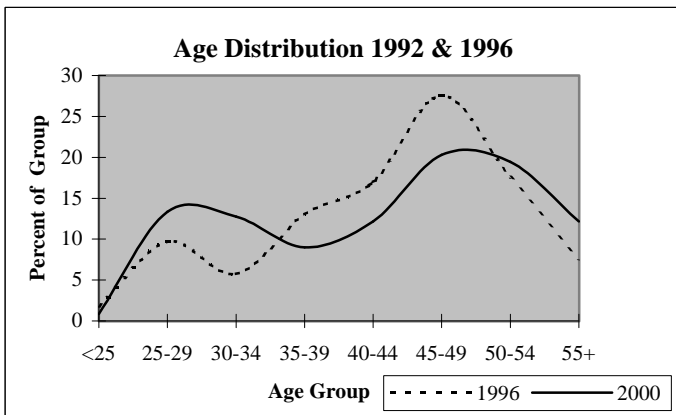


## District Report for: YUKON

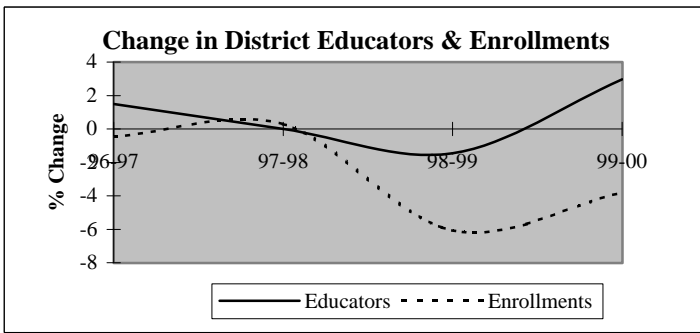
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	31	40	34	48	-	8.0%	10.2%	8.5%	11.6%	-
Attrition from Transfers	5	11	8	13	-	1.3%	2.8%	2.0%	3.1%	-
Attrition from Exits	26	29	26	35	-	6.7%	7.4%	6.5%	8.5%	-
<b>Teacher Attrition</b>	<b>26</b>	<b>34</b>	<b>33</b>	<b>41</b>	<b>-</b>	<b>7.8%</b>	<b>10.2%</b>	<b>9.6%</b>	<b>11.6%</b>	<b>-</b>
Attrition from Transfers	5	10	8	11	-	1.5%	3.0%	2.3%	3.1%	-
Attrition from Exits	21	24	25	30	-	6.3%	7.2%	7.3%	8.5%	-
<b>District Retention</b>										
Educator Retention	357	351	365	366	-	92.0%	89.8%	91.5%	88.4%	-
Teacher Retention	306	300	309	312	-	92.2%	89.8%	90.4%	88.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.0%	10.8%	87.8%	78.2%	9.6%	87.8%
1 Year of Experience	92.9%	1.8%	94.6%	84.2%	6.9%	91.1%
2 Years of Experience	94.1%	0.0%	94.1%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	9.1%	92.4%	86.1%	5.6%	91.7%
4 Years of Experience	91.1%	1.8%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	86.4%	6.8%	93.2%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.8%	0.3%	0.2%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.4%	93.4%	92.7%	90.8%	89.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.3%	0.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.6%	5.6%	6.8%	8.9%	8.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: EL RENO

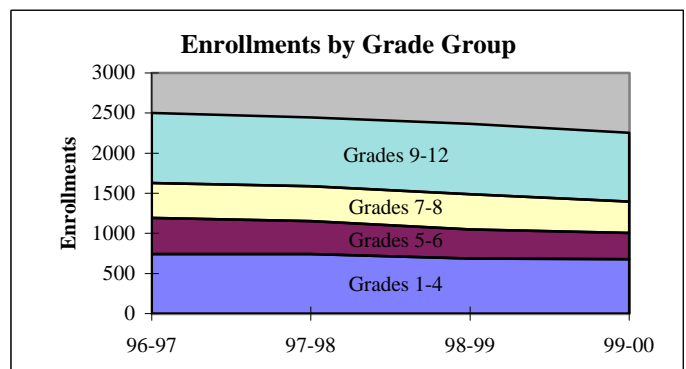
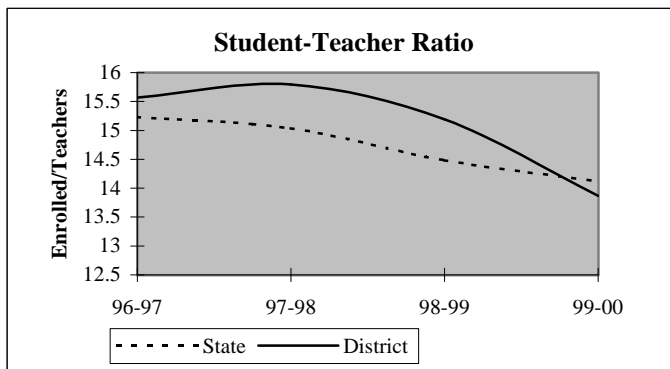


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.2	13.3	12.6	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.6	15.8	15.2	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	3	0	-3	6	-	-	-	-	-
% Change in Educators	-1.0%	1.5%	0.0%	-1.5%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	62	-13	8	-165	-97	-	-	-	-	-
% Change in Enrollments	2.3%	-0.5%	0.3%	-6.1%	-3.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.0%	1.0%	5.4%	3.5%	6.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.9%	5.9%	5.9%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.9%	10.2%	10.2%	10.9%	8.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	2.9%	2.9%	3.5%	3.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.0%	2.9%	3.4%	4.5%	4.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	41.3	40.8	41.8	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	11.9	11.6	12.3	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,749	29,387	29,034	29,390	28,938	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.4%	3.4%	3.5%	3.6%	3.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.9%	79.3%	80.8%	79.8%	79.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.0%	12.1%	12.2%	11.9%	12.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.2%	27.1%	27.9%	27.3%	30.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	77	77	77	66	74	38.1%	37.6%	37.6%	32.7%	35.6%
Attrition	8	7	14	13	0					
Attrition Rate	10.4%	9.1%	18.2%	19.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	110	109	110	114	112	54.5%	53.2%	53.7%	56.4%	53.8%
Attrition	7	5	6	12	0					
Attrition Rate	6.4%	4.6%	5.5%	10.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	15	19	18	22	22	7.4%	9.3%	8.8%	10.9%	10.6%
Attrition Rate	2	5	2	8	0					
Attrition Rate	13.3%	26.3%	11.1%	36.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	22	24	27	30	25	10.9%	11.7%	13.2%	14.9%	12.0%

## District Report for: EL RENO

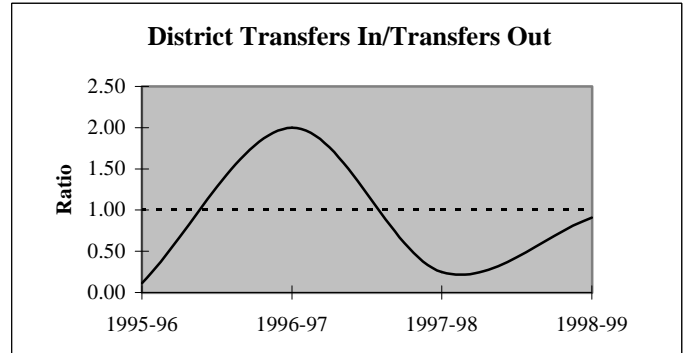
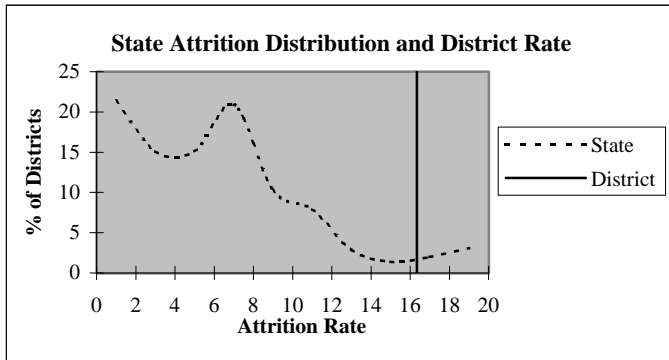
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	202	205	205	202	208	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	12	12	14	4.5%	4.9%	5.9%	5.9%	6.7%
Professional Staff	18	21	21	22	17	8.9%	10.2%	10.2%	10.9%	8.2%
<b>Total Teachers</b>	175	174	172	168	177	86.6%	84.9%	83.9%	83.2%	85.1%
Special Education	21	21	21	20	22	12.0%	12.1%	12.2%	11.9%	12.4%
Pre-K & Kindergarten	1	0	2	3	3	0.6%	0.0%	1.2%	1.8%	1.7%
Elementary	85	74	70	70	73	48.6%	42.5%	40.7%	41.7%	41.2%
<b>Middle School</b>	0	24	24	24	22	0.0%	13.8%	14.0%	14.3%	12.4%
Language Arts	0	7	7	3	4	0.0%	4.0%	4.1%	1.8%	2.3%
Art & Music	0	2	2	2	2	0.0%	1.1%	1.2%	1.2%	1.1%
Social Studies	0	5	3	4	4	0.0%	2.9%	1.7%	2.4%	2.3%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	0.6%	0.0%
Math	0	4	6	4	4	0.0%	2.3%	3.5%	2.4%	2.3%
Science	0	4	3	3	4	0.0%	2.3%	1.7%	1.8%	2.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	2	3	7	4	0.0%	1.1%	1.7%	4.2%	2.3%
<b>High School (9-12)</b>	68	55	55	51	57	0.0%	2750.0%	2750.0%	2550.0%	2850.0%
Language Arts	15	9	8	9	9	8.6%	5.2%	4.7%	5.4%	5.1%
Art & Music	5	4	5	4	4	2.9%	2.3%	2.9%	2.4%	2.3%
Social Studies	10	8	8	8	8	5.7%	4.6%	4.7%	4.8%	4.5%
Foreign Language	3	4	5	3	4	1.7%	2.3%	2.9%	1.8%	2.3%
Math	10	8	9	8	9	5.7%	4.6%	5.2%	4.8%	5.1%
<b>Science</b>	10	8	8	8	8	5.7%	4.6%	4.7%	4.8%	4.5%
Biology	4	3	2	2	2	2.3%	1.7%	1.2%	1.2%	1.1%
Chemistry	0	1	1	1	1	0.0%	0.6%	0.6%	0.6%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	6	4	5	5	5	3.4%	2.3%	2.9%	3.0%	2.8%
Vocational Education	11	9	9	8	7	6.3%	5.2%	5.2%	4.8%	4.0%
Other	4	5	3	3	8	2.3%	2.9%	1.7%	1.8%	4.5%
<b>Total Enrollments</b>	2,722	2,709	2,717	2,552	2,455	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	144	196	259	185	192	5.3%	7.2%	9.5%	7.2%	7.8%
Grades 1-4	842	744	743	685	678	30.9%	27.5%	27.3%	26.8%	27.6%
Grades 5-6	423	448	408	364	329	15.5%	16.5%	15.0%	14.3%	13.4%
Grades 7-8	448	435	436	439	388	16.5%	16.1%	16.0%	17.2%	15.8%
Grades 9-12	849	873	860	879	859	31.2%	32.2%	31.7%	34.4%	35.0%
Ungraded	16	13	11	0	9	0.6%	0.5%	0.4%	0.0%	0.4%



## District Report for: EL RENO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	202	205	205	202	208	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	185	188	183	169	95.5%	90.2%	91.7%	90.6%	81.3%
<b>Newly Hired</b>	<b>9</b>	<b>20</b>	<b>17</b>	<b>19</b>	<b>39</b>	<b>4.5%</b>	<b>9.8%</b>	<b>8.3%</b>	<b>9.4%</b>	<b>18.8%</b>
Transfers In	1	10	3	10	15	11.1%	50.0%	17.6%	52.6%	38.5%
Reentrants	2	1	1	2	4	22.2%	5.0%	5.9%	10.5%	10.3%
First Time Educators	6	9	13	7	20	66.7%	45.0%	76.5%	36.8%	51.3%
<b>Total Exiting Next Year</b>	<b>17</b>	<b>17</b>	<b>22</b>	<b>33</b>	<b>-</b>	<b>8.4%</b>	<b>8.3%</b>	<b>10.7%</b>	<b>16.3%</b>	<b>-</b>
Transfers Out	9	5	12	11	-	52.9%	29.4%	54.5%	33.3%	-
Leave Oklahoma Educ.	8	12	10	22	-	47.1%	70.6%	45.5%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	8.4%	8.3%	10.7%	16.3%	-
Transfers In/Out	0.11	2.00	0.25	0.91	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	11	Benedictine Heights, Tulsa	-
OSU, Stillwater	17	Southern Nazarene Univ., Bethany	4
UCO, Edmond	52	OBU, Shawnee	5
ECU, Ada	1	OCU, Oklahoma City	3
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	2
SWOSU, Weatherford	82	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	6	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	11
		<b>Total</b>	<b>202</b>

## District Report for: EL RENO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	10	12	12	14	4.5%	4.9%	5.9%	5.9%	6.7%
White - Females	6	6	7	9	10	66.7%	60.0%	58.3%	75.0%	71.4%
White - Males	3	4	5	3	4	33.3%	40.0%	41.7%	25.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	18	21	21	22	17	8.9%	10.2%	10.2%	10.9%	8.2%
White - Females	13	17	15	15	11	72.2%	81.0%	71.4%	68.2%	64.7%
White - Males	5	4	6	6	5	27.8%	19.0%	28.6%	27.3%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	4.5%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	175	174	172	168	177	86.6%	84.9%	83.9%	83.2%	85.1%
White - Females	132	133	134	129	135	75.4%	76.4%	77.9%	76.8%	76.3%
White - Males	37	35	32	33	36	21.1%	20.1%	18.6%	19.6%	20.3%
Black - Females	2	1	1	1	1	1.1%	0.6%	0.6%	0.6%	0.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	4	4	4	2.3%	2.3%	2.3%	2.4%	2.3%
Other - Males	0	1	1	1	1	0.0%	0.6%	0.6%	0.6%	0.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	4	0	4	5	1	2.3%	0.0%	2.4%	3.0%	0.6%
25-29	26	27	23	17	25	14.9%	15.6%	13.6%	10.3%	15.0%
30-34	21	21	25	23	22	12.0%	12.1%	14.8%	13.9%	13.2%
35-39	25	27	27	29	27	14.3%	15.6%	16.0%	17.6%	16.2%
40-44	28	24	22	19	21	16.0%	13.9%	13.0%	11.5%	12.6%
45-49	38	37	32	29	27	21.7%	21.4%	18.9%	17.6%	16.2%
50-54	21	23	20	26	33	12.0%	13.3%	11.8%	15.8%	19.8%
55+	12	14	16	17	11	6.9%	8.1%	9.5%	10.3%	6.6%
<b>Average Age</b>	41.1	41.3	40.8	41.8	41.4					

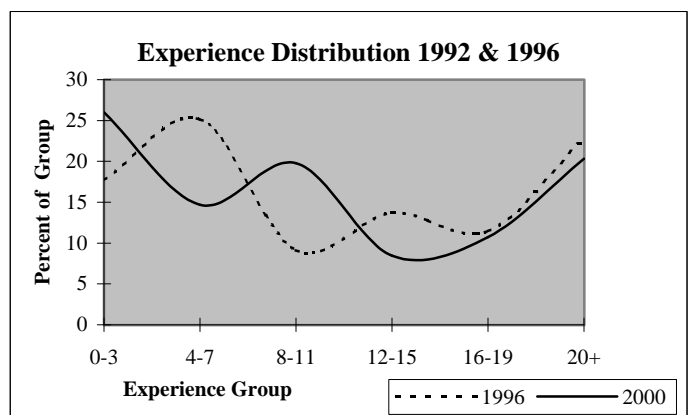
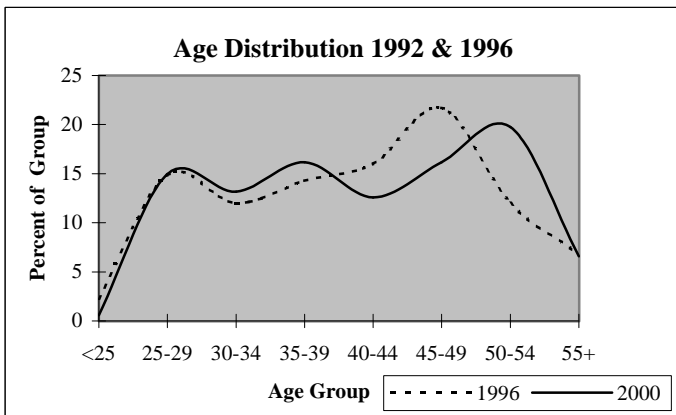
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	31	33	35	32	46	17.7%	19.0%	20.3%	19.0%	26.0%
4-7 Years	44	40	39	30	26	25.1%	23.0%	22.7%	17.9%	14.7%
8-11 Years	16	19	18	28	35	9.1%	10.9%	10.5%	16.7%	19.8%
12-15 Years	24	24	21	18	15	13.7%	13.8%	12.2%	10.7%	8.5%
16-19 Years	20	18	22	23	19	11.4%	10.3%	12.8%	13.7%	10.7%
20+ Years	40	40	37	37	36	22.9%	23.0%	21.5%	22.0%	20.3%
<b>Average Experience</b>	11.9	11.9	11.6	12.3	11.0					

# District Report for: EL RENO

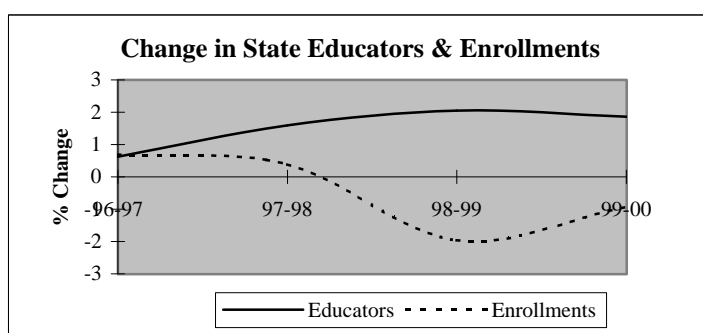
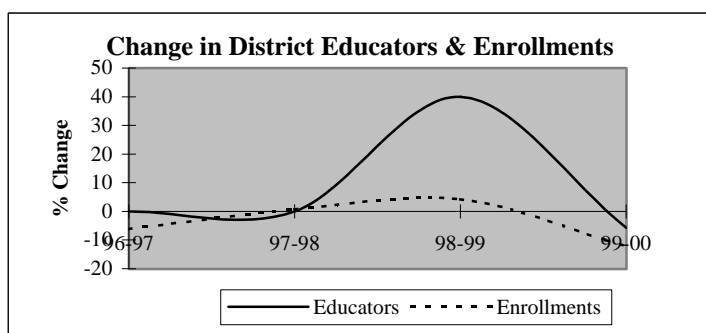
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	17	17	22	33	-	8.4%	8.3%	10.7%	16.3%	-
Attrition from Transfers	9	5	12	11	-	4.5%	2.4%	5.9%	5.4%	-
Attrition from Exits	8	12	10	22	-	4.0%	5.9%	4.9%	10.9%	-
<b>Teacher Attrition</b>	16	15	17	29	-	9.1%	8.6%	9.9%	17.3%	-
Attrition from Transfers	9	5	10	10	-	5.1%	2.9%	5.8%	6.0%	-
Attrition from Exits	7	10	7	19	-	4.0%	5.7%	4.1%	11.3%	-
<b>District Retention</b>										
Educator Retention	185	188	183	169	-	91.6%	91.7%	89.3%	83.7%	-
Teacher Retention	159	159	155	139	-	90.9%	91.4%	90.1%	82.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	86.7%	6.7%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	78.3%	8.7%	87.0%	84.2%	6.9%	91.1%
2 Years of Experience	86.5%	10.8%	97.3%	85.2%	5.9%	91.1%
3 Years of Experience	82.2%	6.7%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	95.3%	2.3%	97.7%	87.9%	4.7%	92.6%
5 Years of Experience	90.4%	7.7%	98.1%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.0%	0.5%	0.0%	0.5%	0.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	94.6%	93.2%	95.0%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.0%	4.9%	6.8%	4.5%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: UNION CITY

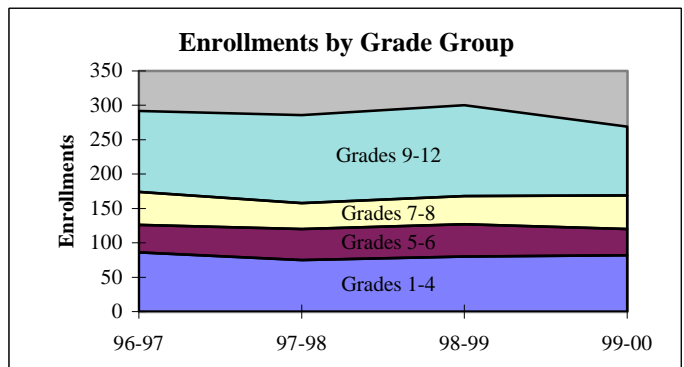
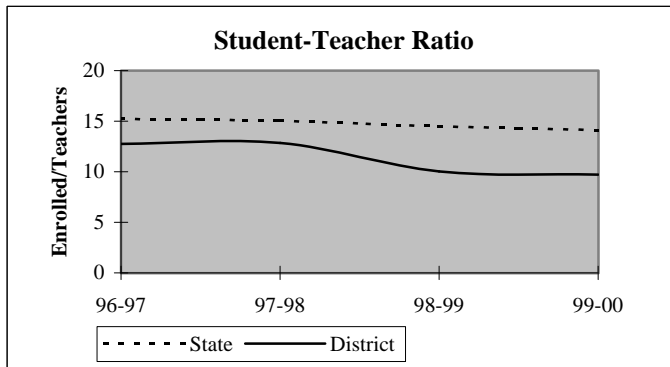


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.2	12.3	9.2	8.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	12.8	12.8	10.0	9.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	10	-2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	40.0%	-5.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	-20	2	13	-39	-	-	-	-	-
% Change in Enrollments	0.6%	-6.1%	0.7%	4.2%	-12.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.0%	4.0%	4.0%	22.9%	3.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.0%	4.0%	4.0%	5.7%	6.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	2.9%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.0%	0.0%	0.0%	2.9%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	44.4	45.4	43.6	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	13.0	14.0	10.6	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,134	29,875	30,307	26,899	30,504	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	0.0%	0.0%	3.1%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.8%	70.8%	70.8%	65.6%	58.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.2%	4.2%	4.2%	6.3%	6.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.4%	2.9%	3.9%	5.6%	17.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	10	9	16	16	40.0%	40.0%	36.0%	45.7%	48.5%
Attrition	3	0	2	6	0					
Attrition Rate	30.0%	0.0%	22.2%	37.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	12	13	17	15	48.0%	48.0%	52.0%	48.6%	45.5%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	11.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	2	2	12.0%	12.0%	12.0%	5.7%	6.1%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	3	2	3	12.0%	12.0%	12.0%	5.7%	9.1%

## District Report for: UNION CITY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	25	25	35	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	4.0%	4.0%	4.0%	5.7%	6.1%
Professional Staff	0	0	0	1	2	0.0%	0.0%	0.0%	2.9%	6.1%
<b>Total Teachers</b>	24	24	24	32	29	96.0%	96.0%	96.0%	91.4%	87.9%
Special Education	1	1	1	2	2	4.2%	4.2%	4.2%	6.3%	6.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	10	10	9	41.7%	41.7%	41.7%	31.3%	31.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	13	13	20	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	8.3%	8.3%	8.3%	6.3%	6.9%
Art & Music	1	1	1	1	0	4.2%	4.2%	4.2%	3.1%	0.0%
Social Studies	2	1	2	1	2	8.3%	4.2%	8.3%	3.1%	6.9%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	3.1%	0.0%
Math	2	2	2	3	2	8.3%	8.3%	8.3%	9.4%	6.9%
<b>Science</b>	1	1	1	1	1	4.2%	4.2%	4.2%	3.1%	3.4%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	3.1%	3.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	4.2%	4.2%	4.2%	0.0%	0.0%
Vocational Education	3	3	3	4	4	12.5%	12.5%	12.5%	12.5%	13.8%
Other	2	3	2	7	7	8.3%	12.5%	8.3%	21.9%	24.1%
<b>Total Enrollments</b>	326	306	308	321	282	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	12	19	21	13	6.4%	3.9%	6.2%	6.5%	4.6%
Grades 1-4	89	86	75	80	82	27.3%	28.1%	24.4%	24.9%	29.1%
Grades 5-6	42	40	45	47	38	12.9%	13.1%	14.6%	14.6%	13.5%
Grades 7-8	60	48	38	41	49	18.4%	15.7%	12.3%	12.8%	17.4%
Grades 9-12	113	118	128	132	100	34.7%	38.6%	41.6%	41.1%	35.5%
Ungraded	1	2	3	0	0	0.3%	0.7%	1.0%	0.0%	0.0%

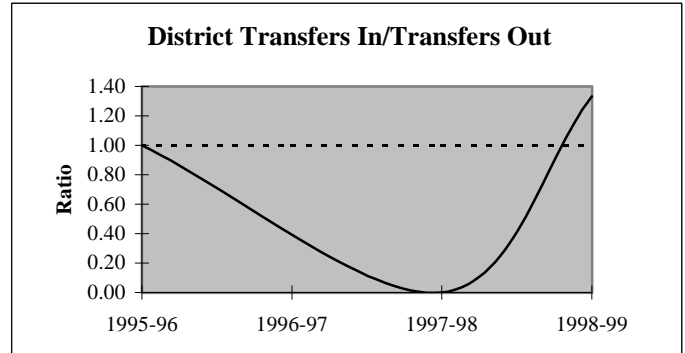
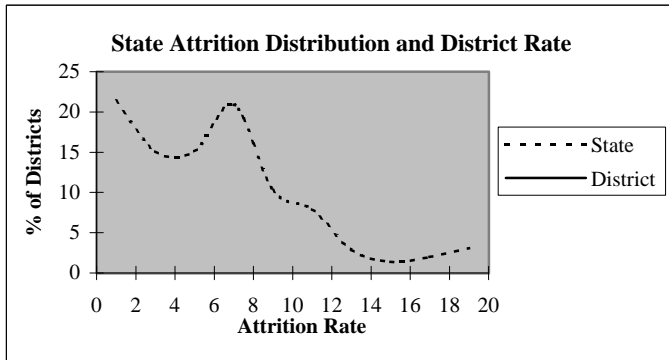




## District Report for: UNION CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	25	25	35	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	25	22	27	88.0%	88.0%	100.0%	62.9%	81.8%
<b>Newly Hired</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>13</b>	<b>6</b>	<b>12.0%</b>	<b>12.0%</b>	<b>0.0%</b>	<b>37.1%</b>	<b>18.2%</b>
Transfers In	2	1	0	4	2	66.7%	33.3%	0.0%	30.8%	33.3%
Reentrants	0	0	0	2	0	0.0%	0.0%	0.0%	15.4%	0.0%
First Time Educators	1	2	0	7	4	33.3%	66.7%	0.0%	53.8%	66.7%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>12.0%</b>	<b>0.0%</b>	<b>12.0%</b>	<b>22.9%</b>	<b>-</b>
Transfers Out	2	0	2	3	-	66.7%	0.0%	66.7%	37.5%	-
Leave Oklahoma Educ.	1	0	1	5	-	33.3%	0.0%	33.3%	62.5%	-

Dynamics Rates	District Rates				
District Attrition	12.0%	0.0%	12.0%	22.9%	-
Transfers In/Out	1.00	nc	0.00	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3
OSU, Stillwater	6
UCO, Edmond	6
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	5
OK Panhandle SU, Goodwell	-
USAO, Chickasha	4
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	1
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 25

## District Report for: UNION CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	4.0%	4.0%	4.0%	5.7%	6.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	2	0.0%	0.0%	0.0%	2.9%	6.1%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	24	24	32	29	96.0%	96.0%	96.0%	91.4%	87.9%
White - Females	16	17	17	21	17	66.7%	70.8%	70.8%	65.6%	58.6%
White - Males	7	7	7	10	12	29.2%	29.2%	29.2%	31.3%	41.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	4.2%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	0	0.0%	0.0%	0.0%	3.1%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	3.2%	0.0%
25-29	4	3	3	3	3	16.7%	12.5%	12.5%	9.7%	10.7%
30-34	1	1	1	3	4	4.2%	4.2%	4.2%	9.7%	14.3%
35-39	2	3	2	3	2	8.3%	12.5%	8.3%	9.7%	7.1%
40-44	3	2	3	4	4	12.5%	8.3%	12.5%	12.9%	14.3%
45-49	9	9	8	8	5	37.5%	37.5%	33.3%	25.8%	17.9%
50-54	2	2	3	6	7	8.3%	8.3%	12.5%	19.4%	25.0%
55+	3	4	4	3	3	12.5%	16.7%	16.7%	9.7%	10.7%
<b>Average Age</b>	43.5	44.4	45.4	43.6	43.9					

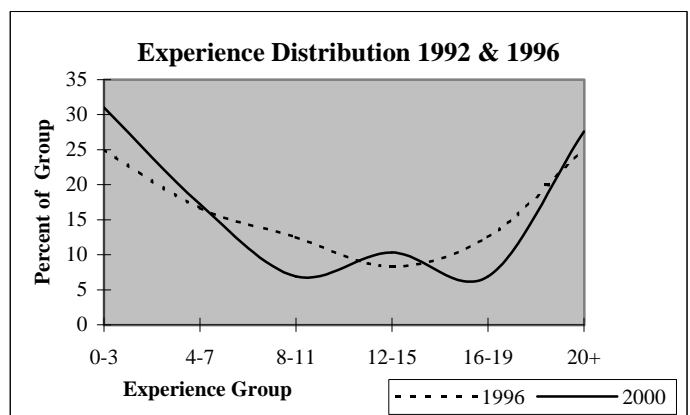
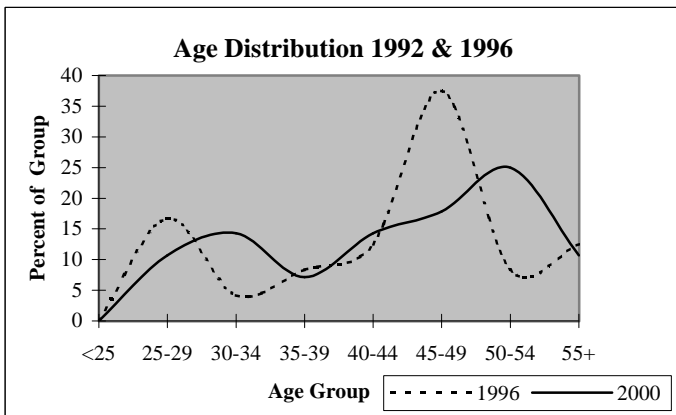
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	5	10	9	25.0%	20.8%	20.8%	31.3%	31.0%
4-7 Years	4	5	4	5	5	16.7%	20.8%	16.7%	15.6%	17.2%
8-11 Years	3	2	2	3	2	12.5%	8.3%	8.3%	9.4%	6.9%
12-15 Years	2	2	2	4	3	8.3%	8.3%	8.3%	12.5%	10.3%
16-19 Years	3	1	2	2	2	12.5%	4.2%	8.3%	6.3%	6.9%
20+ Years	6	9	9	8	8	25.0%	37.5%	37.5%	25.0%	27.6%
<b>Average Experience</b>	12.3	13.0	14.0	10.6	11.4					

## District Report for: UNION CITY

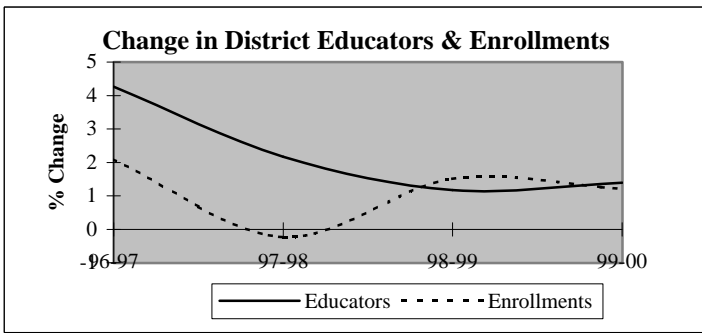
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	3	8	-	12.0%	0.0%	12.0%	22.9%	-
Attrition from Transfers	2	0	2	3	-	8.0%	0.0%	8.0%	8.6%	-
Attrition from Exits	1	0	1	5	-	4.0%	0.0%	4.0%	14.3%	-
Teacher Attrition	3	0	3	8	-	12.5%	0.0%	12.5%	25.0%	-
Attrition from Transfers	2	0	2	3	-	8.3%	0.0%	8.3%	9.4%	-
Attrition from Exits	1	0	1	5	-	4.2%	0.0%	4.2%	15.6%	-
<b>District Retention</b>										
Educator Retention	22	25	22	27	-	88.0%	100.0%	88.0%	77.1%	-
Teacher Retention	21	24	21	24	-	87.5%	100.0%	87.5%	75.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	14.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.0%	0.0%	0.0%	0.0%	12.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.0%	92.0%	100.0%	74.3%	72.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.0%	8.0%	0.0%	25.7%	15.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MUSTANG

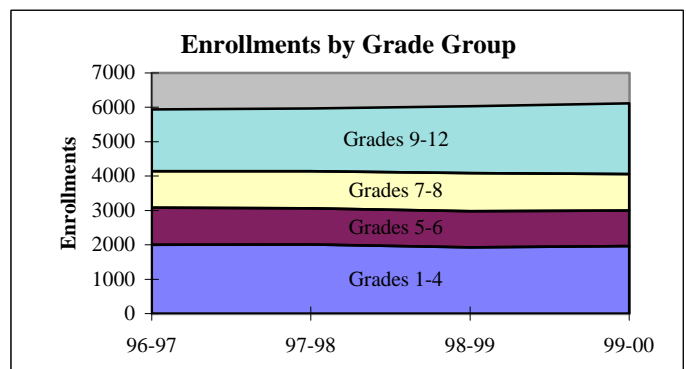
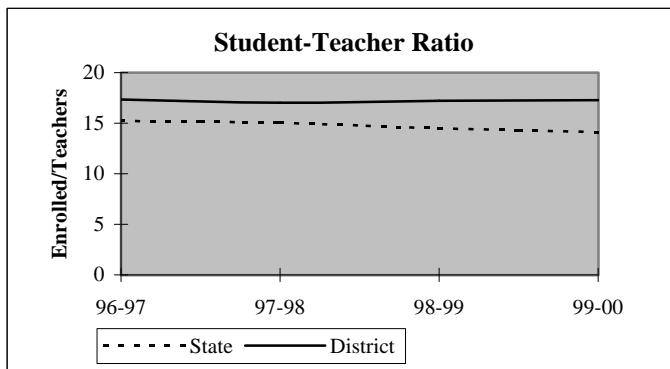


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.7	15.4	15.0	15.0	15.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.8	17.4	17.0	17.2	17.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	17	9	5	6	-	-	-	-	-
% Change in Educators	1.0%	4.3%	2.2%	1.2%	1.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	129	131	-15	96	78	-	-	-	-	-
% Change in Enrollments	2.1%	2.1%	-0.2%	1.5%	1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	5.3%	5.4%	4.7%	3.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.6%	4.9%	5.3%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.3%	7.0%	7.1%	7.2%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.5%	1.7%	1.9%	1.9%	2.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.5%	1.4%	1.9%	2.3%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.9	40.7	41.0	41.1	41.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	11.5	11.6	11.6	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,616	29,744	29,677	29,800	30,570	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.7%	1.9%	2.1%	2.1%	2.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.6%	76.6%	77.0%	77.9%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	7.3%	7.0%	8.0%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.1%	10.7%	11.7%	12.4%	12.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	139	142	148	150	147	34.8%	34.1%	34.8%	34.9%	33.7%
Attrition	17	18	13	24	0					
Attrition Rate	12.2%	12.7%	8.8%	16.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	246	256	254	250	257	61.7%	61.5%	59.8%	58.1%	58.9%
Attrition	3	15	19	13	0					
Attrition Rate	1.2%	5.9%	7.5%	5.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	14	18	23	30	32	3.5%	4.3%	5.4%	7.0%	7.3%
Attrition Rate	3	4	4	5	0					
Attrition Rate	21.4%	22.2%	17.4%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	23	29	33	40	42	5.8%	7.0%	7.8%	9.3%	9.6%

## District Report for: MUSTANG

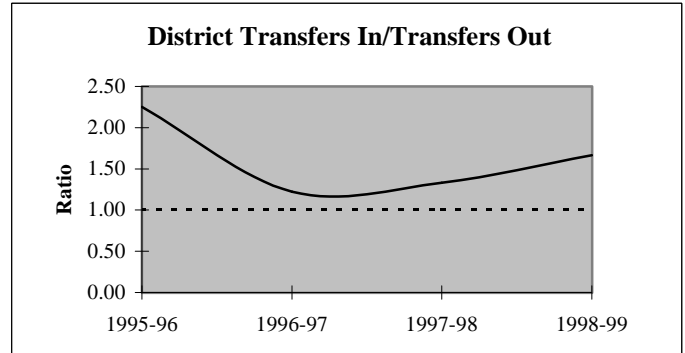
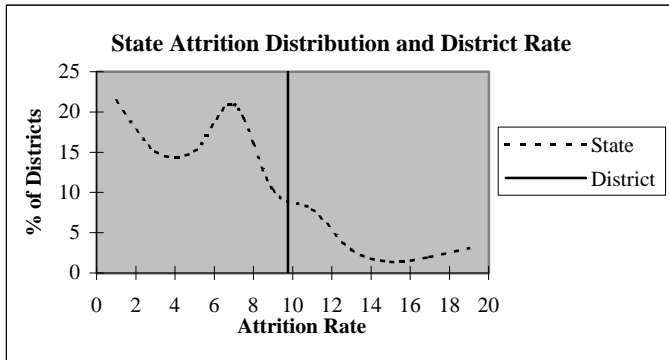
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	399	416	425	430	436	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	19	21	23	23	4.8%	4.6%	4.9%	5.3%	5.3%
Professional Staff	29	29	30	31	34	7.3%	7.0%	7.1%	7.2%	7.8%
<b>Total Teachers</b>	351	368	374	376	379	88.0%	88.5%	88.0%	87.4%	86.9%
Special Education	27	27	26	30	30	7.7%	7.3%	7.0%	8.0%	7.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	166	170	170	172	172	47.3%	46.2%	45.5%	45.7%	45.4%
<b>Middle School</b>	78	82	83	80	82	22.2%	22.3%	22.2%	21.3%	21.6%
Language Arts	25	26	28	25	26	7.1%	7.1%	7.5%	6.6%	6.9%
Art & Music	5	6	6	6	6	1.4%	1.6%	1.6%	1.6%	1.6%
Social Studies	12	12	11	12	12	3.4%	3.3%	2.9%	3.2%	3.2%
Foreign Language	1	2	3	3	3	0.3%	0.5%	0.8%	0.8%	0.8%
Math	14	14	13	12	11	4.0%	3.8%	3.5%	3.2%	2.9%
Science	12	12	12	12	11	3.4%	3.3%	3.2%	3.2%	2.9%
Vocational Education	3	2	2	2	2	0.9%	0.5%	0.5%	0.5%	0.5%
Other	6	8	8	8	11	1.7%	2.2%	2.1%	2.1%	2.9%
<b>High School (9-12)</b>	80	89	95	94	95	1600.0%	1483.3%	1583.3%	1566.7%	1583.3%
Language Arts	17	19	22	22	20	4.8%	5.2%	5.9%	5.9%	5.3%
Art & Music	4	4	4	6	5	1.1%	1.1%	1.1%	1.6%	1.3%
Social Studies	13	14	14	14	13	3.7%	3.8%	3.7%	3.7%	3.4%
Foreign Language	5	5	5	5	4	1.4%	1.4%	1.3%	1.3%	1.1%
Math	11	12	14	14	15	3.1%	3.3%	3.7%	3.7%	4.0%
<b>Science</b>	11	10	12	13	14	3.1%	2.7%	3.2%	3.5%	3.7%
Biology	5	5	6	4	3	1.4%	1.4%	1.6%	1.1%	0.8%
Chemistry	1	0	1	2	3	0.3%	0.0%	0.3%	0.5%	0.8%
Physics	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Other Science	4	4	4	6	7	1.1%	1.1%	1.1%	1.6%	1.8%
Vocational Education	14	13	14	15	13	4.0%	3.5%	3.7%	4.0%	3.4%
Other	5	12	10	5	11	1.4%	3.3%	2.7%	1.3%	2.9%
<b>Total Enrollments</b>	6,255	6,386	6,371	6,467	6,545	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	464	443	392	420	417	7.4%	6.9%	6.2%	6.5%	6.4%
Grades 1-4	1,995	2,005	2,011	1,930	1,963	31.9%	31.4%	31.6%	29.8%	30.0%
Grades 5-6	1,063	1,073	1,053	1,051	1,035	17.0%	16.8%	16.5%	16.3%	15.8%
Grades 7-8	1,033	1,068	1,076	1,108	1,058	16.5%	16.7%	16.9%	17.1%	16.2%
Grades 9-12	1,695	1,790	1,831	1,945	2,058	27.1%	28.0%	28.7%	30.1%	31.4%
Ungraded	5	7	8	13	14	0.1%	0.1%	0.1%	0.2%	0.2%



## District Report for: MUSTANG

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	399	416	425	430	436	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	361	376	379	389	388	90.5%	90.4%	89.2%	90.5%	89.0%
<b>Newly Hired</b>	<b>38</b>	<b>40</b>	<b>46</b>	<b>41</b>	<b>48</b>	<b>9.5%</b>	<b>9.6%</b>	<b>10.8%</b>	<b>9.5%</b>	<b>11.0%</b>
Transfers In	9	11	16	15	20	23.7%	27.5%	34.8%	36.6%	41.7%
Reentrants	8	10	6	5	6	21.1%	25.0%	13.0%	12.2%	12.5%
First Time Educators	21	19	24	21	22	55.3%	47.5%	52.2%	51.2%	45.8%
<b>Total Exiting Next Year</b>	<b>23</b>	<b>37</b>	<b>36</b>	<b>42</b>	<b>-</b>	<b>5.8%</b>	<b>8.9%</b>	<b>8.5%</b>	<b>9.8%</b>	<b>-</b>
Transfers Out	4	9	12	9	-	17.4%	24.3%	33.3%	21.4%	-
Leave Oklahoma Educ.	19	28	24	33	-	82.6%	75.7%	66.7%	78.6%	-

Dynamics Rates	District Rates				
District Attrition	5.8%	8.9%	8.5%	9.8%	-
Transfers In/Out	2.25	1.22	1.33	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	33	Benedictine Heights, Tulsa	-
OSU, Stillwater	46	Southern Nazarene Univ., Bethany	24
UCO, Edmond	150	OBU, Shawnee	4
ECU, Ada	10	OCU, Oklahoma City	5
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	2
SWOSU, Weatherford	61	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	9	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	42
		Total	399

## District Report for: MUSTANG

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	19	19	21	23	23	4.8%	4.6%	4.9%	5.3%	5.3%
White - Females	6	6	8	10	11	31.6%	31.6%	38.1%	43.5%	47.8%
White - Males	13	13	13	13	12	68.4%	68.4%	61.9%	56.5%	52.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	29	29	30	31	34	7.3%	7.0%	7.1%	7.2%	7.8%
White - Females	27	27	28	30	30	93.1%	93.1%	93.3%	96.8%	88.2%
White - Males	2	2	2	1	3	6.9%	6.9%	6.7%	3.2%	8.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	351	368	374	376	379	88.0%	88.5%	88.0%	87.4%	86.9%
White - Females	265	277	282	288	285	75.5%	75.3%	75.4%	76.6%	75.2%
White - Males	80	84	84	80	84	22.8%	22.8%	22.5%	21.3%	22.2%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Black - Males	0	1	1	1	1	0.0%	0.3%	0.3%	0.3%	0.3%
Other - Females	3	4	5	4	4	0.9%	1.1%	1.3%	1.1%	1.1%
Other - Males	2	1	1	2	4	0.6%	0.3%	0.3%	0.5%	1.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	7	5	2	3	2	2.0%	1.4%	0.5%	0.8%	0.5%
25-29	45	45	50	53	47	12.8%	12.4%	13.6%	14.4%	12.9%
30-34	45	33	34	38	39	12.8%	9.1%	9.2%	10.3%	10.7%
35-39	67	71	69	60	53	19.1%	19.6%	18.7%	16.3%	14.5%
40-44	82	87	84	72	74	23.4%	24.0%	22.8%	19.5%	20.3%
45-49	56	61	63	75	76	16.0%	16.9%	17.1%	20.3%	20.8%
50-54	35	43	49	46	53	10.0%	11.9%	13.3%	12.5%	14.5%
55+	14	17	18	22	21	4.0%	4.7%	4.9%	6.0%	5.8%
<b>Average Age</b>	39.9	40.7	41.0	41.1	41.7					

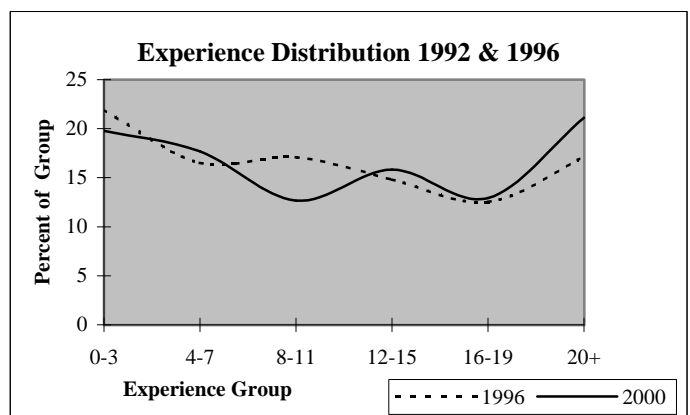
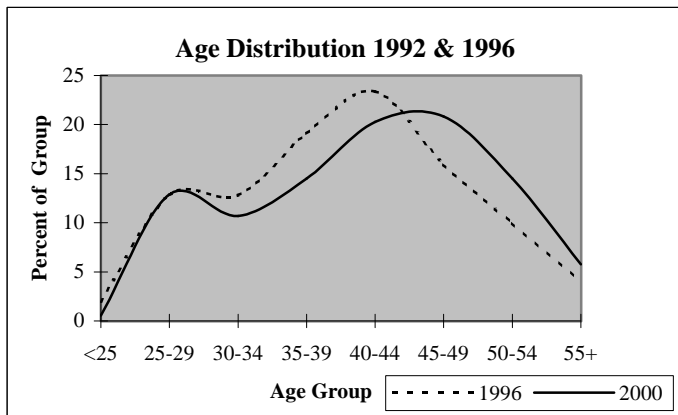
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	77	77	78	80	75	21.9%	20.9%	20.9%	21.3%	19.8%
4-7 Years	58	61	66	67	67	16.5%	16.6%	17.6%	17.8%	17.7%
8-11 Years	60	61	54	53	48	17.1%	16.6%	14.4%	14.1%	12.7%
12-15 Years	52	49	49	50	60	14.8%	13.3%	13.1%	13.3%	15.8%
16-19 Years	44	51	55	43	49	12.5%	13.9%	14.7%	11.4%	12.9%
20+ Years	60	69	72	83	80	17.1%	18.8%	19.3%	22.1%	21.1%
<b>Average Experience</b>	11.2	11.5	11.6	11.6	12.0					

## District Report for: MUSTANG

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	23	37	36	42	-	5.8%	8.9%	8.5%	9.8%	-
Attrition from Transfers	4	9	12	9	-	1.0%	2.2%	2.8%	2.1%	-
Attrition from Exits	19	28	24	33	-	4.8%	6.7%	5.6%	7.7%	-
<b>Teacher Attrition</b>	<b>22</b>	<b>33</b>	<b>33</b>	<b>38</b>	<b>-</b>	<b>6.3%</b>	<b>9.0%</b>	<b>8.8%</b>	<b>10.1%</b>	<b>-</b>
Attrition from Transfers	4	6	10	7	-	1.1%	1.6%	2.7%	1.9%	-
Attrition from Exits	18	27	23	31	-	5.1%	7.3%	6.1%	8.2%	-
<b>District Retention</b>										
Educator Retention	376	379	389	388	-	94.2%	91.1%	91.5%	90.2%	-
Teacher Retention	329	335	341	338	-	93.7%	91.0%	91.2%	89.9%	-

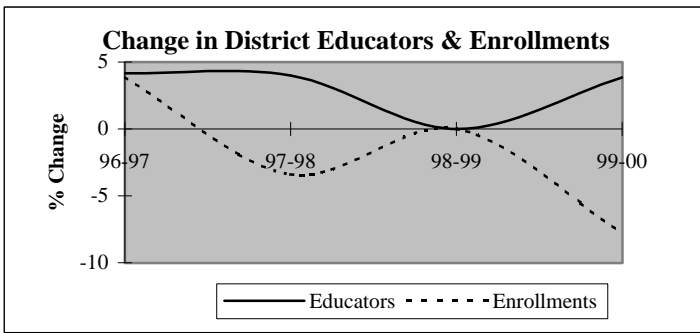
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.3%	10.3%	90.6%	78.2%	9.6%	87.8%
1 Year of Experience	90.3%	2.2%	92.5%	84.2%	6.9%	91.1%
2 Years of Experience	84.7%	3.5%	88.2%	85.2%	5.9%	91.1%
3 Years of Experience	88.2%	2.4%	90.6%	86.1%	5.6%	91.7%
4 Years of Experience	93.1%	0.0%	93.1%	87.9%	4.7%	92.6%
5 Years of Experience	85.4%	0.0%	85.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	1.3%	1.0%	1.4%	1.9%	0.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.5%	92.1%	91.5%	91.9%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.3%	7.0%	7.1%	6.3%	6.4%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: CALUMET

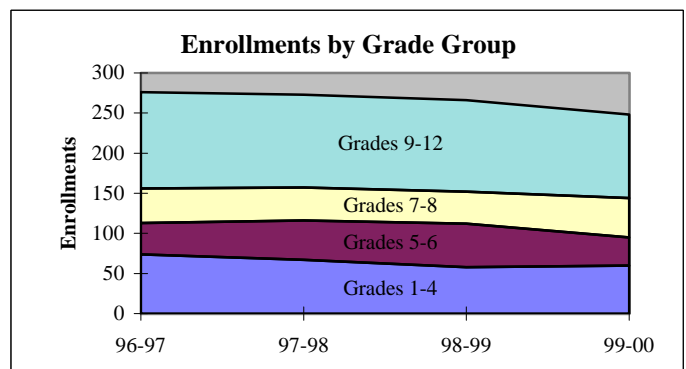
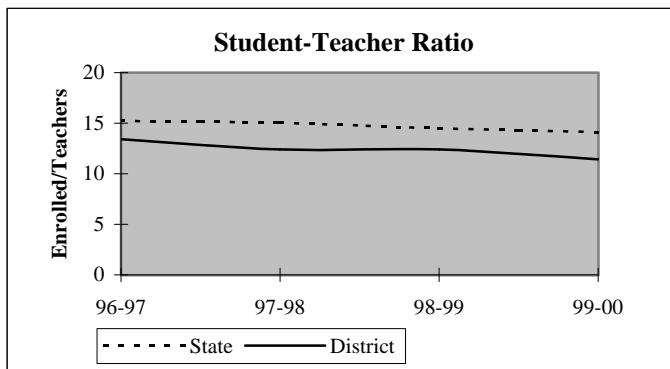


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.8	11.8	11.0	11.0	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	13.4	12.4	12.4	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	1	0	1	-	-	-	-	-
% Change in Educators	0.0%	4.2%	4.0%	0.0%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	11	-10	0	-22	-	-	-	-	-
% Change in Enrollments	6.4%	3.9%	-3.4%	0.0%	-7.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.2%	4.0%	7.7%	3.8%	11.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	4.0%	3.8%	3.8%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.0%	7.7%	7.7%	7.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.2%	4.0%	3.8%	7.7%	3.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	44.1	42.2	43.4	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	15.4	15.0	13.0	13.2	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,102	29,887	28,836	29,933	27,400	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	4.3%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	63.6%	65.2%	65.2%	65.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	9.1%	8.7%	8.7%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.7%	18.6%	19.6%	24.2%	25.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	7	7	11	25.0%	24.0%	26.9%	26.9%	40.7%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	16.7%	14.3%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	15	16	15	11	54.2%	60.0%	61.5%	57.7%	40.7%
Attrition	0	1	1	4	0					
Attrition Rate	0.0%	6.7%	6.3%	26.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	4	3	4	5	20.8%	16.0%	11.5%	15.4%	18.5%
Attrition	1	1	0	1	0					
Attrition Rate	20.0%	25.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	4	5	5	20.8%	20.0%	15.4%	19.2%	18.5%

## District Report for: CALUMET

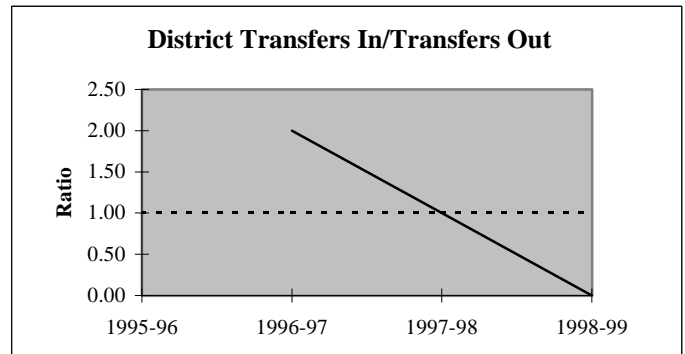
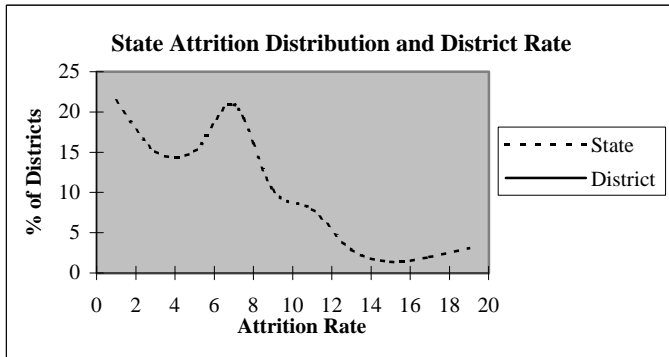
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	25	26	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	4.2%	4.0%	3.8%	3.8%	7.4%
Professional Staff	2	2	2	2	2	8.3%	8.0%	7.7%	7.7%	7.4%
<b>Total Teachers</b>	21	22	23	23	23	87.5%	88.0%	88.5%	88.5%	85.2%
Special Education	2	2	2	2	2	9.5%	9.1%	8.7%	8.7%	8.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	12	12	11	11	57.1%	54.5%	52.2%	47.8%	47.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	8	9	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	2	4.8%	4.5%	4.3%	4.3%	8.7%
Art & Music	0	0	1	1	1	0.0%	0.0%	4.3%	4.3%	4.3%
Social Studies	1	2	2	2	1	4.8%	9.1%	8.7%	8.7%	4.3%
Foreign Language	1	1	1	2	1	4.8%	4.5%	4.3%	8.7%	4.3%
Math	1	1	1	2	2	4.8%	4.5%	4.3%	8.7%	8.7%
<b>Science</b>	2	2	2	1	1	9.5%	9.1%	8.7%	4.3%	4.3%
Biology	1	1	1	1	0	4.8%	4.5%	4.3%	4.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	1	4.8%	4.5%	4.3%	0.0%	4.3%
Vocational Education	1	1	1	1	0	4.8%	4.5%	4.3%	4.3%	0.0%
Other	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	8.7%
<b>Total Enrollments</b>	284	295	285	285	263	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	19	12	19	15	3.9%	6.4%	4.2%	6.7%	5.7%
Grades 1-4	70	74	67	58	60	24.6%	25.1%	23.5%	20.4%	22.8%
Grades 5-6	39	39	49	54	35	13.7%	13.2%	17.2%	18.9%	13.3%
Grades 7-8	52	43	41	40	49	18.3%	14.6%	14.4%	14.0%	18.6%
Grades 9-12	112	120	116	114	104	39.4%	40.7%	40.7%	40.0%	39.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CALUMET

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	25	26	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	23	22	24	20	95.8%	92.0%	84.6%	92.3%	74.1%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>4.2%</b>	<b>8.0%</b>	<b>15.4%</b>	<b>7.7%</b>	<b>25.9%</b>
Transfers In	0	2	1	0	2	0.0%	100.0%	25.0%	0.0%	28.6%
Reentrants	1	0	1	1	2	100.0%	0.0%	25.0%	50.0%	28.6%
First Time Educators	0	0	2	1	3	0.0%	0.0%	50.0%	50.0%	42.9%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>4.2%</b>	<b>12.0%</b>	<b>7.7%</b>	<b>23.1%</b>	<b>-</b>
Transfers Out	0	1	1	4	-	0.0%	33.3%	50.0%	66.7%	-
Leave Oklahoma Educ.	1	2	1	2	-	100.0%	66.7%	50.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	4.2%	12.0%	7.7%	23.1%	-
Transfers In/Out	nc	2.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	12	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>24</b>

## District Report for: CALUMET

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	4.2%	4.0%	3.8%	3.8%	7.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	8.3%	8.0%	7.7%	7.7%	7.4%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	50.0%	50.0%	50.0%	50.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	22	23	23	23	87.5%	88.0%	88.5%	88.5%	85.2%
White - Females	14	14	15	14	14	66.7%	63.6%	65.2%	60.9%	60.9%
White - Males	7	8	8	8	8	33.3%	36.4%	34.8%	34.8%	34.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.5%
25-29	2	2	3	2	1	9.5%	9.1%	13.0%	8.7%	4.5%
30-34	1	2	3	2	4	4.8%	9.1%	13.0%	8.7%	18.2%
35-39	4	3	4	5	2	19.0%	13.6%	17.4%	21.7%	9.1%
40-44	3	4	4	3	3	14.3%	18.2%	17.4%	13.0%	13.6%
45-49	6	6	3	3	3	28.6%	27.3%	13.0%	13.0%	13.6%
50-54	3	3	4	4	4	14.3%	13.6%	17.4%	17.4%	18.2%
55+	2	2	2	3	4	9.5%	9.1%	8.7%	13.0%	18.2%
<b>Average Age</b>	44.8	44.1	42.2	43.4	44.6					

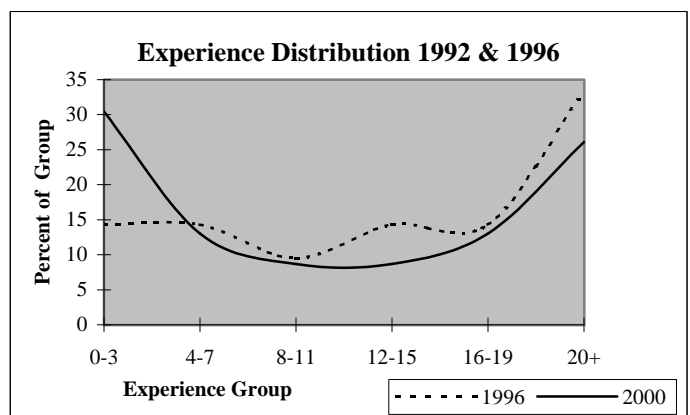
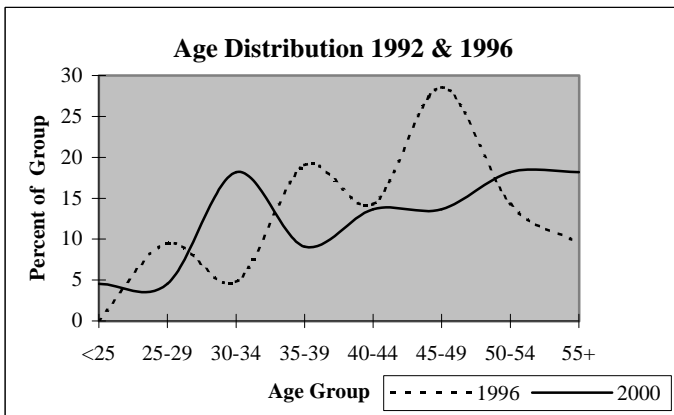
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	4	4	7	14.3%	13.6%	17.4%	17.4%	30.4%
4-7 Years	3	3	3	3	3	14.3%	13.6%	13.0%	13.0%	13.0%
8-11 Years	2	3	4	4	2	9.5%	13.6%	17.4%	17.4%	8.7%
12-15 Years	3	3	3	4	2	14.3%	13.6%	13.0%	17.4%	8.7%
16-19 Years	3	2	2	2	3	14.3%	9.1%	8.7%	8.7%	13.0%
20+ Years	7	8	7	6	6	33.3%	36.4%	30.4%	26.1%	26.1%
<b>Average Experience</b>	15.4	15.0	13.0	13.2	12.7					

## District Report for: CALUMET

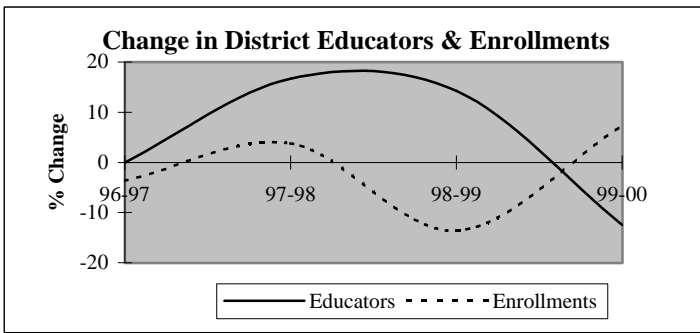
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	2	6	-	4.2%	12.0%	7.7%	23.1%	-
Attrition from Transfers	0	1	1	4	-	0.0%	4.0%	3.8%	15.4%	-
Attrition from Exits	1	2	1	2	-	4.2%	8.0%	3.8%	7.7%	-
<b>Teacher Attrition</b>	1	3	2	5	-	4.8%	13.6%	8.7%	21.7%	-
Attrition from Transfers	0	1	1	4	-	0.0%	4.5%	4.3%	17.4%	-
Attrition from Exits	1	2	1	1	-	4.8%	9.1%	4.3%	4.3%	-
<b>District Retention</b>										
Educator Retention	23	22	24	20	-	95.8%	88.0%	92.3%	76.9%	-
Teacher Retention	20	19	21	18	-	95.2%	86.4%	91.3%	78.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	0.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	0.0%	0.0%	0.0%	3.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	100.0%	84.6%	92.3%	77.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	3.8%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	0.0%	11.5%	7.7%	18.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ZANEIS

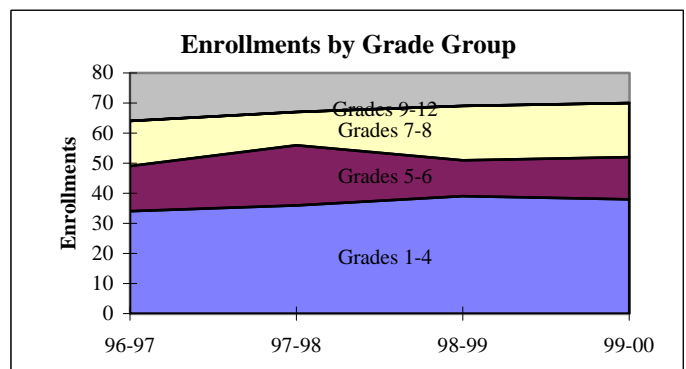
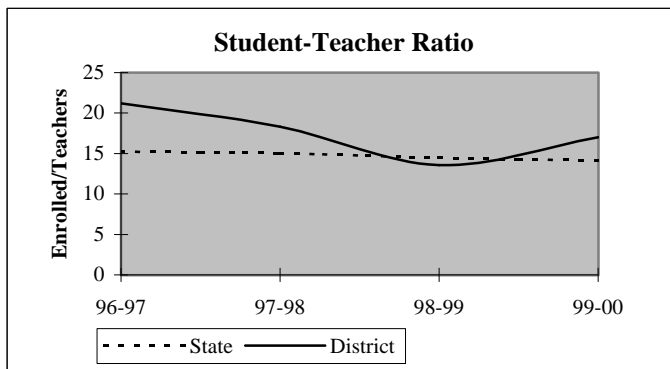


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	18.3	17.7	15.7	11.9	14.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	22.0	21.2	18.3	13.6	17.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	1	-1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	16.7%	14.3%	-12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	-4	4	-15	7	-	-	-	-	-
% Change in Enrollments	11.1%	-3.6%	3.8%	-13.6%	7.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	14.3%	12.5%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	14.3%	12.5%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.6	45.6	44.0	45.0	48.6	42.0	42.3	42.5	42.7	43.0
Average Experience	16.8	17.8	16.7	15.3	17.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,805	28,860	28,017	28,337	30,496	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.2%	28.3%	47.3%	49.1%	60.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1	1	2	2	1	16.7%	16.7%	28.6%	25.0%	14.3%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	5	5	5	5	5	83.3%	83.3%	71.4%	62.5%	71.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	1	1	0.0%	0.0%	0.0%	12.5%	14.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	1	1	2	0.0%	0.0%	14.3%	12.5%	28.6%

## District Report for: ZANEIS

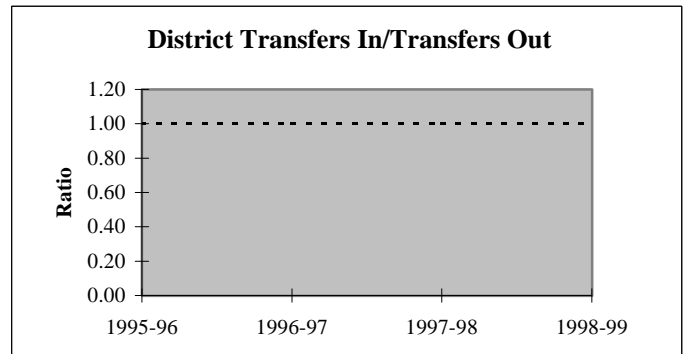
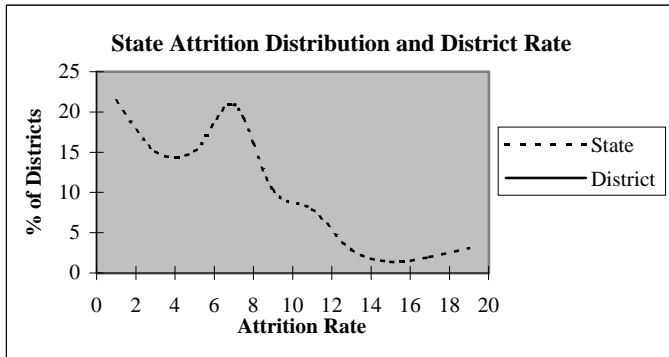
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	7	8	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	14.3%	12.5%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	6	7	6	83.3%	83.3%	85.7%	87.5%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	6	7	6	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	110	106	110	95	102	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	43	42	37	13	14	39.1%	39.6%	33.6%	13.7%	13.7%
Grades 1-4	40	34	36	39	38	36.4%	32.1%	32.7%	41.1%	37.3%
Grades 5-6	14	15	20	12	14	12.7%	14.2%	18.2%	12.6%	13.7%
Grades 7-8	13	15	11	18	18	11.8%	14.2%	10.0%	18.9%	17.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	6	13	18	0.0%	0.0%	5.5%	13.7%	17.6%



## District Report for: ZANEIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	7	8	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	6	6	7	6	100.0%	100.0%	85.7%	87.5%	85.7%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>12.5%</b>	<b>14.3%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	0	0	0	2	-	0.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	0.0%	25.0%	-
Transfers In/Out	nc	nc	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	6



## District Report for: ZANEIS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	14.3%	12.5%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	6	7	6	83.3%	83.3%	85.7%	87.5%	85.7%
White - Females	5	5	6	7	6	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	1	1	0	0.0%	0.0%	16.7%	16.7%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	3	3	3	0	0	60.0%	60.0%	50.0%	0.0%	0.0%
45-49	2	1	0	3	3	40.0%	20.0%	0.0%	50.0%	60.0%
50-54	0	1	2	2	2	0.0%	20.0%	33.3%	33.3%	40.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	44.6	45.6	44.0	45.0	48.6					

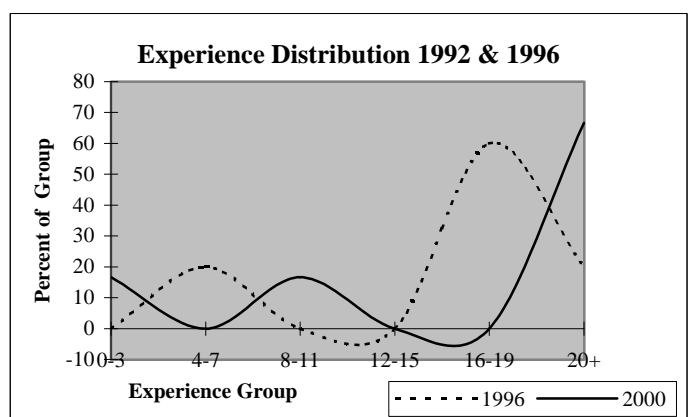
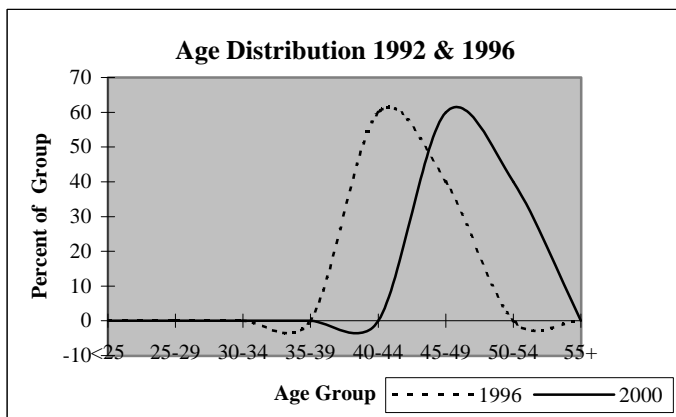
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	16.7%
4-7 Years	1	1	2	1	0	20.0%	20.0%	33.3%	14.3%	0.0%
8-11 Years	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	16.7%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	3	2	1	0	0	60.0%	40.0%	16.7%	0.0%	0.0%
20+ Years	1	2	3	4	4	20.0%	40.0%	50.0%	57.1%	66.7%
<b>Average Experience</b>	16.8	17.8	16.7	15.3	17.3					

## District Report for: ZANEIS

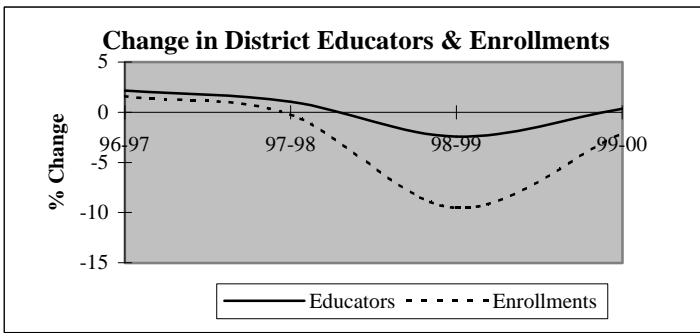
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	2	-	0.0%	0.0%	0.0%	25.0%	-
Attrition from Transfers	0	0	0	2	-	0.0%	0.0%	0.0%	25.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	0	0	0	2	-	0.0%	0.0%	0.0%	28.6%	-
Attrition from Transfers	0	0	0	2	-	0.0%	0.0%	0.0%	28.6%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	6	7	6	-	100.0%	100.0%	100.0%	75.0%	-
Teacher Retention	5	5	6	5	-	100.0%	100.0%	100.0%	71.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	100.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	85.7%	100.0%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	14.3%	0.0%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ARDMORE

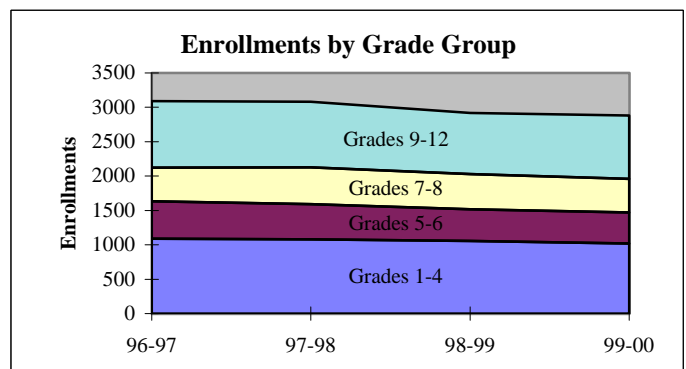
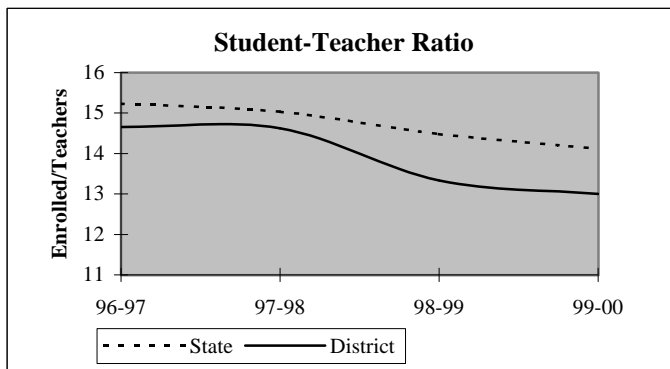


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.4	12.2	11.3	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.7	14.6	13.3	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	6	3	-7	1	-	-	-	-	-
% Change in Educators	-1.1%	2.2%	1.1%	-2.4%	0.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	55	-8	-335	-67	-	-	-	-	-
% Change in Enrollments	0.3%	1.6%	-0.2%	-9.5%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.7%	6.7%	4.2%	8.9%	6.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.8%	6.0%	6.3%	5.4%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.1%	9.5%	10.1%	9.6%	10.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	15.5%	15.5%	15.3%	15.0%	15.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	31.3%	29.4%	22.2%	20.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.7%	1.1%	1.7%	1.8%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	42.3	43.2	43.8	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	12.3	12.7	12.9	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,449	28,385	29,211	29,202	29,136	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.8%	12.9%	14.2%	13.9%	14.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.5%	82.9%	82.9%	81.5%	81.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.2%	12.9%	12.5%	13.0%	13.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.6%	40.9%	38.5%	38.3%	40.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	87	96	96	96	99	31.3%	33.8%	33.4%	34.3%	35.2%
Attrition	12	11	15	13	0					
Attrition Rate	13.8%	11.5%	15.6%	13.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	161	167	169	157	154	57.9%	58.8%	58.9%	56.1%	54.8%
Attrition	7	6	18	16	0					
Attrition Rate	4.3%	3.6%	10.7%	10.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	30	21	23	28	29	10.8%	7.4%	8.0%	10.0%	10.3%
Attrition Rate	11	3	4	9	0					
Attrition Rate	36.7%	14.3%	17.4%	32.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	33	27	35	39	39	11.9%	9.5%	12.2%	13.9%	13.9%

## District Report for: ARDMORE

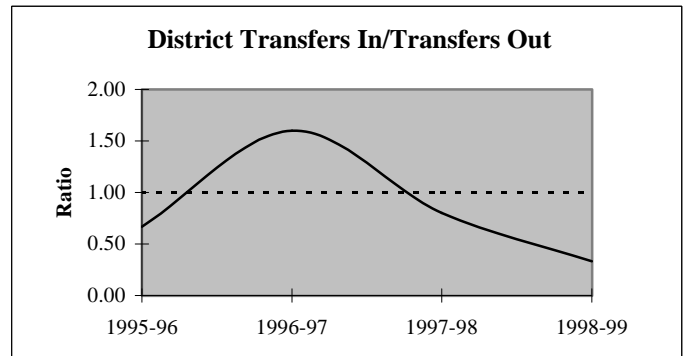
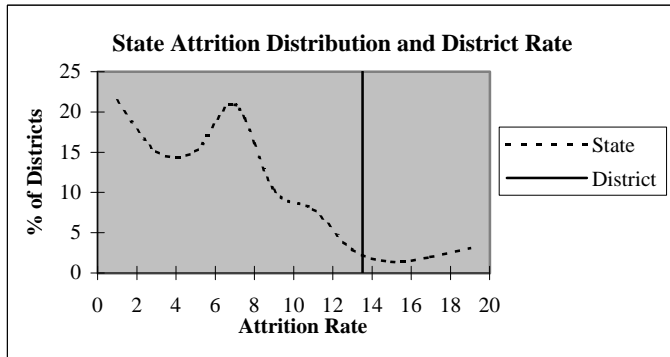
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	278	284	287	280	281	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	17	18	15	12	5.8%	6.0%	6.3%	5.4%	4.3%
Professional Staff	28	27	29	27	30	10.1%	9.5%	10.1%	9.6%	10.7%
<b>Total Teachers</b>	234	240	240	238	239	84.2%	84.5%	83.6%	85.0%	85.1%
Special Education	31	31	30	31	31	13.2%	12.9%	12.5%	13.0%	13.0%
Pre-K & Kindergarten	8	10	9	7	7	3.4%	4.2%	3.8%	2.9%	2.9%
Elementary	113	113	114	113	111	48.3%	47.1%	47.5%	47.5%	46.4%
<b>Middle School</b>	29	33	32	30	30	12.4%	13.8%	13.3%	12.6%	12.6%
Language Arts	9	8	10	8	9	3.8%	3.3%	4.2%	3.4%	3.8%
Art & Music	3	3	3	3	4	1.3%	1.3%	1.3%	1.3%	1.7%
Social Studies	4	4	3	3	3	1.7%	1.7%	1.3%	1.3%	1.3%
Foreign Language	1	1	1	1	0	0.4%	0.4%	0.4%	0.4%	0.0%
Math	4	5	6	8	4	1.7%	2.1%	2.5%	3.4%	1.7%
Science	4	3	4	3	3	1.7%	1.3%	1.7%	1.3%	1.3%
Vocational Education	1	1	1	1	2	0.4%	0.4%	0.4%	0.4%	0.8%
Other	3	8	4	3	5	1.3%	3.3%	1.7%	1.3%	2.1%
<b>High School (9-12)</b>	53	53	55	57	60	1766.7%	1766.7%	1833.3%	1900.0%	1500.0%
Language Arts	9	9	11	9	9	3.8%	3.8%	4.6%	3.8%	3.8%
Art & Music	4	4	4	4	3	1.7%	1.7%	1.7%	1.7%	1.3%
Social Studies	10	9	8	11	10	4.3%	3.8%	3.3%	4.6%	4.2%
Foreign Language	3	3	3	2	2	1.3%	1.3%	1.3%	0.8%	0.8%
Math	8	7	8	8	7	3.4%	2.9%	3.3%	3.4%	2.9%
<b>Science</b>	8	6	8	9	6	3.4%	2.5%	3.3%	3.8%	2.5%
Biology	3	2	4	4	1	1.3%	0.8%	1.7%	1.7%	0.4%
Chemistry	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	4	3	3	4	4	1.7%	1.3%	1.3%	1.7%	1.7%
Vocational Education	5	5	5	5	5	2.1%	2.1%	2.1%	2.1%	2.1%
Other	6	10	8	9	18	2.6%	4.2%	3.3%	3.8%	7.5%
<b>Total Enrollments</b>	3,462	3,517	3,509	3,174	3,107	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	386	417	408	246	211	11.1%	11.9%	11.6%	7.8%	6.8%
Grades 1-4	1,078	1,088	1,078	1,057	1,021	31.1%	30.9%	30.7%	33.3%	32.9%
Grades 5-6	542	544	513	462	452	15.7%	15.5%	14.6%	14.6%	14.5%
Grades 7-8	520	489	535	512	485	15.0%	13.9%	15.2%	16.1%	15.6%
Grades 9-12	915	968	954	886	923	26.4%	27.5%	27.2%	27.9%	29.7%
Ungraded	21	11	21	11	15	0.6%	0.3%	0.6%	0.3%	0.5%



## District Report for: ARDMORE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	278	284	288	281	282	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	260	248	264	251	243	93.5%	87.3%	91.7%	89.3%	86.2%
<b>Newly Hired</b>	<b>18</b>	<b>36</b>	<b>24</b>	<b>30</b>	<b>39</b>	<b>6.5%</b>	<b>12.7%</b>	<b>8.3%</b>	<b>10.7%</b>	<b>13.8%</b>
Transfers In	4	8	8	4	12	22.2%	22.2%	33.3%	13.3%	30.8%
Reentrants	6	16	7	13	10	33.3%	44.4%	29.2%	43.3%	25.6%
First Time Educators	8	12	9	13	17	44.4%	33.3%	37.5%	43.3%	43.6%
<b>Total Exiting Next Year</b>	<b>30</b>	<b>20</b>	<b>37</b>	<b>38</b>	<b>-</b>	<b>10.8%</b>	<b>7.0%</b>	<b>12.8%</b>	<b>13.5%</b>	<b>-</b>
Transfers Out	6	5	10	12	-	20.0%	25.0%	27.0%	31.6%	-
Leave Oklahoma Educ.	24	15	27	26	-	80.0%	75.0%	73.0%	68.4%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	7.0%	12.8%	13.5%	-
Transfers In/Out	0.67	1.60	0.80	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	16	Benedictine Heights, Tulsa	-
OSU, Stillwater	15	Southern Nazarene Univ., Bethany	-
UCO, Edmond	14	OBU, Shawnee	3
ECU, Ada	69	OCU, Oklahoma City	3
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	1
SEOSU, Durant	101	OCUSA, Oklahoma City	-
SWOSU, Weatherford	12	Cameron, Lawton	6
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	25
		<b>Total</b>	<b>278</b>

## District Report for: ARDMORE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	16	17	18	15	12	5.8%	6.0%	6.3%	5.4%	4.3%
White - Females	2	3	5	5	4	12.5%	17.6%	27.8%	33.3%	33.3%
White - Males	9	9	9	7	5	56.3%	52.9%	50.0%	46.7%	41.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	4	4	3	2	2	25.0%	23.5%	16.7%	13.3%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	6.3%	5.9%	5.6%	6.7%	8.3%
<b>Professional Staff</b>	28	27	29	27	30	10.1%	9.5%	10.1%	9.6%	10.7%
White - Females	16	16	19	18	20	57.1%	59.3%	65.5%	66.7%	66.7%
White - Males	4	3	4	3	4	14.3%	11.1%	13.8%	11.1%	13.3%
Black - Females	4	4	3	3	3	14.3%	14.8%	10.3%	11.1%	10.0%
Black - Males	2	2	1	1	1	7.1%	7.4%	3.4%	3.7%	3.3%
Other - Females	1	1	1	1	1	3.6%	3.7%	3.4%	3.7%	3.3%
Other - Males	1	1	1	1	1	3.6%	3.7%	3.4%	3.7%	3.3%
<b>Teachers</b>	234	240	240	238	239	84.2%	84.5%	83.6%	85.0%	85.1%
White - Females	171	173	171	167	167	73.1%	72.1%	71.3%	70.2%	69.9%
White - Males	33	36	35	38	37	14.1%	15.0%	14.6%	16.0%	15.5%
Black - Females	15	14	16	16	16	6.4%	5.8%	6.7%	6.7%	6.7%
Black - Males	2	1	2	2	3	0.9%	0.4%	0.8%	0.8%	1.3%
Other - Females	7	12	12	11	11	3.0%	5.0%	5.0%	4.6%	4.6%
Other - Males	6	4	4	4	5	2.6%	1.7%	1.7%	1.7%	2.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	5	1	1	4	1.3%	2.1%	0.4%	0.4%	1.7%
25-29	24	28	22	21	17	10.3%	11.8%	9.3%	9.0%	7.4%
30-34	21	25	28	26	21	9.0%	10.5%	11.9%	11.1%	9.1%
35-39	23	23	25	20	29	9.8%	9.7%	10.6%	8.5%	12.6%
40-44	49	47	42	41	33	20.9%	19.7%	17.8%	17.5%	14.3%
45-49	63	54	57	57	54	26.9%	22.7%	24.2%	24.4%	23.4%
50-54	25	38	40	41	45	10.7%	16.0%	16.9%	17.5%	19.5%
55+	26	18	21	27	28	11.1%	7.6%	8.9%	11.5%	12.1%
<b>Average Age</b>	43.2	42.3	43.2	43.8	44.1					

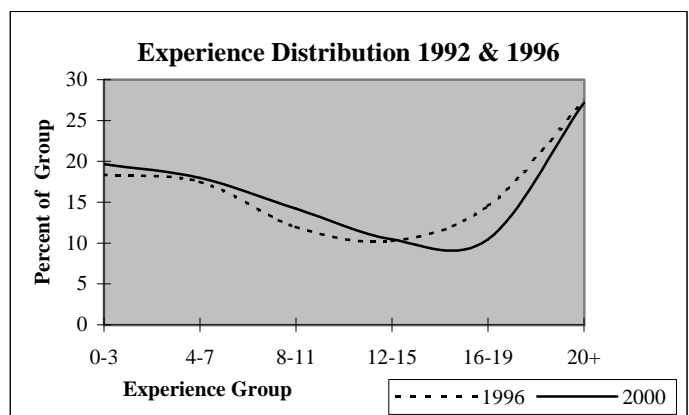
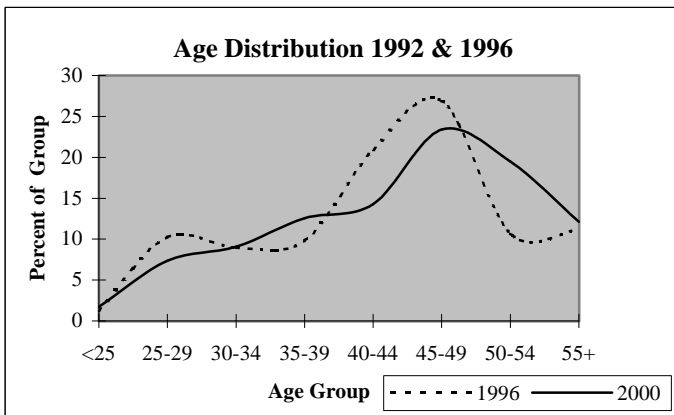
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	43	48	39	41	47	18.4%	20.0%	16.3%	17.2%	19.7%
4-7 Years	41	47	53	49	43	17.5%	19.6%	22.1%	20.6%	18.0%
8-11 Years	28	29	27	30	34	12.0%	12.1%	11.3%	12.6%	14.2%
12-15 Years	24	26	25	21	25	10.3%	10.8%	10.4%	8.8%	10.5%
16-19 Years	34	30	35	31	25	14.5%	12.5%	14.6%	13.0%	10.5%
20+ Years	64	60	61	66	65	27.4%	25.0%	25.4%	27.7%	27.2%
<b>Average Experience</b>	12.9	12.3	12.7	12.9	12.5					

## District Report for: ARDMORE

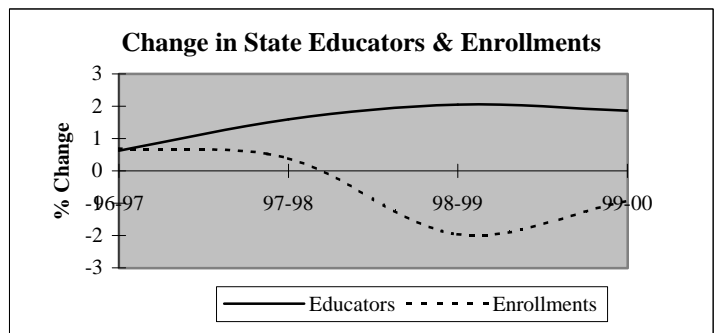
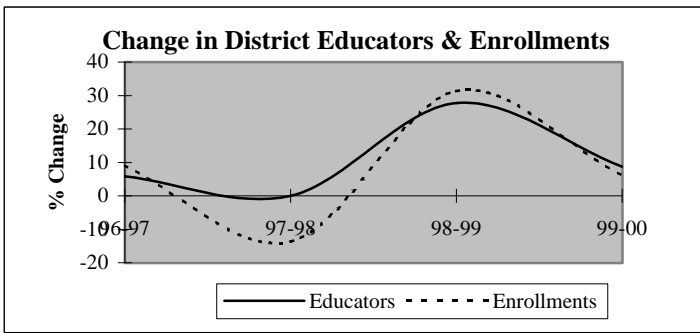
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	30	20	37	38	-	10.8%	7.0%	12.9%	13.6%	-
Attrition from Transfers	6	5	10	12	-	2.2%	1.8%	3.5%	4.3%	-
Attrition from Exits	24	15	27	26	-	8.6%	5.3%	9.4%	9.3%	-
<b>Teacher Attrition</b>	<b>26</b>	<b>18</b>	<b>30</b>	<b>33</b>	<b>-</b>	<b>11.1%</b>	<b>7.5%</b>	<b>12.5%</b>	<b>13.9%</b>	<b>-</b>
Attrition from Transfers	5	5	8	11	-	2.1%	2.1%	3.3%	4.6%	-
Attrition from Exits	21	13	22	22	-	9.0%	5.4%	9.2%	9.2%	-
<b>District Retention</b>										
Educator Retention	248	264	250	242	-	89.2%	93.0%	87.1%	86.4%	-
Teacher Retention	208	222	210	205	-	88.9%	92.5%	87.5%	86.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.9%	9.6%	86.5%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	5.6%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	7.1%	94.6%	85.2%	5.9%	91.1%
3 Years of Experience	88.7%	1.9%	90.6%	86.1%	5.6%	91.7%
4 Years of Experience	91.2%	0.0%	91.2%	87.9%	4.7%	92.6%
5 Years of Experience	93.5%	3.2%	96.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.1%	2.5%	2.8%	1.4%	1.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	87.7%	90.9%	89.6%	88.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.7%	0.0%	0.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.0%	9.9%	5.6%	8.9%	9.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SPRINGER



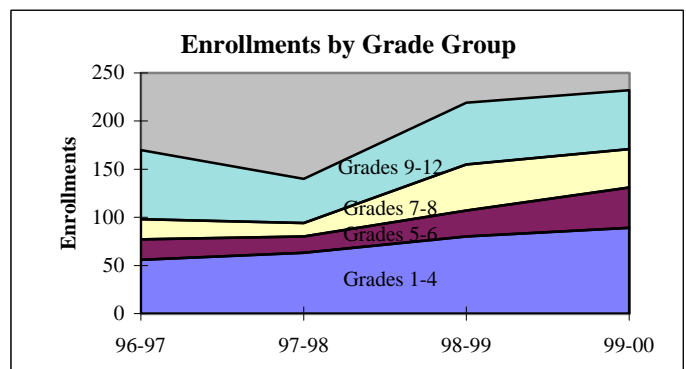
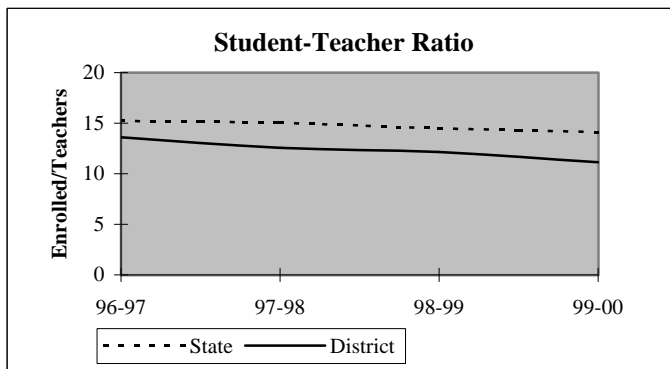
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	11.3	9.8	10.0	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.4	13.6	12.6	12.2	11.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	0	5	2	-	-	-	-	-
% Change in Educators	-5.6%	5.9%	0.0%	27.8%	8.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	17	-28	55	14	-	-	-	-	-
% Change in Enrollments	-1.1%	9.1%	-13.7%	31.3%	6.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.8%	11.1%	11.1%	17.4%	20.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.6%	11.1%	8.7%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.8%	11.1%	11.1%	8.7%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.9%	5.6%	11.1%	13.0%	16.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.1	45.9	46.6	45.8	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	15.2	16.6	13.9	12.7	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,747	26,843	27,351	26,559	29,692	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.1%	6.7%	14.3%	15.8%	18.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	50.0%	40.0%	42.9%	57.9%	68.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	13.3%	7.1%	5.3%	4.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.6%	23.5%	25.6%	37.5%	54.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	5	9	12	29.4%	27.8%	27.8%	39.1%	48.0%
Attrition	2	3	1	0	0					
Attrition Rate	40.0%	60.0%	20.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	9	6	7	52.9%	50.0%	50.0%	26.1%	28.0%
Attrition	0	3	0	1	0					
Attrition Rate	0.0%	33.3%	0.0%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	4	4	8	6	17.6%	22.2%	22.2%	34.8%	24.0%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	25.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	7	7	8	6	17.6%	38.9%	38.9%	34.8%	24.0%



## District Report for: SPRINGER

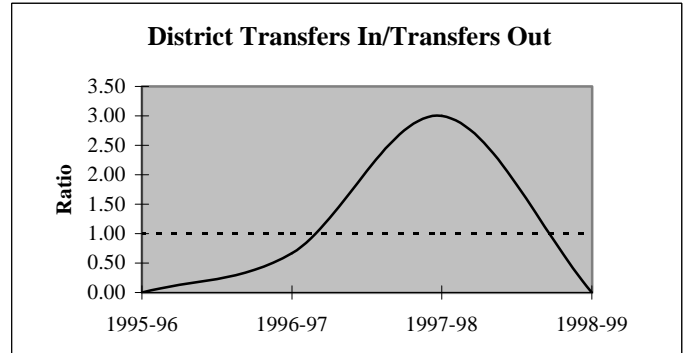
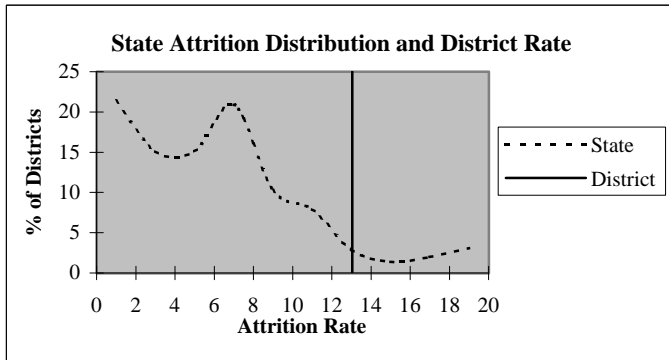
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	17	18	18	23	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	1	5.9%	5.6%	11.1%	8.7%	4.0%
Professional Staff	2	2	2	2	2	11.8%	11.1%	11.1%	8.7%	8.0%
<b>Total Teachers</b>	14	15	14	19	22	82.4%	83.3%	77.8%	82.6%	88.0%
Special Education	2	2	1	1	1	14.3%	13.3%	7.1%	5.3%	4.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	7	12	14	42.9%	40.0%	50.0%	63.2%	63.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	7	6	6	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	7.1%	6.7%	7.1%	5.3%	4.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	1	7.1%	13.3%	7.1%	5.3%	4.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	7.1%	6.7%	7.1%	5.3%	4.5%
<b>Science</b>	0	0	1	1	1	0.0%	0.0%	7.1%	5.3%	4.5%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	1	1	0.0%	0.0%	7.1%	5.3%	4.5%
Vocational Education	1	1	1	1	1	7.1%	6.7%	7.1%	5.3%	4.5%
Other	2	2	1	1	2	14.3%	13.3%	7.1%	5.3%	9.1%
<b>Total Enrollments</b>	187	204	176	231	245	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	36	34	36	12	13	19.3%	16.7%	20.5%	5.2%	5.3%
Grades 1-4	50	56	63	80	89	26.7%	27.5%	35.8%	34.6%	36.3%
Grades 5-6	16	21	17	27	42	8.6%	10.3%	9.7%	11.7%	17.1%
Grades 7-8	20	21	14	48	40	10.7%	10.3%	8.0%	20.8%	16.3%
Grades 9-12	65	72	46	64	61	34.8%	35.3%	26.1%	27.7%	24.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SPRINGER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	17	18	18	23	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	15	11	17	20	88.2%	83.3%	61.1%	73.9%	80.0%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>11.8%</b>	<b>16.7%</b>	<b>38.9%</b>	<b>26.1%</b>	<b>20.0%</b>
Transfers In	0	2	3	0	2	0.0%	66.7%	42.9%	0.0%	40.0%
Reentrants	1	0	3	5	2	50.0%	0.0%	42.9%	83.3%	40.0%
First Time Educators	1	1	1	1	1	50.0%	33.3%	14.3%	16.7%	20.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>11.8%</b>	<b>38.9%</b>	<b>5.6%</b>	<b>13.0%</b>	<b>-</b>
Transfers Out	1	3	1	1	-	50.0%	42.9%	100.0%	33.3%	-
Leave Oklahoma Educ.	1	4	0	2	-	50.0%	57.1%	0.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	11.8%	38.9%	5.6%	13.0%	-
Transfers In/Out	0.00	0.67	3.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>17</b>

## District Report for: SPRINGER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	1	5.9%	5.6%	11.1%	8.7%	4.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	11.8%	11.1%	11.1%	8.7%	8.0%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	15	14	19	22	82.4%	83.3%	77.8%	82.6%	88.0%
White - Females	7	6	5	9	13	50.0%	40.0%	35.7%	47.4%	59.1%
White - Males	6	8	7	7	5	42.9%	53.3%	50.0%	36.8%	22.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	2	2	0.0%	0.0%	7.1%	10.5%	9.1%
Other - Males	1	1	1	1	2	7.1%	6.7%	7.1%	5.3%	9.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	3	3	3	21.4%	20.0%	21.4%	15.8%	15.0%
30-34	0	1	1	1	2	0.0%	6.7%	7.1%	5.3%	10.0%
35-39	0	0	0	3	2	0.0%	0.0%	0.0%	15.8%	10.0%
40-44	1	1	1	2	4	7.1%	6.7%	7.1%	10.5%	20.0%
45-49	0	0	1	0	0	0.0%	0.0%	7.1%	0.0%	0.0%
50-54	7	6	3	4	3	50.0%	40.0%	21.4%	21.1%	15.0%
55+	3	4	5	6	6	21.4%	26.7%	35.7%	31.6%	30.0%
<b>Average Age</b>	46.1	45.9	46.6	45.8	45.4					

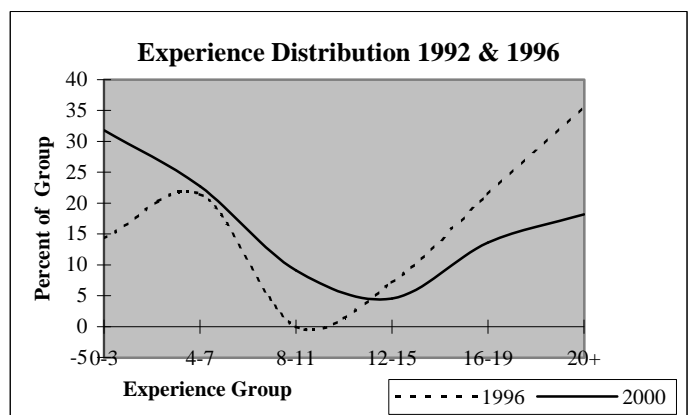
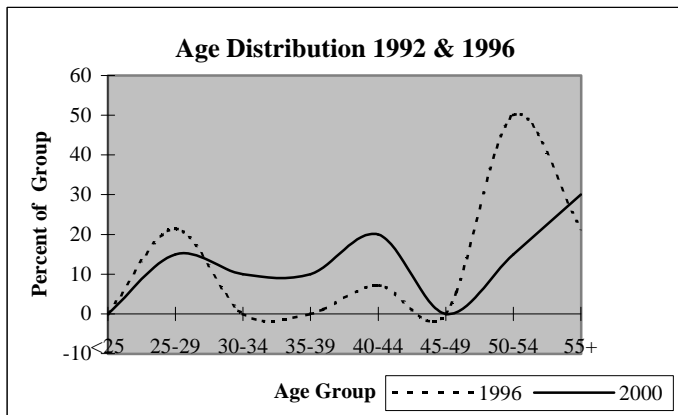
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	5	7	14.3%	13.3%	14.3%	26.3%	31.8%
4-7 Years	3	3	3	4	5	21.4%	20.0%	21.4%	21.1%	22.7%
8-11 Years	0	0	1	1	2	0.0%	0.0%	7.1%	5.3%	9.1%
12-15 Years	1	1	2	2	1	7.1%	6.7%	14.3%	10.5%	4.5%
16-19 Years	3	2	1	1	3	21.4%	13.3%	7.1%	5.3%	13.6%
20+ Years	5	7	5	6	4	35.7%	46.7%	35.7%	31.6%	18.2%
<b>Average Experience</b>	15.2	16.6	13.9	12.7	10.4					

## District Report for: SPRINGER

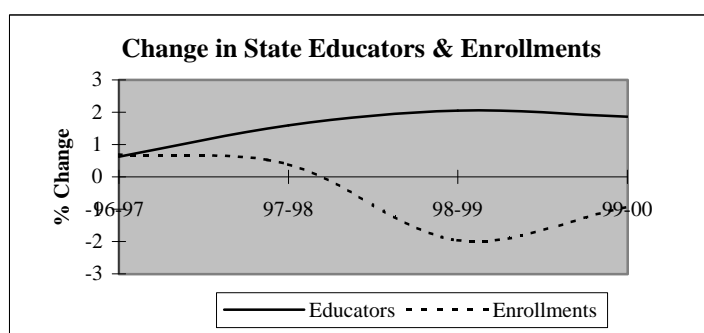
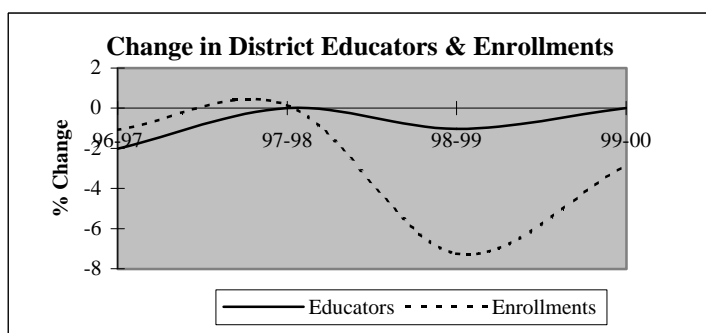
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	7	1	3	-	11.8%	38.9%	5.6%	13.0%	-
Attrition from Transfers	1	3	1	1	-	5.9%	16.7%	5.6%	4.3%	-
Attrition from Exits	1	4	0	2	-	5.9%	22.2%	0.0%	8.7%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>14.3%</b>	<b>46.7%</b>	<b>7.1%</b>	<b>10.5%</b>	<b>-</b>
Attrition from Transfers	1	3	1	0	-	7.1%	20.0%	7.1%	0.0%	-
Attrition from Exits	1	4	0	2	-	7.1%	26.7%	0.0%	10.5%	-
<b>District Retention</b>										
Educator Retention	15	11	17	20	-	88.2%	61.1%	94.4%	87.0%	-
Teacher Retention	12	8	13	17	-	85.7%	53.3%	92.9%	89.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	50.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	33.3%	33.3%	66.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	11.1%	5.6%	4.3%	16.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.2%	83.3%	72.2%	69.6%	72.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.8%	5.6%	22.2%	26.1%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PLAINVIEW

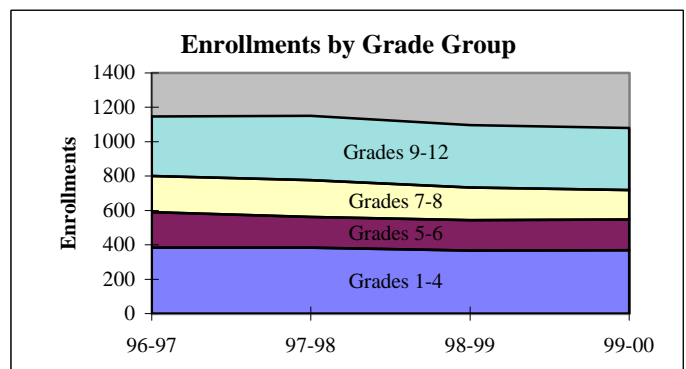
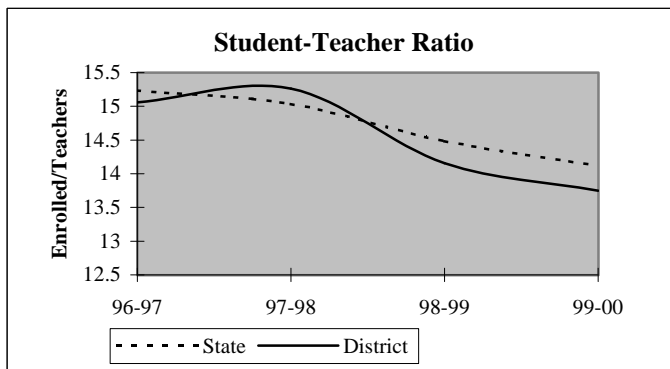


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	13.2	13.2	12.4	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.1	15.3	14.2	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-2	0	-1	0	-	-	-	-	-
% Change in Educators	3.1%	-2.0%	0.0%	-1.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-14	2	-93	-34	-	-	-	-	-
% Change in Enrollments	-0.5%	-1.1%	0.2%	-7.3%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.1%	7.2%	2.1%	6.3%	7.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.2%	6.2%	5.2%	5.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	6.2%	7.2%	7.3%	7.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	8.2%	8.2%	6.3%	7.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	1.0%	1.0%	1.0%	1.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	44.6	45.5	44.5	45.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	14.3	14.7	13.9	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,396	29,014	29,814	29,108	29,296	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.6%	8.2%	8.3%	6.0%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.4%	81.2%	81.0%	78.6%	77.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	8.2%	8.3%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.7%	23.4%	24.3%	21.4%	21.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	25	25	27	26	25.3%	25.8%	25.8%	28.1%	27.1%
Attrition	4	2	7	6	0					
Attrition Rate	16.0%	8.0%	28.0%	22.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	67	65	64	62	59	67.7%	67.0%	66.0%	64.6%	61.5%
Attrition	5	5	6	4	0					
Attrition Rate	7.5%	7.7%	9.4%	6.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	7	8	7	11	7.1%	7.2%	8.2%	7.3%	11.5%
Attrition	2	0	3	2	0					
Attrition Rate	28.6%	0.0%	37.5%	28.6%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	9	7	11	11	14	9.1%	7.2%	11.3%	11.5%	14.6%

## District Report for: PLAINVIEW

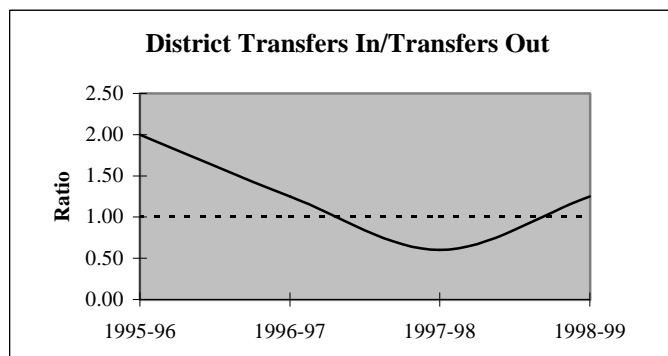
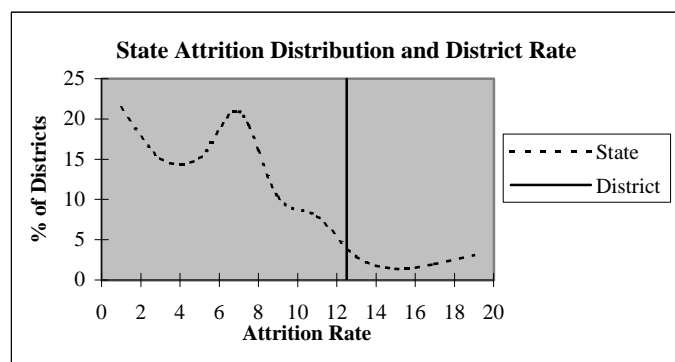
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	99	97	97	96	96	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	5	5	6.1%	6.2%	6.2%	5.2%	5.2%
Professional Staff	7	6	7	7	7	7.1%	6.2%	7.2%	7.3%	7.3%
<b>Total Teachers</b>	86	85	84	84	84	86.9%	87.6%	86.6%	87.5%	87.5%
Special Education	7	7	7	7	7	8.1%	8.2%	8.3%	8.3%	8.3%
Pre-K & Kindergarten	1	1	1	2	2	1.2%	1.2%	1.2%	2.4%	2.4%
Elementary	35	34	34	33	33	40.7%	40.0%	40.5%	39.3%	39.3%
<b>Middle School</b>	15	15	15	13	15	17.4%	17.6%	17.9%	15.5%	17.9%
Language Arts	5	5	5	5	4	5.8%	5.9%	6.0%	6.0%	4.8%
Art & Music	1	1	1	1	2	1.2%	1.2%	1.2%	1.2%	2.4%
Social Studies	2	3	3	2	2	2.3%	3.5%	3.6%	2.4%	2.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	2	3	3.5%	3.5%	3.6%	2.4%	3.6%
Science	3	3	3	3	2	3.5%	3.5%	3.6%	3.6%	2.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	0	0	0	2	1.2%	0.0%	0.0%	0.0%	2.4%
<b>High School (9-12)</b>	28	28	27	29	27	2800.0%	2800.0%	2700.0%	2900.0%	1350.0%
Language Arts	4	5	4	6	4	4.7%	5.9%	4.8%	7.1%	4.8%
Art & Music	3	3	3	3	2	3.5%	3.5%	3.6%	3.6%	2.4%
Social Studies	5	3	5	4	6	5.8%	3.5%	6.0%	4.8%	7.1%
Foreign Language	2	2	2	2	2	2.3%	2.4%	2.4%	2.4%	2.4%
Math	4	4	4	4	3	4.7%	4.7%	4.8%	4.8%	3.6%
<b>Science</b>	2	3	3	3	4	2.3%	3.5%	3.6%	3.6%	4.8%
Biology	2	2	2	2	2	2.3%	2.4%	2.4%	2.4%	2.4%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	1.2%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	0	2	0.0%	1.2%	1.2%	0.0%	2.4%
Vocational Education	4	4	3	3	3	4.7%	4.7%	3.6%	3.6%	3.6%
Other	4	4	3	4	3	4.7%	4.7%	3.6%	4.8%	3.6%
<b>Total Enrollments</b>	1,294	1,280	1,282	1,189	1,155	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	152	133	131	86	75	11.7%	10.4%	10.2%	7.2%	6.5%
Grades 1-4	371	384	383	366	369	28.7%	30.0%	29.9%	30.8%	31.9%
Grades 5-6	209	206	179	178	179	16.2%	16.1%	14.0%	15.0%	15.5%
Grades 7-8	207	210	214	190	171	16.0%	16.4%	16.7%	16.0%	14.8%
Grades 9-12	355	347	375	363	361	27.4%	27.1%	29.3%	30.5%	31.3%
Ungraded	0	0	0	6	0	0.0%	0.0%	0.0%	0.5%	0.0%



## District Report for: PLAINVIEW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	99	97	97	96	96	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	90	88	90	81	84	90.9%	90.7%	92.8%	84.4%	87.5%
<b>Newly Hired</b>	<b>9</b>	<b>9</b>	<b>7</b>	<b>15</b>	<b>12</b>	<b>9.1%</b>	<b>9.3%</b>	<b>7.2%</b>	<b>15.6%</b>	<b>12.5%</b>
Transfers In	2	5	3	5	5	22.2%	55.6%	42.9%	33.3%	41.7%
Reentrants	4	1	2	4	4	44.4%	11.1%	28.6%	26.7%	33.3%
First Time Educators	3	3	2	6	3	33.3%	33.3%	28.6%	40.0%	25.0%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>7</b>	<b>16</b>	<b>12</b>	<b>-</b>	<b>11.1%</b>	<b>7.2%</b>	<b>16.5%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	1	4	5	4	-	9.1%	57.1%	31.3%	33.3%	-
Leave Oklahoma Educ.	10	3	11	8	-	90.9%	42.9%	68.8%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	7.2%	16.5%	12.5%	-
Transfers In/Out	2.00	1.25	0.60	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	1
ECU, Ada	28	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	43	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		Total	99

## District Report for: PLAINVIEW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	5	5	6.1%	6.2%	6.2%	5.2%	5.2%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	20.0%	20.0%
White - Males	5	5	5	4	4	83.3%	83.3%	83.3%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	6	7	7	7	7.1%	6.2%	7.2%	7.3%	7.3%
White - Females	6	5	6	6	6	85.7%	83.3%	85.7%	85.7%	85.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	14.3%	16.7%	14.3%	14.3%	14.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	86	85	84	84	84	86.9%	87.6%	86.6%	87.5%	87.5%
White - Females	63	63	62	61	60	73.3%	74.1%	73.8%	72.6%	71.4%
White - Males	13	15	15	18	18	15.1%	17.6%	17.9%	21.4%	21.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	7	6	6	5	5	8.1%	7.1%	7.1%	6.0%	6.0%
Other - Males	3	1	1	0	1	3.5%	1.2%	1.2%	0.0%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	1.2%	1.2%
25-29	7	6	3	6	6	8.1%	7.1%	3.6%	7.3%	7.3%
30-34	3	5	9	8	8	3.5%	5.9%	10.7%	9.8%	9.8%
35-39	11	7	5	7	7	12.8%	8.2%	6.0%	8.5%	8.5%
40-44	22	15	15	12	8	25.6%	17.6%	17.9%	14.6%	9.8%
45-49	28	30	26	23	24	32.6%	35.3%	31.0%	28.0%	29.3%
50-54	8	14	19	17	19	9.3%	16.5%	22.6%	20.7%	23.2%
55+	7	8	7	8	9	8.1%	9.4%	8.3%	9.8%	11.0%
<b>Average Age</b>	43.9	44.6	45.5	44.5	45.1					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	9	10	13	15	12.8%	10.6%	11.9%	15.5%	17.9%
4-7 Years	12	14	13	12	9	14.0%	16.5%	15.5%	14.3%	10.7%
8-11 Years	10	11	9	11	10	11.6%	12.9%	10.7%	13.1%	11.9%
12-15 Years	13	10	12	12	12	15.1%	11.8%	14.3%	14.3%	14.3%
16-19 Years	14	12	8	7	7	16.3%	14.1%	9.5%	8.3%	8.3%
20+ Years	26	29	32	29	31	30.2%	34.1%	38.1%	34.5%	36.9%
<b>Average Experience</b>	13.7	14.3	14.7	13.9	14.8					

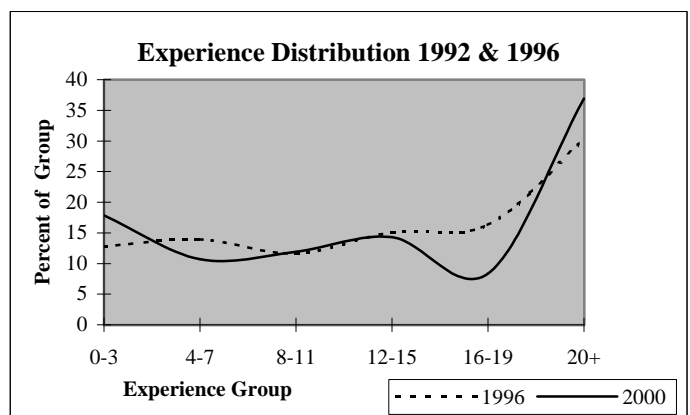
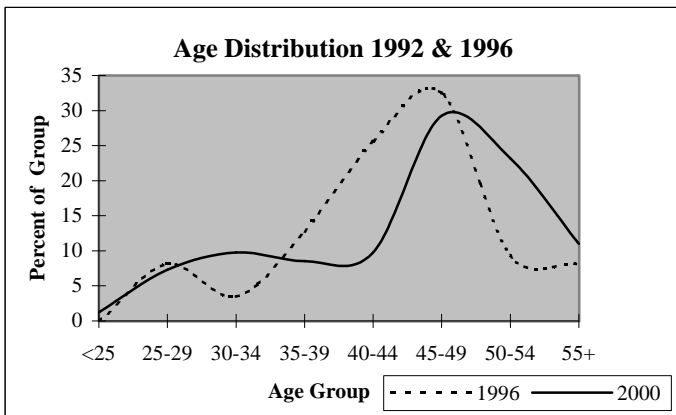


## District Report for: PLAINVIEW

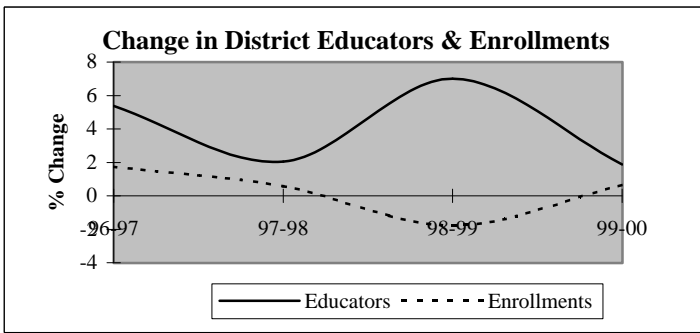
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	7	16	12	-	11.1%	7.2%	16.5%	12.5%	-
Attrition from Transfers	1	4	5	4	-	1.0%	4.1%	5.2%	4.2%	-
Attrition from Exits	10	3	11	8	-	10.1%	3.1%	11.3%	8.3%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>7</b>	<b>14</b>	<b>10</b>	<b>-</b>	<b>10.5%</b>	<b>8.2%</b>	<b>16.7%</b>	<b>11.9%</b>	<b>-</b>
Attrition from Transfers	1	4	5	3	-	1.2%	4.7%	6.0%	3.6%	-
Attrition from Exits	8	3	9	7	-	9.3%	3.5%	10.7%	8.3%	-
<b>District Retention</b>										
Educator Retention	88	90	81	84	-	88.9%	92.8%	83.5%	87.5%	-
Teacher Retention	77	78	70	74	-	89.5%	91.8%	83.3%	88.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	68.4%	15.8%	84.2%	78.2%	9.6%	87.8%
1 Year of Experience	91.7%	0.0%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	84.6%	7.7%	92.3%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.0%	4.1%	1.0%	0.0%	3.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	91.8%	94.8%	89.6%	89.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	4.1%	4.1%	10.4%	7.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LONE GROVE

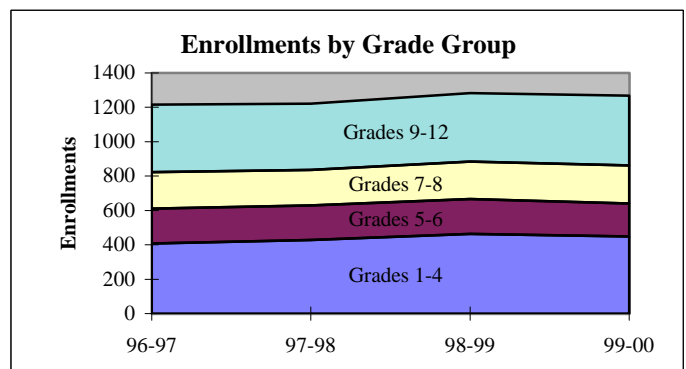
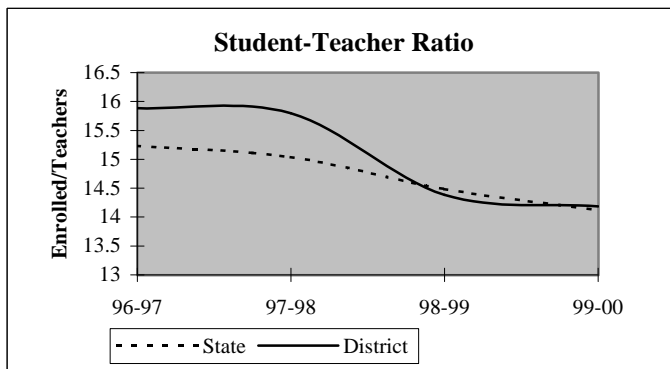


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.8	14.3	14.1	12.9	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	15.9	15.8	14.4	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	5	2	7	2	-	-	-	-	-
% Change in Educators	0.0%	5.4%	2.0%	7.0%	1.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	36	24	8	-25	9	-	-	-	-	-
% Change in Enrollments	2.7%	1.7%	0.6%	-1.8%	0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.2%	4.1%	4.0%	3.7%	4.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.4%	5.1%	6.0%	5.6%	5.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	5.1%	5.0%	4.7%	4.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.2%	6.1%	5.0%	4.7%	4.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.0%	1.0%	0.9%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	42.0	41.7	41.6	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	12.4	12.5	11.6	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,949	28,154	28,782	28,802	29,329	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.6%	6.8%	5.6%	5.2%	5.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.5%	72.7%	75.3%	75.0%	75.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	10.2%	11.2%	9.4%	9.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.5%	20.8%	22.1%	20.8%	22.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	31	32	41	42	28.0%	31.6%	32.0%	38.3%	38.5%
Attrition	4	2	3	5	0					
Attrition Rate	15.4%	6.5%	9.4%	12.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	63	61	60	58	58	67.7%	62.2%	60.0%	54.2%	53.2%
Attrition	4	2	3	5	0					
Attrition Rate	6.3%	3.3%	5.0%	8.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	6	8	8	9	4.3%	6.1%	8.0%	7.5%	8.3%
Attrition	0	2	3	1	0					
Attrition Rate	0.0%	33.3%	37.5%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	10	11	10	12	8.6%	10.2%	11.0%	9.3%	11.0%

## District Report for: LONE GROVE

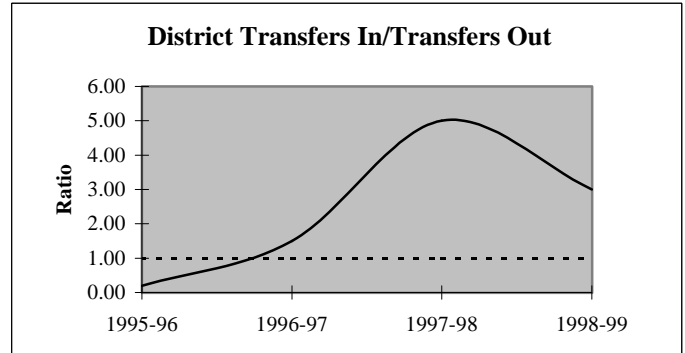
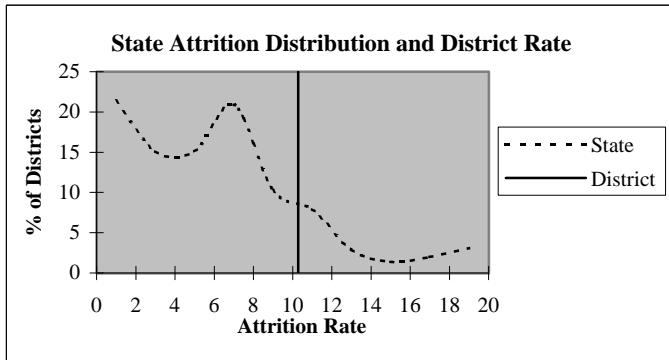
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	93	98	100	107	109	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	6	6	5.4%	5.1%	6.0%	5.6%	5.5%
Professional Staff	5	5	5	5	5	5.4%	5.1%	5.0%	4.7%	4.6%
<b>Total Teachers</b>	83	88	89	96	98	89.2%	89.8%	89.0%	89.7%	89.9%
Special Education	9	9	10	9	9	10.8%	10.2%	11.2%	9.4%	9.2%
Pre-K & Kindergarten	1	2	3	3	3	1.2%	2.3%	3.4%	3.1%	3.1%
Elementary	33	35	29	30	32	39.8%	39.8%	32.6%	31.3%	32.7%
<b>Middle School</b>	16	18	19	23	22	19.3%	20.5%	21.3%	24.0%	22.4%
Language Arts	5	5	2	3	4	6.0%	5.7%	2.2%	3.1%	4.1%
Art & Music	2	2	4	3	3	2.4%	2.3%	4.5%	3.1%	3.1%
Social Studies	3	3	2	2	2	3.6%	3.4%	2.2%	2.1%	2.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	2	2	2	3.6%	3.4%	2.2%	2.1%	2.0%
Science	2	2	1	1	1	2.4%	2.3%	1.1%	1.0%	1.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	3	8	12	10	1.2%	3.4%	9.0%	12.5%	10.2%
<b>High School (9-12)</b>	24	24	28	31	32	1200.0%	1200.0%	700.0%	1033.3%	1066.7%
Language Arts	4	5	7	7	6	4.8%	5.7%	7.9%	7.3%	6.1%
Art & Music	1	1	0	2	2	1.2%	1.1%	0.0%	2.1%	2.0%
Social Studies	4	4	4	5	6	4.8%	4.5%	4.5%	5.2%	6.1%
Foreign Language	1	1	1	1	1	1.2%	1.1%	1.1%	1.0%	1.0%
Math	4	4	5	4	5	4.8%	4.5%	5.6%	4.2%	5.1%
<b>Science</b>	4	3	4	5	4	4.8%	3.4%	4.5%	5.2%	4.1%
Biology	1	1	2	2	2	1.2%	1.1%	2.2%	2.1%	2.0%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	1.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	2	2	2	2	3.6%	2.3%	2.2%	2.1%	2.0%
Vocational Education	5	5	5	5	3	6.0%	5.7%	5.6%	5.2%	3.1%
Other	1	1	2	2	5	1.2%	1.1%	2.2%	2.1%	5.1%
<b>Total Enrollments</b>	1,374	1,398	1,406	1,381	1,390	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	168	177	178	90	109	12.2%	12.7%	12.7%	6.5%	7.8%
Grades 1-4	402	407	429	463	448	29.3%	29.1%	30.5%	33.5%	32.2%
Grades 5-6	193	203	201	203	192	14.0%	14.5%	14.3%	14.7%	13.8%
Grades 7-8	216	213	205	219	222	15.7%	15.2%	14.6%	15.9%	16.0%
Grades 9-12	393	393	387	398	405	28.6%	28.1%	27.5%	28.8%	29.1%
Ungraded	2	5	6	8	14	0.1%	0.4%	0.4%	0.6%	1.0%



## District Report for: LONE GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	93	98	100	107	109	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	89	85	92	91	96	95.7%	86.7%	92.0%	85.0%	88.1%
<b>Newly Hired</b>	<b>4</b>	<b>13</b>	<b>8</b>	<b>16</b>	<b>13</b>	<b>4.3%</b>	<b>13.3%</b>	<b>8.0%</b>	<b>15.0%</b>	<b>11.9%</b>
Transfers In	1	3	5	9	7	25.0%	23.1%	62.5%	56.3%	53.8%
Reentrants	3	4	1	4	3	75.0%	30.8%	12.5%	25.0%	23.1%
First Time Educators	0	6	2	3	3	0.0%	46.2%	25.0%	18.8%	23.1%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>6</b>	<b>9</b>	<b>11</b>	<b>-</b>	<b>8.6%</b>	<b>6.1%</b>	<b>9.0%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	5	2	1	3	-	62.5%	33.3%	11.1%	27.3%	-
Leave Oklahoma Educ.	3	4	8	8	-	37.5%	66.7%	88.9%	72.7%	-

Dynamics Rates	District Rates				
District Attrition	8.6%	6.1%	9.0%	10.3%	-
Transfers In/Out	0.20	1.50	5.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	1
ECU, Ada	20	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	45	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	93

## District Report for: LONE GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	6	6	6	5.4%	5.1%	6.0%	5.6%	5.5%
White - Females	1	1	1	1	1	20.0%	20.0%	16.7%	16.7%	16.7%
White - Males	4	4	5	5	5	80.0%	80.0%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	5	5	5.4%	5.1%	5.0%	4.7%	4.6%
White - Females	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	83	88	89	96	98	89.2%	89.8%	89.0%	89.7%	89.9%
White - Females	59	60	63	68	70	71.1%	68.2%	70.8%	70.8%	71.4%
White - Males	21	22	21	23	23	25.3%	25.0%	23.6%	24.0%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	4	4	4	4	2.4%	4.5%	4.5%	4.2%	4.1%
Other - Males	1	2	1	1	1	1.2%	2.3%	1.1%	1.0%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	1	0	0	2.4%	2.3%	1.1%	0.0%	0.0%
25-29	5	10	15	14	10	6.1%	11.5%	17.0%	14.9%	10.6%
30-34	10	5	4	11	12	12.2%	5.7%	4.5%	11.7%	12.8%
35-39	18	19	18	15	15	22.0%	21.8%	20.5%	16.0%	16.0%
40-44	13	13	12	14	15	15.9%	14.9%	13.6%	14.9%	16.0%
45-49	15	16	15	13	13	18.3%	18.4%	17.0%	13.8%	13.8%
50-54	14	17	19	24	20	17.1%	19.5%	21.6%	25.5%	21.3%
55+	5	5	4	3	9	6.1%	5.7%	4.5%	3.2%	9.6%
<b>Average Age</b>	42.1	42.0	41.7	41.6	42.7					

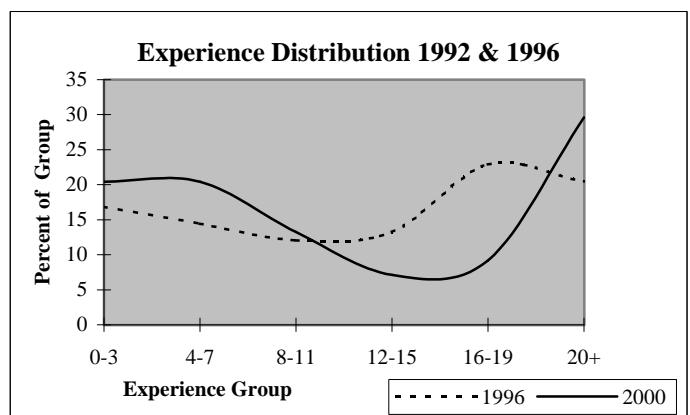
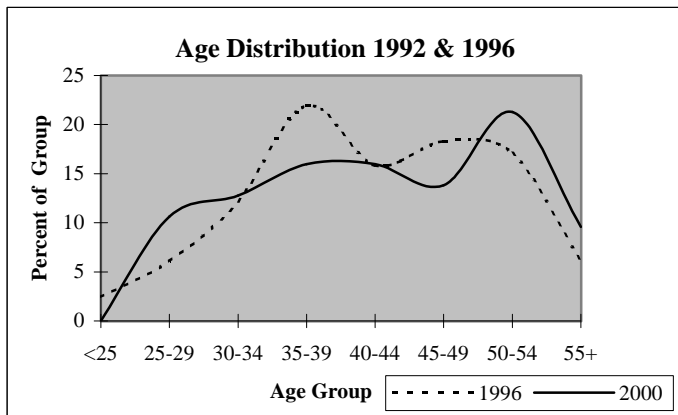
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	19	18	23	20	16.9%	21.6%	20.2%	24.0%	20.4%
4-7 Years	12	12	14	17	20	14.5%	13.6%	15.7%	17.7%	20.4%
8-11 Years	10	9	13	12	13	12.0%	10.2%	14.6%	12.5%	13.3%
12-15 Years	11	12	10	9	7	13.3%	13.6%	11.2%	9.4%	7.1%
16-19 Years	19	14	10	9	9	22.9%	15.9%	11.2%	9.4%	9.2%
20+ Years	17	22	24	26	29	20.5%	25.0%	27.0%	27.1%	29.6%
<b>Average Experience</b>	13.0	12.4	12.5	11.6	12.2					

## District Report for: LONE GROVE

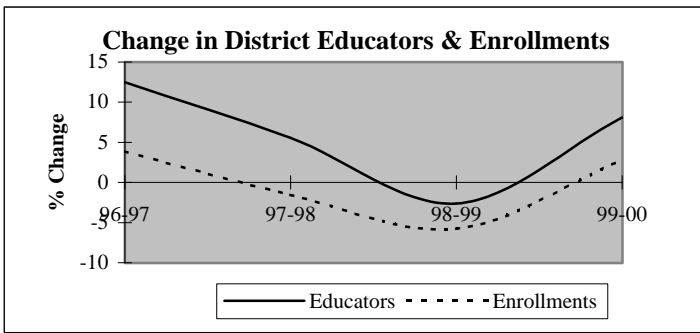
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	6	9	11	-	8.6%	6.1%	9.0%	10.3%	-
Attrition from Transfers	5	2	1	3	-	5.4%	2.0%	1.0%	2.8%	-
Attrition from Exits	3	4	8	8	-	3.2%	4.1%	8.0%	7.5%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>9</b>	<b>-</b>	<b>7.2%</b>	<b>4.5%</b>	<b>9.0%</b>	<b>9.4%</b>	<b>-</b>
Attrition from Transfers	3	1	1	2	-	3.6%	1.1%	1.1%	2.1%	-
Attrition from Exits	3	3	7	7	-	3.6%	3.4%	7.9%	7.3%	-
<b>District Retention</b>										
Educator Retention	85	92	91	96	-	91.4%	93.9%	91.0%	89.7%	-
Teacher Retention	77	84	81	87	-	92.8%	95.5%	91.0%	90.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.2%	5.9%	94.1%	78.2%	9.6%	87.8%
1 Year of Experience	91.3%	8.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	92.3%	3.8%	96.2%	85.2%	5.9%	91.1%
3 Years of Experience	84.2%	0.0%	84.2%	86.1%	5.6%	91.7%
4 Years of Experience	89.5%	5.3%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	82.4%	5.9%	88.2%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	1.0%	1.0%	3.7%	0.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.6%	88.8%	96.0%	89.7%	93.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.2%	10.2%	3.0%	6.5%	5.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WILSON

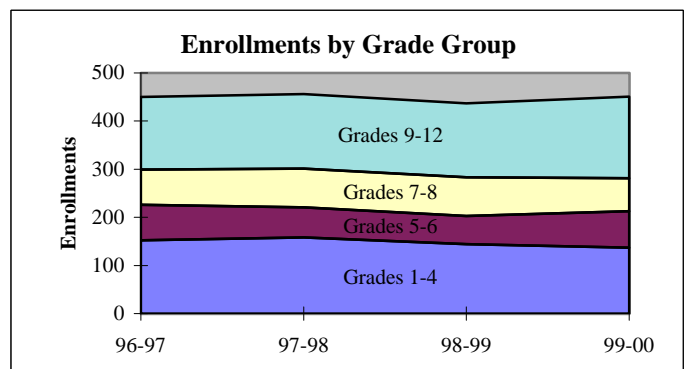
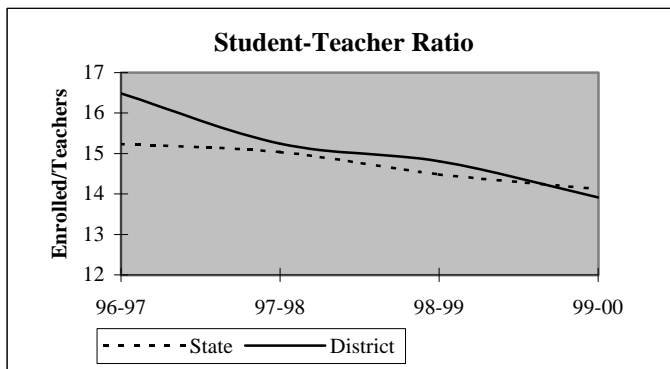


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.4	14.2	13.2	12.8	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.2	16.5	15.2	14.8	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	4	2	-1	3	-	-	-	-	-
% Change in Educators	-8.6%	12.5%	5.6%	-2.6%	8.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	50	19	-8	-29	13	-	-	-	-	-
% Change in Enrollments	11.3%	3.9%	-1.6%	-5.8%	2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.1%	13.9%	10.5%	2.7%	2.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.4%	8.3%	7.9%	8.1%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	5.6%	5.3%	5.4%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.3%	8.3%	5.3%	5.4%	5.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.1%	2.8%	2.6%	2.7%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	38.8	40.6	42.0	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	11.2	11.4	12.7	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,057	26,572	26,963	29,398	28,601	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.7%	6.5%	6.1%	6.3%	5.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.1%	71.0%	66.7%	62.5%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.7%	3.2%	6.1%	6.3%	5.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.3%	33.3%	35.0%	34.9%	33.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	13	11	10	14	28.1%	36.1%	28.9%	27.0%	35.0%
Attrition	0	4	2	0	0					
Attrition Rate	0.0%	30.8%	18.2%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	21	21	21	20	65.6%	58.3%	55.3%	56.8%	50.0%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	4.8%	4.8%	9.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	6	6	6	6.3%	5.6%	15.8%	16.2%	15.0%
Attrition Rate	50.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	6	6	8	7	9.4%	16.7%	15.8%	21.6%	17.5%

## District Report for: WILSON

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	32	36	38	37	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	9.4%	8.3%	7.9%	8.1%	7.5%
Professional Staff	2	2	2	2	2	6.3%	5.6%	5.3%	5.4%	5.0%
<b>Total Teachers</b>	27	31	33	32	35	84.4%	86.1%	86.8%	86.5%	87.5%
Special Education	1	1	2	2	2	3.7%	3.2%	6.1%	6.3%	5.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	17	20	19	21	55.6%	54.8%	60.6%	59.4%	60.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	13	11	11	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	7.4%	6.5%	6.1%	6.3%	5.7%
Art & Music	1	1	1	1	0	3.7%	3.2%	3.0%	3.1%	0.0%
Social Studies	2	2	2	2	2	7.4%	6.5%	6.1%	6.3%	5.7%
Foreign Language	0	1	1	1	1	0.0%	3.2%	3.0%	3.1%	2.9%
Math	2	2	2	2	2	7.4%	6.5%	6.1%	6.3%	5.7%
<b>Science</b>	2	2	1	1	2	7.4%	6.5%	3.0%	3.1%	5.7%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	1	1	1	7.4%	6.5%	3.0%	3.1%	2.9%
Vocational Education	2	2	2	2	2	7.4%	6.5%	6.1%	6.3%	5.7%
Other	0	1	0	0	1	0.0%	3.2%	0.0%	0.0%	2.9%
<b>Total Enrollments</b>	492	511	503	474	487	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	46	55	45	36	35	9.3%	10.8%	8.9%	7.6%	7.2%
Grades 1-4	148	152	158	144	137	30.1%	29.7%	31.4%	30.4%	28.1%
Grades 5-6	68	74	63	59	76	13.8%	14.5%	12.5%	12.4%	15.6%
Grades 7-8	73	73	80	80	68	14.8%	14.3%	15.9%	16.9%	14.0%
Grades 9-12	156	151	155	154	170	31.7%	29.5%	30.8%	32.5%	34.9%
Ungraded	1	6	2	1	1	0.2%	1.2%	0.4%	0.2%	0.2%

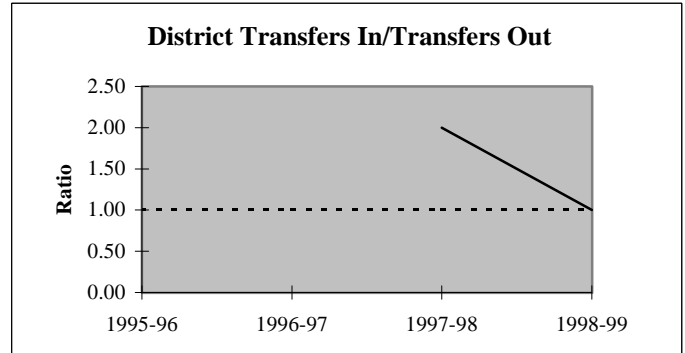
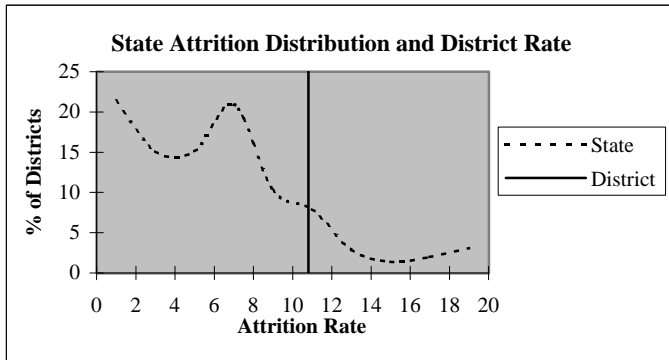




## District Report for: WILSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	32	36	38	37	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	31	31	35	33	84.4%	86.1%	81.6%	94.6%	82.5%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>7</b>	<b>15.6%</b>	<b>13.9%</b>	<b>18.4%</b>	<b>5.4%</b>	<b>17.5%</b>
Transfers In	1	0	2	1	4	20.0%	0.0%	28.6%	50.0%	57.1%
Reentrants	1	1	2	0	2	20.0%	20.0%	28.6%	0.0%	28.6%
First Time Educators	3	4	3	1	1	60.0%	80.0%	42.9%	50.0%	14.3%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>3.1%</b>	<b>13.9%</b>	<b>7.9%</b>	<b>10.8%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	33.3%	25.0%	-
Leave Oklahoma Educ.	1	5	2	3	-	100.0%	100.0%	66.7%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	3.1%	13.9%	7.9%	10.8%	-
Transfers In/Out	nc	nc	2.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	20	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>32</b>

## District Report for: WILSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	9.4%	8.3%	7.9%	8.1%	7.5%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.3%	5.6%	5.3%	5.4%	5.0%
White - Females	1	1	2	2	2	50.0%	50.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	31	33	32	35	84.4%	86.1%	86.8%	86.5%	87.5%
White - Females	19	21	21	19	20	70.4%	67.7%	63.6%	59.4%	57.1%
White - Males	7	8	10	11	13	25.9%	25.8%	30.3%	34.4%	37.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	3.7%	3.2%	3.0%	3.1%	2.9%
Other - Males	0	1	1	1	1	0.0%	3.2%	3.0%	3.1%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	4	1	1	0	0.0%	12.9%	3.0%	3.1%	0.0%
25-29	4	4	6	3	3	14.8%	12.9%	18.2%	9.4%	9.1%
30-34	4	2	2	4	4	14.8%	6.5%	6.1%	12.5%	12.1%
35-39	6	6	5	4	5	22.2%	19.4%	15.2%	12.5%	15.2%
40-44	3	5	6	7	8	11.1%	16.1%	18.2%	21.9%	24.2%
45-49	6	6	7	7	4	22.2%	19.4%	21.2%	21.9%	12.1%
50-54	2	3	4	4	7	7.4%	9.7%	12.1%	12.5%	21.2%
55+	2	1	2	2	2	7.4%	3.2%	6.1%	6.3%	6.1%
<b>Average Age</b>	40.6	38.8	40.6	42.0	42.8					

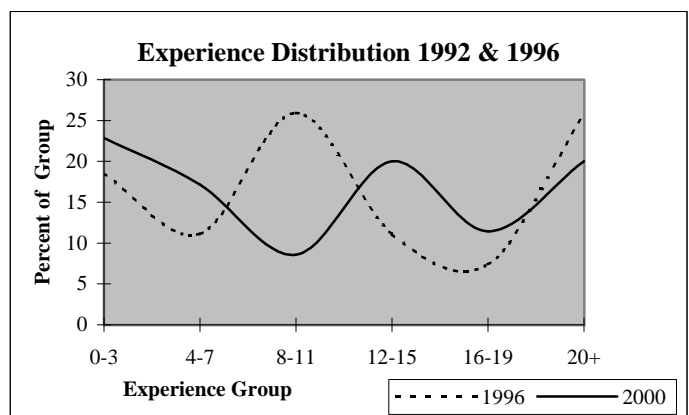
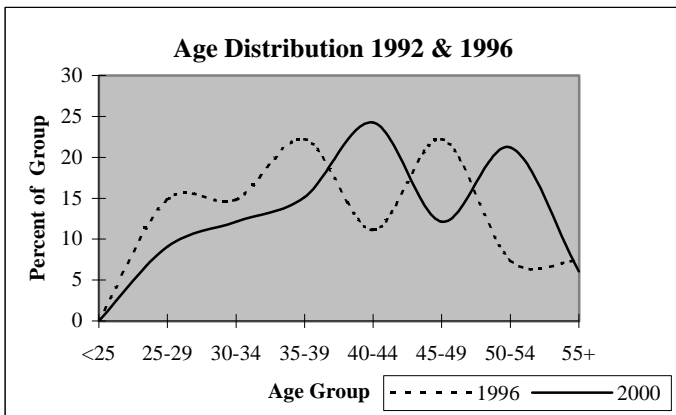
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	8	7	8	18.5%	19.4%	24.2%	21.9%	22.9%
4-7 Years	3	6	3	3	6	11.1%	19.4%	9.1%	9.4%	17.1%
8-11 Years	7	6	9	6	3	25.9%	19.4%	27.3%	18.8%	8.6%
12-15 Years	3	4	4	7	7	11.1%	12.9%	12.1%	21.9%	20.0%
16-19 Years	2	3	3	2	4	7.4%	9.7%	9.1%	6.3%	11.4%
20+ Years	7	6	6	7	7	25.9%	19.4%	18.2%	21.9%	20.0%
<b>Average Experience</b>	12.9	11.2	11.4	12.7	12.3					

## District Report for: WILSON

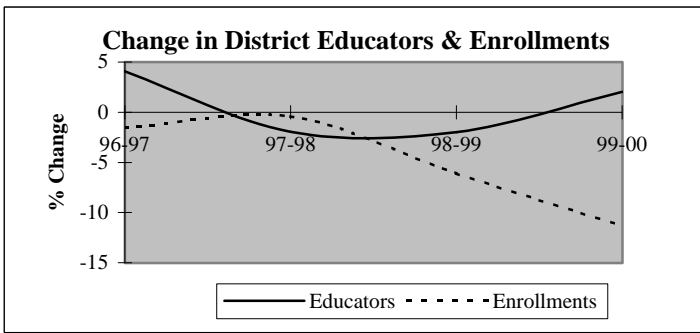
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	3	4	-	3.1%	13.9%	7.9%	10.8%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	2.6%	2.7%	-
Attrition from Exits	1	5	2	3	-	3.1%	13.9%	5.3%	8.1%	-
<b>Teacher Attrition</b>	1	4	2	2	-	3.7%	12.9%	6.1%	6.3%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	3.1%	-
Attrition from Exits	1	4	2	1	-	3.7%	12.9%	6.1%	3.1%	-
<b>District Retention</b>										
Educator Retention	31	31	35	33	-	96.9%	86.1%	92.1%	89.2%	-
Teacher Retention	26	27	31	30	-	96.3%	87.1%	93.9%	93.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	53.8%	0.0%	53.8%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.4%	86.1%	81.6%	97.3%	90.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	3.1%	0.0%	0.0%	0.0%	2.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	13.9%	13.2%	2.7%	7.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HEALDTON

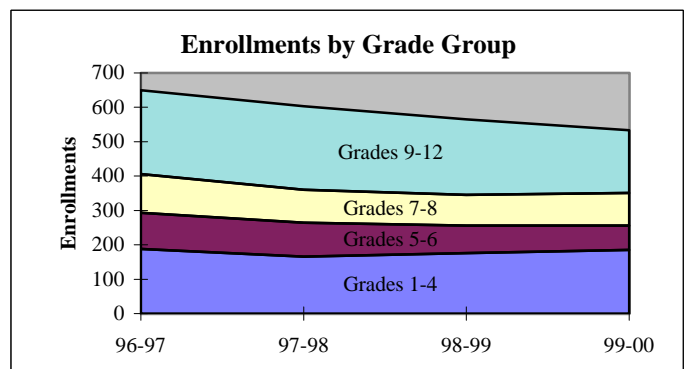
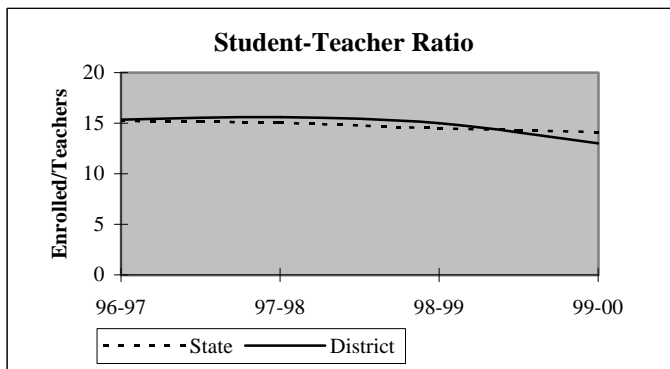


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	13.5	13.7	13.2	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.7	15.3	15.6	15.0	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-5	2	-1	-1	1	-	-	-	-	-
% Change in Educators	-9.3%	4.1%	-2.0%	-2.0%	2.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-13	-11	-3	-42	-73	-	-	-	-	-
% Change in Enrollments	-1.8%	-1.6%	-0.4%	-6.1%	-11.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.0%	5.9%	4.0%	6.1%	4.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.2%	7.8%	8.0%	8.2%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	3.9%	4.0%	4.1%	4.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	2.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.9	44.4	44.5	44.5	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	14.5	13.8	14.2	13.2	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,877	29,566	29,891	30,039	30,889	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	2.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.0%	77.8%	75.0%	69.8%	70.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	8.9%	9.1%	11.6%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.0%	13.5%	14.6%	18.4%	20.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	14	13	16	15	24.5%	27.5%	26.0%	32.7%	30.0%
Attrition	3	2	2	2	0					
Attrition Rate	25.0%	14.3%	15.4%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	34	35	33	27	28	69.4%	68.6%	66.0%	55.1%	56.0%
Attrition	3	3	5	4	0					
Attrition Rate	8.8%	8.6%	15.2%	14.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	4	6	7	6.1%	3.9%	8.0%	12.2%	14.0%
Attrition	1	0	1	1	0					
Attrition Rate	33.3%	0.0%	25.0%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	8	7	10	6.1%	7.8%	16.0%	14.3%	20.0%

## District Report for: HEALDTON

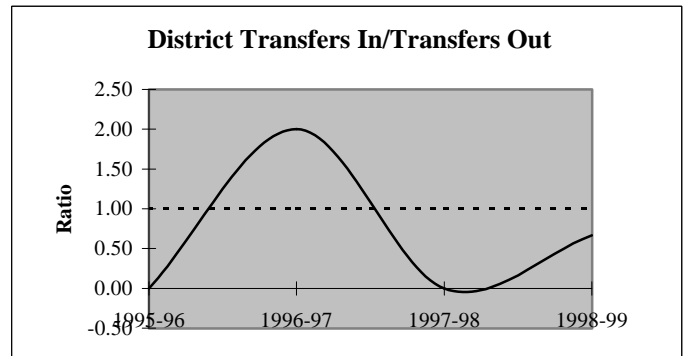
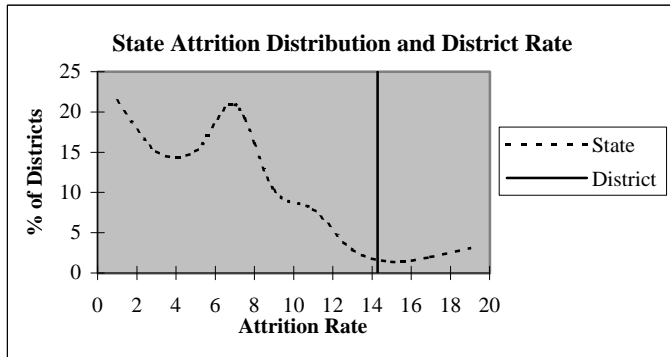
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	49	51	50	49	50	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	8.2%	7.8%	8.0%	8.2%	8.0%
Professional Staff	3	2	2	2	2	6.1%	3.9%	4.0%	4.1%	4.0%
<b>Total Teachers</b>	42	45	44	43	44	85.7%	88.2%	88.0%	87.8%	88.0%
Special Education	4	4	4	5	4	9.5%	8.9%	9.1%	11.6%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	17	16	15	16	40.5%	37.8%	36.4%	34.9%	36.4%
<b>Middle School</b>	10	9	9	9	10	23.8%	20.0%	20.5%	20.9%	22.7%
Language Arts	2	1	2	2	2	4.8%	2.2%	4.5%	4.7%	4.5%
Art & Music	1	1	1	1	1	2.4%	2.2%	2.3%	2.3%	2.3%
Social Studies	2	2	0	2	2	4.8%	4.4%	0.0%	4.7%	4.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	1	4.8%	4.4%	4.5%	2.3%	2.3%
Science	1	1	2	2	2	2.4%	2.2%	4.5%	4.7%	4.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	2	1	2	4.8%	4.4%	4.5%	2.3%	4.5%
<b>High School (9-12)</b>	11	15	15	14	14	1100.0%	1500.0%	1500.0%	1400.0%	1400.0%
Language Arts	3	3	3	2	2	7.1%	6.7%	6.8%	4.7%	4.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	3	1	5	4.8%	4.4%	6.8%	2.3%	11.4%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Math	1	2	2	1	2	2.4%	4.4%	4.5%	2.3%	4.5%
<b>Science</b>	2	2	2	2	1	4.8%	4.4%	4.5%	4.7%	2.3%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	2.3%	2.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	0	4.8%	4.4%	4.5%	2.3%	0.0%
Vocational Education	3	3	3	3	1	7.1%	6.7%	6.8%	7.0%	2.3%
Other	0	3	2	5	2	0.0%	6.7%	4.5%	11.6%	4.5%
<b>Total Enrollments</b>	701	690	687	645	572	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	36	40	84	80	39	5.1%	5.8%	12.2%	12.4%	6.8%
Grades 1-4	192	188	166	176	185	27.4%	27.2%	24.2%	27.3%	32.3%
Grades 5-6	115	105	98	80	71	16.4%	15.2%	14.3%	12.4%	12.4%
Grades 7-8	126	113	96	89	95	18.0%	16.4%	14.0%	13.8%	16.6%
Grades 9-12	232	244	243	220	182	33.1%	35.4%	35.4%	34.1%	31.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: HEALDTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	49	51	50	49	50	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	46	42	46	42	42	93.9%	82.4%	92.0%	85.7%	84.0%
<b>Newly Hired</b>	<b>3</b>	<b>9</b>	<b>4</b>	<b>7</b>	<b>8</b>	<b>6.1%</b>	<b>17.6%</b>	<b>8.0%</b>	<b>14.3%</b>	<b>16.0%</b>
Transfers In	0	4	0	2	8	0.0%	44.4%	0.0%	28.6%	100.0%
Reentrants	3	2	3	2	0	100.0%	22.2%	75.0%	28.6%	0.0%
First Time Educators	0	3	1	3	0	0.0%	33.3%	25.0%	42.9%	0.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>5</b>	<b>8</b>	<b>7</b>	<b>-</b>	<b>14.3%</b>	<b>9.8%</b>	<b>16.0%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	2	2	4	3	-	28.6%	40.0%	50.0%	42.9%	-
Leave Oklahoma Educ.	5	3	4	4	-	71.4%	60.0%	50.0%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	9.8%	16.0%	14.3%	-
Transfers In/Out	0.00	2.00	0.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	1
UCO, Edmond	3	OBU, Shawnee	1
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	19	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	49

## District Report for: HEALDTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	8.2%	7.8%	8.0%	8.2%	8.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	2	2	6.1%	3.9%	4.0%	4.1%	4.0%
White - Females	2	1	1	1	1	66.7%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	33.3%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	42	45	44	43	44	85.7%	88.2%	88.0%	87.8%	88.0%
White - Females	34	35	33	30	31	81.0%	77.8%	75.0%	69.8%	70.5%
White - Males	8	10	11	13	12	19.0%	22.2%	25.0%	30.2%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	1	0	0.0%	2.2%	2.3%	2.3%	0.0%
25-29	2	1	2	3	2	4.8%	2.2%	4.5%	7.0%	4.5%
30-34	3	6	5	4	5	7.1%	13.3%	11.4%	9.3%	11.4%
35-39	6	8	5	3	4	14.3%	17.8%	11.4%	7.0%	9.1%
40-44	8	2	4	5	6	19.0%	4.4%	9.1%	11.6%	13.6%
45-49	12	14	14	12	11	28.6%	31.1%	31.8%	27.9%	25.0%
50-54	7	9	10	11	11	16.7%	20.0%	22.7%	25.6%	25.0%
55+	4	4	3	4	5	9.5%	8.9%	6.8%	9.3%	11.4%
<b>Average Age</b>	44.9	44.4	44.5	44.5	45.4					

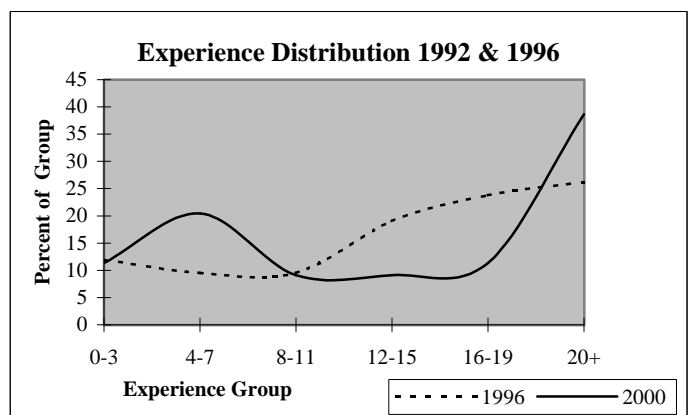
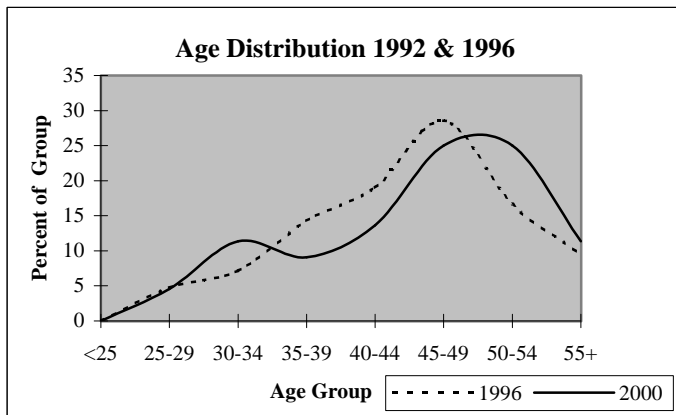
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	7	5	9	5	11.9%	15.6%	11.4%	20.9%	11.4%
4-7 Years	4	5	7	6	9	9.5%	11.1%	15.9%	14.0%	20.5%
8-11 Years	4	5	6	7	4	9.5%	11.1%	13.6%	16.3%	9.1%
12-15 Years	8	5	3	2	4	19.0%	11.1%	6.8%	4.7%	9.1%
16-19 Years	10	10	9	4	5	23.8%	22.2%	20.5%	9.3%	11.4%
20+ Years	11	13	14	15	17	26.2%	28.9%	31.8%	34.9%	38.6%
<b>Average Experience</b>	14.5	13.8	14.2	13.2	14.8					

## District Report for: HEALDTON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	5	8	7	-	14.3%	9.8%	16.0%	14.3%	-
Attrition from Transfers	2	2	4	3	-	4.1%	3.9%	8.0%	6.1%	-
Attrition from Exits	5	3	4	4	-	10.2%	5.9%	8.0%	8.2%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>14.3%</b>	<b>6.7%</b>	<b>13.6%</b>	<b>14.0%</b>	<b>-</b>
Attrition from Transfers	2	1	3	2	-	4.8%	2.2%	6.8%	4.7%	-
Attrition from Exits	4	2	3	4	-	9.5%	4.4%	6.8%	9.3%	-
<b>District Retention</b>										
Educator Retention	42	46	42	42	-	85.7%	90.2%	84.0%	85.7%	-
Teacher Retention	36	42	38	37	-	85.7%	93.3%	86.4%	86.0%	-

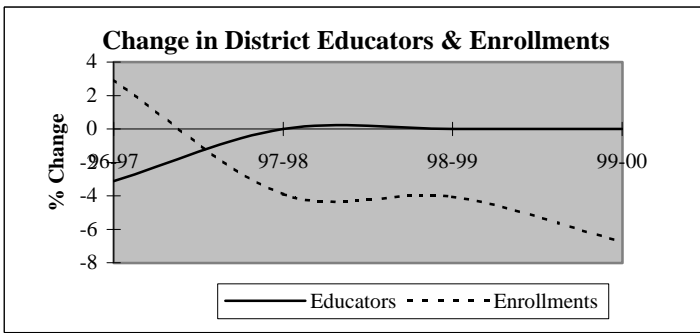
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	0.0%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	14.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	0.0%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.0%	2.0%	4.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	90.2%	88.0%	87.8%	96.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.1%	9.8%	8.0%	10.2%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: FOX

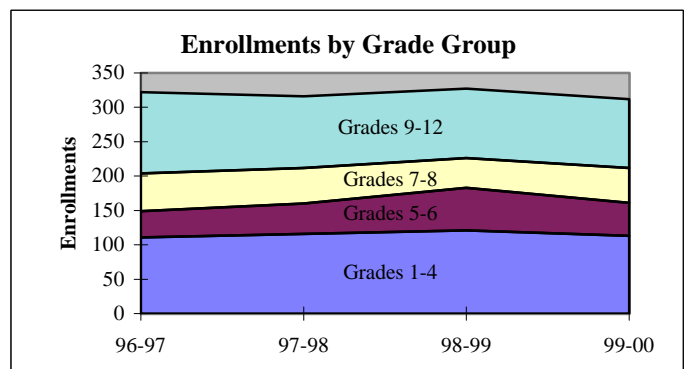
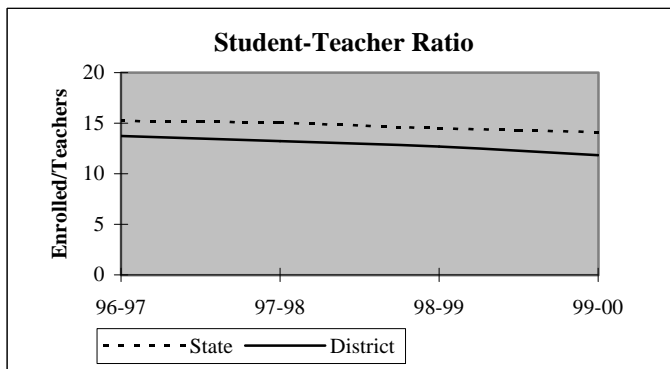


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	12.4	11.9	11.5	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.9	13.8	13.2	12.7	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	-3.1%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	11	-15	-15	-24	-	-	-	-	-
% Change in Enrollments	-2.6%	2.9%	-3.9%	-4.1%	-6.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.4%	3.2%	3.2%	9.7%	6.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.1%	3.2%	3.2%	3.2%	3.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	6.5%	6.5%	6.5%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	42.4	44.0	42.9	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	12.1	13.1	13.8	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,007	29,613	30,501	31,022	31,312	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.0%	67.9%	67.9%	71.4%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.9%	7.1%	7.1%	7.1%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.4%	29.6%	30.3%	29.1%	33.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	8	7	9	31.3%	29.0%	25.8%	22.6%	29.0%
Attrition	2	2	4	3	0					
Attrition Rate	20.0%	22.2%	50.0%	42.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	22	21	22	18	68.8%	71.0%	67.7%	71.0%	58.1%
Attrition	1	0	1	5	0					
Attrition Rate	4.5%	0.0%	4.8%	22.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	2	2	4	0.0%	0.0%	6.5%	6.5%	12.9%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	2	2	3	4	0.0%	6.5%	6.5%	9.7%	12.9%

## District Report for: FOX

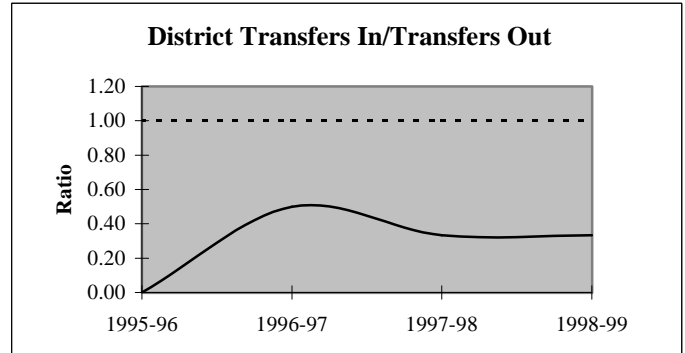
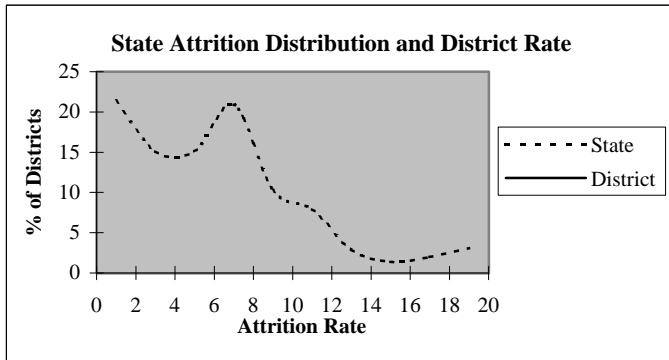
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	32	31	31	31	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.1%	3.2%	3.2%	3.2%	3.2%
Professional Staff	2	2	2	2	2	6.3%	6.5%	6.5%	6.5%	6.5%
<b>Total Teachers</b>	29	28	28	28	28	90.6%	90.3%	90.3%	90.3%	90.3%
Special Education	2	2	2	2	2	6.9%	7.1%	7.1%	7.1%	7.1%
Pre-K & Kindergarten	1	1	1	1	1	3.4%	3.6%	3.6%	3.6%	3.6%
Elementary	16	15	15	15	15	55.2%	53.6%	53.6%	53.6%	53.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	10	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	3.4%	3.6%	3.6%	3.6%	3.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	2	2	3	6.9%	10.7%	7.1%	7.1%	10.7%
Foreign Language	1	0	0	0	0	3.4%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.4%	3.6%	3.6%	3.6%	3.6%
<b>Science</b>	2	2	1	2	1	6.9%	7.1%	3.6%	7.1%	3.6%
Biology	1	2	1	0	1	3.4%	7.1%	3.6%	0.0%	3.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	2	0	3.4%	0.0%	0.0%	7.1%	0.0%
Vocational Education	3	3	3	3	3	10.3%	10.7%	10.7%	10.7%	10.7%
Other	0	0	2	1	1	0.0%	0.0%	7.1%	3.6%	3.6%
<b>Total Enrollments</b>	374	385	370	355	331	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	63	53	28	19	15.8%	16.4%	14.3%	7.9%	5.7%
Grades 1-4	102	111	116	121	113	27.3%	28.8%	31.4%	34.1%	34.1%
Grades 5-6	56	38	44	62	48	15.0%	9.9%	11.9%	17.5%	14.5%
Grades 7-8	56	55	52	43	51	15.0%	14.3%	14.1%	12.1%	15.4%
Grades 9-12	101	118	104	101	100	27.0%	30.6%	28.1%	28.5%	30.2%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.3%	0.0%	0.0%



## District Report for: FOX

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	32	31	31	31	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	29	29	26	23	90.6%	93.5%	93.5%	83.9%	74.2%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>9.4%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>16.1%</b>	<b>25.8%</b>
Transfers In	0	1	1	2	6	0.0%	50.0%	50.0%	40.0%	75.0%
Reentrants	1	0	0	1	0	33.3%	0.0%	0.0%	20.0%	0.0%
First Time Educators	2	1	1	2	2	66.7%	50.0%	50.0%	40.0%	25.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>-</b>	<b>9.4%</b>	<b>6.5%</b>	<b>16.1%</b>	<b>25.8%</b>	<b>-</b>
Transfers Out	1	2	3	6	-	33.3%	100.0%	60.0%	75.0%	-
Leave Oklahoma Educ.	2	0	2	2	-	66.7%	0.0%	40.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	9.4%	6.5%	16.1%	25.8%	-
Transfers In/Out	0.00	0.50	0.33	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	9	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>32</b>

## District Report for: FOX

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.1%	3.2%	3.2%	3.2%	3.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.3%	6.5%	6.5%	6.5%	6.5%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	28	28	28	28	90.6%	90.3%	90.3%	90.3%	90.3%
White - Females	20	19	19	20	20	69.0%	67.9%	67.9%	71.4%	71.4%
White - Males	9	9	9	8	8	31.0%	32.1%	32.1%	28.6%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	3.6%	3.8%
25-29	4	5	1	1	2	13.8%	17.9%	3.6%	3.6%	7.7%
30-34	4	3	6	6	3	13.8%	10.7%	21.4%	21.4%	11.5%
35-39	3	4	2	1	3	10.3%	14.3%	7.1%	3.6%	11.5%
40-44	6	3	5	6	5	20.7%	10.7%	17.9%	21.4%	19.2%
45-49	6	6	6	7	5	20.7%	21.4%	21.4%	25.0%	19.2%
50-54	2	4	4	3	5	6.9%	14.3%	14.3%	10.7%	19.2%
55+	4	3	4	3	2	13.8%	10.7%	14.3%	10.7%	7.7%
<b>Average Age</b>	42.9	42.4	44.0	42.9	42.5					

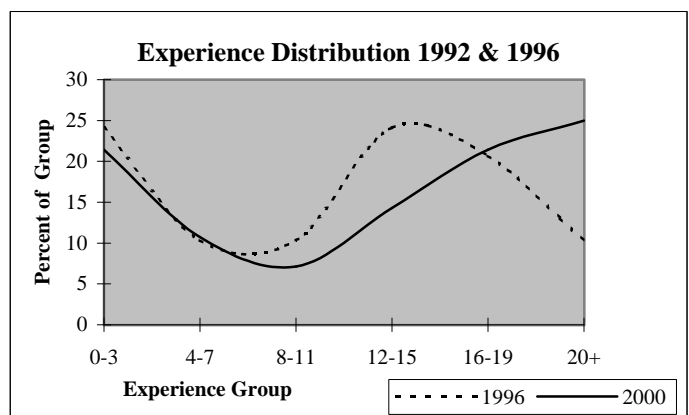
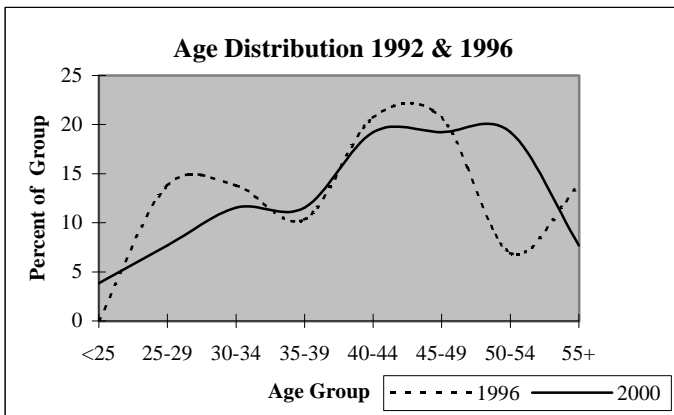
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	5	3	4	6	24.1%	17.9%	10.7%	14.3%	21.4%
4-7 Years	3	4	5	3	3	10.3%	14.3%	17.9%	10.7%	10.7%
8-11 Years	3	3	3	3	2	10.3%	10.7%	10.7%	10.7%	7.1%
12-15 Years	7	5	4	3	4	24.1%	17.9%	14.3%	10.7%	14.3%
16-19 Years	6	6	8	9	6	20.7%	21.4%	28.6%	32.1%	21.4%
20+ Years	3	5	5	6	7	10.3%	17.9%	17.9%	21.4%	25.0%
<b>Average Experience</b>	11.2	12.1	13.1	13.8	13.1					

## District Report for: FOX

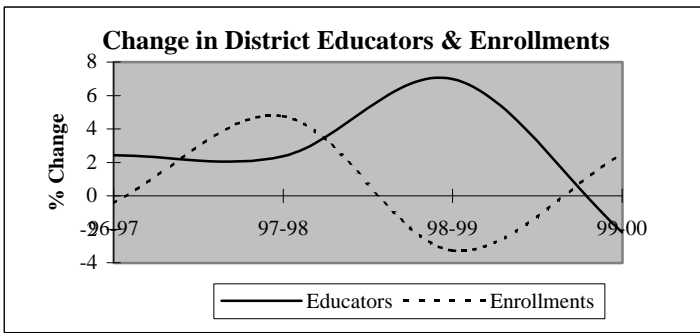
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	5	8	-	9.4%	6.5%	16.1%	25.8%	-
Attrition from Transfers	1	2	3	6	-	3.1%	6.5%	9.7%	19.4%	-
Attrition from Exits	2	0	2	2	-	6.3%	0.0%	6.5%	6.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>-</b>	<b>10.3%</b>	<b>7.1%</b>	<b>17.9%</b>	<b>25.0%</b>	<b>-</b>
Attrition from Transfers	1	2	3	6	-	3.4%	7.1%	10.7%	21.4%	-
Attrition from Exits	2	0	2	1	-	6.9%	0.0%	7.1%	3.6%	-
<b>District Retention</b>										
Educator Retention	29	29	26	23	-	90.6%	93.5%	83.9%	74.2%	-
Teacher Retention	26	26	23	21	-	89.7%	92.9%	82.1%	75.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	37.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	57.1%	42.9%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	40.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	60.0%	40.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.2%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.6%	93.5%	96.8%	90.3%	93.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.4%	3.2%	3.2%	9.7%	6.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DICKSON

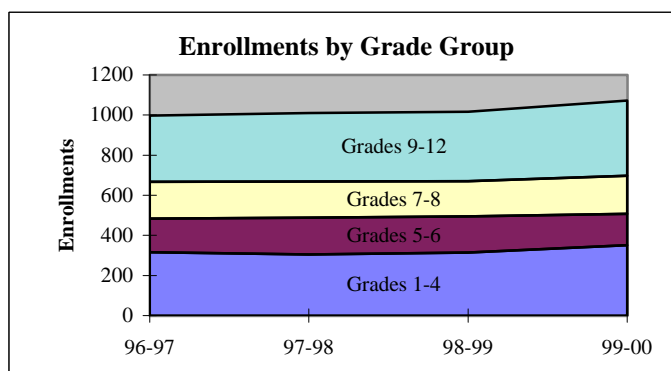
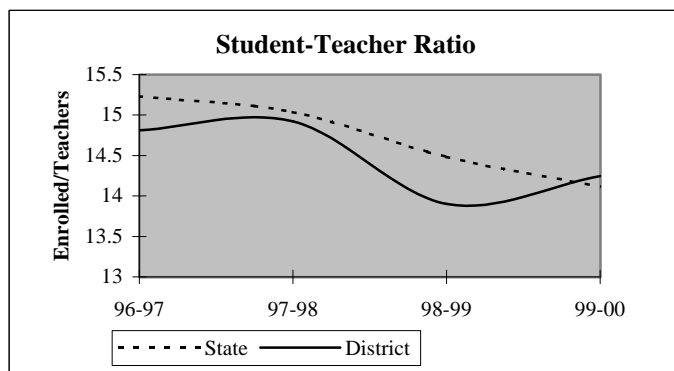


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.2	13.5	12.2	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	14.8	14.9	13.9	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	2	2	6	-2	-	-	-	-	-
% Change in Educators	-2.4%	2.4%	2.4%	7.0%	-2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	-5	53	-38	28	-	-	-	-	-
% Change in Enrollments	0.6%	-0.4%	4.8%	-3.3%	2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.2%	3.6%	5.8%	7.6%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.0%	5.8%	6.5%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	4.8%	3.5%	5.4%	4.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.1%	6.0%	5.8%	6.5%	5.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	2.4%	2.3%	2.2%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	41.7	42.5	41.7	41.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	12.5	13.4	13.0	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,185	27,821	28,517	28,573	29,147	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.8%	6.7%	6.4%	6.2%	4.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.3%	73.3%	71.8%	66.7%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	5.3%	7.7%	6.2%	6.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.9%	26.6%	29.3%	31.0%	31.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	26	27	34	37	30.5%	31.0%	31.4%	37.0%	41.1%
Attrition	3	8	7	8	0					
Attrition Rate	12.0%	30.8%	25.9%	23.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	52	52	51	46	44	63.4%	61.9%	59.3%	50.0%	48.9%
Attrition	4	2	5	7	0					
Attrition Rate	7.7%	3.8%	9.8%	15.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	8	12	9	6.1%	7.1%	9.3%	13.0%	10.0%
Attrition	2	1	0	4	0					
Attrition Rate	40.0%	16.7%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	7	13	15	13	9.8%	8.3%	15.1%	16.3%	14.4%

## District Report for: DICKSON

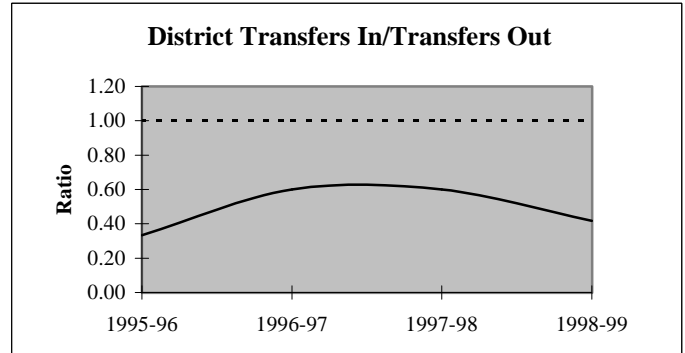
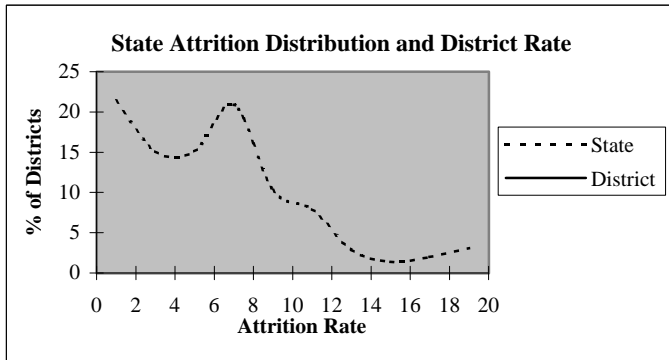
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	82	84	86	92	90	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	6	5	6.1%	6.0%	5.8%	6.5%	5.6%
Professional Staff	3	4	3	5	4	3.7%	4.8%	3.5%	5.4%	4.4%
<b>Total Teachers</b>	74	75	78	81	81	90.2%	89.3%	90.7%	88.0%	90.0%
Special Education	6	4	6	5	5	8.1%	5.3%	7.7%	6.2%	6.2%
Pre-K & Kindergarten	1	1	0	0	0	1.4%	1.3%	0.0%	0.0%	0.0%
Elementary	35	34	35	34	34	47.3%	45.3%	44.9%	42.0%	42.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	32	36	37	42	42	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	5	6	6	8	8.1%	6.7%	7.7%	7.4%	9.9%
Art & Music	3	3	4	4	3	4.1%	4.0%	5.1%	4.9%	3.7%
Social Studies	5	6	6	6	6	6.8%	8.0%	7.7%	7.4%	7.4%
Foreign Language	0	1	1	1	1	0.0%	1.3%	1.3%	1.2%	1.2%
Math	5	5	5	4	5	6.8%	6.7%	6.4%	4.9%	6.2%
<b>Science</b>	4	3	4	5	4	5.4%	4.0%	5.1%	6.2%	4.9%
Biology	2	2	2	2	2	2.7%	2.7%	2.6%	2.5%	2.5%
Chemistry	0	0	0	1	1	0.0%	0.0%	0.0%	1.2%	1.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	1	2.7%	1.3%	2.6%	2.5%	1.2%
Vocational Education	6	6	6	7	6	8.1%	8.0%	7.7%	8.6%	7.4%
Other	3	7	5	9	9	4.1%	9.3%	6.4%	11.1%	11.1%
<b>Total Enrollments</b>	1,116	1,111	1,164	1,126	1,154	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	112	113	154	101	69	10.0%	10.2%	13.2%	9.0%	6.0%
Grades 1-4	343	316	305	314	351	30.7%	28.4%	26.2%	27.9%	30.4%
Grades 5-6	172	168	184	181	156	15.4%	15.1%	15.8%	16.1%	13.5%
Grades 7-8	178	183	179	175	190	15.9%	16.5%	15.4%	15.5%	16.5%
Grades 9-12	311	330	342	347	376	27.9%	29.7%	29.4%	30.8%	32.6%
Ungraded	0	1	0	8	12	0.0%	0.1%	0.0%	0.7%	1.0%



## District Report for: DICKSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	82	84	86	92	90	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	75	73	73	74	73	91.5%	86.9%	84.9%	80.4%	81.1%
<b>Newly Hired</b>	<b>7</b>	<b>11</b>	<b>13</b>	<b>18</b>	<b>17</b>	<b>8.5%</b>	<b>13.1%</b>	<b>15.1%</b>	<b>19.6%</b>	<b>18.9%</b>
Transfers In	1	3	6	5	5	14.3%	27.3%	46.2%	27.8%	29.4%
Reentrants	1	1	5	6	5	14.3%	9.1%	38.5%	33.3%	29.4%
First Time Educators	5	7	2	7	7	71.4%	63.6%	15.4%	38.9%	41.2%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>11</b>	<b>12</b>	<b>19</b>	<b>-</b>	<b>11.0%</b>	<b>13.1%</b>	<b>14.0%</b>	<b>20.7%</b>	<b>-</b>
Transfers Out	3	5	10	12	-	33.3%	45.5%	83.3%	63.2%	-
Leave Oklahoma Educ.	6	6	2	7	-	66.7%	54.5%	16.7%	36.8%	-

Dynamics Rates	District Rates				
District Attrition	11.0%	13.1%	14.0%	20.7%	-
Transfers In/Out	0.33	0.60	0.60	0.42	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	49	OCUSA, Oklahoma City	1
SWOSU, Weatherford	3	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>82</b>



## District Report for: DICKSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	6	5	6.1%	6.0%	5.8%	6.5%	5.6%
White - Females	1	2	2	2	2	20.0%	40.0%	40.0%	33.3%	40.0%
White - Males	4	3	3	4	3	80.0%	60.0%	60.0%	66.7%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	4	3	5	4	3.7%	4.8%	3.5%	5.4%	4.4%
White - Females	3	3	3	4	3	100.0%	75.0%	100.0%	80.0%	75.0%
White - Males	0	1	0	0	0	0.0%	25.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	74	75	78	81	81	90.2%	89.3%	90.7%	88.0%	90.0%
White - Females	52	52	53	51	51	70.3%	69.3%	67.9%	63.0%	63.0%
White - Males	17	18	20	25	26	23.0%	24.0%	25.6%	30.9%	32.1%
Black - Females	1	1	1	1	1	1.4%	1.3%	1.3%	1.2%	1.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	2.7%	2.7%	2.6%	2.5%	2.5%
Other - Males	2	2	2	2	1	2.7%	2.7%	2.6%	2.5%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	2	2	0.0%	0.0%	1.3%	2.5%	2.6%
25-29	8	8	7	10	8	11.0%	10.8%	9.2%	12.7%	10.5%
30-34	7	9	12	13	13	9.6%	12.2%	15.8%	16.5%	17.1%
35-39	14	16	11	8	9	19.2%	21.6%	14.5%	10.1%	11.8%
40-44	17	13	14	13	13	23.3%	17.6%	18.4%	16.5%	17.1%
45-49	9	10	8	11	11	12.3%	13.5%	10.5%	13.9%	14.5%
50-54	11	11	13	9	8	15.1%	14.9%	17.1%	11.4%	10.5%
55+	7	7	10	13	12	9.6%	9.5%	13.2%	16.5%	15.8%
<b>Average Age</b>	42.1	41.7	42.5	41.7	41.7					

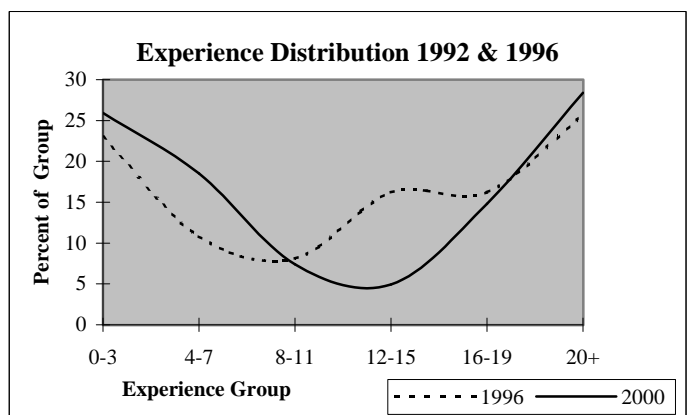
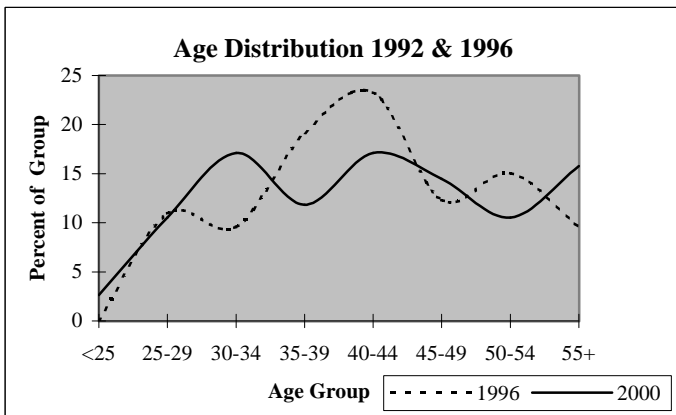
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	17	19	17	21	21	23.0%	25.3%	21.8%	25.9%	25.9%
4-7 Years	8	6	9	12	15	10.8%	8.0%	11.5%	14.8%	18.5%
8-11 Years	6	8	7	5	6	8.1%	10.7%	9.0%	6.2%	7.4%
12-15 Years	12	13	10	5	4	16.2%	17.3%	12.8%	6.2%	4.9%
16-19 Years	12	11	12	12	12	16.2%	14.7%	15.4%	14.8%	14.8%
20+ Years	19	18	23	26	23	25.7%	24.0%	29.5%	32.1%	28.4%
<b>Average Experience</b>	12.7	12.5	13.4	13.0	12.5					

# District Report for: DICKSON

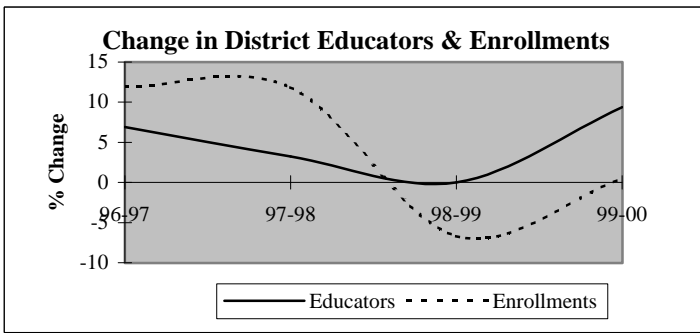
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	11	12	19	-	11.0%	13.1%	14.0%	20.7%	-
Attrition from Transfers	3	5	10	12	-	3.7%	6.0%	11.6%	13.0%	-
Attrition from Exits	6	6	2	7	-	7.3%	7.1%	2.3%	7.6%	-
Teacher Attrition	7	10	12	16	-	9.5%	13.3%	15.4%	19.8%	-
Attrition from Transfers	3	5	10	11	-	4.1%	6.7%	12.8%	13.6%	-
Attrition from Exits	4	5	2	5	-	5.4%	6.7%	2.6%	6.2%	-
<b>District Retention</b>										
Educator Retention	73	73	74	73	-	89.0%	86.9%	86.0%	79.3%	-
Teacher Retention	67	65	66	65	-	90.5%	86.7%	84.6%	80.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	62.5%	21.9%	84.4%	78.2%	9.6%	87.8%
1 Year of Experience	87.0%	13.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	15.0%	95.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.3%	0.0%	92.3%	86.1%	5.6%	91.7%
4 Years of Experience	71.4%	14.3%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	10.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	1.2%	0.0%	2.3%	0.0%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.5%	89.3%	88.4%	85.9%	85.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.2%	1.2%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.3%	9.5%	8.1%	14.1%	13.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KEYS

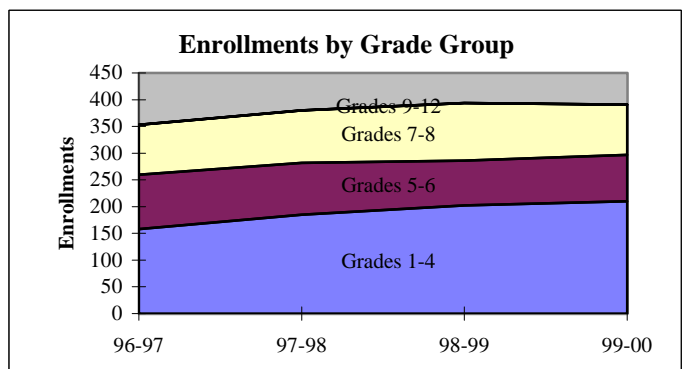
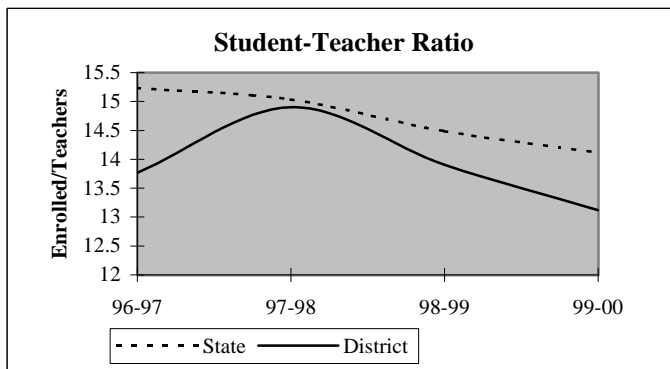


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	13.3	14.4	13.5	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	13.8	14.9	13.9	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	1	0	3	-	-	-	-	-
% Change in Educators	-3.3%	6.9%	3.2%	0.0%	9.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	44	49	-31	2	-	-	-	-	-
% Change in Enrollments	7.0%	11.9%	11.9%	-6.7%	0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.2%	0.0%	0.0%	5.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.4%	3.2%	3.1%	3.1%	2.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	2.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	17.2%	16.1%	18.8%	18.8%	20.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	42.0	42.5	43.7	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.4	14.0	14.6	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	31,079	30,046	31,563	31,804	31,365	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	17.9%	16.7%	19.4%	19.4%	21.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.1%	83.3%	80.6%	80.6%	75.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	6.7%	6.5%	6.5%	6.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	56.9%	49.2%	49.1%	50.5%	52.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	9	8	11	31.0%	25.8%	28.1%	25.0%	31.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	19	22	20	20	21	65.5%	71.0%	62.5%	62.5%	60.0%
Attrition	1	0	1	0	0					
Attrition Rate	5.3%	0.0%	5.0%	0.0%	0.0%					
At Retirement Age	1	1	3	4	3	3.4%	3.2%	9.4%	12.5%	8.6%
Attrition	1	0	0	1	0					
Attrition Rate	100.0%	0.0%	0.0%	25.0%	0.0%					
At Retirement in 5 yrs.	2	3	4	4	6	6.9%	9.7%	12.5%	12.5%	17.1%

## District Report for: KEYS

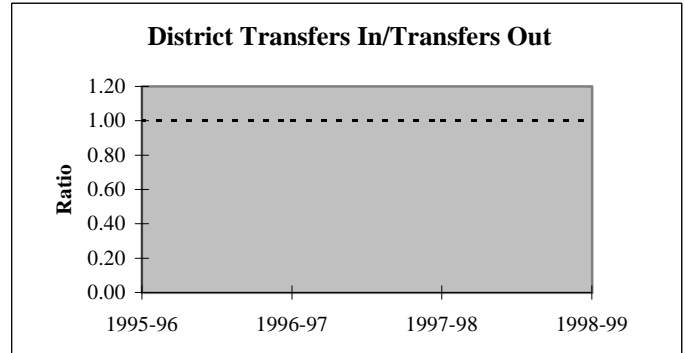
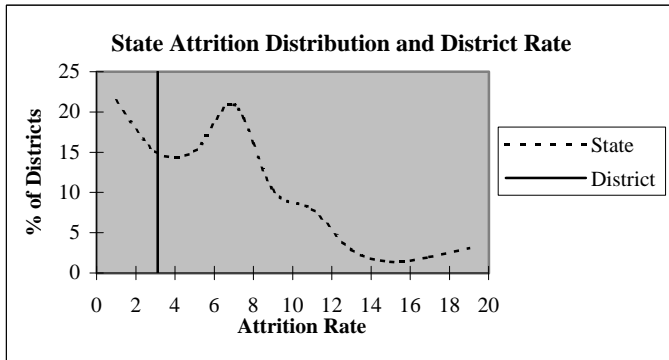
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	31	32	32	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.4%	3.2%	3.1%	3.1%	2.9%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
<b>Total Teachers</b>	28	30	31	31	33	96.6%	96.8%	96.9%	96.9%	94.3%
Special Education	2	2	2	2	2	7.1%	6.7%	6.5%	6.5%	6.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	26	28	29	29	31	92.9%	93.3%	93.5%	93.5%	93.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	369	413	462	431	433	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	39	60	82	37	41	10.6%	14.5%	17.7%	8.6%	9.5%
Grades 1-4	149	158	185	202	210	40.4%	38.3%	40.0%	46.9%	48.5%
Grades 5-6	79	102	97	84	87	21.4%	24.7%	21.0%	19.5%	20.1%
Grades 7-8	102	93	98	108	94	27.6%	22.5%	21.2%	25.1%	21.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%



## District Report for: KEYS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	31	32	32	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	27	31	31	31	96.6%	87.1%	96.9%	96.9%	88.6%
<b>Newly Hired</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>3.4%</b>	<b>12.9%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>11.4%</b>
Transfers In	1	1	1	1	2	100.0%	25.0%	100.0%	100.0%	50.0%
Reentrants	0	1	0	0	1	0.0%	25.0%	0.0%	0.0%	25.0%
First Time Educators	0	2	0	0	1	0.0%	50.0%	0.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>6.9%</b>	<b>0.0%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	2	0	1	1	-	100.0%	0.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.9%	0.0%	3.1%	3.1%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	27	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>29</b>

## District Report for: KEYS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.4%	3.2%	3.1%	3.1%	2.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	30	31	31	33	96.6%	96.8%	96.9%	96.9%	94.3%
White - Females	19	21	21	21	21	67.9%	70.0%	67.7%	67.7%	63.6%
White - Males	4	4	4	4	5	14.3%	13.3%	12.9%	12.9%	15.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	4	4	4	14.3%	13.3%	12.9%	12.9%	12.1%
Other - Males	1	1	2	2	3	3.6%	3.3%	6.5%	6.5%	9.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	3.6%	3.3%	3.2%	0.0%	0.0%
25-29	1	2	2	3	4	3.6%	6.7%	6.5%	9.7%	12.1%
30-34	5	5	4	3	3	17.9%	16.7%	12.9%	9.7%	9.1%
35-39	3	3	4	4	6	10.7%	10.0%	12.9%	12.9%	18.2%
40-44	5	3	4	4	3	17.9%	10.0%	12.9%	12.9%	9.1%
45-49	8	9	7	6	5	28.6%	30.0%	22.6%	19.4%	15.2%
50-54	5	7	9	11	9	17.9%	23.3%	29.0%	35.5%	27.3%
55+	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	9.1%
<b>Average Age</b>	41.6	42.0	42.5	43.7	43.2					

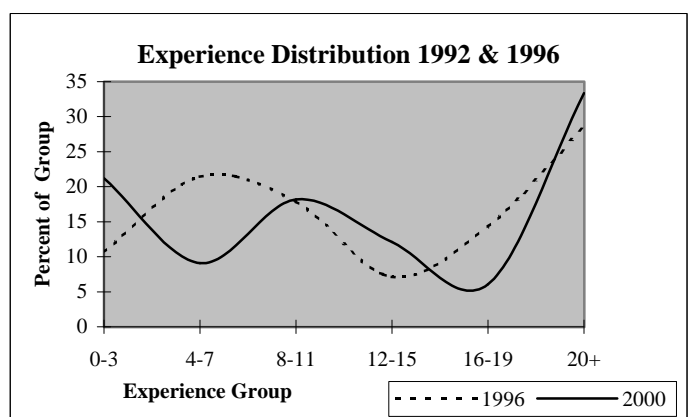
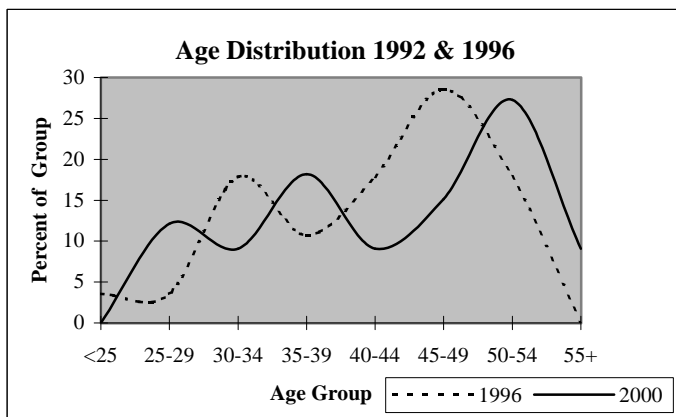
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	5	4	7	10.7%	16.7%	16.1%	12.9%	21.2%
4-7 Years	6	3	4	4	3	21.4%	10.0%	12.9%	12.9%	9.1%
8-11 Years	5	8	6	6	6	17.9%	26.7%	19.4%	19.4%	18.2%
12-15 Years	2	2	2	3	4	7.1%	6.7%	6.5%	9.7%	12.1%
16-19 Years	4	2	4	3	2	14.3%	6.7%	12.9%	9.7%	6.1%
20+ Years	8	10	10	11	11	28.6%	33.3%	32.3%	35.5%	33.3%
<b>Average Experience</b>	13.3	13.4	14.0	14.6	13.9					

## District Report for: KEYS

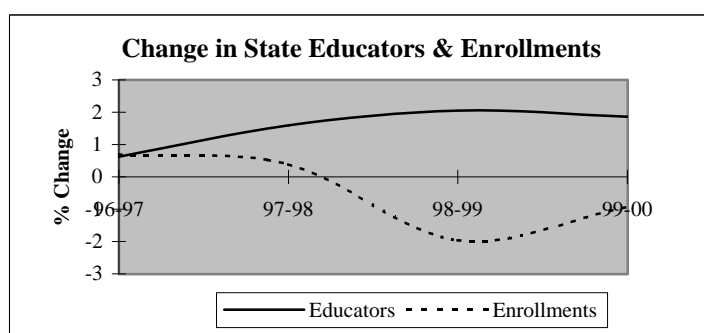
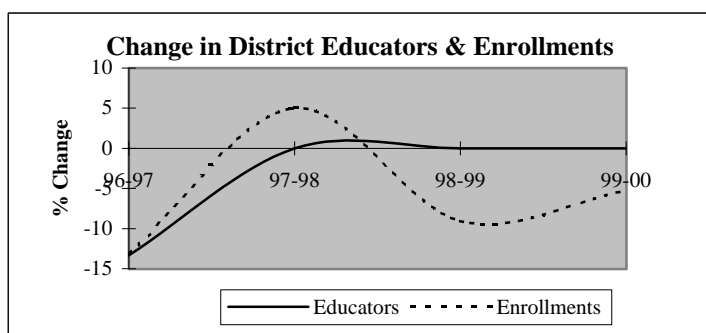
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	1	1	-	6.9%	0.0%	3.1%	3.1%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	0	1	1	-	6.9%	0.0%	3.1%	3.1%	-
<b>Teacher Attrition</b>	1	0	1	1	-	3.6%	0.0%	3.2%	3.2%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	1	1	-	3.6%	0.0%	3.2%	3.2%	-
<b>District Retention</b>										
Educator Retention	27	31	31	31	-	93.1%	100.0%	96.9%	96.9%	-
Teacher Retention	27	30	30	30	-	96.4%	100.0%	96.8%	96.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.4%	0.0%	3.1%	3.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	90.3%	96.9%	96.9%	94.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	9.7%	0.0%	0.0%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LOWREY



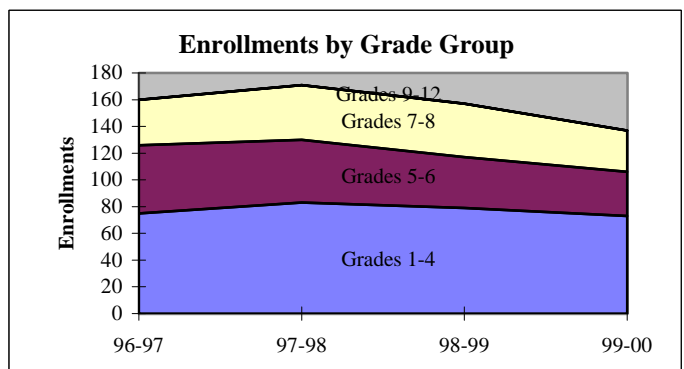
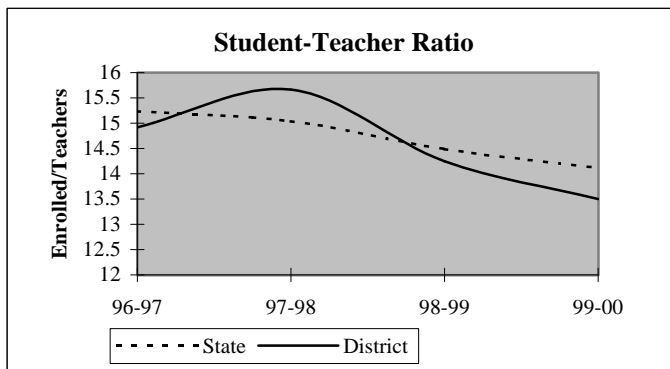
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.7	13.8	14.5	13.2	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	14.9	15.7	14.3	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	0	0	0	-	-	-	-	-
% Change in Educators	7.1%	-13.3%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	44	-27	9	-17	-9	-	-	-	-	-
% Change in Enrollments	27.2%	-13.1%	5.0%	-9.0%	-5.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	13.3%	7.7%	7.7%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	26.7%	30.8%	30.8%	38.5%	38.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.2	38.4	39.4	40.9	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	7.7	8.3	9.3	10.3	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,505	29,158	29,542	29,930	30,753	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	30.8%	33.3%	33.3%	41.7%	41.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	84.6%	75.0%	75.0%	75.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	8.3%	8.3%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	62.1%	68.7%	55.3%	69.0%	64.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	5	5	3	3	46.7%	38.5%	38.5%	23.1%	23.1%
Attrition	1	0	1	0	0					
Attrition Rate	14.3%	0.0%	20.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	7	8	8	9	10	46.7%	61.5%	61.5%	69.2%	76.9%
Attrition	1	0	0	1	0					
Attrition Rate	14.3%	0.0%	0.0%	11.1%	0.0%					
At Retirement Age	1	0	0	1	0	6.7%	0.0%	0.0%	7.7%	0.0%
Attrition	1	0	0	1	0					
Attrition Rate	100.0%	0.0%	0.0%	100.0%	0.0%					
At Retirement in 5 yrs.	2	0	1	1	0	13.3%	0.0%	7.7%	7.7%	0.0%



## District Report for: LOWREY

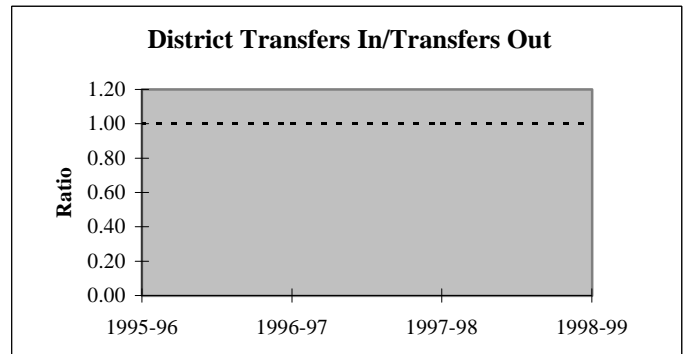
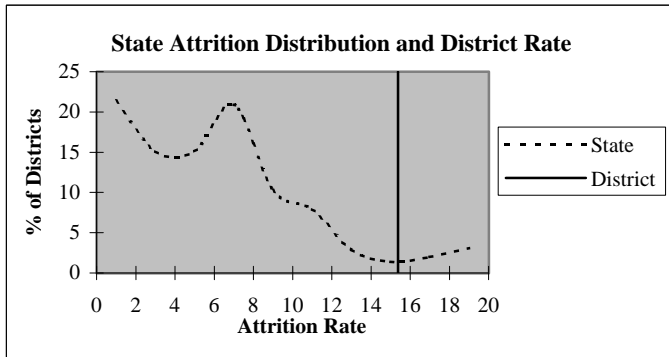
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	13	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	1	13.3%	7.7%	7.7%	7.7%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	13	12	12	12	12	86.7%	92.3%	92.3%	92.3%	92.3%
Special Education	1	1	1	1	1	7.7%	8.3%	8.3%	8.3%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	11	11	11	92.3%	91.7%	91.7%	91.7%	91.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	206	179	188	171	162	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	18	17	14	21	10.7%	10.1%	9.0%	8.2%	13.0%
Grades 1-4	98	75	83	79	73	47.6%	41.9%	44.1%	46.2%	45.1%
Grades 5-6	43	51	47	38	33	20.9%	28.5%	25.0%	22.2%	20.4%
Grades 7-8	43	34	41	40	31	20.9%	19.0%	21.8%	23.4%	19.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	0	0	4	0.0%	0.6%	0.0%	0.0%	2.5%



## District Report for: LOWREY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	13	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	12	12	13	12	11	80.0%	92.3%	100.0%	92.3%	84.6%
<b>Newly Hired</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>20.0%</b>	<b>7.7%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>15.4%</b>
Transfers In	2	1	0	1	1	66.7%	100.0%	0.0%	100.0%	50.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>20.0%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	3	0	0	2	-	100.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	0.0%	7.7%	15.4%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>15</b>

## District Report for: LOWREY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	1	13.3%	7.7%	7.7%	7.7%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	12	12	12	12	86.7%	92.3%	92.3%	92.3%	92.3%
White - Females	9	7	7	6	6	69.2%	58.3%	58.3%	50.0%	50.0%
White - Males	0	1	1	1	1	0.0%	8.3%	8.3%	8.3%	8.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	15.4%	16.7%	16.7%	25.0%	25.0%
Other - Males	2	2	2	2	2	15.4%	16.7%	16.7%	16.7%	16.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	0	0	7.7%	8.3%	8.3%	0.0%	0.0%
30-34	4	3	2	1	0	30.8%	25.0%	16.7%	8.3%	0.0%
35-39	2	3	4	5	6	15.4%	25.0%	33.3%	41.7%	50.0%
40-44	3	3	2	3	2	23.1%	25.0%	16.7%	25.0%	16.7%
45-49	1	1	2	2	2	7.7%	8.3%	16.7%	16.7%	16.7%
50-54	1	1	1	1	2	7.7%	8.3%	8.3%	8.3%	16.7%
55+	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	39.2	38.4	39.4	40.9	41.8					

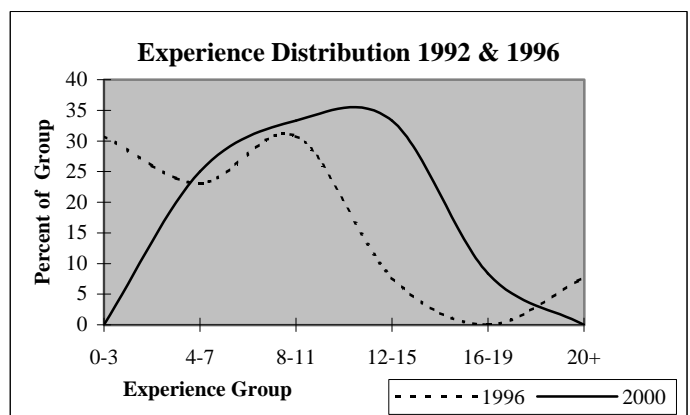
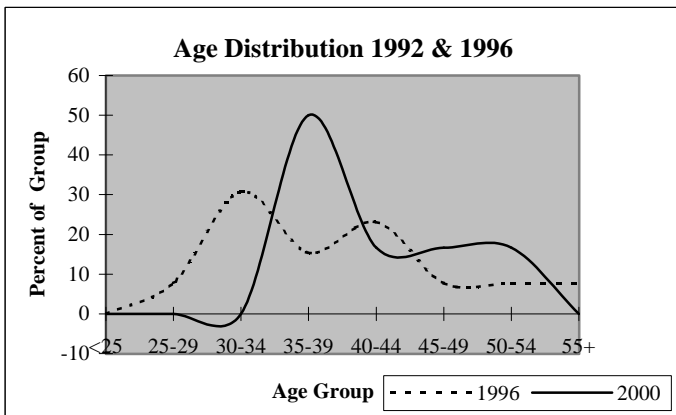
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	1	0	0	0	30.8%	8.3%	0.0%	0.0%	0.0%
4-7 Years	3	4	5	3	3	23.1%	33.3%	41.7%	25.0%	25.0%
8-11 Years	4	5	4	4	4	30.8%	41.7%	33.3%	33.3%	33.3%
12-15 Years	1	1	2	4	4	7.7%	8.3%	16.7%	33.3%	33.3%
16-19 Years	0	1	1	1	1	0.0%	8.3%	8.3%	8.3%	8.3%
20+ Years	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	7.7	8.3	9.3	10.3	10.6					

# District Report for: LOWREY

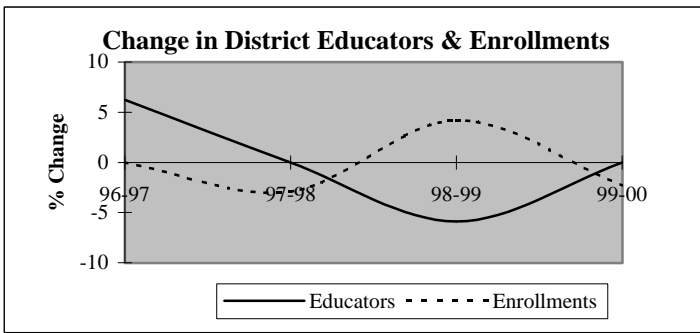
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	1	2	-	20.0%	0.0%	7.7%	15.4%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	7.7%	0.0%	-
Attrition from Exits	3	0	0	2	-	20.0%	0.0%	0.0%	15.4%	-
Teacher Attrition	2	0	1	1	-	15.4%	0.0%	8.3%	8.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	8.3%	0.0%	-
Attrition from Exits	2	0	0	1	-	15.4%	0.0%	0.0%	8.3%	-
<b>District Retention</b>										
Educator Retention	12	13	12	11	-	80.0%	100.0%	92.3%	84.6%	-
Teacher Retention	11	12	11	11	-	84.6%	100.0%	91.7%	91.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	0.0%	0.0%	0.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	100.0%	100.0%	100.0%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	0.0%	0.0%	0.0%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NORWOOD

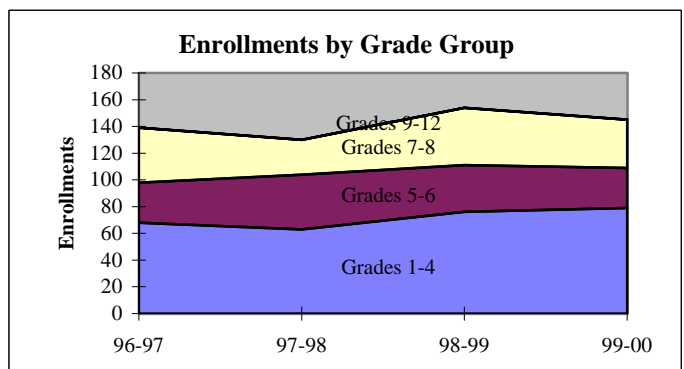
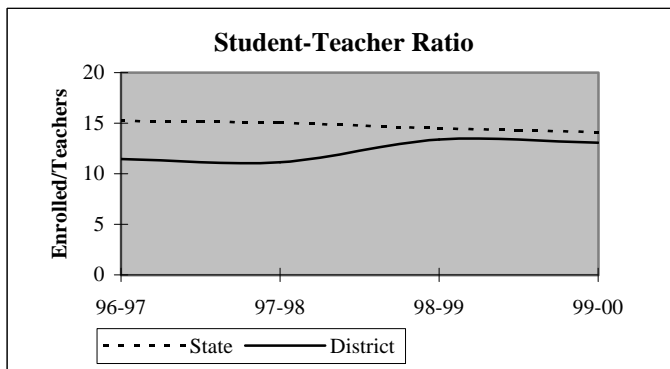


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.8	10.1	9.8	10.9	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.5	11.5	11.1	13.4	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	-1	0	-	-	-	-	-
% Change in Educators	6.7%	6.3%	0.0%	-5.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	0	-5	7	-4	-	-	-	-	-
% Change in Enrollments	-1.7%	0.0%	-2.9%	4.2%	-2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.3%	0.0%	0.0%	0.0%	6.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	5.9%	5.9%	6.3%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.9%	5.9%	12.5%	12.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	43.8%	41.2%	41.2%	37.5%	25.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	42.9	43.9	42.3	40.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.8	11.8	12.8	12.7	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	28,282	28,625	29,485	29,994	29,338	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	40.0%	40.0%	40.0%	38.5%	23.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	80.0%	76.9%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	6.7%	6.7%	7.7%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	52.3%	52.9%	56.3%	60.8%	56.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	5	3	5	43.8%	35.3%	29.4%	18.8%	31.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	7	8	9	10	9	43.8%	47.1%	52.9%	62.5%	56.3%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	11.1%	10.0%	0.0%					
At Retirement Age	2	3	3	3	2	12.5%	17.6%	17.6%	18.8%	12.5%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
At Retirement in 5 yrs.	3	3	3	3	2	18.8%	17.6%	17.6%	18.8%	12.5%

## District Report for: NORWOOD

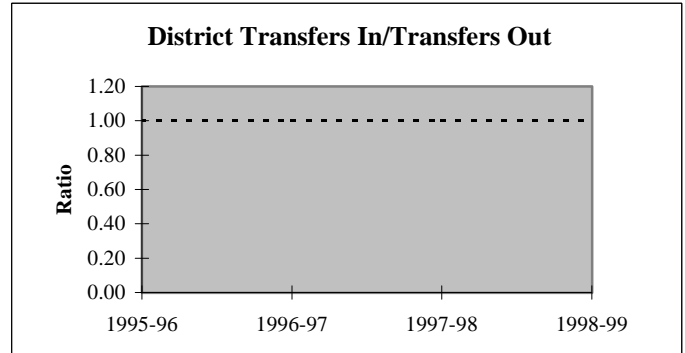
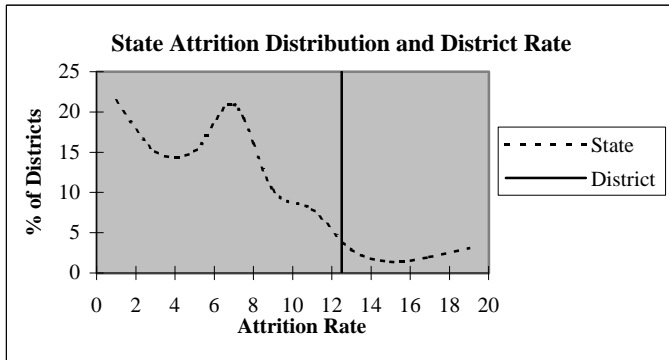
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	17	17	16	16	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.3%	5.9%	5.9%	6.3%	6.3%
Professional Staff	0	1	1	2	2	0.0%	5.9%	5.9%	12.5%	12.5%
<b>Total Teachers</b>	15	15	15	13	13	93.8%	88.2%	88.2%	81.3%	81.3%
Special Education	1	1	1	1	1	6.7%	6.7%	6.7%	7.7%	7.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
Elementary	14	14	14	12	11	93.3%	93.3%	93.3%	92.3%	84.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	172	172	167	174	170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	33	37	20	24	16.9%	19.2%	22.2%	11.5%	14.1%
Grades 1-4	67	68	63	76	79	39.0%	39.5%	37.7%	43.7%	46.5%
Grades 5-6	30	30	41	35	30	17.4%	17.4%	24.6%	20.1%	17.6%
Grades 7-8	46	41	26	43	36	26.7%	23.8%	15.6%	24.7%	21.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.6%



## District Report for: NORWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	17	17	16	16	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	16	17	16	14	87.5%	94.1%	100.0%	100.0%	87.5%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>12.5%</b>	<b>5.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	2	1	0	0	1	100.0%	100.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>5.9%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	0	0	1	1	-	0.0%	0.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	5.9%	12.5%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	16
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 16

## District Report for: NORWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.3%	5.9%	5.9%	6.3%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	1	1	2	2	0.0%	5.9%	5.9%	12.5%	12.5%
White - Females	0	1	1	2	2	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	15	15	13	13	93.8%	88.2%	88.2%	81.3%	81.3%
White - Females	7	7	7	6	7	46.7%	46.7%	46.7%	46.2%	53.8%
White - Males	2	2	2	2	3	13.3%	13.3%	13.3%	15.4%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	5	5	4	3	33.3%	33.3%	33.3%	30.8%	23.1%
Other - Males	1	1	1	1	0	6.7%	6.7%	6.7%	7.7%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
25-29	3	2	2	2	1	20.0%	13.3%	13.3%	15.4%	7.7%
30-34	1	2	2	2	2	6.7%	13.3%	13.3%	15.4%	15.4%
35-39	3	1	0	0	0	20.0%	6.7%	0.0%	0.0%	0.0%
40-44	3	4	5	4	3	20.0%	26.7%	33.3%	30.8%	23.1%
45-49	2	2	1	2	4	13.3%	13.3%	6.7%	15.4%	30.8%
50-54	0	1	2	2	2	0.0%	6.7%	13.3%	15.4%	15.4%
55+	3	3	3	1	0	20.0%	20.0%	20.0%	7.7%	0.0%
<b>Average Age</b>	41.9	42.9	43.9	42.3	40.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	2	2	13.3%	13.3%	13.3%	15.4%	15.4%
4-7 Years	5	3	2	0	2	33.3%	20.0%	13.3%	0.0%	15.4%
8-11 Years	1	3	3	5	4	6.7%	20.0%	20.0%	38.5%	30.8%
12-15 Years	3	0	1	1	1	20.0%	0.0%	6.7%	7.7%	7.7%
16-19 Years	2	4	4	2	2	13.3%	26.7%	26.7%	15.4%	15.4%
20+ Years	2	3	3	3	2	13.3%	20.0%	20.0%	23.1%	15.4%
<b>Average Experience</b>	10.8	11.8	12.8	12.7	11.2					

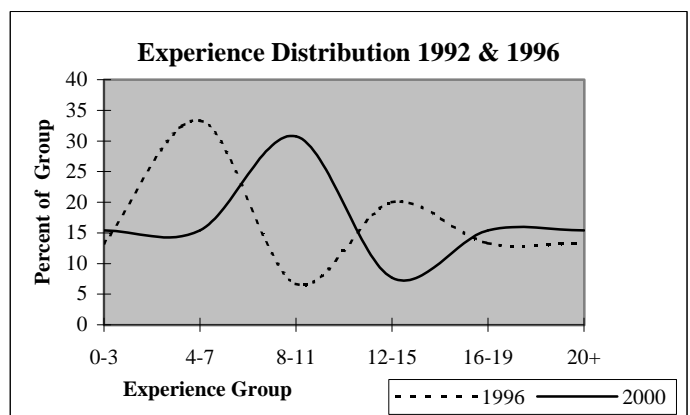
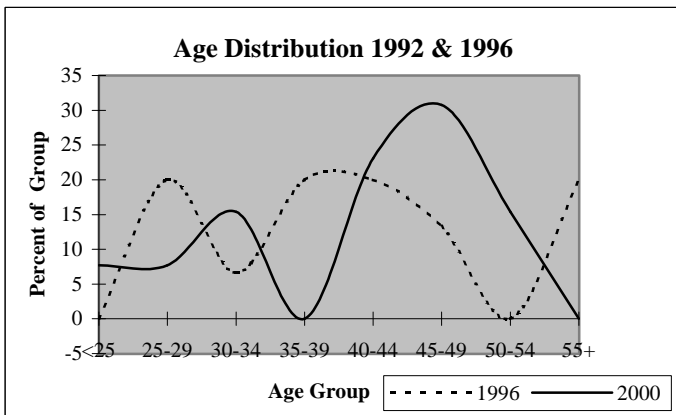


## District Report for: NORWOOD

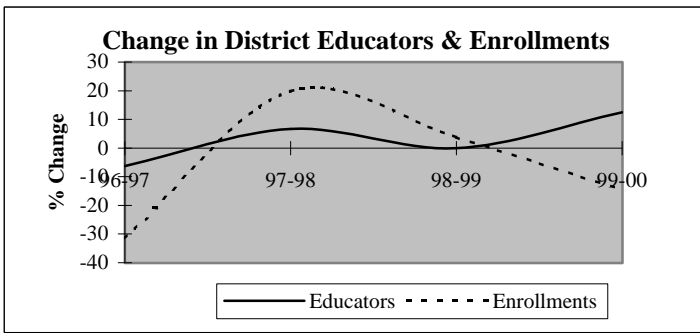
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	2	-	0.0%	0.0%	5.9%	12.5%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	6.3%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	5.9%	6.3%	-
Teacher Attrition	0	0	1	2	-	0.0%	0.0%	6.7%	15.4%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	7.7%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	6.7%	7.7%	-
<b>District Retention</b>										
Educator Retention	16	17	16	14	-	100.0%	100.0%	94.1%	87.5%	-
Teacher Retention	15	15	14	11	-	100.0%	100.0%	93.3%	84.6%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	94.1%	100.0%	100.0%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	5.9%	0.0%	0.0%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LOST CITY

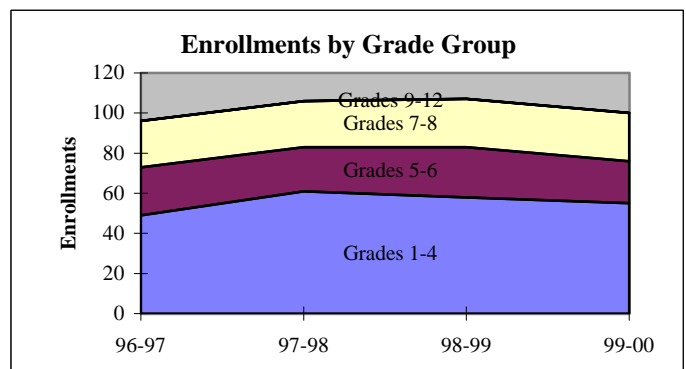
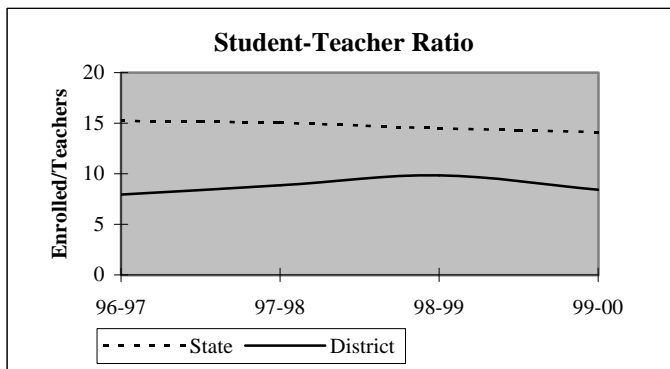


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.1	7.4	8.3	8.6	6.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.6	7.9	8.9	9.9	8.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	1	0	2	-	-	-	-	-
% Change in Educators	0.0%	-6.3%	6.7%	0.0%	12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	-51	22	5	-20	-	-	-	-	-
% Change in Enrollments	-5.3%	-31.5%	19.8%	3.8%	-14.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	13.3%	6.3%	12.5%	11.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	6.7%	6.3%	6.3%	11.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	6.3%	11.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	31.3%	26.7%	25.0%	31.3%	27.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	6.3%	0.0%	6.3%	6.3%	16.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	44.0	43.7	44.0	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	15.4	13.3	13.3	8.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,414	28,630	28,982	27,615	26,991	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	35.7%	28.6%	26.7%	35.7%	21.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	85.7%	86.7%	85.7%	92.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.1%	6.7%	7.1%	14.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	69.8%	57.7%	57.9%	61.6%	57.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	6	6	11	37.5%	33.3%	37.5%	37.5%	61.1%
Attrition	1	3	1	2	0					
Attrition Rate	16.7%	60.0%	16.7%	33.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	9	9	8	8	6	56.3%	60.0%	50.0%	50.0%	33.3%
Attrition	1	1	0	3	0					
Attrition Rate	11.1%	11.1%	0.0%	37.5%	0.0%					
At Retirement Age	1	1	2	2	1	6.3%	6.7%	12.5%	12.5%	5.6%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	100.0%	50.0%	50.0%	0.0%					
At Retirement in 5 yrs.	2	3	3	3	1	12.5%	20.0%	18.8%	18.8%	5.6%

## District Report for: LOST CITY

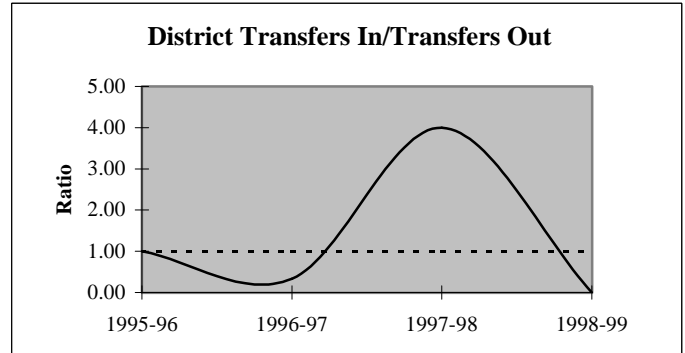
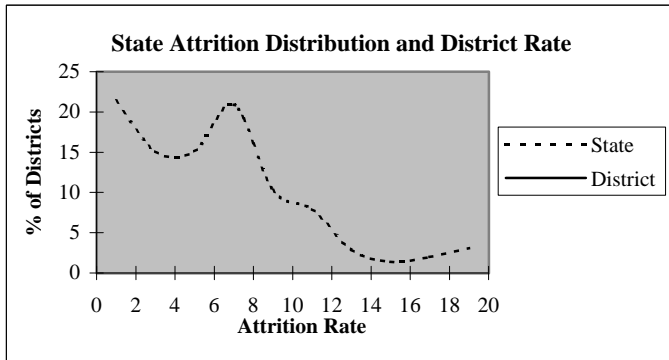
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	15	16	16	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	2	12.5%	6.7%	6.3%	6.3%	11.1%
Professional Staff	0	0	0	1	2	0.0%	0.0%	0.0%	6.3%	11.1%
<b>Total Teachers</b>	14	14	15	14	14	87.5%	93.3%	93.8%	87.5%	77.8%
Special Education	1	1	1	1	2	7.1%	7.1%	6.7%	7.1%	14.3%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	6.7%	7.1%	7.1%
Elementary	13	13	13	12	11	92.9%	92.9%	86.7%	85.7%	78.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	162	111	133	138	118	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	15	23	29	14	11.1%	13.5%	17.3%	21.0%	11.9%
Grades 1-4	78	49	61	58	55	48.1%	44.1%	45.9%	42.0%	46.6%
Grades 5-6	38	24	22	25	21	23.5%	21.6%	16.5%	18.1%	17.8%
Grades 7-8	28	23	23	24	24	17.3%	20.7%	17.3%	17.4%	20.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	4	2	4	0.0%	0.0%	3.0%	1.4%	3.4%



## District Report for: LOST CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	15	16	16	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	14	10	14	10	93.8%	93.3%	62.5%	87.5%	55.6%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>6.3%</b>	<b>6.7%</b>	<b>37.5%</b>	<b>12.5%</b>	<b>44.4%</b>
Transfers In	1	1	4	0	3	100.0%	100.0%	66.7%	0.0%	37.5%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	0	2	1	5	0.0%	0.0%	33.3%	50.0%	62.5%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>12.5%</b>	<b>33.3%</b>	<b>12.5%</b>	<b>37.5%</b>	<b>-</b>
Transfers Out	1	3	1	4	-	50.0%	60.0%	50.0%	66.7%	-
Leave Oklahoma Educ.	1	2	1	2	-	50.0%	40.0%	50.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	33.3%	12.5%	37.5%	-
Transfers In/Out	1.00	0.33	4.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	16	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	16

## District Report for: LOST CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	2	12.5%	6.7%	6.3%	6.3%	11.1%
White - Females	1	0	1	1	1	50.0%	0.0%	100.0%	100.0%	50.0%
White - Males	1	1	0	0	0	50.0%	100.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	2	0.0%	0.0%	0.0%	6.3%	11.1%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	14	15	14	14	87.5%	93.3%	93.8%	87.5%	77.8%
White - Females	8	9	9	8	10	57.1%	64.3%	60.0%	57.1%	71.4%
White - Males	1	1	2	1	1	7.1%	7.1%	13.3%	7.1%	7.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	3	4	4	3	28.6%	21.4%	26.7%	28.6%	21.4%
Other - Males	1	1	0	1	0	7.1%	7.1%	0.0%	7.1%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	6.7%	0.0%	0.0%
25-29	1	0	0	1	1	7.1%	0.0%	0.0%	7.1%	7.7%
30-34	1	1	1	1	3	7.1%	7.1%	6.7%	7.1%	23.1%
35-39	4	4	4	4	2	28.6%	28.6%	26.7%	28.6%	15.4%
40-44	3	3	1	1	2	21.4%	21.4%	6.7%	7.1%	15.4%
45-49	2	1	1	1	2	14.3%	7.1%	6.7%	7.1%	15.4%
50-54	2	4	7	6	3	14.3%	28.6%	46.7%	42.9%	23.1%
55+	1	1	0	0	0	7.1%	7.1%	0.0%	0.0%	0.0%
<b>Average Age</b>	41.6	44.0	43.7	44.0	40.3					

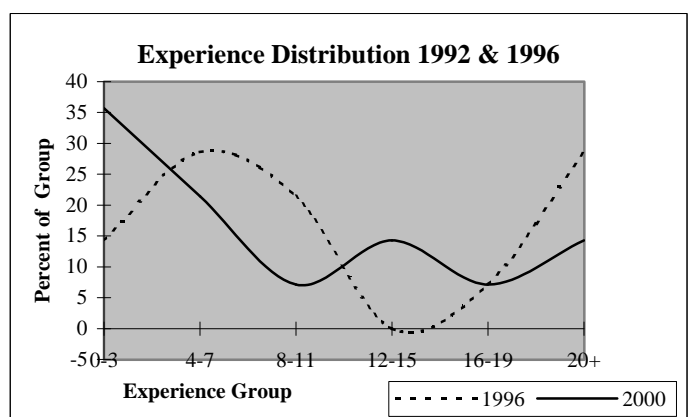
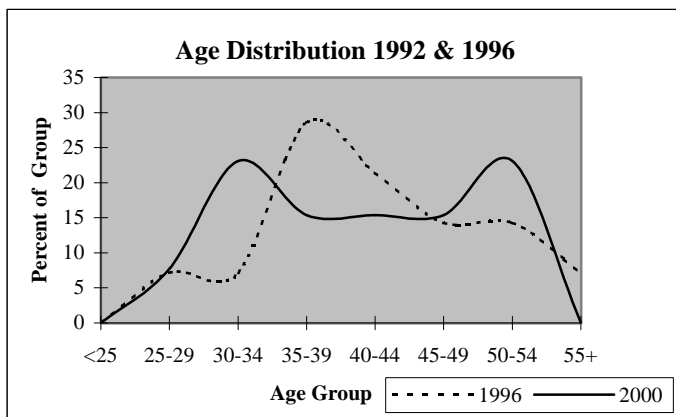
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	3	3	5	14.3%	7.1%	20.0%	21.4%	35.7%
4-7 Years	4	4	3	2	3	28.6%	28.6%	20.0%	14.3%	21.4%
8-11 Years	3	2	0	1	1	21.4%	14.3%	0.0%	7.1%	7.1%
12-15 Years	0	1	3	3	2	0.0%	7.1%	20.0%	21.4%	14.3%
16-19 Years	1	1	1	1	1	7.1%	7.1%	6.7%	7.1%	7.1%
20+ Years	4	5	5	4	2	28.6%	35.7%	33.3%	28.6%	14.3%
<b>Average Experience</b>	12.7	15.4	13.3	13.3	8.9					

## District Report for: LOST CITY

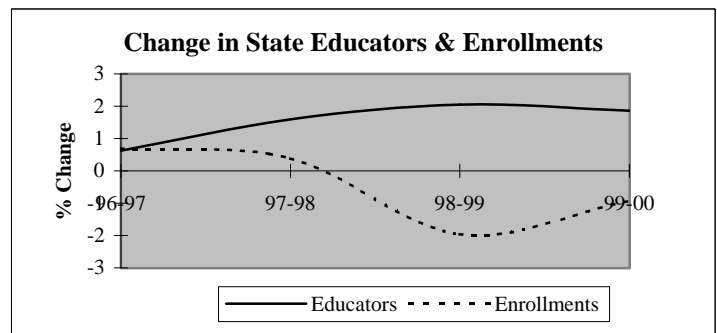
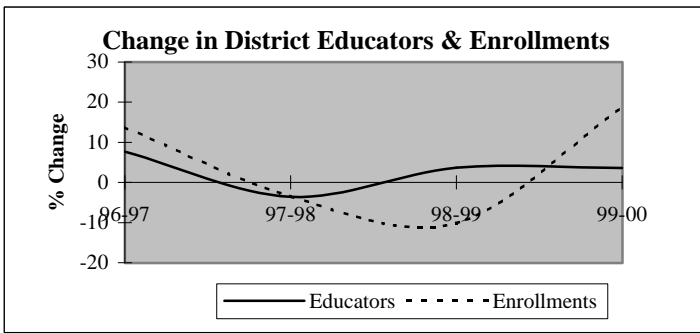
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	2	6	-	12.5%	33.3%	12.5%	37.5%	-
Attrition from Transfers	1	3	1	4	-	6.3%	20.0%	6.3%	25.0%	-
Attrition from Exits	1	2	1	2	-	6.3%	13.3%	6.3%	12.5%	-
<b>Teacher Attrition</b>	1	4	2	6	-	7.1%	28.6%	13.3%	42.9%	-
Attrition from Transfers	1	3	1	4	-	7.1%	21.4%	6.7%	28.6%	-
Attrition from Exits	0	1	1	2	-	0.0%	7.1%	6.7%	14.3%	-
<b>District Retention</b>										
Educator Retention	14	10	14	10	-	87.5%	66.7%	87.5%	62.5%	-
Teacher Retention	13	10	13	8	-	92.9%	71.4%	86.7%	57.1%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	50.0%	25.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	25.0%	50.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	20.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	6.7%	0.0%	0.0%	11.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	93.3%	87.5%	87.5%	61.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	12.5%	12.5%	27.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WOODALL

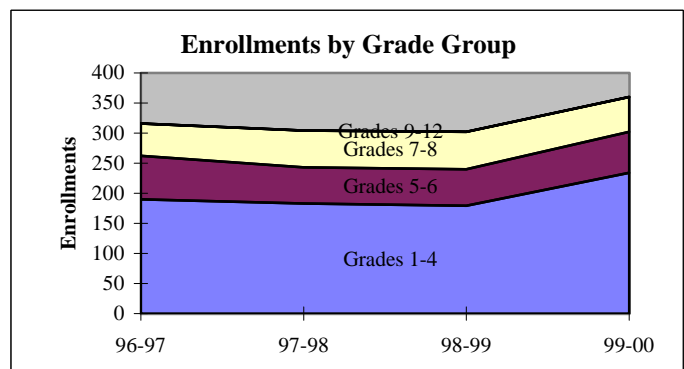
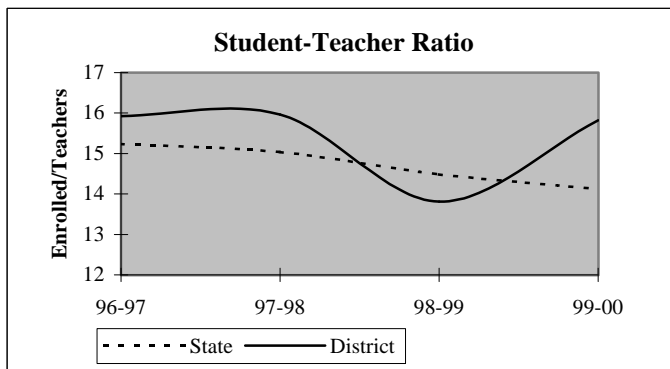


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.5	15.4	15.4	13.3	15.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	15.9	16.0	13.8	15.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	-1	1	1	-	-	-	-	-
% Change in Educators	0.0%	7.7%	-3.6%	3.7%	3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	39	52	-15	-42	70	-	-	-	-	-
% Change in Enrollments	11.5%	13.8%	-3.5%	-10.1%	18.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	10.7%	7.4%	10.7%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.8%	3.6%	3.7%	3.6%	3.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.7%	10.7%	7.4%	7.1%	6.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	37.7	37.2	38.6	40.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	10.2	9.6	10.3	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	31,493	29,193	30,152	32,049	33,233	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.0%	11.1%	7.7%	7.4%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.0%	81.5%	80.8%	81.5%	82.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.0%	3.7%	3.8%	3.7%	3.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	64.8%	58.4%	61.0%	58.5%	56.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	13	14	12	12	38.5%	46.4%	51.9%	42.9%	41.4%
Attrition	2	2	2	3	0					
Attrition Rate	20.0%	15.4%	14.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	12	15	16	50.0%	46.4%	44.4%	53.6%	55.2%
Attrition	1	1	0	0	0					
Attrition Rate	7.7%	7.7%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	1	1	1	11.5%	7.1%	3.7%	3.6%	3.4%
Attrition	1	1	0	0	0					
Attrition Rate	33.3%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	3	1	1	2	15.4%	10.7%	3.7%	3.6%	6.9%

## District Report for: WOODALL

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	26	28	27	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.8%	3.6%	3.7%	3.6%	3.4%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	25	27	26	27	28	96.2%	96.4%	96.3%	96.4%	96.6%
Special Education	1	1	1	1	1	4.0%	3.7%	3.8%	3.7%	3.6%
Pre-K & Kindergarten	0	0	0	4	3	0.0%	0.0%	0.0%	14.8%	10.7%
Elementary	24	26	25	22	24	96.0%	96.3%	96.2%	81.5%	85.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	378	430	415	373	443	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	118	114	111	68	83	31.2%	26.5%	26.7%	18.2%	18.7%
Grades 1-4	139	190	183	179	234	36.8%	44.2%	44.1%	48.0%	52.8%
Grades 5-6	71	72	60	61	68	18.8%	16.7%	14.5%	16.4%	15.3%
Grades 7-8	50	54	61	62	58	13.2%	12.6%	14.7%	16.6%	13.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	3	0	0.0%	0.0%	0.0%	0.8%	0.0%

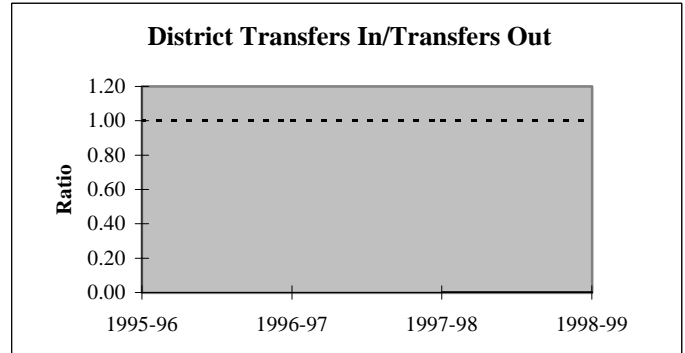
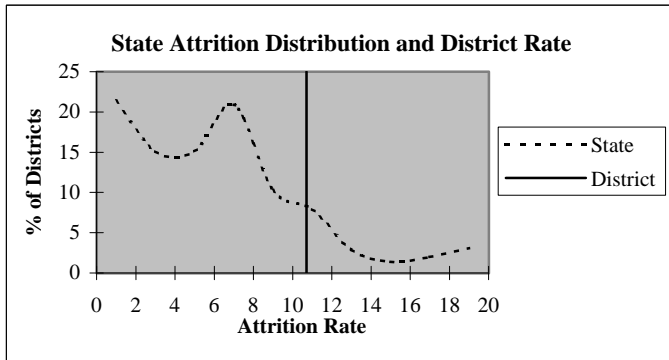




## District Report for: WOODALL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	26	28	27	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	24	25	25	84.6%	78.6%	88.9%	89.3%	86.2%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>15.4%</b>	<b>21.4%</b>	<b>11.1%</b>	<b>10.7%</b>	<b>13.8%</b>
Transfers In	1	1	0	0	1	25.0%	16.7%	0.0%	0.0%	25.0%
Reentrants	0	2	0	1	0	0.0%	33.3%	0.0%	33.3%	0.0%
First Time Educators	3	3	3	2	3	75.0%	50.0%	100.0%	66.7%	75.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>15.4%</b>	<b>14.3%</b>	<b>7.4%</b>	<b>10.7%</b>	<b>-</b>
Transfers Out	0	0	1	2	-	0.0%	0.0%	50.0%	66.7%	-
Leave Oklahoma Educ.	4	4	1	1	-	100.0%	100.0%	50.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	14.3%	7.4%	10.7%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	26	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	26

## District Report for: WOODALL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.8%	3.6%	3.7%	3.6%	3.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	27	26	27	28	96.2%	96.4%	96.3%	96.4%	96.6%
White - Females	20	19	19	20	21	80.0%	70.4%	73.1%	74.1%	75.0%
White - Males	3	5	5	5	5	12.0%	18.5%	19.2%	18.5%	17.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	3	2	2	2	8.0%	11.1%	7.7%	7.4%	7.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	1	0	8.0%	3.7%	0.0%	3.7%	0.0%
25-29	7	10	7	5	3	28.0%	37.0%	26.9%	18.5%	11.5%
30-34	1	1	5	6	7	4.0%	3.7%	19.2%	22.2%	26.9%
35-39	2	2	2	2	2	8.0%	7.4%	7.7%	7.4%	7.7%
40-44	5	6	6	5	4	20.0%	22.2%	23.1%	18.5%	15.4%
45-49	1	2	3	3	5	4.0%	7.4%	11.5%	11.1%	19.2%
50-54	3	3	2	4	2	12.0%	11.1%	7.7%	14.8%	7.7%
55+	4	2	1	1	3	16.0%	7.4%	3.8%	3.7%	11.5%
<b>Average Age</b>	39.6	37.7	37.2	38.6	40.7					

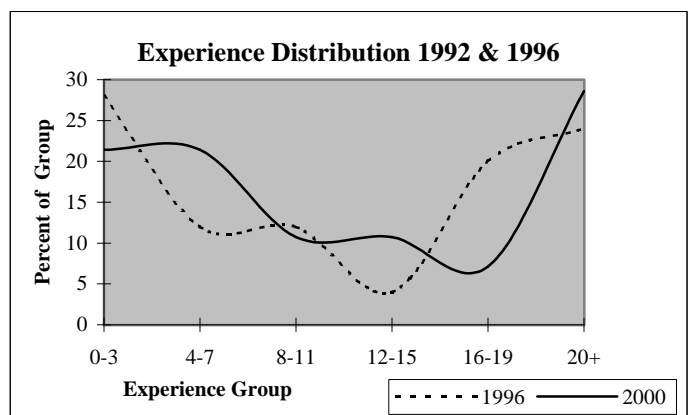
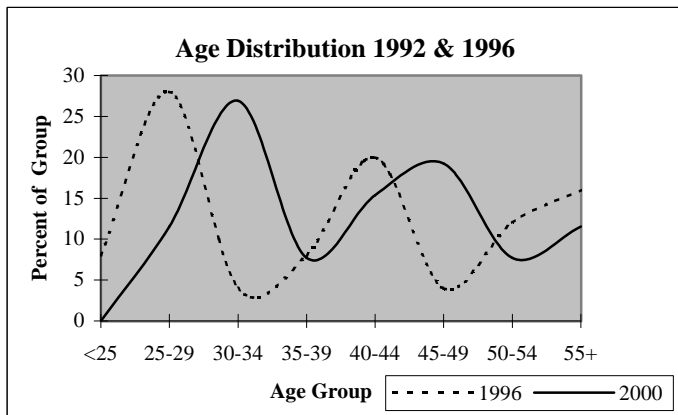
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	8	8	7	6	28.0%	29.6%	30.8%	25.9%	21.4%
4-7 Years	3	5	6	5	6	12.0%	18.5%	23.1%	18.5%	21.4%
8-11 Years	3	2	2	5	3	12.0%	7.4%	7.7%	18.5%	10.7%
12-15 Years	1	1	1	1	3	4.0%	3.7%	3.8%	3.7%	10.7%
16-19 Years	5	7	7	7	2	20.0%	25.9%	26.9%	25.9%	7.1%
20+ Years	6	4	2	2	8	24.0%	14.8%	7.7%	7.4%	28.6%
<b>Average Experience</b>	11.2	10.2	9.6	10.3	11.3					

## District Report for: WOODALL

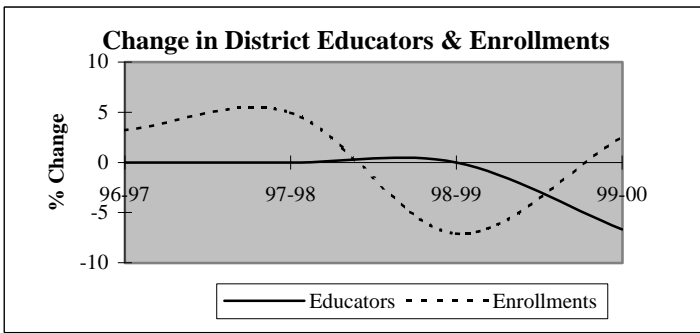
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	2	3	-	15.4%	14.3%	7.4%	10.7%	-
Attrition from Transfers	0	0	1	2	-	0.0%	0.0%	3.7%	7.1%	-
Attrition from Exits	4	4	1	1	-	15.4%	14.3%	3.7%	3.6%	-
<b>Teacher Attrition</b>	4	4	2	3	-	16.0%	14.8%	7.7%	11.1%	-
Attrition from Transfers	0	0	1	2	-	0.0%	0.0%	3.8%	7.4%	-
Attrition from Exits	4	4	1	1	-	16.0%	14.8%	3.8%	3.7%	-
<b>District Retention</b>										
Educator Retention	22	24	25	25	-	84.6%	85.7%	92.6%	89.3%	-
Teacher Retention	21	23	24	24	-	84.0%	85.2%	92.3%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	38.5%	15.4%	53.8%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.5%	82.1%	88.9%	89.3%	89.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.5%	17.9%	11.1%	10.7%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SHADY GROVE



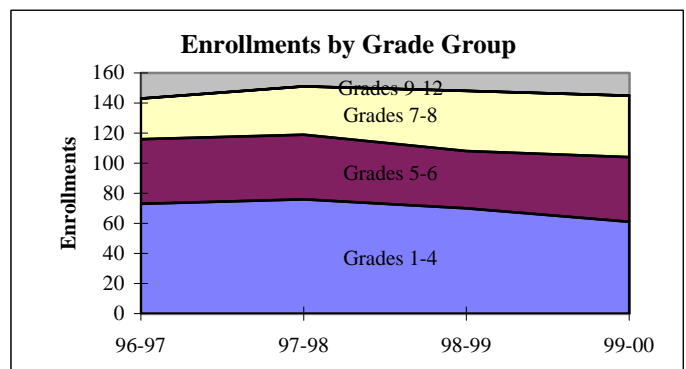
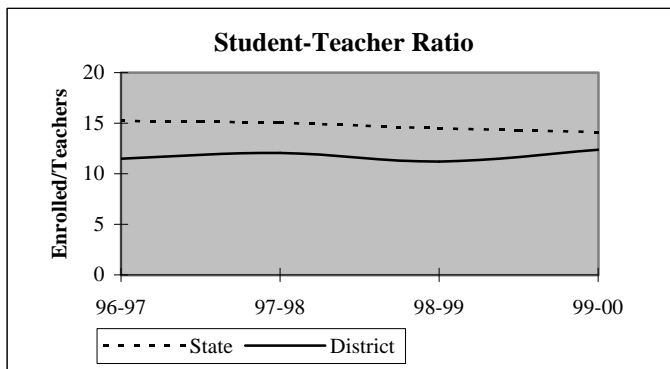
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	10.7	11.3	10.5	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.1	11.5	12.1	11.2	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	0	0	-1	-	-	-	-	-
% Change in Educators	-11.8%	0.0%	0.0%	0.0%	-6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-25	5	8	-12	4	-	-	-	-	-
% Change in Enrollments	-13.8%	3.2%	5.0%	-7.1%	2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.7%	6.7%	6.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	40.0%	40.0%	46.7%	46.7%	42.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	44.2	43.9	44.9	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.1	12.1	11.3	12.3	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,827	31,481	30,193	31,015	31,361	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	42.9%	42.9%	50.0%	50.0%	46.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	78.6%	78.6%	78.6%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.1%	7.1%	7.1%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	84.0%	68.9%	87.6%	83.7%	80.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	3	4	4	2	33.3%	20.0%	26.7%	26.7%	14.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	10	12	10	10	11	66.7%	80.0%	66.7%	66.7%	78.6%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	8.3%	0.0%	10.0%	0.0%					
At Retirement Age	0	0	1	1	1	0.0%	0.0%	6.7%	6.7%	7.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	2	1	1	2	0.0%	13.3%	6.7%	6.7%	14.3%

## District Report for: SHADY GROVE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	15	15	15	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	6.7%	6.7%	6.7%	7.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	14	14	14	14	13	93.3%	93.3%	93.3%	93.3%	92.9%
Special Education	1	1	1	1	0	7.1%	7.1%	7.1%	7.1%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	13	13	13	13	92.9%	92.9%	92.9%	92.9%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

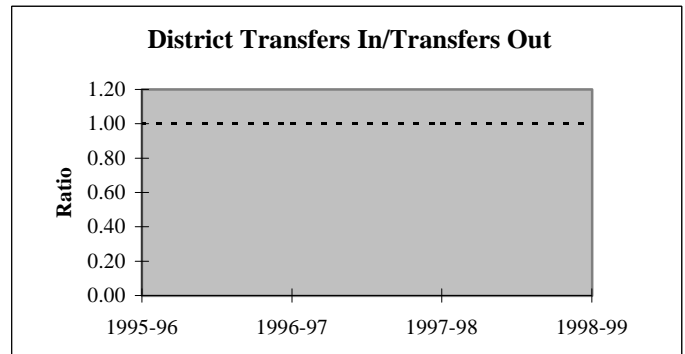
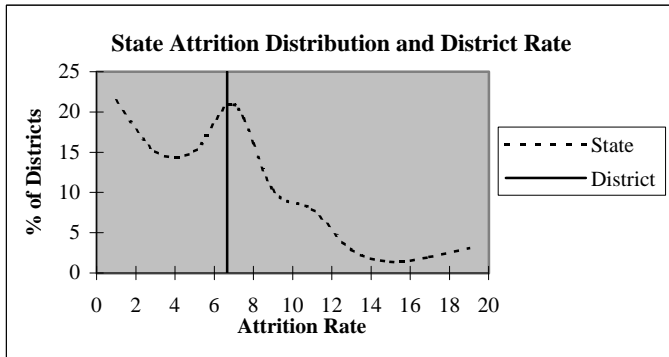
Total Enrollments	156	161	169	157	161	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	18	18	9	16	10.3%	11.2%	10.7%	5.7%	9.9%
Grades 1-4	79	73	76	70	61	50.6%	45.3%	45.0%	44.6%	37.9%
Grades 5-6	31	43	43	38	43	19.9%	26.7%	25.4%	24.2%	26.7%
Grades 7-8	30	27	32	40	41	19.2%	16.8%	18.9%	25.5%	25.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SHADY GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	15	15	15	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	15	14	15	14	100.0%	100.0%	93.3%	100.0%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	6.7%	0.0%	6.7%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	15	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	15

## District Report for: SHADY GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	6.7%	6.7%	6.7%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	14	14	14	13	93.3%	93.3%	93.3%	93.3%	92.9%
White - Females	7	7	6	6	6	50.0%	50.0%	42.9%	42.9%	46.2%
White - Males	1	1	1	1	1	7.1%	7.1%	7.1%	7.1%	7.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	5	5	4	28.6%	28.6%	35.7%	35.7%	30.8%
Other - Males	2	2	2	2	2	14.3%	14.3%	14.3%	14.3%	15.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
30-34	2	3	2	1	1	15.4%	23.1%	15.4%	7.7%	8.3%
35-39	3	2	2	3	3	23.1%	15.4%	15.4%	23.1%	25.0%
40-44	2	2	4	3	3	15.4%	15.4%	30.8%	23.1%	25.0%
45-49	2	2	2	2	2	15.4%	15.4%	15.4%	15.4%	16.7%
50-54	1	2	1	1	1	7.7%	15.4%	7.7%	7.7%	8.3%
55+	2	2	2	3	2	15.4%	15.4%	15.4%	23.1%	16.7%
<b>Average Age</b>	43.2	44.2	43.9	44.9	44.8					

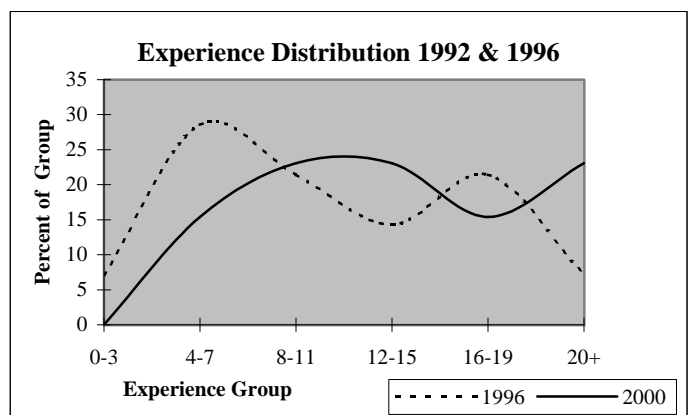
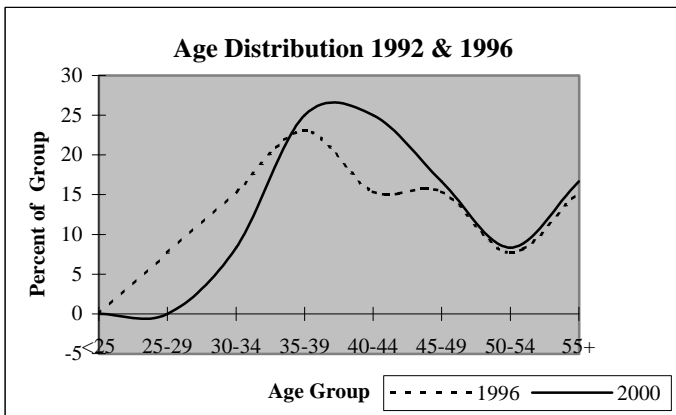
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	2	0	0	7.1%	7.1%	14.3%	0.0%	0.0%
4-7 Years	4	2	2	4	2	28.6%	14.3%	14.3%	28.6%	15.4%
8-11 Years	3	5	3	2	3	21.4%	35.7%	21.4%	14.3%	23.1%
12-15 Years	2	2	3	4	3	14.3%	14.3%	21.4%	28.6%	23.1%
16-19 Years	3	3	3	2	2	21.4%	21.4%	21.4%	14.3%	15.4%
20+ Years	1	1	1	2	3	7.1%	7.1%	7.1%	14.3%	23.1%
<b>Average Experience</b>	11.1	12.1	11.3	12.3	13.5					

## District Report for: SHADY GROVE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	1	-	0.0%	6.7%	0.0%	6.7%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	6.7%	-
Attrition from Exits	0	1	0	0	-	0.0%	6.7%	0.0%	0.0%	-
Teacher Attrition	0	1	0	1	-	0.0%	7.1%	0.0%	7.1%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	7.1%	-
Attrition from Exits	0	1	0	0	-	0.0%	7.1%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	15	14	15	14	-	100.0%	93.3%	100.0%	93.3%	-
Teacher Retention	14	13	14	13	-	100.0%	92.9%	100.0%	92.9%	-

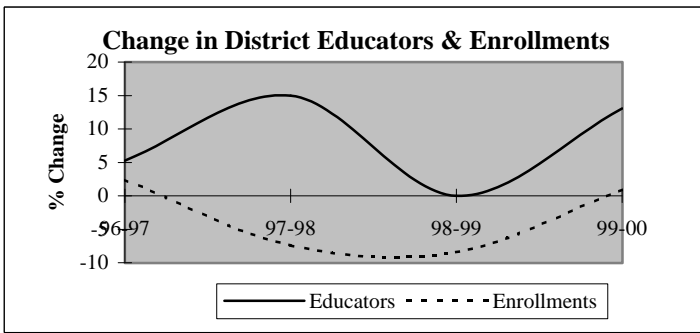
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: PEGGS

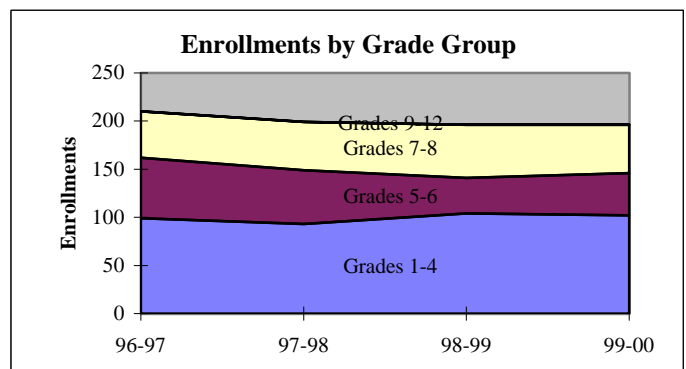
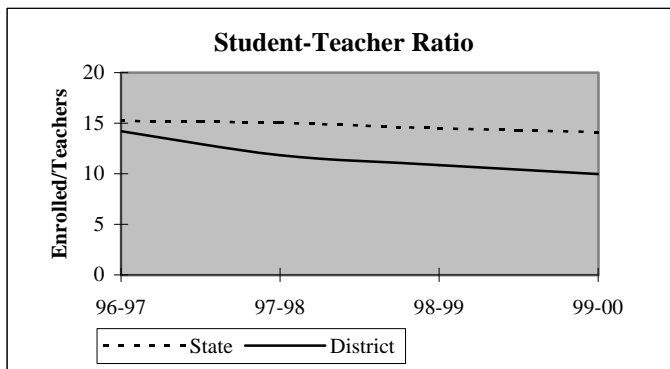


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	12.8	10.3	9.4	8.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.7	14.2	11.9	10.9	10.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	3	0	3	-	-	-	-	-
% Change in Educators	0.0%	5.3%	15.0%	0.0%	13.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	23	6	-19	-20	2	-	-	-	-	-
% Change in Enrollments	10.1%	2.4%	-7.4%	-8.4%	0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.5%	15.0%	13.0%	17.4%	19.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.0%	4.3%	4.3%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.0%	8.7%	8.7%	11.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	26.3%	30.0%	30.4%	30.4%	34.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	42.8	38.2	39.0	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	10.6	9.7	6.6	7.6	9.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,042	29,570	29,360	30,130	29,978	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	23.5%	27.8%	30.0%	30.0%	36.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.4%	88.9%	95.0%	95.0%	90.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	5.6%	5.0%	5.0%	13.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	64.0%	66.0%	64.1%	72.2%	76.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	9	12	12	13	42.1%	45.0%	52.2%	52.2%	50.0%
Attrition	0	3	1	1	0					
Attrition Rate	0.0%	33.3%	8.3%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	10	11	11	11	52.6%	50.0%	47.8%	47.8%	42.3%
Attrition	1	2	0	1	0					
Attrition Rate	10.0%	20.0%	0.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	0	0	2	5.3%	5.0%	0.0%	0.0%	7.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	0	1	3	5.3%	5.0%	0.0%	4.3%	11.5%

## District Report for: PEGGS

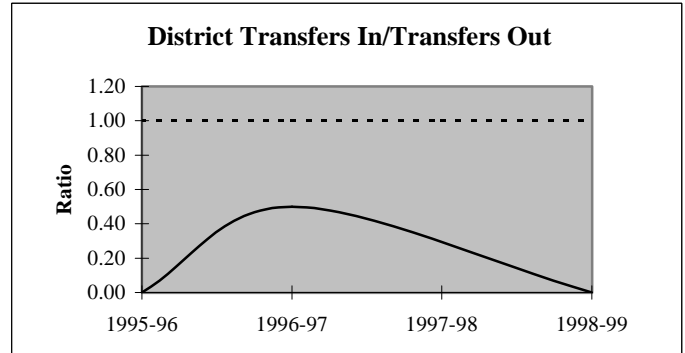
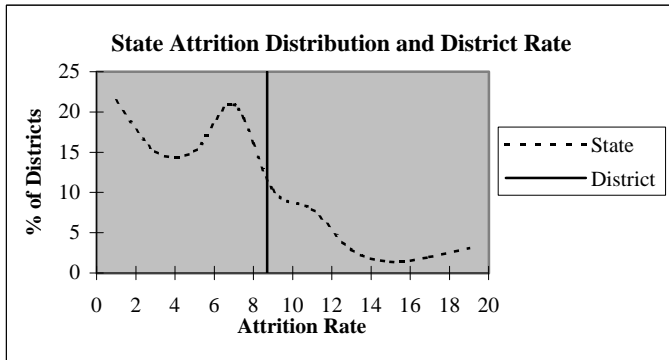
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	20	23	23	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.3%	5.0%	4.3%	4.3%	3.8%
Professional Staff	1	1	2	2	3	5.3%	5.0%	8.7%	8.7%	11.5%
<b>Total Teachers</b>	17	18	20	20	22	89.5%	90.0%	87.0%	87.0%	84.6%
Special Education	1	1	1	1	3	5.9%	5.6%	5.0%	5.0%	13.6%
Pre-K & Kindergarten	1	1	1	1	1	5.9%	5.6%	5.0%	5.0%	4.5%
Elementary	15	16	18	18	18	88.2%	88.9%	90.0%	90.0%	81.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	250	256	237	217	219	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	44	37	21	23	16.8%	17.2%	15.6%	9.7%	10.5%
Grades 1-4	112	99	93	104	102	44.8%	38.7%	39.2%	47.9%	46.6%
Grades 5-6	47	63	56	37	44	18.8%	24.6%	23.6%	17.1%	20.1%
Grades 7-8	49	48	50	55	50	19.6%	18.8%	21.1%	25.3%	22.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	2	1	0	0	0.0%	0.8%	0.4%	0.0%	0.0%



## District Report for: PEGGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	20	23	23	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	18	14	22	21	94.7%	90.0%	60.9%	95.7%	80.8%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>1</b>	<b>5</b>	<b>5.3%</b>	<b>10.0%</b>	<b>39.1%</b>	<b>4.3%</b>	<b>19.2%</b>
Transfers In	0	1	4	0	3	0.0%	50.0%	44.4%	0.0%	60.0%
Reentrants	0	0	1	1	1	0.0%	0.0%	11.1%	100.0%	20.0%
First Time Educators	1	1	4	0	1	100.0%	50.0%	44.4%	0.0%	20.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>5.3%</b>	<b>30.0%</b>	<b>4.3%</b>	<b>8.7%</b>	<b>-</b>
Transfers Out	1	2	0	2	-	100.0%	33.3%	0.0%	100.0%	-
Leave Oklahoma Educ.	0	4	1	0	-	0.0%	66.7%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	5.3%	30.0%	4.3%	8.7%	-
Transfers In/Out	0.00	0.50	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	19

## District Report for: PEGGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.3%	5.0%	4.3%	4.3%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	2	3	5.3%	5.0%	8.7%	8.7%	11.5%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	33.3%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	100.0%	100.0%	50.0%	50.0%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	18	20	20	22	89.5%	90.0%	87.0%	87.0%	84.6%
White - Females	10	11	13	13	12	58.8%	61.1%	65.0%	65.0%	54.5%
White - Males	3	2	1	1	2	17.6%	11.1%	5.0%	5.0%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	5	6	6	8	23.5%	27.8%	30.0%	30.0%	36.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	5.9%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	6	4	3	17.6%	11.1%	30.0%	20.0%	13.6%
30-34	0	4	3	5	6	0.0%	22.2%	15.0%	25.0%	27.3%
35-39	1	1	2	2	2	5.9%	5.6%	10.0%	10.0%	9.1%
40-44	2	2	1	1	2	11.8%	11.1%	5.0%	5.0%	9.1%
45-49	5	5	7	4	2	29.4%	27.8%	35.0%	20.0%	9.1%
50-54	3	2	1	4	5	17.6%	11.1%	5.0%	20.0%	22.7%
55+	2	2	0	0	2	11.8%	11.1%	0.0%	0.0%	9.1%
<b>Average Age</b>	43.4	42.8	38.2	39.0	41.2					

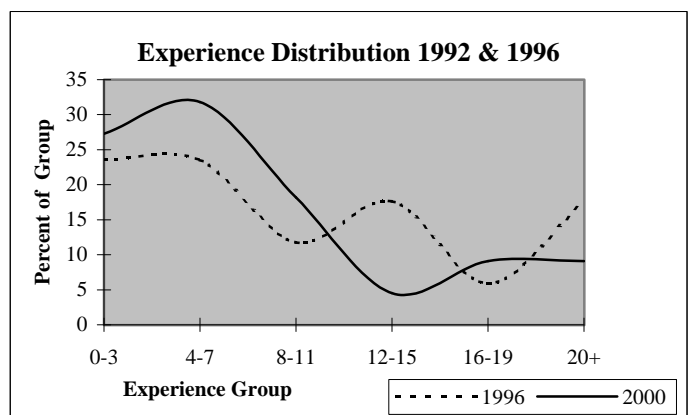
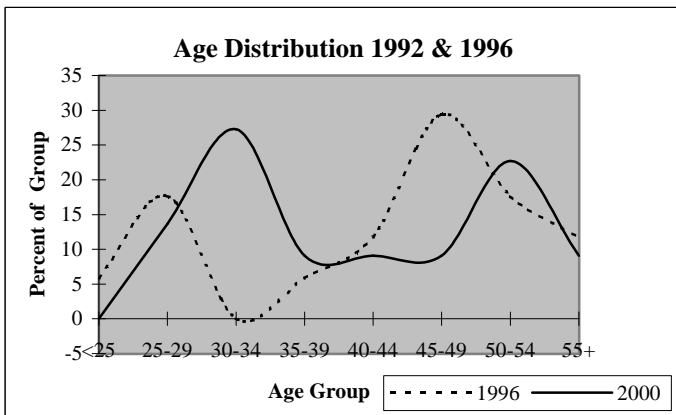
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	8	6	6	23.5%	22.2%	40.0%	30.0%	27.3%
4-7 Years	4	5	4	6	7	23.5%	27.8%	20.0%	30.0%	31.8%
8-11 Years	2	3	4	4	4	11.8%	16.7%	20.0%	20.0%	18.2%
12-15 Years	3	3	3	1	1	17.6%	16.7%	15.0%	5.0%	4.5%
16-19 Years	1	1	0	2	2	5.9%	5.6%	0.0%	10.0%	9.1%
20+ Years	3	2	1	1	2	17.6%	11.1%	5.0%	5.0%	9.1%
<b>Average Experience</b>	10.6	9.7	6.6	7.6	9.2					

## District Report for: PEGGS

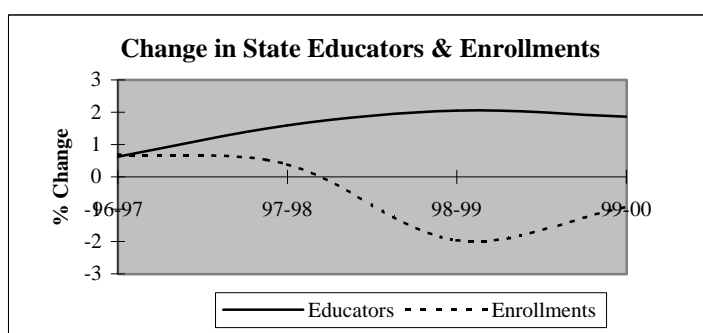
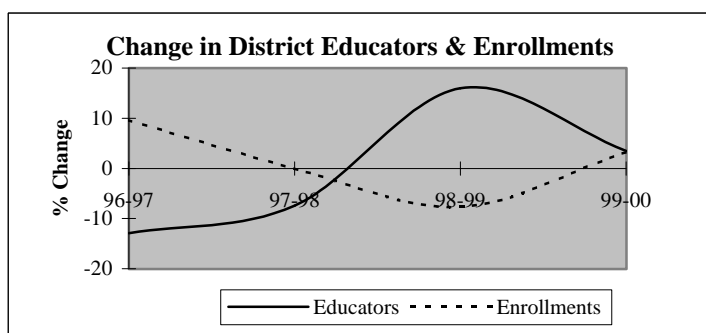
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	1	2	-	5.3%	30.0%	4.3%	8.7%	-
Attrition from Transfers	1	2	0	2	-	5.3%	10.0%	0.0%	8.7%	-
Attrition from Exits	0	4	1	0	-	0.0%	20.0%	4.3%	0.0%	-
Teacher Attrition	1	6	1	2	-	5.9%	33.3%	5.0%	10.0%	-
Attrition from Transfers	1	2	0	2	-	5.9%	11.1%	0.0%	10.0%	-
Attrition from Exits	0	4	1	0	-	0.0%	22.2%	5.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	14	22	21	-	94.7%	70.0%	95.7%	91.3%	-
Teacher Retention	16	12	19	18	-	94.1%	66.7%	95.0%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.3%	0.0%	4.3%	0.0%	7.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.5%	95.0%	73.9%	95.7%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	5.0%	21.7%	4.3%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GRAND VIEW

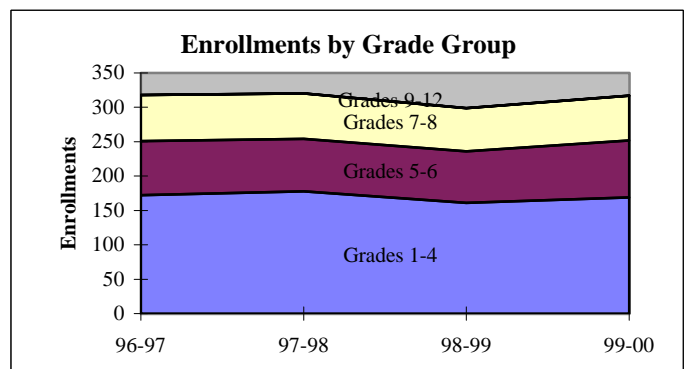
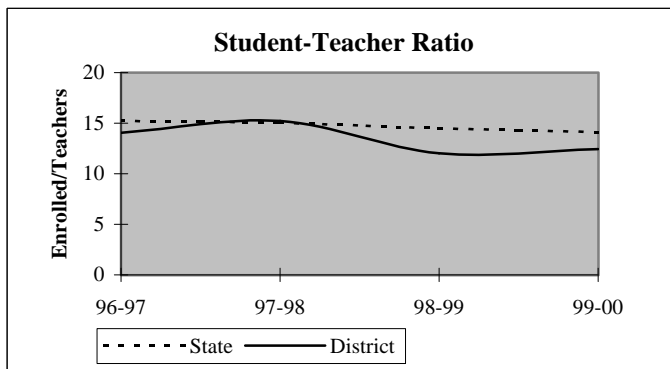


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	13.5	14.6	11.6	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	14.0	15.2	12.0	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	-4	-2	4	1	-	-	-	-	-
% Change in Educators	14.8%	-12.9%	-7.4%	16.0%	3.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-1	32	0	-28	11	-	-	-	-	-
% Change in Enrollments	-0.3%	9.6%	0.0%	-7.7%	3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.1%	0.0%	0.0%	13.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.7%	3.7%	4.0%	3.4%	3.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.2%	0.0%	0.0%	0.0%	3.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	22.6%	25.9%	28.0%	24.1%	23.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	40.3	40.1	39.2	39.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	12.0	11.7	10.9	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	32,490	32,471	31,966	30,162	31,825	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	25.9%	26.9%	29.2%	25.0%	25.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.1%	73.1%	70.8%	71.4%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.7%	3.8%	4.2%	7.1%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	64.3%	58.6%	54.2%	60.8%	64.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	10	14	14	35.5%	37.0%	40.0%	48.3%	46.7%
Attrition	1	0	0	2	0					
Attrition Rate	9.1%	0.0%	0.0%	14.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	17	15	13	13	13	54.8%	55.6%	52.0%	44.8%	43.3%
Attrition	3	1	1	0	0					
Attrition Rate	17.6%	6.7%	7.7%	0.0%	0.0%					
At Retirement Age	3	2	2	2	3	9.7%	7.4%	8.0%	6.9%	10.0%
Attrition	1	1	0	0	0					
Attrition Rate	33.3%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	4	4	3	3	3	12.9%	14.8%	12.0%	10.3%	10.0%

## District Report for: GRAND VIEW

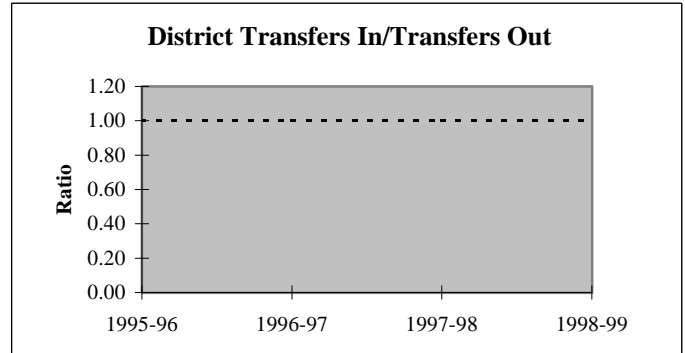
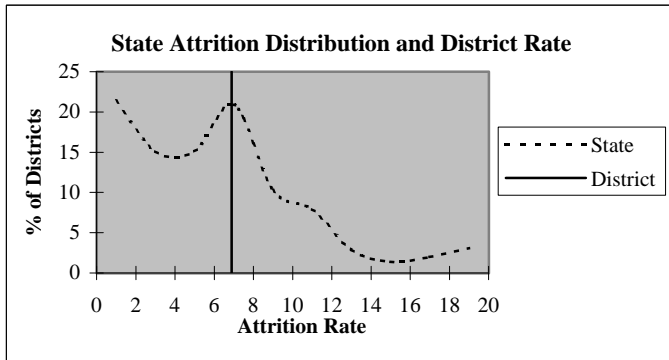
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	31	27	25	29	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	1	1	1	1	9.7%	3.7%	4.0%	3.4%	3.3%
Professional Staff	1	0	0	0	1	3.2%	0.0%	0.0%	0.0%	3.3%
<b>Total Teachers</b>	27	26	24	28	28	87.1%	96.3%	96.0%	96.6%	93.3%
Special Education	1	1	1	2	2	3.7%	3.8%	4.2%	7.1%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	26	25	23	26	26	96.3%	96.2%	95.8%	92.9%	92.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	333	365	365	337	348	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	47	45	38	31	12.6%	12.9%	12.3%	11.3%	8.9%
Grades 1-4	155	172	178	161	169	46.5%	47.1%	48.8%	47.8%	48.6%
Grades 5-6	67	79	76	75	83	20.1%	21.6%	20.8%	22.3%	23.9%
Grades 7-8	69	67	66	63	65	20.7%	18.4%	18.1%	18.7%	18.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GRAND VIEW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	31	27	25	29	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	26	25	24	27	80.6%	96.3%	100.0%	82.8%	90.0%
<b>Newly Hired</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>19.4%</b>	<b>3.7%</b>	<b>0.0%</b>	<b>17.2%</b>	<b>10.0%</b>
Transfers In	2	1	0	2	1	33.3%	100.0%	0.0%	40.0%	33.3%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
First Time Educators	4	0	0	2	2	66.7%	0.0%	0.0%	40.0%	66.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>16.1%</b>	<b>7.4%</b>	<b>4.0%</b>	<b>6.9%</b>	<b>-</b>
Transfers Out	2	0	0	0	-	40.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	3	2	1	2	-	60.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	16.1%	7.4%	4.0%	6.9%	-
Transfers In/Out	1.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	27	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	31



## District Report for: GRAND VIEW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	1	1	1	1	9.7%	3.7%	4.0%	3.4%	3.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	0	0	1	3.2%	0.0%	0.0%	0.0%	3.3%
White - Females	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	26	24	28	28	87.1%	96.3%	96.0%	96.6%	93.3%
White - Females	16	15	13	16	17	59.3%	57.7%	54.2%	57.1%	60.7%
White - Males	4	4	4	5	4	14.8%	15.4%	16.7%	17.9%	14.3%
Black - Females	1	1	1	1	1	3.7%	3.8%	4.2%	3.6%	3.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	3	11.1%	11.5%	12.5%	10.7%	10.7%
Other - Males	3	3	3	3	3	11.1%	11.5%	12.5%	10.7%	10.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	2	2	3.7%	3.8%	0.0%	7.1%	7.1%
25-29	4	4	4	5	4	14.8%	15.4%	16.7%	17.9%	14.3%
30-34	3	3	2	2	2	11.1%	11.5%	8.3%	7.1%	7.1%
35-39	6	5	5	2	4	22.2%	19.2%	20.8%	7.1%	14.3%
40-44	5	6	7	8	7	18.5%	23.1%	29.2%	28.6%	25.0%
45-49	2	2	2	5	5	7.4%	7.7%	8.3%	17.9%	17.9%
50-54	3	3	3	3	2	11.1%	11.5%	12.5%	10.7%	7.1%
55+	3	2	1	1	2	11.1%	7.7%	4.2%	3.6%	7.1%
<b>Average Age</b>	40.0	40.3	40.1	39.2	39.8					

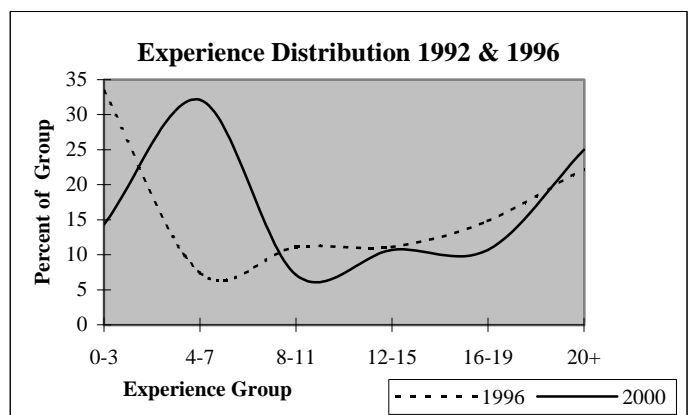
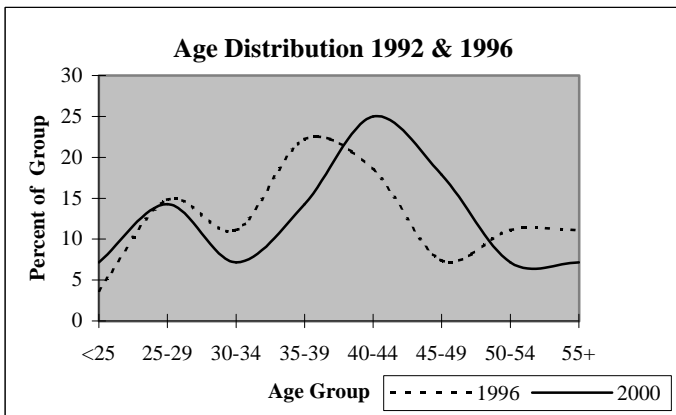
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	8	7	8	4	33.3%	30.8%	29.2%	28.6%	14.3%
4-7 Years	2	2	3	6	9	7.4%	7.7%	12.5%	21.4%	32.1%
8-11 Years	3	4	3	2	2	11.1%	15.4%	12.5%	7.1%	7.1%
12-15 Years	3	2	2	2	3	11.1%	7.7%	8.3%	7.1%	10.7%
16-19 Years	4	4	2	4	3	14.8%	15.4%	8.3%	14.3%	10.7%
20+ Years	6	6	7	6	7	22.2%	23.1%	29.2%	21.4%	25.0%
<b>Average Experience</b>	11.7	12.0	11.7	10.9	11.5					

## District Report for: GRAND VIEW

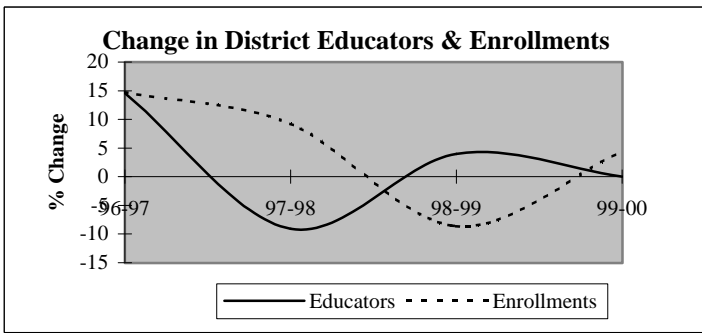
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	1	2	-	16.1%	7.4%	4.0%	6.9%	-
Attrition from Transfers	2	0	0	0	-	6.5%	0.0%	0.0%	0.0%	-
Attrition from Exits	3	2	1	2	-	9.7%	7.4%	4.0%	6.9%	-
<b>Teacher Attrition</b>	2	2	1	2	-	7.4%	7.7%	4.2%	7.1%	-
Attrition from Transfers	1	0	0	0	-	3.7%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	2	1	2	-	3.7%	7.7%	4.2%	7.1%	-
<b>District Retention</b>										
Educator Retention	26	25	24	27	-	83.9%	92.6%	96.0%	93.1%	-
Teacher Retention	25	24	23	26	-	92.6%	92.3%	95.8%	92.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.0%	10.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	0.0%	90.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	6.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.1%	100.0%	100.0%	89.7%	86.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.9%	0.0%	0.0%	10.3%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BRIGGS

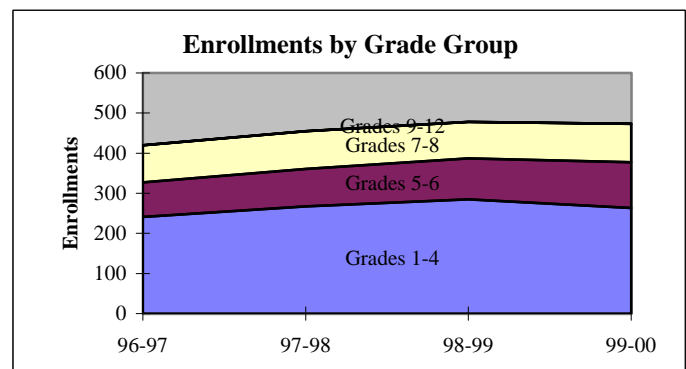
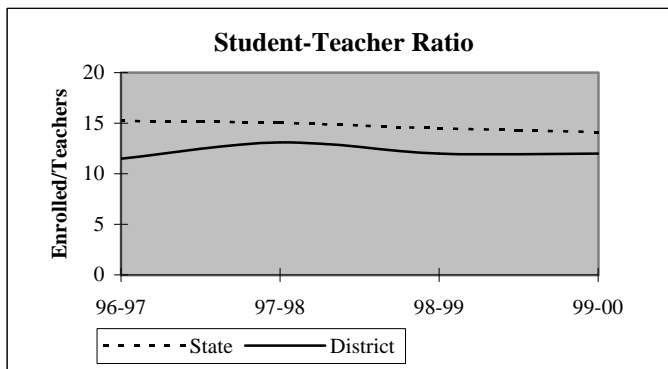


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	10.0	12.1	10.6	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.9	11.5	13.1	12.0	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	8	7	-5	2	0	-	-	-	-	-
% Change in Educators	20.0%	14.6%	-9.1%	4.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	43	71	51	-52	24	-	-	-	-	-
% Change in Enrollments	9.8%	14.8%	9.2%	-8.6%	4.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.6%	9.1%	4.0%	3.8%	9.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.1%	1.8%	2.0%	3.8%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	10.9%	6.0%	7.7%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	22.9%	25.5%	24.0%	25.0%	26.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.2	39.5	39.7	40.2	39.8	42.0	42.3	42.5	42.7	43.0
Average Experience	8.9	8.8	9.2	8.9	9.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,622	28,382	29,376	30,145	29,164	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	22.7%	25.0%	23.9%	23.9%	25.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	84.1%	83.3%	87.0%	91.3%	87.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	20.5%	18.8%	8.7%	10.9%	10.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	66.9%	65.8%	76.5%	77.9%	77.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	28	34	32	26	23	58.3%	61.8%	64.0%	50.0%	44.2%
Attrition	1	10	2	4	0					
Attrition Rate	3.6%	29.4%	6.3%	15.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	18	15	22	25	37.5%	32.7%	30.0%	42.3%	48.1%
Attrition	1	3	2	1	0					
Attrition Rate	5.6%	16.7%	13.3%	4.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	4	4	4.2%	5.5%	6.0%	7.7%	7.7%
Attrition Rate	0.0%	0.0%	33.3%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	5	6	7	6.3%	5.5%	10.0%	11.5%	13.5%

## District Report for: BRIGGS

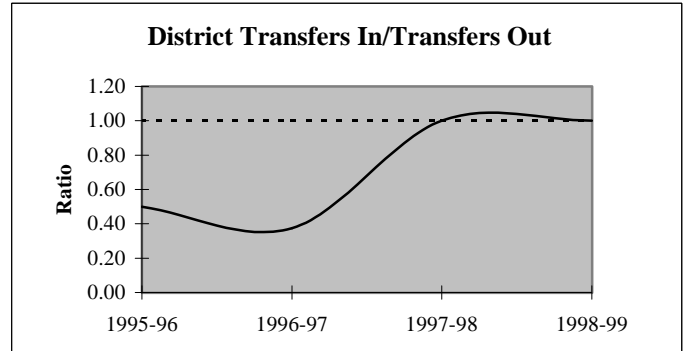
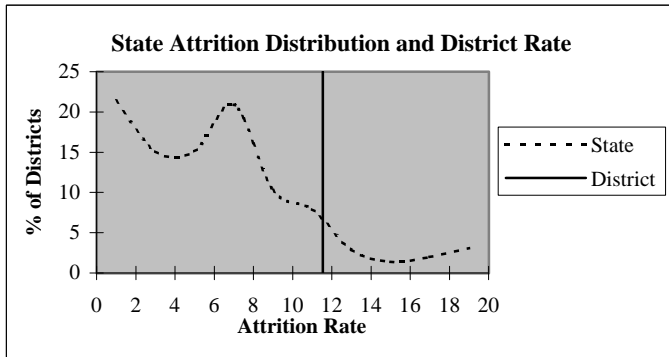
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	48	55	50	52	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	2.1%	1.8%	2.0%	3.8%	3.8%
Professional Staff	3	6	3	4	2	6.3%	10.9%	6.0%	7.7%	3.8%
<b>Total Teachers</b>	44	48	46	46	48	91.7%	87.3%	92.0%	88.5%	92.3%
Special Education	9	9	4	5	5	20.5%	18.8%	8.7%	10.9%	10.4%
Pre-K & Kindergarten	2	2	3	4	3	4.5%	4.2%	6.5%	8.7%	6.3%
Elementary	33	37	39	37	40	75.0%	77.1%	84.8%	80.4%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	481	552	603	551	575	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	119	132	126	53	72	24.7%	23.9%	20.9%	9.6%	12.5%
Grades 1-4	202	241	267	285	263	42.0%	43.7%	44.3%	51.7%	45.7%
Grades 5-6	91	86	94	102	114	18.9%	15.6%	15.6%	18.5%	19.8%
Grades 7-8	69	93	94	91	96	14.3%	16.8%	15.6%	16.5%	16.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	22	20	30	0.0%	0.0%	3.6%	3.6%	5.2%



## District Report for: BRIGGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	48	55	50	52	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	46	42	45	46	79.2%	83.6%	84.0%	86.5%	88.5%
<b>Newly Hired</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>20.8%</b>	<b>16.4%</b>	<b>16.0%</b>	<b>13.5%</b>	<b>11.5%</b>
Transfers In	1	3	1	2	2	10.0%	33.3%	12.5%	28.6%	33.3%
Reentrants	4	3	0	2	3	40.0%	33.3%	0.0%	28.6%	50.0%
First Time Educators	5	3	7	3	1	50.0%	33.3%	87.5%	42.9%	16.7%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>13</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>4.2%</b>	<b>23.6%</b>	<b>10.0%</b>	<b>11.5%</b>	<b>-</b>
Transfers Out	2	8	1	2	-	100.0%	61.5%	20.0%	33.3%	-
Leave Oklahoma Educ.	0	5	4	4	-	0.0%	38.5%	80.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	4.2%	23.6%	10.0%	11.5%	-
Transfers In/Out	0.50	0.38	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	47	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>48</b>

## District Report for: BRIGGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	2.1%	1.8%	2.0%	3.8%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
<b>Professional Staff</b>	3	6	3	4	2	6.3%	10.9%	6.0%	7.7%	3.8%
White - Females	1	3	1	2	1	33.3%	50.0%	33.3%	50.0%	50.0%
White - Males	1	1	1	1	0	33.3%	16.7%	33.3%	25.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	1	1	1	33.3%	33.3%	33.3%	25.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	44	48	46	46	48	91.7%	87.3%	92.0%	88.5%	92.3%
White - Females	28	30	30	31	30	63.6%	62.5%	65.2%	67.4%	62.5%
White - Males	6	6	5	4	6	13.6%	12.5%	10.9%	8.7%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	9	10	10	11	12	20.5%	20.8%	21.7%	23.9%	25.0%
Other - Males	1	2	1	0	0	2.3%	4.2%	2.2%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	2.3%	0.0%	0.0%	0.0%	0.0%
25-29	9	10	5	3	5	20.5%	20.8%	10.9%	6.5%	10.4%
30-34	8	8	13	14	11	18.2%	16.7%	28.3%	30.4%	22.9%
35-39	5	8	9	8	11	11.4%	16.7%	19.6%	17.4%	22.9%
40-44	7	9	6	7	8	15.9%	18.8%	13.0%	15.2%	16.7%
45-49	6	4	3	4	5	13.6%	8.3%	6.5%	8.7%	10.4%
50-54	6	6	6	4	3	13.6%	12.5%	13.0%	8.7%	6.3%
55+	2	3	4	6	5	4.5%	6.3%	8.7%	13.0%	10.4%
<b>Average Age</b>	39.2	39.5	39.7	40.2	39.8					

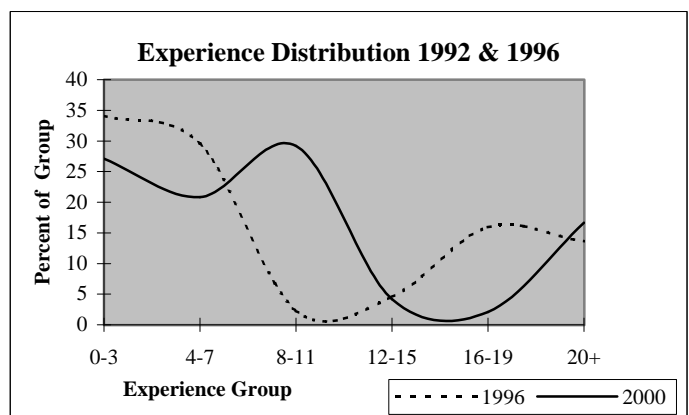
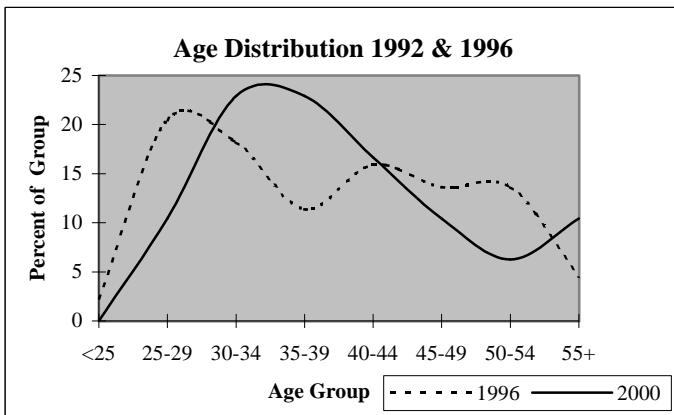
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	15	13	15	13	34.1%	31.3%	28.3%	32.6%	27.1%
4-7 Years	13	16	18	10	10	29.5%	33.3%	39.1%	21.7%	20.8%
8-11 Years	1	3	2	9	14	2.3%	6.3%	4.3%	19.6%	29.2%
12-15 Years	2	2	0	1	2	4.5%	4.2%	0.0%	2.2%	4.2%
16-19 Years	7	5	5	2	1	15.9%	10.4%	10.9%	4.3%	2.1%
20+ Years	6	7	8	9	8	13.6%	14.6%	17.4%	19.6%	16.7%
<b>Average Experience</b>	8.9	8.8	9.2	8.9	9.0					

## District Report for: BRIGGS

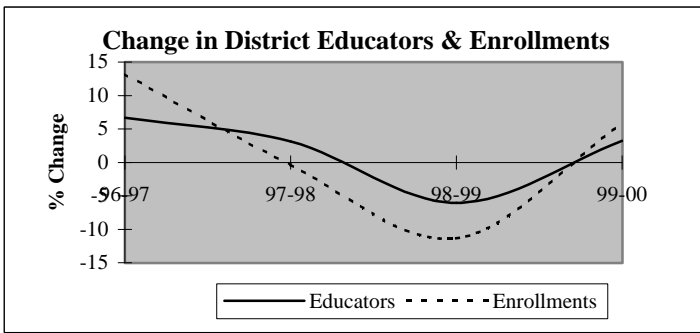
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	13	5	6	-	4.2%	23.6%	10.0%	11.5%	-
Attrition from Transfers	2	8	1	2	-	4.2%	14.5%	2.0%	3.8%	-
Attrition from Exits	0	5	4	4	-	0.0%	9.1%	8.0%	7.7%	-
Teacher Attrition	2	10	4	5	-	4.5%	20.8%	8.7%	10.9%	-
Attrition from Transfers	2	5	0	2	-	4.5%	10.4%	0.0%	4.3%	-
Attrition from Exits	0	5	4	3	-	0.0%	10.4%	8.7%	6.5%	-
<b>District Retention</b>										
Educator Retention	46	42	45	46	-	95.8%	76.4%	90.0%	88.5%	-
Teacher Retention	42	38	42	41	-	95.5%	79.2%	91.3%	89.1%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	81.8%	13.6%	95.5%	78.2%	9.6%	87.8%
1 Year of Experience	78.9%	5.3%	84.2%	84.2%	6.9%	91.1%
2 Years of Experience	91.7%	8.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	5.6%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	5.6%	94.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.8%	4.0%	3.8%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.3%	83.6%	80.0%	86.5%	90.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	3.6%	2.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.8%	10.9%	14.0%	9.6%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TENKILLER



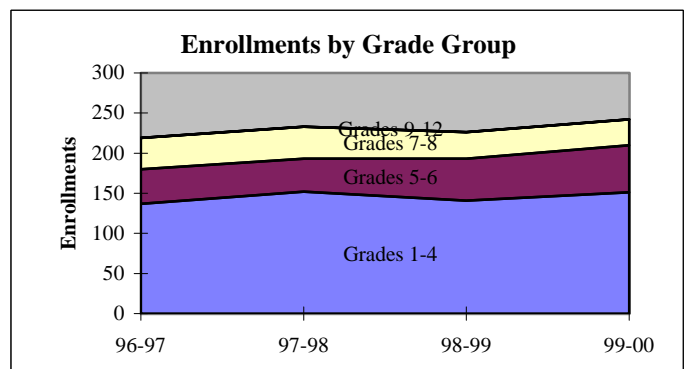
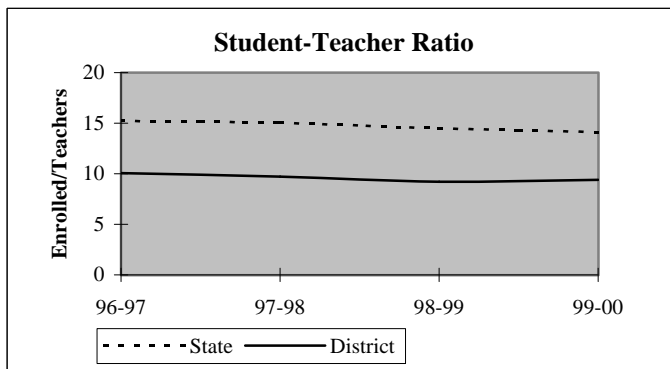
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.6	9.1	8.8	8.3	8.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.2	10.1	9.7	9.2	9.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	9	2	1	-2	1	-	-	-	-	-
% Change in Educators	42.9%	6.7%	3.1%	-6.1%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	36	34	-1	-33	15	-	-	-	-	-
% Change in Enrollments	16.2%	13.2%	-0.3%	-11.3%	5.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	40.0%	3.1%	9.1%	0.0%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.3%	3.1%	3.0%	3.2%	3.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	6.3%	6.1%	6.5%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	50.0%	50.0%	51.5%	45.2%	53.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	40.7	40.4	41.1	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	8.2	8.9	8.7	9.0	8.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,467	30,695	29,923	31,364	30,859	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	50.0%	51.7%	53.3%	42.9%	51.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	86.2%	80.0%	82.1%	82.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.6%	3.4%	3.3%	3.6%	3.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	71.7%	72.3%	70.4%	77.5%	77.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	19	18	14	15	56.7%	59.4%	54.5%	45.2%	46.9%
Attrition	1	2	2	4	0					
Attrition Rate	5.9%	10.5%	11.1%	28.6%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	12	12	13	15	14	40.0%	37.5%	39.4%	48.4%	43.8%
Attrition	0	1	2	1	0					
Attrition Rate	0.0%	8.3%	15.4%	6.7%	0.0%					
At Retirement Age	1	1	2	2	3	3.3%	3.1%	6.1%	6.5%	9.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	3	2	3	3	3.3%	9.4%	6.1%	9.7%	9.4%



## District Report for: TENKILLER

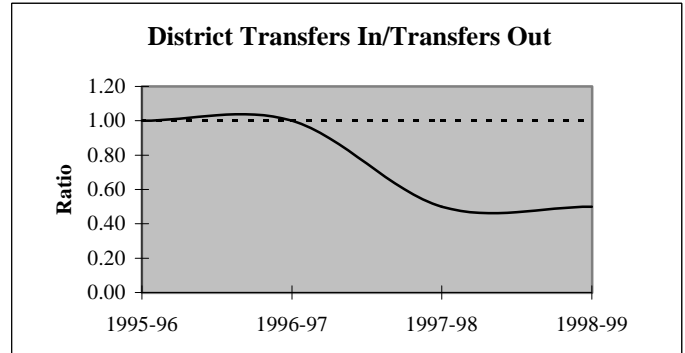
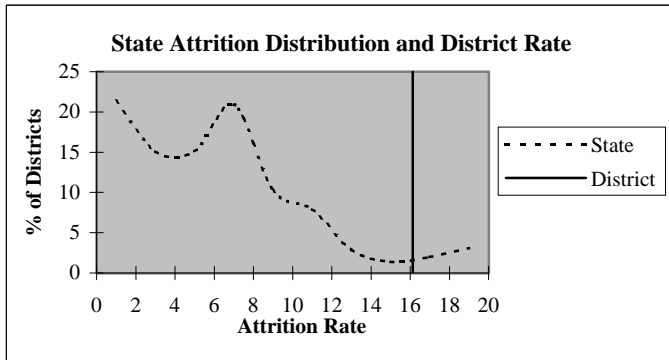
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	32	33	31	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.3%	3.1%	3.0%	3.2%	3.1%
Professional Staff	1	2	2	2	2	3.3%	6.3%	6.1%	6.5%	6.3%
<b>Total Teachers</b>	28	29	30	28	29	93.3%	90.6%	90.9%	90.3%	90.6%
Special Education	1	1	1	1	1	3.6%	3.4%	3.3%	3.6%	3.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	27	28	29	27	28	96.4%	96.6%	96.7%	96.4%	96.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	258	292	291	258	273	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	67	69	55	28	31	26.0%	23.6%	18.9%	10.9%	11.4%
Grades 1-4	117	137	152	141	151	45.3%	46.9%	52.2%	54.7%	55.3%
Grades 5-6	39	43	41	52	59	15.1%	14.7%	14.1%	20.2%	21.6%
Grades 7-8	35	39	40	33	32	13.6%	13.4%	13.7%	12.8%	11.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	4	3	4	0	0.0%	1.4%	1.0%	1.6%	0.0%



## District Report for: TENKILLER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	32	33	31	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	29	29	29	26	63.3%	90.6%	87.9%	93.5%	81.3%
<b>Newly Hired</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>36.7%</b>	<b>9.4%</b>	<b>12.1%</b>	<b>6.5%</b>	<b>18.8%</b>
Transfers In	1	1	1	2	2	9.1%	33.3%	25.0%	100.0%	33.3%
Reentrants	3	1	0	0	2	27.3%	33.3%	0.0%	0.0%	33.3%
First Time Educators	7	1	3	0	2	63.6%	33.3%	75.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>3.3%</b>	<b>9.4%</b>	<b>12.1%</b>	<b>16.1%</b>	<b>-</b>
Transfers Out	1	1	2	4	-	100.0%	33.3%	50.0%	80.0%	-
Leave Oklahoma Educ.	0	2	2	1	-	0.0%	66.7%	50.0%	20.0%	-

Dynamics Rates	District Rates				
District Attrition	3.3%	9.4%	12.1%	16.1%	-
Transfers In/Out	1.00	1.00	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	29	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	30

## District Report for: TENKILLER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.3%	3.1%	3.0%	3.2%	3.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	3.3%	6.3%	6.1%	6.5%	6.3%
White - Females	0	1	1	0	0	0.0%	50.0%	50.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	2	100.0%	50.0%	50.0%	100.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	29	30	28	29	93.3%	90.6%	90.9%	90.3%	90.6%
White - Females	12	12	10	12	11	42.9%	41.4%	33.3%	42.9%	37.9%
White - Males	2	2	4	4	3	7.1%	6.9%	13.3%	14.3%	10.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	12	13	14	11	13	42.9%	44.8%	46.7%	39.3%	44.8%
Other - Males	2	2	2	1	2	7.1%	6.9%	6.7%	3.6%	6.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	1	2	2	10.7%	7.1%	3.6%	7.7%	7.7%
30-34	8	8	6	6	5	28.6%	28.6%	21.4%	23.1%	19.2%
35-39	4	3	7	5	6	14.3%	10.7%	25.0%	19.2%	23.1%
40-44	4	6	3	3	4	14.3%	21.4%	10.7%	11.5%	15.4%
45-49	5	4	6	4	3	17.9%	14.3%	21.4%	15.4%	11.5%
50-54	2	3	3	3	4	7.1%	10.7%	10.7%	11.5%	15.4%
55+	2	2	2	3	2	7.1%	7.1%	7.1%	11.5%	7.7%
<b>Average Age</b>	40.0	40.7	40.4	41.1	41.3					

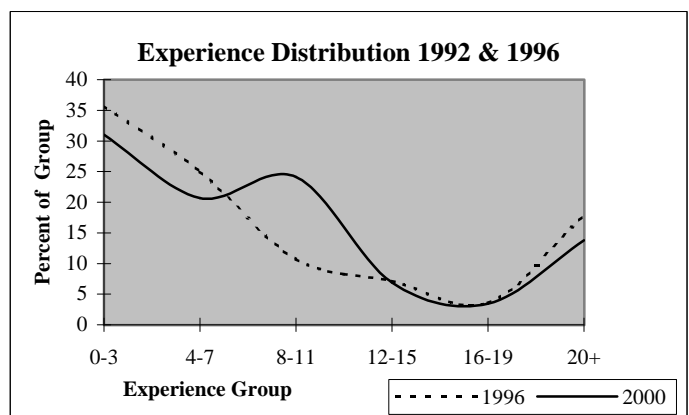
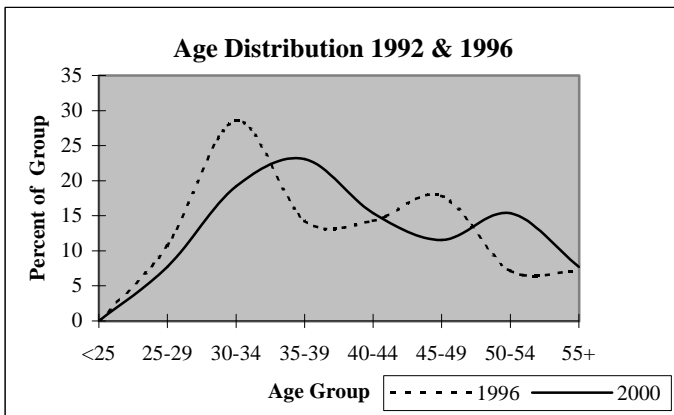
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	11	10	10	9	35.7%	37.9%	33.3%	35.7%	31.0%
4-7 Years	7	7	7	4	6	25.0%	24.1%	23.3%	14.3%	20.7%
8-11 Years	3	2	4	7	7	10.7%	6.9%	13.3%	25.0%	24.1%
12-15 Years	2	3	3	1	2	7.1%	10.3%	10.0%	3.6%	6.9%
16-19 Years	1	0	1	2	1	3.6%	0.0%	3.3%	7.1%	3.4%
20+ Years	5	6	5	4	4	17.9%	20.7%	16.7%	14.3%	13.8%
<b>Average Experience</b>	8.2	8.9	8.7	9.0	8.9					

## District Report for: TENKILLER

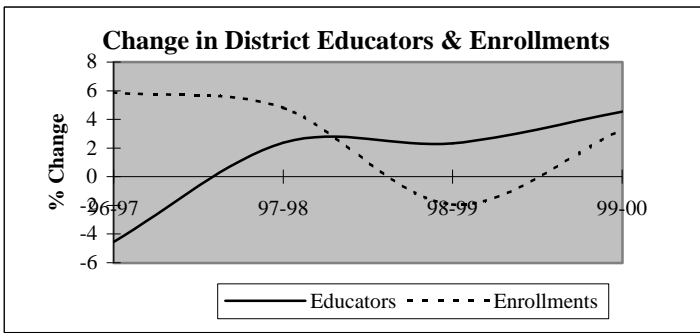
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	4	5	-	3.3%	9.4%	12.1%	16.1%	-
Attrition from Transfers	1	1	2	4	-	3.3%	3.1%	6.1%	12.9%	-
Attrition from Exits	0	2	2	1	-	0.0%	6.3%	6.1%	3.2%	-
<b>Teacher Attrition</b>	1	3	3	5	-	3.6%	10.3%	10.0%	17.9%	-
Attrition from Transfers	1	1	1	4	-	3.6%	3.4%	3.3%	14.3%	-
Attrition from Exits	0	2	2	1	-	0.0%	6.9%	6.7%	3.6%	-
<b>District Retention</b>										
Educator Retention	29	29	29	26	-	96.7%	90.6%	87.9%	83.9%	-
Teacher Retention	27	26	27	23	-	96.4%	89.7%	90.0%	82.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	76.9%	15.4%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	90.0%	10.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	22.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.3%	3.1%	0.0%	3.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	63.3%	90.6%	90.9%	96.8%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	33.3%	6.3%	9.1%	0.0%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HULBERT

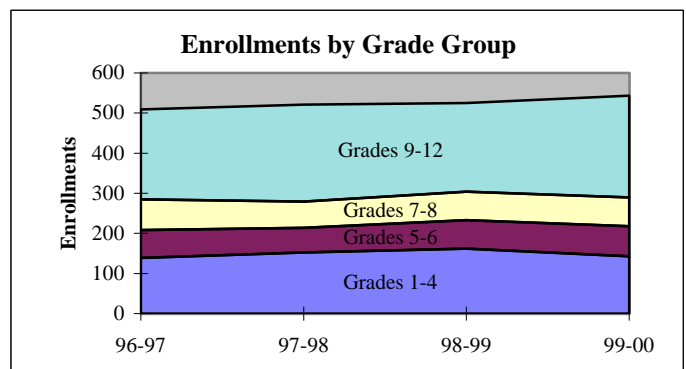
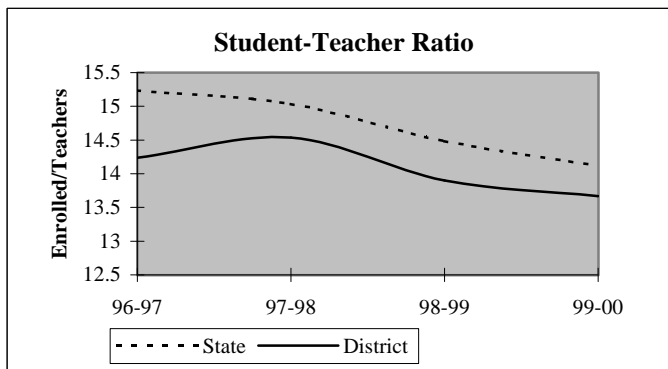


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	12.9	13.2	12.6	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.4	14.2	14.5	13.9	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	1	1	2	-	-	-	-	-
% Change in Educators	4.8%	-4.5%	2.4%	2.3%	4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	30	26	-11	18	-	-	-	-	-
% Change in Enrollments	2.8%	5.9%	4.8%	-1.9%	3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.5%	9.5%	7.0%	6.8%	8.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.4%	7.1%	7.0%	6.8%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.3%	2.4%	2.3%	2.3%	2.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.5%	19.0%	18.6%	18.2%	17.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.3%	0.0%	0.0%	0.0%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	45.7	45.4	46.0	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	16.1	16.4	15.5	16.5	16.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,021	29,111	30,275	30,998	30,456	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	23.7%	21.1%	20.5%	20.0%	19.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.8%	71.1%	66.7%	72.5%	76.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.3%	5.1%	7.5%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	65.4%	63.4%	58.9%	58.1%	57.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	8	12	11	10	15.9%	19.0%	27.9%	25.0%	21.7%
Attrition	1	1	2	2	0					
Attrition Rate	14.3%	12.5%	16.7%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	32	28	24	25	27	72.7%	66.7%	55.8%	56.8%	58.7%
Attrition	4	2	0	2	0					
Attrition Rate	12.5%	7.1%	0.0%	8.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	7	8	9	11.4%	14.3%	16.3%	18.2%	19.6%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	16.7%	14.3%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	8	8	10	10	15.9%	19.0%	18.6%	22.7%	21.7%

## District Report for: HULBERT

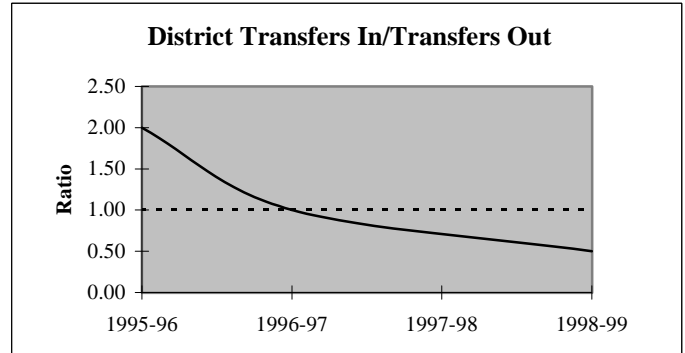
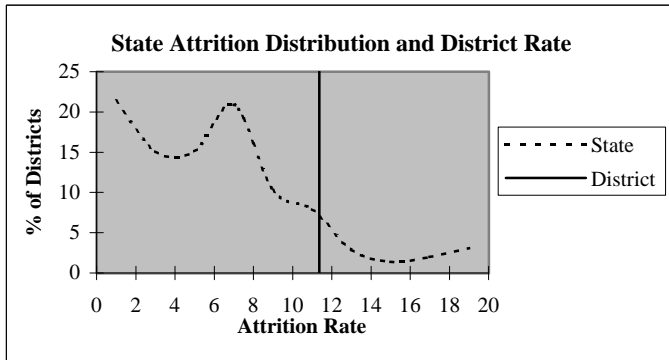
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	44	42	43	44	46	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	3	3	3	3	11.4%	7.1%	7.0%	6.8%	6.5%
Professional Staff	1	1	1	1	1	2.3%	2.4%	2.3%	2.3%	2.2%
<b>Total Teachers</b>	38	38	39	40	42	86.4%	90.5%	90.7%	90.9%	91.3%
Special Education	2	2	2	3	3	5.3%	5.3%	5.1%	7.5%	7.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.4%
Elementary	16	15	16	16	18	42.1%	39.5%	41.0%	40.0%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	20	21	21	21	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	5	4	4	7.9%	10.5%	12.8%	10.0%	9.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	3	2	3	2.6%	2.6%	7.7%	5.0%	7.1%
Foreign Language	2	2	1	1	1	5.3%	5.3%	2.6%	2.5%	2.4%
Math	3	2	3	3	3	7.9%	5.3%	7.7%	7.5%	7.1%
<b>Science</b>	2	2	2	3	3	5.3%	5.3%	5.1%	7.5%	7.1%
Biology	1	1	1	1	1	2.6%	2.6%	2.6%	2.5%	2.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	2	2.6%	2.6%	2.6%	5.0%	4.8%
Vocational Education	3	3	3	4	3	7.9%	7.9%	7.7%	10.0%	7.1%
Other	6	7	4	4	3	15.8%	18.4%	10.3%	10.0%	7.1%
<b>Total Enrollments</b>	511	541	567	556	574	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	36	32	46	31	31	7.0%	5.9%	8.1%	5.6%	5.4%
Grades 1-4	135	139	152	162	143	26.4%	25.7%	26.8%	29.1%	24.9%
Grades 5-6	52	69	62	71	75	10.2%	12.8%	10.9%	12.8%	13.1%
Grades 7-8	67	77	65	71	72	13.1%	14.2%	11.5%	12.8%	12.5%
Grades 9-12	221	224	242	221	253	43.2%	41.4%	42.7%	39.7%	44.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: HULBERT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	44	42	43	44	46	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	39	38	40	39	86.4%	92.9%	88.4%	90.9%	84.8%
<b>Newly Hired</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>13.6%</b>	<b>7.1%</b>	<b>11.6%</b>	<b>9.1%</b>	<b>15.2%</b>
Transfers In	4	2	3	1	4	66.7%	66.7%	60.0%	25.0%	57.1%
Reentrants	1	1	0	1	1	16.7%	33.3%	0.0%	25.0%	14.3%
First Time Educators	1	0	2	2	2	16.7%	0.0%	40.0%	50.0%	28.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>11.4%</b>	<b>9.5%</b>	<b>7.0%</b>	<b>11.4%</b>	<b>-</b>
Transfers Out	2	2	0	2	-	40.0%	50.0%	0.0%	40.0%	-
Leave Oklahoma Educ.	3	2	3	3	-	60.0%	50.0%	100.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	11.4%	9.5%	7.0%	11.4%	-
Transfers In/Out	2.00	1.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	41	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	44

## District Report for: HULBERT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	3	3	3	3	11.4%	7.1%	7.0%	6.8%	6.5%
White - Females	1	0	0	0	1	20.0%	0.0%	0.0%	0.0%	33.3%
White - Males	4	3	3	3	2	80.0%	100.0%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	2.3%	2.4%	2.3%	2.3%	2.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	38	39	40	42	86.4%	90.5%	90.7%	90.9%	91.3%
White - Females	20	22	21	24	27	52.6%	57.9%	53.8%	60.0%	64.3%
White - Males	9	8	10	8	7	23.7%	21.1%	25.6%	20.0%	16.7%
Black - Females	1	1	1	1	1	2.6%	2.6%	2.6%	2.5%	2.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	4	4	4	10.5%	10.5%	10.3%	10.0%	9.5%
Other - Males	4	3	3	3	3	10.5%	7.9%	7.7%	7.5%	7.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	4.8%
25-29	1	3	2	2	2	2.6%	7.9%	5.1%	5.0%	4.8%
30-34	3	2	3	4	4	7.9%	5.3%	7.7%	10.0%	9.5%
35-39	6	5	7	5	5	15.8%	13.2%	17.9%	12.5%	11.9%
40-44	6	2	3	5	7	15.8%	5.3%	7.7%	12.5%	16.7%
45-49	11	13	12	11	8	28.9%	34.2%	30.8%	27.5%	19.0%
50-54	8	8	7	5	6	21.1%	21.1%	17.9%	12.5%	14.3%
55+	3	5	5	8	8	7.9%	13.2%	12.8%	20.0%	19.0%
<b>Average Age</b>	44.8	45.7	45.4	46.0	44.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	6	7	5	4	10.5%	15.8%	17.9%	12.5%	9.5%
4-7 Years	3	2	5	6	6	7.9%	5.3%	12.8%	15.0%	14.3%
8-11 Years	4	1	1	2	6	10.5%	2.6%	2.6%	5.0%	14.3%
12-15 Years	4	6	6	4	4	10.5%	15.8%	15.4%	10.0%	9.5%
16-19 Years	8	8	4	7	4	21.1%	21.1%	10.3%	17.5%	9.5%
20+ Years	15	15	16	16	18	39.5%	39.5%	41.0%	40.0%	42.9%
<b>Average Experience</b>	16.1	16.4	15.5	16.5	16.2					

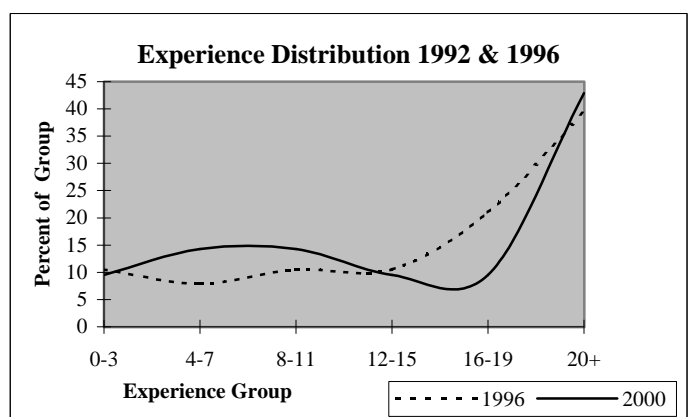
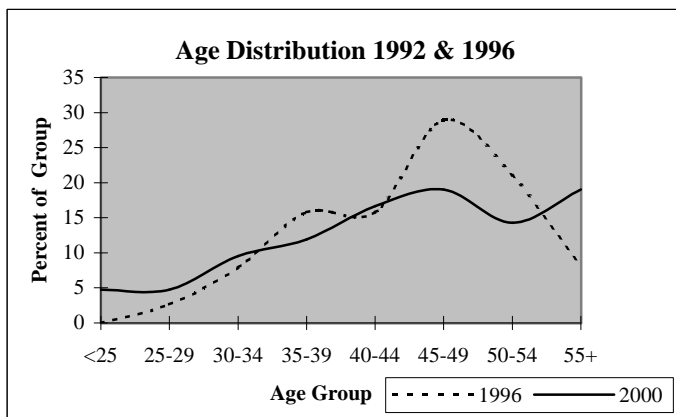


## District Report for: HULBERT

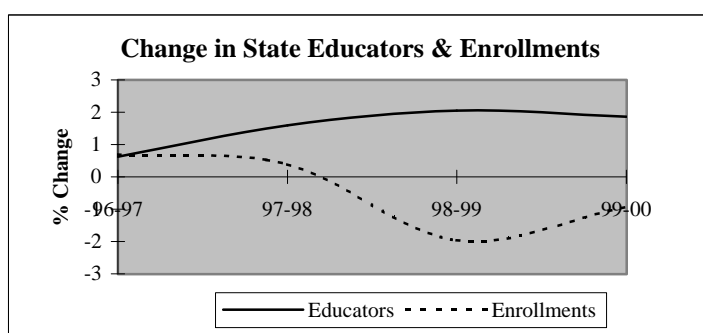
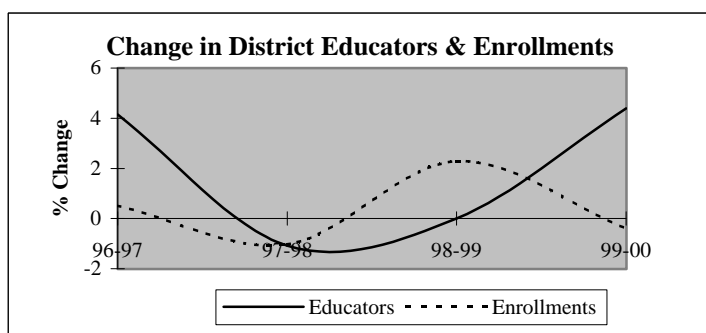
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	4	3	5	-	11.4%	9.5%	7.0%	11.4%	-
Attrition from Transfers	2	2	0	2	-	4.5%	4.8%	0.0%	4.5%	-
Attrition from Exits	3	2	3	3	-	6.8%	4.8%	7.0%	6.8%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>7.9%</b>	<b>10.5%</b>	<b>7.7%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	2	2	0	1	-	5.3%	5.3%	0.0%	2.5%	-
Attrition from Exits	1	2	3	3	-	2.6%	5.3%	7.7%	7.5%	-
<b>District Retention</b>										
Educator Retention	39	38	40	39	-	88.6%	90.5%	93.0%	88.6%	-
Teacher Retention	35	34	36	36	-	92.1%	89.5%	92.3%	90.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	42.9%	14.3%	57.1%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.3%	0.0%	2.3%	0.0%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	97.6%	93.0%	93.2%	91.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.5%	2.4%	4.7%	6.8%	6.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TAHLEQUAH

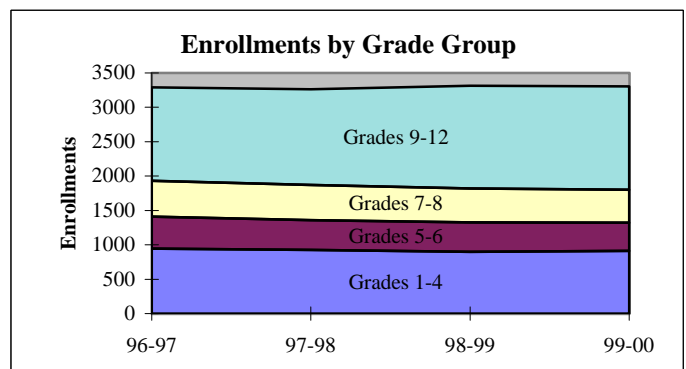
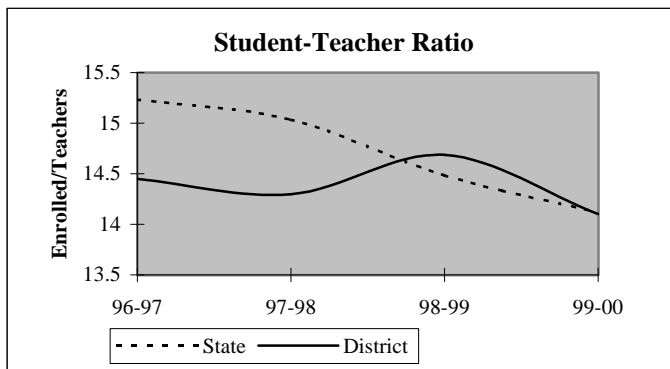


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	12.6	12.6	12.9	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.4	14.3	14.7	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	11	-3	0	12	-	-	-	-	-
% Change in Educators	-1.1%	4.2%	-1.1%	0.0%	4.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	31	18	-36	79	-14	-	-	-	-	-
% Change in Enrollments	0.9%	0.5%	-1.0%	2.3%	-0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.6%	13.0%	11.7%	11.7%	14.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	5.1%	5.1%	4.8%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.5%	7.6%	6.6%	7.3%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	23.4%	22.5%	22.0%	20.9%	20.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.4%	0.4%	0.7%	1.1%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.1	42.8	43.3	43.5	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.4	12.8	12.9	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,901	30,188	31,121	31,712	31,433	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	23.9%	23.2%	22.4%	21.7%	20.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	77.6%	77.6%	77.1%	77.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.4%	12.4%	13.7%	14.6%	14.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	57.9%	58.5%	61.1%	61.4%	57.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	82	89	91	91	103	30.9%	32.2%	33.3%	33.3%	36.1%
Attrition	2	11	11	15	0					
Attrition Rate	2.4%	12.4%	12.1%	16.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	164	171	164	163	159	61.9%	62.0%	60.1%	59.7%	55.8%
Attrition	9	10	8	7	0					
Attrition Rate	5.5%	5.8%	4.9%	4.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	19	16	19	19	24	7.2%	5.8%	7.0%	7.0%	8.4%
Attrition Rate	42.1%	12.5%	26.3%	10.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	26	21	25	28	36	9.8%	7.6%	9.2%	10.3%	12.6%

## District Report for: TAHLEQUAH

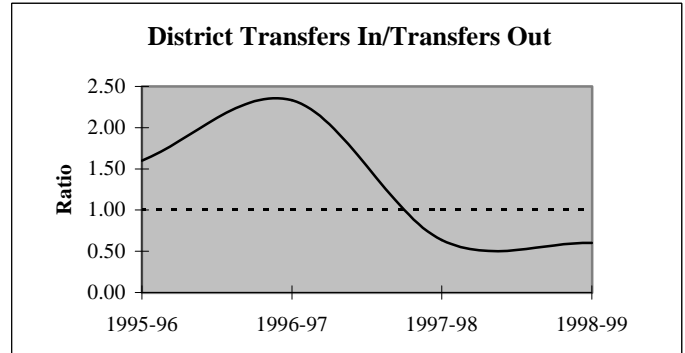
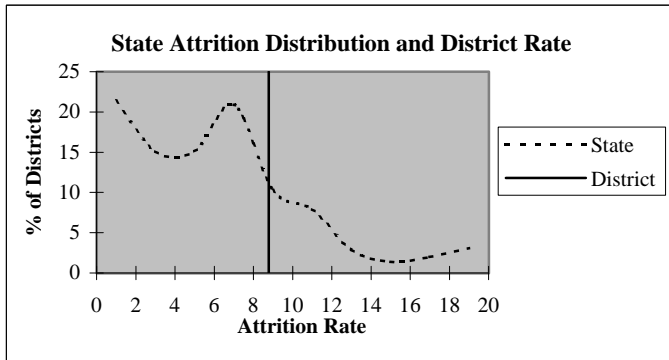
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	265	276	273	273	285	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	14	14	13	14	4.2%	5.1%	5.1%	4.8%	4.9%
Professional Staff	20	21	18	20	22	7.5%	7.6%	6.6%	7.3%	7.7%
<b>Total Teachers</b>	234	241	241	240	249	88.3%	87.3%	88.3%	87.9%	87.4%
Special Education	29	30	33	35	35	12.4%	12.4%	13.7%	14.6%	14.1%
Pre-K & Kindergarten	0	0	0	0	5	0.0%	0.0%	0.0%	0.0%	2.0%
Elementary	102	105	102	103	107	43.6%	43.6%	42.3%	42.9%	43.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	103	106	106	102	102	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	20	21	19	18	18	8.5%	8.7%	7.9%	7.5%	7.2%
Art & Music	7	6	8	7	7	3.0%	2.5%	3.3%	2.9%	2.8%
Social Studies	16	17	17	16	17	6.8%	7.1%	7.1%	6.7%	6.8%
Foreign Language	4	4	4	4	5	1.7%	1.7%	1.7%	1.7%	2.0%
Math	14	16	16	14	13	6.0%	6.6%	6.6%	5.8%	5.2%
<b>Science</b>	15	14	15	14	15	6.4%	5.8%	6.2%	5.8%	6.0%
Biology	7	4	4	2	2	3.0%	1.7%	1.7%	0.8%	0.8%
Chemistry	1	2	2	2	3	0.4%	0.8%	0.8%	0.8%	1.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	7	8	9	10	10	3.0%	3.3%	3.7%	4.2%	4.0%
Vocational Education	8	9	7	8	6	3.4%	3.7%	2.9%	3.3%	2.4%
Other	19	19	20	21	21	8.1%	7.9%	8.3%	8.8%	8.4%
<b>Total Enrollments</b>	3,464	3,482	3,446	3,525	3,511	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	190	181	175	204	200	5.5%	5.2%	5.1%	5.8%	5.7%
Grades 1-4	957	947	925	900	913	27.6%	27.2%	26.8%	25.5%	26.0%
Grades 5-6	507	464	433	426	407	14.6%	13.3%	12.6%	12.1%	11.6%
Grades 7-8	505	521	514	496	482	14.6%	15.0%	14.9%	14.1%	13.7%
Grades 9-12	1,291	1,360	1,392	1,493	1,502	37.3%	39.1%	40.4%	42.4%	42.8%
Ungraded	14	9	7	6	7	0.4%	0.3%	0.2%	0.2%	0.2%



## District Report for: TAHLEQUAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	265	276	274	273	286	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	238	246	253	250	249	89.8%	89.1%	92.3%	91.6%	87.1%
<b>Newly Hired</b>	<b>27</b>	<b>30</b>	<b>21</b>	<b>23</b>	<b>37</b>	<b>10.2%</b>	<b>10.9%</b>	<b>7.7%</b>	<b>8.4%</b>	<b>12.9%</b>
Transfers In	8	14	7	6	12	29.6%	46.7%	33.3%	26.1%	32.4%
Reentrants	4	10	5	3	8	14.8%	33.3%	23.8%	13.0%	21.6%
First Time Educators	15	6	9	14	17	55.6%	20.0%	42.9%	60.9%	45.9%
<b>Total Exiting Next Year</b>	<b>19</b>	<b>23</b>	<b>24</b>	<b>24</b>	<b>-</b>	<b>7.2%</b>	<b>8.3%</b>	<b>8.8%</b>	<b>8.8%</b>	<b>-</b>
Transfers Out	5	6	11	10	-	26.3%	26.1%	45.8%	41.7%	-
Leave Oklahoma Educ.	14	17	13	14	-	73.7%	73.9%	54.2%	58.3%	-

Dynamics Rates	District Rates				
District Attrition	7.2%	8.3%	8.8%	8.8%	-
Transfers In/Out	1.60	2.33	0.64	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	218	University of Tulsa, Tulsa	3
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	18
		Total	265

## District Report for: TAHLEQUAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	11	14	14	13	14	4.2%	5.1%	5.1%	4.8%	4.9%
White - Females	1	1	2	3	4	9.1%	7.1%	14.3%	23.1%	28.6%
White - Males	10	13	12	10	10	90.9%	92.9%	85.7%	76.9%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	20	21	18	20	22	7.5%	7.6%	6.6%	7.3%	7.7%
White - Females	11	10	9	11	13	55.0%	47.6%	50.0%	55.0%	59.1%
White - Males	3	5	3	4	3	15.0%	23.8%	16.7%	20.0%	13.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	4	5	15.0%	19.0%	22.2%	20.0%	22.7%
Other - Males	3	2	2	1	1	15.0%	9.5%	11.1%	5.0%	4.5%
<b>Teachers</b>	234	241	241	240	249	88.3%	87.3%	88.3%	87.9%	87.4%
White - Females	138	144	145	143	151	59.0%	59.8%	60.2%	59.6%	60.6%
White - Males	40	41	42	45	47	17.1%	17.0%	17.4%	18.8%	18.9%
Black - Females	2	2	2	2	2	0.9%	0.8%	0.8%	0.8%	0.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	44	41	40	40	39	18.8%	17.0%	16.6%	16.7%	15.7%
Other - Males	10	13	12	10	10	4.3%	5.4%	5.0%	4.2%	4.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	3	2	4	0.0%	0.4%	1.3%	0.8%	1.7%
25-29	20	27	25	23	20	8.5%	11.2%	10.5%	9.7%	8.4%
30-34	18	19	18	24	29	7.7%	7.9%	7.6%	10.2%	12.2%
35-39	35	35	30	23	20	15.0%	14.5%	12.7%	9.7%	8.4%
40-44	58	50	44	41	38	24.8%	20.7%	18.6%	17.4%	16.0%
45-49	43	53	57	54	58	18.4%	22.0%	24.1%	22.9%	24.5%
50-54	37	36	37	44	37	15.8%	14.9%	15.6%	18.6%	15.6%
55+	23	20	23	25	31	9.8%	8.3%	9.7%	10.6%	13.1%
<b>Average Age</b>	43.1	42.8	43.3	43.5	43.7					

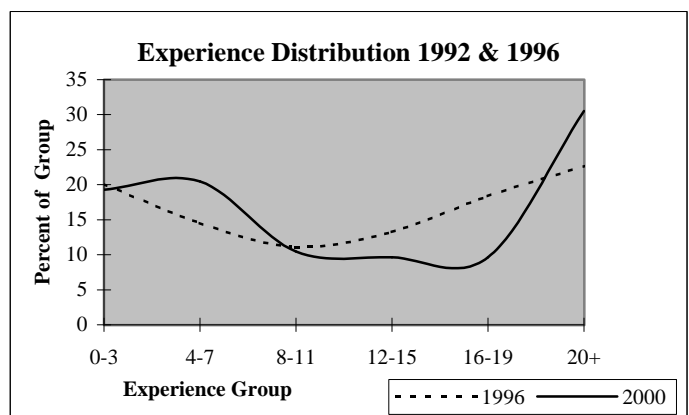
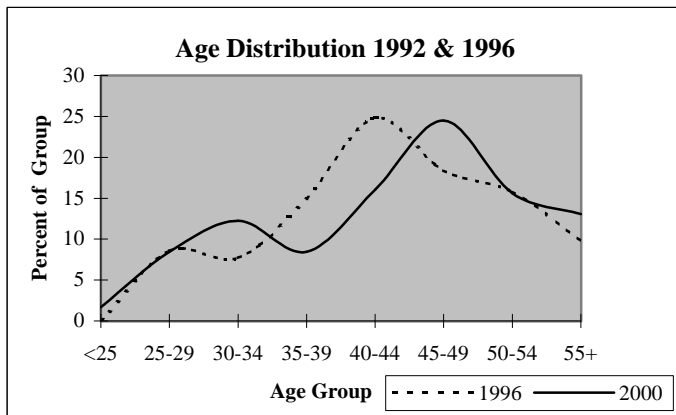
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	47	45	40	43	48	20.1%	18.7%	16.6%	17.9%	19.3%
4-7 Years	34	42	48	45	51	14.5%	17.4%	19.9%	18.8%	20.5%
8-11 Years	26	29	30	30	26	11.1%	12.0%	12.4%	12.5%	10.4%
12-15 Years	31	31	26	22	24	13.2%	12.9%	10.8%	9.2%	9.6%
16-19 Years	43	40	33	30	24	18.4%	16.6%	13.7%	12.5%	9.6%
20+ Years	53	54	64	70	76	22.6%	22.4%	26.6%	29.2%	30.5%
<b>Average Experience</b>	12.6	12.4	12.8	12.9	12.7					

## District Report for: TAHLEQUAH

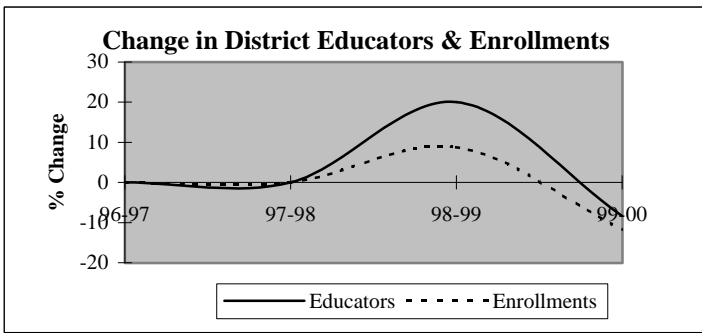
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	19	23	24	24	-	7.2%	8.3%	8.8%	8.8%	-
Attrition from Transfers	5	6	11	10	-	1.9%	2.2%	4.0%	3.7%	-
Attrition from Exits	14	17	13	14	-	5.3%	6.2%	4.8%	5.1%	-
<b>Teacher Attrition</b>	15	19	21	20	-	6.4%	7.9%	8.7%	8.3%	-
Attrition from Transfers	4	4	9	9	-	1.7%	1.7%	3.7%	3.8%	-
Attrition from Exits	11	15	12	11	-	4.7%	6.2%	5.0%	4.6%	-
<b>District Retention</b>										
Educator Retention	246	253	249	249	-	92.8%	91.7%	91.2%	91.2%	-
Teacher Retention	219	222	220	220	-	93.6%	92.1%	91.3%	91.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	7.3%	87.3%	78.2%	9.6%	87.8%
1 Year of Experience	84.0%	10.0%	94.0%	84.2%	6.9%	91.1%
2 Years of Experience	92.6%	3.7%	96.3%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	5.4%	92.9%	86.1%	5.6%	91.7%
4 Years of Experience	92.3%	0.0%	92.3%	87.9%	4.7%	92.6%
5 Years of Experience	86.9%	6.6%	93.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.1%	2.5%	0.7%	0.7%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	91.3%	93.4%	92.7%	90.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.4%	0.7%	0.4%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.2%	5.8%	5.1%	6.2%	8.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GRANT

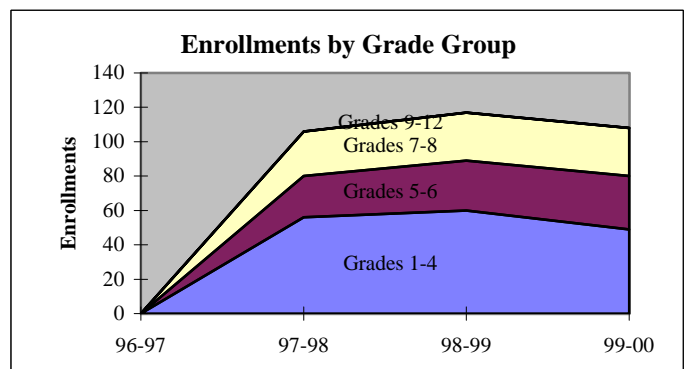
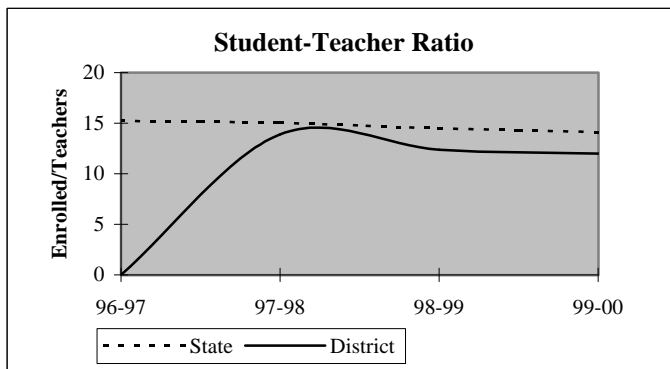


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	nc	nc	12.5	11.3	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	nc	nc	13.9	12.4	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	10	2	-1	-	-	-	-	-
% Change in Educators	#####	#####	#####	20.0%	-8.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	0	125	11	-16	-	-	-	-	-
% Change in Enrollments	#####	#####	#####	8.8%	-11.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	nc	nc	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	nc	nc	10.0%	8.3%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	nc	nc	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	nc	nc	40.0%	33.3%	36.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	nc	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	nc	nc	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	0.0	0.0	41.6	40.7	41.5	42.0	42.3	42.5	42.7	43.0
Average Experience	0.0	0.0	14.8	12.7	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	0	0	30,022	29,639	30,301	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	nc	nc	44.4%	36.4%	40.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	nc	nc	88.9%	90.9%	90.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	nc	nc	0.0%	9.1%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	80.0%	77.5%	80.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	0	0	2	4	4	0.0%	0.0%	20.0%	33.3%	36.4%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	0	8	8	6	0.0%	0.0%	80.0%	66.7%	54.5%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	1	2	0.0%	0.0%	0.0%	8.3%	18.2%

## District Report for: GRANT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	0	0	10	12	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	0	1	1	1	0.0%	0.0%	10.0%	8.3%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	0	0	9	11	10	0.0%	0.0%	90.0%	91.7%	90.9%
Special Education	0	0	0	1	1	0.0%	0.0%	0.0%	9.1%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	0	0	8	9	9	0.0%	0.0%	88.9%	81.8%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	1	1	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	1	1	0	0.0%	0.0%	11.1%	9.1%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	0	0	125	136	120	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	17	19	11	0.0%	0.0%	13.6%	14.0%	9.2%
Grades 1-4	0	0	56	60	49	0.0%	0.0%	44.8%	44.1%	40.8%
Grades 5-6	0	0	24	29	31	0.0%	0.0%	19.2%	21.3%	25.8%
Grades 7-8	0	0	26	28	28	0.0%	0.0%	20.8%	20.6%	23.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	2	0	1	0.0%	0.0%	1.6%	0.0%	0.8%

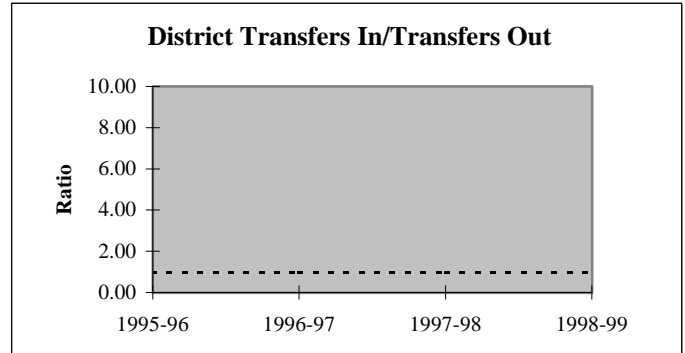
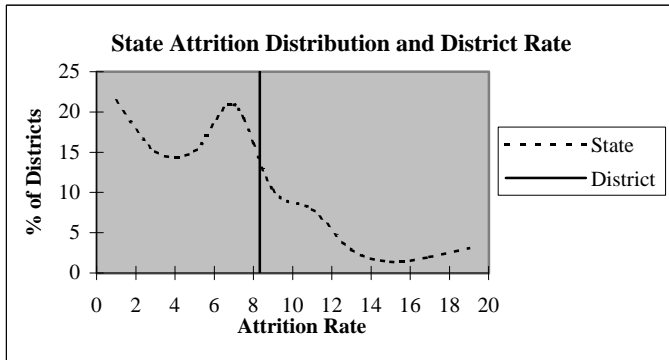




## District Report for: GRANT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	0	0	10	12	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	0	0	9	11	0.0%	0.0%	0.0%	75.0%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>25.0%</b>	<b>0.0%</b>
Transfers In	0	0	9	0	0	0.0%	0.0%	90.0%	0.0%	0.0%
Reentrants	0	0	1	2	0	0.0%	0.0%	10.0%	66.7%	0.0%
First Time Educators	0	0	0	1	0	0.0%	0.0%	0.0%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>10.0%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	1	-	0.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	nc	nc	10.0%	8.3%	-
Transfers In/Out	nc	nc	9.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	-

## District Report for: GRANT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	0	1	1	1	0.0%	0.0%	10.0%	8.3%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	1	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	0	0	9	11	10	0.0%	0.0%	90.0%	91.7%	90.9%
White - Females	0	0	5	7	6	0.0%	0.0%	55.6%	63.6%	60.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	3	3	3	0.0%	0.0%	33.3%	27.3%	30.0%
Black - Males	0	0	1	1	1	0.0%	0.0%	11.1%	9.1%	10.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	1	3	3	0.0%	0.0%	11.1%	27.3%	30.0%
30-34	0	0	1	0	0	0.0%	0.0%	11.1%	0.0%	0.0%
35-39	0	0	1	1	0	0.0%	0.0%	11.1%	9.1%	0.0%
40-44	0	0	1	2	2	0.0%	0.0%	11.1%	18.2%	20.0%
45-49	0	0	4	4	3	0.0%	0.0%	44.4%	36.4%	30.0%
50-54	0	0	1	1	1	0.0%	0.0%	11.1%	9.1%	10.0%
55+	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
<b>Average Age</b>	0.0	0.0	41.6	40.7	41.5					

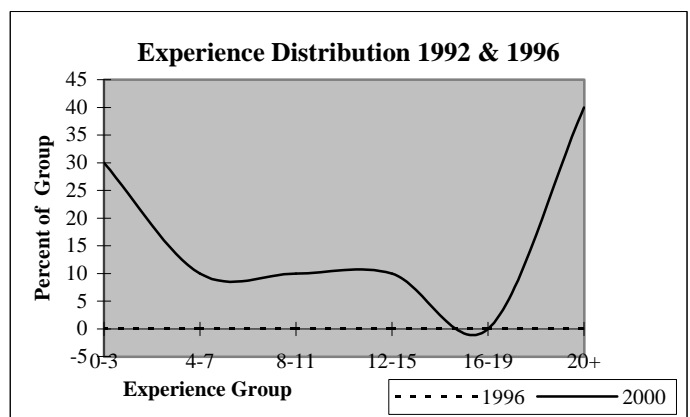
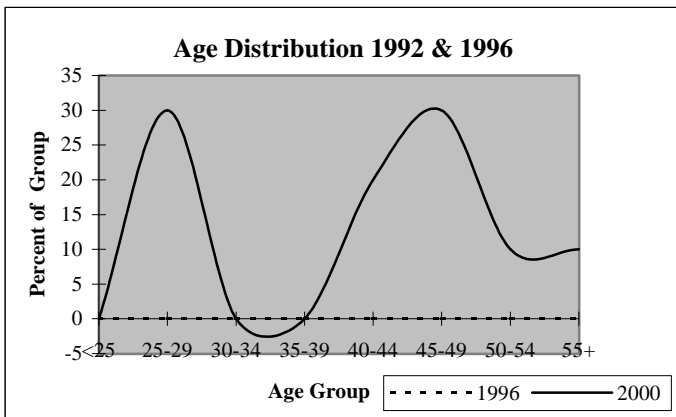
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	1	3	3	0.0%	0.0%	11.1%	27.3%	30.0%
4-7 Years	0	0	1	1	1	0.0%	0.0%	11.1%	9.1%	10.0%
8-11 Years	0	0	1	1	1	0.0%	0.0%	11.1%	9.1%	10.0%
12-15 Years	0	0	2	2	1	0.0%	0.0%	22.2%	18.2%	10.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	4	4	4	0.0%	0.0%	44.4%	36.4%	40.0%
<b>Average Experience</b>	0.0	0.0	14.8	12.7	13.5					

# District Report for: GRANT

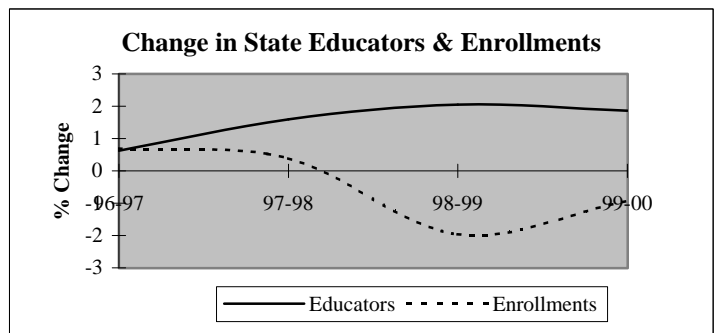
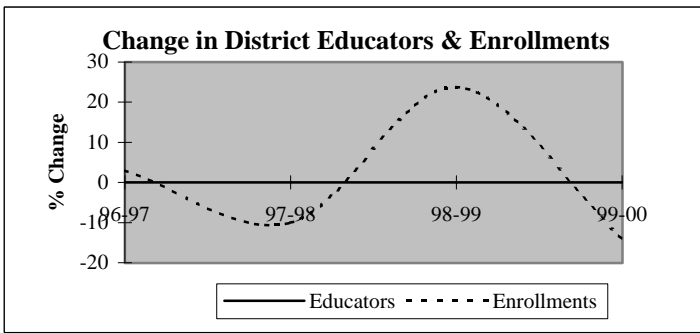
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	1	-	nc	nc	10.0%	8.3%	-
Attrition from Transfers	0	0	1	0	-	nc	nc	10.0%	0.0%	-
Attrition from Exits	0	0	0	1	-	nc	nc	0.0%	8.3%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>nc</b>	<b>nc</b>	<b>11.1%</b>	<b>9.1%</b>	<b>-</b>
Attrition from Transfers	0	0	1	0	-	nc	nc	11.1%	0.0%	-
Attrition from Exits	0	0	0	1	-	nc	nc	0.0%	9.1%	-
<b>District Retention</b>										
Educator Retention	0	0	9	11	-	nc	nc	90.0%	91.7%	-
Teacher Retention	0	0	8	10	-	nc	nc	88.9%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	0.0%	0.0%	90.0%	75.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	100.0%	100.0%	10.0%	25.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GOODLAND

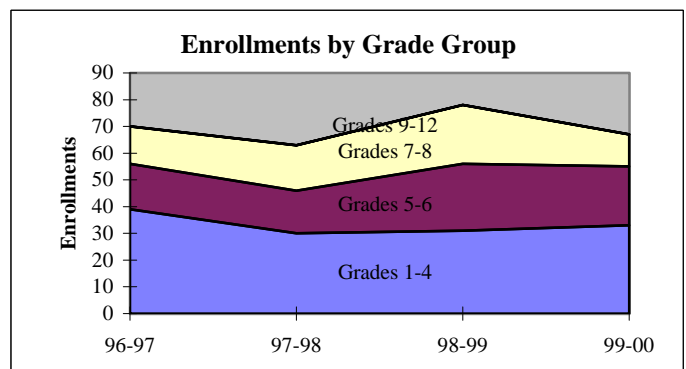
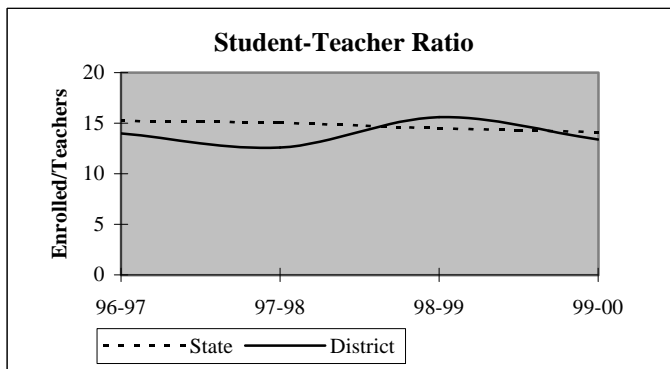


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.7	10.5	13.0	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	14.0	12.6	15.6	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	2	-7	15	-11	-	-	-	-	-
% Change in Enrollments	-9.3%	2.9%	-10.0%	23.8%	-14.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	16.7%	16.7%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	16.7%	16.7%	16.7%	33.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.0	38.0	39.0	42.2	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	6.4	7.4	8.4	8.6	9.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,831	29,651	30,094	30,284	30,202	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.0%	20.0%	20.0%	20.0%	40.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	80.0%	80.0%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.9%	41.4%	36.5%	26.9%	25.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	2	2	2	2	50.0%	33.3%	33.3%	33.3%	33.3%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	50.0%	50.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	3	4	4	4	4	50.0%	66.7%	66.7%	66.7%	66.7%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%

## District Report for: GOODLAND

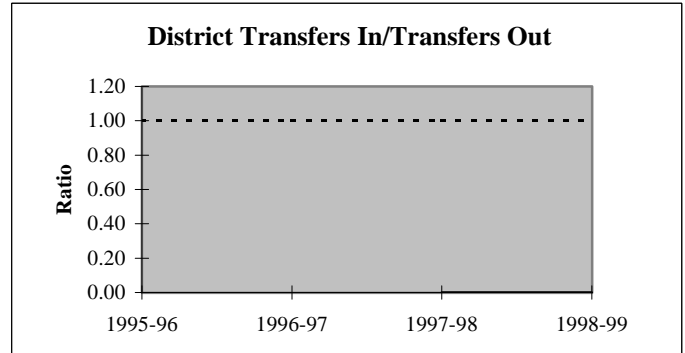
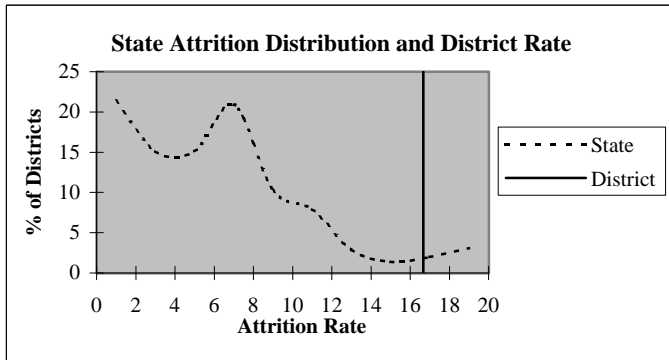
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	68	70	63	78	67	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	27	39	30	31	33	39.7%	55.7%	47.6%	39.7%	49.3%
Grades 5-6	17	17	16	25	22	25.0%	24.3%	25.4%	32.1%	32.8%
Grades 7-8	24	14	17	22	12	35.3%	20.0%	27.0%	28.2%	17.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GOODLAND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	6	6	5	5	100.0%	100.0%	100.0%	83.3%	83.3%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>16.7%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	16.7%	16.7%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>6</b>

## District Report for: GOODLAND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
White - Females	3	3	3	3	2	60.0%	60.0%	60.0%	60.0%	40.0%
White - Males	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	20.0%	20.0%	20.0%	20.0%	40.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	1	0	40.0%	40.0%	40.0%	20.0%	0.0%
30-34	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
35-39	1	1	1	1	0	20.0%	20.0%	20.0%	20.0%	0.0%
40-44	1	1	0	1	2	20.0%	20.0%	0.0%	20.0%	40.0%
45-49	0	0	1	1	1	0.0%	0.0%	20.0%	20.0%	20.0%
50-54	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
55+	0	0	1	1	1	0.0%	0.0%	20.0%	20.0%	20.0%
<b>Average Age</b>	37.0	38.0	39.0	42.2	43.6					

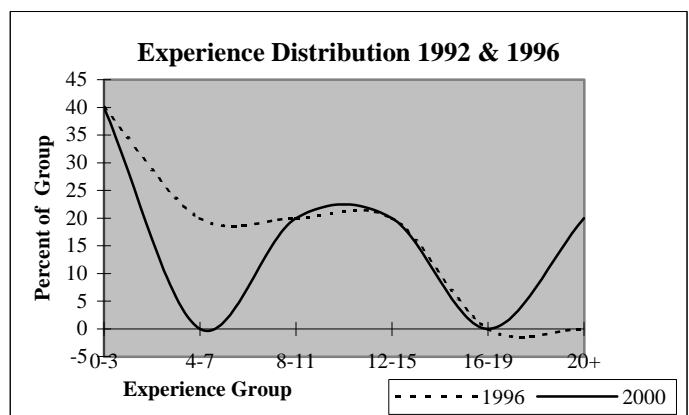
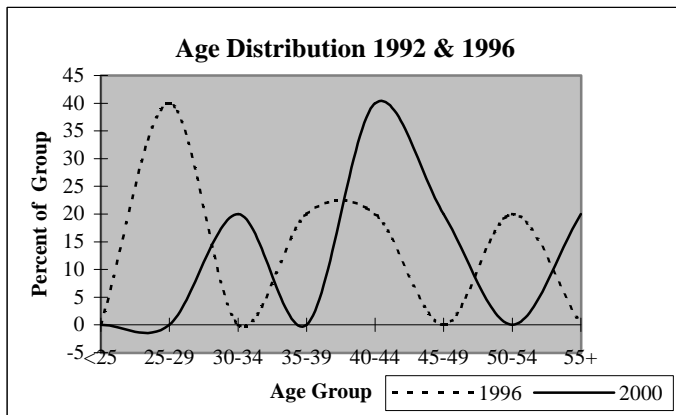
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	1	2	40.0%	40.0%	40.0%	20.0%	40.0%
4-7 Years	1	0	0	1	0	20.0%	0.0%	0.0%	20.0%	0.0%
8-11 Years	1	2	2	1	1	20.0%	40.0%	40.0%	20.0%	20.0%
12-15 Years	1	1	0	1	1	20.0%	20.0%	0.0%	20.0%	20.0%
16-19 Years	0	0	1	1	0	0.0%	0.0%	20.0%	20.0%	0.0%
20+ Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
<b>Average Experience</b>	6.4	7.4	8.4	8.6	9.4					

## District Report for: GOODLAND

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	1	-	0.0%	0.0%	16.7%	16.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	16.7%	16.7%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	0	1	1	-	0.0%	0.0%	20.0%	20.0%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	20.0%	20.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	6	5	5	-	100.0%	100.0%	83.3%	83.3%	-
Teacher Retention	5	5	4	4	-	100.0%	100.0%	80.0%	80.0%	-

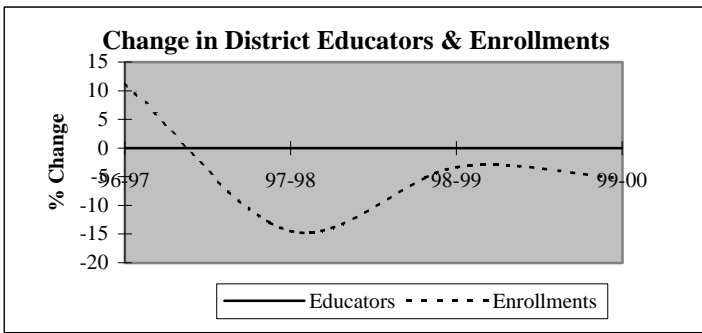
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	100.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	83.3%	66.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	16.7%	33.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: SWINK

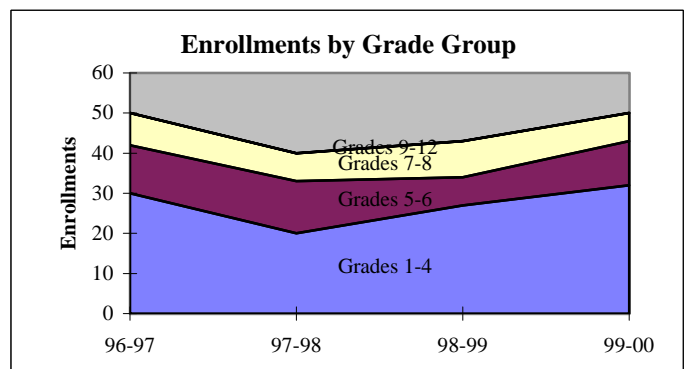
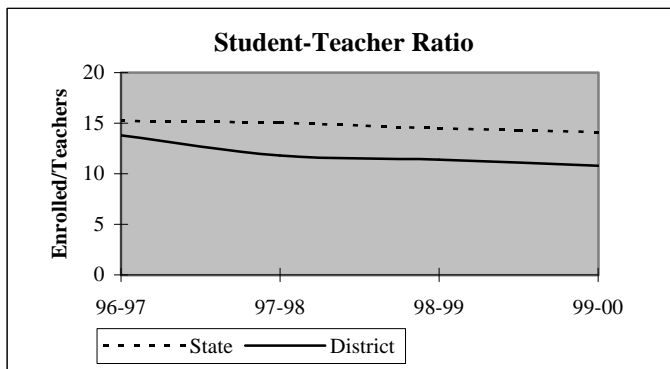


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.3	11.5	9.8	9.5	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.4	13.8	11.8	11.4	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	7	-10	-2	-3	-	-	-	-	-
% Change in Enrollments	-3.1%	11.3%	-14.5%	-3.4%	-5.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	16.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	16.7%	16.7%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	33.3%	33.3%	33.3%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	29.4	30.4	31.4	40.0	41.0	42.0	42.3	42.5	42.7	43.0
Average Experience	4.4	5.4	6.4	7.8	8.8	12.1	12.3	12.3	12.2	12.2
Average Salary	26,239	26,482	26,814	26,397	27,811	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	40.0%	40.0%	40.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	53.2%	26.1%	27.1%	19.3%	15.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	4	4	2	2	83.3%	66.7%	66.7%	33.3%	33.3%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	1	2	2	4	4	16.7%	33.3%	33.3%	66.7%	66.7%
Attrition	1	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%

## District Report for: SWINK

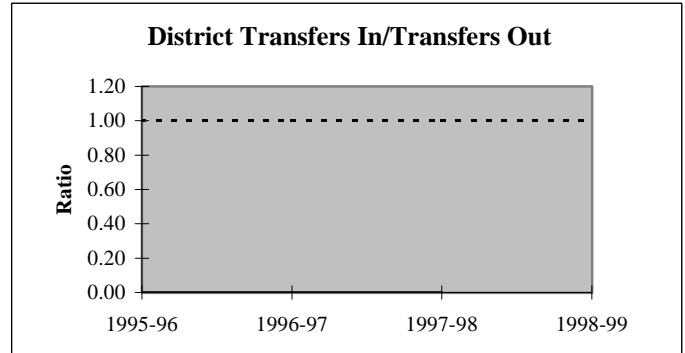
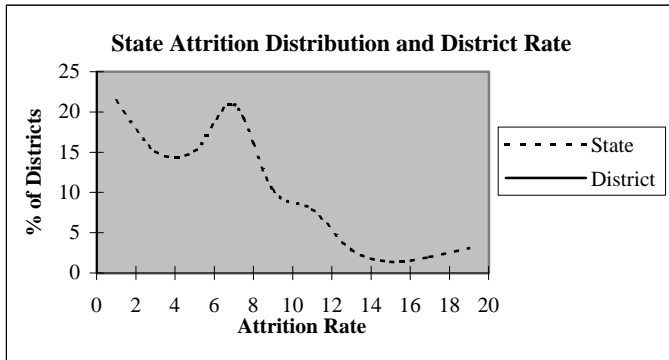
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	62	69	59	57	54	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	19	19	14	4	32.3%	27.5%	32.2%	24.6%	7.4%
Grades 1-4	25	30	20	27	32	40.3%	43.5%	33.9%	47.4%	59.3%
Grades 5-6	10	12	13	7	11	16.1%	17.4%	22.0%	12.3%	20.4%
Grades 7-8	7	8	7	9	7	11.3%	11.6%	11.9%	15.8%	13.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SWINK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	5	6	4	6	100.0%	83.3%	100.0%	66.7%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0.0%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	2	0	0.0%	0.0%	0.0%	100.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>16.7%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	2	0	-	100.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	0.0%	33.3%	0.0%	-
Transfers In/Out	0.00	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	6

## District Report for: SWINK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
White - Females	3	3	3	5	5	60.0%	60.0%	60.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	0	0	40.0%	40.0%	40.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	1	0	0	60.0%	40.0%	20.0%	0.0%	0.0%
30-34	2	2	3	2	2	40.0%	40.0%	60.0%	40.0%	40.0%
35-39	0	1	1	1	1	0.0%	20.0%	20.0%	20.0%	20.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	20.0%
50-54	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	20.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	29.4	30.4	31.4	40.0	41.0					

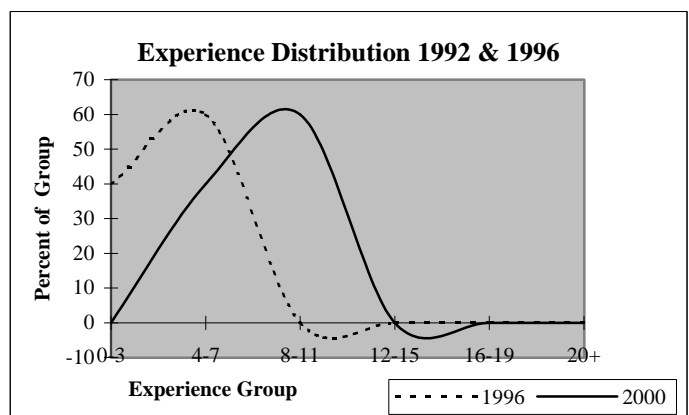
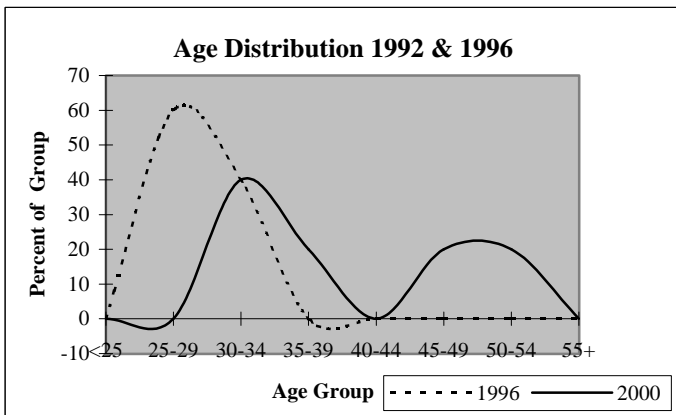
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	0	0	0	40.0%	20.0%	0.0%	0.0%	0.0%
4-7 Years	3	3	4	2	2	60.0%	60.0%	80.0%	40.0%	40.0%
8-11 Years	0	1	1	3	3	0.0%	20.0%	20.0%	60.0%	60.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	4.4	5.4	6.4	7.8	8.8					

## District Report for: SWINK

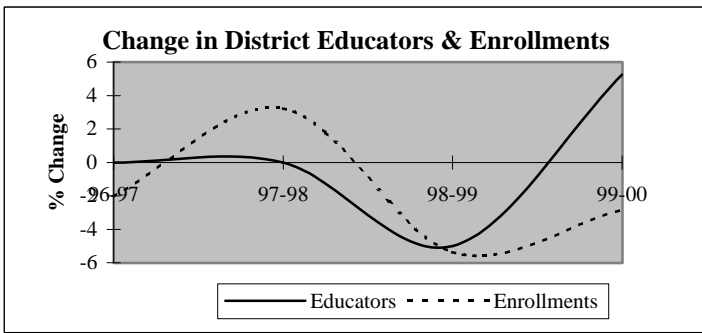
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	2	0	-	16.7%	0.0%	33.3%	0.0%	-
Attrition from Transfers	1	0	2	0	-	16.7%	0.0%	33.3%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	0	0	2	0	-	0.0%	0.0%	40.0%	0.0%	-
Attrition from Transfers	0	0	2	0	-	0.0%	0.0%	40.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	5	6	4	6	-	83.3%	100.0%	66.7%	100.0%	-
Teacher Retention	5	5	3	5	-	100.0%	100.0%	60.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	66.7%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	33.3%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOSWELL

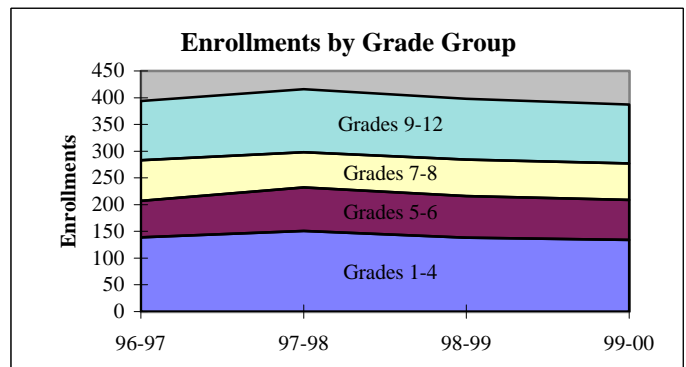
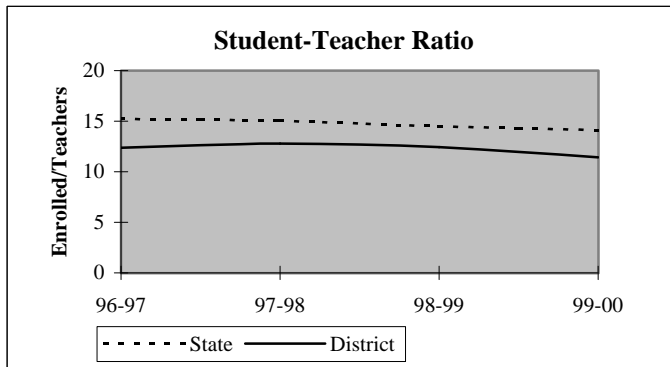


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	10.8	11.2	11.1	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.4	12.8	12.4	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	-2	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	-5.0%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	-9	14	-24	-12	-	-	-	-	-
% Change in Enrollments	1.1%	-2.0%	3.2%	-5.4%	-2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.5%	5.3%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.5%	7.5%	7.5%	5.3%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	5.0%	5.0%	5.3%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.0%	22.5%	20.0%	18.4%	17.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	33.3%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	42.3	44.7	45.7	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	12.4	14.5	15.4	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,290	29,437	29,900	30,388	28,933	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.0%	22.9%	20.0%	20.6%	19.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.1%	77.1%	74.3%	73.5%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.7%	5.7%	5.7%	5.9%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.1%	42.0%	43.2%	45.4%	47.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	12	9	6	8	40.0%	30.0%	22.5%	15.8%	20.0%
Attrition	1	2	1	0	0					
Attrition Rate	6.3%	16.7%	11.1%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	22	24	24	25	47.5%	55.0%	60.0%	63.2%	62.5%
Attrition	0	1	2	0	0					
Attrition Rate	0.0%	4.5%	8.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	7	8	7	12.5%	15.0%	17.5%	21.1%	17.5%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	6	8	9	9	15.0%	15.0%	20.0%	23.7%	22.5%

## District Report for: BOSWELL

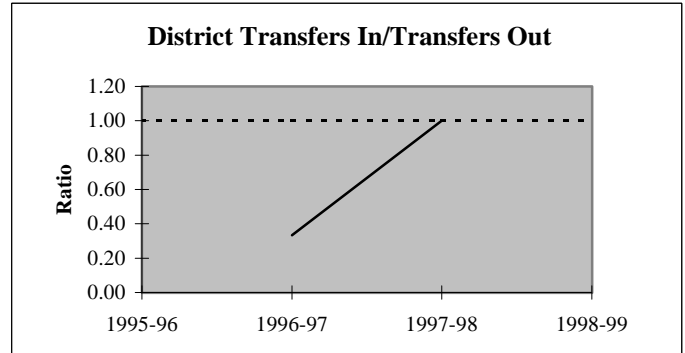
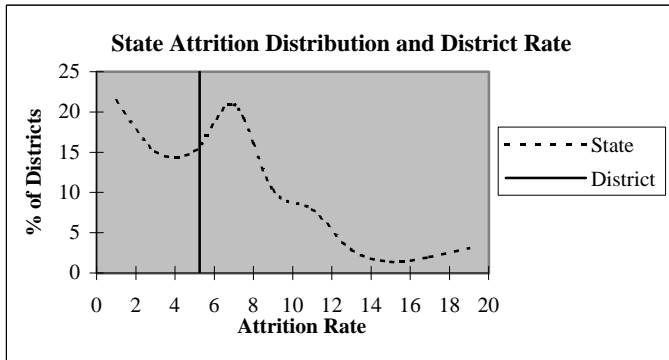
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	40	40	38	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	7.5%	7.5%	7.5%	5.3%	5.0%
Professional Staff	2	2	2	2	2	5.0%	5.0%	5.0%	5.3%	5.0%
<b>Total Teachers</b>	35	35	35	34	36	87.5%	87.5%	87.5%	89.5%	90.0%
Special Education	2	2	2	2	2	5.7%	5.7%	5.7%	5.9%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	17	16	16	17	48.6%	48.6%	45.7%	47.1%	47.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	16	16	17	16	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	4	2	2	8.6%	5.7%	11.4%	5.9%	5.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	2.9%	5.7%	5.7%	5.9%	5.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	3	5.7%	5.7%	5.7%	5.9%	8.3%
<b>Science</b>	3	1	2	2	2	8.6%	2.9%	5.7%	5.9%	5.6%
Biology	1	1	0	1	0	2.9%	2.9%	0.0%	2.9%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	2	1	2	5.7%	0.0%	5.7%	2.9%	5.6%
Vocational Education	5	5	5	5	5	14.3%	14.3%	14.3%	14.7%	13.9%
Other	2	4	2	3	3	5.7%	11.4%	5.7%	8.8%	8.3%
<b>Total Enrollments</b>	442	433	447	423	411	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	46	39	31	25	24	10.4%	9.0%	6.9%	5.9%	5.8%
Grades 1-4	134	139	151	138	134	30.3%	32.1%	33.8%	32.6%	32.6%
Grades 5-6	63	68	81	78	75	14.3%	15.7%	18.1%	18.4%	18.2%
Grades 7-8	70	76	66	68	68	15.8%	17.6%	14.8%	16.1%	16.5%
Grades 9-12	128	111	118	114	110	29.0%	25.6%	26.4%	27.0%	26.8%
Ungraded	1	0	0	0	0	0.2%	0.0%	0.0%	0.0%	0.0%



## District Report for: BOSWELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	40	40	38	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	39	37	37	36	97.5%	97.5%	92.5%	97.4%	90.0%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2.5%</b>	<b>2.5%</b>	<b>7.5%</b>	<b>2.6%</b>	<b>10.0%</b>
Transfers In	0	1	1	0	0	0.0%	100.0%	33.3%	0.0%	0.0%
Reentrants	0	0	2	0	2	0.0%	0.0%	66.7%	0.0%	50.0%
First Time Educators	1	0	0	1	2	100.0%	0.0%	0.0%	100.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>2.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>5.3%</b>	<b>-</b>
Transfers Out	0	3	1	0	-	0.0%	100.0%	33.3%	0.0%	-
Leave Oklahoma Educ.	1	0	2	2	-	100.0%	0.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	2.5%	7.5%	7.5%	5.3%	-
Transfers In/Out	nc	0.33	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	35	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>40</b>



## District Report for: BOSWELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	7.5%	7.5%	7.5%	5.3%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	33.3%	33.3%	33.3%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.0%	5.0%	5.0%	5.3%	5.0%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	35	35	34	36	87.5%	87.5%	87.5%	89.5%	90.0%
White - Females	20	19	19	18	19	57.1%	54.3%	54.3%	52.9%	52.8%
White - Males	8	8	9	9	10	22.9%	22.9%	25.7%	26.5%	27.8%
Black - Females	2	2	1	1	1	5.7%	5.7%	2.9%	2.9%	2.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	6	6	6	6	14.3%	17.1%	17.1%	17.6%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	1	0	2.9%	2.9%	0.0%	2.9%	0.0%
25-29	4	3	2	1	3	11.4%	8.6%	5.7%	2.9%	8.8%
30-34	6	6	5	3	3	17.1%	17.1%	14.3%	8.8%	8.8%
35-39	4	5	6	7	5	11.4%	14.3%	17.1%	20.6%	14.7%
40-44	6	6	6	4	6	17.1%	17.1%	17.1%	11.8%	17.6%
45-49	4	3	3	4	5	11.4%	8.6%	8.6%	11.8%	14.7%
50-54	5	4	4	4	4	14.3%	11.4%	11.4%	11.8%	11.8%
55+	5	7	9	10	8	14.3%	20.0%	25.7%	29.4%	23.5%
<b>Average Age</b>	41.4	42.3	44.7	45.7	45.0					

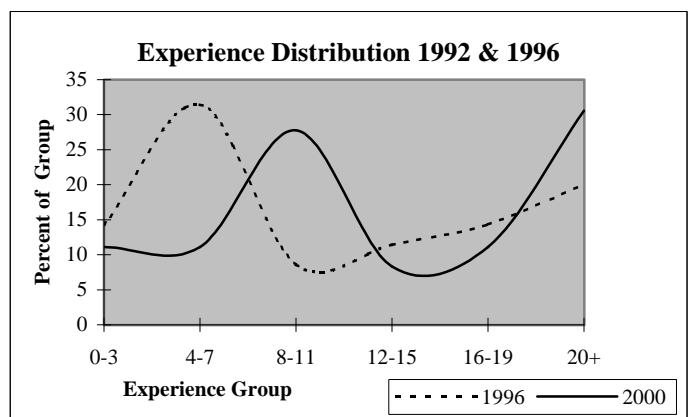
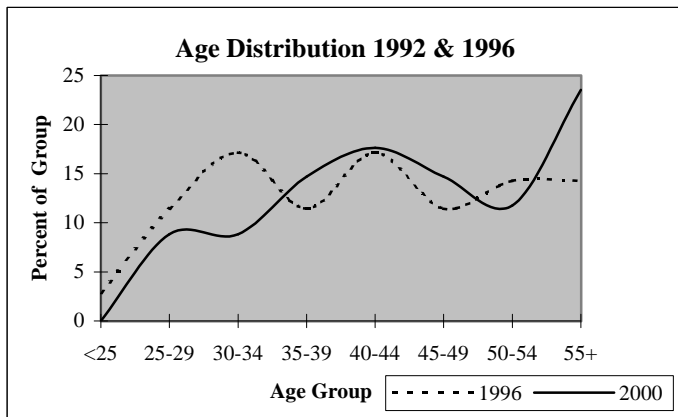
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	3	1	4	14.3%	14.3%	8.6%	2.9%	11.1%
4-7 Years	11	7	6	5	4	31.4%	20.0%	17.1%	14.7%	11.1%
8-11 Years	3	7	7	8	10	8.6%	20.0%	20.0%	23.5%	27.8%
12-15 Years	4	2	3	4	3	11.4%	5.7%	8.6%	11.8%	8.3%
16-19 Years	5	6	7	5	4	14.3%	17.1%	20.0%	14.7%	11.1%
20+ Years	7	8	9	11	11	20.0%	22.9%	25.7%	32.4%	30.6%
<b>Average Experience</b>	11.5	12.4	14.5	15.4	14.2					

## District Report for: BOSWELL

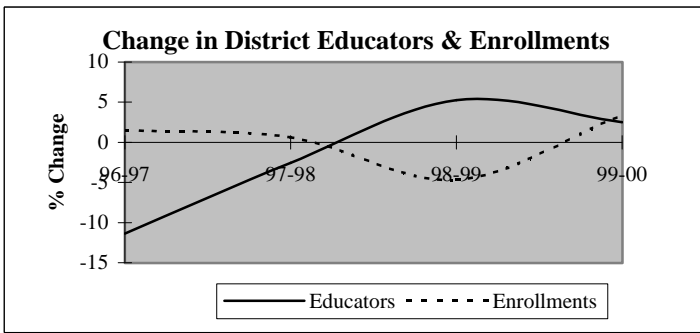
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	3	2	-	2.5%	7.5%	7.5%	5.3%	-
Attrition from Transfers	0	3	1	0	-	0.0%	7.5%	2.5%	0.0%	-
Attrition from Exits	1	0	2	2	-	2.5%	0.0%	5.0%	5.3%	-
<b>Teacher Attrition</b>	1	2	2	2	-	2.9%	5.7%	5.7%	5.9%	-
Attrition from Transfers	0	2	0	0	-	0.0%	5.7%	0.0%	0.0%	-
Attrition from Exits	1	0	2	2	-	2.9%	0.0%	5.7%	5.9%	-
<b>District Retention</b>										
Educator Retention	39	37	37	36	-	97.5%	92.5%	92.5%	94.7%	-
Teacher Retention	34	33	33	32	-	97.1%	94.3%	94.3%	94.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	10.0%	90.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.5%	2.5%	2.5%	5.3%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	97.5%	92.5%	92.1%	85.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.5%	0.0%	5.0%	2.6%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FORT TOWSON

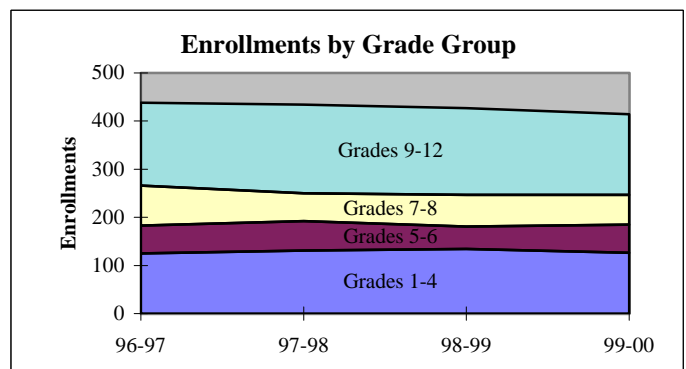
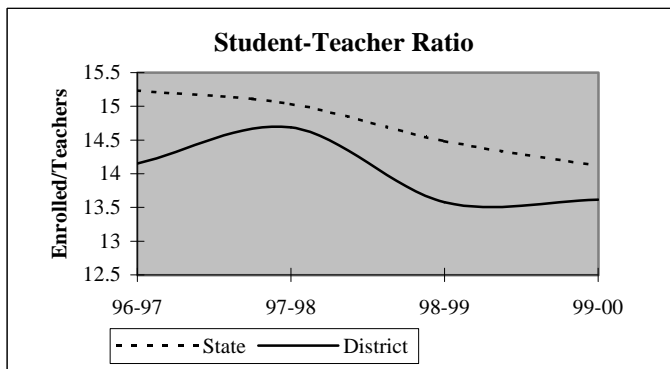


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	12.0	12.4	11.2	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	14.2	14.7	13.6	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-5	-1	2	1	-	-	-	-	-
% Change in Educators	7.3%	-11.4%	-2.6%	5.3%	2.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-13	7	3	-22	15	-	-	-	-	-
% Change in Enrollments	-2.7%	1.5%	0.6%	-4.7%	3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	15.9%	2.6%	2.6%	5.0%	4.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	10.3%	10.5%	10.0%	9.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	5.1%	5.3%	7.5%	7.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.4%	7.7%	7.9%	12.5%	12.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	25.0%	25.0%	25.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.5%	5.1%	5.3%	5.0%	4.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	42.0	42.7	42.1	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.8	14.8	15.0	14.1	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,788	29,413	30,173	30,125	29,972	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.5%	6.1%	6.3%	12.1%	11.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.3%	78.8%	78.1%	75.8%	79.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.9%	9.1%	9.4%	9.1%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.7%	33.0%	29.4%	28.1%	30.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	8	9	12	13	29.5%	20.5%	23.7%	30.0%	31.7%
Attrition	3	1	1	3	0					
Attrition Rate	23.1%	12.5%	11.1%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	29	29	25	21	19	65.9%	74.4%	65.8%	52.5%	46.3%
Attrition	3	2	2	1	0					
Attrition Rate	10.3%	6.9%	8.0%	4.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	7	9	4.5%	5.1%	10.5%	17.5%	22.0%
Attrition	1	0	1	0	0					
Attrition Rate	50.0%	0.0%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	5	8	9	11	9.1%	12.8%	21.1%	22.5%	26.8%

## District Report for: FORT TOWSON

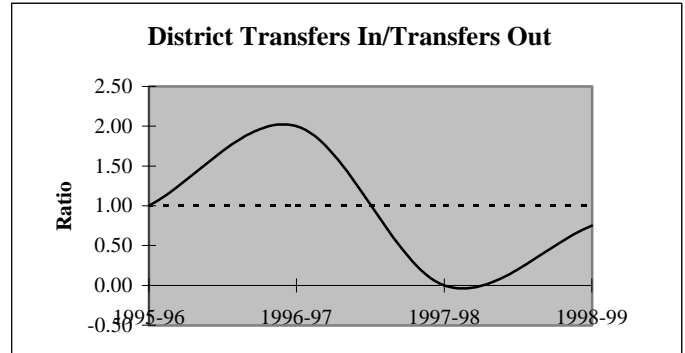
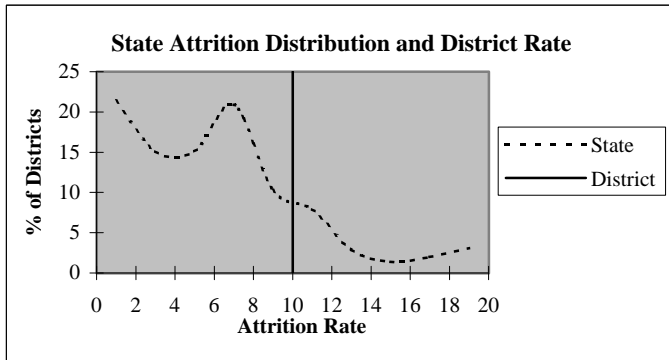
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	44	39	38	40	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	9.1%	10.3%	10.5%	10.0%	9.8%
Professional Staff	2	2	2	3	3	4.5%	5.1%	5.3%	7.5%	7.3%
<b>Total Teachers</b>	38	33	32	33	34	86.4%	84.6%	84.2%	82.5%	82.9%
Special Education	3	3	3	3	2	7.9%	9.1%	9.4%	9.1%	5.9%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.0%	2.9%
Elementary	22	18	17	17	17	57.9%	54.5%	53.1%	51.5%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	12	12	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	5.3%	6.1%	6.3%	6.1%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	2	1	1	2	7.9%	6.1%	3.1%	3.0%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	1	2	5.3%	6.1%	3.1%	3.0%	5.9%
<b>Science</b>	2	1	2	2	2	5.3%	3.0%	6.3%	6.1%	5.9%
Biology	0	1	1	2	1	0.0%	3.0%	3.1%	6.1%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	1	0	1	5.3%	0.0%	3.1%	0.0%	2.9%
Vocational Education	4	5	5	5	5	10.5%	15.2%	15.6%	15.2%	14.7%
Other	0	0	1	1	1	0.0%	0.0%	3.1%	3.0%	2.9%
<b>Total Enrollments</b>	460	467	470	448	463	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	37	29	36	21	40	8.0%	6.2%	7.7%	4.7%	8.6%
Grades 1-4	130	125	131	134	126	28.3%	26.8%	27.9%	29.9%	27.2%
Grades 5-6	55	58	61	47	59	12.0%	12.4%	13.0%	10.5%	12.7%
Grades 7-8	98	83	58	66	62	21.3%	17.8%	12.3%	14.7%	13.4%
Grades 9-12	137	172	184	180	167	29.8%	36.8%	39.1%	40.2%	36.1%
Ungraded	3	0	0	0	9	0.7%	0.0%	0.0%	0.0%	1.9%



## District Report for: FORT TOWSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	44	39	38	40	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	37	36	34	36	90.9%	94.9%	94.7%	85.0%	87.8%
<b>Newly Hired</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>9.1%</b>	<b>5.1%</b>	<b>5.3%</b>	<b>15.0%</b>	<b>12.2%</b>
Transfers In	1	2	0	3	0	25.0%	100.0%	0.0%	50.0%	0.0%
Reentrants	1	0	0	1	2	25.0%	0.0%	0.0%	16.7%	40.0%
First Time Educators	2	0	2	2	3	50.0%	0.0%	100.0%	33.3%	60.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>15.9%</b>	<b>7.7%</b>	<b>10.5%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	1	1	2	4	-	14.3%	33.3%	50.0%	100.0%	-
Leave Oklahoma Educ.	6	2	2	0	-	85.7%	66.7%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	15.9%	7.7%	10.5%	10.0%	-
Transfers In/Out	1.00	2.00	0.00	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	33	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	44

## District Report for: FORT TOWSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	9.1%	10.3%	10.5%	10.0%	9.8%
White - Females	2	2	2	2	2	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
<b>Professional Staff</b>	2	2	2	3	3	4.5%	5.1%	5.3%	7.5%	7.3%
White - Females	1	1	1	2	2	50.0%	50.0%	50.0%	66.7%	66.7%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	33	32	33	34	86.4%	84.6%	84.2%	82.5%	82.9%
White - Females	27	25	24	22	24	71.1%	75.8%	75.0%	66.7%	70.6%
White - Males	7	6	6	7	6	18.4%	18.2%	18.8%	21.2%	17.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	3	3	5.3%	3.0%	3.1%	9.1%	8.8%
Other - Males	2	1	1	1	1	5.3%	3.0%	3.1%	3.0%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	6	5	5	7	3	16.2%	15.6%	16.1%	21.9%	10.0%
30-34	4	3	1	1	2	10.8%	9.4%	3.2%	3.1%	6.7%
35-39	7	5	4	3	3	18.9%	15.6%	12.9%	9.4%	10.0%
40-44	6	5	5	4	4	16.2%	15.6%	16.1%	12.5%	13.3%
45-49	9	7	5	7	6	24.3%	21.9%	16.1%	21.9%	20.0%
50-54	4	6	10	10	10	10.8%	18.8%	32.3%	31.3%	33.3%
55+	1	1	1	0	2	2.7%	3.1%	3.2%	0.0%	6.7%
<b>Average Age</b>	40.6	42.0	42.7	42.1	44.7					

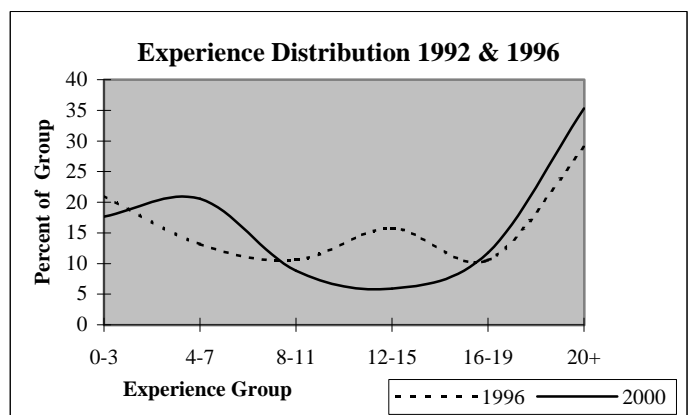
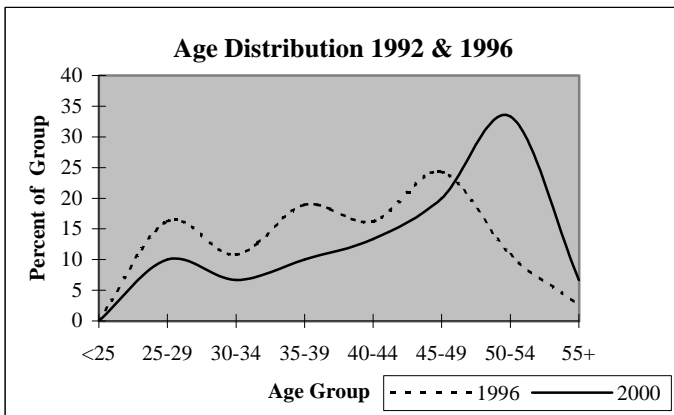
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	5	5	6	6	21.1%	15.2%	15.6%	18.2%	17.6%
4-7 Years	5	3	4	6	7	13.2%	9.1%	12.5%	18.2%	20.6%
8-11 Years	4	5	4	2	3	10.5%	15.2%	12.5%	6.1%	8.8%
12-15 Years	6	5	3	4	2	15.8%	15.2%	9.4%	12.1%	5.9%
16-19 Years	4	4	5	4	4	10.5%	12.1%	15.6%	12.1%	11.8%
20+ Years	11	11	11	11	12	28.9%	33.3%	34.4%	33.3%	35.3%
<b>Average Experience</b>	12.8	14.8	15.0	14.1	14.2					

## District Report for: FORT TOWSON

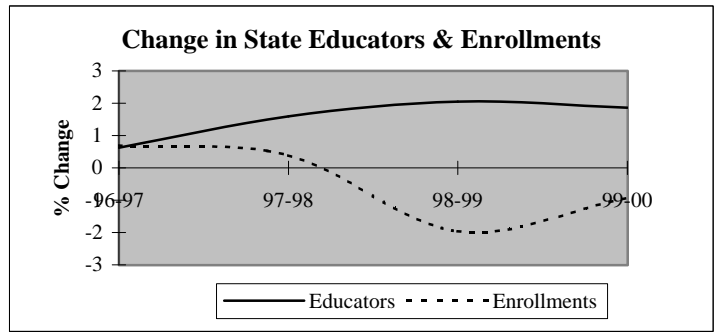
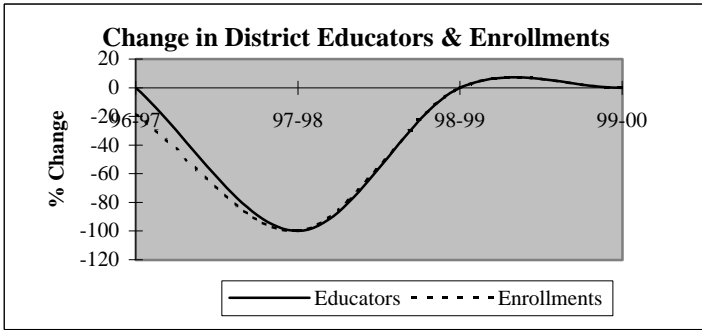
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	3	4	4	-	15.9%	7.7%	10.5%	10.0%	-
Attrition from Transfers	1	1	2	4	-	2.3%	2.6%	5.3%	10.0%	-
Attrition from Exits	6	2	2	0	-	13.6%	5.1%	5.3%	0.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>13.2%</b>	<b>9.1%</b>	<b>12.5%</b>	<b>12.1%</b>	<b>-</b>
Attrition from Transfers	1	1	2	4	-	2.6%	3.0%	6.3%	12.1%	-
Attrition from Exits	4	2	2	0	-	10.5%	6.1%	6.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	37	36	34	36	-	84.1%	92.3%	89.5%	90.0%	-
Teacher Retention	33	30	28	29	-	86.8%	90.9%	87.5%	87.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.8%	9.1%	90.9%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	12.5%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	33.3%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.3%	5.1%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	94.9%	94.7%	92.5%	87.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.8%	0.0%	5.3%	7.5%	12.2%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: GRANT



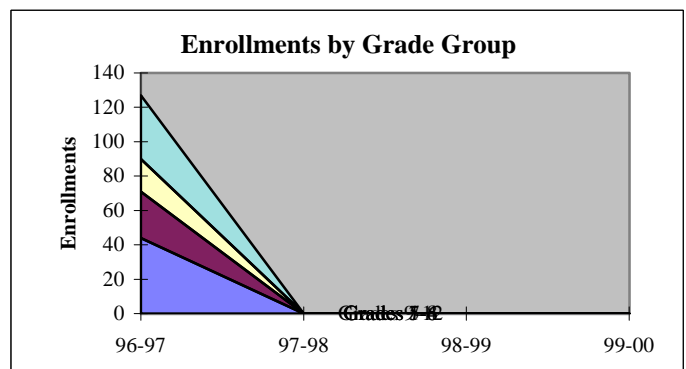
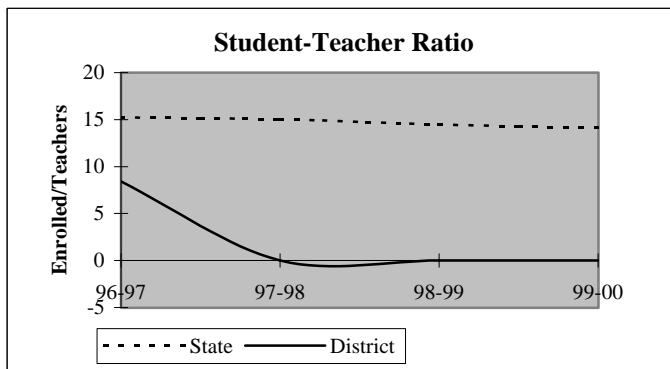
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.2	7.5	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	8.4	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	-19	0	0	-	-	-	-	-
% Change in Educators	-9.5%	0.0%	-100.0%	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	-32	-143	0	0	-	-	-	-	-
% Change in Enrollments	-2.8%	-18.3%	-100.0%	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	21.1%	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.5%	10.5%	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	57.9%	36.8%	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	50.0%	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	38.8	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	11.1	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,566	25,501	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	58.8%	35.3%	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.5%	88.2%	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.8%	11.8%	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	73.7%	79.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	9	0	0	0	36.8%	47.4%	0.0%	0.0%	0.0%
Attrition	3	9	0	0	0					
Attrition Rate	42.9%	100.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	8	0	0	0	57.9%	42.1%	0.0%	0.0%	0.0%
Attrition	4	8	0	0	0					
Attrition Rate	36.4%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	0	0	0	5.3%	10.5%	0.0%	0.0%	0.0%
Attrition Rate	0	2	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	0	0	0	5.3%	10.5%	0.0%	0.0%	0.0%
Attrition Rate										



## District Report for: GRANT

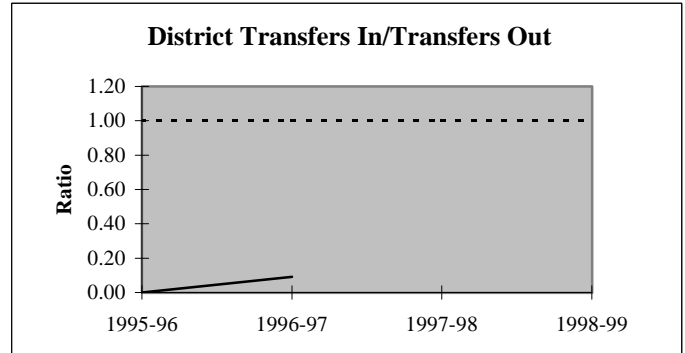
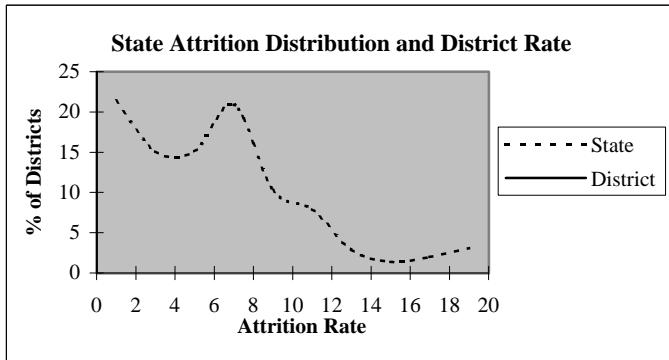
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	19	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	0	0	0	10.5%	10.5%	0.0%	0.0%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	17	17	0	0	0	89.5%	89.5%	0.0%	0.0%	0.0%
Special Education	2	2	0	0	0	11.8%	11.8%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	0	0	0	47.1%	47.1%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	0	0	0	5.9%	5.9%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	0	0	0	5.9%	5.9%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	0	0	0	5.9%	5.9%	0.0%	0.0%	0.0%
<b>Science</b>	1	1	0	0	0	5.9%	5.9%	0.0%	0.0%	0.0%
Biology	1	0	0	0	0	5.9%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	0	0	0.0%	5.9%	0.0%	0.0%	0.0%
Vocational Education	3	2	0	0	0	17.6%	11.8%	0.0%	0.0%	0.0%
Other	0	1	0	0	0	0.0%	5.9%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	175	143	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	16	0	0	0	10.9%	11.2%	0.0%	0.0%	0.0%
Grades 1-4	54	44	0	0	0	30.9%	30.8%	0.0%	0.0%	0.0%
Grades 5-6	25	27	0	0	0	14.3%	18.9%	0.0%	0.0%	0.0%
Grades 7-8	22	19	0	0	0	12.6%	13.3%	0.0%	0.0%	0.0%
Grades 9-12	55	37	0	0	0	31.4%	25.9%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GRANT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	19	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	12	0	0	0	94.7%	63.2%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5.3%</b>	<b>36.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	14.3%	0.0%	0.0%	0.0%
Reentrants	1	3	0	0	0	100.0%	42.9%	0.0%	0.0%	0.0%
First Time Educators	0	3	0	0	0	0.0%	42.9%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>36.8%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	2	11	0	0	-	28.6%	57.9%	0.0%	0.0%	-
Leave Oklahoma Educ.	5	8	0	0	-	71.4%	42.1%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	36.8%	100.0%	nc	nc	-
Transfers In/Out	0.00	0.09	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>19</b>

## District Report for: GRANT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	0	0	0	10.5%	10.5%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	17	0	0	0	89.5%	89.5%	0.0%	0.0%	0.0%
White - Females	5	10	0	0	0	29.4%	58.8%	0.0%	0.0%	0.0%
White - Males	2	1	0	0	0	11.8%	5.9%	0.0%	0.0%	0.0%
Black - Females	6	3	0	0	0	35.3%	17.6%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	5.9%	5.9%	0.0%	0.0%	0.0%
Other - Females	2	2	0	0	0	11.8%	11.8%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	5.9%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	6.3%	0.0%	0.0%	0.0%
25-29	1	4	0	0	0	5.9%	25.0%	0.0%	0.0%	0.0%
30-34	3	1	0	0	0	17.6%	6.3%	0.0%	0.0%	0.0%
35-39	4	1	0	0	0	23.5%	6.3%	0.0%	0.0%	0.0%
40-44	4	3	0	0	0	23.5%	18.8%	0.0%	0.0%	0.0%
45-49	2	4	0	0	0	11.8%	25.0%	0.0%	0.0%	0.0%
50-54	1	1	0	0	0	5.9%	6.3%	0.0%	0.0%	0.0%
55+	2	1	0	0	0	11.8%	6.3%	0.0%	0.0%	0.0%
<b>Average Age</b>	41.5	38.8	0.0	0.0	0.0					

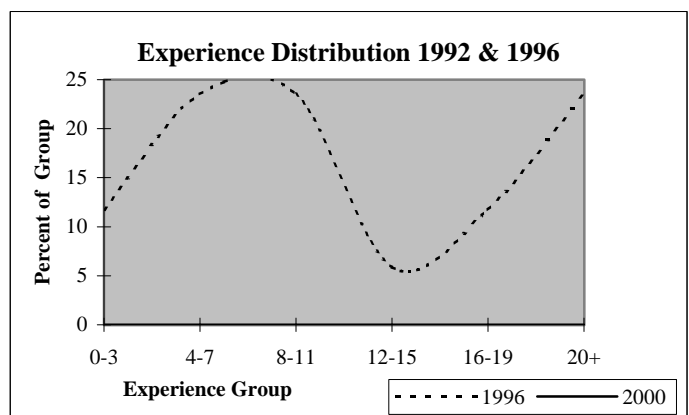
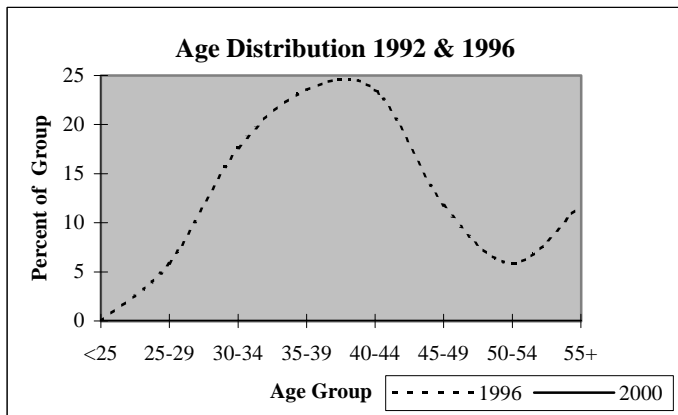
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	0	0	0	11.8%	17.6%	0.0%	0.0%	0.0%
4-7 Years	4	5	0	0	0	23.5%	29.4%	0.0%	0.0%	0.0%
8-11 Years	4	2	0	0	0	23.5%	11.8%	0.0%	0.0%	0.0%
12-15 Years	1	1	0	0	0	5.9%	5.9%	0.0%	0.0%	0.0%
16-19 Years	2	2	0	0	0	11.8%	11.8%	0.0%	0.0%	0.0%
20+ Years	4	4	0	0	0	23.5%	23.5%	0.0%	0.0%	0.0%
<b>Average Experience</b>	12.1	11.1	0.0	0.0	0.0					

## District Report for: GRANT

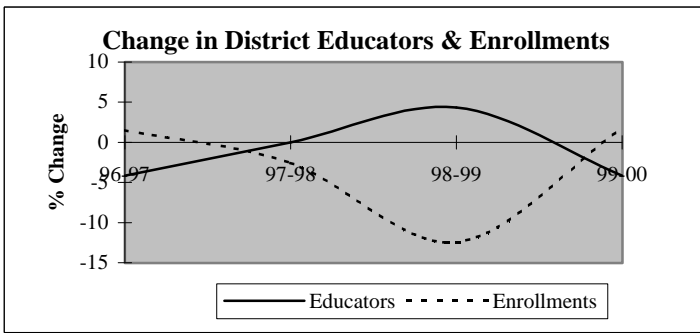
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	19	0	0	-	36.8%	100.0%	nc	nc	-
Attrition from Transfers	2	11	0	0	-	10.5%	57.9%	nc	nc	-
Attrition from Exits	5	8	0	0	-	26.3%	42.1%	nc	nc	-
<b>Teacher Attrition</b>	<b>6</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>35.3%</b>	<b>100.0%</b>	<b>nc</b>	<b>nc</b>	<b>-</b>
Attrition from Transfers	1	11	0	0	-	5.9%	64.7%	nc	nc	-
Attrition from Exits	5	6	0	0	-	29.4%	35.3%	nc	nc	-
<b>District Retention</b>										
Educator Retention	12	0	0	0	-	63.2%	0.0%	nc	nc	-
Teacher Retention	11	0	0	0	-	64.7%	0.0%	nc	nc	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	0.0%	100.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	0.0%	0.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	40.0%	0.0%	40.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.7%	68.4%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	31.6%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SOPER

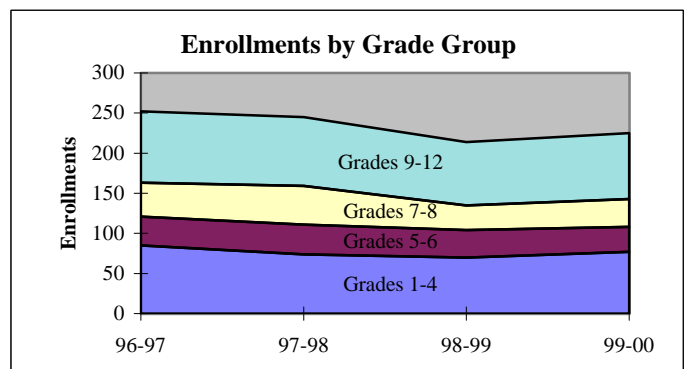
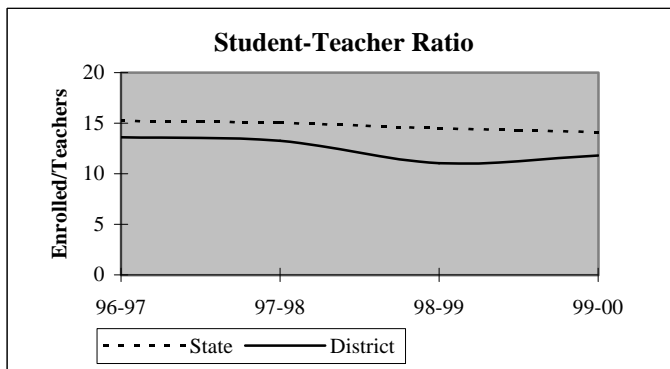


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	11.8	11.5	9.7	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	13.6	13.3	11.0	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	1	-1	-	-	-	-	-
% Change in Educators	0.0%	-4.2%	0.0%	4.3%	-4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	4	-7	-33	4	-	-	-	-	-
% Change in Enrollments	-5.3%	1.5%	-2.6%	-12.5%	1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.3%	0.0%	12.5%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.7%	8.7%	8.3%	8.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.2%	4.3%	4.3%	4.2%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	8.7%	13.0%	20.8%	26.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	42.5	42.5	42.2	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	13.8	14.5	13.9	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,908	29,357	30,701	29,447	31,248	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.5%	10.0%	15.0%	19.0%	25.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	80.0%	80.0%	81.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	5.0%	5.0%	4.8%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.3%	26.5%	42.3%	29.7%	28.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	7	8	8	20.8%	26.1%	30.4%	33.3%	34.8%
Attrition	0	1	2	2	0					
Attrition Rate	0.0%	16.7%	28.6%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	16	16	15	13	70.8%	69.6%	69.6%	62.5%	56.5%
Attrition	1	1	1	1	0					
Attrition Rate	5.9%	6.3%	6.3%	6.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	0	1	2	8.3%	4.3%	0.0%	4.2%	8.7%
Attrition	1	1	0	0	0					
Attrition Rate	50.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	1	2	3	8.3%	4.3%	4.3%	8.3%	13.0%

## District Report for: SOPER

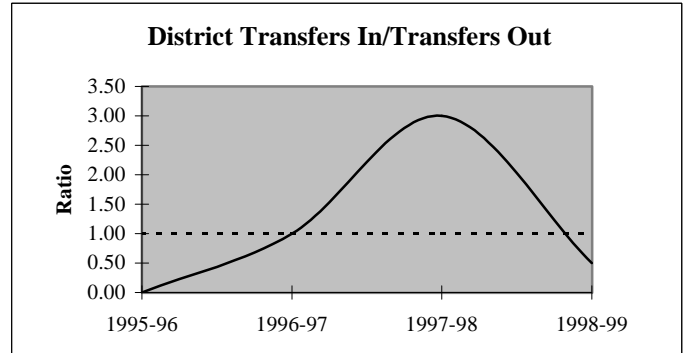
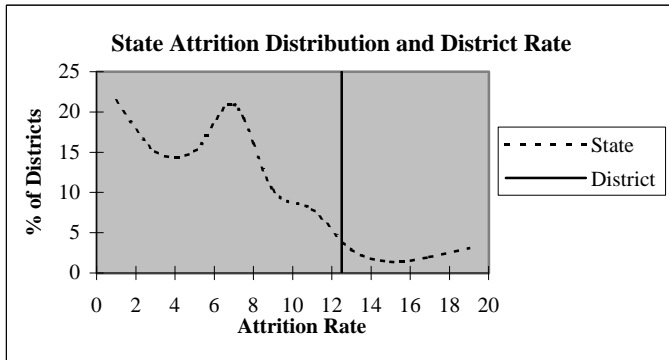
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	23	23	24	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	8.3%	8.7%	8.7%	8.3%	8.7%
Professional Staff	1	1	1	1	1	4.2%	4.3%	4.3%	4.2%	4.3%
<b>Total Teachers</b>	21	20	20	21	20	87.5%	87.0%	87.0%	87.5%	87.0%
Special Education	1	1	1	1	1	4.8%	5.0%	5.0%	4.8%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	10	10	10	10	52.4%	50.0%	50.0%	47.6%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	10	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.8%	5.0%	5.0%	4.8%	5.0%
Art & Music	0	1	1	1	1	0.0%	5.0%	5.0%	4.8%	5.0%
Social Studies	2	1	1	1	2	9.5%	5.0%	5.0%	4.8%	10.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.8%	5.0%	5.0%	4.8%	5.0%
<b>Science</b>	2	0	0	0	0	9.5%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	0	0	0	9.5%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	3	3	14.3%	15.0%	15.0%	14.3%	15.0%
Other	0	2	2	3	1	0.0%	10.0%	10.0%	14.3%	5.0%
<b>Total Enrollments</b>	268	272	265	232	236	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	20	20	16	11	9.3%	7.4%	7.5%	6.9%	4.7%
Grades 1-4	77	85	74	70	77	28.7%	31.3%	27.9%	30.2%	32.6%
Grades 5-6	43	36	37	34	31	16.0%	13.2%	14.0%	14.7%	13.1%
Grades 7-8	42	42	48	31	35	15.7%	15.4%	18.1%	13.4%	14.8%
Grades 9-12	81	89	86	79	82	30.2%	32.7%	32.5%	34.1%	34.7%
Ungraded	0	0	0	2	0	0.0%	0.0%	0.0%	0.9%	0.0%



## District Report for: SOPER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	23	23	24	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	22	20	20	21	100.0%	95.7%	87.0%	83.3%	91.3%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0.0%</b>	<b>4.3%</b>	<b>13.0%</b>	<b>16.7%</b>	<b>8.7%</b>
Transfers In	0	1	3	1	1	0.0%	100.0%	100.0%	25.0%	50.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	25.0%	0.0%
First Time Educators	0	0	0	2	1	0.0%	0.0%	0.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>8.3%</b>	<b>13.0%</b>	<b>13.0%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	50.0%	33.3%	33.3%	66.7%	-
Leave Oklahoma Educ.	1	2	2	1	-	50.0%	66.7%	66.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	13.0%	13.0%	12.5%	-
Transfers In/Out	0.00	1.00	3.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	21	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	24

## District Report for: SOPER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	8.3%	8.7%	8.7%	8.3%	8.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.2%	4.3%	4.3%	4.2%	4.3%
White - Females	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	20	20	21	20	87.5%	87.0%	87.0%	87.5%	87.0%
White - Females	13	14	14	14	12	61.9%	70.0%	70.0%	66.7%	60.0%
White - Males	6	4	3	3	3	28.6%	20.0%	15.0%	14.3%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	9.5%	10.0%	10.0%	14.3%	15.0%
Other - Males	0	0	1	1	2	0.0%	0.0%	5.0%	4.8%	10.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	4.8%	0.0%
25-29	1	1	1	1	2	4.8%	5.0%	5.0%	4.8%	10.5%
30-34	2	2	3	3	3	9.5%	10.0%	15.0%	14.3%	15.8%
35-39	2	3	2	2	0	9.5%	15.0%	10.0%	9.5%	0.0%
40-44	8	6	4	3	3	38.1%	30.0%	20.0%	14.3%	15.8%
45-49	4	5	7	6	5	19.0%	25.0%	35.0%	28.6%	26.3%
50-54	2	3	2	4	5	9.5%	15.0%	10.0%	19.0%	26.3%
55+	2	0	1	1	1	9.5%	0.0%	5.0%	4.8%	5.3%
<b>Average Age</b>	43.3	42.5	42.5	42.2	43.4					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	4	3	9.5%	10.0%	10.0%	19.0%	15.0%
4-7 Years	2	3	4	3	4	9.5%	15.0%	20.0%	14.3%	20.0%
8-11 Years	4	3	1	2	1	19.0%	15.0%	5.0%	9.5%	5.0%
12-15 Years	3	3	3	1	1	14.3%	15.0%	15.0%	4.8%	5.0%
16-19 Years	4	3	3	3	2	19.0%	15.0%	15.0%	14.3%	10.0%
20+ Years	6	6	7	8	9	28.6%	30.0%	35.0%	38.1%	45.0%
<b>Average Experience</b>	13.7	13.8	14.5	13.9	14.9					

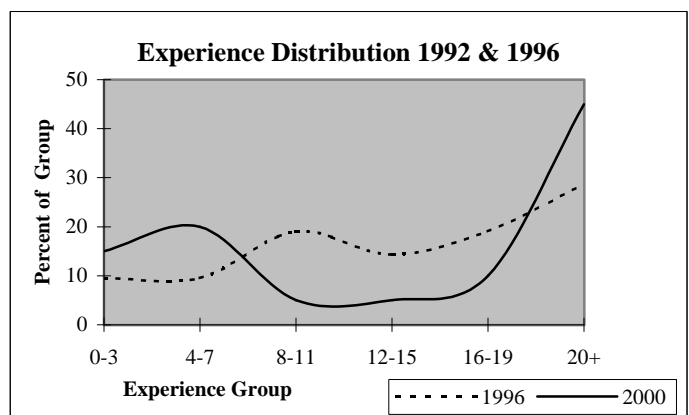
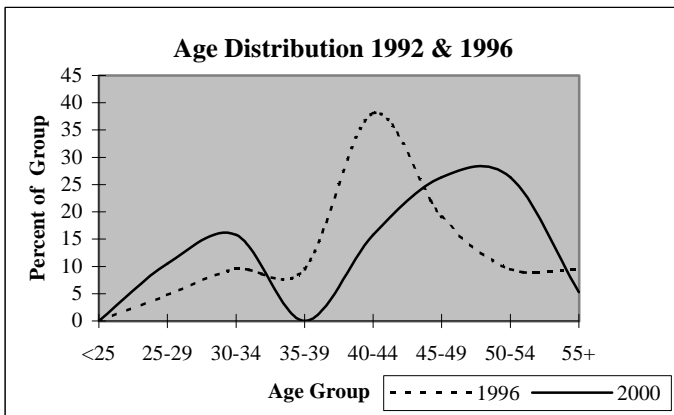


## District Report for: SOPER

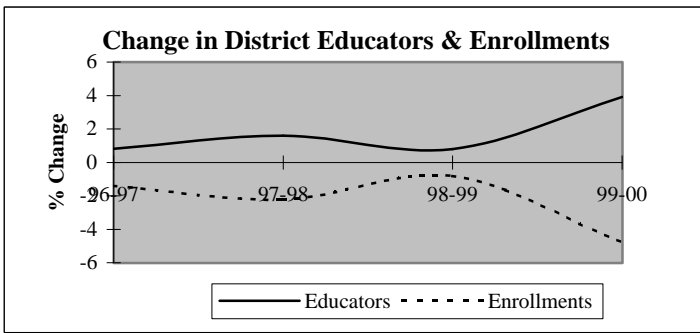
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	3	3	-	8.3%	13.0%	13.0%	12.5%	-
Attrition from Transfers	1	1	1	2	-	4.2%	4.3%	4.3%	8.3%	-
Attrition from Exits	1	2	2	1	-	4.2%	8.7%	8.7%	4.2%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>9.5%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	1	1	1	2	-	4.8%	5.0%	5.0%	9.5%	-
Attrition from Exits	1	1	1	1	-	4.8%	5.0%	5.0%	4.8%	-
<b>District Retention</b>										
Educator Retention	22	20	20	21	-	91.7%	87.0%	87.0%	87.5%	-
Teacher Retention	19	18	18	18	-	90.5%	90.0%	90.0%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	0.0%	4.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.8%	100.0%	95.7%	87.5%	95.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	12.5%	4.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HUGO

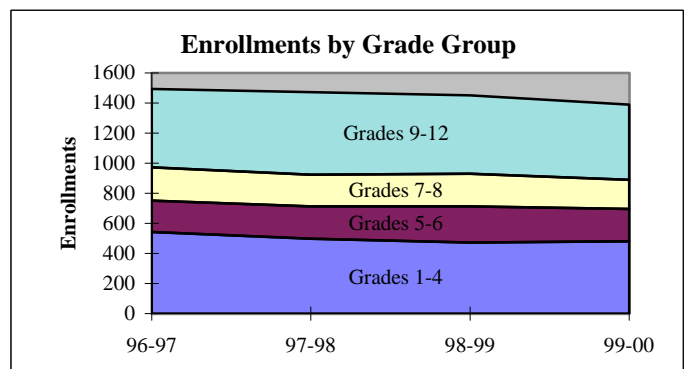
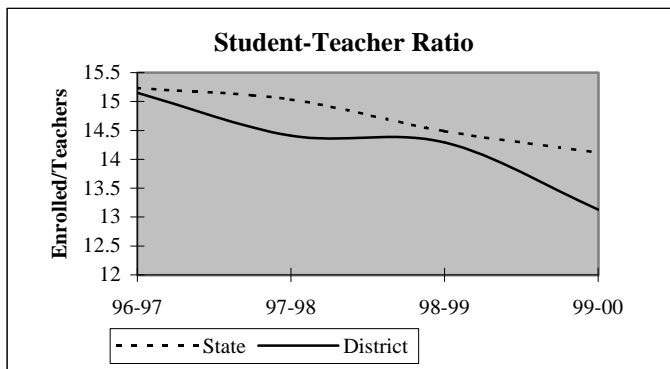


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.0	12.5	12.3	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.7	15.1	14.4	14.3	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	1	2	1	5	-	-	-	-	-
% Change in Educators	-2.4%	0.8%	1.6%	0.8%	3.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	22	-23	-36	-13	-75	-	-	-	-	-
% Change in Enrollments	1.4%	-1.4%	-2.2%	-0.8%	-4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.4%	6.4%	3.1%	1.6%	6.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.2%	6.3%	6.3%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	7.2%	7.1%	7.8%	7.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	32.3%	31.2%	31.5%	30.5%	29.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	22.2%	22.2%	12.5%	12.5%	11.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	4.0%	3.9%	3.9%	3.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.5	43.2	43.2	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	14.3	13.7	13.3	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	31,031	29,738	30,910	31,692	30,902	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	34.3%	32.7%	33.6%	32.7%	31.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.2%	74.8%	74.5%	74.5%	74.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	8.4%	8.2%	9.1%	9.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.8%	46.6%	49.9%	50.3%	50.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	33	33	37	36	36	26.6%	26.4%	29.1%	28.1%	27.1%
Attrition	2	3	1	3	0					
Attrition Rate	6.1%	9.1%	2.7%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	82	84	80	82	85	66.1%	67.2%	63.0%	64.1%	63.9%
Attrition	2	1	6	2	0					
Attrition Rate	2.4%	1.2%	7.5%	2.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	8	10	10	12	7.3%	6.4%	7.9%	7.8%	9.0%
Attrition	2	4	2	1	0					
Attrition Rate	22.2%	50.0%	20.0%	10.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	10	14	13	13	22	8.1%	11.2%	10.2%	10.2%	16.5%

## District Report for: HUGO

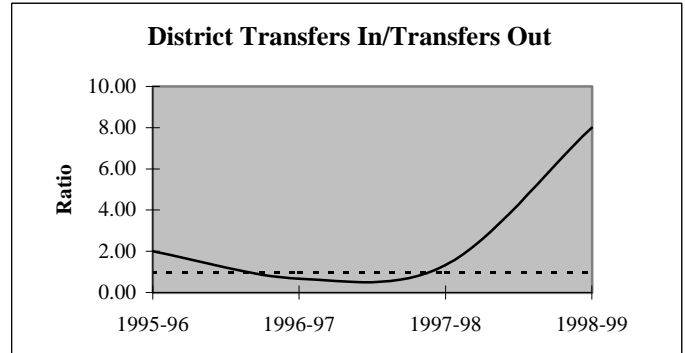
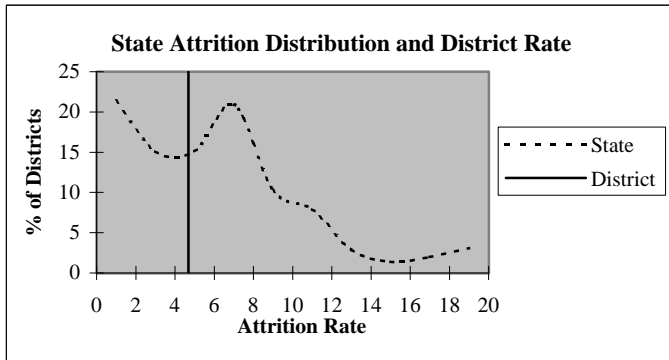
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	124	125	127	128	133	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	8	8	9	7.3%	7.2%	6.3%	6.3%	6.8%
Professional Staff	10	9	9	10	10	8.1%	7.2%	7.1%	7.8%	7.5%
<b>Total Teachers</b>	105	107	110	110	114	84.7%	85.6%	86.6%	85.9%	85.7%
Special Education	9	9	9	10	11	8.6%	8.4%	8.2%	9.1%	9.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	43	44	45	44	45	41.0%	41.1%	40.9%	40.0%	39.5%
<b>Middle School</b>	21	21	21	21	23	20.0%	19.6%	19.1%	19.1%	20.2%
Language Arts	5	5	6	6	6	4.8%	4.7%	5.5%	5.5%	5.3%
Art & Music	1	1	1	1	1	1.0%	0.9%	0.9%	0.9%	0.9%
Social Studies	3	4	3	4	4	2.9%	3.7%	2.7%	3.6%	3.5%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Math	4	4	4	5	5	3.8%	3.7%	3.6%	4.5%	4.4%
Science	3	3	3	2	2	2.9%	2.8%	2.7%	1.8%	1.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	5	4	4	3	4	4.8%	3.7%	3.6%	2.7%	3.5%
<b>High School (9-12)</b>	32	33	35	35	35	3200.0%	3300.0%	3500.0%	3500.0%	3500.0%
Language Arts	6	7	5	5	4	5.7%	6.5%	4.5%	4.5%	3.5%
Art & Music	3	2	2	3	3	2.9%	1.9%	1.8%	2.7%	2.6%
Social Studies	5	4	5	4	5	4.8%	3.7%	4.5%	3.6%	4.4%
Foreign Language	1	1	1	1	1	1.0%	0.9%	0.9%	0.9%	0.9%
Math	4	4	5	5	5	3.8%	3.7%	4.5%	4.5%	4.4%
<b>Science</b>	3	3	3	3	3	2.9%	2.8%	2.7%	2.7%	2.6%
Biology	2	1	1	1	1	1.9%	0.9%	0.9%	0.9%	0.9%
Chemistry	0	1	1	1	0	0.0%	0.9%	0.9%	0.9%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	2	1.0%	0.9%	0.9%	0.9%	1.8%
Vocational Education	7	7	7	7	7	6.7%	6.5%	6.4%	6.4%	6.1%
Other	3	5	7	7	7	2.9%	4.7%	6.4%	6.4%	6.1%
<b>Total Enrollments</b>	1,644	1,621	1,585	1,572	1,497	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	147	127	111	120	96	8.9%	7.8%	7.0%	7.6%	6.4%
Grades 1-4	521	543	497	473	480	31.7%	33.5%	31.4%	30.1%	32.1%
Grades 5-6	218	209	216	239	215	13.3%	12.9%	13.6%	15.2%	14.4%
Grades 7-8	235	221	211	217	195	14.3%	13.6%	13.3%	13.8%	13.0%
Grades 9-12	521	520	549	522	499	31.7%	32.1%	34.6%	33.2%	33.3%
Ungraded	2	1	1	1	12	0.1%	0.1%	0.1%	0.1%	0.8%



## District Report for: HUGO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	124	125	127	128	133	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	116	118	117	118	122	93.5%	94.4%	92.1%	92.2%	91.7%
<b>Newly Hired</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>6.5%</b>	<b>5.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>8.3%</b>
Transfers In	2	2	4	8	2	25.0%	28.6%	40.0%	80.0%	18.2%
Reentrants	6	4	2	1	5	75.0%	57.1%	20.0%	10.0%	45.5%
First Time Educators	0	1	4	1	4	0.0%	14.3%	40.0%	10.0%	36.4%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>8</b>	<b>9</b>	<b>6</b>	<b>-</b>	<b>4.8%</b>	<b>6.4%</b>	<b>7.1%</b>	<b>4.7%</b>	<b>-</b>
Transfers Out	1	3	3	1	-	16.7%	37.5%	33.3%	16.7%	-
Leave Oklahoma Educ.	5	5	6	5	-	83.3%	62.5%	66.7%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	6.4%	7.1%	4.7%	-
Transfers In/Out	2.00	0.67	1.33	8.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	6	University of Tulsa, Tulsa	-
SEOSU, Durant	84	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	13
		<b>Total</b>	<b>123</b>

## District Report for: HUGO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	9	8	8	9	7.3%	7.2%	6.3%	6.3%	6.8%
White - Females	3	3	3	3	3	33.3%	33.3%	37.5%	37.5%	33.3%
White - Males	4	4	4	4	5	44.4%	44.4%	50.0%	50.0%	55.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	11.1%	11.1%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	11.1%	11.1%	12.5%	12.5%	11.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	9	9	10	10	8.1%	7.2%	7.1%	7.8%	7.5%
White - Females	8	7	7	7	7	80.0%	77.8%	77.8%	70.0%	70.0%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	20.0%	22.2%	22.2%	20.0%	20.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	105	107	110	110	114	84.7%	85.6%	86.6%	85.9%	85.7%
White - Females	51	53	55	55	58	48.6%	49.5%	50.0%	50.0%	50.9%
White - Males	18	19	18	19	20	17.1%	17.8%	16.4%	17.3%	17.5%
Black - Females	9	8	7	8	8	8.6%	7.5%	6.4%	7.3%	7.0%
Black - Males	2	2	3	2	2	1.9%	1.9%	2.7%	1.8%	1.8%
Other - Females	19	19	20	19	19	18.1%	17.8%	18.2%	17.3%	16.7%
Other - Males	6	6	7	7	7	5.7%	5.6%	6.4%	6.4%	6.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	1	0.0%	0.0%	0.9%	0.9%	0.9%
25-29	13	12	12	9	5	12.5%	11.3%	11.0%	8.3%	4.5%
30-34	7	9	10	16	16	6.7%	8.5%	9.2%	14.7%	14.5%
35-39	8	7	11	12	15	7.7%	6.6%	10.1%	11.0%	13.6%
40-44	26	26	20	16	13	25.0%	24.5%	18.3%	14.7%	11.8%
45-49	26	25	26	23	27	25.0%	23.6%	23.9%	21.1%	24.5%
50-54	16	17	17	18	17	15.4%	16.0%	15.6%	16.5%	15.5%
55+	8	10	12	14	16	7.7%	9.4%	11.0%	12.8%	14.5%
<b>Average Age</b>	43.0	43.5	43.2	43.2	44.1					

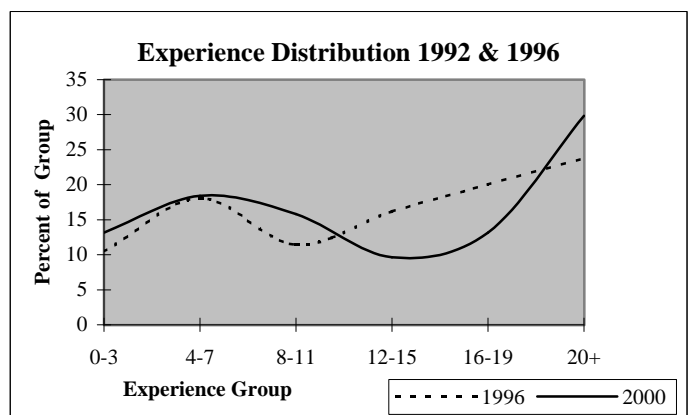
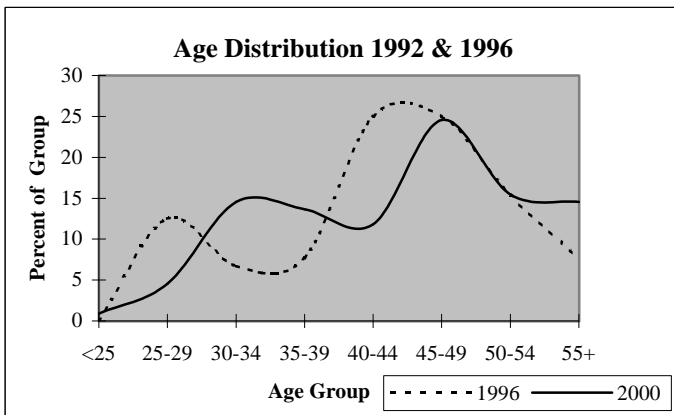
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	11	15	11	15	10.5%	10.3%	13.6%	10.0%	13.2%
4-7 Years	19	21	21	24	21	18.1%	19.6%	19.1%	21.8%	18.4%
8-11 Years	12	10	12	19	18	11.4%	9.3%	10.9%	17.3%	15.8%
12-15 Years	17	12	11	8	11	16.2%	11.2%	10.0%	7.3%	9.6%
16-19 Years	21	24	20	18	15	20.0%	22.4%	18.2%	16.4%	13.2%
20+ Years	25	29	31	30	34	23.8%	27.1%	28.2%	27.3%	29.8%
<b>Average Experience</b>	13.8	14.3	13.7	13.3	13.5					

## District Report for: HUGO

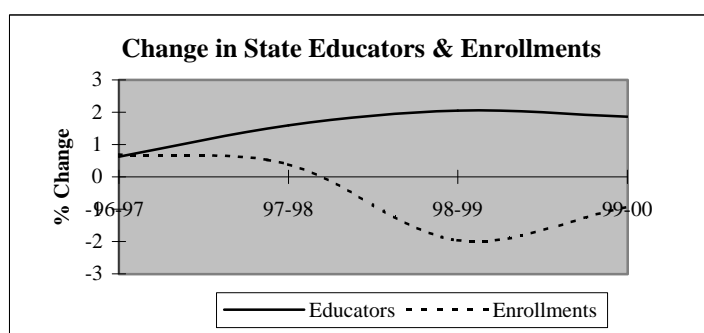
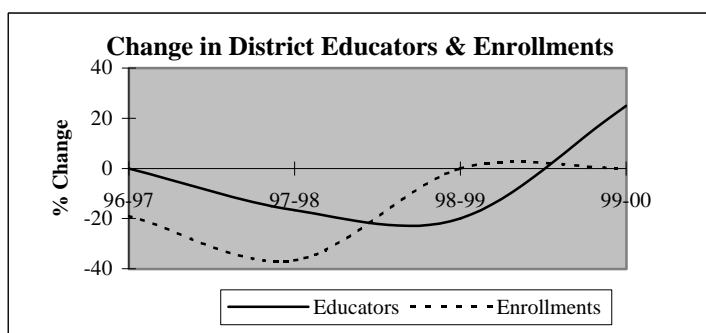
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	8	9	6	-	4.8%	6.4%	7.1%	4.7%	-
Attrition from Transfers	1	3	3	1	-	0.8%	2.4%	2.4%	0.8%	-
Attrition from Exits	5	5	6	5	-	4.0%	4.0%	4.7%	3.9%	-
<b>Teacher Attrition</b>	5	8	9	5	-	4.8%	7.5%	8.2%	4.5%	-
Attrition from Transfers	1	3	3	1	-	1.0%	2.8%	2.7%	0.9%	-
Attrition from Exits	4	5	6	4	-	3.8%	4.7%	5.5%	3.6%	-
<b>District Retention</b>										
Educator Retention	118	117	118	122	-	95.2%	93.6%	92.9%	95.3%	-
Teacher Retention	100	99	101	105	-	95.2%	92.5%	91.8%	95.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	91.7%	0.0%	91.7%	78.2%	9.6%	87.8%
1 Year of Experience	93.8%	0.0%	93.8%	84.2%	6.9%	91.1%
2 Years of Experience	86.7%	13.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	0.0%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	96.3%	3.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.8%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	96.0%	94.5%	97.7%	93.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.8%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	4.0%	4.7%	1.6%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PLAINVIEW

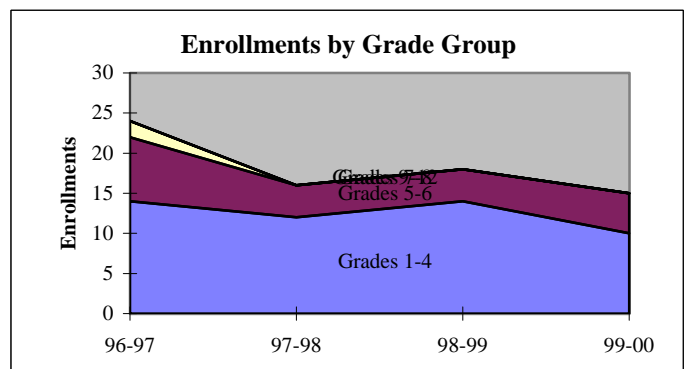
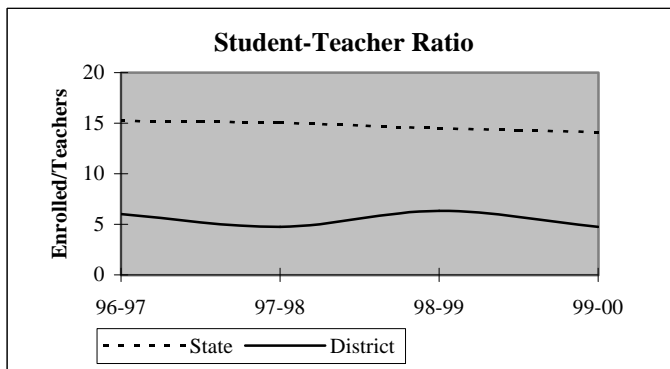


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.2	5.0	3.8	4.8	3.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.4	6.0	4.8	6.3	4.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	-1	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-16.7%	-20.0%	25.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	-7	-11	0	0	-	-	-	-	-
% Change in Enrollments	0.0%	-18.9%	-36.7%	0.0%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	20.0%	25.0%	20.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	44.4	46.3	46.7	48.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	12.2	14.8	15.7	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,415	29,487	29,637	30,540	28,998	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.1%	46.7%	31.6%	36.8%	26.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	1	0	0	1	33.3%	16.7%	0.0%	0.0%	20.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	5	5	4	3	66.7%	83.3%	100.0%	100.0%	60.0%
Attrition	1	0	1	1	0					
Attrition Rate	25.0%	0.0%	20.0%	25.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	20.0%

## District Report for: PLAINVIEW

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	5	4	5	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	20.0%	25.0%	20.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	4	3	4	83.3%	83.3%	80.0%	75.0%	80.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	4	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	37	30	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	3	6	2	0	3	8.1%	20.0%	10.5%	0.0%	15.8%
Grades 1-4	19	14	12	14	10	51.4%	46.7%	63.2%	73.7%	52.6%
Grades 5-6	9	8	4	4	5	24.3%	26.7%	21.1%	21.1%	26.3%
Grades 7-8	6	2	0	0	0	16.2%	6.7%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	1	1	1	0.0%	0.0%	5.3%	5.3%	5.3%

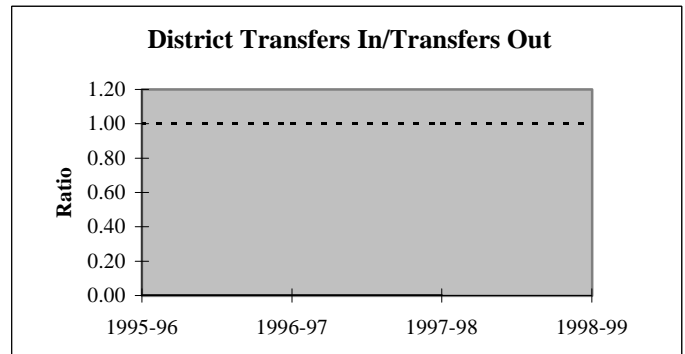
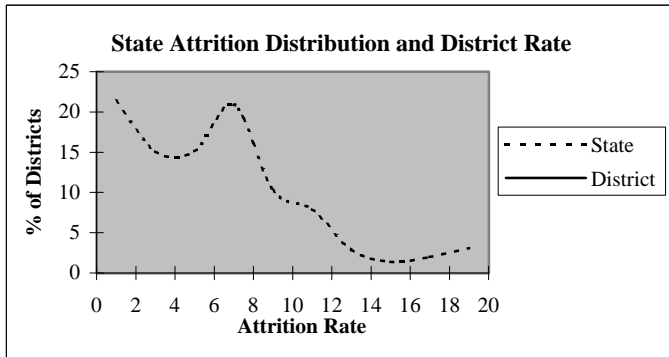




## District Report for: PLAINVIEW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	5	4	5	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	5	5	4	3	100.0%	83.3%	100.0%	100.0%	60.0%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>40.0%</b>
Transfers In	0	1	0	0	1	0.0%	100.0%	0.0%	0.0%	50.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>16.7%</b>	<b>16.7%</b>	<b>20.0%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	1	0	1	0	-	100.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	1	0	1	-	0.0%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	16.7%	20.0%	25.0%	-
Transfers In/Out	0.00	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	1
OK Panhandle SU, Goodwell	5
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 6

## District Report for: PLAINVIEW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	20.0%	25.0%	20.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	4	3	4	83.3%	83.3%	80.0%	75.0%	80.0%
White - Females	5	5	4	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	1	1	1	1	0	20.0%	20.0%	25.0%	33.3%	0.0%
40-44	2	2	1	0	1	40.0%	40.0%	25.0%	0.0%	25.0%
45-49	1	1	1	1	2	20.0%	20.0%	25.0%	33.3%	50.0%
50-54	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
55+	0	0	1	1	1	0.0%	0.0%	25.0%	33.3%	25.0%
<b>Average Age</b>	43.4	44.4	46.3	46.7	48.0					

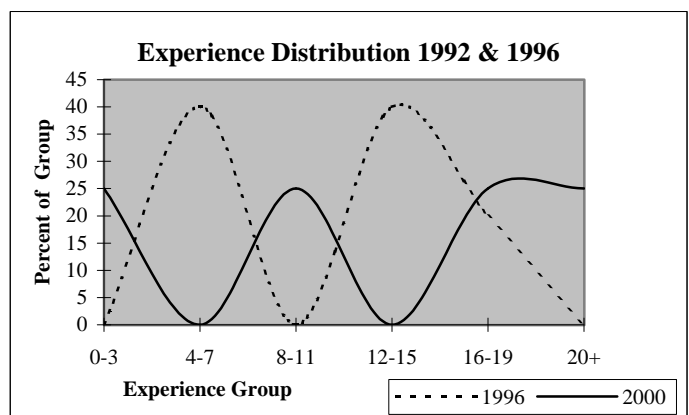
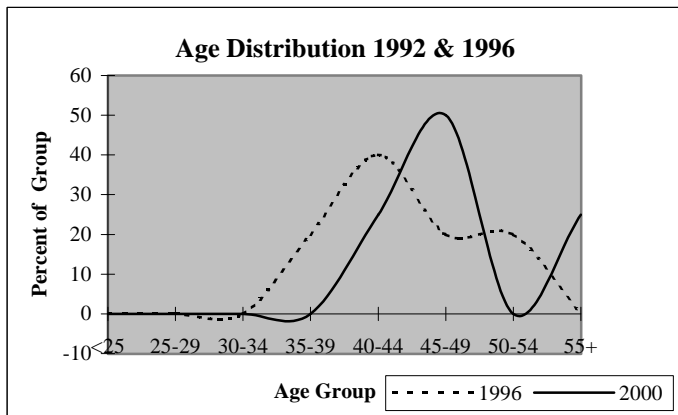
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
4-7 Years	2	1	0	0	0	40.0%	20.0%	0.0%	0.0%	0.0%
8-11 Years	0	1	1	1	1	0.0%	20.0%	25.0%	33.3%	25.0%
12-15 Years	2	2	2	1	0	40.0%	40.0%	50.0%	33.3%	0.0%
16-19 Years	1	0	0	0	1	20.0%	0.0%	0.0%	0.0%	25.0%
20+ Years	0	1	1	1	1	0.0%	20.0%	25.0%	33.3%	25.0%
<b>Average Experience</b>	11.2	12.2	14.8	15.7	12.5					

## District Report for: PLAINVIEW

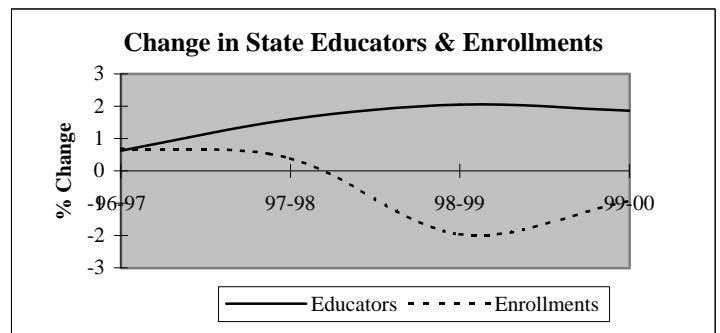
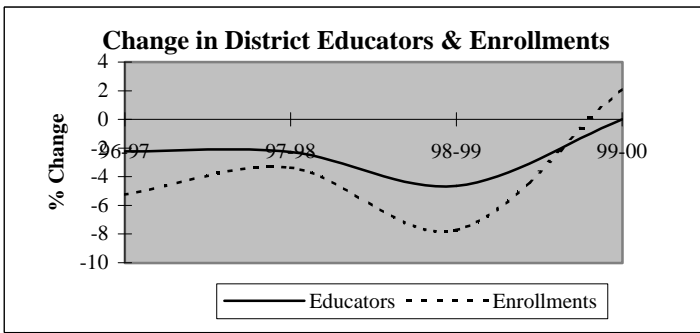
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	1	1	-	16.7%	16.7%	20.0%	25.0%	-
Attrition from Transfers	1	0	1	0	-	16.7%	0.0%	20.0%	0.0%	-
Attrition from Exits	0	1	0	1	-	0.0%	16.7%	0.0%	25.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>20.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	25.0%	0.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	20.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	5	5	4	3	-	83.3%	83.3%	80.0%	75.0%	-
Teacher Retention	5	4	3	3	-	100.0%	80.0%	75.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	100.0%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	0.0%	20.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOISE CITY

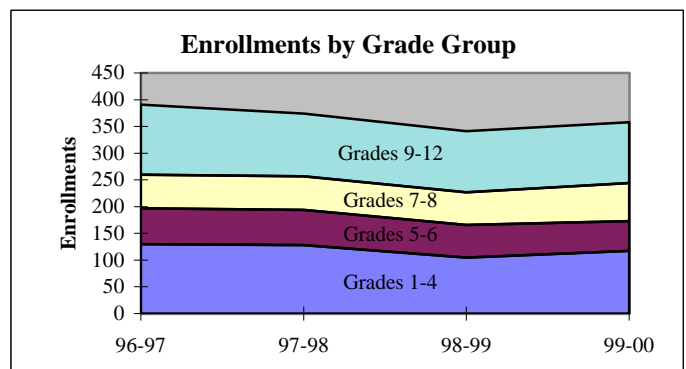
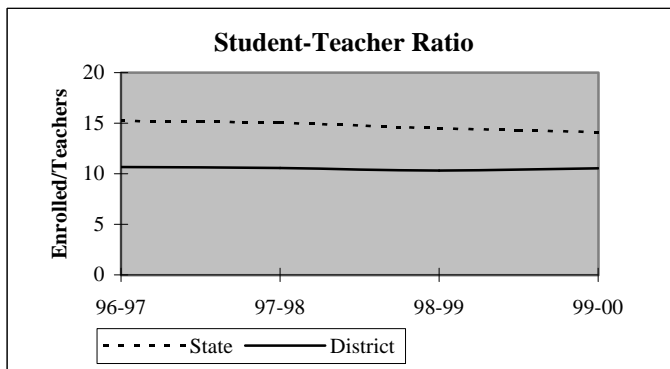


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.8	9.5	9.3	9.0	9.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	10.7	10.6	10.3	10.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	-1	-2	0	-	-	-	-	-
% Change in Educators	2.3%	-2.2%	-2.3%	-4.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	-23	-14	-31	8	-	-	-	-	-
% Change in Enrollments	-1.6%	-5.2%	-3.4%	-7.7%	2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.3%	2.4%	2.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.8%	7.0%	7.3%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.4%	4.5%	4.7%	4.9%	4.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	43.8	44.1	44.5	45.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	12.9	13.4	14.4	14.6	12.1	12.3	12.3	12.2	12.2
Average Salary	31,378	29,713	30,219	30,568	30,985	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.5%	76.9%	76.3%	75.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	10.3%	10.5%	8.3%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.4%	29.8%	25.4%	29.0%	29.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	13	15	11	13	24.4%	29.5%	34.9%	26.8%	31.7%
Attrition	2	0	5	0	0					
Attrition Rate	18.2%	0.0%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	26	26	24	27	20	57.8%	59.1%	55.8%	65.9%	48.8%
Attrition	3	3	3	2	0					
Attrition Rate	11.5%	11.5%	12.5%	7.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	5	4	3	8	17.8%	11.4%	9.3%	7.3%	19.5%
Attrition Rate	50.0%	20.0%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	10	5	4	8	9	22.2%	11.4%	9.3%	19.5%	22.0%

## District Report for: BOISE CITY

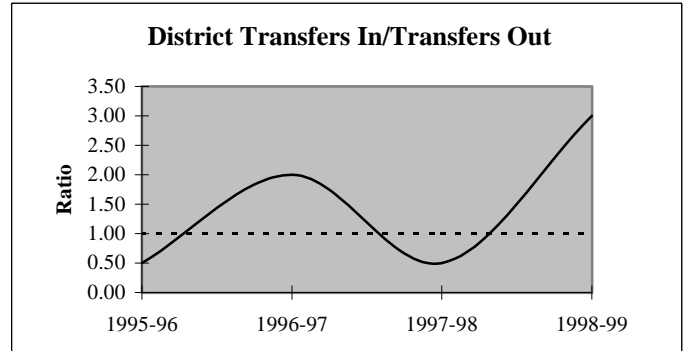
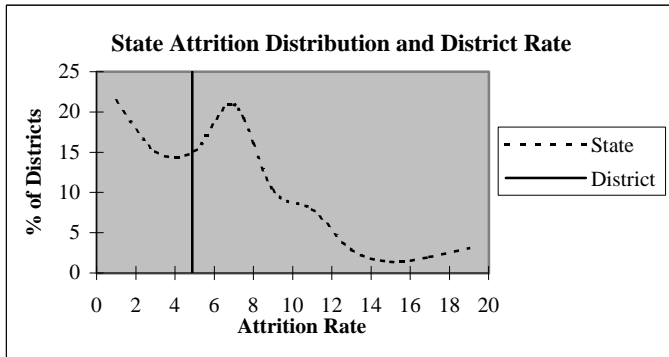
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	44	43	41	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	6.7%	6.8%	7.0%	7.3%	7.3%
Professional Staff	2	2	2	2	2	4.4%	4.5%	4.7%	4.9%	4.9%
<b>Total Teachers</b>	40	39	38	36	36	88.9%	88.6%	88.4%	87.8%	87.8%
Special Education	3	4	4	3	2	7.5%	10.3%	10.5%	8.3%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	21	20	19	18	18	52.5%	51.3%	50.0%	50.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	16	15	15	15	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	2	2	3	7.5%	7.7%	5.3%	5.6%	8.3%
Art & Music	1	1	2	2	2	2.5%	2.6%	5.3%	5.6%	5.6%
Social Studies	1	1	1	2	2	2.5%	2.6%	2.6%	5.6%	5.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	5.0%	5.1%	5.3%	5.6%	5.6%
<b>Science</b>	3	3	3	2	2	7.5%	7.7%	7.9%	5.6%	5.6%
Biology	1	1	2	0	0	2.5%	2.6%	5.3%	0.0%	0.0%
Chemistry	1	1	0	1	1	2.5%	2.6%	0.0%	2.8%	2.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.5%	2.6%	2.6%	2.8%	2.8%
Vocational Education	3	3	4	3	4	7.5%	7.7%	10.5%	8.3%	11.1%
Other	3	2	1	2	1	7.5%	5.1%	2.6%	5.6%	2.8%
<b>Total Enrollments</b>	439	416	402	371	379	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	25	28	30	21	5.9%	6.0%	7.0%	8.1%	5.5%
Grades 1-4	146	130	128	105	117	33.3%	31.3%	31.8%	28.3%	30.9%
Grades 5-6	66	67	66	61	56	15.0%	16.1%	16.4%	16.4%	14.8%
Grades 7-8	59	63	63	61	71	13.4%	15.1%	15.7%	16.4%	18.7%
Grades 9-12	142	131	117	114	114	32.3%	31.5%	29.1%	30.7%	30.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BOISE CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	44	43	41	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	43	36	40	34	39	95.6%	81.8%	93.0%	82.9%	95.1%
<b>Newly Hired</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>4.4%</b>	<b>18.2%</b>	<b>7.0%</b>	<b>17.1%</b>	<b>4.9%</b>
Transfers In	1	4	3	3	0	50.0%	50.0%	100.0%	42.9%	0.0%
Reentrants	1	2	0	3	2	50.0%	25.0%	0.0%	42.9%	100.0%
First Time Educators	0	2	0	1	0	0.0%	25.0%	0.0%	14.3%	0.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>4</b>	<b>9</b>	<b>2</b>	<b>-</b>	<b>20.0%</b>	<b>9.1%</b>	<b>20.9%</b>	<b>4.9%</b>	<b>-</b>
Transfers Out	2	2	6	1	-	22.2%	50.0%	66.7%	50.0%	-
Leave Oklahoma Educ.	7	2	3	1	-	77.8%	50.0%	33.3%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	9.1%	20.9%	4.9%	-
Transfers In/Out	0.50	2.00	0.50	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	23	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	7
		<b>Total</b>	<b>45</b>

## District Report for: BOISE CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	6.7%	6.8%	7.0%	7.3%	7.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.4%	4.5%	4.7%	4.9%	4.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	40	39	38	36	36	88.9%	88.6%	88.4%	87.8%	87.8%
White - Females	29	30	29	27	27	72.5%	76.9%	76.3%	75.0%	75.0%
White - Males	11	9	9	9	9	27.5%	23.1%	23.7%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	6	3	2	2	12.5%	15.8%	8.1%	5.6%	5.6%
30-34	3	3	6	5	4	7.5%	7.9%	16.2%	13.9%	11.1%
35-39	4	4	3	4	4	10.0%	10.5%	8.1%	11.1%	11.1%
40-44	7	5	5	7	6	17.5%	13.2%	13.5%	19.4%	16.7%
45-49	9	8	8	3	6	22.5%	21.1%	21.6%	8.3%	16.7%
50-54	7	7	7	10	8	17.5%	18.4%	18.9%	27.8%	22.2%
55+	5	5	5	5	6	12.5%	13.2%	13.5%	13.9%	16.7%
<b>Average Age</b>	44.3	43.8	44.1	44.5	45.1					

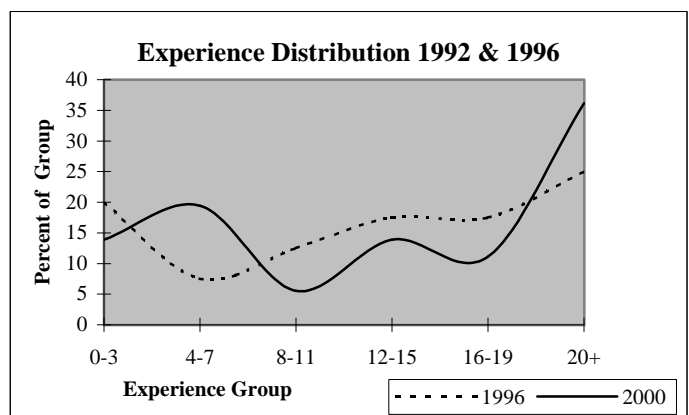
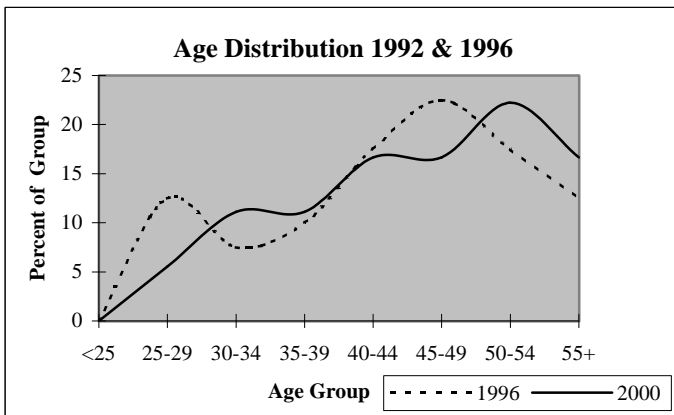
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	8	4	4	5	20.0%	20.5%	10.5%	11.1%	13.9%
4-7 Years	3	5	10	6	7	7.5%	12.8%	26.3%	16.7%	19.4%
8-11 Years	5	4	4	4	2	12.5%	10.3%	10.5%	11.1%	5.6%
12-15 Years	7	5	2	5	5	17.5%	12.8%	5.3%	13.9%	13.9%
16-19 Years	7	9	9	5	4	17.5%	23.1%	23.7%	13.9%	11.1%
20+ Years	10	8	9	12	13	25.0%	20.5%	23.7%	33.3%	36.1%
<b>Average Experience</b>	13.3	12.9	13.4	14.4	14.6					

## District Report for: BOISE CITY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	4	9	2	-	20.0%	9.1%	20.9%	4.9%	-
Attrition from Transfers	2	2	6	1	-	4.4%	4.5%	14.0%	2.4%	-
Attrition from Exits	7	2	3	1	-	15.6%	4.5%	7.0%	2.4%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>-</b>	<b>15.0%</b>	<b>5.1%</b>	<b>23.7%</b>	<b>5.6%</b>	<b>-</b>
Attrition from Transfers	2	1	6	1	-	5.0%	2.6%	15.8%	2.8%	-
Attrition from Exits	4	1	3	1	-	10.0%	2.6%	7.9%	2.8%	-
<b>District Retention</b>										
Educator Retention	36	40	34	39	-	80.0%	90.9%	79.1%	95.1%	-
Teacher Retention	34	37	29	34	-	85.0%	94.9%	76.3%	94.4%	-

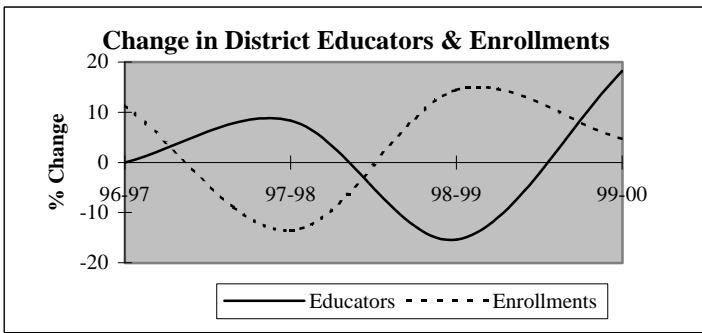
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	77.8%	11.1%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	90.0%	10.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.8%	90.9%	100.0%	90.2%	92.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.2%	9.1%	0.0%	9.8%	4.9%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: FELT

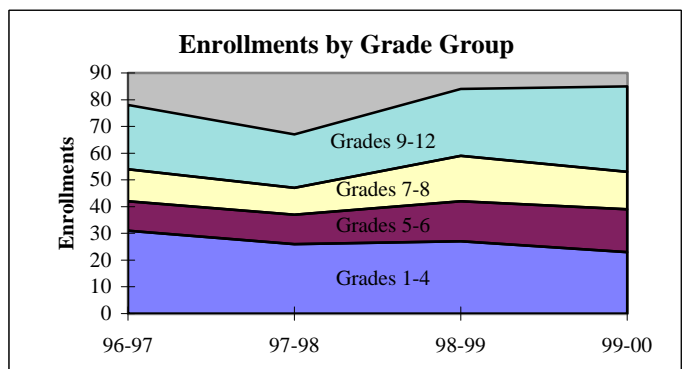
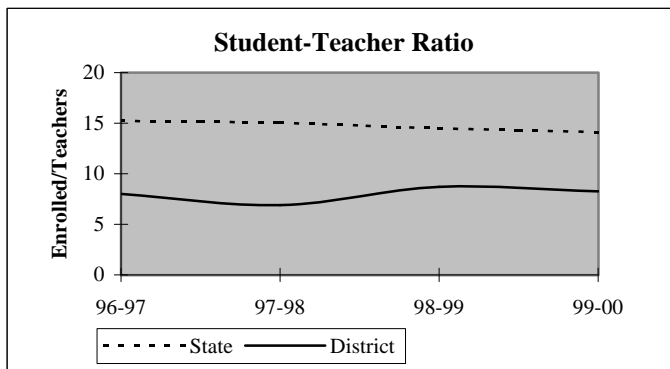


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.6	7.3	5.8	7.9	7.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.2	8.0	6.9	8.7	8.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	-2	2	-	-	-	-	-
% Change in Educators	-7.7%	0.0%	8.3%	-15.4%	18.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	9	-12	11	4	-	-	-	-	-
% Change in Enrollments	-15.1%	11.4%	-13.6%	14.5%	4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	7.7%	9.1%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	7.7%	9.1%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	7.7%	0.0%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	8.3%	7.7%	9.1%	7.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.4	40.8	43.5	41.2	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	6.5	7.9	9.8	6.0	5.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,375	27,300	27,398	26,845	26,149	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	9.1%	9.1%	10.0%	9.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	54.5%	63.6%	63.6%	70.0%	54.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.5%	27.3%	23.7%	25.3%	23.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	6	7	7	75.0%	66.7%	46.2%	63.6%	53.8%
Attrition	3	2	2	2	0					
Attrition Rate	33.3%	25.0%	33.3%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	1	2	3	3	4	8.3%	16.7%	23.1%	27.3%	30.8%
Attrition	1	1	1	0	0					
Attrition Rate	100.0%	50.0%	33.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	1	2	16.7%	16.7%	30.8%	9.1%	15.4%
Attrition	0	0	3	0	0					
Attrition Rate	0.0%	0.0%	75.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	4	1	2	16.7%	16.7%	30.8%	9.1%	15.4%

## District Report for: FELT

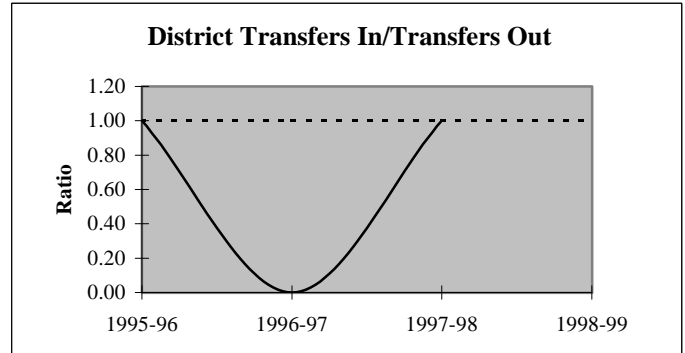
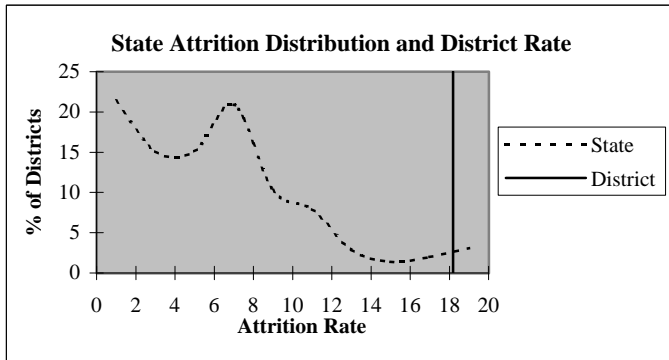
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	13	11	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	8.3%	7.7%	9.1%	7.7%
Professional Staff	0	0	1	0	1	0.0%	0.0%	7.7%	0.0%	7.7%
<b>Total Teachers</b>	11	11	11	10	11	91.7%	91.7%	84.6%	90.9%	84.6%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	3	4	4	4	4	27.3%	36.4%	36.4%	40.0%	36.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	7	7	6	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	1	1	1	9.1%	18.2%	9.1%	10.0%	9.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	1	1	1	9.1%	0.0%	9.1%	10.0%	9.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	9.1%	9.1%	9.1%	10.0%	9.1%
<b>Science</b>	1	1	1	1	1	9.1%	9.1%	9.1%	10.0%	9.1%
Biology	1	0	0	0	0	9.1%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	9.1%	9.1%	10.0%	9.1%
Vocational Education	2	2	2	0	2	18.2%	18.2%	18.2%	0.0%	18.2%
Other	2	1	1	2	1	18.2%	9.1%	9.1%	20.0%	9.1%
<b>Total Enrollments</b>	79	88	76	87	91	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	3	10	9	3	6	3.8%	11.4%	11.8%	3.4%	6.6%
Grades 1-4	27	31	26	27	23	34.2%	35.2%	34.2%	31.0%	25.3%
Grades 5-6	10	11	11	15	16	12.7%	12.5%	14.5%	17.2%	17.6%
Grades 7-8	14	12	10	17	14	17.7%	13.6%	13.2%	19.5%	15.4%
Grades 9-12	25	24	20	25	32	31.6%	27.3%	26.3%	28.7%	35.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FELT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	13	11	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	8	9	7	9	58.3%	66.7%	69.2%	63.6%	69.2%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>41.7%</b>	<b>33.3%</b>	<b>30.8%</b>	<b>36.4%</b>	<b>30.8%</b>
Transfers In	3	0	2	0	0	60.0%	0.0%	50.0%	0.0%	0.0%
Reentrants	1	2	1	4	1	20.0%	50.0%	25.0%	100.0%	25.0%
First Time Educators	1	2	1	0	3	20.0%	50.0%	25.0%	0.0%	75.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>33.3%</b>	<b>25.0%</b>	<b>46.2%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	3	2	2	0	-	75.0%	66.7%	33.3%	0.0%	-
Leave Oklahoma Educ.	1	1	4	2	-	25.0%	33.3%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	25.0%	46.2%	18.2%	-
Transfers In/Out	1.00	0.00	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	4	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>11</b>

## District Report for: FELT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	8.3%	7.7%	9.1%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	1	0	1	0.0%	0.0%	7.7%	0.0%	7.7%
White - Females	0	0	1	0	1	0.0%	0.0%	100.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	11	11	10	11	91.7%	91.7%	84.6%	90.9%	84.6%
White - Females	6	7	7	7	6	54.5%	63.6%	63.6%	70.0%	54.5%
White - Males	5	3	3	2	4	45.5%	27.3%	27.3%	20.0%	36.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	9.1%	9.1%	10.0%	9.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	9.1%	9.1%	9.1%	0.0%	0.0%
25-29	3	3	1	1	0	27.3%	27.3%	9.1%	11.1%	0.0%
30-34	1	1	2	3	3	9.1%	9.1%	18.2%	33.3%	42.9%
35-39	1	0	0	1	1	9.1%	0.0%	0.0%	11.1%	14.3%
40-44	1	2	2	1	1	9.1%	18.2%	18.2%	11.1%	14.3%
45-49	1	1	2	1	0	9.1%	9.1%	18.2%	11.1%	0.0%
50-54	1	0	0	0	1	9.1%	0.0%	0.0%	0.0%	14.3%
55+	2	3	3	2	1	18.2%	27.3%	27.3%	22.2%	14.3%
<b>Average Age</b>	39.4	40.8	43.5	41.2	42.0					

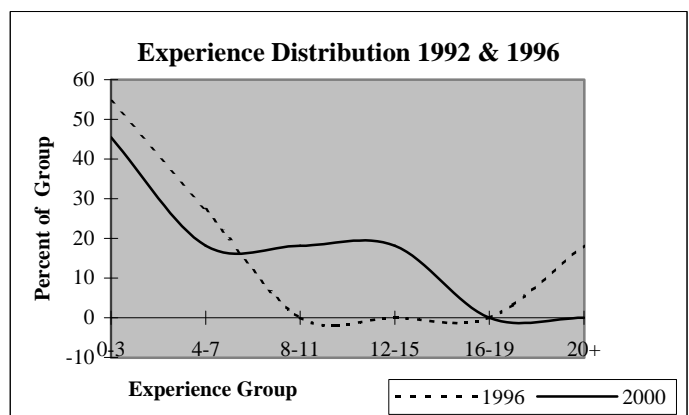
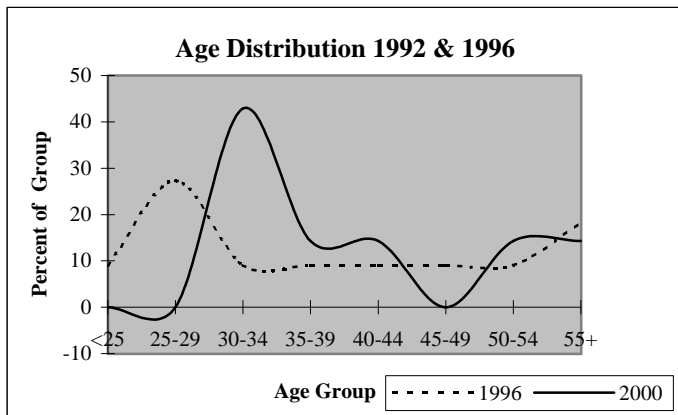
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	3	3	5	54.5%	36.4%	27.3%	30.0%	45.5%
4-7 Years	3	4	3	4	2	27.3%	36.4%	27.3%	40.0%	18.2%
8-11 Years	0	1	2	1	2	0.0%	9.1%	18.2%	10.0%	18.2%
12-15 Years	0	0	1	2	2	0.0%	0.0%	9.1%	20.0%	18.2%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	2	2	0	0	18.2%	18.2%	18.2%	0.0%	0.0%
<b>Average Experience</b>	6.5	7.9	9.8	6.0	5.5					

## District Report for: FELT

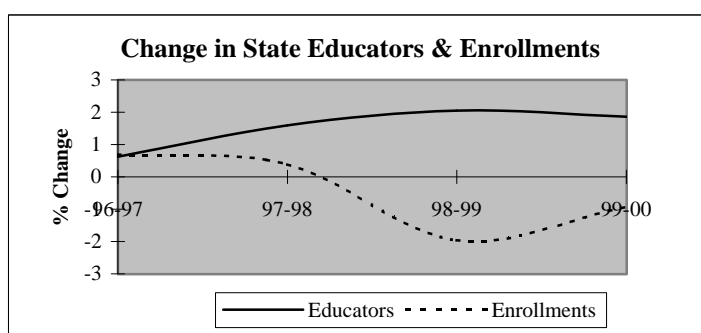
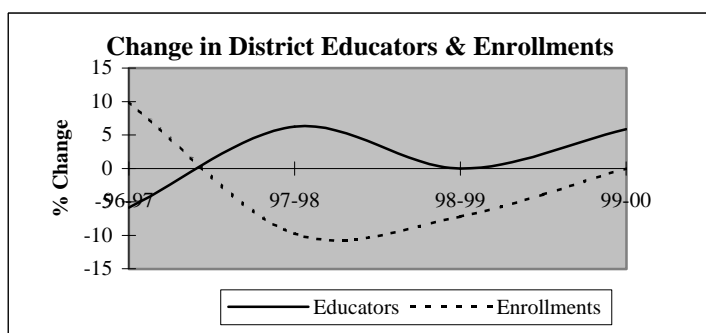
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	6	2	-	33.3%	25.0%	46.2%	18.2%	-
Attrition from Transfers	3	2	2	0	-	25.0%	16.7%	15.4%	0.0%	-
Attrition from Exits	1	1	4	2	-	8.3%	8.3%	30.8%	18.2%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>-</b>	<b>27.3%</b>	<b>18.2%</b>	<b>45.5%</b>	<b>20.0%</b>	<b>-</b>
Attrition from Transfers	2	2	2	0	-	18.2%	18.2%	18.2%	0.0%	-
Attrition from Exits	1	0	3	2	-	9.1%	0.0%	27.3%	20.0%	-
<b>District Retention</b>										
Educator Retention	8	9	7	9	-	66.7%	75.0%	53.8%	81.8%	-
Teacher Retention	8	9	6	8	-	72.7%	81.8%	54.5%	80.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	37.5%	37.5%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	28.6%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	25.0%	25.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	12.5%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.3%	0.0%	0.0%	9.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	75.0%	66.7%	84.6%	54.5%	69.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	33.3%	15.4%	36.4%	30.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KEYES

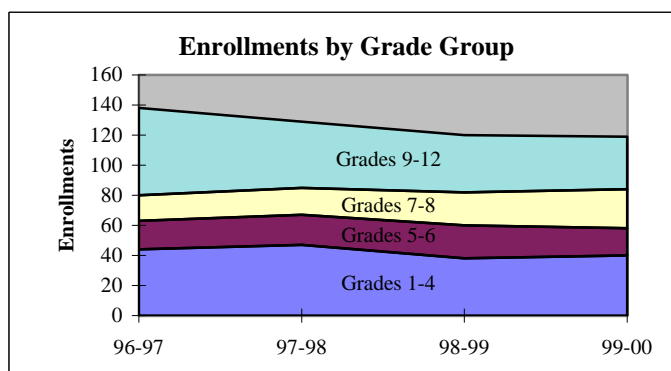
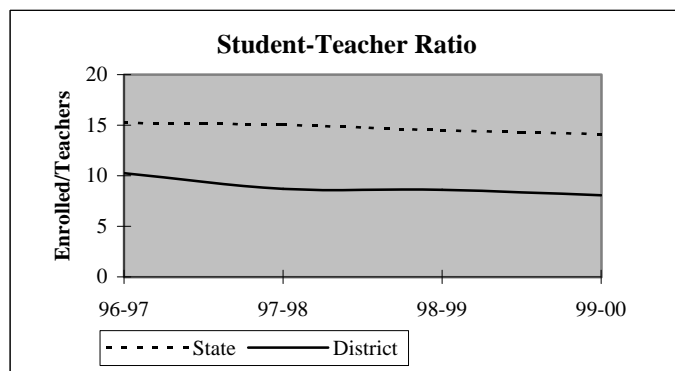


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.2	9.6	8.2	7.6	7.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.8	10.3	8.7	8.6	8.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-1	1	0	1	-	-	-	-	-
% Change in Educators	-10.5%	-5.9%	6.3%	0.0%	5.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	14	-15	-10	0	-	-	-	-	-
% Change in Enrollments	6.9%	10.0%	-9.7%	-7.2%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	17.6%	12.5%	11.8%	5.9%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	6.3%	5.9%	11.8%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	5.9%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	41.9	39.4	42.0	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	11.0	10.4	12.4	12.6	12.1	12.3	12.3	12.2	12.2
Average Salary	26,159	27,233	27,632	28,527	27,891	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	62.5%	66.7%	68.8%	73.3%	68.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.7%	6.3%	6.7%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.9%	12.3%	12.2%	13.7%	8.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	11	8	7	47.1%	50.0%	64.7%	47.1%	38.9%
Attrition	2	1	3	2	0					
Attrition Rate	25.0%	12.5%	27.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	6	4	7	8	35.3%	37.5%	23.5%	41.2%	44.4%
Attrition	1	2	0	0	0					
Attrition Rate	16.7%	33.3%	0.0%	0.0%	0.0%					
At Retirement Age	3	2	2	2	3	17.6%	12.5%	11.8%	11.8%	16.7%
Attrition	1	0	0	0	0					
Attrition Rate	33.3%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	2	2	2	3	17.6%	12.5%	11.8%	11.8%	16.7%

## District Report for: KEYES

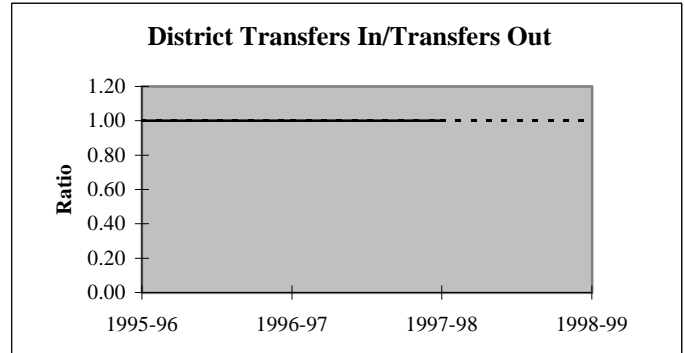
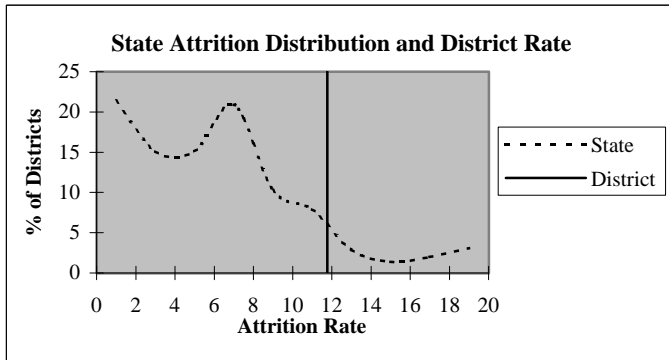
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	17	16	17	17	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	1	5.9%	6.3%	5.9%	11.8%	5.6%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
<b>Total Teachers</b>	16	15	16	15	16	94.1%	93.8%	94.1%	88.2%	88.9%
Special Education	1	1	1	1	1	6.3%	6.7%	6.3%	6.7%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	6	7	7	8	43.8%	40.0%	43.8%	46.7%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	8	8	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	6.7%	6.3%	6.7%	6.3%
Art & Music	1	1	1	1	1	6.3%	6.7%	6.3%	6.7%	6.3%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	1	1	0	0	0.0%	6.7%	6.3%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.7%	6.3%	6.7%	6.3%
<b>Science</b>	1	1	1	1	1	6.3%	6.7%	6.3%	6.7%	6.3%
Biology	1	1	0	1	0	6.3%	6.7%	0.0%	6.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	0	1	0.0%	0.0%	6.3%	0.0%	6.3%
Vocational Education	2	2	2	2	1	12.5%	13.3%	12.5%	13.3%	6.3%
Other	2	1	1	1	2	12.5%	6.7%	6.3%	6.7%	12.5%
<b>Total Enrollments</b>	140	154	139	129	129	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	16	10	9	10	11.4%	10.4%	7.2%	7.0%	7.8%
Grades 1-4	33	44	47	38	40	23.6%	28.6%	33.8%	29.5%	31.0%
Grades 5-6	14	19	20	22	18	10.0%	12.3%	14.4%	17.1%	14.0%
Grades 7-8	27	17	18	22	26	19.3%	11.0%	12.9%	17.1%	20.2%
Grades 9-12	50	58	44	38	35	35.7%	37.7%	31.7%	29.5%	27.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: KEYES

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	17	16	17	17	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	13	13	14	15	94.1%	81.3%	76.5%	82.4%	83.3%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>5.9%</b>	<b>18.8%</b>	<b>23.5%</b>	<b>17.6%</b>	<b>16.7%</b>
Transfers In	1	2	2	1	0	100.0%	66.7%	50.0%	33.3%	0.0%
Reentrants	0	0	0	2	3	0.0%	0.0%	0.0%	66.7%	100.0%
First Time Educators	0	1	2	0	0	0.0%	33.3%	50.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>23.5%</b>	<b>18.8%</b>	<b>17.6%</b>	<b>11.8%</b>	<b>-</b>
Transfers Out	1	2	2	0	-	25.0%	66.7%	66.7%	0.0%	-
Leave Oklahoma Educ.	3	1	1	2	-	75.0%	33.3%	33.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	23.5%	18.8%	17.6%	11.8%	-
Transfers In/Out	1.00	1.00	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	9	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	18



## District Report for: KEYES

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	1	5.9%	6.3%	5.9%	11.8%	5.6%
White - Females	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	15	16	15	16	94.1%	93.8%	94.1%	88.2%	88.9%
White - Females	10	10	11	11	11	62.5%	66.7%	68.8%	73.3%	68.8%
White - Males	6	5	5	4	5	37.5%	33.3%	31.3%	26.7%	31.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	4	3	2	12.5%	6.7%	25.0%	20.0%	12.5%
30-34	5	4	3	2	3	31.3%	26.7%	18.8%	13.3%	18.8%
35-39	1	3	3	3	2	6.3%	20.0%	18.8%	20.0%	12.5%
40-44	0	1	1	1	1	0.0%	6.7%	6.3%	6.7%	6.3%
45-49	2	1	0	1	1	12.5%	6.7%	0.0%	6.7%	6.3%
50-54	3	3	3	2	4	18.8%	20.0%	18.8%	13.3%	25.0%
55+	3	2	2	3	3	18.8%	13.3%	12.5%	20.0%	18.8%
<b>Average Age</b>	42.7	41.9	39.4	42.0	44.0					

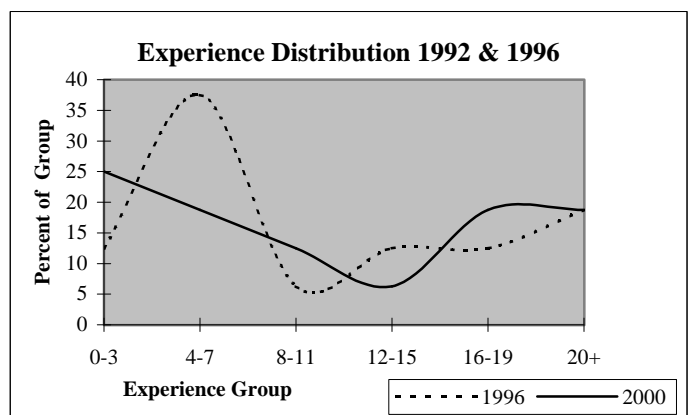
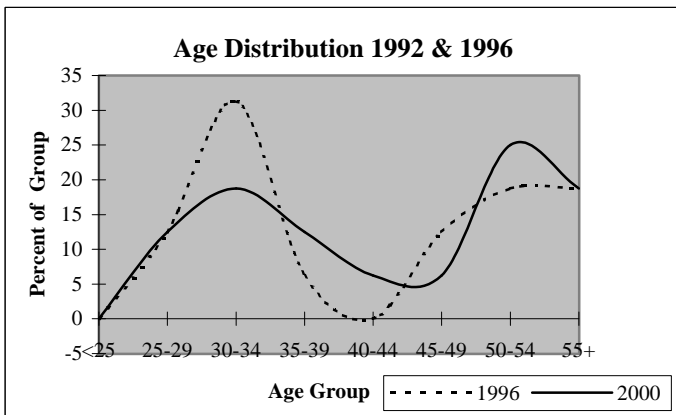
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	4	3	4	12.5%	6.7%	25.0%	20.0%	25.0%
4-7 Years	6	7	6	4	3	37.5%	46.7%	37.5%	26.7%	18.8%
8-11 Years	1	1	0	1	2	6.3%	6.7%	0.0%	6.7%	12.5%
12-15 Years	2	2	1	1	1	12.5%	13.3%	6.3%	6.7%	6.3%
16-19 Years	2	2	3	3	3	12.5%	13.3%	18.8%	20.0%	18.8%
20+ Years	3	2	2	3	3	18.8%	13.3%	12.5%	20.0%	18.8%
<b>Average Experience</b>	12.1	11.0	10.4	12.4	12.6					

## District Report for: KEYES

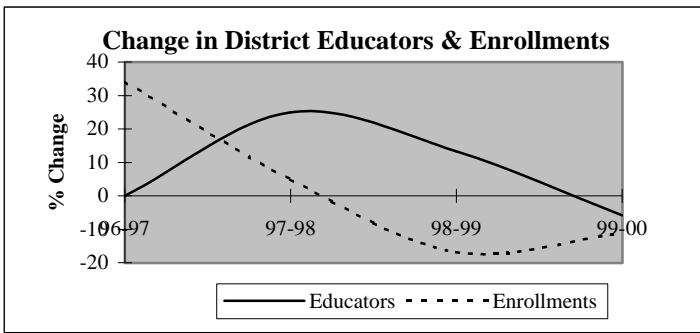
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	3	2	-	23.5%	18.8%	17.6%	11.8%	-
Attrition from Transfers	1	2	2	0	-	5.9%	12.5%	11.8%	0.0%	-
Attrition from Exits	3	1	1	2	-	17.6%	6.3%	5.9%	11.8%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>25.0%</b>	<b>13.3%</b>	<b>18.8%</b>	<b>6.7%</b>	<b>-</b>
Attrition from Transfers	1	1	2	0	-	6.3%	6.7%	12.5%	0.0%	-
Attrition from Exits	3	1	1	1	-	18.8%	6.7%	6.3%	6.7%	-
<b>District Retention</b>										
Educator Retention	13	13	14	15	-	76.5%	81.3%	82.4%	88.2%	-
Teacher Retention	12	13	13	14	-	75.0%	86.7%	81.3%	93.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	33.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.9%	12.5%	0.0%	11.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.1%	81.3%	88.2%	76.5%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	6.3%	11.8%	11.8%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ROBIN HILL

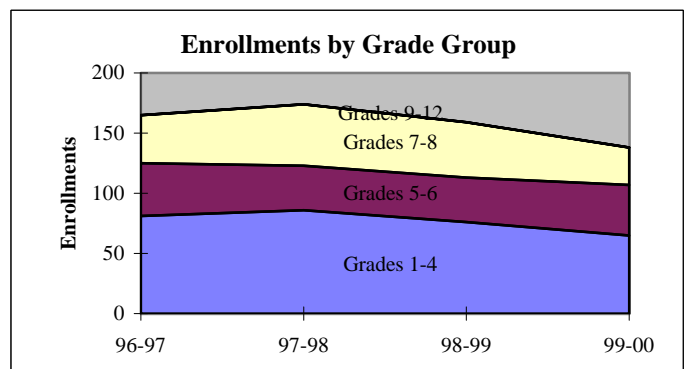
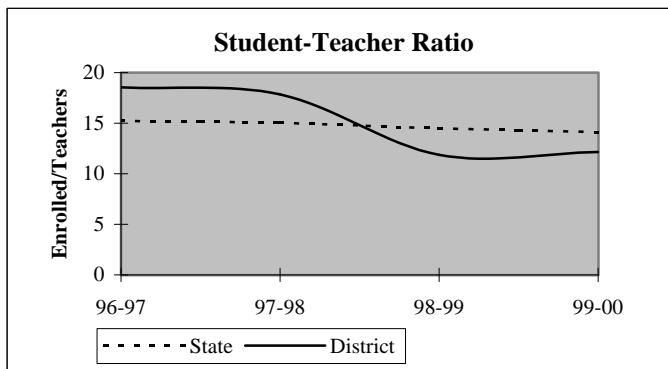


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	17.0	14.3	10.5	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	18.5	17.8	11.9	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	3	2	-1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	25.0%	13.3%	-5.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	52	10	-36	-20	-	-	-	-	-
% Change in Enrollments	10.1%	34.2%	4.9%	-16.8%	-11.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	8.3%	6.7%	23.5%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	13.3%	5.9%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	0.0%	6.7%	5.9%	12.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	8.3%	0.0%	5.9%	6.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	13.3%	5.9%	6.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.4	38.0	38.0	38.7	37.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.4	10.5	10.3	8.7	9.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,198	27,943	28,755	25,561	28,498	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	9.1%	0.0%	6.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.0%	90.9%	91.7%	86.7%	92.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	9.1%	8.3%	6.7%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.2%	13.7%	13.6%	13.6%	16.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	7	10	8	41.7%	41.7%	46.7%	58.8%	50.0%
Attrition	1	1	2	4	0					
Attrition Rate	20.0%	20.0%	28.6%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	7	8	5	7	50.0%	58.3%	53.3%	29.4%	43.8%
Attrition	0	1	2	0	0					
Attrition Rate	0.0%	14.3%	25.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	2	1	8.3%	0.0%	0.0%	11.8%	6.3%
Attrition Rate	100.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	2	2	1	8.3%	0.0%	13.3%	11.8%	6.3%

## District Report for: ROBIN HILL

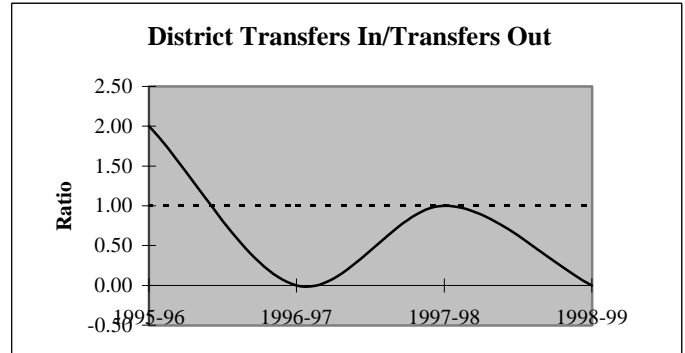
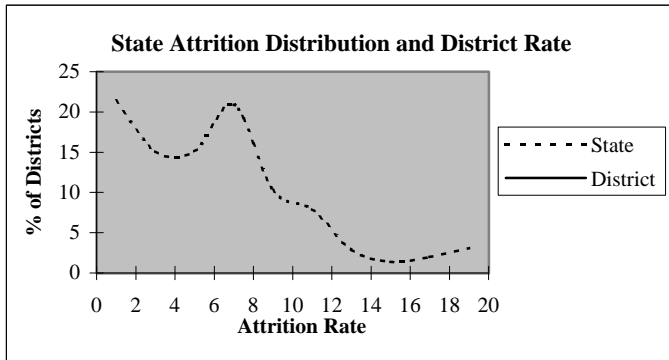
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	15	17	16	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	8.3%	8.3%	13.3%	5.9%	6.3%
Professional Staff	1	0	1	1	2	8.3%	0.0%	6.7%	5.9%	12.5%
<b>Total Teachers</b>	10	11	12	15	13	83.3%	91.7%	80.0%	88.2%	81.3%
Special Education	1	1	1	1	1	10.0%	9.1%	8.3%	6.7%	7.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
Elementary	9	10	11	14	11	90.0%	90.9%	91.7%	93.3%	84.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	152	204	214	178	158	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	37	40	19	20	11.2%	18.1%	18.7%	10.7%	12.7%
Grades 1-4	69	81	86	76	65	45.4%	39.7%	40.2%	42.7%	41.1%
Grades 5-6	34	44	37	37	42	22.4%	21.6%	17.3%	20.8%	26.6%
Grades 7-8	32	40	51	46	31	21.1%	19.6%	23.8%	25.8%	19.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	2	0	0	0	0.0%	1.0%	0.0%	0.0%	0.0%



## District Report for: ROBIN HILL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	15	17	16	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	10	11	12	83.3%	83.3%	66.7%	64.7%	75.0%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>16.7%</b>	<b>16.7%</b>	<b>33.3%</b>	<b>35.3%</b>	<b>25.0%</b>
Transfers In	2	0	2	0	0	100.0%	0.0%	40.0%	0.0%	0.0%
Reentrants	0	1	1	3	1	0.0%	50.0%	20.0%	50.0%	25.0%
First Time Educators	0	1	2	3	3	0.0%	50.0%	40.0%	50.0%	75.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>16.7%</b>	<b>16.7%</b>	<b>26.7%</b>	<b>29.4%</b>	<b>-</b>
Transfers Out	1	2	2	3	-	50.0%	100.0%	50.0%	60.0%	-
Leave Oklahoma Educ.	1	0	2	2	-	50.0%	0.0%	50.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	16.7%	26.7%	29.4%	-
Transfers In/Out	2.00	0.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	12

## District Report for: ROBIN HILL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	8.3%	8.3%	13.3%	5.9%	6.3%
White - Females	0	0	2	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	1	1	2	8.3%	0.0%	6.7%	5.9%	12.5%
White - Females	1	0	1	1	1	100.0%	0.0%	100.0%	100.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	10	11	12	15	13	83.3%	91.7%	80.0%	88.2%	81.3%
White - Females	8	9	11	13	12	80.0%	81.8%	91.7%	86.7%	92.3%
White - Males	1	1	1	1	1	10.0%	9.1%	8.3%	6.7%	7.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	10.0%	9.1%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	0	0.0%	0.0%	0.0%	6.7%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	9.1%	8.3%	0.0%	0.0%
25-29	1	0	1	3	3	10.0%	0.0%	8.3%	20.0%	25.0%
30-34	5	6	3	3	2	50.0%	54.5%	25.0%	20.0%	16.7%
35-39	0	0	3	4	4	0.0%	0.0%	25.0%	26.7%	33.3%
40-44	1	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%
45-49	1	2	2	2	2	10.0%	18.2%	16.7%	13.3%	16.7%
50-54	1	1	1	2	1	10.0%	9.1%	8.3%	13.3%	8.3%
55+	1	1	1	1	0	10.0%	9.1%	8.3%	6.7%	0.0%
<b>Average Age</b>	38.4	38.0	38.0	38.7	37.1					

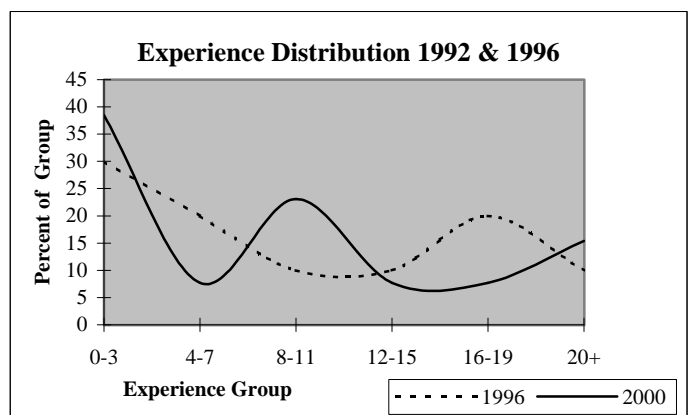
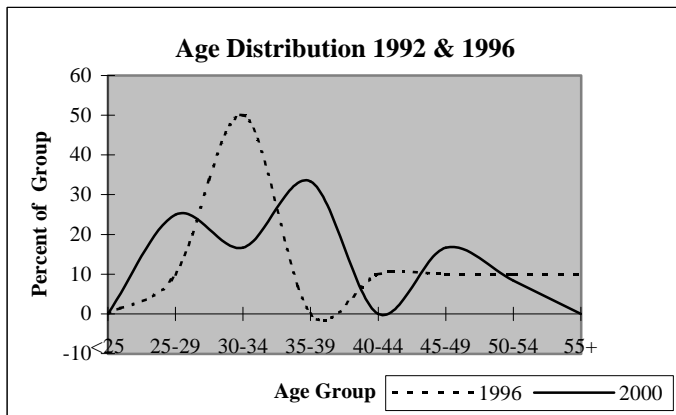
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	3	6	5	30.0%	18.2%	25.0%	40.0%	38.5%
4-7 Years	2	3	3	3	1	20.0%	27.3%	25.0%	20.0%	7.7%
8-11 Years	1	2	2	1	3	10.0%	18.2%	16.7%	6.7%	23.1%
12-15 Years	1	0	0	1	1	10.0%	0.0%	0.0%	6.7%	7.7%
16-19 Years	2	2	1	1	1	20.0%	18.2%	8.3%	6.7%	7.7%
20+ Years	1	2	3	3	2	10.0%	18.2%	25.0%	20.0%	15.4%
<b>Average Experience</b>	10.4	10.5	10.3	8.7	9.4					

## District Report for: ROBIN HILL

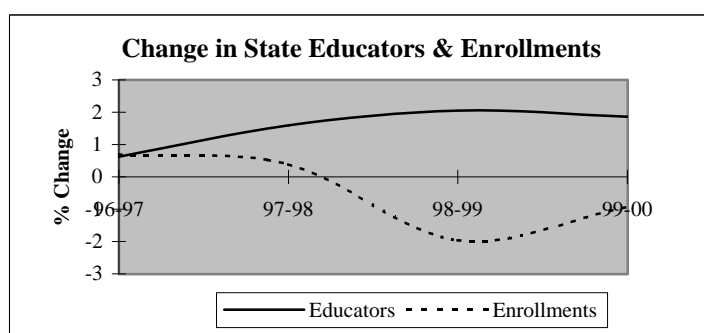
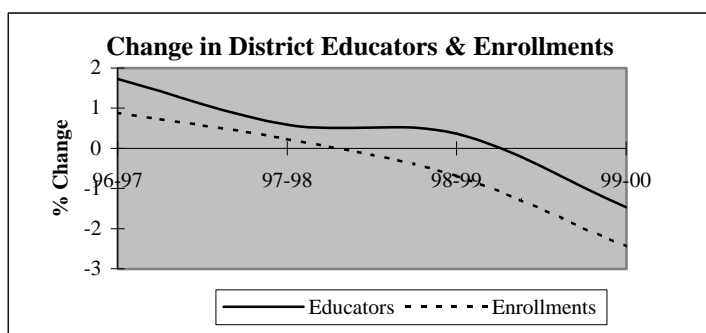
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	4	5	-	16.7%	16.7%	26.7%	29.4%	-
Attrition from Transfers	1	2	2	3	-	8.3%	16.7%	13.3%	17.6%	-
Attrition from Exits	1	0	2	2	-	8.3%	0.0%	13.3%	11.8%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>10.0%</b>	<b>9.1%</b>	<b>16.7%</b>	<b>33.3%</b>	<b>-</b>
Attrition from Transfers	1	1	1	3	-	10.0%	9.1%	8.3%	20.0%	-
Attrition from Exits	0	0	1	2	-	0.0%	0.0%	8.3%	13.3%	-
<b>District Retention</b>										
Educator Retention	10	10	11	12	-	83.3%	83.3%	73.3%	70.6%	-
Teacher Retention	9	10	10	10	-	90.0%	90.9%	83.3%	66.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	22.2%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	25.0%	75.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	0.0%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.3%	0.0%	0.0%	0.0%	12.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	83.3%	80.0%	58.8%	62.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	8.3%	0.0%	0.0%	5.9%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	16.7%	20.0%	35.3%	25.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOORE



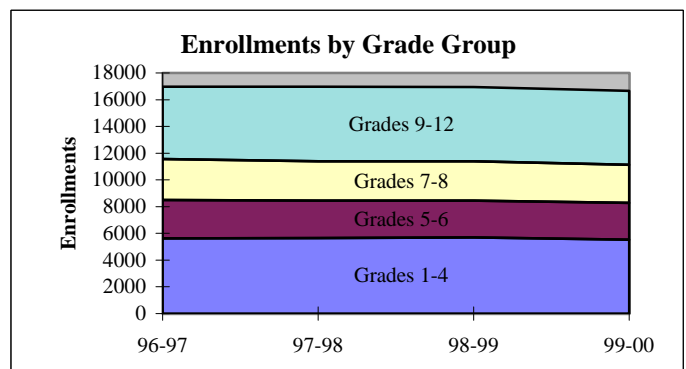
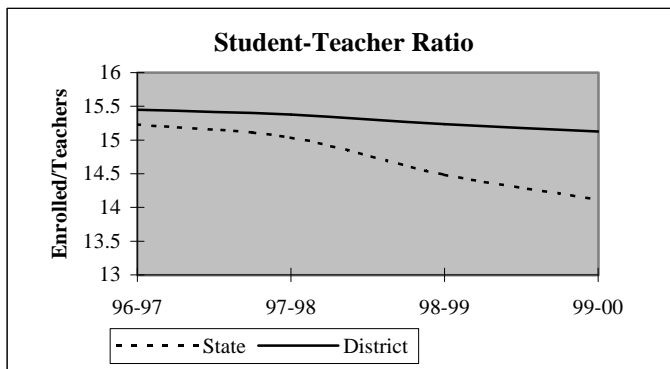
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.5	13.4	13.3	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.4	15.4	15.2	15.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	23	8	5	-20	-	-	-	-	-
% Change in Educators	-0.3%	1.7%	0.6%	0.4%	-1.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	134	160	42	-126	-444	-	-	-	-	-
% Change in Enrollments	0.7%	0.9%	0.2%	-0.7%	-2.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.7%	11.1%	11.7%	11.1%	10.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.8%	4.0%	4.0%	4.0%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.2%	8.7%	8.6%	8.6%	8.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	4.9%	4.9%	4.7%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	8.0%	7.4%	7.4%	3.6%	3.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	1.8%	2.1%	2.2%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	40.6	41.0	41.4	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	11.5	11.6	11.9	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,372	29,317	29,813	30,076	31,006	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.1%	5.2%	5.3%	5.0%	5.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.2%	81.1%	81.6%	82.2%	82.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.8%	15.7%	15.5%	14.7%	15.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.3%	22.8%	19.9%	25.1%	25.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	483	500	517	511	503	36.3%	37.0%	38.0%	37.4%	37.4%
Attrition	42	78	81	80	0					
Attrition Rate	8.7%	15.6%	15.7%	15.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	775	779	760	747	715	58.3%	57.6%	55.9%	54.7%	53.2%
Attrition	39	37	41	46	0					
Attrition Rate	5.0%	4.7%	5.4%	6.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	75	76	85	108	128	5.6%	5.6%	6.3%	7.9%	9.5%
Attrition Rate	22.7%	30.3%	21.2%	23.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	97	110	128	159	164	7.3%	8.1%	9.4%	11.6%	12.2%



## District Report for: MOORE

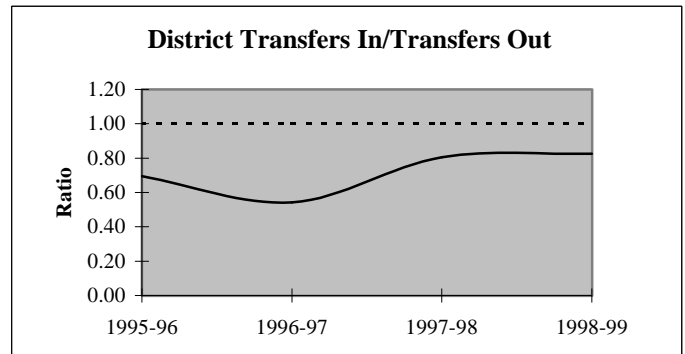
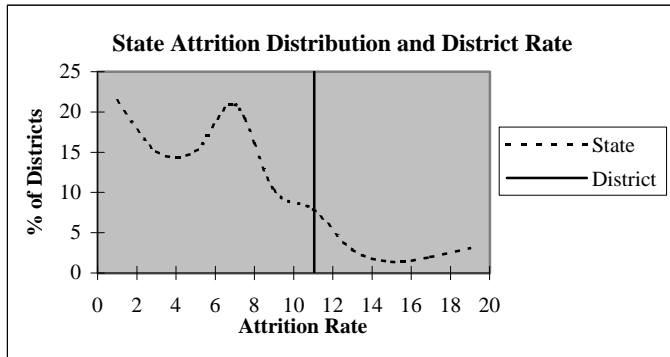
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	1,329	1,352	1,360	1,365	1,345	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	50	54	54	55	54	3.8%	4.0%	4.0%	4.0%	4.0%
Professional Staff	122	117	117	118	120	9.2%	8.7%	8.6%	8.6%	8.9%
<b>Total Teachers</b>	1,157	1,181	1,189	1,192	1,171	87.1%	87.4%	87.4%	87.3%	87.1%
Special Education	171	186	184	175	176	14.8%	15.7%	15.5%	14.7%	15.0%
Pre-K & Kindergarten	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	0.3%
Elementary	556	556	561	560	548	48.1%	47.1%	47.2%	47.0%	46.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	430	439	444	457	443	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	109	106	111	111	104	9.4%	9.0%	9.3%	9.3%	8.9%
Art & Music	24	25	26	25	25	2.1%	2.1%	2.2%	2.1%	2.1%
Social Studies	59	59	64	62	65	5.1%	5.0%	5.4%	5.2%	5.6%
Foreign Language	20	22	22	24	20	1.7%	1.9%	1.9%	2.0%	1.7%
Math	55	60	64	62	61	4.8%	5.1%	5.4%	5.2%	5.2%
<b>Science</b>	53	57	60	61	63	4.6%	4.8%	5.0%	5.1%	5.4%
Biology	12	11	10	12	12	1.0%	0.9%	0.8%	1.0%	1.0%
Chemistry	3	5	4	2	2	0.3%	0.4%	0.3%	0.2%	0.2%
Physics	0	2	1	0	0	0.0%	0.2%	0.1%	0.0%	0.0%
Other Science	38	39	45	47	49	3.3%	3.3%	3.8%	3.9%	4.2%
Vocational Education	48	49	47	45	43	4.1%	4.1%	4.0%	3.8%	3.7%
Other	62	61	50	67	62	5.4%	5.2%	4.2%	5.6%	5.3%
<b>Total Enrollments</b>	18,083	18,243	18,285	18,159	17,715	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,200	1,217	1,227	1,151	1,006	6.6%	6.7%	6.7%	6.3%	5.7%
Grades 1-4	5,614	5,615	5,640	5,699	5,537	31.0%	30.8%	30.8%	31.4%	31.3%
Grades 5-6	2,867	2,885	2,821	2,742	2,751	15.9%	15.8%	15.4%	15.1%	15.5%
Grades 7-8	3,065	3,068	2,942	2,942	2,835	16.9%	16.8%	16.1%	16.2%	16.0%
Grades 9-12	5,270	5,392	5,573	5,557	5,525	29.1%	29.6%	30.5%	30.6%	31.2%
Ungraded	67	66	82	68	61	0.4%	0.4%	0.4%	0.4%	0.3%



## District Report for: MOORE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	1333	1355	1362	1366	1346	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1231	1235	1217	1222	1215	92.3%	91.1%	89.4%	89.5%	90.3%
<b>Newly Hired</b>	<b>102</b>	<b>120</b>	<b>145</b>	<b>144</b>	<b>131</b>	<b>7.7%</b>	<b>8.9%</b>	<b>10.6%</b>	<b>10.5%</b>	<b>9.7%</b>
Transfers In	16	19	29	33	31	15.7%	15.8%	20.0%	22.9%	23.7%
Reentrants	29	45	29	40	26	28.4%	37.5%	20.0%	27.8%	19.8%
First Time Educators	57	56	87	71	74	55.9%	46.7%	60.0%	49.3%	56.5%
<b>Total Exiting Next Year</b>	<b>98</b>	<b>138</b>	<b>140</b>	<b>151</b>	<b>-</b>	<b>7.4%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	23	35	36	40	-	23.5%	25.4%	25.7%	26.5%	-
Leave Oklahoma Educ.	75	103	104	111	-	76.5%	74.6%	74.3%	73.5%	-

Dynamics Rates	District Rates				
District Attrition	7.4%	10.2%	10.3%	11.1%	-
Transfers In/Out	0.70	0.54	0.81	0.83	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	395	Benedictine Heights, Tulsa	-
OSU, Stillwater	69	Southern Nazarene Univ., Bethany	13
UCO, Edmond	405	OBU, Shawnee	17
ECU, Ada	54	OCU, Oklahoma City	15
NWOSU, Alva	10	Phillips Univ., Enid	6
NESU, Tahlequah	26	University of Tulsa, Tulsa	7
SEOSU, Durant	18	OCUSA, Oklahoma City	9
SWOSU, Weatherford	80	Cameron, Lawton	17
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	24	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	3	Out-of-State Colleges & Univ.	159
		Total	1,333

## District Report for: MOORE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	50	54	54	55	54	3.8%	4.0%	4.0%	4.0%	4.0%
White - Females	22	23	27	28	27	44.0%	42.6%	50.0%	50.9%	50.0%
White - Males	24	27	23	25	25	48.0%	50.0%	42.6%	45.5%	46.3%
Black - Females	3	2	2	2	2	6.0%	3.7%	3.7%	3.6%	3.7%
Black - Males	1	2	2	0	0	2.0%	3.7%	3.7%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	122	117	117	118	120	9.2%	8.7%	8.6%	8.6%	8.9%
White - Females	106	101	104	104	108	86.9%	86.3%	88.9%	88.1%	90.0%
White - Males	15	15	13	12	11	12.3%	12.8%	11.1%	10.2%	9.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.8%	0.8%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.8%	0.0%
Other - Males	1	1	0	0	0	0.8%	0.9%	0.0%	0.0%	0.0%
<b>Teachers</b>	1157	1181	1189	1192	1171	87.1%	87.4%	87.4%	87.3%	87.1%
White - Females	895	911	919	932	916	77.4%	77.1%	77.3%	78.2%	78.2%
White - Males	203	209	207	200	193	17.5%	17.7%	17.4%	16.8%	16.5%
Black - Females	11	11	11	11	12	1.0%	0.9%	0.9%	0.9%	1.0%
Black - Males	6	6	5	4	5	0.5%	0.5%	0.4%	0.3%	0.4%
Other - Females	33	36	40	37	34	2.9%	3.0%	3.4%	3.1%	2.9%
Other - Males	9	8	7	8	11	0.8%	0.7%	0.6%	0.7%	0.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	28	19	27	23	14	2.4%	1.6%	2.3%	2.0%	1.3%
25-29	183	193	181	186	160	16.0%	16.6%	15.5%	15.9%	14.3%
30-34	145	157	160	153	147	12.7%	13.5%	13.7%	13.1%	13.2%
35-39	155	142	124	125	127	13.5%	12.2%	10.6%	10.7%	11.4%
40-44	204	201	199	177	161	17.8%	17.3%	17.0%	15.1%	14.4%
45-49	207	216	217	213	209	18.1%	18.6%	18.6%	18.2%	18.7%
50-54	145	152	165	189	192	12.7%	13.1%	14.1%	16.2%	17.2%
55+	78	84	95	103	107	6.8%	7.2%	8.1%	8.8%	9.6%
<b>Average Age</b>	40.5	40.6	41.0	41.4	41.9					

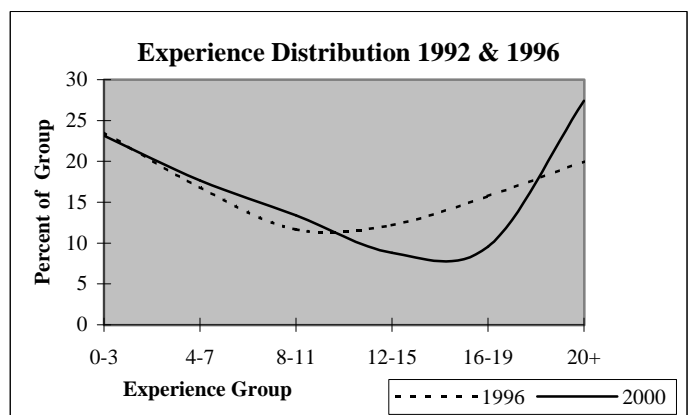
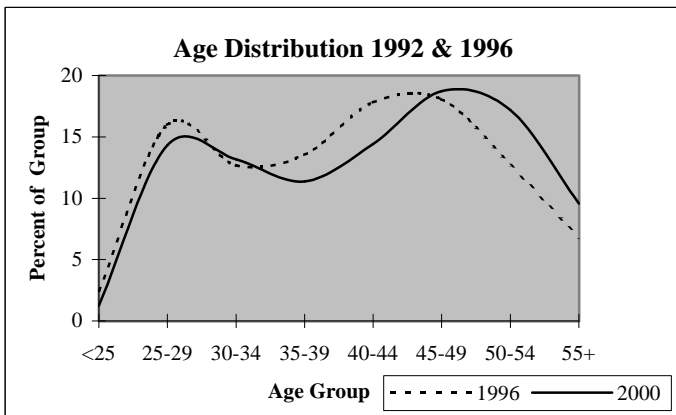
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	273	277	274	270	271	23.6%	23.5%	23.0%	22.7%	23.1%
4-7 Years	195	206	221	216	207	16.9%	17.4%	18.6%	18.1%	17.7%
8-11 Years	135	149	146	145	157	11.7%	12.6%	12.3%	12.2%	13.4%
12-15 Years	141	121	107	108	103	12.2%	10.2%	9.0%	9.1%	8.8%
16-19 Years	182	177	168	156	112	15.7%	15.0%	14.1%	13.1%	9.6%
20+ Years	231	251	273	297	321	20.0%	21.3%	23.0%	24.9%	27.4%
<b>Average Experience</b>	11.4	11.5	11.6	11.9	12.0					

## District Report for: MOORE

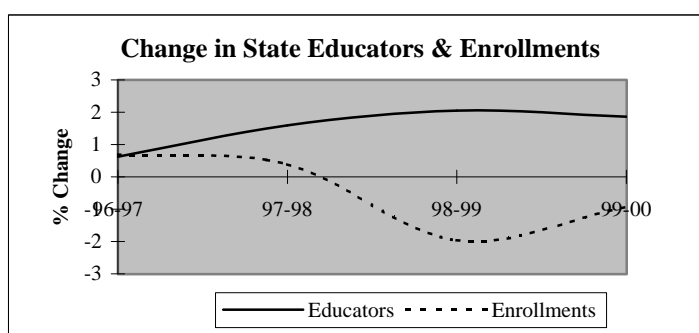
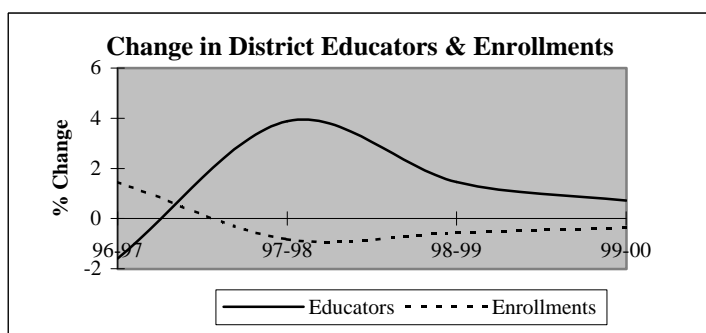
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	98	138	140	151	-	7.4%	10.2%	10.3%	11.1%	-
Attrition from Transfers	23	35	36	40	-	1.7%	2.6%	2.6%	2.9%	-
Attrition from Exits	75	103	104	111	-	5.6%	7.6%	7.6%	8.1%	-
<b>Teacher Attrition</b>	<b>85</b>	<b>121</b>	<b>123</b>	<b>135</b>	<b>-</b>	<b>7.3%</b>	<b>10.2%</b>	<b>10.3%</b>	<b>11.3%</b>	<b>-</b>
Attrition from Transfers	21	33	30	34	-	1.8%	2.8%	2.5%	2.9%	-
Attrition from Exits	64	88	93	101	-	5.5%	7.5%	7.8%	8.5%	-
<b>District Retention</b>										
Educator Retention	1,231	1,214	1,220	1,214	-	92.6%	89.8%	89.7%	88.9%	-
Teacher Retention	1,072	1,060	1,066	1,057	-	92.7%	89.8%	89.7%	88.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	82.9%	6.6%	89.5%	78.2%	9.6%	87.8%
1 Year of Experience	85.4%	5.6%	91.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.3%	4.3%	92.6%	85.2%	5.9%	91.1%
3 Years of Experience	82.7%	4.3%	87.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.1%	2.0%	90.1%	87.9%	4.7%	92.6%
5 Years of Experience	86.6%	4.1%	90.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.5%	0.9%	1.5%	0.8%	1.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	91.7%	90.0%	91.1%	91.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.2%	7.2%	8.5%	8.1%	7.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NORMAN

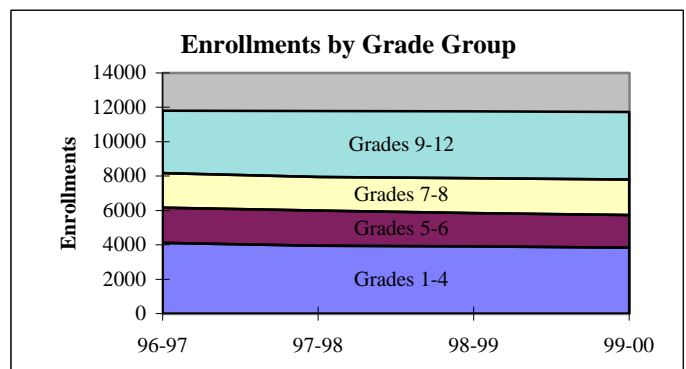
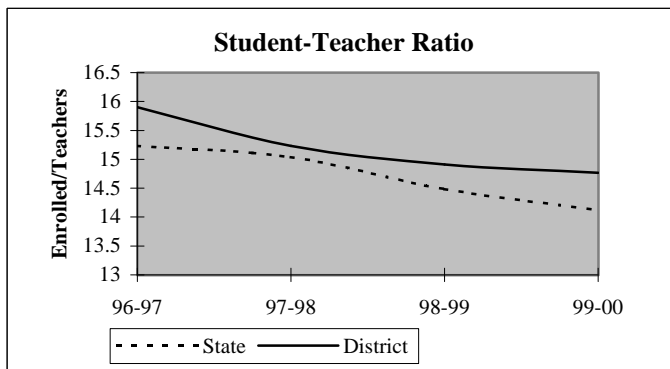


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	13.6	13.0	12.7	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.9	15.2	14.9	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-22	-15	36	14	7	-	-	-	-	-
% Change in Educators	-2.3%	-1.6%	3.9%	1.5%	0.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	181	-105	-70	-45	-	-	-	-	-
% Change in Enrollments	0.0%	1.5%	-0.8%	-0.6%	-0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.6%	7.2%	5.5%	7.2%	6.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.2%	4.7%	4.5%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.8%	10.1%	10.0%	10.0%	10.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.1%	3.9%	4.4%	4.3%	4.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	2.4%	2.6%	2.2%	2.3%	4.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	2.9%	3.3%	3.1%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	41.8	41.6	42.1	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.1	11.7	11.5	11.7	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,439	30,470	30,471	30,687	31,058	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.1%	3.8%	4.0%	4.2%	3.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.9%	81.1%	78.7%	78.2%	79.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.7%	14.8%	14.8%	15.1%	15.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.2%	17.6%	17.8%	18.7%	19.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	330	296	340	333	330	35.0%	31.9%	35.3%	34.0%	33.5%
Attrition	47	43	50	63	0					
Attrition Rate	14.2%	14.5%	14.7%	18.9%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	569	583	570	571	574	60.3%	62.8%	59.1%	58.4%	58.3%
Attrition	27	36	31	34	0					
Attrition Rate	4.7%	6.2%	5.4%	6.0%	0.0%					
At Retirement Age	44	49	55	75	82	4.7%	5.3%	5.7%	7.7%	8.3%
Attrition	9	11	9	13	0					
Attrition Rate	20.5%	22.4%	16.4%	17.3%	0.0%					
At Retirement in 5 yrs.	60	70	87	97	119	6.4%	7.5%	9.0%	9.9%	12.1%

## District Report for: NORMAN

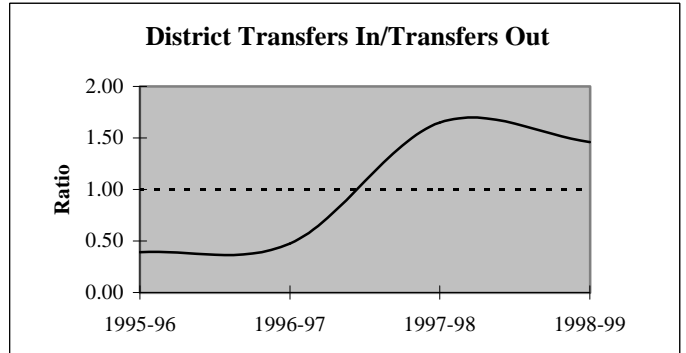
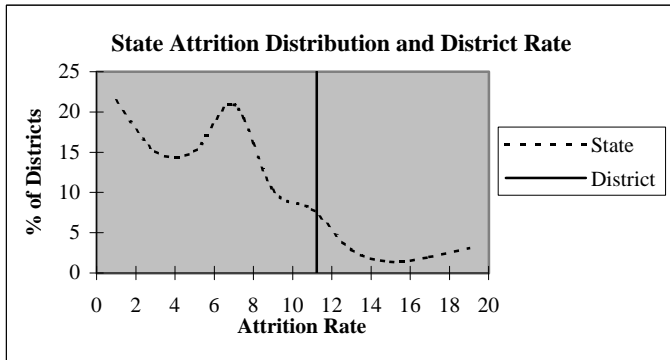
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	943	928	964	978	985	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	41	39	45	44	43	4.3%	4.2%	4.7%	4.5%	4.4%
Professional Staff	92	94	96	98	101	9.8%	10.1%	10.0%	10.0%	10.3%
<b>Total Teachers</b>	810	795	823	836	841	85.9%	85.7%	85.4%	85.5%	85.4%
Special Education	119	118	122	126	129	14.7%	14.8%	14.8%	15.1%	15.3%
Pre-K & Kindergarten	0	0	0	2	8	0.0%	0.0%	0.0%	0.2%	1.0%
Elementary	359	343	344	336	337	44.3%	43.1%	41.8%	40.2%	40.1%
<b>Middle School</b>	152	152	163	163	164	18.8%	19.1%	19.8%	19.5%	19.5%
Language Arts	34	31	31	30	31	4.2%	3.9%	3.8%	3.6%	3.7%
Art & Music	17	14	18	19	18	2.1%	1.8%	2.2%	2.3%	2.1%
Social Studies	24	26	28	26	27	3.0%	3.3%	3.4%	3.1%	3.2%
Foreign Language	4	4	6	5	7	0.5%	0.5%	0.7%	0.6%	0.8%
Math	24	24	27	25	26	3.0%	3.0%	3.3%	3.0%	3.1%
Science	23	25	25	27	27	2.8%	3.1%	3.0%	3.2%	3.2%
Vocational Education	4	4	7	7	9	0.5%	0.5%	0.9%	0.8%	1.1%
Other	22	24	21	24	19	2.7%	3.0%	2.6%	2.9%	2.3%
<b>High School (9-12)</b>	180	182	194	209	203	1058.8%	1300.0%	1077.8%	1100.0%	1127.8%
Language Arts	32	35	39	40	39	4.0%	4.4%	4.7%	4.8%	4.6%
Art & Music	10	12	14	15	14	1.2%	1.5%	1.7%	1.8%	1.7%
Social Studies	30	30	30	31	33	3.7%	3.8%	3.6%	3.7%	3.9%
Foreign Language	17	14	13	14	14	2.1%	1.8%	1.6%	1.7%	1.7%
Math	25	28	26	28	27	3.1%	3.5%	3.2%	3.3%	3.2%
<b>Science</b>	24	24	25	28	27	3.0%	3.0%	3.0%	3.3%	3.2%
Biology	7	7	7	9	8	0.9%	0.9%	0.9%	1.1%	1.0%
Chemistry	6	6	5	5	5	0.7%	0.8%	0.6%	0.6%	0.6%
Physics	1	1	2	2	2	0.1%	0.1%	0.2%	0.2%	0.2%
Other Science	10	10	11	12	12	1.2%	1.3%	1.3%	1.4%	1.4%
Vocational Education	19	17	22	25	26	2.3%	2.1%	2.7%	3.0%	3.1%
Other	23	22	25	28	23	2.8%	2.8%	3.0%	3.3%	2.7%
<b>Total Enrollments</b>	12,459	12,640	12,535	12,465	12,420	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	786	768	690	650	646	6.3%	6.1%	5.5%	5.2%	5.2%
Grades 1-4	4,232	4,122	3,949	3,918	3,826	34.0%	32.6%	31.5%	31.4%	30.8%
Grades 5-6	1,984	2,042	2,038	1,929	1,901	15.9%	16.2%	16.3%	15.5%	15.3%
Grades 7-8	1,991	2,017	1,962	2,022	2,072	16.0%	16.0%	15.7%	16.2%	16.7%
Grades 9-12	3,452	3,625	3,839	3,892	3,929	27.7%	28.7%	30.6%	31.2%	31.6%
Ungraded	14	66	57	54	46	0.1%	0.5%	0.5%	0.4%	0.4%



## District Report for: NORMAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	943	928	965	979	986	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	876	860	838	875	869	92.9%	92.7%	86.8%	89.4%	88.1%
<b>Newly Hired</b>	<b>67</b>	<b>68</b>	<b>127</b>	<b>104</b>	<b>117</b>	<b>7.1%</b>	<b>7.3%</b>	<b>13.2%</b>	<b>10.6%</b>	<b>11.9%</b>
Transfers In	9	9	33	35	29	13.4%	13.2%	26.0%	33.7%	24.8%
Reentrants	22	27	27	19	36	32.8%	39.7%	21.3%	18.3%	30.8%
First Time Educators	36	32	67	50	52	53.7%	47.1%	52.8%	48.1%	44.4%
<b>Total Exiting Next Year</b>	<b>83</b>	<b>90</b>	<b>90</b>	<b>110</b>	<b>-</b>	<b>8.8%</b>	<b>9.7%</b>	<b>9.3%</b>	<b>11.2%</b>	<b>-</b>
Transfers Out	23	19	20	24	-	27.7%	21.1%	22.2%	21.8%	-
Leave Oklahoma Educ.	60	71	70	86	-	72.3%	78.9%	77.8%	78.2%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	9.7%	9.3%	11.2%	-
Transfers In/Out	0.39	0.47	1.65	1.46	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	593	Benedictine Heights, Tulsa	-
OSU, Stillwater	28	Southern Nazarene Univ., Bethany	-
UCO, Edmond	72	OBU, Shawnee	6
ECU, Ada	31	OCU, Oklahoma City	10
NWOSU, Alva	6	Phillips Univ., Enid	2
NESU, Tahlequah	6	University of Tulsa, Tulsa	3
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	19	Cameron, Lawton	7
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	14	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	134
		<b>Total</b>	<b>943</b>

## District Report for: NORMAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	41	39	45	44	43	4.3%	4.2%	4.7%	4.5%	4.4%
White - Females	27	27	32	30	28	65.9%	69.2%	71.1%	68.2%	65.1%
White - Males	13	11	12	13	13	31.7%	28.2%	26.7%	29.5%	30.2%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Black - Males	1	1	1	1	1	2.4%	2.6%	2.2%	2.3%	2.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	92	94	96	98	101	9.8%	10.1%	10.0%	10.0%	10.3%
White - Females	71	72	71	73	77	77.2%	76.6%	74.0%	74.5%	76.2%
White - Males	16	17	17	19	18	17.4%	18.1%	17.7%	19.4%	17.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	6	4	4	3.3%	3.2%	6.3%	4.1%	4.0%
Other - Males	2	2	2	2	2	2.2%	2.1%	2.1%	2.0%	2.0%
<b>Teachers</b>	810	795	823	836	841	85.9%	85.7%	85.4%	85.5%	85.4%
White - Females	628	620	623	628	648	77.5%	78.0%	75.7%	75.1%	77.1%
White - Males	149	145	167	173	161	18.4%	18.2%	20.3%	20.7%	19.1%
Black - Females	7	5	5	6	5	0.9%	0.6%	0.6%	0.7%	0.6%
Black - Males	2	1	2	2	2	0.2%	0.1%	0.2%	0.2%	0.2%
Other - Females	20	20	20	20	17	2.5%	2.5%	2.4%	2.4%	2.0%
Other - Males	4	4	6	7	8	0.5%	0.5%	0.7%	0.8%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	11	10	21	6	9	1.4%	1.3%	2.6%	0.7%	1.1%
25-29	119	99	112	121	98	14.8%	12.6%	13.9%	14.8%	12.3%
30-34	91	95	94	97	88	11.3%	12.1%	11.6%	11.8%	11.0%
35-39	104	87	86	80	87	12.9%	11.1%	10.6%	9.8%	10.9%
40-44	172	166	137	132	129	21.3%	21.1%	17.0%	16.1%	16.2%
45-49	149	150	159	164	155	18.5%	19.1%	19.7%	20.0%	19.4%
50-54	114	121	136	140	142	14.1%	15.4%	16.8%	17.1%	17.8%
55+	46	59	63	79	90	5.7%	7.5%	7.8%	9.6%	11.3%
<b>Average Age</b>	41.1	41.8	41.6	42.1	42.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	163	137	167	171	182	20.1%	17.2%	20.3%	20.5%	21.6%
4-7 Years	157	149	153	147	134	19.4%	18.7%	18.6%	17.6%	15.9%
8-11 Years	117	125	117	125	126	14.4%	15.7%	14.2%	15.0%	15.0%
12-15 Years	128	121	113	92	99	15.8%	15.2%	13.7%	11.0%	11.8%
16-19 Years	110	109	110	132	113	13.6%	13.7%	13.4%	15.8%	13.4%
20+ Years	135	154	163	169	187	16.7%	19.4%	19.8%	20.2%	22.2%
<b>Average Experience</b>	11.1	11.7	11.5	11.7	11.9					

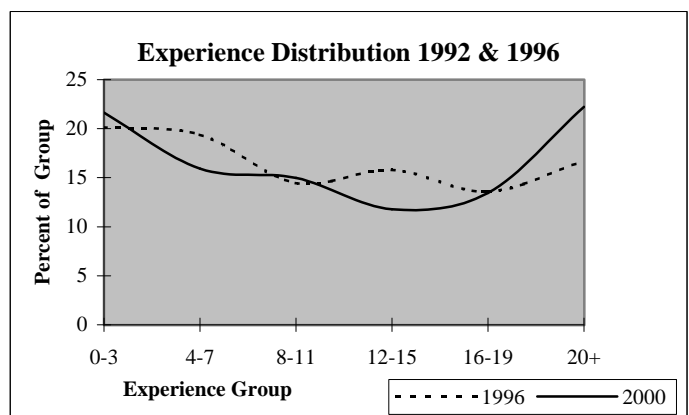
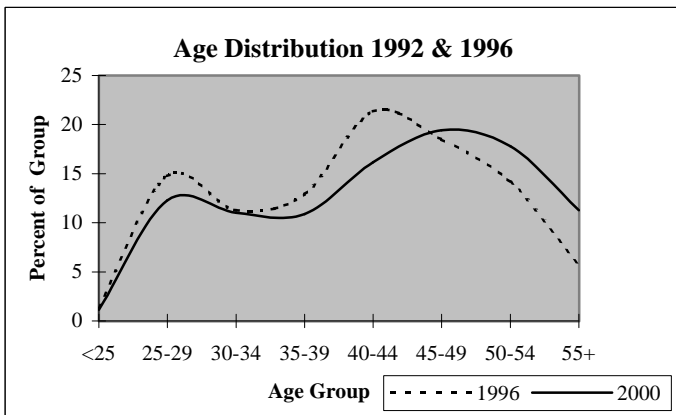


## District Report for: NORMAN

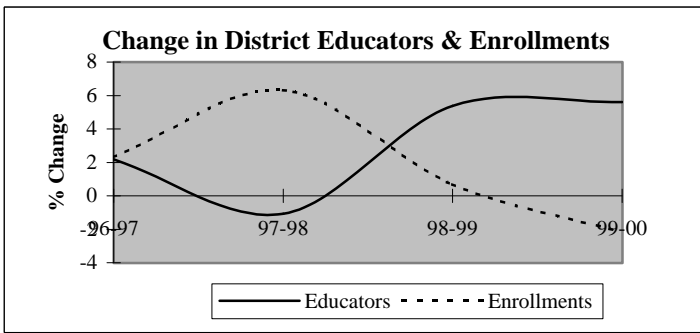
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	83	90	90	110	-	8.8%	9.7%	9.3%	11.2%	-
Attrition from Transfers	23	19	20	24	-	2.4%	2.0%	2.1%	2.5%	-
Attrition from Exits	60	71	70	86	-	6.4%	7.7%	7.3%	8.8%	-
<b>Teacher Attrition</b>	<b>73</b>	<b>75</b>	<b>76</b>	<b>96</b>	<b>-</b>	<b>9.0%</b>	<b>9.4%</b>	<b>9.2%</b>	<b>11.5%</b>	<b>-</b>
Attrition from Transfers	21	18	18	21	-	2.6%	2.3%	2.2%	2.5%	-
Attrition from Exits	52	57	58	75	-	6.4%	7.2%	7.0%	9.0%	-
<b>District Retention</b>										
Educator Retention	860	838	874	868	-	91.2%	90.3%	90.7%	88.8%	-
Teacher Retention	737	720	747	740	-	91.0%	90.6%	90.8%	88.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	71.3%	10.8%	82.1%	78.2%	9.6%	87.8%
1 Year of Experience	85.4%	4.5%	89.9%	84.2%	6.9%	91.1%
2 Years of Experience	86.6%	5.3%	92.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.0%	3.3%	91.3%	86.1%	5.6%	91.7%
4 Years of Experience	89.4%	1.5%	91.0%	87.9%	4.7%	92.6%
5 Years of Experience	84.0%	1.6%	85.6%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.0%	1.9%	2.7%	1.8%	2.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.0%	90.6%	87.2%	90.7%	88.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.2%	0.9%	0.4%	0.4%	0.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.8%	6.6%	9.6%	7.1%	8.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NOBLE

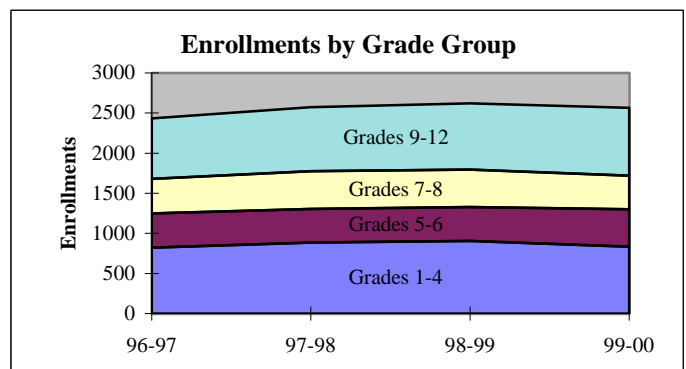
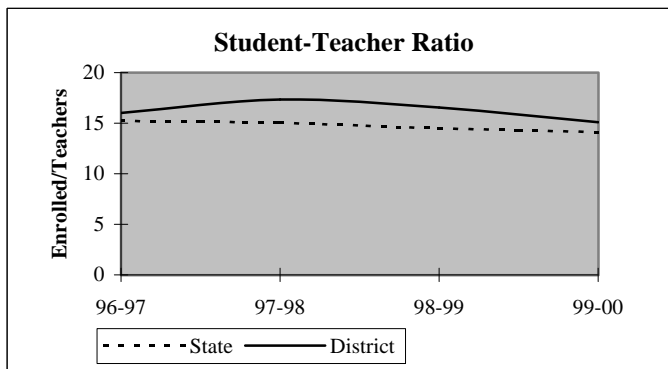


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.9	14.9	14.3	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	16.0	17.4	16.5	15.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	4	-2	10	11	-	-	-	-	-
% Change in Educators	0.0%	2.2%	-1.1%	5.4%	5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-30	59	165	19	-61	-	-	-	-	-
% Change in Enrollments	-1.2%	2.3%	6.3%	0.7%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	5.9%	3.8%	5.6%	9.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.0%	5.9%	6.5%	6.6%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.2%	7.4%	7.5%	7.1%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.7%	3.2%	4.3%	3.6%	2.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.8%	3.7%	3.8%	3.6%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	40.7	40.4	40.5	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.5	10.7	10.8	10.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,463	28,501	29,275	29,022	28,859	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.2%	3.7%	5.0%	4.1%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.5%	77.3%	75.6%	75.1%	76.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	11.0%	11.3%	10.7%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.0%	9.2%	8.7%	9.2%	10.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	75	76	75	76	79	40.8%	40.4%	40.3%	38.8%	38.2%
Attrition	7	11	8	12	0					
Attrition Rate	9.3%	14.5%	10.7%	15.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	102	100	96	107	115	55.4%	53.2%	51.6%	54.6%	55.6%
Attrition	8	6	3	7	0					
Attrition Rate	7.8%	6.0%	3.1%	6.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	12	15	13	13	3.8%	6.4%	8.1%	6.6%	6.3%
Attrition	1	4	4	1	0					
Attrition Rate	14.3%	33.3%	26.7%	7.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	20	18	14	19	6.5%	10.6%	9.7%	7.1%	9.2%

## District Report for: NOBLE

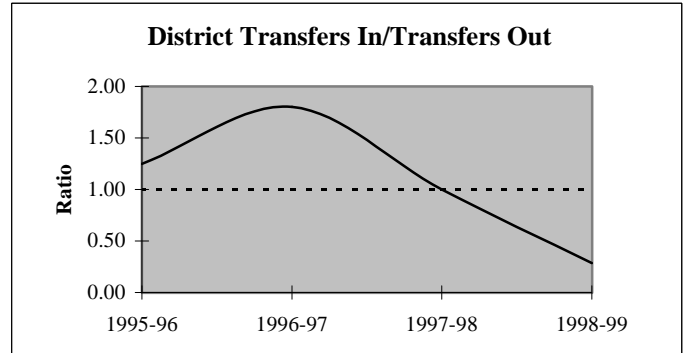
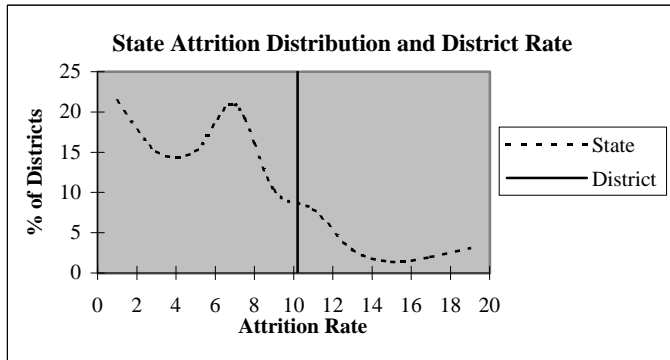
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	184	188	186	196	207	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	12	13	13	6.0%	5.9%	6.5%	6.6%	6.3%
Professional Staff	15	14	14	14	13	8.2%	7.4%	7.5%	7.1%	6.3%
<b>Total Teachers</b>	158	163	160	169	181	85.9%	86.7%	86.0%	86.2%	87.4%
Special Education	17	18	18	18	21	10.8%	11.0%	11.3%	10.7%	11.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	74	74	70	75	80	46.8%	45.4%	43.8%	44.4%	44.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	67	71	72	76	80	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	13	11	13	13	14	8.2%	6.7%	8.1%	7.7%	7.7%
Art & Music	5	6	6	6	6	3.2%	3.7%	3.8%	3.6%	3.3%
Social Studies	11	12	13	13	15	7.0%	7.4%	8.1%	7.7%	8.3%
Foreign Language	2	4	3	3	3	1.3%	2.5%	1.9%	1.8%	1.7%
Math	9	10	10	9	9	5.7%	6.1%	6.3%	5.3%	5.0%
<b>Science</b>	9	10	12	10	11	5.7%	6.1%	7.5%	5.9%	6.1%
Biology	1	1	1	2	1	0.6%	0.6%	0.6%	1.2%	0.6%
Chemistry	0	0	1	1	1	0.0%	0.0%	0.6%	0.6%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	8	9	10	7	9	5.1%	5.5%	6.3%	4.1%	5.0%
Vocational Education	8	8	9	9	9	5.1%	4.9%	5.6%	5.3%	5.0%
Other	10	10	6	13	13	6.3%	6.1%	3.8%	7.7%	7.2%
<b>Total Enrollments</b>	2,553	2,612	2,777	2,796	2,735	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	163	170	197	170	162	6.4%	6.5%	7.1%	6.1%	5.9%
Grades 1-4	796	820	885	904	832	31.2%	31.4%	31.9%	32.3%	30.4%
Grades 5-6	437	428	418	425	468	17.1%	16.4%	15.1%	15.2%	17.1%
Grades 7-8	412	431	471	465	421	16.1%	16.5%	17.0%	16.6%	15.4%
Grades 9-12	739	755	798	828	844	28.9%	28.9%	28.7%	29.6%	30.9%
Ungraded	6	8	8	4	8	0.2%	0.3%	0.3%	0.1%	0.3%



## District Report for: NOBLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	184	188	186	196	207	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	161	168	167	171	176	87.5%	89.4%	89.8%	87.2%	85.0%
<b>Newly Hired</b>	<b>23</b>	<b>20</b>	<b>19</b>	<b>25</b>	<b>31</b>	<b>12.5%</b>	<b>10.6%</b>	<b>10.2%</b>	<b>12.8%</b>	<b>15.0%</b>
Transfers In	5	9	7	4	9	21.7%	45.0%	36.8%	16.0%	29.0%
Reentrants	9	4	6	14	6	39.1%	20.0%	31.6%	56.0%	19.4%
First Time Educators	9	7	6	7	16	39.1%	35.0%	31.6%	28.0%	51.6%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>21</b>	<b>15</b>	<b>20</b>	<b>-</b>	<b>8.7%</b>	<b>11.2%</b>	<b>8.1%</b>	<b>10.2%</b>	<b>-</b>
Transfers Out	4	5	7	14	-	25.0%	23.8%	46.7%	70.0%	-
Leave Oklahoma Educ.	12	16	8	6	-	75.0%	76.2%	53.3%	30.0%	-

Dynamics Rates	District Rates				
District Attrition	8.7%	11.2%	8.1%	10.2%	-
Transfers In/Out	1.25	1.80	1.00	0.29	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	74	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	1
UCO, Edmond	20	OBU, Shawnee	3
ECU, Ada	16	OCU, Oklahoma City	2
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	1
SEOSU, Durant	8	OCUSA, Oklahoma City	1
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	8	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	24
		<b>Total</b>	<b>184</b>

## District Report for: NOBLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	11	11	12	13	13	6.0%	5.9%	6.5%	6.6%	6.3%
White - Females	7	7	7	7	7	63.6%	63.6%	58.3%	53.8%	53.8%
White - Males	4	4	5	6	6	36.4%	36.4%	41.7%	46.2%	46.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	15	14	14	14	13	8.2%	7.4%	7.5%	7.1%	6.3%
White - Females	13	12	12	12	10	86.7%	85.7%	85.7%	85.7%	76.9%
White - Males	2	2	2	2	3	13.3%	14.3%	14.3%	14.3%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	158	163	160	169	181	85.9%	86.7%	86.0%	86.2%	87.4%
White - Females	121	121	115	122	134	76.6%	74.2%	71.9%	72.2%	74.0%
White - Males	32	36	37	40	42	20.3%	22.1%	23.1%	23.7%	23.2%
Black - Females	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Other - Females	2	4	5	4	3	1.3%	2.5%	3.1%	2.4%	1.7%
Other - Males	1	0	1	1	0	0.6%	0.0%	0.6%	0.6%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	1	2	3	1.3%	0.0%	0.6%	1.2%	1.8%
25-29	27	27	23	21	14	17.3%	16.9%	14.6%	12.6%	8.4%
30-34	24	22	26	29	31	15.4%	13.8%	16.5%	17.4%	18.6%
35-39	26	26	26	28	28	16.7%	16.3%	16.5%	16.8%	16.8%
40-44	30	27	24	27	22	19.2%	16.9%	15.2%	16.2%	13.2%
45-49	23	28	33	30	35	14.7%	17.5%	20.9%	18.0%	21.0%
50-54	14	18	16	19	23	9.0%	11.3%	10.1%	11.4%	13.8%
55+	10	12	9	11	11	6.4%	7.5%	5.7%	6.6%	6.6%
<b>Average Age</b>	39.6	40.7	40.4	40.5	41.4					

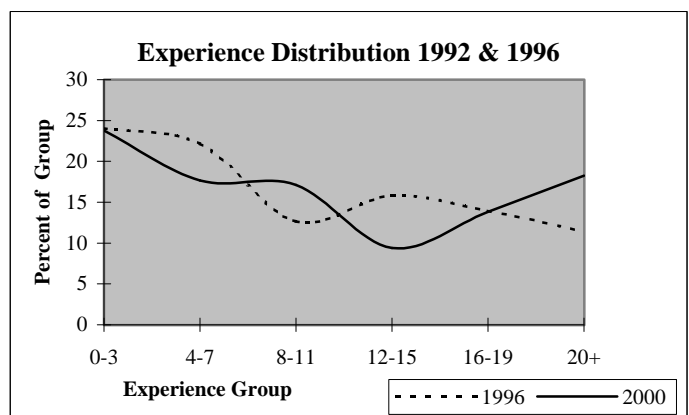
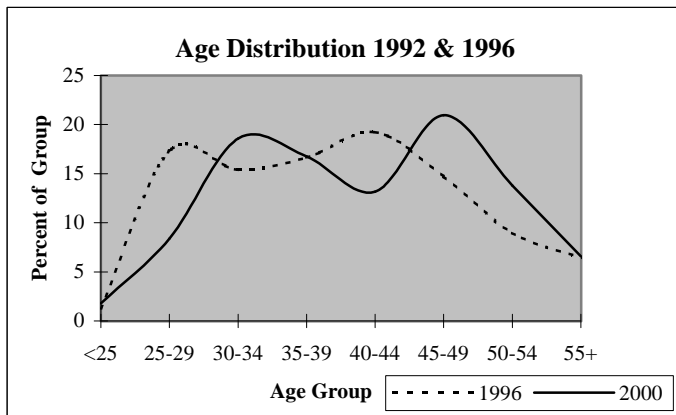
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	38	33	27	32	43	24.1%	20.2%	16.9%	18.9%	23.8%
4-7 Years	35	41	45	41	32	22.2%	25.2%	28.1%	24.3%	17.7%
8-11 Years	20	24	20	26	31	12.7%	14.7%	12.5%	15.4%	17.1%
12-15 Years	25	19	16	14	17	15.8%	11.7%	10.0%	8.3%	9.4%
16-19 Years	22	23	28	28	25	13.9%	14.1%	17.5%	16.6%	13.8%
20+ Years	18	23	24	28	33	11.4%	14.1%	15.0%	16.6%	18.2%
<b>Average Experience</b>	10.0	10.5	10.7	10.8	10.8					

## District Report for: NOBLE

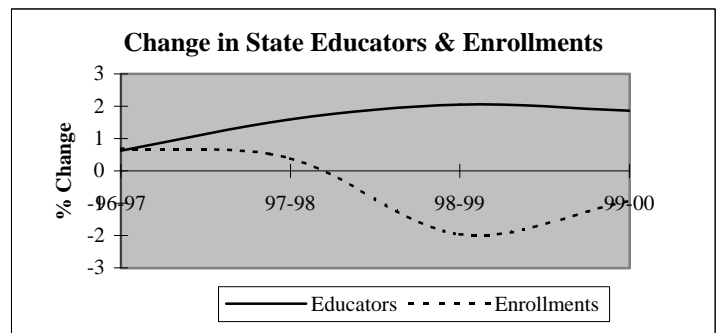
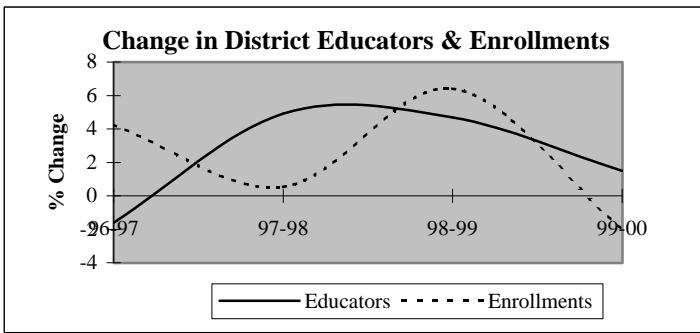
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	21	15	20	-	8.7%	11.2%	8.1%	10.2%	-
Attrition from Transfers	4	5	7	14	-	2.2%	2.7%	3.8%	7.1%	-
Attrition from Exits	12	16	8	6	-	6.5%	8.5%	4.3%	3.1%	-
<b>Teacher Attrition</b>	14	19	11	18	-	8.9%	11.7%	6.9%	10.7%	-
Attrition from Transfers	4	5	6	12	-	2.5%	3.1%	3.8%	7.1%	-
Attrition from Exits	10	14	5	6	-	6.3%	8.6%	3.1%	3.6%	-
<b>District Retention</b>										
Educator Retention	168	167	171	176	-	91.3%	88.8%	91.9%	89.8%	-
Teacher Retention	144	144	149	151	-	91.1%	88.3%	93.1%	89.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	71.1%	10.5%	81.6%	78.2%	9.6%	87.8%
1 Year of Experience	92.9%	0.0%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	84.1%	4.5%	88.6%	85.2%	5.9%	91.1%
3 Years of Experience	90.4%	3.8%	94.2%	86.1%	5.6%	91.7%
4 Years of Experience	84.2%	8.8%	93.0%	87.9%	4.7%	92.6%
5 Years of Experience	81.0%	5.2%	86.2%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.1%	0.5%	1.1%	1.5%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.1%	92.6%	92.5%	87.2%	87.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.5%	0.0%	0.0%	0.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.8%	6.4%	6.5%	11.2%	10.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LEXINGTON

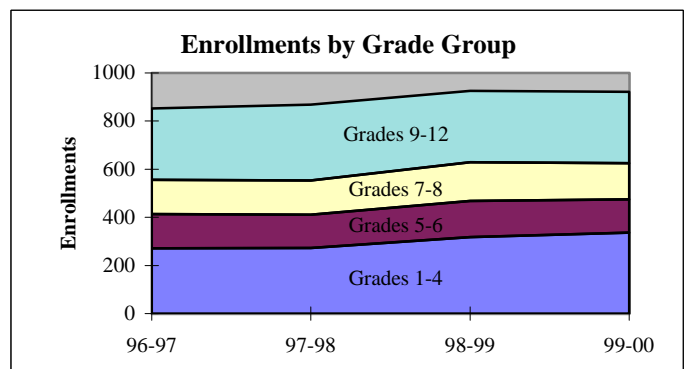
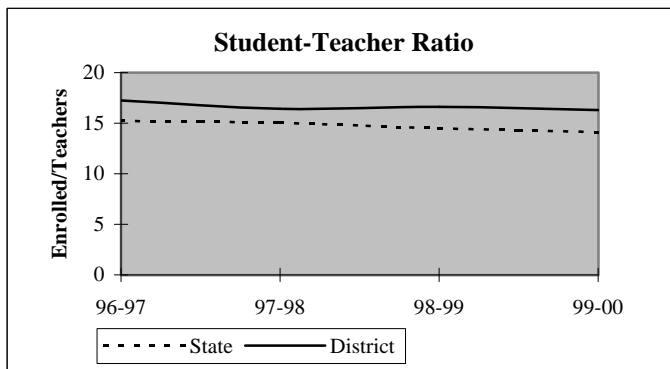


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.4	15.3	14.6	14.9	14.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	17.3	16.4	16.6	16.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-1	3	3	1	-	-	-	-	-
% Change in Educators	-3.1%	-1.6%	4.9%	4.7%	1.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-36	38	5	60	-20	-	-	-	-	-
% Change in Enrollments	-3.9%	4.3%	0.5%	6.4%	-2.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	3.1%	7.5%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	4.9%	4.7%	4.5%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	6.6%	6.3%	6.0%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	4.9%	6.3%	7.5%	7.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	1.6%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.5	42.4	41.8	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	13.3	13.2	12.6	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,703	30,822	30,443	30,034	30,675	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	5.6%	7.0%	8.3%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.4%	70.4%	71.9%	76.7%	78.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	9.3%	8.8%	10.0%	11.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.6%	16.8%	16.3%	17.5%	18.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	15	16	18	17	29.0%	24.6%	25.0%	26.9%	25.0%
Attrition	3	2	4	1	0					
Attrition Rate	16.7%	13.3%	25.0%	5.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	41	43	45	45	46	66.1%	70.5%	70.3%	67.2%	67.6%
Attrition	0	2	2	2	0					
Attrition Rate	0.0%	4.7%	4.4%	4.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	4	5	4.8%	4.9%	4.7%	6.0%	7.4%
Attrition	1	0	1	1	0					
Attrition Rate	33.3%	0.0%	33.3%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	5	7	7	6.5%	6.6%	7.8%	10.4%	10.3%

## District Report for: LEXINGTON

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	62	61	64	67	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	3	3	3	4	8.1%	4.9%	4.7%	4.5%	5.9%
Professional Staff	3	4	4	4	4	4.8%	6.6%	6.3%	6.0%	5.9%
<b>Total Teachers</b>	54	54	57	60	60	87.1%	88.5%	89.1%	89.6%	88.2%
Special Education	6	5	5	6	7	11.1%	9.3%	8.8%	10.0%	11.7%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
Elementary	19	19	22	23	24	35.2%	35.2%	38.6%	38.3%	40.0%
<b>Middle School</b>	10	11	9	9	7	18.5%	20.4%	15.8%	15.0%	11.7%
Language Arts	2	2	2	0	1	3.7%	3.7%	3.5%	0.0%	1.7%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
Social Studies	1	1	1	1	1	1.9%	1.9%	1.8%	1.7%	1.7%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
Math	4	3	1	2	1	7.4%	5.6%	1.8%	3.3%	1.7%
Science	2	2	3	2	2	3.7%	3.7%	5.3%	3.3%	3.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	3	2	2	0	1.9%	5.6%	3.5%	3.3%	0.0%
<b>High School (9-12)</b>	19	19	21	21	21	0.0%	0.0%	0.0%	2100.0%	2100.0%
Language Arts	3	3	4	4	4	5.6%	5.6%	7.0%	6.7%	6.7%
Art & Music	2	1	1	0	0	3.7%	1.9%	1.8%	0.0%	0.0%
Social Studies	1	3	3	3	4	1.9%	5.6%	5.3%	5.0%	6.7%
Foreign Language	2	2	2	1	1	3.7%	3.7%	3.5%	1.7%	1.7%
Math	2	3	3	3	2	3.7%	5.6%	5.3%	5.0%	3.3%
<b>Science</b>	1	1	1	2	3	1.9%	1.9%	1.8%	3.3%	5.0%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	2	1.9%	1.9%	1.8%	1.7%	3.3%
Vocational Education	4	4	4	5	4	7.4%	7.4%	7.0%	8.3%	6.7%
Other	4	2	3	3	3	7.4%	3.7%	5.3%	5.0%	5.0%
<b>Total Enrollments</b>	894	932	937	997	977	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	61	74	66	70	56	6.8%	7.9%	7.0%	7.0%	5.7%
Grades 1-4	254	271	272	318	337	28.4%	29.1%	29.0%	31.9%	34.5%
Grades 5-6	127	143	139	150	138	14.2%	15.3%	14.8%	15.0%	14.1%
Grades 7-8	161	142	142	161	150	18.0%	15.2%	15.2%	16.1%	15.4%
Grades 9-12	282	297	315	296	296	31.5%	31.9%	33.6%	29.7%	30.3%
Ungraded	9	5	3	2	0	1.0%	0.5%	0.3%	0.2%	0.0%

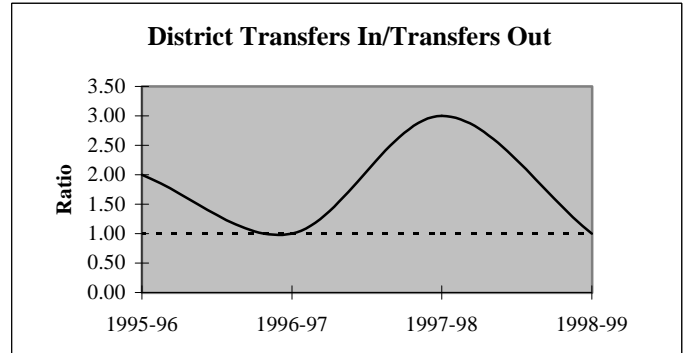
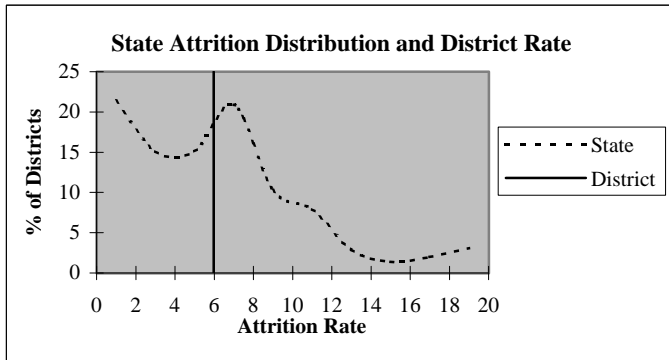




## District Report for: LEXINGTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	62	61	64	67	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	56	58	57	57	63	90.3%	95.1%	89.1%	85.1%	92.6%
<b>Newly Hired</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>5</b>	<b>9.7%</b>	<b>4.9%</b>	<b>10.9%</b>	<b>14.9%</b>	<b>7.4%</b>
Transfers In	4	2	3	2	5	66.7%	66.7%	42.9%	20.0%	100.0%
Reentrants	1	0	1	3	0	16.7%	0.0%	14.3%	30.0%	0.0%
First Time Educators	1	1	3	5	0	16.7%	33.3%	42.9%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>6.5%</b>	<b>6.6%</b>	<b>10.9%</b>	<b>6.0%</b>	<b>-</b>
Transfers Out	2	2	1	2	-	50.0%	50.0%	14.3%	50.0%	-
Leave Oklahoma Educ.	2	2	6	2	-	50.0%	50.0%	85.7%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	6.5%	6.6%	10.9%	6.0%	-
Transfers In/Out	2.00	1.00	3.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	13	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	1
ECU, Ada	16	OCU, Oklahoma City	1
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>61</b>

## District Report for: LEXINGTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	3	3	3	4	8.1%	4.9%	4.7%	4.5%	5.9%
White - Females	1	1	0	0	0	20.0%	33.3%	0.0%	0.0%	0.0%
White - Males	4	2	3	3	4	80.0%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	4	4	4	4	4.8%	6.6%	6.3%	6.0%	5.9%
White - Females	2	2	2	2	2	66.7%	50.0%	50.0%	50.0%	50.0%
White - Males	1	2	2	2	2	33.3%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	54	54	57	60	60	87.1%	88.5%	89.1%	89.6%	88.2%
White - Females	36	36	38	43	44	66.7%	66.7%	66.7%	71.7%	73.3%
White - Males	15	15	15	12	11	27.8%	27.8%	26.3%	20.0%	18.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	3	3	3.7%	3.7%	5.3%	5.0%	5.0%
Other - Males	1	1	1	2	2	1.9%	1.9%	1.8%	3.3%	3.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	3	1	1.9%	1.9%	1.8%	5.4%	1.8%
25-29	3	3	5	6	6	5.6%	5.7%	9.1%	10.7%	10.7%
30-34	6	5	4	4	5	11.1%	9.4%	7.3%	7.1%	8.9%
35-39	8	9	10	9	9	14.8%	17.0%	18.2%	16.1%	16.1%
40-44	12	11	9	9	9	22.2%	20.8%	16.4%	16.1%	16.1%
45-49	17	16	16	13	13	31.5%	30.2%	29.1%	23.2%	23.2%
50-54	5	4	6	8	10	9.3%	7.5%	10.9%	14.3%	17.9%
55+	2	4	4	4	3	3.7%	7.5%	7.3%	7.1%	5.4%
<b>Average Age</b>	42.0	42.5	42.4	41.8	42.1					

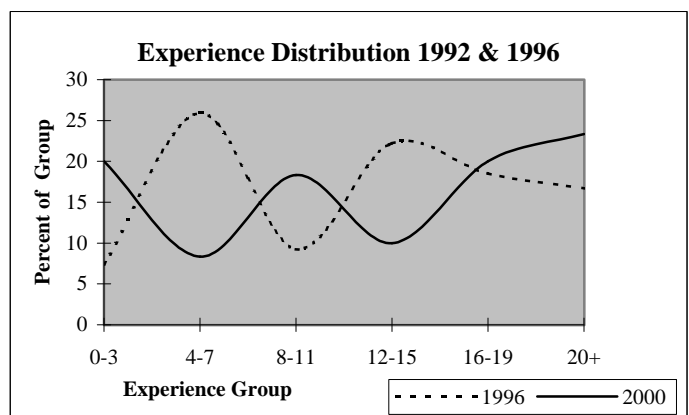
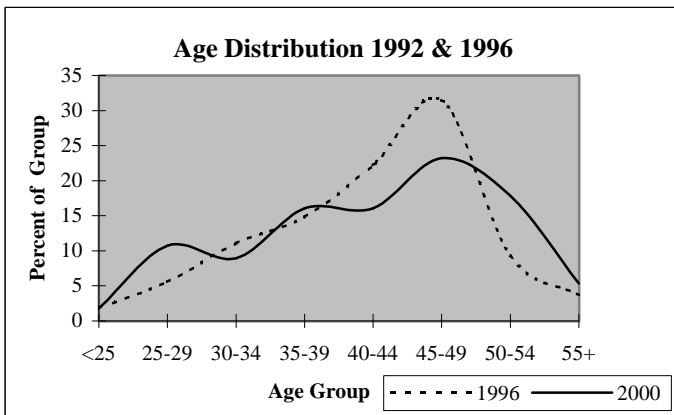
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	8	13	12	7.4%	9.3%	14.0%	21.7%	20.0%
4-7 Years	14	10	8	5	5	25.9%	18.5%	14.0%	8.3%	8.3%
8-11 Years	5	8	9	12	11	9.3%	14.8%	15.8%	20.0%	18.3%
12-15 Years	12	9	9	5	6	22.2%	16.7%	15.8%	8.3%	10.0%
16-19 Years	10	9	8	10	12	18.5%	16.7%	14.0%	16.7%	20.0%
20+ Years	9	13	15	15	14	16.7%	24.1%	26.3%	25.0%	23.3%
<b>Average Experience</b>	12.5	13.3	13.2	12.6	12.8					

## District Report for: LEXINGTON

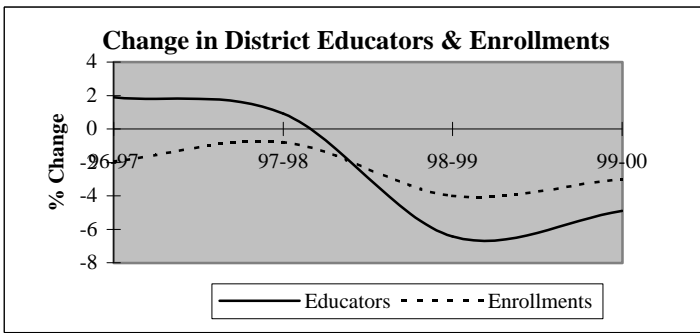
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	7	4	-	6.5%	6.6%	10.9%	6.0%	-
Attrition from Transfers	2	2	1	2	-	3.2%	3.3%	1.6%	3.0%	-
Attrition from Exits	2	2	6	2	-	3.2%	3.3%	9.4%	3.0%	-
<b>Teacher Attrition</b>	4	3	7	4	-	7.4%	5.6%	12.3%	6.7%	-
Attrition from Transfers	2	2	1	2	-	3.7%	3.7%	1.8%	3.3%	-
Attrition from Exits	2	1	6	2	-	3.7%	1.9%	10.5%	3.3%	-
<b>District Retention</b>										
Educator Retention	58	57	57	63	-	93.5%	93.4%	89.1%	94.0%	-
Teacher Retention	50	51	50	56	-	92.6%	94.4%	87.7%	93.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	69.2%	23.1%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	10.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	84.6%	15.4%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.6%	1.6%	0.0%	0.0%	4.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	96.7%	93.8%	88.1%	95.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.2%	1.6%	6.3%	11.9%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LITTLE AXE

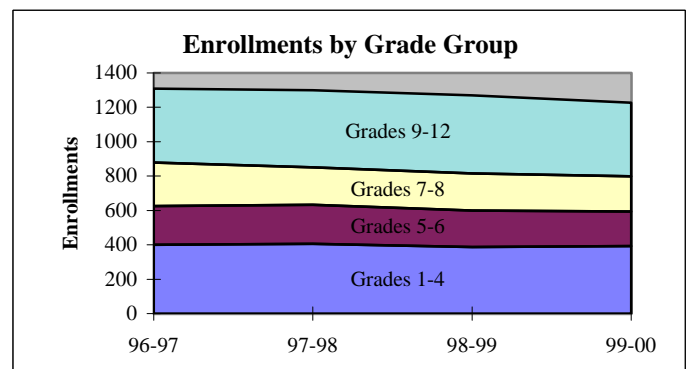
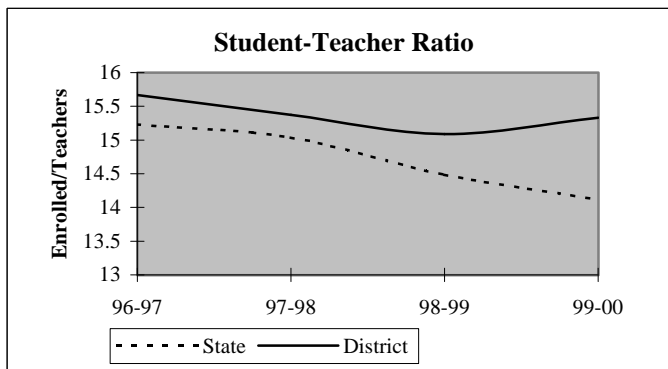


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.1	12.8	13.2	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	15.7	15.4	15.1	15.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	2	1	-7	-5	-	-	-	-	-
% Change in Educators	1.0%	1.9%	0.9%	-6.4%	-4.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	13	-28	-11	-56	-40	-	-	-	-	-
% Change in Enrollments	0.9%	-1.9%	-0.8%	-4.0%	-3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	6.5%	9.2%	6.9%	4.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.6%	5.5%	6.9%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.4%	11.1%	11.0%	5.9%	6.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.7%	6.5%	5.5%	6.9%	6.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	16.7%	16.7%	16.7%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	2.8%	2.8%	3.9%	4.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	40.9	41.7	41.4	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	9.5	10.1	9.9	10.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,345	27,501	27,371	27,882	28,774	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	5.6%	4.4%	7.9%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.3%	70.0%	71.4%	71.9%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.1%	11.1%	11.0%	10.1%	10.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.2%	23.9%	25.6%	25.8%	26.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	44	42	43	47	40	41.5%	38.9%	39.4%	46.1%	41.2%
Attrition	8	7	7	6	0					
Attrition Rate	18.2%	16.7%	16.3%	12.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	61	65	60	50	51	57.5%	60.2%	55.0%	49.0%	52.6%
Attrition	5	8	11	5	0					
Attrition Rate	8.2%	12.3%	18.3%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	6	5	6	0.9%	0.9%	5.5%	4.9%	6.2%
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	6	8	7	9	0.9%	5.6%	7.3%	6.9%	9.3%

## District Report for: LITTLE AXE

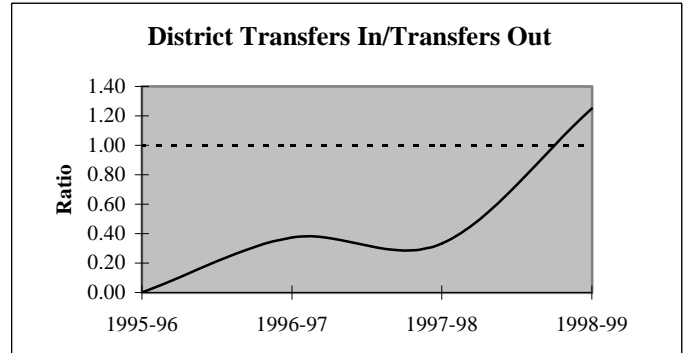
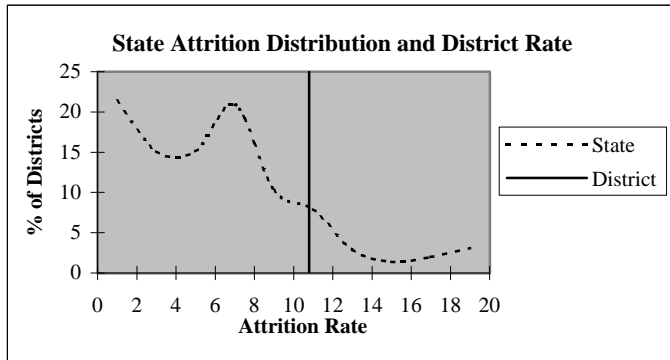
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	106	108	109	102	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	7	6	5.7%	5.6%	5.5%	6.9%	6.2%
Professional Staff	11	12	12	6	6	10.4%	11.1%	11.0%	5.9%	6.2%
<b>Total Teachers</b>	89	90	91	89	85	84.0%	83.3%	83.5%	87.3%	87.6%
Special Education	9	10	10	9	9	10.1%	11.1%	11.0%	10.1%	10.6%
Pre-K & Kindergarten	1	1	1	2	3	1.1%	1.1%	1.1%	2.2%	3.5%
Elementary	36	37	37	34	33	40.4%	41.1%	40.7%	38.2%	38.8%
<b>Middle School</b>	18	18	18	17	16	20.2%	20.0%	19.8%	19.1%	18.8%
Language Arts	4	6	5	6	5	4.5%	6.7%	5.5%	6.7%	5.9%
Art & Music	1	2	2	2	2	1.1%	2.2%	2.2%	2.2%	2.4%
Social Studies	5	3	5	4	4	5.6%	3.3%	5.5%	4.5%	4.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	1	0	2.2%	2.2%	1.1%	1.1%	0.0%
Science	4	3	3	2	3	4.5%	3.3%	3.3%	2.2%	3.5%
Vocational Education	0	0	1	0	0	0.0%	0.0%	1.1%	0.0%	0.0%
Other	2	2	1	2	2	2.2%	2.2%	1.1%	2.2%	2.4%
<b>High School (9-12)</b>	25	24	25	27	24	2500.0%	1200.0%	1250.0%	1350.0%	1200.0%
Language Arts	4	4	4	5	5	4.5%	4.4%	4.4%	5.6%	5.9%
Art & Music	2	2	2	2	2	2.2%	2.2%	2.2%	2.2%	2.4%
Social Studies	4	3	3	4	3	4.5%	3.3%	3.3%	4.5%	3.5%
Foreign Language	1	1	1	1	1	1.1%	1.1%	1.1%	1.1%	1.2%
Math	3	3	3	3	2	3.4%	3.3%	3.3%	3.4%	2.4%
<b>Science</b>	3	3	4	4	4	3.4%	3.3%	4.4%	4.5%	4.7%
Biology	1	1	1	0	1	1.1%	1.1%	1.1%	0.0%	1.2%
Chemistry	1	1	1	1	1	1.1%	1.1%	1.1%	1.1%	1.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	3	2	1.1%	1.1%	2.2%	3.4%	2.4%
Vocational Education	5	5	5	4	4	5.6%	5.6%	5.5%	4.5%	4.7%
Other	3	3	3	4	3	3.4%	3.3%	3.3%	4.5%	3.5%
<b>Total Enrollments</b>	1,438	1,410	1,399	1,343	1,303	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	96	102	100	73	72	6.7%	7.2%	7.1%	5.4%	5.5%
Grades 1-4	413	400	405	387	392	28.7%	28.4%	28.9%	28.8%	30.1%
Grades 5-6	229	225	228	212	201	15.9%	16.0%	16.3%	15.8%	15.4%
Grades 7-8	279	254	217	217	206	19.4%	18.0%	15.5%	16.2%	15.8%
Grades 9-12	421	429	449	454	427	29.3%	30.4%	32.1%	33.8%	32.8%
Ungraded	0	0	0	0	5	0.0%	0.0%	0.0%	0.0%	0.4%



## District Report for: LITTLE AXE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	106	108	109	102	97	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	98	93	93	88	91	92.5%	86.1%	85.3%	86.3%	93.8%
<b>Newly Hired</b>	<b>8</b>	<b>15</b>	<b>16</b>	<b>14</b>	<b>6</b>	<b>7.5%</b>	<b>13.9%</b>	<b>14.7%</b>	<b>13.7%</b>	<b>6.2%</b>
Transfers In	0	3	3	5	3	0.0%	20.0%	18.8%	35.7%	50.0%
Reentrants	1	4	4	2	0	12.5%	26.7%	25.0%	14.3%	0.0%
First Time Educators	7	8	9	7	3	87.5%	53.3%	56.3%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>13</b>	<b>15</b>	<b>21</b>	<b>11</b>	<b>-</b>	<b>12.3%</b>	<b>13.9%</b>	<b>19.3%</b>	<b>10.8%</b>	<b>-</b>
Transfers Out	1	8	9	4	-	7.7%	53.3%	42.9%	36.4%	-
Leave Oklahoma Educ.	12	7	12	7	-	92.3%	46.7%	57.1%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	12.3%	13.9%	19.3%	10.8%	-
Transfers In/Out	0.00	0.38	0.33	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	40	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	1
UCO, Edmond	15	OBU, Shawnee	5
ECU, Ada	8	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	12
		<b>Total</b>	<b>106</b>

## District Report for: LITTLE AXE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	7	6	5.7%	5.6%	5.5%	6.9%	6.2%
White - Females	2	3	3	4	4	33.3%	50.0%	50.0%	57.1%	66.7%
White - Males	3	2	2	3	2	50.0%	33.3%	33.3%	42.9%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	16.7%	16.7%	16.7%	0.0%	0.0%
<b>Professional Staff</b>	11	12	12	6	6	10.4%	11.1%	11.0%	5.9%	6.2%
White - Females	8	9	8	5	5	72.7%	75.0%	66.7%	83.3%	83.3%
White - Males	2	2	3	1	1	18.2%	16.7%	25.0%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	9.1%	8.3%	8.3%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	89	90	91	89	85	84.0%	83.3%	83.5%	87.3%	87.6%
White - Females	55	59	61	59	56	61.8%	65.6%	67.0%	66.3%	65.9%
White - Males	30	26	26	23	23	33.7%	28.9%	28.6%	25.8%	27.1%
Black - Females	2	2	2	2	2	2.2%	2.2%	2.2%	2.2%	2.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	2	2.2%	2.2%	2.2%	3.4%	2.4%
Other - Males	0	1	0	2	2	0.0%	1.1%	0.0%	2.2%	2.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	2	1	0	1.1%	1.1%	2.2%	1.1%	0.0%
25-29	9	11	9	11	11	10.1%	12.2%	9.9%	12.4%	13.3%
30-34	7	9	9	10	8	7.9%	10.0%	9.9%	11.2%	9.6%
35-39	25	19	19	18	12	28.1%	21.1%	20.9%	20.2%	14.5%
40-44	17	21	18	16	18	19.1%	23.3%	19.8%	18.0%	21.7%
45-49	17	12	15	13	13	19.1%	13.3%	16.5%	14.6%	15.7%
50-54	5	10	10	8	10	5.6%	11.1%	11.0%	9.0%	12.0%
55+	8	7	9	12	11	9.0%	7.8%	9.9%	13.5%	13.3%
<b>Average Age</b>	40.9	40.9	41.7	41.4	42.6					

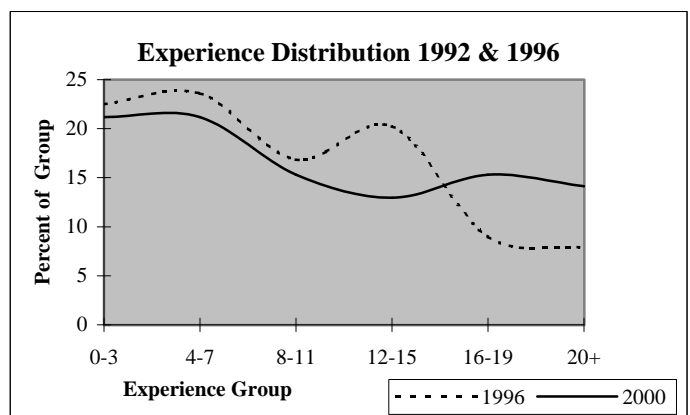
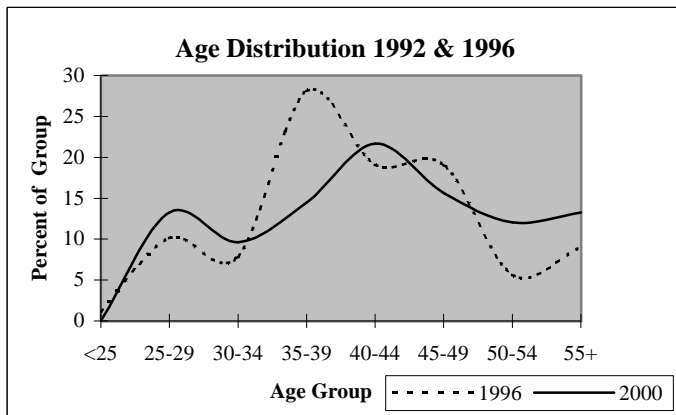
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	20	17	21	18	22.5%	22.2%	18.7%	23.6%	21.2%
4-7 Years	21	20	21	22	18	23.6%	22.2%	23.1%	24.7%	21.2%
8-11 Years	15	14	14	10	13	16.9%	15.6%	15.4%	11.2%	15.3%
12-15 Years	18	16	19	14	11	20.2%	17.8%	20.9%	15.7%	12.9%
16-19 Years	8	12	11	11	13	9.0%	13.3%	12.1%	12.4%	15.3%
20+ Years	7	8	9	11	12	7.9%	8.9%	9.9%	12.4%	14.1%
<b>Average Experience</b>	9.2	9.5	10.1	9.9	10.7					

## District Report for: LITTLE AXE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	13	15	21	11	-	12.3%	13.9%	19.3%	10.8%	-
Attrition from Transfers	1	8	9	4	-	0.9%	7.4%	8.3%	3.9%	-
Attrition from Exits	12	7	12	7	-	11.3%	6.5%	11.0%	6.9%	-
<b>Teacher Attrition</b>	<b>10</b>	<b>11</b>	<b>15</b>	<b>10</b>	<b>-</b>	<b>11.2%</b>	<b>12.2%</b>	<b>16.5%</b>	<b>11.2%</b>	<b>-</b>
Attrition from Transfers	1	6	8	4	-	1.1%	6.7%	8.8%	4.5%	-
Attrition from Exits	9	5	7	6	-	10.1%	5.6%	7.7%	6.7%	-
<b>District Retention</b>										
Educator Retention	93	93	88	91	-	87.7%	86.1%	80.7%	89.2%	-
Teacher Retention	79	79	76	79	-	88.8%	87.8%	83.5%	88.8%	-

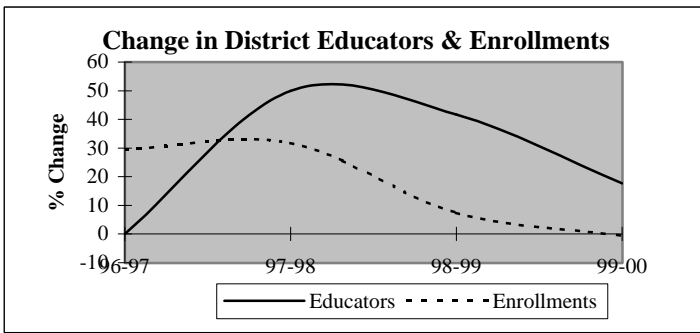
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.5%	11.8%	85.3%	78.2%	9.6%	87.8%
1 Year of Experience	90.5%	4.8%	95.2%	84.2%	6.9%	91.1%
2 Years of Experience	94.4%	5.6%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.6%	3.7%	96.3%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	10.0%	93.3%	87.9%	4.7%	92.6%
5 Years of Experience	88.0%	4.0%	92.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.9%	0.9%	0.9%	3.9%	3.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.6%	88.0%	84.4%	87.3%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.9%	0.0%	1.8%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.5%	11.1%	12.8%	8.8%	3.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: COTTONWOOD

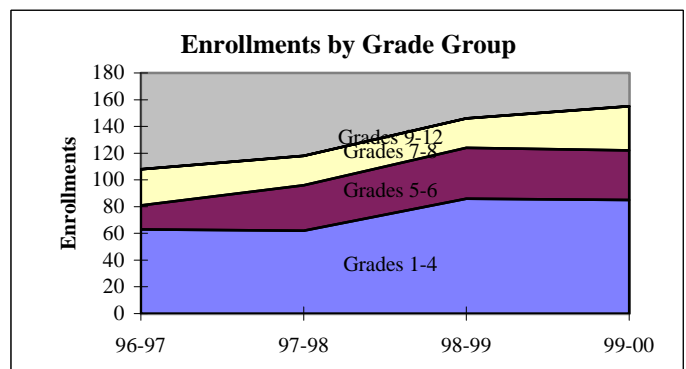
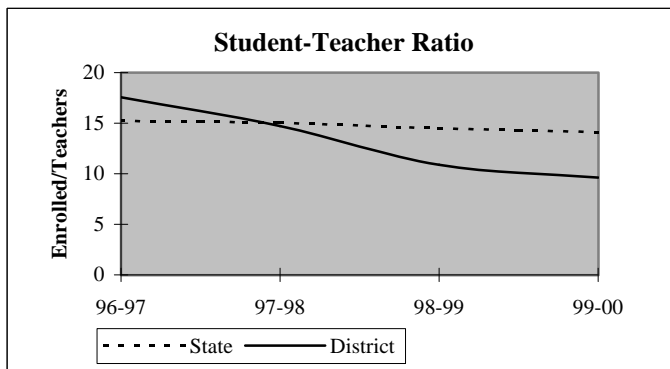


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	15.4	13.5	10.2	8.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	17.6	14.7	10.9	9.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	4	5	3	-	-	-	-	-
% Change in Educators	33.3%	0.0%	50.0%	41.7%	17.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	28	39	12	-1	-	-	-	-	-
% Change in Enrollments	14.5%	29.5%	31.7%	7.4%	-0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	37.5%	0.0%	25.0%	17.6%	15.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	12.5%	8.3%	5.9%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	8.3%	5.9%	5.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	12.5%	12.5%	8.3%	5.9%	5.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.1	45.1	41.1	41.3	37.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	14.7	10.3	8.4	6.3	12.1	12.3	12.3	12.2	12.2
Average Salary	22,864	28,872	26,746	26,733	25,673	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	9.1%	6.3%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	85.7%	81.8%	75.0%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	0.0%	9.1%	12.5%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	70.5%	88.6%	82.7%	63.4%	33.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	6	10	14	25.0%	25.0%	50.0%	58.8%	70.0%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	16.7%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	6	5	6	5	75.0%	75.0%	41.7%	35.3%	25.0%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	1	1	0.0%	0.0%	8.3%	5.9%	5.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	1	1	0.0%	12.5%	8.3%	5.9%	5.0%

## District Report for: COTTONWOOD

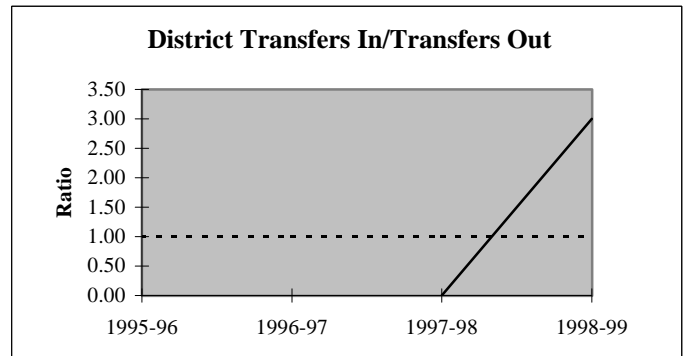
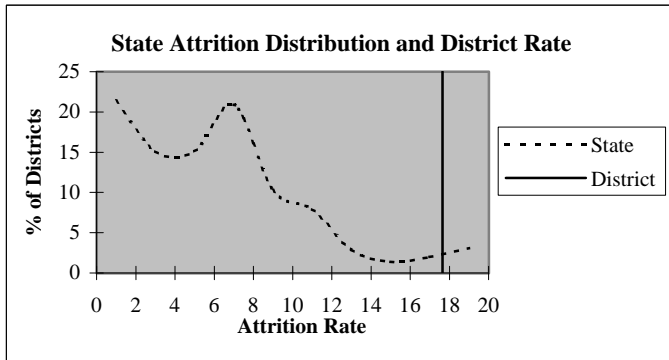
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	8	8	12	17	20	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	12.5%	12.5%	8.3%	5.9%	5.0%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.0%
<b>Total Teachers</b>	7	7	11	16	18	87.5%	87.5%	91.7%	94.1%	90.0%
Special Education	1	0	1	2	1	14.3%	0.0%	9.1%	12.5%	5.6%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	6.3%	5.6%
Elementary	6	7	10	13	16	85.7%	100.0%	90.9%	81.3%	88.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	95	123	162	174	173	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	15	44	27	16	20.0%	12.2%	27.2%	15.5%	9.2%
Grades 1-4	46	63	62	86	85	48.4%	51.2%	38.3%	49.4%	49.1%
Grades 5-6	19	18	34	38	37	20.0%	14.6%	21.0%	21.8%	21.4%
Grades 7-8	11	27	22	22	33	11.6%	22.0%	13.6%	12.6%	19.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	1	2	0.0%	0.0%	0.0%	0.6%	1.2%



## District Report for: COTTONWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	8	8	12	17	20	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	8	8	11	14	62.5%	100.0%	66.7%	64.7%	70.0%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>37.5%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>35.3%</b>	<b>30.0%</b>
Transfers In	0	0	0	3	1	0.0%	0.0%	0.0%	50.0%	16.7%
Reentrants	1	0	1	0	0	33.3%	0.0%	25.0%	0.0%	0.0%
First Time Educators	2	0	3	3	5	66.7%	0.0%	75.0%	50.0%	83.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>17.6%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	100.0%	33.3%	-
Leave Oklahoma Educ.	0	0	0	2	-	0.0%	0.0%	0.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	8.3%	17.6%	-
Transfers In/Out	nc	nc	0.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	3
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	5
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 8

## District Report for: COTTONWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	12.5%	12.5%	8.3%	5.9%	5.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	7	7	11	16	18	87.5%	87.5%	91.7%	94.1%	90.0%
White - Females	6	6	9	12	13	85.7%	85.7%	81.8%	75.0%	72.2%
White - Males	1	1	1	3	4	14.3%	14.3%	9.1%	18.8%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	9.1%	6.3%	5.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	6.3%	6.3%
25-29	1	0	1	1	4	14.3%	0.0%	9.1%	6.3%	25.0%
30-34	0	1	3	3	3	0.0%	14.3%	27.3%	18.8%	18.8%
35-39	0	0	0	1	0	0.0%	0.0%	0.0%	6.3%	0.0%
40-44	2	1	2	3	3	28.6%	14.3%	18.2%	18.8%	18.8%
45-49	2	3	3	4	3	28.6%	42.9%	27.3%	25.0%	18.8%
50-54	2	2	1	2	1	28.6%	28.6%	9.1%	12.5%	6.3%
55+	0	0	1	1	1	0.0%	0.0%	9.1%	6.3%	6.3%
<b>Average Age</b>	44.1	45.1	41.1	41.3	37.4					

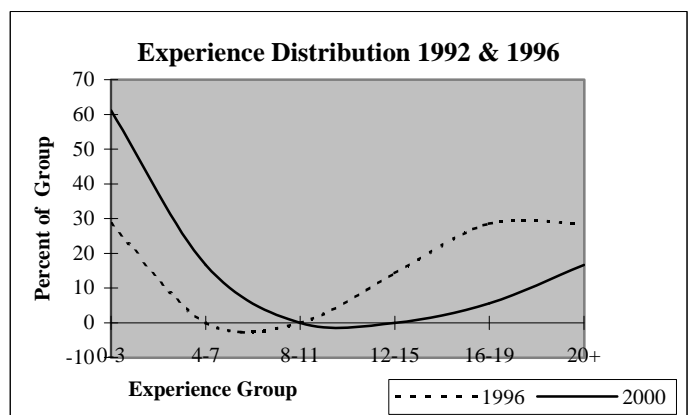
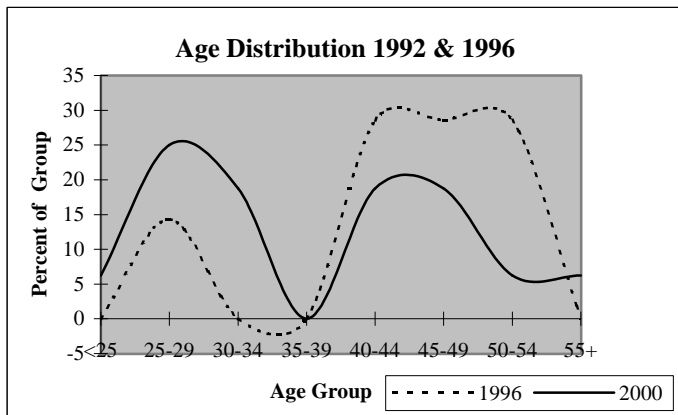
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	6	9	11	28.6%	28.6%	54.5%	56.3%	61.1%
4-7 Years	0	0	0	1	3	0.0%	0.0%	0.0%	6.3%	16.7%
8-11 Years	0	0	0	1	0	0.0%	0.0%	0.0%	6.3%	0.0%
12-15 Years	1	1	1	0	0	14.3%	14.3%	9.1%	0.0%	0.0%
16-19 Years	2	0	0	1	1	28.6%	0.0%	0.0%	6.3%	5.6%
20+ Years	2	4	4	4	3	28.6%	57.1%	36.4%	25.0%	16.7%
<b>Average Experience</b>	13.7	14.7	10.3	8.4	6.3					

## District Report for: COTTONWOOD

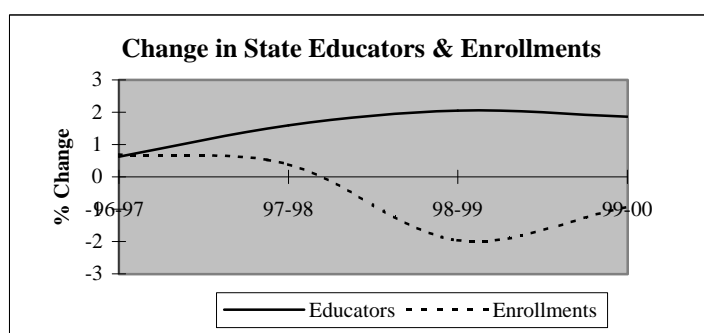
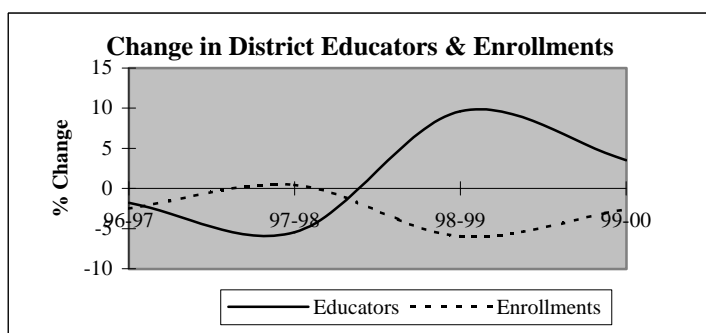
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	3	-	0.0%	0.0%	8.3%	17.6%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	8.3%	5.9%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	11.8%	-
Teacher Attrition	0	0	1	3	-	0.0%	0.0%	9.1%	18.8%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	9.1%	6.3%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	12.5%	-
<b>District Retention</b>										
Educator Retention	8	8	11	14	-	100.0%	100.0%	91.7%	82.4%	-
Teacher Retention	7	7	10	13	-	100.0%	100.0%	90.9%	81.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	11.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	62.5%	100.0%	66.7%	82.4%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	37.5%	0.0%	33.3%	17.6%	25.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COALGATE

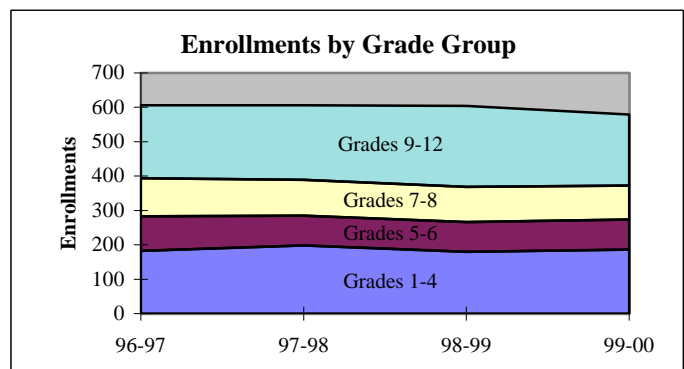
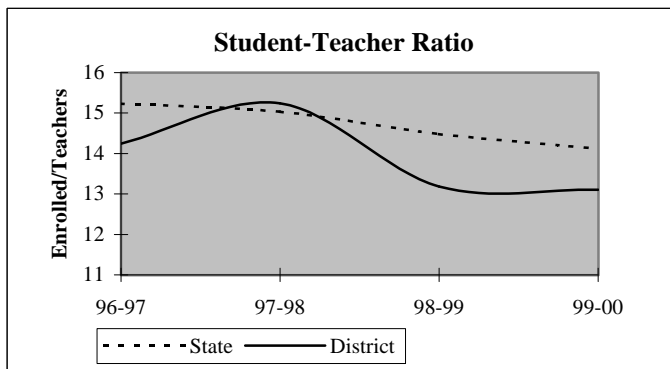


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	12.7	13.5	11.6	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	14.2	15.2	13.2	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-3	5	2	-	-	-	-	-
% Change in Educators	0.0%	-1.8%	-5.5%	9.6%	3.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	-18	3	-42	-17	-	-	-	-	-
% Change in Enrollments	-0.4%	-2.5%	0.4%	-6.0%	-2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.8%	5.5%	3.8%	10.5%	8.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.3%	7.7%	7.0%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	3.6%	3.8%	5.3%	10.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.4%	5.5%	7.7%	7.0%	10.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	42.4	42.6	42.1	42.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	13.6	13.7	13.0	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,224	28,282	29,646	28,937	29,713	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	6.1%	8.7%	8.0%	10.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.5%	75.5%	78.3%	82.0%	81.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.1%	6.1%	6.5%	8.0%	8.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.3%	34.0%	34.0%	37.4%	38.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	14	12	17	20	26.8%	25.5%	23.1%	29.8%	33.9%
Attrition	3	4	4	2	0					
Attrition Rate	20.0%	28.6%	33.3%	11.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	38	38	38	36	34	67.9%	69.1%	73.1%	63.2%	57.6%
Attrition	2	1	3	3	0					
Attrition Rate	5.3%	2.6%	7.9%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	2	4	5	5.4%	5.5%	3.8%	7.0%	8.5%
Attrition	1	2	0	0	0					
Attrition Rate	33.3%	66.7%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	4	6	9	7.1%	7.3%	7.7%	10.5%	15.3%

## District Report for: COALGATE

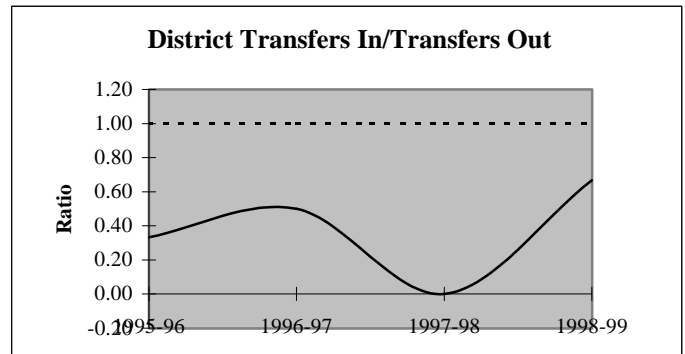
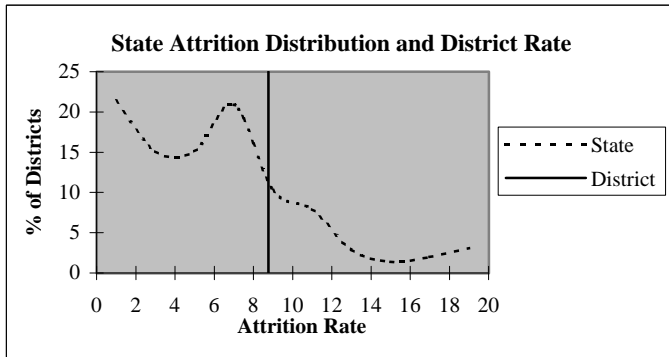
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	56	55	52	57	59	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.1%	7.3%	7.7%	7.0%	6.8%
Professional Staff	3	2	2	3	6	5.4%	3.6%	3.8%	5.3%	10.2%
<b>Total Teachers</b>	49	49	46	50	49	87.5%	89.1%	88.5%	87.7%	83.1%
Special Education	3	3	3	4	4	6.1%	6.1%	6.5%	8.0%	8.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	20	20	19	21	21	40.8%	40.8%	41.3%	42.0%	42.9%
<b>Middle School</b>	10	10	8	7	7	20.4%	20.4%	17.4%	14.0%	14.3%
Language Arts	2	2	2	2	1	4.1%	4.1%	4.3%	4.0%	2.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	1	1	4.1%	2.0%	2.2%	2.0%	2.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	2.0%	2.0%	2.2%	2.0%	2.0%
Science	2	2	1	1	1	4.1%	4.1%	2.2%	2.0%	2.0%
Vocational Education	1	0	0	0	0	2.0%	0.0%	0.0%	0.0%	0.0%
Other	2	4	3	2	3	4.1%	8.2%	6.5%	4.0%	6.1%
<b>High School (9-12)</b>	16	16	16	18	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	3	3	2	2	10.2%	6.1%	6.5%	4.0%	4.1%
Art & Music	1	1	1	1	1	2.0%	2.0%	2.2%	2.0%	2.0%
Social Studies	2	2	3	2	3	4.1%	4.1%	6.5%	4.0%	6.1%
Foreign Language	1	1	0	1	1	2.0%	2.0%	0.0%	2.0%	2.0%
Math	3	2	2	2	2	6.1%	4.1%	4.3%	4.0%	4.1%
<b>Science</b>	1	2	2	1	1	2.0%	4.1%	4.3%	2.0%	2.0%
Biology	0	1	1	0	0	0.0%	2.0%	2.2%	0.0%	0.0%
Chemistry	1	1	1	0	0	2.0%	2.0%	2.2%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	1	0.0%	0.0%	0.0%	2.0%	2.0%
Vocational Education	1	3	3	3	4	2.0%	6.1%	6.5%	6.0%	8.2%
Other	2	2	2	6	3	4.1%	4.1%	4.3%	12.0%	6.1%
<b>Total Enrollments</b>	716	698	701	659	642	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	54	92	95	55	59	7.5%	13.2%	13.6%	8.3%	9.2%
Grades 1-4	214	182	198	180	186	29.9%	26.1%	28.2%	27.3%	29.0%
Grades 5-6	114	101	87	86	88	15.9%	14.5%	12.4%	13.1%	13.7%
Grades 7-8	105	111	104	103	98	14.7%	15.9%	14.8%	15.6%	15.3%
Grades 9-12	229	212	217	235	207	32.0%	30.4%	31.0%	35.7%	32.2%
Ungraded	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	0.6%



## District Report for: COALGATE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	56	55	52	57	59	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	50	48	45	52	94.6%	90.9%	92.3%	78.9%	88.1%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>12</b>	<b>7</b>	<b>5.4%</b>	<b>9.1%</b>	<b>7.7%</b>	<b>21.1%</b>	<b>11.9%</b>
Transfers In	1	1	0	2	3	33.3%	20.0%	0.0%	16.7%	42.9%
Reentrants	1	1	1	5	1	33.3%	20.0%	25.0%	41.7%	14.3%
First Time Educators	1	3	3	5	3	33.3%	60.0%	75.0%	41.7%	42.9%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>-</b>	<b>10.7%</b>	<b>12.7%</b>	<b>13.5%</b>	<b>8.8%</b>	<b>-</b>
Transfers Out	3	2	4	3	-	50.0%	28.6%	57.1%	60.0%	-
Leave Oklahoma Educ.	3	5	3	2	-	50.0%	71.4%	42.9%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	10.7%	12.7%	13.5%	8.8%	-
Transfers In/Out	0.33	0.50	0.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	28	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	2
SEOSU, Durant	14	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	56



## District Report for: COALGATE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.1%	7.3%	7.7%	7.0%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	3	6	5.4%	3.6%	3.8%	5.3%	10.2%
White - Females	1	1	1	2	3	33.3%	50.0%	50.0%	66.7%	50.0%
White - Males	2	1	1	1	2	66.7%	50.0%	50.0%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	49	49	46	50	49	87.5%	89.1%	88.5%	87.7%	83.1%
White - Females	35	35	33	38	36	71.4%	71.4%	71.7%	76.0%	73.5%
White - Males	11	11	9	8	8	22.4%	22.4%	19.6%	16.0%	16.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	3	4	4.1%	4.1%	6.5%	6.0%	8.2%
Other - Males	1	1	1	1	1	2.0%	2.0%	2.2%	2.0%	2.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	2.0%	2.0%	0.0%	0.0%	0.0%
25-29	2	3	4	6	7	4.1%	6.1%	8.7%	12.5%	15.2%
30-34	9	8	7	5	3	18.4%	16.3%	15.2%	10.4%	6.5%
35-39	6	6	5	6	7	12.2%	12.2%	10.9%	12.5%	15.2%
40-44	10	9	8	9	8	20.4%	18.4%	17.4%	18.8%	17.4%
45-49	10	10	12	13	10	20.4%	20.4%	26.1%	27.1%	21.7%
50-54	8	7	7	7	7	16.3%	14.3%	15.2%	14.6%	15.2%
55+	3	5	3	2	4	6.1%	10.2%	6.5%	4.2%	8.7%
<b>Average Age</b>	41.9	42.4	42.6	42.1	42.2					

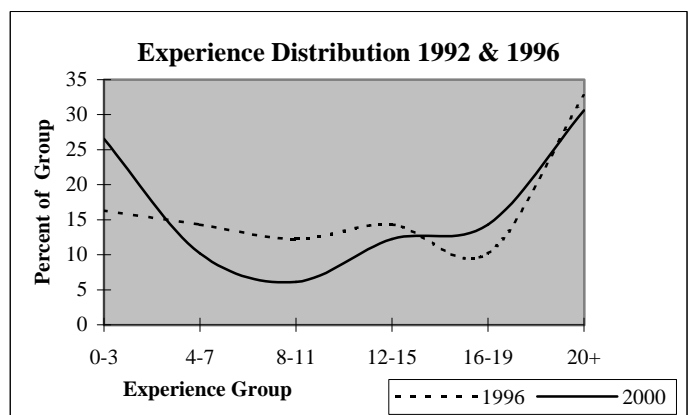
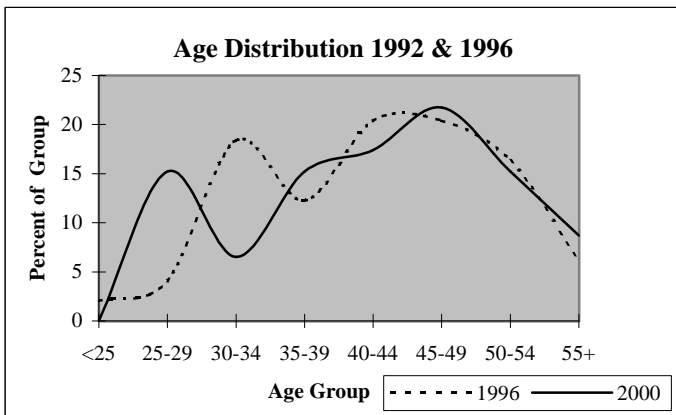
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	9	6	13	13	16.3%	18.4%	13.0%	26.0%	26.5%
4-7 Years	7	5	6	4	5	14.3%	10.2%	13.0%	8.0%	10.2%
8-11 Years	6	6	5	4	3	12.2%	12.2%	10.9%	8.0%	6.1%
12-15 Years	7	8	8	8	6	14.3%	16.3%	17.4%	16.0%	12.2%
16-19 Years	5	5	8	9	7	10.2%	10.2%	17.4%	18.0%	14.3%
20+ Years	16	16	13	12	15	32.7%	32.7%	28.3%	24.0%	30.6%
<b>Average Experience</b>	13.4	13.6	13.7	13.0	13.2					

## District Report for: COALGATE

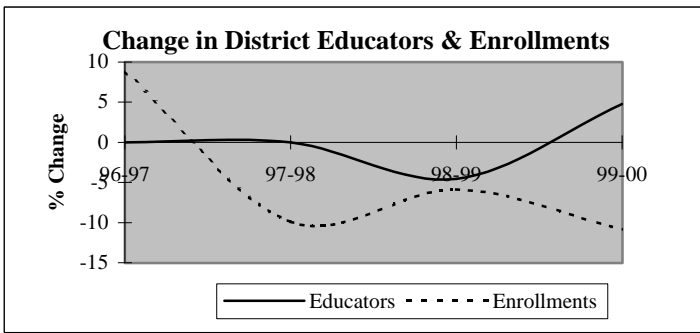
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	7	7	5	-	10.7%	12.7%	13.5%	8.8%	-
Attrition from Transfers	3	2	4	3	-	5.4%	3.6%	7.7%	5.3%	-
Attrition from Exits	3	5	3	2	-	5.4%	9.1%	5.8%	3.5%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>10.2%</b>	<b>14.3%</b>	<b>15.2%</b>	<b>8.0%</b>	<b>-</b>
Attrition from Transfers	3	2	4	2	-	6.1%	4.1%	8.7%	4.0%	-
Attrition from Exits	2	5	3	2	-	4.1%	10.2%	6.5%	4.0%	-
<b>District Retention</b>										
Educator Retention	50	48	45	52	-	89.3%	87.3%	86.5%	91.2%	-
Teacher Retention	44	42	39	46	-	89.8%	85.7%	84.8%	92.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	6.3%	93.8%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	20.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	16.7%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.8%	1.8%	0.0%	0.0%	5.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.6%	90.9%	92.3%	82.5%	88.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	7.3%	7.7%	17.5%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TUPELO

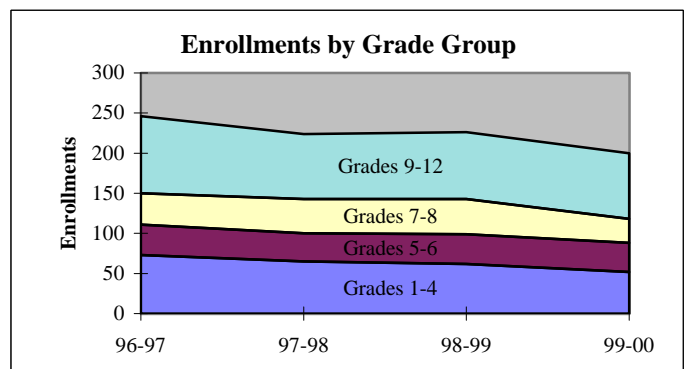
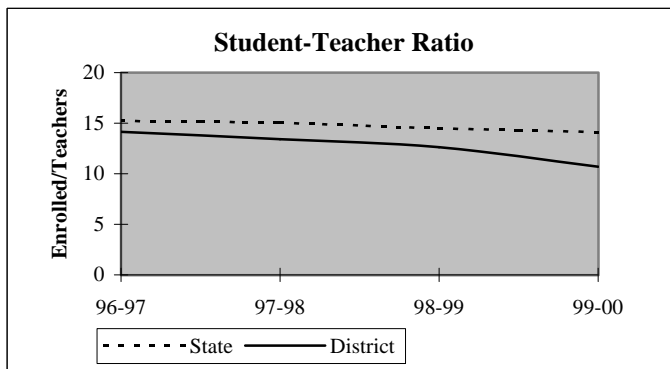


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.8	12.9	11.6	11.4	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	14.2	13.4	12.6	10.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	0	-1	1	-	-	-	-	-
% Change in Educators	4.8%	0.0%	0.0%	-4.5%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	23	-28	-15	-26	-	-	-	-	-
% Change in Enrollments	2.8%	8.8%	-9.9%	-5.9%	-10.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	4.5%	0.0%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.5%	9.1%	4.8%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	4.5%	4.5%	4.8%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	13.6%	18.2%	22.7%	23.8%	22.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.7	44.3	43.6	42.5	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	15.7	14.7	13.5	13.5	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,772	29,834	30,322	30,820	30,116	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	15.0%	20.0%	26.3%	26.3%	25.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	70.0%	73.7%	68.4%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	10.0%	10.5%	5.3%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.3%	36.7%	35.3%	35.3%	34.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	7	7	7	7	22.7%	31.8%	31.8%	33.3%	31.8%
Attrition	2	0	2	1	0					
Attrition Rate	40.0%	0.0%	28.6%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	11	12	12	12	63.6%	50.0%	54.5%	57.1%	54.5%
Attrition	3	0	0	0	0					
Attrition Rate	21.4%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	4	3	2	3	13.6%	18.2%	13.6%	9.5%	13.6%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	25.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	4	3	3	4	22.7%	18.2%	13.6%	14.3%	18.2%

## District Report for: TUPELO

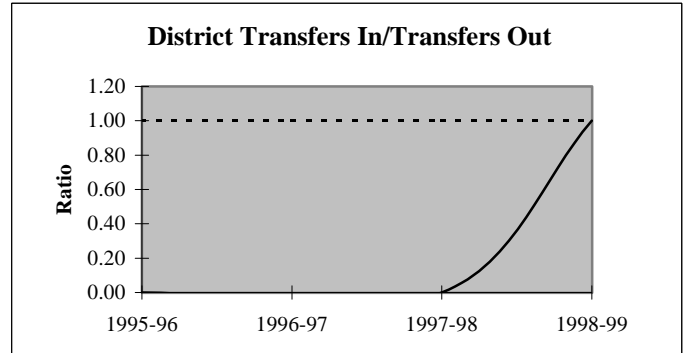
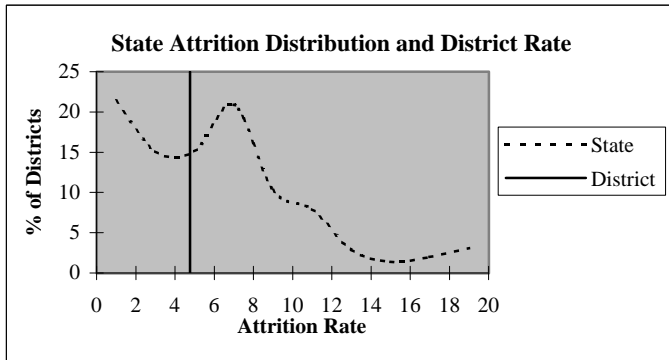
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	22	22	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	4.5%	4.5%	9.1%	4.8%	4.5%
Professional Staff	1	1	1	1	1	4.5%	4.5%	4.5%	4.8%	4.5%
<b>Total Teachers</b>	20	20	19	19	20	90.9%	90.9%	86.4%	90.5%	90.9%
Special Education	2	2	2	1	2	10.0%	10.0%	10.5%	5.3%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	10	45.0%	45.0%	47.4%	47.4%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	8	9	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	10.0%	10.0%	10.5%	10.5%	10.0%
Art & Music	1	1	1	1	0	5.0%	5.0%	5.3%	5.3%	0.0%
Social Studies	1	1	0	0	0	5.0%	5.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.0%	5.0%	5.3%	5.3%	5.0%
<b>Science</b>	1	1	1	1	1	5.0%	5.0%	5.3%	5.3%	5.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.0%	5.0%	5.3%	5.3%	5.0%
Vocational Education	2	2	1	1	1	10.0%	10.0%	5.3%	5.3%	5.0%
Other	1	1	2	3	3	5.0%	5.0%	10.5%	15.8%	15.0%
<b>Total Enrollments</b>	260	283	255	240	214	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	37	31	14	14	8.1%	13.1%	12.2%	5.8%	6.5%
Grades 1-4	55	73	65	62	52	21.2%	25.8%	25.5%	25.8%	24.3%
Grades 5-6	45	38	35	37	36	17.3%	13.4%	13.7%	15.4%	16.8%
Grades 7-8	46	39	43	44	30	17.7%	13.8%	16.9%	18.3%	14.0%
Grades 9-12	93	96	81	83	82	35.8%	33.9%	31.8%	34.6%	38.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TUPELO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	22	22	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	17	21	19	20	81.8%	77.3%	95.5%	90.5%	90.9%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>18.2%</b>	<b>22.7%</b>	<b>4.5%</b>	<b>9.5%</b>	<b>9.1%</b>
Transfers In	0	3	0	1	0	0.0%	60.0%	0.0%	50.0%	0.0%
Reentrants	1	1	0	0	1	25.0%	20.0%	0.0%	0.0%	50.0%
First Time Educators	3	1	1	1	1	75.0%	20.0%	100.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>22.7%</b>	<b>4.5%</b>	<b>13.6%</b>	<b>4.8%</b>	<b>-</b>
Transfers Out	3	0	1	1	-	60.0%	0.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	2	1	2	0	-	40.0%	100.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	22.7%	4.5%	13.6%	4.8%	-
Transfers In/Out	0.00	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	16	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	22

## District Report for: TUPELO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	4.5%	4.5%	9.1%	4.8%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.5%	4.5%	4.5%	4.8%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	20	19	19	20	90.9%	90.9%	86.4%	90.5%	90.9%
White - Females	13	12	11	10	12	65.0%	60.0%	57.9%	52.6%	60.0%
White - Males	4	4	3	4	3	20.0%	20.0%	15.8%	21.1%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	3	3	10.0%	10.0%	15.8%	15.8%	15.0%
Other - Males	1	2	2	2	2	5.0%	10.0%	10.5%	10.5%	10.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.3%
25-29	2	3	2	2	1	10.0%	15.0%	10.5%	10.5%	5.3%
30-34	0	1	2	3	3	0.0%	5.0%	10.5%	15.8%	15.8%
35-39	2	3	4	4	3	10.0%	15.0%	21.1%	21.1%	15.8%
40-44	4	2	2	2	3	20.0%	10.0%	10.5%	10.5%	15.8%
45-49	6	5	3	3	2	30.0%	25.0%	15.8%	15.8%	10.5%
50-54	2	2	2	2	3	10.0%	10.0%	10.5%	10.5%	15.8%
55+	4	4	4	3	3	20.0%	20.0%	21.1%	15.8%	15.8%
<b>Average Age</b>	45.7	44.3	43.6	42.5	43.0					

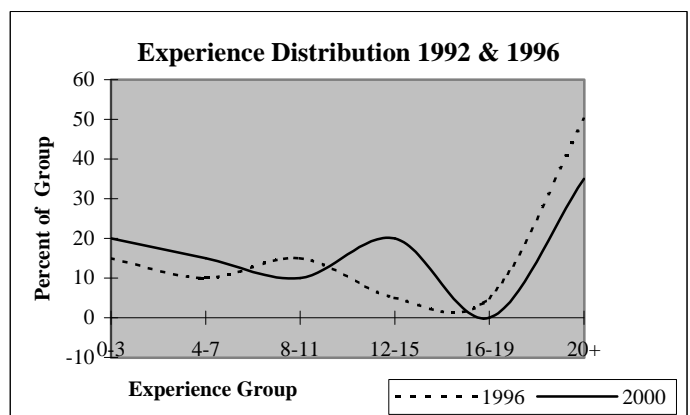
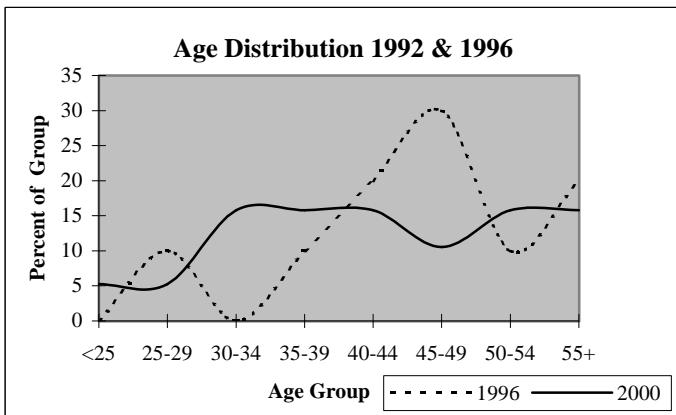
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	6	5	4	15.0%	25.0%	31.6%	26.3%	20.0%
4-7 Years	2	2	1	2	3	10.0%	10.0%	5.3%	10.5%	15.0%
8-11 Years	3	3	2	1	2	15.0%	15.0%	10.5%	5.3%	10.0%
12-15 Years	1	0	2	4	4	5.0%	0.0%	10.5%	21.1%	20.0%
16-19 Years	1	1	0	0	0	5.0%	5.0%	0.0%	0.0%	0.0%
20+ Years	10	9	8	7	7	50.0%	45.0%	42.1%	36.8%	35.0%
<b>Average Experience</b>	15.7	14.7	13.5	13.5	13.8					

## District Report for: TUPELO

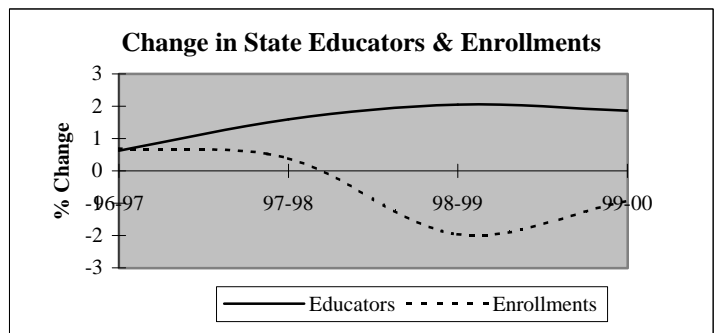
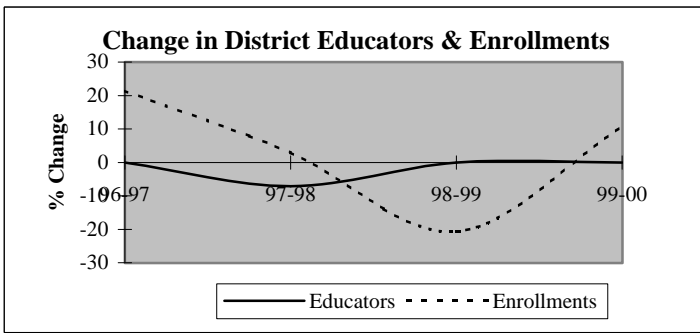
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	1	3	1	-	22.7%	4.5%	13.6%	4.8%	-
Attrition from Transfers	3	0	1	1	-	13.6%	0.0%	4.5%	4.8%	-
Attrition from Exits	2	1	2	0	-	9.1%	4.5%	9.1%	0.0%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>20.0%</b>	<b>5.0%</b>	<b>15.8%</b>	<b>5.3%</b>	<b>-</b>
Attrition from Transfers	2	0	1	1	-	10.0%	0.0%	5.3%	5.3%	-
Attrition from Exits	2	1	2	0	-	10.0%	5.0%	10.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	17	21	19	20	-	77.3%	95.5%	86.4%	95.2%	-
Teacher Retention	16	19	16	18	-	80.0%	95.0%	84.2%	94.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	0.0%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	25.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.8%	90.9%	95.5%	95.2%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.2%	9.1%	4.5%	4.8%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OLNEY



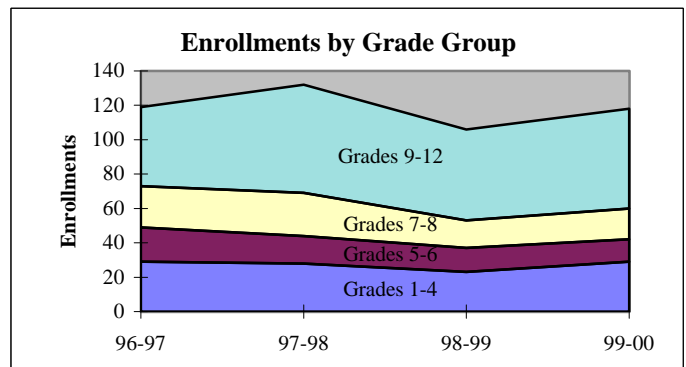
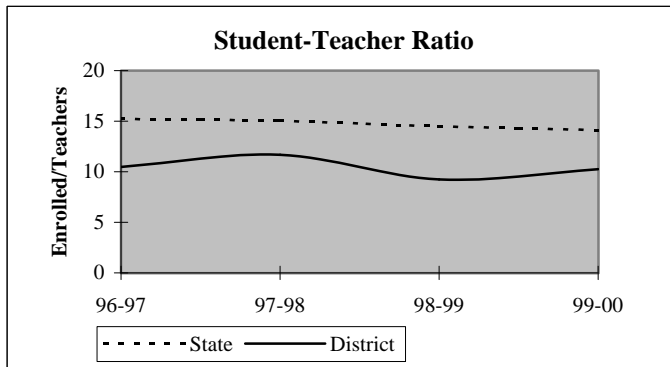
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.0	9.7	10.8	8.5	9.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.6	10.5	11.7	9.3	10.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	-1	0	0	-	-	-	-	-
% Change in Educators	16.7%	0.0%	-7.1%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-24	24	4	-29	12	-	-	-	-	-
% Change in Enrollments	-17.6%	21.4%	2.9%	-20.7%	10.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	0.0%	0.0%	0.0%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	7.7%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	28.6%	28.6%	30.8%	30.8%	15.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	40.1	41.6	43.0	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.9	12.8	14.4	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	27,630	28,719	29,419	30,164	29,615	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	23.1%	23.1%	25.0%	25.0%	16.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	76.9%	75.0%	75.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	7.7%	8.3%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	33.0%	39.0%	53.6%	46.8%	36.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	4	3	4	35.7%	35.7%	30.8%	23.1%	30.8%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	20.0%	25.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	8	7	8	7	64.3%	57.1%	53.8%	61.5%	53.8%
Attrition	0	0	0	3	0					
Attrition Rate	0.0%	0.0%	0.0%	37.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	2	2	2	0.0%	7.1%	15.4%	15.4%	15.4%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					



## District Report for: OLNEY

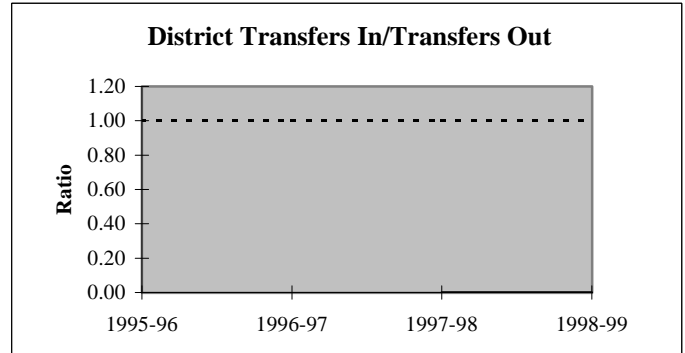
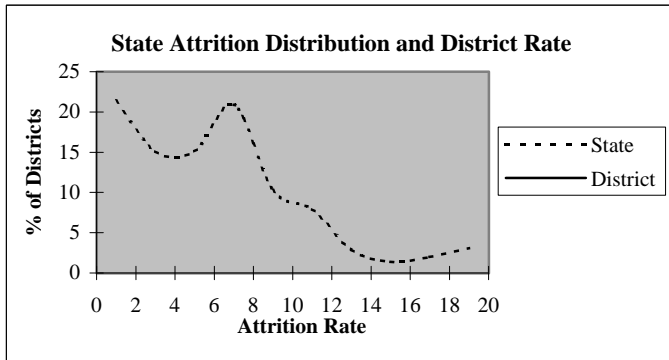
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	14	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	7.1%	7.7%	7.7%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	13	13	12	12	12	92.9%	92.9%	92.3%	92.3%	92.3%
Special Education	1	1	1	1	1	7.7%	7.7%	8.3%	8.3%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	5	5	5	46.2%	46.2%	41.7%	41.7%	41.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	6	6	6	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	7.7%	7.7%	8.3%	8.3%	8.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	2	2	15.4%	7.7%	8.3%	16.7%	16.7%
Foreign Language	1	0	1	0	0	7.7%	0.0%	8.3%	0.0%	0.0%
Math	1	1	1	1	1	7.7%	7.7%	8.3%	8.3%	8.3%
<b>Science</b>	1	1	1	1	1	7.7%	7.7%	8.3%	8.3%	8.3%
Biology	0	1	1	1	1	0.0%	7.7%	8.3%	8.3%	8.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	2	1	1	1	0.0%	15.4%	8.3%	8.3%	8.3%
<b>Total Enrollments</b>	112	136	140	111	123	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	17	8	5	5	8.0%	12.5%	5.7%	4.5%	4.1%
Grades 1-4	21	29	28	23	29	18.8%	21.3%	20.0%	20.7%	23.6%
Grades 5-6	20	20	16	14	13	17.9%	14.7%	11.4%	12.6%	10.6%
Grades 7-8	16	24	25	16	18	14.3%	17.6%	17.9%	14.4%	14.6%
Grades 9-12	46	46	63	53	58	41.1%	33.8%	45.0%	47.7%	47.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OLNEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	14	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	12	14	13	12	9	85.7%	100.0%	100.0%	92.3%	69.2%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>14.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>30.8%</b>
Transfers In	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	50.0%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	25.0%
First Time Educators	2	0	0	0	1	100.0%	0.0%	0.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>7.1%</b>	<b>7.7%</b>	<b>30.8%</b>	<b>-</b>
Transfers Out	0	0	1	4	-	0.0%	0.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	7.1%	7.7%	30.8%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	14

## District Report for: OLNEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	7.1%	7.7%	7.7%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	13	12	12	12	92.9%	92.9%	92.3%	92.3%	92.3%
White - Females	7	7	6	6	8	53.8%	53.8%	50.0%	50.0%	66.7%
White - Males	3	3	3	3	2	23.1%	23.1%	25.0%	25.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	1	23.1%	23.1%	25.0%	25.0%	8.3%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	3	2	2	23.1%	23.1%	25.0%	16.7%	18.2%
30-34	2	2	0	1	1	15.4%	15.4%	0.0%	8.3%	9.1%
35-39	3	2	3	1	0	23.1%	15.4%	25.0%	8.3%	0.0%
40-44	1	2	2	4	2	7.7%	15.4%	16.7%	33.3%	18.2%
45-49	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
50-54	3	3	2	2	2	23.1%	23.1%	16.7%	16.7%	18.2%
55+	1	1	2	2	3	7.7%	7.7%	16.7%	16.7%	27.3%
<b>Average Age</b>	39.1	40.1	41.6	43.0	45.0					

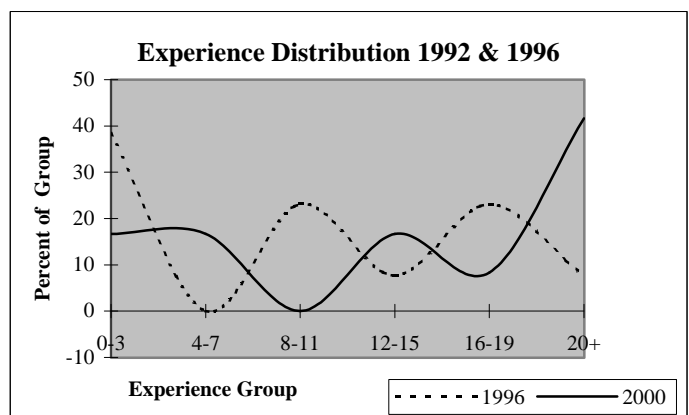
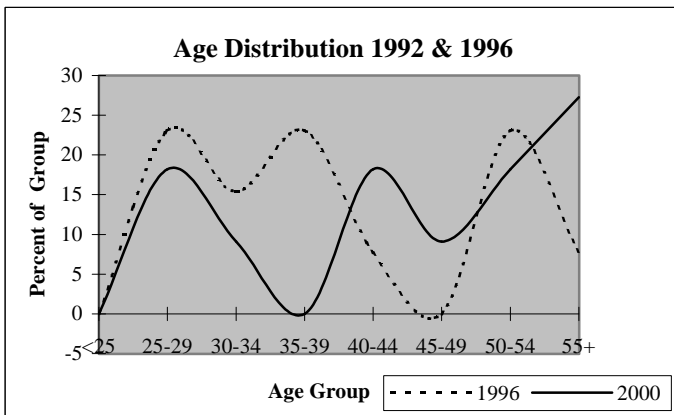
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	2	1	2	38.5%	38.5%	16.7%	8.3%	16.7%
4-7 Years	0	0	2	2	2	0.0%	0.0%	16.7%	16.7%	16.7%
8-11 Years	3	2	1	0	0	23.1%	15.4%	8.3%	0.0%	0.0%
12-15 Years	1	1	2	4	2	7.7%	7.7%	16.7%	33.3%	16.7%
16-19 Years	3	4	2	1	1	23.1%	30.8%	16.7%	8.3%	8.3%
20+ Years	1	1	3	4	5	7.7%	7.7%	25.0%	33.3%	41.7%
<b>Average Experience</b>	10.0	10.9	12.8	14.4	14.3					

## District Report for: OLNEY

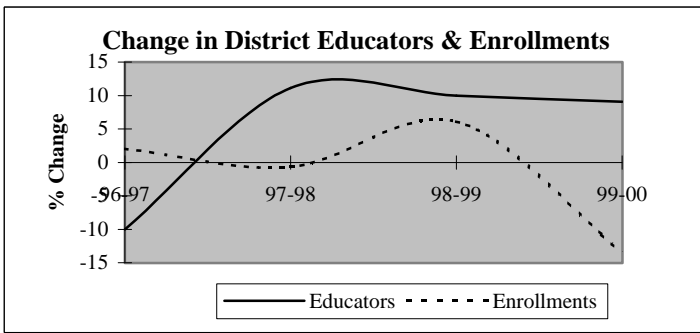
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	1	4	-	0.0%	7.1%	7.7%	30.8%	-
Attrition from Transfers	0	0	1	4	-	0.0%	0.0%	7.7%	30.8%	-
Attrition from Exits	0	1	0	0	-	0.0%	7.1%	0.0%	0.0%	-
Teacher Attrition	0	1	1	3	-	0.0%	7.7%	8.3%	25.0%	-
Attrition from Transfers	0	0	1	3	-	0.0%	0.0%	8.3%	25.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	7.7%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	13	12	9	-	100.0%	92.9%	92.3%	69.2%	-
Teacher Retention	13	12	11	9	-	100.0%	92.3%	91.7%	75.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	0.0%	100.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	7.1%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	92.9%	100.0%	92.3%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	0.0%	0.0%	7.7%	15.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FLOWER MOUND

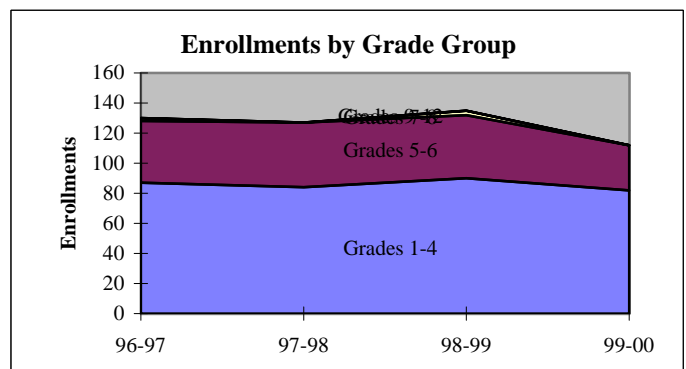
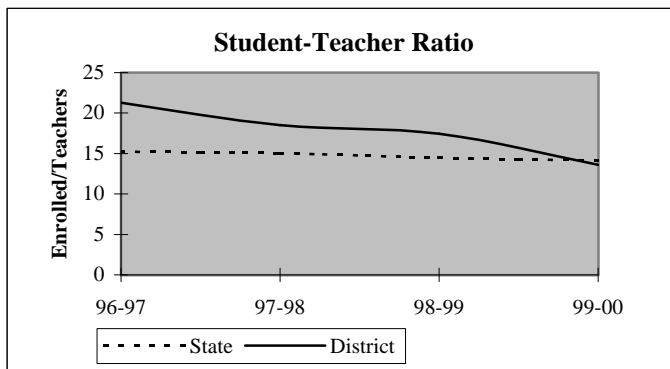


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.6	16.6	14.8	14.3	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.3	21.3	18.5	17.4	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	1	1	1	-	-	-	-	-
% Change in Educators	25.0%	-10.0%	11.1%	10.0%	9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	3	-1	9	-21	-	-	-	-	-
% Change in Enrollments	-5.2%	2.1%	-0.7%	6.1%	-13.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.0%	0.0%	10.0%	9.1%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	11.1%	10.0%	9.1%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	11.1%	10.0%	9.1%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	10.0%	11.1%	10.0%	9.1%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.4	38.8	36.4	37.9	36.3	42.0	42.3	42.5	42.7	43.0
Average Experience	5.0	6.1	6.6	6.8	5.1	12.1	12.3	12.3	12.2	12.2
Average Salary	24,747	28,674	27,706	28,885	27,387	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.5%	85.7%	75.0%	66.7%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	24.0%	22.8%	22.3%	27.4%	27.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	7	6	9	70.0%	66.7%	70.0%	54.5%	75.0%
Attrition	1	1	0	0	0					
Attrition Rate	14.3%	16.7%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	3	2	2	4	3	30.0%	22.2%	20.0%	36.4%	25.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
At Retirement Age	0	1	1	1	0	0.0%	11.1%	10.0%	9.1%	0.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
At Retirement in 5 yrs.	1	1	1	2	0	10.0%	11.1%	10.0%	18.2%	0.0%

## District Report for: FLOWER MOUND

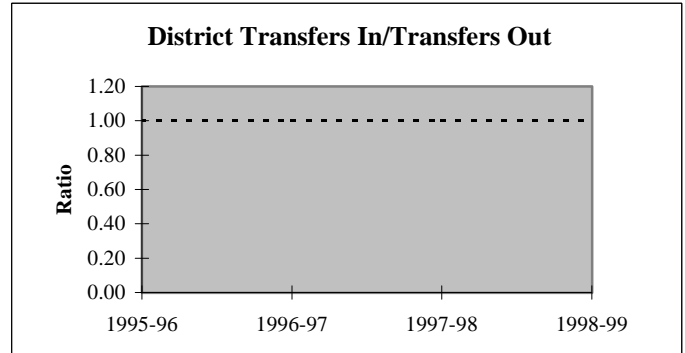
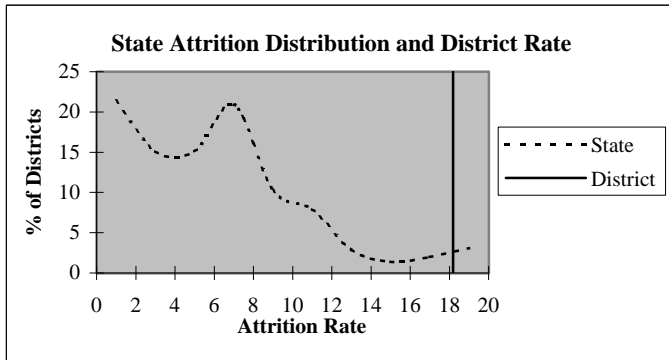
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	9	10	11	12	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	11.1%	10.0%	9.1%	8.3%
Professional Staff	1	1	1	1	1	10.0%	11.1%	10.0%	9.1%	8.3%
<b>Total Teachers</b>	8	7	8	9	10	80.0%	77.8%	80.0%	81.8%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
Elementary	8	7	8	9	9	100.0%	100.0%	100.0%	100.0%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	146	149	148	157	136	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	24	19	21	22	24	16.4%	12.8%	14.2%	14.0%	17.6%
Grades 1-4	79	87	84	90	82	54.1%	58.4%	56.8%	57.3%	60.3%
Grades 5-6	43	41	43	42	30	29.5%	27.5%	29.1%	26.8%	22.1%
Grades 7-8	0	2	0	3	0	0.0%	1.3%	0.0%	1.9%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FLOWER MOUND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	9	10	11	12	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	9	8	10	9	80.0%	100.0%	80.0%	90.9%	75.0%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>20.0%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>9.1%</b>	<b>25.0%</b>
Transfers In	0	0	2	1	1	0.0%	0.0%	100.0%	100.0%	33.3%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	2	0	0	0	2	100.0%	0.0%	0.0%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>10.0%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	1	1	0	1	-	100.0%	100.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	11.1%	0.0%	18.2%	-
Transfers In/Out	nc	nc	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	7
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>10</b>

## District Report for: FLOWER MOUND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	11.1%	10.0%	9.1%	8.3%
White - Females	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	10.0%	11.1%	10.0%	9.1%	8.3%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	8	7	8	9	10	80.0%	77.8%	80.0%	81.8%	83.3%
White - Females	7	6	6	6	8	87.5%	85.7%	75.0%	66.7%	80.0%
White - Males	1	1	2	3	2	12.5%	14.3%	25.0%	33.3%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	1	14.3%	16.7%	14.3%	0.0%	12.5%
25-29	2	1	2	3	2	28.6%	16.7%	28.6%	37.5%	25.0%
30-34	0	0	1	1	1	0.0%	0.0%	14.3%	12.5%	12.5%
35-39	1	1	0	0	0	14.3%	16.7%	0.0%	0.0%	0.0%
40-44	1	1	1	2	3	14.3%	16.7%	14.3%	25.0%	37.5%
45-49	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
50-54	1	2	2	1	0	14.3%	33.3%	28.6%	12.5%	0.0%
55+	0	0	0	1	1	0.0%	0.0%	0.0%	12.5%	12.5%
<b>Average Age</b>	36.4	38.8	36.4	37.9	36.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	3	3	5	62.5%	57.1%	37.5%	33.3%	50.0%
4-7 Years	2	2	4	3	2	25.0%	28.6%	50.0%	33.3%	20.0%
8-11 Years	0	0	0	2	2	0.0%	0.0%	0.0%	22.2%	20.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
20+ Years	1	1	1	1	0	12.5%	14.3%	12.5%	11.1%	0.0%
<b>Average Experience</b>	5.0	6.1	6.6	6.8	5.1					

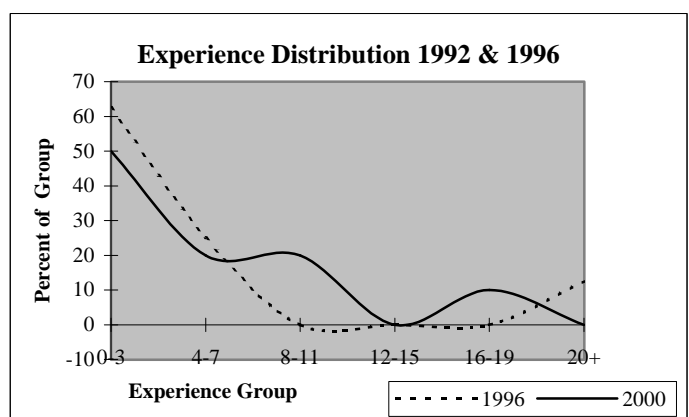
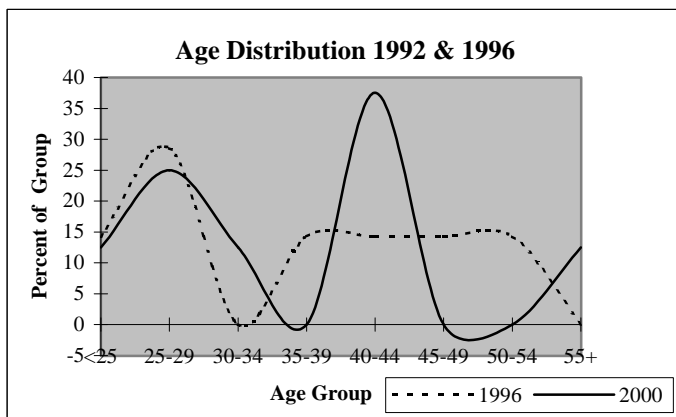


## District Report for: FLOWER MOUND

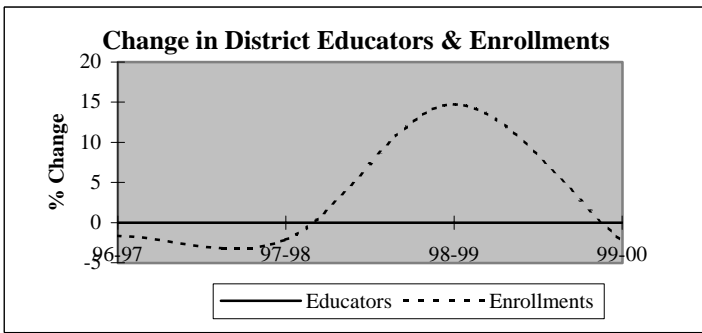
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	0	2	-	10.0%	11.1%	0.0%	18.2%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	9.1%	-
Attrition from Exits	1	1	0	1	-	10.0%	11.1%	0.0%	9.1%	-
Teacher Attrition	1	1	0	1	-	12.5%	14.3%	0.0%	11.1%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	11.1%	-
Attrition from Exits	1	1	0	0	-	12.5%	14.3%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	9	8	10	9	-	90.0%	88.9%	100.0%	81.8%	-
Teacher Retention	7	6	8	8	-	87.5%	85.7%	100.0%	88.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	0.0%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	11.1%	10.0%	9.1%	16.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	88.9%	90.0%	90.9%	66.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	0.0%	0.0%	0.0%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BISHOP



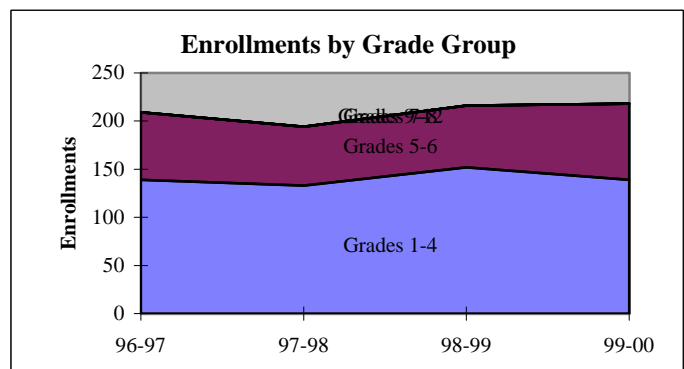
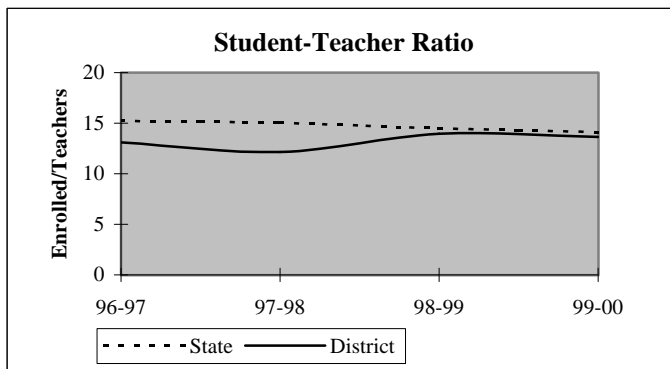
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	10.7	10.5	12.0	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	13.1	12.2	13.9	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	0	0	0	-	-	-	-	-
% Change in Educators	10.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-4	-5	34	-6	-	-	-	-	-
% Change in Enrollments	-1.6%	-1.7%	-2.1%	14.7%	-2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.5%	4.5%	9.1%	9.1%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.5%	4.5%	4.5%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	13.6%	13.6%	9.1%	9.1%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	13.6%	13.6%	9.1%	4.5%	4.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.3	39.3	38.9	39.4	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	6.7	7.7	7.7	8.2	8.8	12.1	12.3	12.3	12.2	12.2
Average Salary	26,734	27,143	27,768	27,351	28,845	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.1%	11.1%	5.3%	5.3%	5.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.9%	88.9%	94.7%	94.7%	94.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	11.1%	10.5%	10.5%	10.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	46.7%	51.3%	53.2%	52.8%	62.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	12	13	12	11	54.5%	54.5%	59.1%	54.5%	50.0%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	8.3%	7.7%	16.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	9	9	8	10	11	40.9%	40.9%	36.4%	45.5%	50.0%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	11.1%	0.0%	10.0%	0.0%					
At Retirement Age	1	1	1	0	0	4.5%	4.5%	4.5%	0.0%	0.0%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	1	1	0	1	4.5%	4.5%	4.5%	0.0%	4.5%

## District Report for: BISHOP

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	22	22	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.5%	4.5%	4.5%	4.5%	4.5%
Professional Staff	3	3	2	2	2	13.6%	13.6%	9.1%	9.1%	9.1%
<b>Total Teachers</b>	18	18	19	19	19	81.8%	81.8%	86.4%	86.4%	86.4%
Special Education	2	2	2	2	2	11.1%	11.1%	10.5%	10.5%	10.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	17	17	17	88.9%	88.9%	89.5%	89.5%	89.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

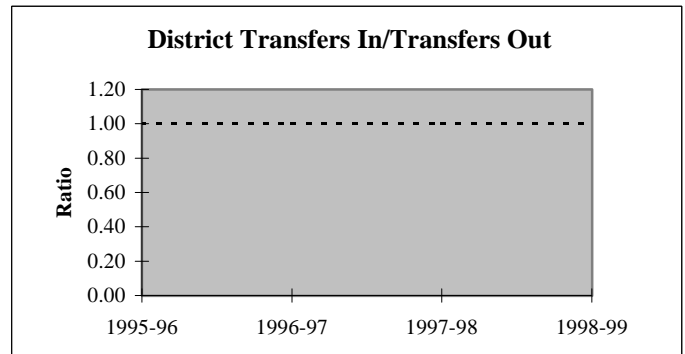
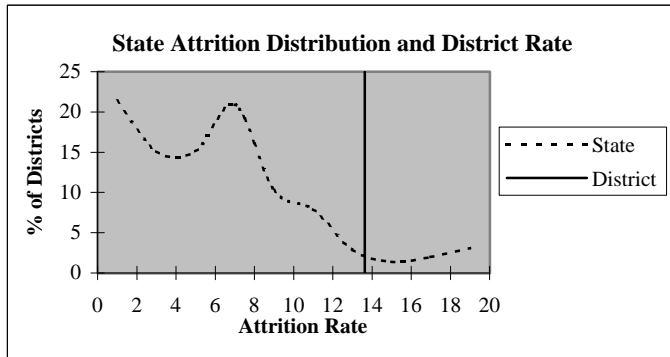
<b>Total Enrollments</b>	240	236	231	265	259	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	27	36	46	41	10.8%	11.4%	15.6%	17.4%	15.8%
Grades 1-4	145	139	133	152	139	60.4%	58.9%	57.6%	57.4%	53.7%
Grades 5-6	67	70	61	64	79	27.9%	29.7%	26.4%	24.2%	30.5%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	0	1	3	0	0.8%	0.0%	0.4%	1.1%	0.0%



## District Report for: BISHOP

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	22	22	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	22	20	20	19	77.3%	100.0%	90.9%	90.9%	86.4%
<b>Newly Hired</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>22.7%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>13.6%</b>
Transfers In	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Reentrants	2	0	0	0	0	40.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	3	0	2	2	2	60.0%	0.0%	100.0%	100.0%	66.7%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>13.6%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	33.3%	-
Leave Oklahoma Educ.	0	2	2	2	-	0.0%	100.0%	100.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	9.1%	9.1%	13.6%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	12
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>22</b>

## District Report for: BISHOP

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.5%	4.5%	4.5%	4.5%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	2	2	2	13.6%	13.6%	9.1%	9.1%	9.1%
White - Females	2	2	1	2	2	66.7%	66.7%	50.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	0	0	33.3%	33.3%	50.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	18	19	19	19	81.8%	81.8%	86.4%	86.4%	86.4%
White - Females	15	15	17	17	17	83.3%	83.3%	89.5%	89.5%	89.5%
White - Males	1	1	1	1	1	5.6%	5.6%	5.3%	5.3%	5.3%
Black - Females	1	1	1	1	1	5.6%	5.6%	5.3%	5.3%	5.3%
Black - Males	1	1	0	0	0	5.6%	5.6%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.3%
25-29	5	5	5	4	3	27.8%	27.8%	26.3%	21.1%	15.8%
30-34	2	2	3	2	1	11.1%	11.1%	15.8%	10.5%	5.3%
35-39	3	3	2	2	2	16.7%	16.7%	10.5%	10.5%	10.5%
40-44	2	2	2	3	4	11.1%	11.1%	10.5%	15.8%	21.1%
45-49	3	3	3	3	4	16.7%	16.7%	15.8%	15.8%	21.1%
50-54	2	1	3	3	3	11.1%	5.6%	15.8%	15.8%	15.8%
55+	1	2	1	1	1	5.6%	11.1%	5.3%	5.3%	5.3%
<b>Average Age</b>	38.3	39.3	38.9	39.4	41.6					

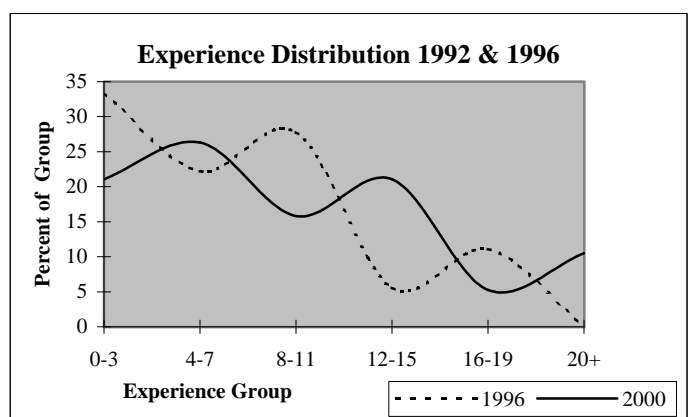
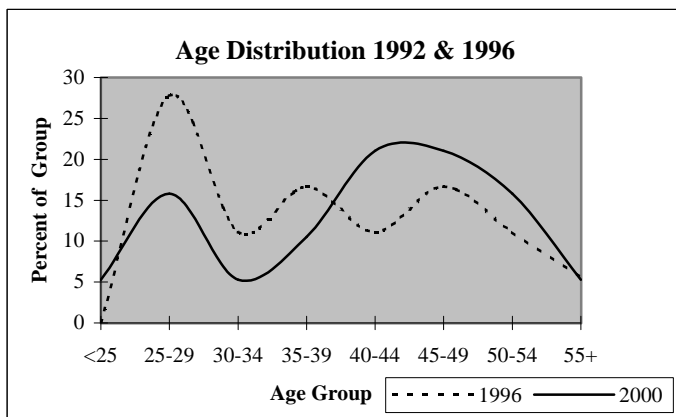
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	4	5	4	33.3%	33.3%	21.1%	26.3%	21.1%
4-7 Years	4	4	8	5	5	22.2%	22.2%	42.1%	26.3%	26.3%
8-11 Years	5	4	1	2	3	27.8%	22.2%	5.3%	10.5%	15.8%
12-15 Years	1	2	4	5	4	5.6%	11.1%	21.1%	26.3%	21.1%
16-19 Years	2	2	2	0	1	11.1%	11.1%	10.5%	0.0%	5.3%
20+ Years	0	0	0	2	2	0.0%	0.0%	0.0%	10.5%	10.5%
<b>Average Experience</b>	6.7	7.7	7.7	8.2	8.8					

## District Report for: BISHOP

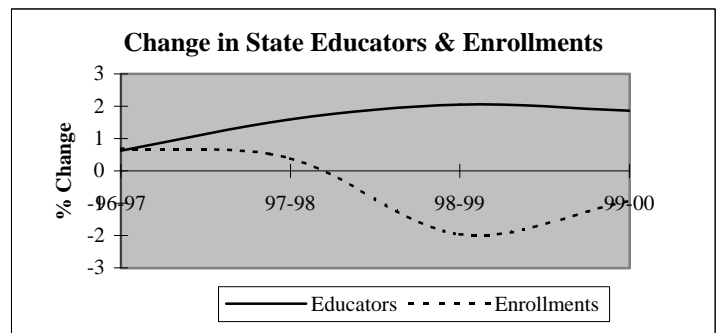
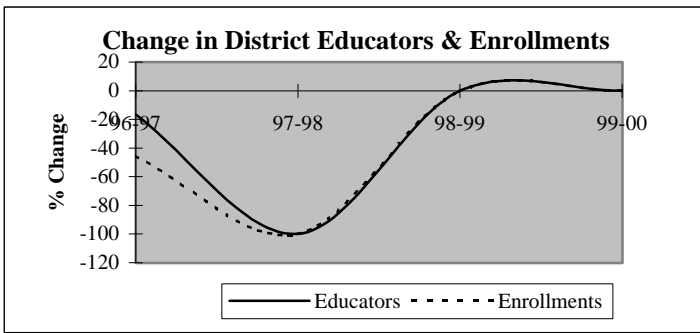
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	3	-	0.0%	9.1%	9.1%	13.6%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	4.5%	-
Attrition from Exits	0	2	2	2	-	0.0%	9.1%	9.1%	9.1%	-
<b>Teacher Attrition</b>	0	1	1	2	-	0.0%	5.6%	5.3%	10.5%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	5.3%	-
Attrition from Exits	0	1	1	1	-	0.0%	5.6%	5.3%	5.3%	-
<b>District Retention</b>										
Educator Retention	22	20	20	19	-	100.0%	90.9%	90.9%	86.4%	-
Teacher Retention	18	17	18	17	-	100.0%	94.4%	94.7%	89.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	0.0%	87.5%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.5%	4.5%	0.0%	4.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	72.7%	95.5%	90.9%	86.4%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	22.7%	0.0%	9.1%	9.1%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: STONY POINT

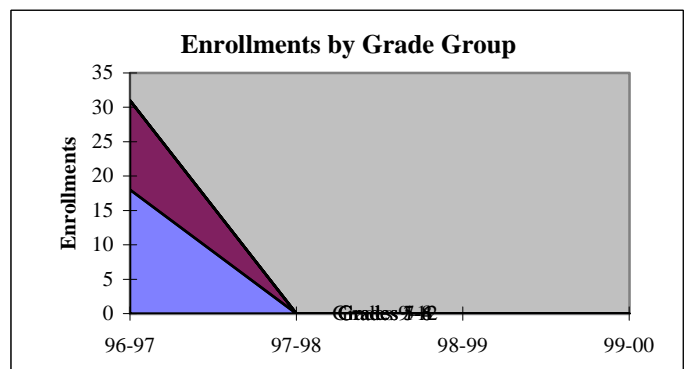
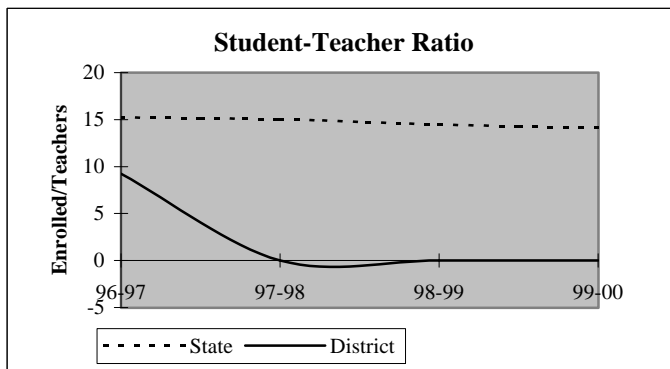


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	7.4	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	9.3	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-5	0	0	-	-	-	-	-
% Change in Educators	0.0%	-16.7%	-100.0%	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	-31	-37	0	0	-	-	-	-	-
% Change in Enrollments	17.2%	-45.6%	-100.0%	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	20.0%	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	47.8	47.0	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	15.8	15.3	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	27,710	29,339	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.1%	56.8%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1	1	0	0	0	16.7%	20.0%	0.0%	0.0%	0.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	3	0	0	0	66.7%	60.0%	0.0%	0.0%	0.0%
Attrition	1	3	0	0	0					
Attrition Rate	25.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	0	0	0	16.7%	20.0%	0.0%	0.0%	0.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	0	0	0	16.7%	20.0%	0.0%	0.0%	0.0%

## District Report for: STONY POINT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	5	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	0	0	0	16.7%	20.0%	0.0%	0.0%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	4	0	0	0	83.3%	80.0%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	4	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	68	37	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	6	0	0	0	14.7%	16.2%	0.0%	0.0%	0.0%
Grades 1-4	26	18	0	0	0	38.2%	48.6%	0.0%	0.0%	0.0%
Grades 5-6	19	13	0	0	0	27.9%	35.1%	0.0%	0.0%	0.0%
Grades 7-8	13	0	0	0	0	19.1%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

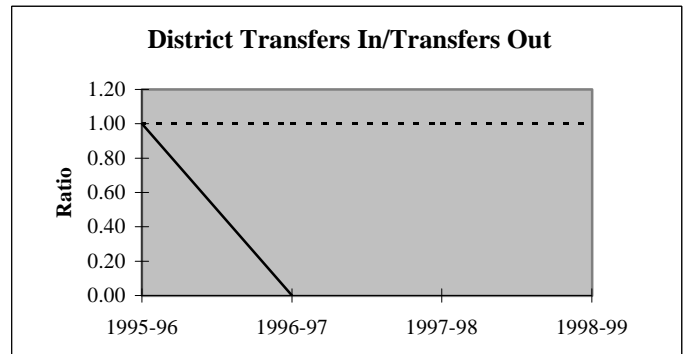
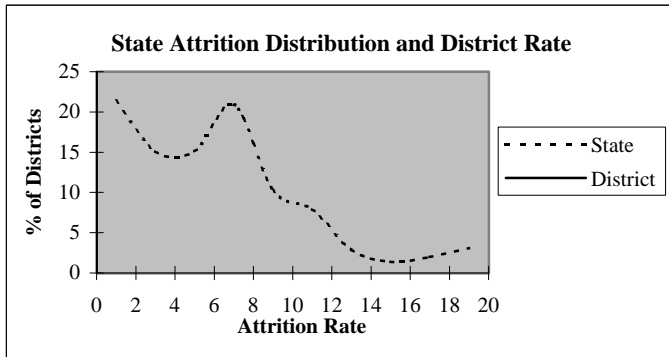




## District Report for: STONY POINT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	5	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	5	0	0	0	66.7%	100.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>16.7%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	4	0	0	-	100.0%	80.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	20.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	100.0%	nc	nc	-
Transfers In/Out	1.00	0.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	6

## District Report for: STONY POINT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	0	0	0	16.7%	20.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	4	0	0	0	83.3%	80.0%	0.0%	0.0%	0.0%
White - Females	5	4	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	1	1	0	0	0	20.0%	25.0%	0.0%	0.0%	0.0%
40-44	1	1	0	0	0	20.0%	25.0%	0.0%	0.0%	0.0%
45-49	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
50-54	1	1	0	0	0	20.0%	25.0%	0.0%	0.0%	0.0%
55+	2	1	0	0	0	40.0%	25.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	47.8	47.0	0.0	0.0	0.0					

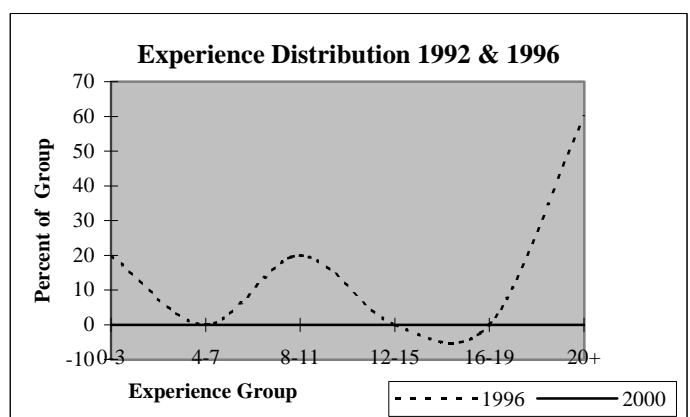
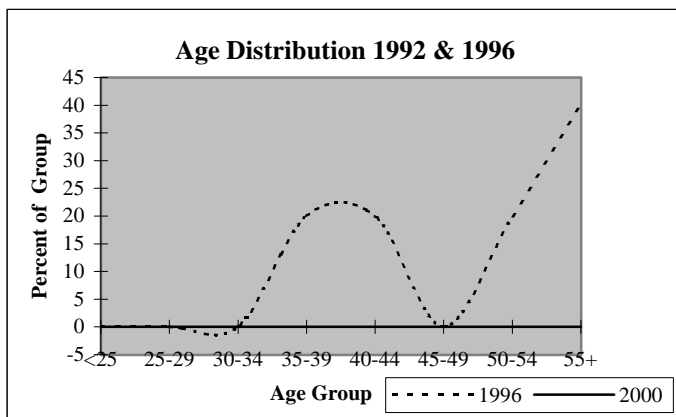
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	0	0	0	20.0%	25.0%	0.0%	0.0%	0.0%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	1	1	0	0	0	20.0%	25.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	3	2	0	0	0	60.0%	50.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	15.8	15.3	0.0	0.0	0.0					

## District Report for: STONY POINT

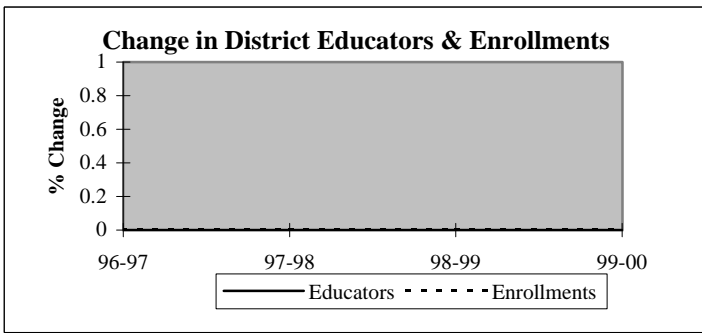
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	0	0	-	16.7%	100.0%	nc	nc	-
Attrition from Transfers	1	4	0	0	-	16.7%	80.0%	nc	nc	-
Attrition from Exits	0	1	0	0	-	0.0%	20.0%	nc	nc	-
<b>Teacher Attrition</b>	1	4	0	0	-	20.0%	100.0%	nc	nc	-
Attrition from Transfers	1	3	0	0	-	20.0%	75.0%	nc	nc	-
Attrition from Exits	0	1	0	0	-	0.0%	25.0%	nc	nc	-
<b>District Retention</b>										
Educator Retention	5	0	0	0	-	83.3%	0.0%	nc	nc	-
Teacher Retention	4	0	0	0	-	80.0%	0.0%	nc	nc	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	100.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	100.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	100.0%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	0.0%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FAXON

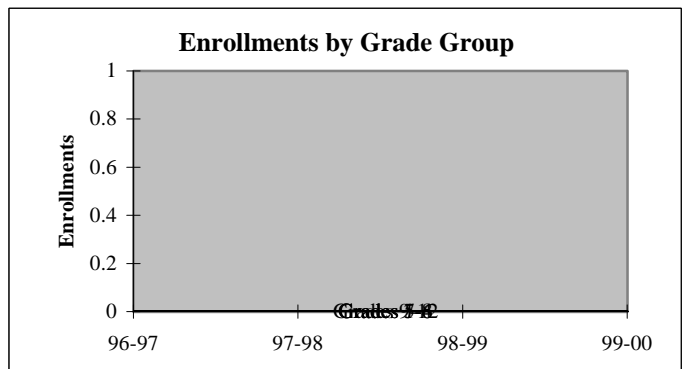
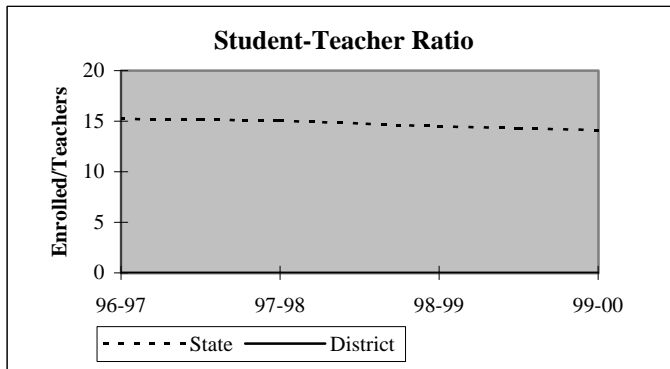


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	nc	nc	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	nc	nc	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	-6	0	0	0	0	-	-	-	-	-
% Change in Educators	-100.0%	#####	#####	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-66	0	0	0	0	-	-	-	-	-
% Change in Enrollments	-100.0%	#####	#####	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	nc	nc	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	nc	nc	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	nc	nc	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	nc	nc	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	nc	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	nc	nc	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	0.0	0.0	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	0.0	0.0	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	0	0	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	nc	nc	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	nc	nc	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	nc	nc	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

## District Report for: FAXON

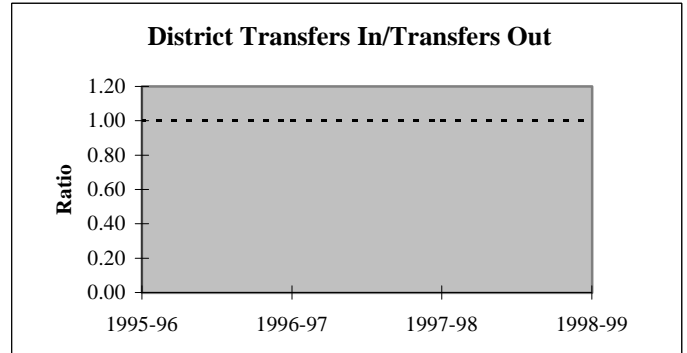
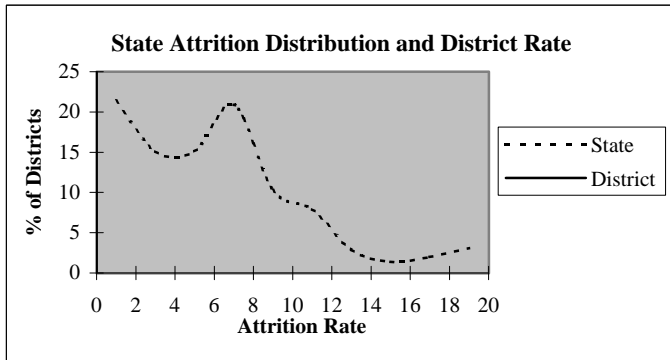
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FAXON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	nc	nc	nc	nc	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total -

## District Report for: FAXON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	0.0	0.0	0.0	0.0	0.0					

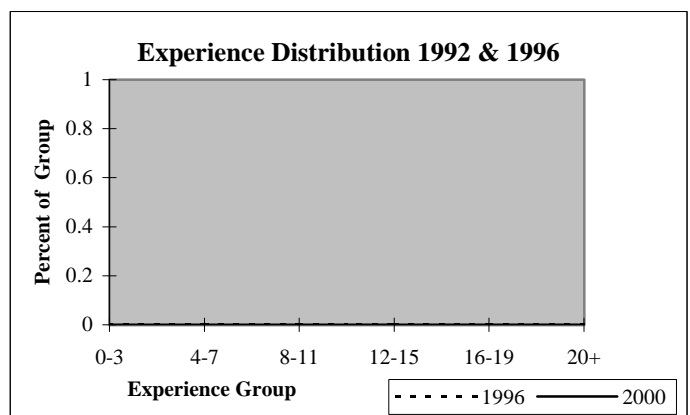
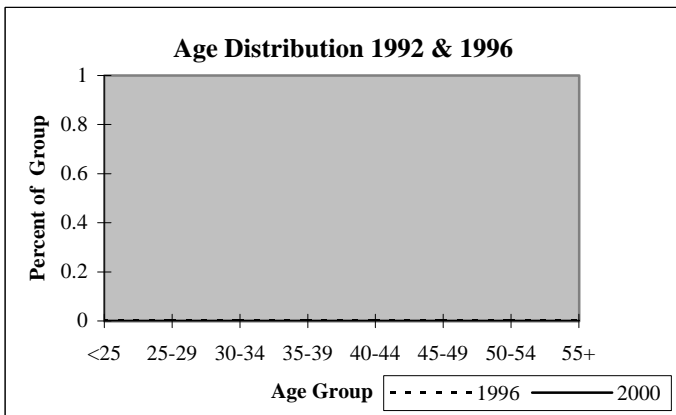
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	0.0	0.0	0.0	0.0	0.0					

## District Report for: FAXON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>Teacher Attrition</b>	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>District Retention</b>										
Educator Retention	0	0	0	0	-	nc	nc	nc	nc	-
Teacher Retention	0	0	0	0	-	nc	nc	nc	nc	-

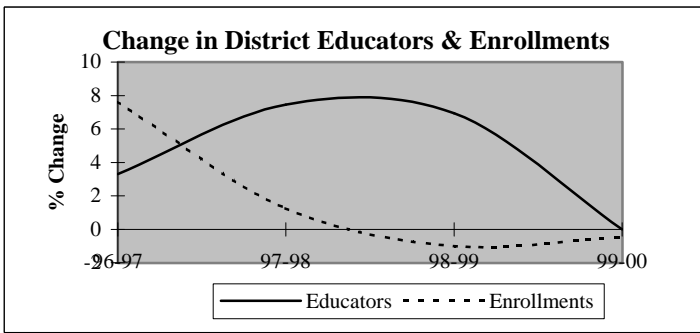
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	100.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	0.0%	0.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	0.0%	0.0%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	100.0%	100.0%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CACHE

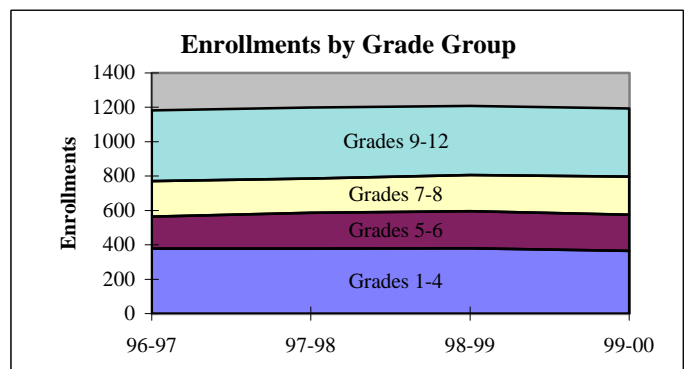
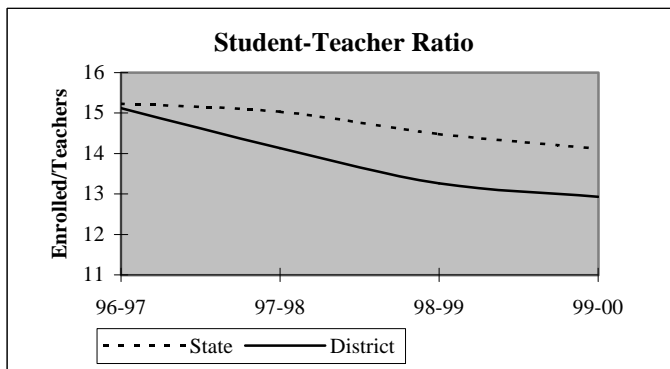


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	13.5	12.7	11.8	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	15.1	14.1	13.3	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	3	7	7	0	-	-	-	-	-
% Change in Educators	3.4%	3.3%	7.4%	6.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	66	90	16	-13	-6	-	-	-	-	-
% Change in Enrollments	5.9%	7.6%	1.3%	-1.0%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.7%	8.5%	8.9%	15.7%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.6%	6.4%	5.9%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.4%	4.3%	4.0%	5.6%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.7%	7.4%	7.9%	7.4%	7.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	1.0%	0.9%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	42.9	42.7	42.0	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	12.3	11.9	11.3	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,898	30,357	29,775	31,126	30,760	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.4%	7.1%	7.7%	7.3%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.3%	73.8%	69.2%	74.0%	75.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.3%	11.9%	11.0%	11.5%	13.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.3%	28.5%	29.5%	30.8%	30.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	33	33	34	43	41	36.3%	35.1%	33.7%	39.8%	38.0%
Attrition	6	7	5	8	0					
Attrition Rate	18.2%	21.2%	14.7%	18.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	54	56	54	55	54.9%	57.4%	55.4%	50.0%	50.9%
Attrition	1	1	6	3	0					
Attrition Rate	2.0%	1.9%	10.7%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	7	11	11	12	8.8%	7.4%	10.9%	10.2%	11.1%
Attrition	1	1	3	2	0					
Attrition Rate	12.5%	14.3%	27.3%	18.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	12	14	14	17	8.8%	12.8%	13.9%	13.0%	15.7%

## District Report for: CACHE

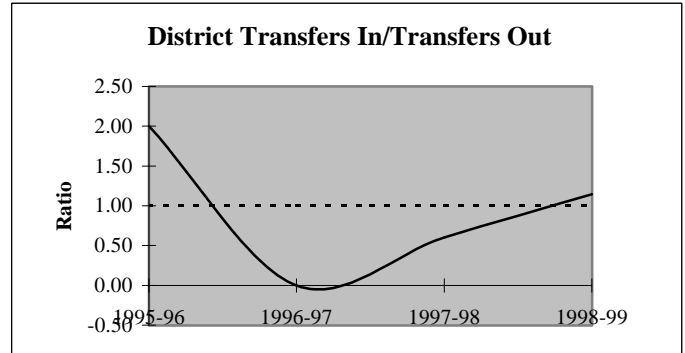
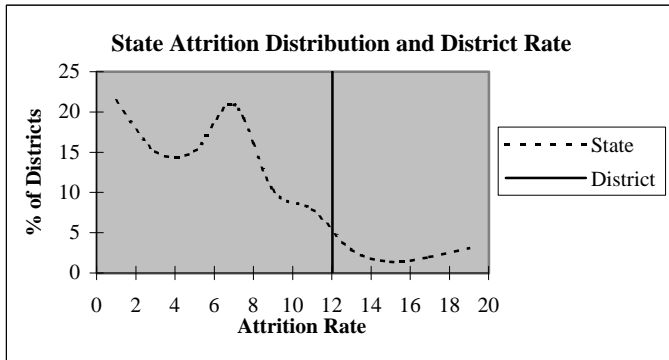
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	91	94	101	108	108	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	6.6%	6.4%	5.9%	5.6%	5.6%
Professional Staff	4	4	4	6	4	4.4%	4.3%	4.0%	5.6%	3.7%
<b>Total Teachers</b>	81	84	91	96	98	89.0%	89.4%	90.1%	88.9%	90.7%
Special Education	10	10	10	11	13	12.3%	11.9%	11.0%	11.5%	13.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	29	31	35	33	34	35.8%	36.9%	38.5%	34.4%	34.7%
<b>Middle School</b>	16	15	15	16	16	19.8%	17.9%	16.5%	16.7%	16.3%
Language Arts	4	5	5	6	5	4.9%	6.0%	5.5%	6.3%	5.1%
Art & Music	1	0	0	0	0	1.2%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	3	3	3	3.7%	3.6%	3.3%	3.1%	3.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	2	4	3.7%	3.6%	3.3%	2.1%	4.1%
Science	3	3	3	3	3	3.7%	3.6%	3.3%	3.1%	3.1%
Vocational Education	1	1	1	1	1	1.2%	1.2%	1.1%	1.0%	1.0%
Other	1	0	0	1	0	1.2%	0.0%	0.0%	1.0%	0.0%
<b>High School (9-12)</b>	26	28	31	36	35	2600.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	6	5	5	5	6.2%	7.1%	5.5%	5.2%	5.1%
Art & Music	3	3	2	2	2	3.7%	3.6%	2.2%	2.1%	2.0%
Social Studies	4	4	4	3	5	4.9%	4.8%	4.4%	3.1%	5.1%
Foreign Language	2	2	2	2	3	2.5%	2.4%	2.2%	2.1%	3.1%
Math	4	3	3	4	4	4.9%	3.6%	3.3%	4.2%	4.1%
<b>Science</b>	2	3	5	4	4	2.5%	3.6%	5.5%	4.2%	4.1%
Biology	0	1	2	1	2	0.0%	1.2%	2.2%	1.0%	2.0%
Chemistry	1	1	1	2	0	1.2%	1.2%	1.1%	2.1%	0.0%
Physics	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.0%
Other Science	1	1	2	1	1	1.2%	1.2%	2.2%	1.0%	1.0%
Vocational Education	2	2	2	2	2	2.5%	2.4%	2.2%	2.1%	2.0%
Other	4	5	8	14	10	4.9%	6.0%	8.8%	14.6%	10.2%
<b>Total Enrollments</b>	1,180	1,270	1,286	1,273	1,267	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	82	84	65	68	5.0%	6.5%	6.5%	5.1%	5.4%
Grades 1-4	384	377	378	380	365	32.5%	29.7%	29.4%	29.9%	28.8%
Grades 5-6	176	188	208	215	211	14.9%	14.8%	16.2%	16.9%	16.7%
Grades 7-8	204	205	200	212	221	17.3%	16.1%	15.6%	16.7%	17.4%
Grades 9-12	346	413	413	401	397	29.3%	32.5%	32.1%	31.5%	31.3%
Ungraded	11	5	3	0	5	0.9%	0.4%	0.2%	0.0%	0.4%



## District Report for: CACHE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	91	94	101	108	108	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	82	83	85	87	95	90.1%	88.3%	84.2%	80.6%	88.0%
<b>Newly Hired</b>	<b>9</b>	<b>11</b>	<b>16</b>	<b>21</b>	<b>13</b>	<b>9.9%</b>	<b>11.7%</b>	<b>15.8%</b>	<b>19.4%</b>	<b>12.0%</b>
Transfers In	2	0	3	8	1	22.2%	0.0%	18.8%	38.1%	7.7%
Reentrants	4	3	2	5	2	44.4%	27.3%	12.5%	23.8%	15.4%
First Time Educators	3	8	11	8	10	33.3%	72.7%	68.8%	38.1%	76.9%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>9</b>	<b>14</b>	<b>13</b>	<b>-</b>	<b>8.8%</b>	<b>9.6%</b>	<b>13.9%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	1	3	5	7	-	12.5%	33.3%	35.7%	53.8%	-
Leave Oklahoma Educ.	7	6	9	6	-	87.5%	66.7%	64.3%	46.2%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	9.6%	13.9%	12.0%	-
Transfers In/Out	2.00	0.00	0.60	1.14	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	10	Cameron, Lawton	51
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	10
		Total	91

## District Report for: CACHE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	6	6	6.6%	6.4%	5.9%	5.6%	5.6%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	4	6	4	4.4%	4.3%	4.0%	5.6%	3.7%
White - Females	3	3	3	3	3	75.0%	75.0%	75.0%	50.0%	75.0%
White - Males	0	0	0	2	0	0.0%	0.0%	0.0%	33.3%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	25.0%	25.0%	25.0%	16.7%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	81	84	91	96	98	89.0%	89.4%	90.1%	88.9%	90.7%
White - Females	58	59	60	68	71	71.6%	70.2%	65.9%	70.8%	72.4%
White - Males	17	19	24	21	20	21.0%	22.6%	26.4%	21.9%	20.4%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	1.0%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	2	2	3.7%	3.6%	3.3%	2.1%	2.0%
Other - Males	3	3	4	4	4	3.7%	3.6%	4.4%	4.2%	4.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	1	2	2.5%	0.0%	0.0%	1.1%	2.2%
25-29	6	8	11	11	9	7.5%	9.8%	12.4%	11.6%	9.9%
30-34	8	7	8	13	14	10.0%	8.5%	9.0%	13.7%	15.4%
35-39	11	11	14	13	7	13.8%	13.4%	15.7%	13.7%	7.7%
40-44	18	17	11	12	13	22.5%	20.7%	12.4%	12.6%	14.3%
45-49	16	18	22	19	19	20.0%	22.0%	24.7%	20.0%	20.9%
50-54	14	14	17	20	18	17.5%	17.1%	19.1%	21.1%	19.8%
55+	5	7	6	6	9	6.3%	8.5%	6.7%	6.3%	9.9%
<b>Average Age</b>	42.5	42.9	42.7	42.0	42.9					

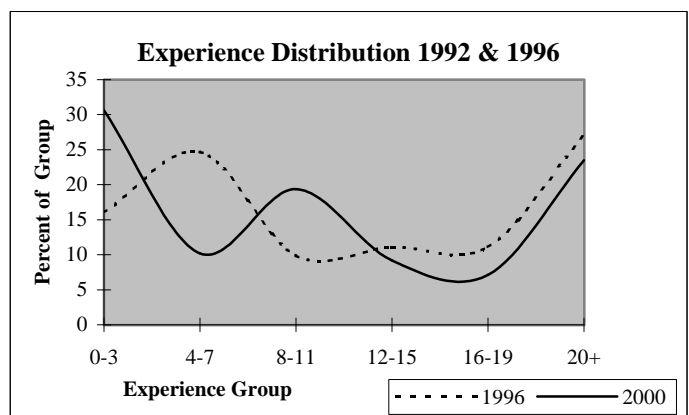
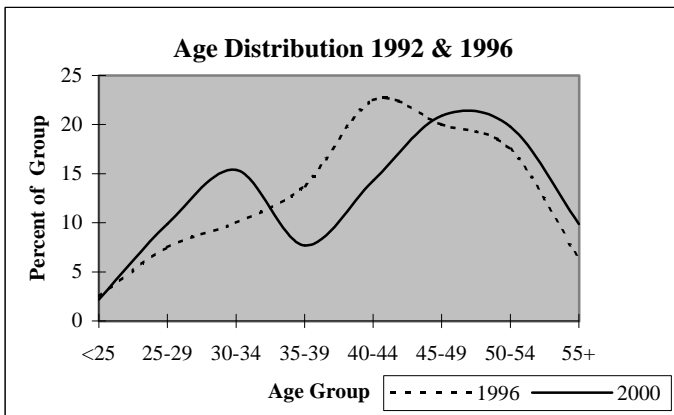
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	15	19	24	30	16.0%	17.9%	20.9%	25.0%	30.6%
4-7 Years	20	18	15	18	10	24.7%	21.4%	16.5%	18.8%	10.2%
8-11 Years	8	11	15	14	19	9.9%	13.1%	16.5%	14.6%	19.4%
12-15 Years	9	7	6	8	9	11.1%	8.3%	6.6%	8.3%	9.2%
16-19 Years	9	11	13	12	7	11.1%	13.1%	14.3%	12.5%	7.1%
20+ Years	22	22	23	20	23	27.2%	26.2%	25.3%	20.8%	23.5%
<b>Average Experience</b>	12.3	12.3	11.9	11.3	11.2					

## District Report for: CACHE

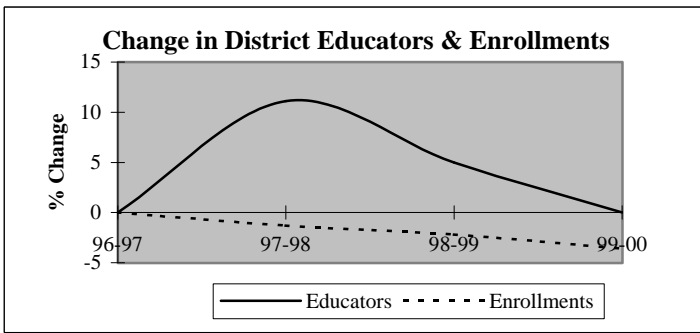
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	9	14	13	-	8.8%	9.6%	13.9%	12.0%	-
Attrition from Transfers	1	3	5	7	-	1.1%	3.2%	5.0%	6.5%	-
Attrition from Exits	7	6	9	6	-	7.7%	6.4%	8.9%	5.6%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>9</b>	<b>11</b>	<b>11</b>	<b>-</b>	<b>9.9%</b>	<b>10.7%</b>	<b>12.1%</b>	<b>11.5%</b>	<b>-</b>
Attrition from Transfers	1	3	4	7	-	1.2%	3.6%	4.4%	7.3%	-
Attrition from Exits	7	6	7	4	-	8.6%	7.1%	7.7%	4.2%	-
<b>District Retention</b>										
Educator Retention	83	85	87	95	-	91.2%	90.4%	86.1%	88.0%	-
Teacher Retention	73	75	80	85	-	90.1%	89.3%	87.9%	88.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	61.1%	16.7%	77.8%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	9.5%	95.2%	84.2%	6.9%	91.1%
2 Years of Experience	72.2%	5.6%	77.8%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	7.1%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	95.7%	0.0%	95.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.1%	2.0%	2.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	87.2%	83.2%	85.2%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	11.7%	12.9%	12.0%	11.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: INDIAHOMA

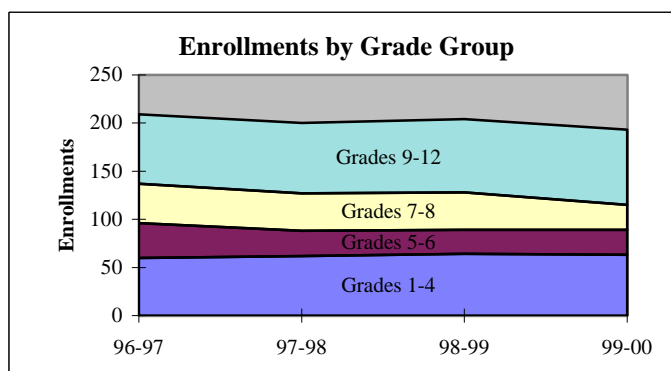
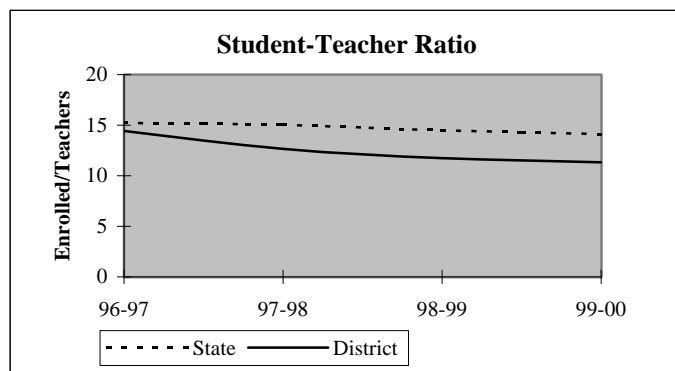


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	12.8	11.4	10.6	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	14.4	12.7	11.7	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	2	1	0	-	-	-	-	-
% Change in Educators	-10.0%	0.0%	11.1%	5.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	32	0	-3	-5	-8	-	-	-	-	-
% Change in Enrollments	16.1%	0.0%	-1.3%	-2.2%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	5.0%	4.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.6%	5.0%	4.8%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.6%	5.0%	4.8%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.4	41.9	42.0	42.1	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.8	12.7	12.5	12.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,040	29,181	29,259	29,928	30,136	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	68.8%	66.7%	68.4%	68.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.3%	5.6%	5.3%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.1%	34.6%	36.8%	42.0%	43.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	7	8	8	33.3%	33.3%	35.0%	38.1%	38.1%
Attrition	2	0	0	0	0					
Attrition Rate	33.3%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	11	12	13	12	12	61.1%	66.7%	65.0%	57.1%	57.1%
Attrition	0	0	1	2	0					
Attrition Rate	0.0%	0.0%	7.7%	16.7%	0.0%					
At Retirement Age	1	0	0	1	1	5.6%	0.0%	0.0%	4.8%	4.8%
Attrition	1	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	0	1	2	1	5.6%	0.0%	5.0%	9.5%	4.8%

## District Report for: INDIAHOMA

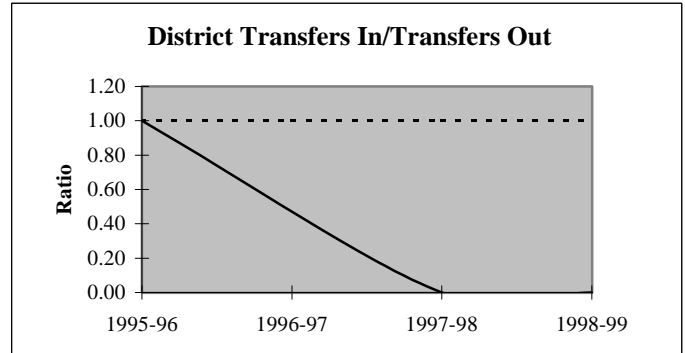
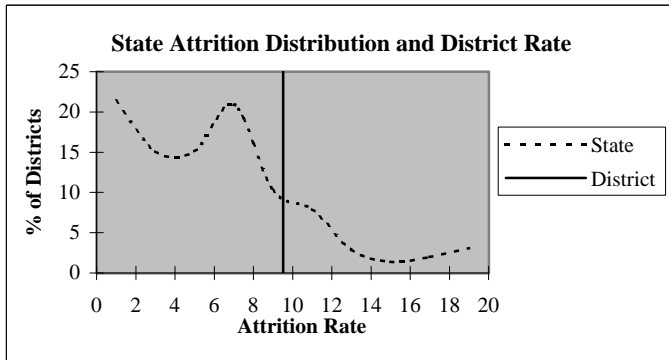
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	18	20	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.6%	5.6%	5.0%	4.8%	4.8%
Professional Staff	1	1	1	1	1	5.6%	5.6%	5.0%	4.8%	4.8%
<b>Total Teachers</b>	16	16	18	19	19	88.9%	88.9%	90.0%	90.5%	90.5%
Special Education	1	1	1	1	1	6.3%	6.3%	5.6%	5.3%	5.3%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.3%
Elementary	9	9	9	10	10	56.3%	56.3%	50.0%	52.6%	52.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	6	8	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	6.3%	5.6%	5.3%	5.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	1	1	1	0.0%	0.0%	5.6%	5.3%	5.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.3%	5.6%	5.3%	5.3%
<b>Science</b>	1	1	1	2	2	6.3%	6.3%	5.6%	10.5%	10.5%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	6.3%	6.3%	5.6%	5.3%	5.3%
Vocational Education	2	1	3	2	2	12.5%	6.3%	16.7%	10.5%	10.5%
Other	1	2	1	0	0	6.3%	12.5%	5.6%	0.0%	0.0%
<b>Total Enrollments</b>	231	231	228	223	215	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	22	27	19	22	9.5%	9.5%	11.8%	8.5%	10.2%
Grades 1-4	69	60	62	64	63	29.9%	26.0%	27.2%	28.7%	29.3%
Grades 5-6	44	36	26	25	26	19.0%	15.6%	11.4%	11.2%	12.1%
Grades 7-8	42	41	39	39	26	18.2%	17.7%	17.1%	17.5%	12.1%
Grades 9-12	54	72	73	76	78	23.4%	31.2%	32.0%	34.1%	36.3%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.4%	0.0%	0.0%



## District Report for: INDIAHOMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	18	20	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	15	18	19	19	94.4%	83.3%	90.0%	90.5%	90.5%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>5.6%</b>	<b>16.7%</b>	<b>10.0%</b>	<b>9.5%</b>	<b>9.5%</b>
Transfers In	1	1	0	0	1	100.0%	33.3%	0.0%	0.0%	50.0%
Reentrants	0	1	1	1	0	0.0%	33.3%	50.0%	50.0%	0.0%
First Time Educators	0	1	1	1	1	0.0%	33.3%	50.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>16.7%</b>	<b>0.0%</b>	<b>5.0%</b>	<b>9.5%</b>	<b>-</b>
Transfers Out	1	0	1	2	-	33.3%	0.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	2	0	0	0	-	66.7%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	0.0%	5.0%	9.5%	-
Transfers In/Out	1.00	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	9
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>18</b>



## District Report for: INDIAHOMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.6%	5.6%	5.0%	4.8%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.6%	5.6%	5.0%	4.8%	4.8%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	16	18	19	19	88.9%	88.9%	90.0%	90.5%	90.5%
White - Females	11	11	12	13	13	68.8%	68.8%	66.7%	68.4%	68.4%
White - Males	5	5	6	6	6	31.3%	31.3%	33.3%	31.6%	31.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	1	1	6.3%	6.3%	5.6%	5.6%	5.6%
30-34	0	2	2	2	3	0.0%	12.5%	11.1%	11.1%	16.7%
35-39	4	2	4	5	4	25.0%	12.5%	22.2%	27.8%	22.2%
40-44	4	5	3	3	3	25.0%	31.3%	16.7%	16.7%	16.7%
45-49	3	3	4	2	3	18.8%	18.8%	22.2%	11.1%	16.7%
50-54	2	3	4	5	3	12.5%	18.8%	22.2%	27.8%	16.7%
55+	2	0	0	0	1	12.5%	0.0%	0.0%	0.0%	5.6%
<b>Average Age</b>	44.4	41.9	42.0	42.1	41.6					

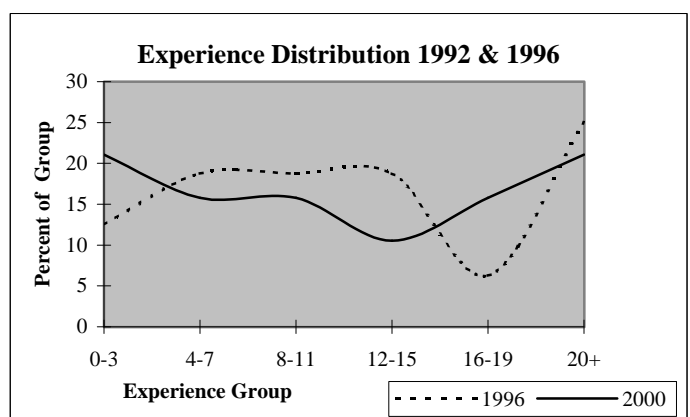
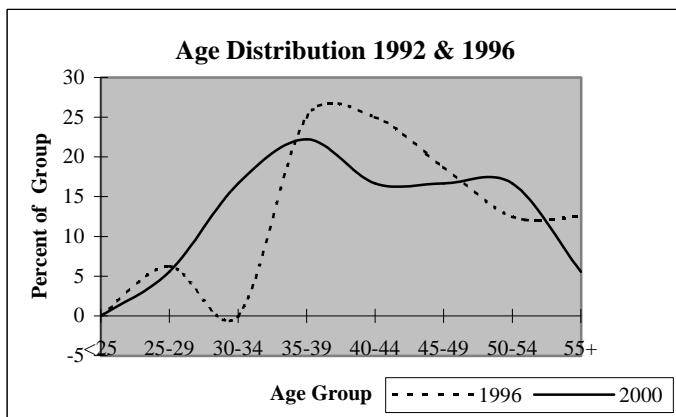
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	2	4	4	12.5%	6.3%	11.1%	21.1%	21.1%
4-7 Years	3	4	4	3	3	18.8%	25.0%	22.2%	15.8%	15.8%
8-11 Years	3	2	2	2	3	18.8%	12.5%	11.1%	10.5%	15.8%
12-15 Years	3	3	2	2	2	18.8%	18.8%	11.1%	10.5%	10.5%
16-19 Years	1	3	3	3	3	6.3%	18.8%	16.7%	15.8%	15.8%
20+ Years	4	3	5	5	4	25.0%	18.8%	27.8%	26.3%	21.1%
<b>Average Experience</b>	12.6	12.8	12.7	12.5	12.1					

## District Report for: INDIAHOMA

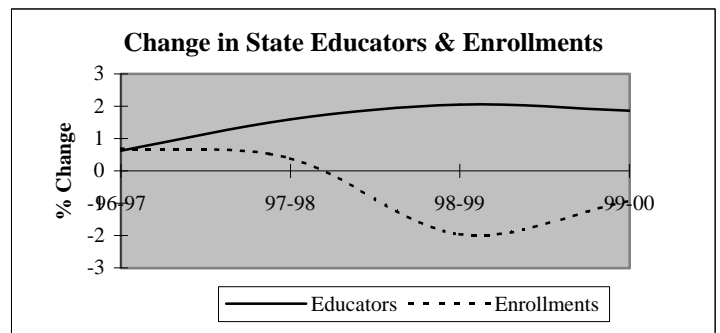
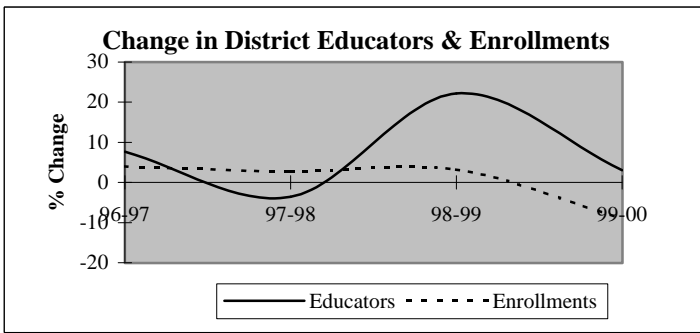
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	1	2	-	16.7%	0.0%	5.0%	9.5%	-
Attrition from Transfers	1	0	1	2	-	5.6%	0.0%	5.0%	9.5%	-
Attrition from Exits	2	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>18.8%</b>	<b>0.0%</b>	<b>5.6%</b>	<b>5.3%</b>	<b>-</b>
Attrition from Transfers	1	0	1	1	-	6.3%	0.0%	5.6%	5.3%	-
Attrition from Exits	2	0	0	0	-	12.5%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	15	18	19	19	-	83.3%	100.0%	95.0%	90.5%	-
Teacher Retention	13	16	17	18	-	81.3%	100.0%	94.4%	94.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	4.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	88.9%	90.0%	85.7%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	11.1%	10.0%	9.5%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: STERLING

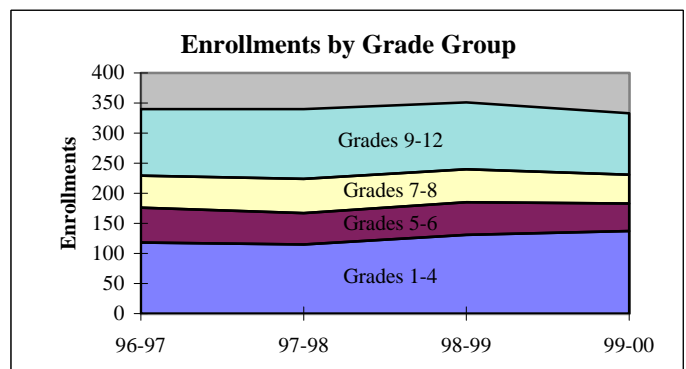
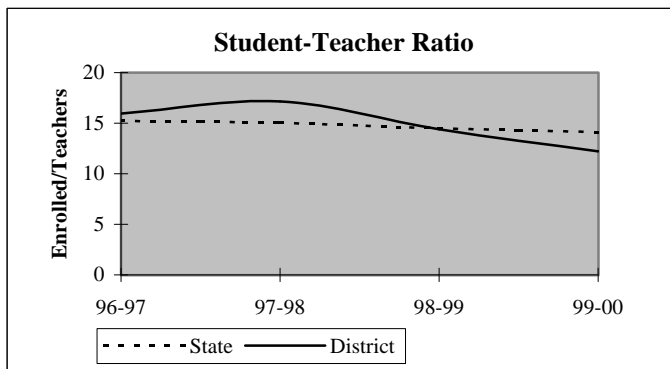


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.1	14.0	11.8	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.8	16.0	17.1	14.4	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	-1	6	1	-	-	-	-	-
% Change in Educators	0.0%	7.7%	-3.6%	22.2%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	14	10	12	-35	-	-	-	-	-
% Change in Enrollments	5.7%	4.0%	2.7%	3.2%	-9.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	10.7%	0.0%	9.1%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.5%	10.7%	11.1%	12.1%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.7%	7.1%	7.4%	6.1%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	3.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	41.4	41.7	39.5	39.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	11.6	13.2	10.5	9.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,453	26,092	31,067	29,563	28,619	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	57.1%	65.2%	63.6%	70.4%	72.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	4.3%	4.5%	3.7%	3.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.2%	8.4%	8.8%	8.1%	11.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	10	6	11	12	34.6%	35.7%	22.2%	33.3%	35.3%
Attrition	0	5	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	16	16	20	21	21	61.5%	57.1%	74.1%	63.6%	61.8%
Attrition	4	0	3	2	0					
Attrition Rate	25.0%	0.0%	15.0%	9.5%	0.0%					
At Retirement Age	1	2	1	1	1	3.8%	7.1%	3.7%	3.0%	2.9%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	50.0%	0.0%	100.0%	0.0%					
At Retirement in 5 yrs.	2	2	1	2	2	7.7%	7.1%	3.7%	6.1%	5.9%

## District Report for: STERLING

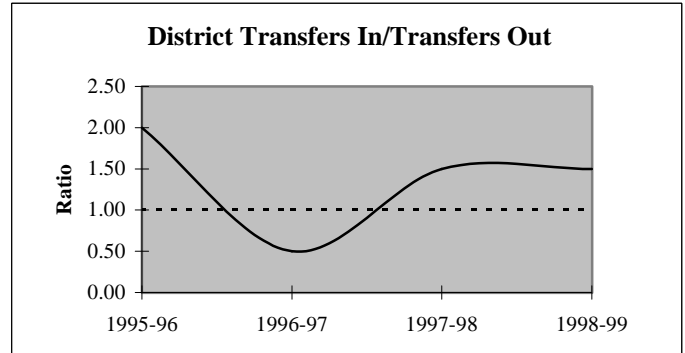
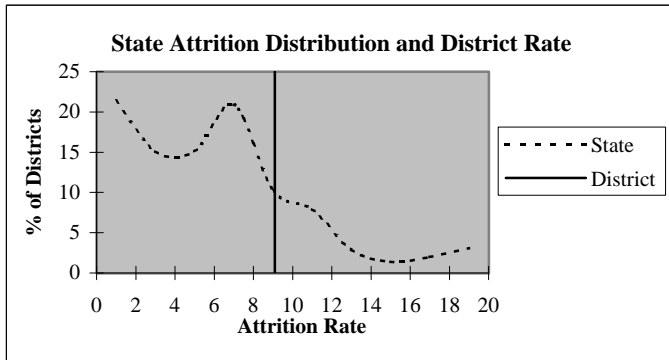
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	26	28	27	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	3	11.5%	10.7%	11.1%	12.1%	8.8%
Professional Staff	2	2	2	2	2	7.7%	7.1%	7.4%	6.1%	5.9%
<b>Total Teachers</b>	21	23	22	27	29	80.8%	82.1%	81.5%	81.8%	85.3%
Special Education	1	1	1	1	1	4.8%	4.3%	4.5%	3.7%	3.4%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	7.4%	6.9%
Elementary	10	11	11	14	13	47.6%	47.8%	50.0%	51.9%	44.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	10	10	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	2	2	2	9.5%	4.3%	9.1%	7.4%	6.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	2	4.8%	4.3%	4.5%	7.4%	6.9%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	3.7%	0.0%
Math	1	1	2	1	1	4.8%	4.3%	9.1%	3.7%	3.4%
<b>Science</b>	1	1	1	1	2	4.8%	4.3%	4.5%	3.7%	6.9%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	2	4.8%	4.3%	4.5%	3.7%	6.9%
Vocational Education	3	2	3	3	3	14.3%	8.7%	13.6%	11.1%	10.3%
Other	2	5	1	0	3	9.5%	21.7%	4.5%	0.0%	10.3%
<b>Total Enrollments</b>	353	367	377	389	354	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	24	36	37	21	11.9%	6.5%	9.5%	9.5%	5.9%
Grades 1-4	98	118	115	131	137	27.8%	32.2%	30.5%	33.7%	38.7%
Grades 5-6	63	58	52	54	46	17.8%	15.8%	13.8%	13.9%	13.0%
Grades 7-8	51	53	57	55	48	14.4%	14.4%	15.1%	14.1%	13.6%
Grades 9-12	99	111	116	111	102	28.0%	30.2%	30.8%	28.5%	28.8%
Ungraded	0	3	1	1	0	0.0%	0.8%	0.3%	0.3%	0.0%



## District Report for: STERLING

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	26	28	27	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	22	24	30	84.6%	78.6%	81.5%	72.7%	88.2%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>4</b>	<b>15.4%</b>	<b>21.4%</b>	<b>18.5%</b>	<b>27.3%</b>	<b>11.8%</b>
Transfers In	4	1	3	3	2	100.0%	16.7%	60.0%	33.3%	50.0%
Reentrants	0	2	1	2	0	0.0%	33.3%	20.0%	22.2%	0.0%
First Time Educators	0	3	1	4	2	0.0%	50.0%	20.0%	44.4%	50.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>15.4%</b>	<b>21.4%</b>	<b>11.1%</b>	<b>9.1%</b>	<b>-</b>
Transfers Out	2	2	2	2	-	50.0%	33.3%	66.7%	66.7%	-
Leave Oklahoma Educ.	2	4	1	1	-	50.0%	66.7%	33.3%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	21.4%	11.1%	9.1%	-
Transfers In/Out	2.00	0.50	1.50	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	6
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	26

## District Report for: STERLING

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	3	3	3	4	3	11.5%	10.7%	11.1%	12.1%	8.8%
White - Females	0	0	0	1	0	0.0%	0.0%	0.0%	25.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	75.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	7.7%	7.1%	7.4%	6.1%	5.9%
White - Females	2	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	23	22	27	29	80.8%	82.1%	81.5%	81.8%	85.3%
White - Females	12	15	14	19	21	57.1%	65.2%	63.6%	70.4%	72.4%
White - Males	9	8	8	8	8	42.9%	34.8%	36.4%	29.6%	27.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	1	1	5	3	0.0%	4.3%	4.5%	18.5%	10.3%
30-34	6	5	1	2	4	28.6%	21.7%	4.5%	7.4%	13.8%
35-39	2	4	8	8	10	9.5%	17.4%	36.4%	29.6%	34.5%
40-44	8	5	4	6	4	38.1%	21.7%	18.2%	22.2%	13.8%
45-49	2	3	4	2	5	9.5%	13.0%	18.2%	7.4%	17.2%
50-54	1	4	3	2	2	4.8%	17.4%	13.6%	7.4%	6.9%
55+	2	1	1	2	1	9.5%	4.3%	4.5%	7.4%	3.4%
<b>Average Age</b>	41.5	41.4	41.7	39.5	39.4					

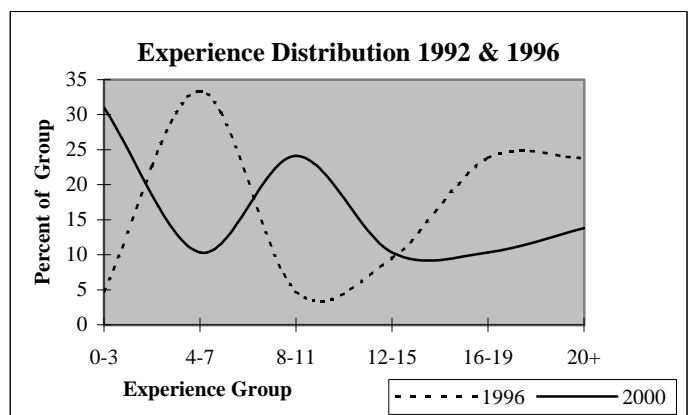
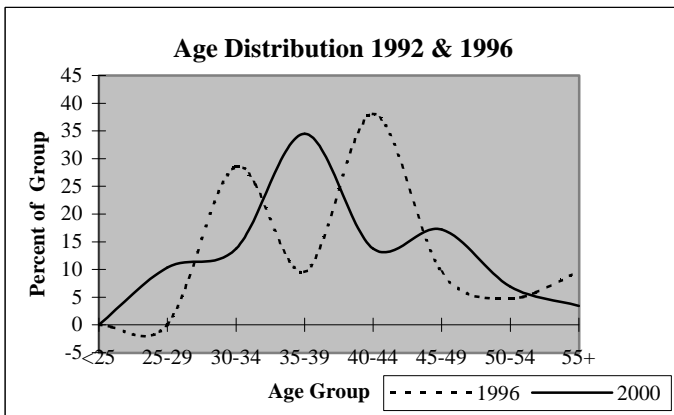
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	1	4	3	7	9	4.8%	17.4%	13.6%	25.9%	31.0%
4-7 Years	7	5	2	4	3	33.3%	21.7%	9.1%	14.8%	10.3%
8-11 Years	1	4	5	5	7	4.8%	17.4%	22.7%	18.5%	24.1%
12-15 Years	2	2	3	3	3	9.5%	8.7%	13.6%	11.1%	10.3%
16-19 Years	5	3	4	3	3	23.8%	13.0%	18.2%	11.1%	10.3%
20+ Years	5	5	5	5	4	23.8%	21.7%	22.7%	18.5%	13.8%
<b>Average Experience</b>	13.2	11.6	13.2	10.5	9.6					

## District Report for: STERLING

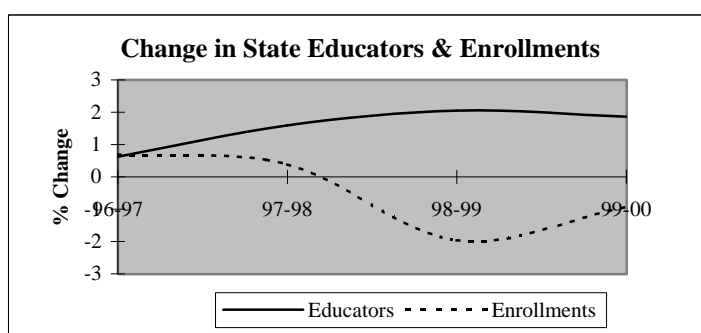
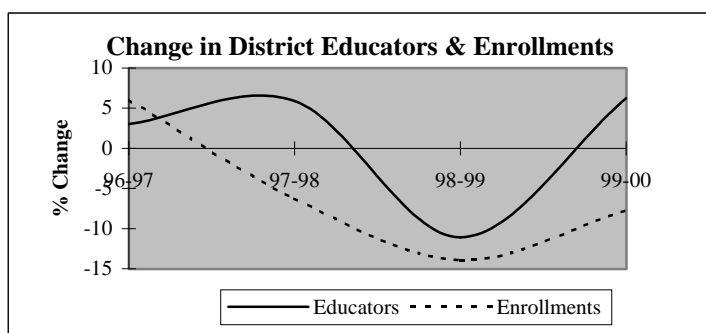
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	6	3	3	-	15.4%	21.4%	11.1%	9.1%	-
Attrition from Transfers	2	2	2	2	-	7.7%	7.1%	7.4%	6.1%	-
Attrition from Exits	2	4	1	1	-	7.7%	14.3%	3.7%	3.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>9.5%</b>	<b>26.1%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>-</b>
Attrition from Transfers	0	2	2	0	-	0.0%	8.7%	9.1%	0.0%	-
Attrition from Exits	2	4	0	1	-	9.5%	17.4%	0.0%	3.7%	-
<b>District Retention</b>										
Educator Retention	22	22	24	30	-	84.6%	78.6%	88.9%	90.9%	-
Teacher Retention	19	17	20	26	-	90.5%	73.9%	90.9%	96.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	82.1%	92.6%	81.8%	94.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	17.9%	7.4%	18.2%	5.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GERONIMO



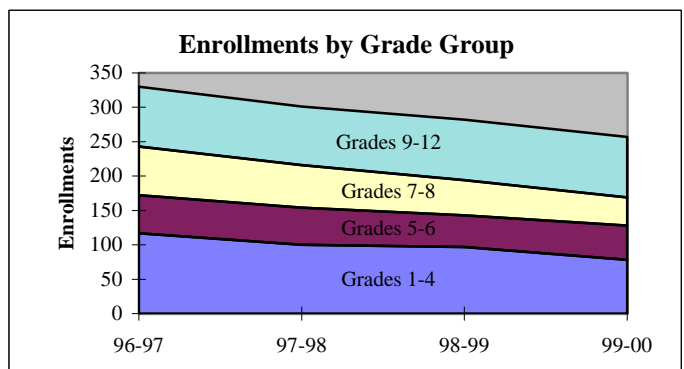
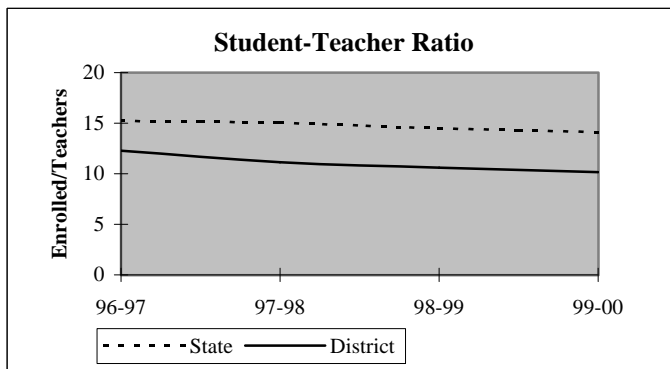
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	10.8	9.6	9.3	8.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.2	12.3	11.1	10.6	10.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	1	2	-4	2	-	-	-	-	-
% Change in Educators	17.9%	3.0%	5.9%	-11.1%	6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	21	-23	-48	-23	-	-	-	-	-
% Change in Enrollments	-2.5%	6.1%	-6.3%	-13.9%	-7.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	12.1%	8.8%	8.3%	3.1%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	5.9%	8.3%	9.4%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.9%	5.6%	3.1%	11.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.1%	5.9%	5.6%	6.3%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	42.7	42.9	42.4	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	10.5	10.7	10.7	9.9	9.9	12.1	12.3	12.3	12.2	12.2
Average Salary	27,468	27,556	27,870	29,404	28,897	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.5%	3.3%	3.2%	7.1%	7.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.4%	76.7%	74.2%	78.6%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.9%	16.7%	16.1%	17.9%	14.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.1%	28.3%	28.7%	31.2%	31.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	15	17	15	16	36.4%	44.1%	47.2%	46.9%	47.1%
Attrition	2	0	3	2	0					
Attrition Rate	16.7%	0.0%	17.6%	13.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	18	18	17	17	60.6%	52.9%	50.0%	53.1%	50.0%
Attrition	2	2	3	0	0					
Attrition Rate	10.0%	11.1%	16.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	0	1	3.0%	2.9%	2.8%	0.0%	2.9%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	2	1	1	3.0%	2.9%	5.6%	3.1%	2.9%



## District Report for: GERONIMO

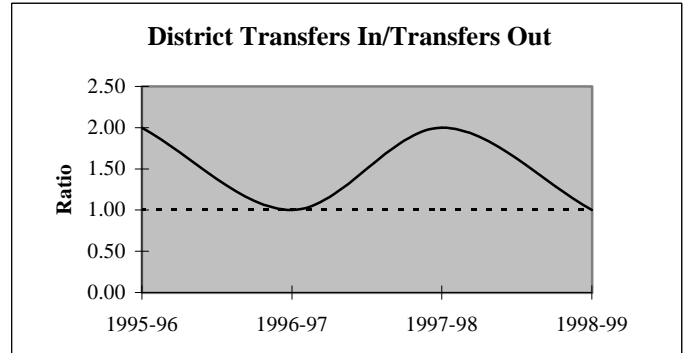
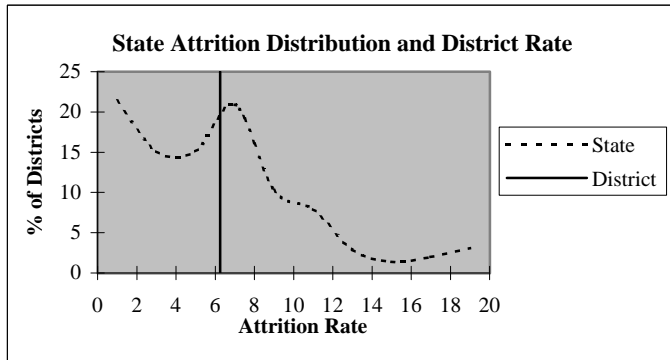
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	34	36	32	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	3	3	6.1%	5.9%	8.3%	9.4%	8.8%
Professional Staff	0	2	2	1	4	0.0%	5.9%	5.6%	3.1%	11.8%
<b>Total Teachers</b>	31	30	31	28	27	93.9%	88.2%	86.1%	87.5%	79.4%
Special Education	4	5	5	5	4	12.9%	16.7%	16.1%	17.9%	14.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	15	16	16	15	38.7%	50.0%	51.6%	57.1%	55.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	10	10	7	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	0	0	1	1	9.7%	0.0%	0.0%	3.6%	3.7%
Art & Music	0	0	1	0	0	0.0%	0.0%	3.2%	0.0%	0.0%
Social Studies	1	1	1	1	1	3.2%	3.3%	3.2%	3.6%	3.7%
Foreign Language	0	0	1	1	1	0.0%	0.0%	3.2%	3.6%	3.7%
Math	1	1	1	1	1	3.2%	3.3%	3.2%	3.6%	3.7%
<b>Science</b>	1	2	1	1	2	3.2%	6.7%	3.2%	3.6%	7.4%
Biology	1	0	1	0	1	3.2%	0.0%	3.2%	0.0%	3.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	2	0	1	1	0.0%	6.7%	0.0%	3.6%	3.7%
Vocational Education	2	3	2	2	2	6.5%	10.0%	6.5%	7.1%	7.4%
Other	7	3	3	0	0	22.6%	10.0%	9.7%	0.0%	0.0%
<b>Total Enrollments</b>	347	368	345	297	274	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	38	44	15	17	9.8%	10.3%	12.8%	5.1%	6.2%
Grades 1-4	114	117	100	97	78	32.9%	31.8%	29.0%	32.7%	28.5%
Grades 5-6	62	55	54	46	50	17.9%	14.9%	15.7%	15.5%	18.2%
Grades 7-8	51	71	62	51	41	14.7%	19.3%	18.0%	17.2%	15.0%
Grades 9-12	86	87	85	88	88	24.8%	23.6%	24.6%	29.6%	32.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GERONIMO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	34	36	32	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	29	32	29	30	72.7%	85.3%	88.9%	90.6%	88.2%
<b>Newly Hired</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>27.3%</b>	<b>14.7%</b>	<b>11.1%</b>	<b>9.4%</b>	<b>11.8%</b>
Transfers In	2	1	2	1	1	22.2%	20.0%	50.0%	33.3%	25.0%
Reentrants	4	2	1	0	1	44.4%	40.0%	25.0%	0.0%	25.0%
First Time Educators	3	2	1	2	2	33.3%	40.0%	25.0%	66.7%	50.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>12.1%</b>	<b>5.9%</b>	<b>19.4%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	1	1	1	1	-	25.0%	50.0%	14.3%	50.0%	-
Leave Oklahoma Educ.	3	1	6	1	-	75.0%	50.0%	85.7%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	12.1%	5.9%	19.4%	6.3%	-
Transfers In/Out	2.00	1.00	2.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	14
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	33

## District Report for: GERONIMO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	3	3	6.1%	5.9%	8.3%	9.4%	8.8%
White - Females	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	3	3	3	50.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	2	2	1	4	0.0%	5.9%	5.6%	3.1%	11.8%
White - Females	0	1	1	1	4	0.0%	50.0%	50.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	1	1	0	0	0.0%	50.0%	50.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	30	31	28	27	93.9%	88.2%	86.1%	87.5%	79.4%
White - Females	22	22	22	20	19	71.0%	73.3%	71.0%	71.4%	70.4%
White - Males	7	7	8	6	6	22.6%	23.3%	25.8%	21.4%	22.2%
Black - Females	1	0	0	0	0	3.2%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	2	3.2%	3.3%	3.2%	7.1%	7.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.2%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	4	4	2	9.7%	10.0%	13.3%	14.3%	7.7%
30-34	0	0	1	1	3	0.0%	0.0%	3.3%	3.6%	11.5%
35-39	7	8	6	5	3	22.6%	26.7%	20.0%	17.9%	11.5%
40-44	5	6	6	6	5	16.1%	20.0%	20.0%	21.4%	19.2%
45-49	8	6	6	7	7	25.8%	20.0%	20.0%	25.0%	26.9%
50-54	4	5	4	3	4	12.9%	16.7%	13.3%	10.7%	15.4%
55+	3	2	3	2	2	9.7%	6.7%	10.0%	7.1%	7.7%
<b>Average Age</b>	42.8	42.7	42.9	42.4	43.7					

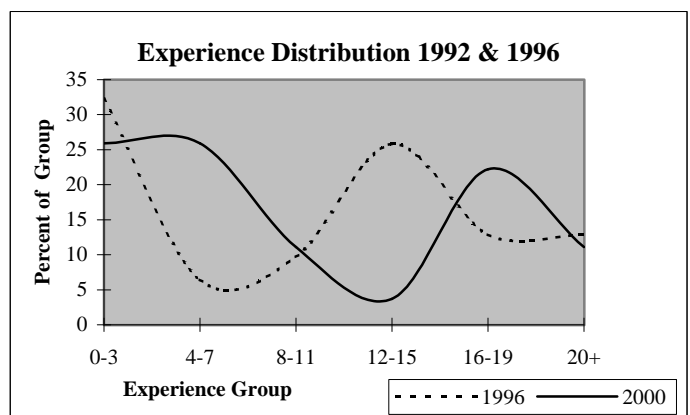
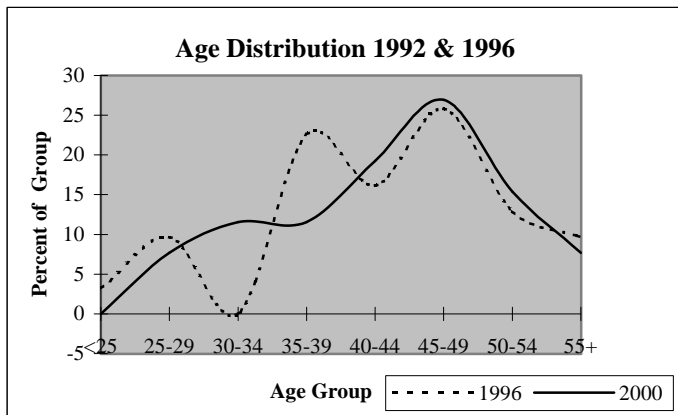
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	7	4	4	7	32.3%	23.3%	12.9%	14.3%	25.9%
4-7 Years	2	7	11	11	7	6.5%	23.3%	35.5%	39.3%	25.9%
8-11 Years	3	2	2	2	3	9.7%	6.7%	6.5%	7.1%	11.1%
12-15 Years	8	5	5	4	1	25.8%	16.7%	16.1%	14.3%	3.7%
16-19 Years	4	5	4	4	6	12.9%	16.7%	12.9%	14.3%	22.2%
20+ Years	4	4	5	3	3	12.9%	13.3%	16.1%	10.7%	11.1%
<b>Average Experience</b>	10.5	10.7	10.7	9.9	9.9					

## District Report for: GERONIMO

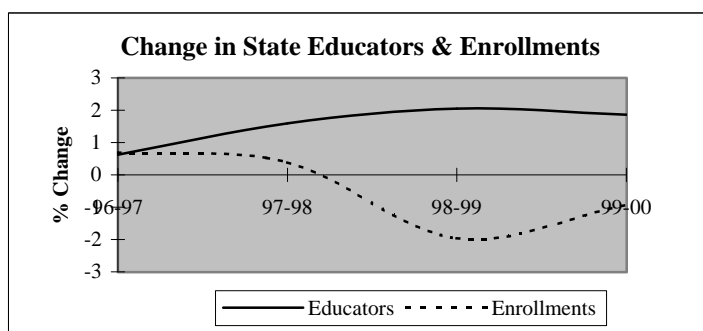
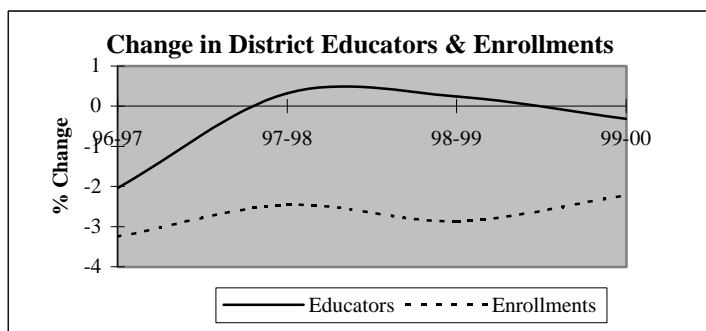
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	7	2	-	12.1%	5.9%	19.4%	6.3%	-
Attrition from Transfers	1	1	1	1	-	3.0%	2.9%	2.8%	3.1%	-
Attrition from Exits	3	1	6	1	-	9.1%	2.9%	16.7%	3.1%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>-</b>	<b>9.7%</b>	<b>6.7%</b>	<b>16.1%</b>	<b>7.1%</b>	<b>-</b>
Attrition from Transfers	1	1	0	1	-	3.2%	3.3%	0.0%	3.6%	-
Attrition from Exits	2	1	5	1	-	6.5%	3.3%	16.1%	3.6%	-
<b>District Retention</b>										
Educator Retention	29	32	29	30	-	87.9%	94.1%	80.6%	93.8%	-
Teacher Retention	28	28	26	26	-	90.3%	93.3%	83.9%	92.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.9%	0.0%	76.9%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	8.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	8.8%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	78.8%	79.4%	88.9%	93.8%	91.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	21.2%	11.8%	11.1%	6.3%	8.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LAWTON

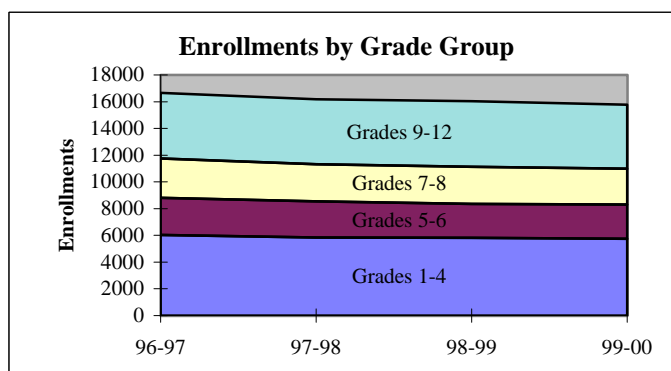
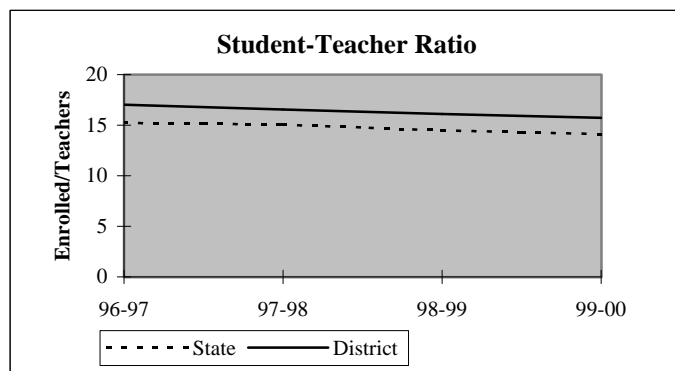


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.0	14.8	14.4	14.0	13.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.2	17.0	16.6	16.1	15.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-26	4	3	-4	-	-	-	-	-
% Change in Educators	-0.2%	-2.0%	0.3%	0.2%	-0.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	375	-621	-456	-518	-390	-	-	-	-	-
% Change in Enrollments	2.0%	-3.2%	-2.5%	-2.9%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.4%	4.0%	5.4%	4.8%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.8%	5.4%	5.9%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.1%	7.5%	7.4%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	13.5%	14.3%	14.9%	15.5%	14.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	20.0%	20.8%	25.0%	25.7%	27.8%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.7%	2.6%	3.0%	2.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	42.7	43.2	43.1	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	12.6	12.8	12.3	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	33,327	32,979	33,162	34,049	34,390	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.8%	13.8%	14.4%	15.1%	14.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.3%	77.7%	76.9%	77.2%	77.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.7%	9.9%	10.4%	11.1%	11.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.2%	45.8%	45.9%	46.7%	47.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	394	379	381	423	410	30.9%	30.4%	30.4%	33.7%	32.8%
Attrition	50	43	45	59	0					
Attrition Rate	12.7%	11.3%	11.8%	13.9%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	795	784	779	756	736	62.4%	62.8%	62.2%	60.2%	58.8%
Attrition	39	32	37	35	0					
Attrition Rate	4.9%	4.1%	4.7%	4.6%	0.0%					
At Retirement Age	86	86	94	78	108	6.8%	6.9%	7.5%	6.2%	8.6%
Attrition	29	24	52	4	0					
Attrition Rate	33.7%	27.9%	55.3%	5.1%	0.0%					
At Retirement in 5 yrs.	127	122	138	119	148	10.0%	9.8%	11.0%	9.5%	11.8%

## District Report for: LAWTON

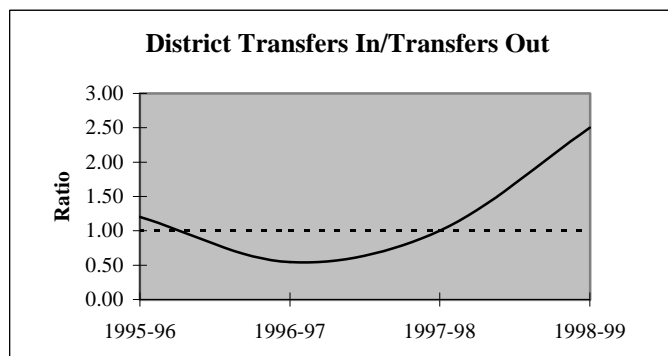
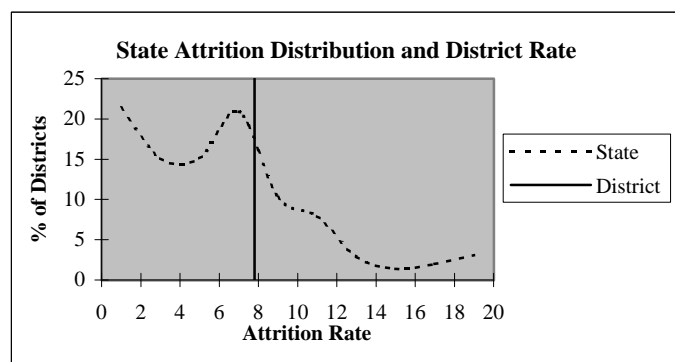
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	1,274	1,248	1,252	1,255	1,251	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	70	72	68	74	72	5.5%	5.8%	5.4%	5.9%	5.8%
Professional Staff	91	89	94	93	89	7.1%	7.1%	7.5%	7.4%	7.1%
<b>Total Teachers</b>	1,113	1,087	1,090	1,088	1,090	87.4%	87.1%	87.1%	86.7%	87.1%
Special Education	108	108	113	121	130	9.7%	9.9%	10.4%	11.1%	11.9%
Pre-K & Kindergarten	7	9	8	14	17	0.6%	0.8%	0.7%	1.3%	1.6%
Elementary	598	569	554	541	531	53.7%	52.3%	50.8%	49.7%	48.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	400	401	415	412	412	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	93	91	92	90	92	8.4%	8.4%	8.4%	8.3%	8.4%
Art & Music	32	32	32	31	30	2.9%	2.9%	2.9%	2.8%	2.8%
Social Studies	55	53	59	54	57	4.9%	4.9%	5.4%	5.0%	5.2%
Foreign Language	18	18	18	19	16	1.6%	1.7%	1.7%	1.7%	1.5%
Math	56	56	58	63	56	5.0%	5.2%	5.3%	5.8%	5.1%
<b>Science</b>	54	56	57	56	56	4.9%	5.2%	5.2%	5.1%	5.1%
Biology	13	14	12	14	11	1.2%	1.3%	1.1%	1.3%	1.0%
Chemistry	4	4	5	4	3	0.4%	0.4%	0.5%	0.4%	0.3%
Physics	1	2	1	2	2	0.1%	0.2%	0.1%	0.2%	0.2%
Other Science	36	36	39	36	40	3.2%	3.3%	3.6%	3.3%	3.7%
Vocational Education	29	25	25	24	23	2.6%	2.3%	2.3%	2.2%	2.1%
Other	63	70	74	75	82	5.7%	6.4%	6.8%	6.9%	7.5%
<b>Total Enrollments</b>	19,122	18,501	18,045	17,527	17,137	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,910	1,749	1,752	1,405	1,282	10.0%	9.5%	9.7%	8.0%	7.5%
Grades 1-4	6,364	6,035	5,848	5,817	5,753	33.3%	32.6%	32.4%	33.2%	33.6%
Grades 5-6	2,869	2,780	2,691	2,547	2,550	15.0%	15.0%	14.9%	14.5%	14.9%
Grades 7-8	2,982	2,935	2,791	2,768	2,673	15.6%	15.9%	15.5%	15.8%	15.6%
Grades 9-12	4,902	4,917	4,856	4,902	4,790	25.6%	26.6%	26.9%	28.0%	28.0%
Ungraded	95	85	107	88	89	0.5%	0.5%	0.6%	0.5%	0.5%



## District Report for: LAWTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	1275	1249	1254	1257	1254	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1190	1157	1150	1120	1159	93.3%	92.6%	91.7%	89.1%	92.4%
<b>Newly Hired</b>	<b>85</b>	<b>92</b>	<b>104</b>	<b>137</b>	<b>95</b>	<b>6.7%</b>	<b>7.4%</b>	<b>8.3%</b>	<b>10.9%</b>	<b>7.6%</b>
Transfers In	12	12	19	20	11	14.1%	13.0%	18.3%	14.6%	11.6%
Reentrants	33	42	44	68	39	38.8%	45.7%	42.3%	49.6%	41.1%
First Time Educators	40	38	41	49	45	47.1%	41.3%	39.4%	35.8%	47.4%
<b>Total Exiting Next Year</b>	<b>118</b>	<b>99</b>	<b>134</b>	<b>98</b>	<b>-</b>	<b>9.3%</b>	<b>7.9%</b>	<b>10.7%</b>	<b>7.8%</b>	<b>-</b>
Transfers Out	10	22	19	8	-	8.5%	22.2%	14.2%	8.2%	-
Leave Oklahoma Educ.	108	77	115	90	-	91.5%	77.8%	85.8%	91.8%	-

Dynamics Rates	District Rates				
District Attrition	9.3%	7.9%	10.7%	7.8%	-
Transfers In/Out	1.20	0.55	1.00	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	66	Benedictine Heights, Tulsa	-
OSU, Stillwater	64	Southern Nazarene Univ., Bethany	-
UCO, Edmond	30	OBU, Shawnee	7
ECU, Ada	15	OCU, Oklahoma City	5
NWOSU, Alva	3	Phillips Univ., Enid	3
NESU, Tahlequah	9	University of Tulsa, Tulsa	4
SEOSU, Durant	14	OCUSA, Oklahoma City	4
SWOSU, Weatherford	128	Cameron, Lawton	652
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	32	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	11	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	226
		<b>Total</b>	<b>1,275</b>

## District Report for: LAWTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	70	72	68	74	72	5.5%	5.8%	5.4%	5.9%	5.8%
White - Females	23	24	22	26	23	32.9%	33.3%	32.4%	35.1%	31.9%
White - Males	33	33	29	29	29	47.1%	45.8%	42.6%	39.2%	40.3%
Black - Females	8	10	11	12	12	11.4%	13.9%	16.2%	16.2%	16.7%
Black - Males	5	3	4	5	7	7.1%	4.2%	5.9%	6.8%	9.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	2	2	1	1.4%	2.8%	2.9%	2.7%	1.4%
<b>Professional Staff</b>	91	89	94	93	89	7.1%	7.1%	7.5%	7.4%	7.1%
White - Females	54	54	58	61	61	59.3%	60.7%	61.7%	65.6%	68.5%
White - Males	22	21	24	20	18	24.2%	23.6%	25.5%	21.5%	20.2%
Black - Females	8	7	7	6	4	8.8%	7.9%	7.4%	6.5%	4.5%
Black - Males	3	3	3	3	3	3.3%	3.4%	3.2%	3.2%	3.4%
Other - Females	3	3	2	3	3	3.3%	3.4%	2.1%	3.2%	3.4%
Other - Males	1	1	0	0	0	1.1%	1.1%	0.0%	0.0%	0.0%
<b>Teachers</b>	1113	1087	1090	1088	1090	87.4%	87.1%	87.1%	86.7%	87.1%
White - Females	764	737	729	728	734	68.6%	67.8%	66.9%	66.9%	67.3%
White - Males	206	200	204	196	199	18.5%	18.4%	18.7%	18.0%	18.3%
Black - Females	75	73	76	80	75	6.7%	6.7%	7.0%	7.4%	6.9%
Black - Males	22	24	30	31	30	2.0%	2.2%	2.8%	2.8%	2.8%
Other - Females	33	35	33	32	30	3.0%	3.2%	3.0%	2.9%	2.8%
Other - Males	13	18	18	21	22	1.2%	1.7%	1.7%	1.9%	2.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	13	11	6	3	4	1.2%	1.0%	0.6%	0.3%	0.4%
25-29	107	101	94	92	76	9.7%	9.4%	8.8%	8.7%	7.3%
30-34	111	102	99	114	110	10.1%	9.5%	9.3%	10.7%	10.6%
35-39	171	157	144	141	119	15.5%	14.6%	13.5%	13.3%	11.5%
40-44	232	222	214	209	199	21.0%	20.7%	20.0%	19.7%	19.2%
45-49	234	229	244	228	229	21.2%	21.3%	22.8%	21.4%	22.1%
50-54	146	165	165	176	189	13.2%	15.4%	15.4%	16.6%	18.2%
55+	90	86	102	100	112	8.2%	8.0%	9.6%	9.4%	10.8%
<b>Average Age</b>	42.3	42.7	43.2	43.1	44.0					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	201	194	189	200	186	18.1%	17.8%	17.3%	18.4%	17.1%
4-7 Years	191	178	177	203	206	17.2%	16.4%	16.2%	18.7%	18.9%
8-11 Years	138	134	145	141	147	12.4%	12.3%	13.3%	13.0%	13.5%
12-15 Years	161	152	140	128	113	14.5%	14.0%	12.8%	11.8%	10.4%
16-19 Years	164	163	154	153	143	14.7%	15.0%	14.1%	14.1%	13.1%
20+ Years	258	266	285	263	295	23.2%	24.5%	26.1%	24.2%	27.1%
<b>Average Experience</b>	12.4	12.6	12.8	12.3	12.7					

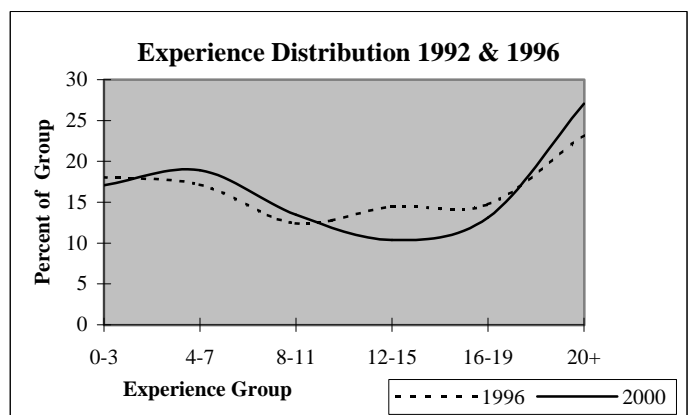
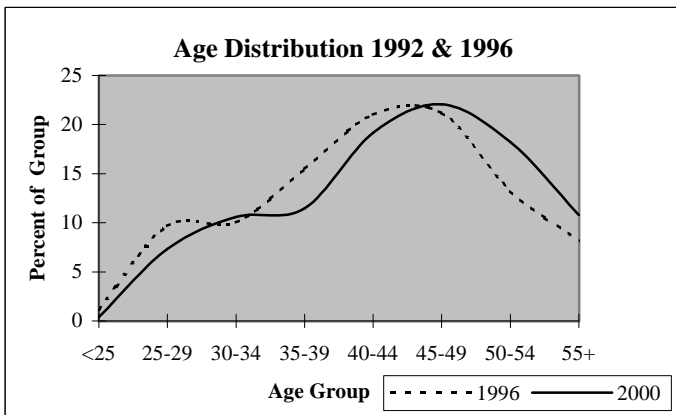


# District Report for: LAWTON

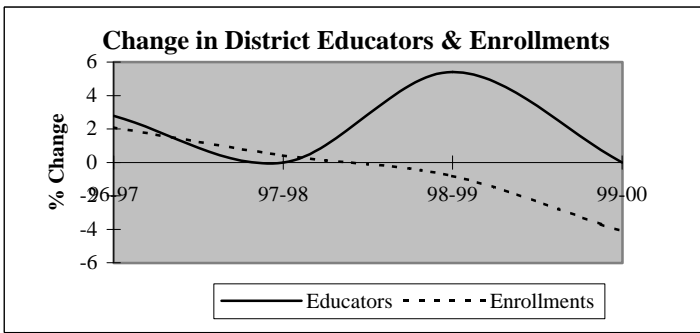
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	118	99	134	98	-	9.3%	7.9%	10.7%	7.8%	-
Attrition from Transfers	10	22	19	8	-	0.8%	1.8%	1.5%	0.6%	-
Attrition from Exits	108	77	115	90	-	8.5%	6.2%	9.2%	7.2%	-
<b>Teacher Attrition</b>	<b>103</b>	<b>87</b>	<b>113</b>	<b>84</b>	<b>-</b>	<b>9.3%</b>	<b>8.0%</b>	<b>10.4%</b>	<b>7.7%</b>	<b>-</b>
Attrition from Transfers	10	22	18	7	-	0.9%	2.0%	1.7%	0.6%	-
Attrition from Exits	93	65	95	77	-	8.4%	6.0%	8.7%	7.1%	-
<b>District Retention</b>										
Educator Retention	1,156	1,149	1,118	1,157	-	90.7%	92.1%	89.3%	92.2%	-
Teacher Retention	1,010	1,000	977	1,004	-	90.7%	92.0%	89.6%	92.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.8%	2.0%	89.8%	78.2%	9.6%	87.8%
1 Year of Experience	89.2%	2.4%	91.6%	84.2%	6.9%	91.1%
2 Years of Experience	86.5%	2.9%	89.3%	85.2%	5.9%	91.1%
3 Years of Experience	85.8%	3.5%	89.2%	86.1%	5.6%	91.7%
4 Years of Experience	89.4%	3.1%	92.5%	87.9%	4.7%	92.6%
5 Years of Experience	90.2%	1.6%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.7%	0.6%	0.6%	1.6%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	92.8%	92.4%	88.7%	92.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.2%	0.1%	0.1%	0.6%	0.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.7%	6.5%	6.9%	9.2%	6.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FLETCHER

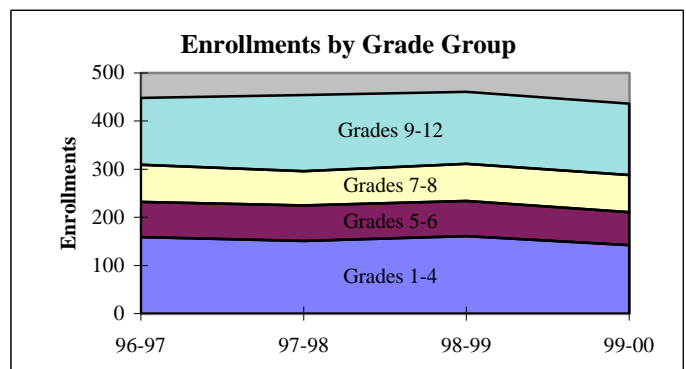
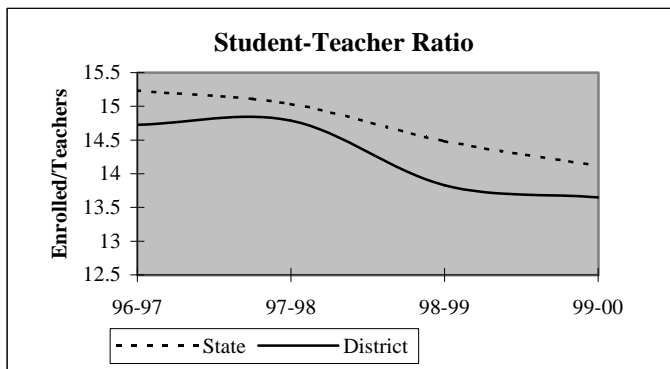


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	13.1	13.2	12.4	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	14.7	14.8	13.8	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	0	2	0	-	-	-	-	-
% Change in Educators	-2.7%	2.8%	0.0%	5.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	20	10	2	-4	-20	-	-	-	-	-
% Change in Enrollments	4.4%	2.1%	0.4%	-0.8%	-4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.7%	5.1%	5.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.4%	5.4%	5.1%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.4%	5.4%	5.1%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	5.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	41.5	43.0	43.4	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.8	12.5	13.4	13.9	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,545	29,339	28,831	29,550	29,641	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	75.8%	75.8%	77.1%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.1%	3.0%	6.1%	5.7%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.2%	12.3%	14.5%	15.2%	13.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	11	9	5	6	36.1%	29.7%	24.3%	12.8%	15.4%
Attrition	2	3	1	1	0					
Attrition Rate	15.4%	27.3%	11.1%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	25	26	31	30	61.1%	67.6%	70.3%	79.5%	76.9%
Attrition	3	0	1	1	0					
Attrition Rate	13.6%	0.0%	3.8%	3.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	3	3	2.8%	2.7%	5.4%	7.7%	7.7%
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	3	4	6	2.8%	5.4%	8.1%	10.3%	15.4%

## District Report for: FLETCHER

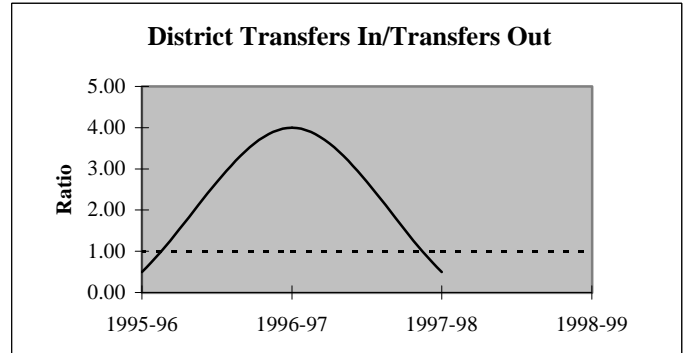
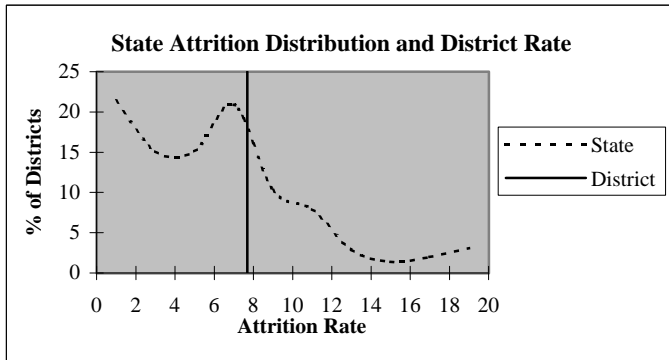
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	36	37	37	39	39	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	3	5.6%	5.4%	5.4%	5.1%	7.7%
Professional Staff	2	2	2	2	2	5.6%	5.4%	5.4%	5.1%	5.1%
<b>Total Teachers</b>	32	33	33	35	34	88.9%	89.2%	89.2%	89.7%	87.2%
Special Education	1	1	2	2	2	3.1%	3.0%	6.1%	5.7%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	17	15	16	15	53.1%	51.5%	45.5%	45.7%	44.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	15	16	17	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	4	4	3	6.3%	9.1%	12.1%	11.4%	8.8%
Art & Music	0	0	1	1	2	0.0%	0.0%	3.0%	2.9%	5.9%
Social Studies	2	1	3	3	2	6.3%	3.0%	9.1%	8.6%	5.9%
Foreign Language	1	0	0	0	1	3.1%	0.0%	0.0%	0.0%	2.9%
Math	1	1	1	2	1	3.1%	3.0%	3.0%	5.7%	2.9%
<b>Science</b>	2	2	2	2	2	6.3%	6.1%	6.1%	5.7%	5.9%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	2.9%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	1	6.3%	6.1%	6.1%	2.9%	2.9%
Vocational Education	4	4	3	5	4	12.5%	12.1%	9.1%	14.3%	11.8%
Other	2	4	2	0	2	6.3%	12.1%	6.1%	0.0%	5.9%
<b>Total Enrollments</b>	476	486	488	484	464	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	34	33	22	28	5.9%	7.0%	6.8%	4.5%	6.0%
Grades 1-4	163	159	151	161	142	34.2%	32.7%	30.9%	33.3%	30.6%
Grades 5-6	72	73	74	73	69	15.1%	15.0%	15.2%	15.1%	14.9%
Grades 7-8	70	77	71	77	77	14.7%	15.8%	14.5%	15.9%	16.6%
Grades 9-12	141	139	158	150	148	29.6%	28.6%	32.4%	31.0%	31.9%
Ungraded	2	4	1	1	0	0.4%	0.8%	0.2%	0.2%	0.0%



## District Report for: FLETCHER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	36	37	37	39	39	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	31	34	35	36	94.4%	83.8%	91.9%	89.7%	92.3%
Newly Hired	2	6	3	4	3	5.6%	16.2%	8.1%	10.3%	7.7%
Transfers In	2	4	1	1	1	100.0%	66.7%	33.3%	25.0%	33.3%
Reentrants	0	1	1	1	0	0.0%	16.7%	33.3%	25.0%	0.0%
First Time Educators	0	1	1	2	2	0.0%	16.7%	33.3%	50.0%	66.7%
Total Exiting Next Year	5	3	2	3	-	13.9%	8.1%	5.4%	7.7%	-
Transfers Out	4	1	2	0	-	80.0%	33.3%	100.0%	0.0%	-
Leave Oklahoma Educ.	1	2	0	3	-	20.0%	66.7%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	13.9%	8.1%	5.4%	7.7%	-
Transfers In/Out	0.50	4.00	0.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	15
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	8	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>36</b>

## District Report for: FLETCHER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	3	5.6%	5.4%	5.4%	5.1%	7.7%
White - Females	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	66.7%
White - Males	2	2	2	2	1	100.0%	100.0%	100.0%	100.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.6%	5.4%	5.4%	5.1%	5.1%
White - Females	1	2	2	2	2	50.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	33	33	35	34	88.9%	89.2%	89.2%	89.7%	87.2%
White - Females	24	25	25	27	26	75.0%	75.8%	75.8%	77.1%	76.5%
White - Males	8	8	8	8	8	25.0%	24.2%	24.2%	22.9%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
25-29	2	1	1	0	1	6.3%	3.0%	3.0%	0.0%	2.9%
30-34	8	7	4	2	0	25.0%	21.2%	12.1%	5.7%	0.0%
35-39	5	5	6	9	11	15.6%	15.2%	18.2%	25.7%	32.4%
40-44	7	9	9	7	7	21.9%	27.3%	27.3%	20.0%	20.6%
45-49	6	7	4	6	6	18.8%	21.2%	12.1%	17.1%	17.6%
50-54	3	2	6	7	6	9.4%	6.1%	18.2%	20.0%	17.6%
55+	1	2	3	3	3	3.1%	6.1%	9.1%	8.6%	8.8%
<b>Average Age</b>	40.5	41.5	43.0	43.4	44.1					

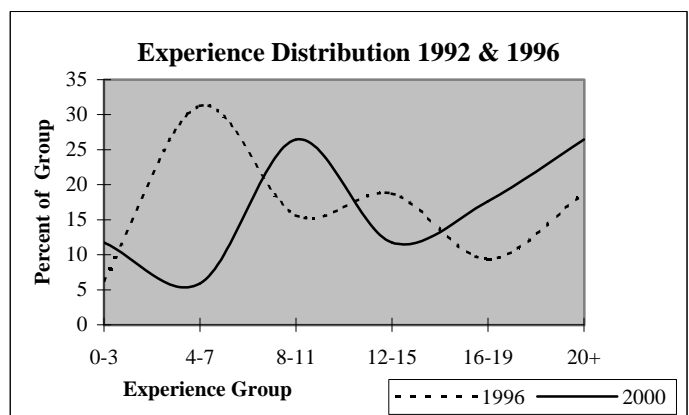
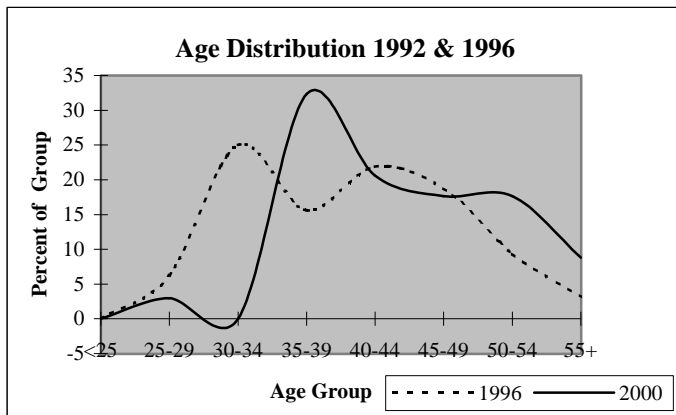
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	3	3	4	6.3%	9.1%	9.1%	8.6%	11.8%
4-7 Years	10	8	6	2	2	31.3%	24.2%	18.2%	5.7%	5.9%
8-11 Years	5	5	5	9	9	15.6%	15.2%	15.2%	25.7%	26.5%
12-15 Years	6	6	7	8	4	18.8%	18.2%	21.2%	22.9%	11.8%
16-19 Years	3	4	5	5	6	9.4%	12.1%	15.2%	14.3%	17.6%
20+ Years	6	7	7	8	9	18.8%	21.2%	21.2%	22.9%	26.5%
<b>Average Experience</b>	11.8	12.5	13.4	13.9	14.5					

## District Report for: FLETCHER

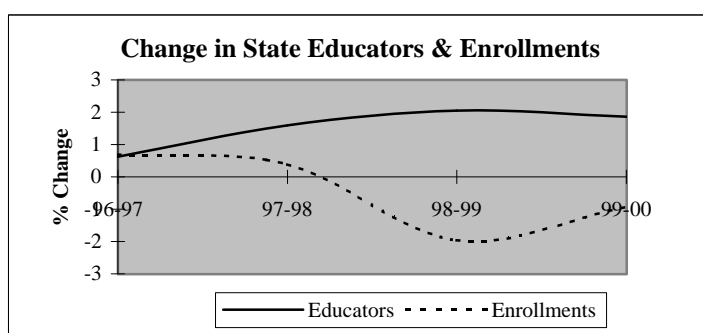
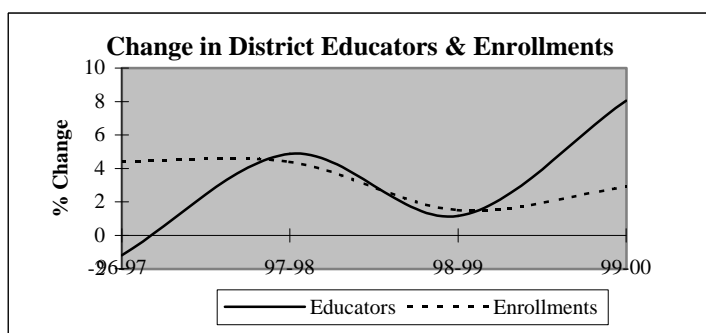
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	2	3	-	13.9%	8.1%	5.4%	7.7%	-
Attrition from Transfers	4	1	2	0	-	11.1%	2.7%	5.4%	0.0%	-
Attrition from Exits	1	2	0	3	-	2.8%	5.4%	0.0%	7.7%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>6.3%</b>	<b>9.1%</b>	<b>6.1%</b>	<b>5.7%</b>	<b>-</b>
Attrition from Transfers	1	1	2	0	-	3.1%	3.0%	6.1%	0.0%	-
Attrition from Exits	1	2	0	2	-	3.1%	6.1%	0.0%	5.7%	-
<b>District Retention</b>										
Educator Retention	31	34	35	36	-	86.1%	91.9%	94.6%	92.3%	-
Teacher Retention	30	30	31	33	-	93.8%	90.9%	93.9%	94.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	40.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.8%	0.0%	0.0%	2.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.2%	94.6%	94.6%	87.2%	94.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	5.4%	5.4%	10.3%	5.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ELGIN

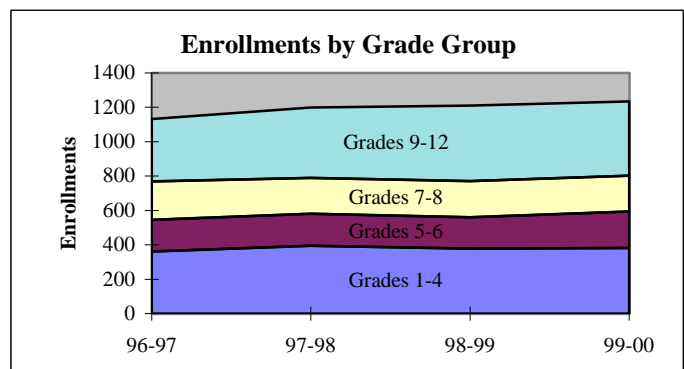
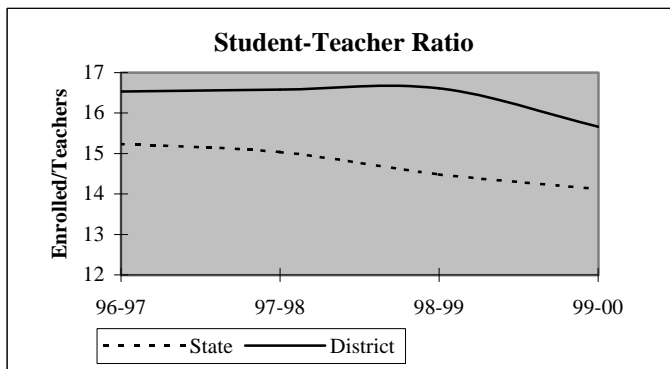


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	14.7	14.7	14.7	14.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	16.5	16.6	16.6	15.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	4	1	7	-	-	-	-	-
% Change in Educators	2.5%	-1.2%	4.9%	1.2%	8.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	20	51	53	19	37	-	-	-	-	-
% Change in Enrollments	1.8%	4.4%	4.4%	1.5%	2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	1.2%	5.8%	3.4%	7.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.9%	4.7%	4.6%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	6.1%	7.0%	6.9%	6.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	4.9%	7.0%	6.9%	6.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	42.9	43.6	42.4	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.2	12.2	10.9	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,192	29,210	28,370	29,780	29,167	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.4%	5.5%	6.6%	6.5%	6.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.6%	67.1%	68.4%	70.1%	69.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.8%	6.8%	6.6%	6.5%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.7%	17.5%	20.0%	21.0%	22.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	25	27	34	38	30.1%	30.5%	31.4%	39.1%	40.4%
Attrition	3	4	4	1	0					
Attrition Rate	12.0%	16.0%	14.8%	2.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	51	50	49	45	46	61.4%	61.0%	57.0%	51.7%	48.9%
Attrition	2	5	4	1	0					
Attrition Rate	3.9%	10.0%	8.2%	2.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	7	10	8	10	8.4%	8.5%	11.6%	9.2%	10.6%
Attrition	2	0	4	1	0					
Attrition Rate	28.6%	0.0%	40.0%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	9	9	13	10	13	10.8%	11.0%	15.1%	11.5%	13.8%

## District Report for: ELGIN

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	83	82	86	87	94	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.8%	4.9%	4.7%	4.6%	4.3%
Professional Staff	5	5	6	6	6	6.0%	6.1%	7.0%	6.9%	6.4%
<b>Total Teachers</b>	74	73	76	77	84	89.2%	89.0%	88.4%	88.5%	89.4%
Special Education	5	5	5	5	6	6.8%	6.8%	6.6%	6.5%	7.1%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	2.6%	2.4%
Elementary	29	28	28	28	29	39.2%	38.4%	36.8%	36.4%	34.5%
<b>Middle School</b>	12	14	16	15	16	16.2%	19.2%	21.1%	19.5%	19.0%
Language Arts	1	2	3	3	2	1.4%	2.7%	3.9%	3.9%	2.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	4	3	5	4.1%	4.1%	5.3%	3.9%	6.0%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%
Math	4	4	4	3	3	5.4%	5.5%	5.3%	3.9%	3.6%
Science	2	2	3	2	3	2.7%	2.7%	3.9%	2.6%	3.6%
Vocational Education	0	0	0	1	0	0.0%	0.0%	0.0%	1.3%	0.0%
Other	2	3	2	3	2	2.7%	4.1%	2.6%	3.9%	2.4%
<b>High School (9-12)</b>	28	26	27	27	31	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	2	3	6	6	6.8%	2.7%	3.9%	7.8%	7.1%
Art & Music	3	3	3	3	3	4.1%	4.1%	3.9%	3.9%	3.6%
Social Studies	4	4	5	3	4	5.4%	5.5%	6.6%	3.9%	4.8%
Foreign Language	2	2	0	1	1	2.7%	2.7%	0.0%	1.3%	1.2%
Math	2	2	2	3	3	2.7%	2.7%	2.6%	3.9%	3.6%
<b>Science</b>	3	3	2	3	4	4.1%	4.1%	2.6%	3.9%	4.8%
Biology	0	1	1	1	1	0.0%	1.4%	1.3%	1.3%	1.2%
Chemistry	1	0	0	0	0	1.4%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	1	2	3	2.7%	2.7%	1.3%	2.6%	3.6%
Vocational Education	5	5	5	6	6	6.8%	6.8%	6.6%	7.8%	7.1%
Other	4	5	7	2	4	5.4%	6.8%	9.2%	2.6%	4.8%
<b>Total Enrollments</b>	1,156	1,207	1,260	1,279	1,316	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	69	71	56	66	79	6.0%	5.9%	4.4%	5.2%	6.0%
Grades 1-4	357	362	394	378	382	30.9%	30.0%	31.3%	29.6%	29.0%
Grades 5-6	175	183	187	183	211	15.1%	15.2%	14.8%	14.3%	16.0%
Grades 7-8	200	224	208	209	210	17.3%	18.6%	16.5%	16.3%	16.0%
Grades 9-12	355	363	410	441	432	30.7%	30.1%	32.5%	34.5%	32.8%
Ungraded	0	4	5	2	2	0.0%	0.3%	0.4%	0.2%	0.2%

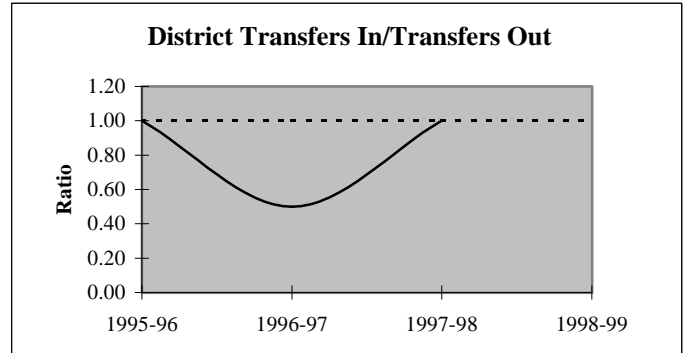
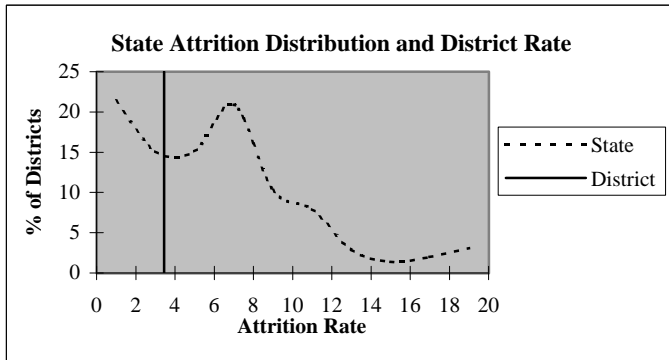




## District Report for: ELGIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	83	82	86	87	94	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	76	73	74	84	92.8%	92.7%	84.9%	85.1%	89.4%
<b>Newly Hired</b>	<b>6</b>	<b>6</b>	<b>13</b>	<b>13</b>	<b>10</b>	<b>7.2%</b>	<b>7.3%</b>	<b>15.1%</b>	<b>14.9%</b>	<b>10.6%</b>
Transfers In	3	2	2	6	3	50.0%	33.3%	15.4%	46.2%	30.0%
Reentrants	0	1	5	1	2	0.0%	16.7%	38.5%	7.7%	20.0%
First Time Educators	3	3	6	6	5	50.0%	50.0%	46.2%	46.2%	50.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>9</b>	<b>12</b>	<b>3</b>	<b>-</b>	<b>8.4%</b>	<b>11.0%</b>	<b>14.0%</b>	<b>3.4%</b>	<b>-</b>
Transfers Out	3	4	2	0	-	42.9%	44.4%	16.7%	0.0%	-
Leave Oklahoma Educ.	4	5	10	3	-	57.1%	55.6%	83.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	8.4%	11.0%	14.0%	3.4%	-
Transfers In/Out	1.00	0.50	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	8	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	2
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	19	Cameron, Lawton	28
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	4	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		Total	83

## District Report for: ELGIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	4.8%	4.9%	4.7%	4.6%	4.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	6	6	6	6.0%	6.1%	7.0%	6.9%	6.4%
White - Females	4	4	4	4	4	80.0%	80.0%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	20.0%	20.0%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	16.7%
<b>Teachers</b>	74	73	76	77	84	89.2%	89.0%	88.4%	88.5%	89.4%
White - Females	48	47	50	51	55	64.9%	64.4%	65.8%	66.2%	65.5%
White - Males	22	22	21	21	24	29.7%	30.1%	27.6%	27.3%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	2.7%	2.7%	2.6%	3.9%	3.6%
Other - Males	2	2	3	2	2	2.7%	2.7%	3.9%	2.6%	2.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	2	1	0	0.0%	1.4%	2.6%	1.3%	0.0%
25-29	8	8	9	9	8	10.8%	11.0%	11.8%	11.7%	10.0%
30-34	11	8	7	11	13	14.9%	11.0%	9.2%	14.3%	16.3%
35-39	13	13	12	10	9	17.6%	17.8%	15.8%	13.0%	11.3%
40-44	9	8	7	9	11	12.2%	11.0%	9.2%	11.7%	13.8%
45-49	16	17	18	17	14	21.6%	23.3%	23.7%	22.1%	17.5%
50-54	8	10	8	12	14	10.8%	13.7%	10.5%	15.6%	17.5%
55+	9	8	13	8	11	12.2%	11.0%	17.1%	10.4%	13.8%
<b>Average Age</b>	42.6	42.9	43.6	42.4	43.1					

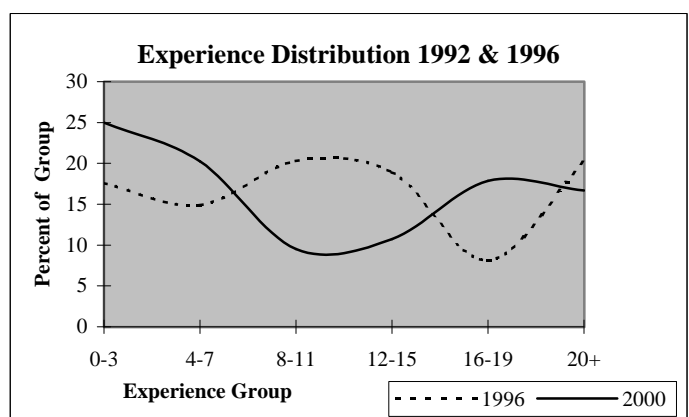
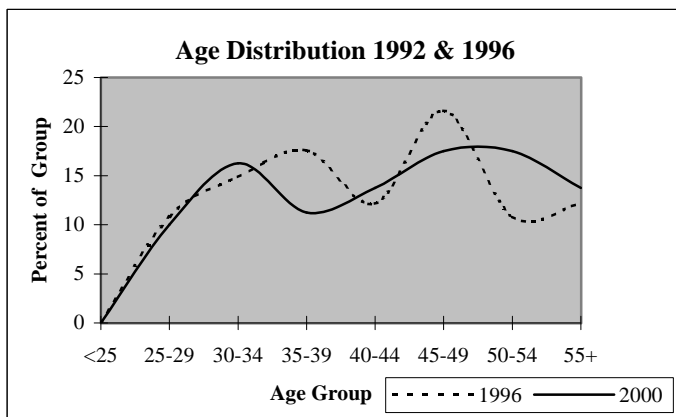
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	10	14	19	21	17.6%	13.7%	18.4%	24.7%	25.0%
4-7 Years	11	15	13	15	17	14.9%	20.5%	17.1%	19.5%	20.2%
8-11 Years	15	9	10	7	8	20.3%	12.3%	13.2%	9.1%	9.5%
12-15 Years	14	18	13	7	9	18.9%	24.7%	17.1%	9.1%	10.7%
16-19 Years	6	6	8	15	15	8.1%	8.2%	10.5%	19.5%	17.9%
20+ Years	15	15	18	14	14	20.3%	20.5%	23.7%	18.2%	16.7%
<b>Average Experience</b>	11.9	12.2	12.2	10.9	11.0					

## District Report for: ELGIN

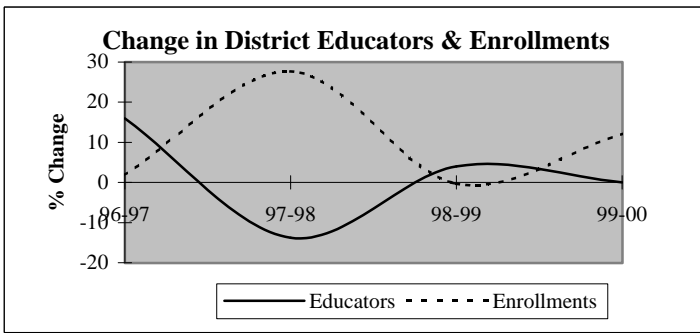
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	9	12	3	-	8.4%	11.0%	14.0%	3.4%	-
Attrition from Transfers	3	4	2	0	-	3.6%	4.9%	2.3%	0.0%	-
Attrition from Exits	4	5	10	3	-	4.8%	6.1%	11.6%	3.4%	-
<b>Teacher Attrition</b>	6	9	12	3	-	8.1%	12.3%	15.8%	3.9%	-
Attrition from Transfers	3	4	2	0	-	4.1%	5.5%	2.6%	0.0%	-
Attrition from Exits	3	5	10	3	-	4.1%	6.8%	13.2%	3.9%	-
<b>District Retention</b>										
Educator Retention	76	73	74	84	-	91.6%	89.0%	86.0%	96.6%	-
Teacher Retention	68	64	64	74	-	91.9%	87.7%	84.2%	96.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.3%	4.5%	81.8%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	86.4%	9.1%	95.5%	86.1%	5.6%	91.7%
4 Years of Experience	94.1%	5.9%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	94.7%	0.0%	94.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.2%	0.0%	1.2%	2.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	95.1%	86.0%	89.7%	90.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	4.9%	12.8%	8.0%	8.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CHATTANOOGA

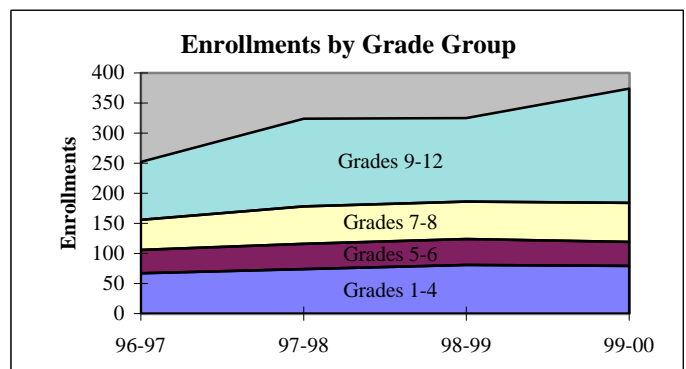
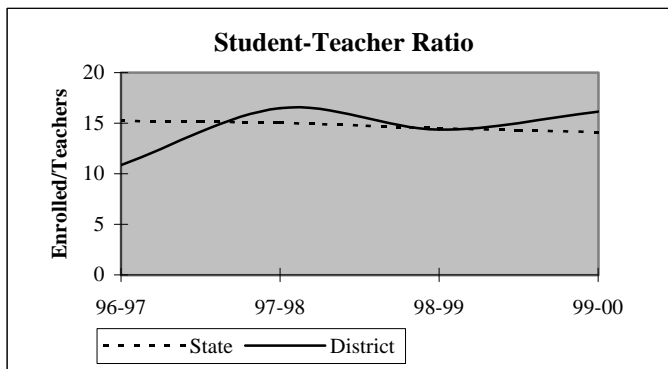


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	9.3	13.8	13.3	14.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.7	10.8	16.5	14.4	16.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	4	-4	1	0	-	-	-	-	-
% Change in Educators	8.7%	16.0%	-13.8%	4.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	44	5	75	-1	42	-	-	-	-	-
% Change in Enrollments	19.8%	1.9%	27.7%	-0.3%	12.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.0%	27.6%	12.0%	15.4%	11.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.0%	10.3%	12.0%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.0%	3.4%	4.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	3.4%	0.0%	3.8%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	3.4%	4.0%	3.8%	3.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.4	42.4	43.7	44.2	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	10.5	12.8	13.1	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	26,631	24,708	28,682	29,644	29,959	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	4.0%	0.0%	4.2%	4.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	64.0%	71.4%	70.8%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	4.0%	4.8%	4.2%	4.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.8%	11.4%	15.9%	16.5%	22.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	13	10	9	8	40.0%	44.8%	40.0%	34.6%	30.8%
Attrition	0	4	2	0	0					
Attrition Rate	0.0%	30.8%	20.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	14	13	14	16	52.0%	48.3%	52.0%	53.8%	61.5%
Attrition	1	1	2	0	0					
Attrition Rate	7.7%	7.1%	15.4%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	2	8.0%	6.9%	8.0%	11.5%	7.7%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	2	4	3	3	12.0%	6.9%	16.0%	11.5%	11.5%

## District Report for: CHATTANOOGA

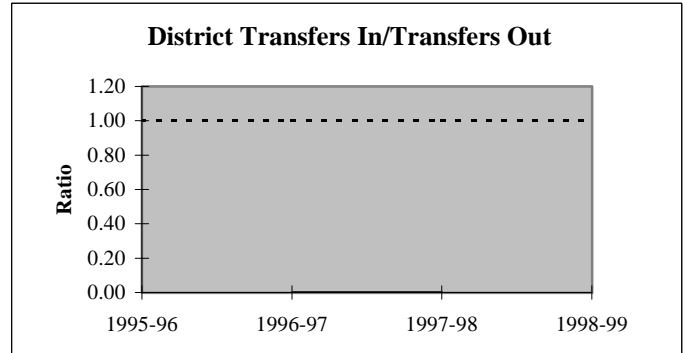
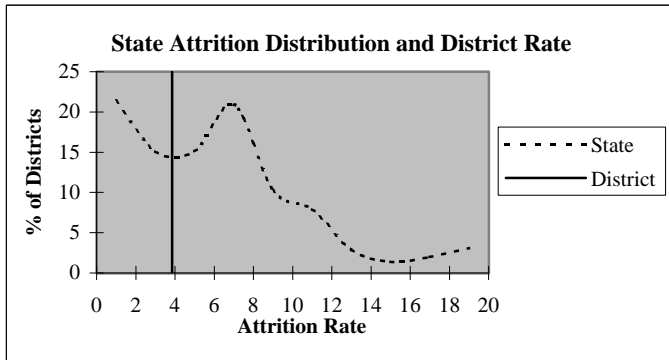
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	29	25	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	12.0%	10.3%	12.0%	7.7%	7.7%
Professional Staff	1	1	1	0	0	4.0%	3.4%	4.0%	0.0%	0.0%
<b>Total Teachers</b>	21	25	21	24	24	84.0%	86.2%	84.0%	92.3%	92.3%
Special Education	1	1	1	1	1	4.8%	4.0%	4.8%	4.2%	4.2%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	4.2%	4.2%
Elementary	12	12	12	13	13	57.1%	48.0%	57.1%	54.2%	54.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	12	8	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.8%	4.0%	4.8%	4.2%	4.2%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	0	2	4.8%	4.0%	4.8%	0.0%	8.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	1	1	1	1	1	4.8%	4.0%	4.8%	4.2%	4.2%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	4.8%	4.0%	4.8%	4.2%	0.0%
Vocational Education	2	2	2	2	2	9.5%	8.0%	9.5%	8.3%	8.3%
Other	3	7	3	5	3	14.3%	28.0%	14.3%	20.8%	12.5%
<b>Total Enrollments</b>	266	271	346	345	387	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	19	22	18	13	4.5%	7.0%	6.4%	5.2%	3.4%
Grades 1-4	67	67	74	81	79	25.2%	24.7%	21.4%	23.5%	20.4%
Grades 5-6	46	39	42	43	40	17.3%	14.4%	12.1%	12.5%	10.3%
Grades 7-8	46	50	62	62	65	17.3%	18.5%	17.9%	18.0%	16.8%
Grades 9-12	95	96	146	139	190	35.7%	35.4%	42.2%	40.3%	49.1%
Ungraded	0	0	0	2	0	0.0%	0.0%	0.0%	0.6%	0.0%



## District Report for: CHATTANOOGA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	29	25	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	24	24	21	25	72.0%	82.8%	96.0%	80.8%	96.2%
<b>Newly Hired</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>28.0%</b>	<b>17.2%</b>	<b>4.0%</b>	<b>19.2%</b>	<b>3.8%</b>
Transfers In	4	0	0	3	0	57.1%	0.0%	0.0%	60.0%	0.0%
Reentrants	2	1	1	0	1	28.6%	20.0%	100.0%	0.0%	100.0%
First Time Educators	1	4	0	2	0	14.3%	80.0%	0.0%	40.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>4.0%</b>	<b>17.2%</b>	<b>16.0%</b>	<b>3.8%</b>	<b>-</b>
Transfers Out	0	2	1	0	-	0.0%	40.0%	25.0%	0.0%	-
Leave Oklahoma Educ.	1	3	3	1	-	100.0%	60.0%	75.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	4.0%	17.2%	16.0%	3.8%	-
Transfers In/Out	nc	0.00	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	11
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>25</b>

## District Report for: CHATTANOOGA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	12.0%	10.3%	12.0%	7.7%	7.7%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	50.0%	50.0%
White - Males	2	2	2	1	1	66.7%	66.7%	66.7%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	0	0	4.0%	3.4%	4.0%	0.0%	0.0%
White - Females	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	25	21	24	24	84.0%	86.2%	84.0%	92.3%	92.3%
White - Females	15	16	15	16	16	71.4%	64.0%	71.4%	66.7%	66.7%
White - Males	6	8	6	7	7	28.6%	32.0%	28.6%	29.2%	29.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	0	0	0	0.0%	4.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	4.2%	4.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	1	0	0.0%	4.0%	4.8%	4.2%	0.0%
25-29	3	3	1	0	2	14.3%	12.0%	4.8%	0.0%	8.3%
30-34	3	4	4	3	2	14.3%	16.0%	19.0%	12.5%	8.3%
35-39	4	3	1	5	5	19.0%	12.0%	4.8%	20.8%	20.8%
40-44	3	5	6	5	5	14.3%	20.0%	28.6%	20.8%	20.8%
45-49	3	1	2	4	4	14.3%	4.0%	9.5%	16.7%	16.7%
50-54	1	4	2	2	3	4.8%	16.0%	9.5%	8.3%	12.5%
55+	4	4	4	4	3	19.0%	16.0%	19.0%	16.7%	12.5%
<b>Average Age</b>	42.4	42.4	43.7	44.2	43.6					

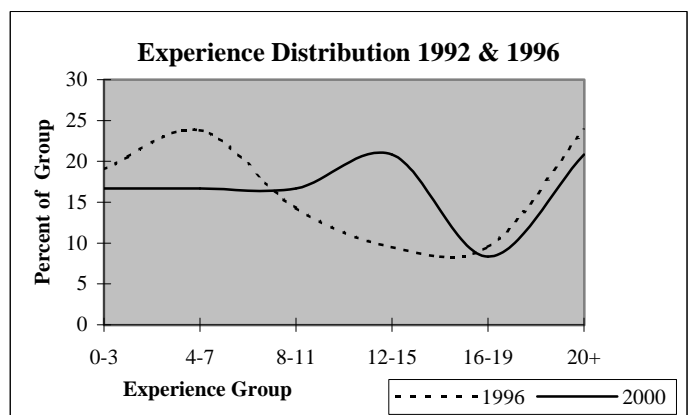
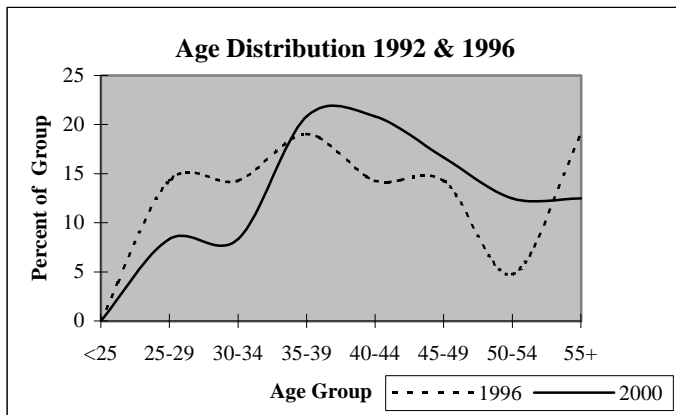
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	7	2	3	4	19.0%	28.0%	9.5%	12.5%	16.7%
4-7 Years	5	5	7	6	4	23.8%	20.0%	33.3%	25.0%	16.7%
8-11 Years	3	4	3	3	4	14.3%	16.0%	14.3%	12.5%	16.7%
12-15 Years	2	2	1	4	5	9.5%	8.0%	4.8%	16.7%	20.8%
16-19 Years	2	2	3	2	2	9.5%	8.0%	14.3%	8.3%	8.3%
20+ Years	5	5	5	6	5	23.8%	20.0%	23.8%	25.0%	20.8%
<b>Average Experience</b>	12.3	10.5	12.8	13.1	12.9					

## District Report for: CHATTANOOGA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	4	1	-	4.0%	17.2%	16.0%	3.8%	-
Attrition from Transfers	0	2	1	0	-	0.0%	6.9%	4.0%	0.0%	-
Attrition from Exits	1	3	3	1	-	4.0%	10.3%	12.0%	3.8%	-
Teacher Attrition	1	5	1	1	-	4.8%	20.0%	4.8%	4.2%	-
Attrition from Transfers	0	2	1	0	-	0.0%	8.0%	4.8%	0.0%	-
Attrition from Exits	1	3	0	1	-	4.8%	12.0%	0.0%	4.2%	-
<b>District Retention</b>										
Educator Retention	24	24	21	25	-	96.0%	82.8%	84.0%	96.2%	-
Teacher Retention	20	20	20	23	-	95.2%	80.0%	95.2%	95.8%	-

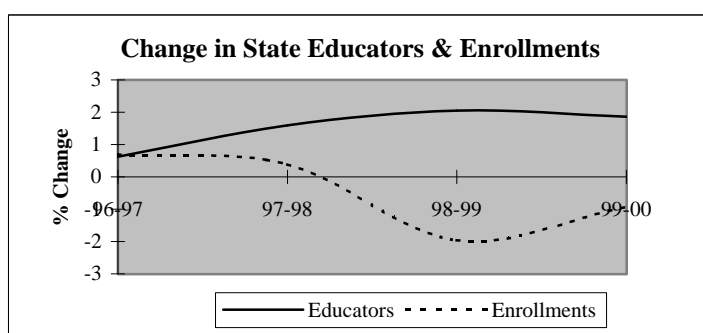
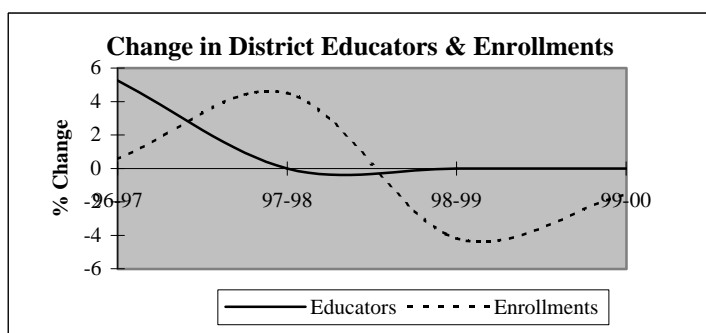
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	55.6%	11.1%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	12.5%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	8.0%	10.3%	4.0%	3.8%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	72.4%	92.0%	88.5%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.0%	17.2%	4.0%	7.7%	3.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: WALTERS

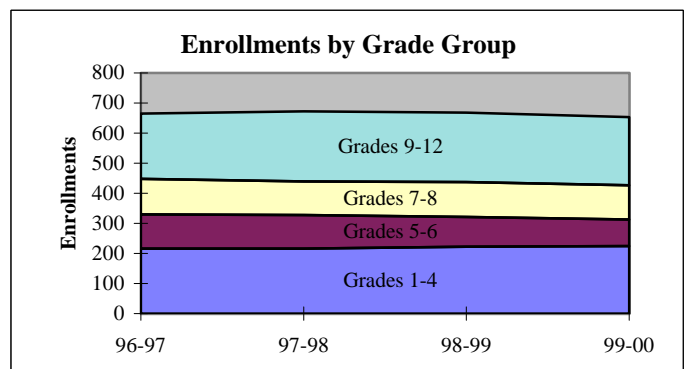
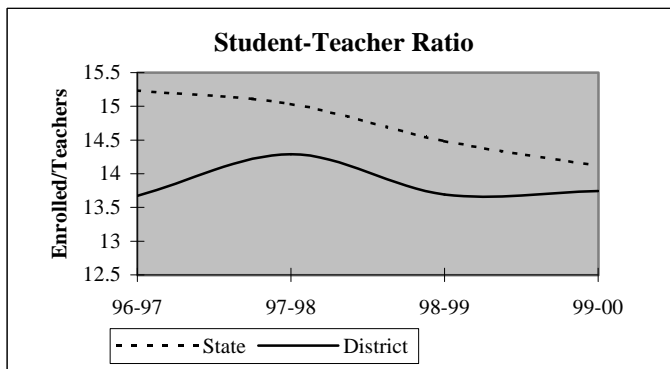


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	11.9	12.4	11.9	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	13.7	14.3	13.7	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	3	0	0	0	-	-	-	-	-
% Change in Educators	1.8%	5.3%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-12	4	32	-31	-11	-	-	-	-	-
% Change in Enrollments	-1.7%	0.6%	4.5%	-4.2%	-1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.0%	6.7%	3.3%	6.7%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	6.7%	6.7%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.0%	6.7%	6.7%	6.7%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	1.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	41.0	40.0	39.6	40.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.7	11.2	10.9	11.1	12.1	12.3	12.3	12.2	12.2
Average Salary	28,050	27,156	28,181	28,246	28,694	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	2.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.6%	75.0%	71.2%	71.2%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.2%	7.7%	7.7%	9.6%	7.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.6%	21.9%	21.4%	19.7%	20.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	16	22	22	22	31.6%	26.7%	36.7%	36.7%	36.7%
Attrition	5	0	1	5	0					
Attrition Rate	27.8%	0.0%	4.5%	22.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	36	39	33	35	34	63.2%	65.0%	55.0%	58.3%	56.7%
Attrition	3	6	4	5	0					
Attrition Rate	8.3%	15.4%	12.1%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	5	5	3	4	5.3%	8.3%	8.3%	5.0%	6.7%
Attrition Rate	0.0%	60.0%	60.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	6	7	5	6	8.8%	10.0%	11.7%	8.3%	10.0%

## District Report for: WALTERS

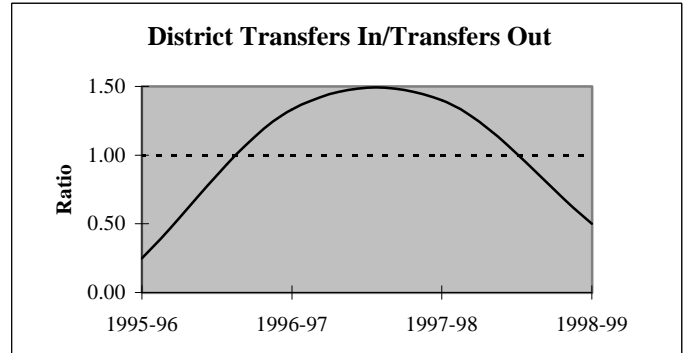
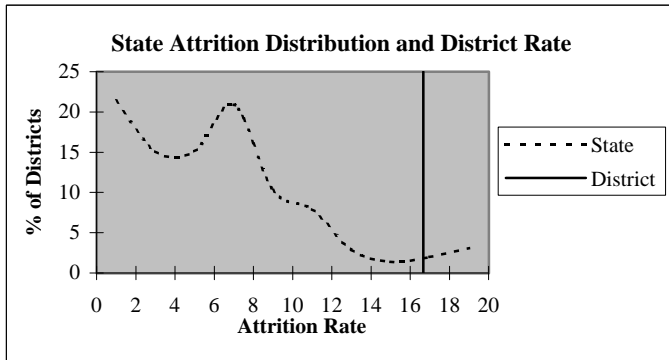
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	57	60	60	60	60	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.0%	6.7%	6.7%	6.7%	6.7%
Professional Staff	4	4	4	4	5	7.0%	6.7%	6.7%	6.7%	8.3%
<b>Total Teachers</b>	49	52	52	52	51	86.0%	86.7%	86.7%	86.7%	85.0%
Special Education	4	4	4	5	4	8.2%	7.7%	7.7%	9.6%	7.8%
Pre-K & Kindergarten	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	2.0%
Elementary	18	21	21	21	21	36.7%	40.4%	40.4%	40.4%	41.2%
<b>Middle School</b>	9	7	7	7	7	18.4%	13.5%	13.5%	13.5%	13.7%
Language Arts	2	2	2	2	3	4.1%	3.8%	3.8%	3.8%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	1	1	4.1%	1.9%	1.9%	1.9%	2.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	2.0%
Science	2	2	2	2	2	4.1%	3.8%	3.8%	3.8%	3.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	1	1	1	0	4.1%	1.9%	1.9%	1.9%	0.0%
<b>High School (9-12)</b>	17	19	19	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	4	3	2	1	4.1%	7.7%	5.8%	3.8%	2.0%
Art & Music	3	2	3	2	3	6.1%	3.8%	5.8%	3.8%	5.9%
Social Studies	2	2	2	3	2	4.1%	3.8%	3.8%	5.8%	3.9%
Foreign Language	0	0	1	1	1	0.0%	0.0%	1.9%	1.9%	2.0%
Math	3	3	3	2	2	6.1%	5.8%	5.8%	3.8%	3.9%
<b>Science</b>	2	1	3	2	2	4.1%	1.9%	5.8%	3.8%	3.9%
Biology	1	1	2	1	1	2.0%	1.9%	3.8%	1.9%	2.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	2.0%	0.0%	1.9%	1.9%	2.0%
Vocational Education	4	4	3	3	3	8.2%	7.7%	5.8%	5.8%	5.9%
Other	1	3	1	3	4	2.0%	5.8%	1.9%	5.8%	7.8%
<b>Total Enrollments</b>	707	711	743	712	701	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	44	68	43	45	6.4%	6.2%	9.2%	6.0%	6.4%
Grades 1-4	214	216	216	222	225	30.3%	30.4%	29.1%	31.2%	32.1%
Grades 5-6	114	114	112	99	88	16.1%	16.0%	15.1%	13.9%	12.6%
Grades 7-8	117	118	111	116	114	16.5%	16.6%	14.9%	16.3%	16.3%
Grades 9-12	217	217	233	231	226	30.7%	30.5%	31.4%	32.4%	32.2%
Ungraded	0	2	3	1	3	0.0%	0.3%	0.4%	0.1%	0.4%



## District Report for: WALTERS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	57	60	60	60	60	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	49	51	52	50	93.0%	81.7%	85.0%	86.7%	83.3%
<b>Newly Hired</b>	<b>4</b>	<b>11</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>7.0%</b>	<b>18.3%</b>	<b>15.0%</b>	<b>13.3%</b>	<b>16.7%</b>
Transfers In	1	4	7	3	4	25.0%	36.4%	77.8%	37.5%	40.0%
Reentrants	3	1	1	3	2	75.0%	9.1%	11.1%	37.5%	20.0%
First Time Educators	0	6	1	2	4	0.0%	54.5%	11.1%	25.0%	40.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>-</b>	<b>14.0%</b>	<b>15.0%</b>	<b>13.3%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	4	3	5	6	-	50.0%	33.3%	62.5%	60.0%	-
Leave Oklahoma Educ.	4	6	3	4	-	50.0%	66.7%	37.5%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	14.0%	15.0%	13.3%	16.7%	-
Transfers In/Out	0.25	1.33	1.40	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	16	Cameron, Lawton	20
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>56</b>

## District Report for: WALTERS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.0%	6.7%	6.7%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	4	4	5	7.0%	6.7%	6.7%	6.7%	8.3%
White - Females	4	4	4	4	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	49	52	52	52	51	86.0%	86.7%	86.7%	86.7%	85.0%
White - Females	38	39	37	37	38	77.6%	75.0%	71.2%	71.2%	74.5%
White - Males	11	13	15	15	12	22.4%	25.0%	28.8%	28.8%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	0	0	0	0.0%	3.9%	0.0%	0.0%	0.0%
25-29	3	4	9	6	2	6.3%	7.8%	18.0%	12.0%	4.2%
30-34	13	12	11	12	16	27.1%	23.5%	22.0%	24.0%	33.3%
35-39	4	3	5	9	7	8.3%	5.9%	10.0%	18.0%	14.6%
40-44	9	11	4	5	5	18.8%	21.6%	8.0%	10.0%	10.4%
45-49	10	9	13	10	5	20.8%	17.6%	26.0%	20.0%	10.4%
50-54	5	5	5	5	9	10.4%	9.8%	10.0%	10.0%	18.8%
55+	4	5	3	3	4	8.3%	9.8%	6.0%	6.0%	8.3%
<b>Average Age</b>	41.5	41.0	40.0	39.6	40.9					

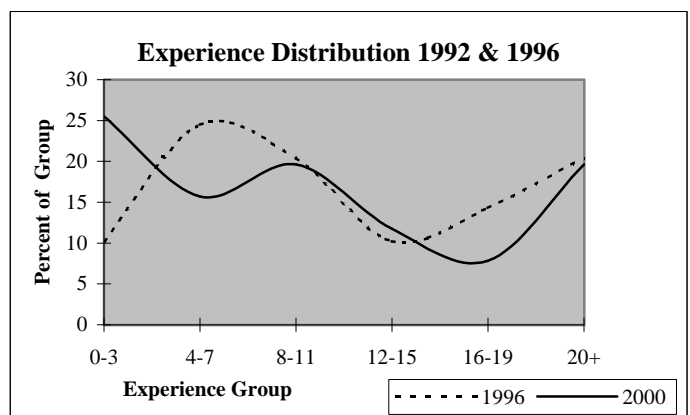
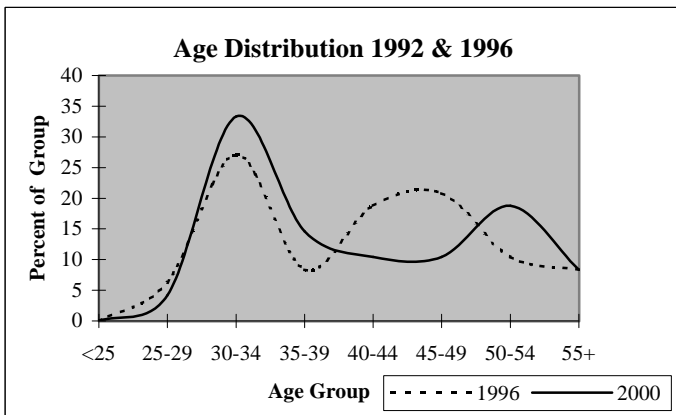
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	9	10	11	13	10.2%	17.3%	19.2%	21.2%	25.5%
4-7 Years	12	7	12	10	8	24.5%	13.5%	23.1%	19.2%	15.7%
8-11 Years	10	8	7	10	10	20.4%	15.4%	13.5%	19.2%	19.6%
12-15 Years	5	8	6	5	6	10.2%	15.4%	11.5%	9.6%	11.8%
16-19 Years	7	7	6	7	4	14.3%	13.5%	11.5%	13.5%	7.8%
20+ Years	10	13	11	9	10	20.4%	25.0%	21.2%	17.3%	19.6%
<b>Average Experience</b>	12.6	12.7	11.2	10.9	11.1					

## District Report for: WALTERS

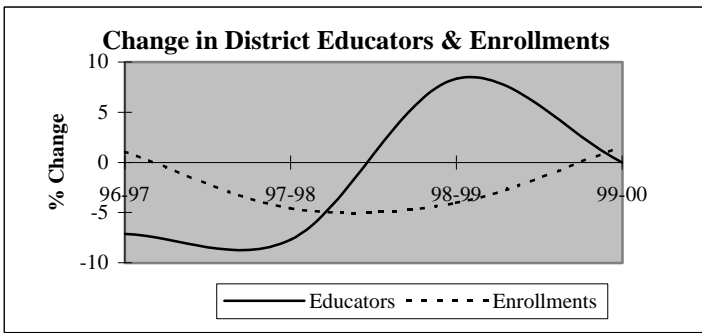
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	9	8	10	-	14.0%	15.0%	13.3%	16.7%	-
Attrition from Transfers	4	3	5	6	-	7.0%	5.0%	8.3%	10.0%	-
Attrition from Exits	4	6	3	4	-	7.0%	10.0%	5.0%	6.7%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>9</b>	<b>-</b>	<b>14.3%</b>	<b>9.6%</b>	<b>9.6%</b>	<b>17.3%</b>	<b>-</b>
Attrition from Transfers	4	0	3	6	-	8.2%	0.0%	5.8%	11.5%	-
Attrition from Exits	3	5	2	3	-	6.1%	9.6%	3.8%	5.8%	-
<b>District Retention</b>										
Educator Retention	49	51	52	50	-	86.0%	85.0%	86.7%	83.3%	-
Teacher Retention	42	47	47	43	-	85.7%	90.4%	90.4%	82.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	91.7%	8.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	8.3%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	81.8%	18.2%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	0.0%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.3%	5.0%	1.7%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.7%	85.0%	91.7%	88.3%	88.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.7%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	11.7%	3.3%	8.3%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TEMPLE

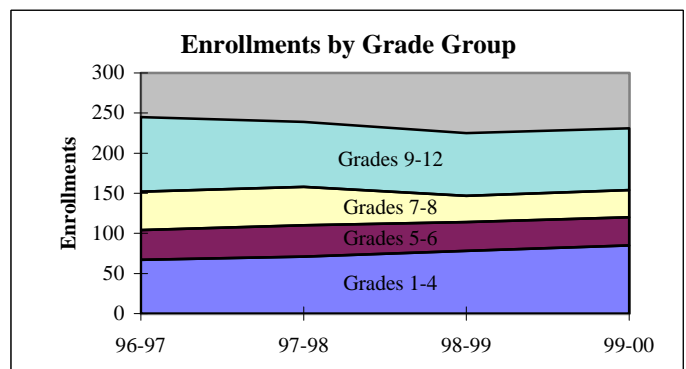
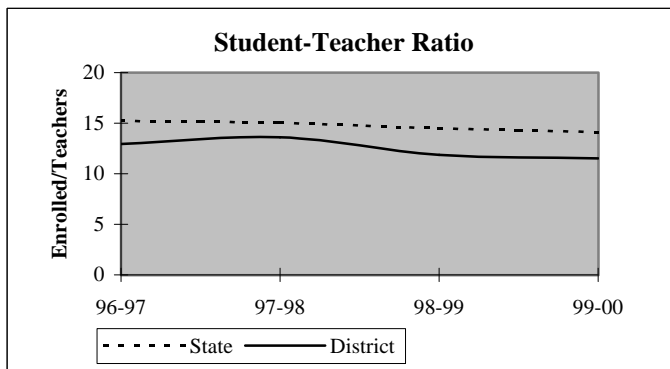


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.1	11.0	11.3	10.0	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	13.0	13.6	11.9	11.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	-2	2	0	-	-	-	-	-
% Change in Educators	3.7%	-7.1%	-7.7%	8.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	3	-13	-11	4	-	-	-	-	-
% Change in Enrollments	2.5%	1.1%	-4.6%	-4.0%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	7.7%	0.0%	11.5%	11.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.7%	7.7%	8.3%	7.7%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.7%	8.3%	7.7%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.6%	3.8%	4.2%	3.8%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.7	39.1	40.6	39.7	39.2	42.0	42.3	42.5	42.7	43.0
Average Experience	7.9	8.1	9.1	8.5	8.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,400	27,272	28,821	26,591	28,872	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.3%	77.3%	75.0%	81.8%	73.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.3%	4.5%	5.0%	4.5%	4.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.0%	31.9%	30.9%	32.2%	36.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	10	9	11	13	50.0%	38.5%	37.5%	42.3%	50.0%
Attrition	3	1	2	0	0					
Attrition Rate	21.4%	10.0%	22.2%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	15	13	13	11	39.3%	57.7%	54.2%	50.0%	42.3%
Attrition	0	2	3	5	0					
Attrition Rate	0.0%	13.3%	23.1%	38.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	1	2	2	2	10.7%	3.8%	8.3%	7.7%	7.7%
Attrition Rate	66.7%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	2	2	2	2	10.7%	7.7%	8.3%	7.7%	7.7%

## District Report for: TEMPLE

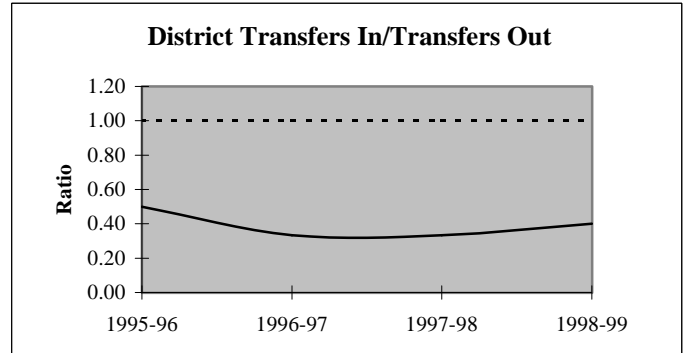
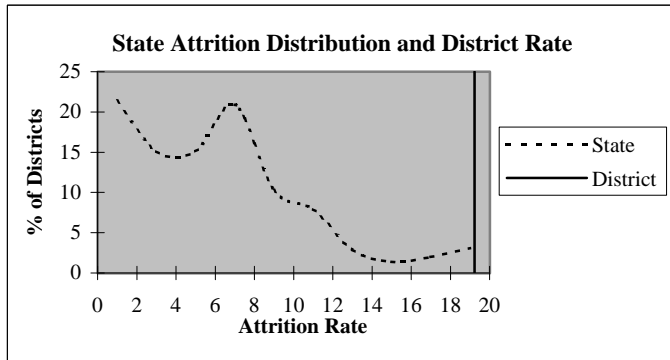
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	26	24	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	2	2	1	10.7%	7.7%	8.3%	7.7%	3.8%
Professional Staff	2	2	2	2	2	7.1%	7.7%	8.3%	7.7%	7.7%
<b>Total Teachers</b>	23	22	20	22	23	82.1%	84.6%	83.3%	84.6%	88.5%
Special Education	1	1	1	1	1	4.3%	4.5%	5.0%	4.5%	4.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	9	9	12	11	43.5%	40.9%	45.0%	54.5%	47.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	10	9	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	0	1	0	0	4.3%	0.0%	5.0%	0.0%	0.0%
Art & Music	1	1	0	1	1	4.3%	4.5%	0.0%	4.5%	4.3%
Social Studies	1	1	1	0	0	4.3%	4.5%	5.0%	0.0%	0.0%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.3%
Math	2	3	2	1	1	8.7%	13.6%	10.0%	4.5%	4.3%
<b>Science</b>	1	1	1	1	2	4.3%	4.5%	5.0%	4.5%	8.7%
Biology	1	0	0	0	1	4.3%	0.0%	0.0%	0.0%	4.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	4.5%	5.0%	4.5%	4.3%
Vocational Education	3	4	3	3	3	13.0%	18.2%	15.0%	13.6%	13.0%
Other	3	2	2	3	3	13.0%	9.1%	10.0%	13.6%	13.0%
<b>Total Enrollments</b>	282	285	272	261	265	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	40	33	28	29	10.3%	14.0%	12.1%	10.7%	10.9%
Grades 1-4	75	67	71	78	85	26.6%	23.5%	26.1%	29.9%	32.1%
Grades 5-6	44	37	39	36	35	15.6%	13.0%	14.3%	13.8%	13.2%
Grades 7-8	44	48	48	33	34	15.6%	16.8%	17.6%	12.6%	12.8%
Grades 9-12	90	93	81	78	77	31.9%	32.6%	29.8%	29.9%	29.1%
Ungraded	0	0	0	8	5	0.0%	0.0%	0.0%	3.1%	1.9%



## District Report for: TEMPLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	26	24	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	23	23	19	21	85.7%	88.5%	95.8%	73.1%	80.8%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>14.3%</b>	<b>11.5%</b>	<b>4.2%</b>	<b>26.9%</b>	<b>19.2%</b>
Transfers In	1	1	1	2	5	25.0%	33.3%	100.0%	28.6%	100.0%
Reentrants	1	0	0	3	0	25.0%	0.0%	0.0%	42.9%	0.0%
First Time Educators	2	2	0	2	0	50.0%	66.7%	0.0%	28.6%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>17.9%</b>	<b>11.5%</b>	<b>20.8%</b>	<b>19.2%</b>	<b>-</b>
Transfers Out	2	3	3	5	-	40.0%	100.0%	60.0%	100.0%	-
Leave Oklahoma Educ.	3	0	2	0	-	60.0%	0.0%	40.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	17.9%	11.5%	20.8%	19.2%	-
Transfers In/Out	0.50	0.33	0.33	0.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	9	Cameron, Lawton	10
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	28



## District Report for: TEMPLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	2	2	1	10.7%	7.7%	8.3%	7.7%	3.8%
White - Females	1	1	1	1	0	33.3%	50.0%	50.0%	50.0%	0.0%
White - Males	2	1	1	1	1	66.7%	50.0%	50.0%	50.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	7.1%	7.7%	8.3%	7.7%	7.7%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	22	20	22	23	82.1%	84.6%	83.3%	84.6%	88.5%
White - Females	18	17	15	18	17	78.3%	77.3%	75.0%	81.8%	73.9%
White - Males	5	5	5	4	6	21.7%	22.7%	25.0%	18.2%	26.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	4.5%	4.3%
25-29	3	3	2	1	2	13.0%	13.6%	10.0%	4.5%	8.7%
30-34	5	4	2	5	4	21.7%	18.2%	10.0%	22.7%	17.4%
35-39	7	6	6	5	6	30.4%	27.3%	30.0%	22.7%	26.1%
40-44	2	4	4	4	4	8.7%	18.2%	20.0%	18.2%	17.4%
45-49	4	4	4	3	4	17.4%	18.2%	20.0%	13.6%	17.4%
50-54	0	0	1	1	1	0.0%	0.0%	5.0%	4.5%	4.3%
55+	2	1	1	2	1	8.7%	4.5%	5.0%	9.1%	4.3%
<b>Average Age</b>	38.7	39.1	40.6	39.7	39.2					

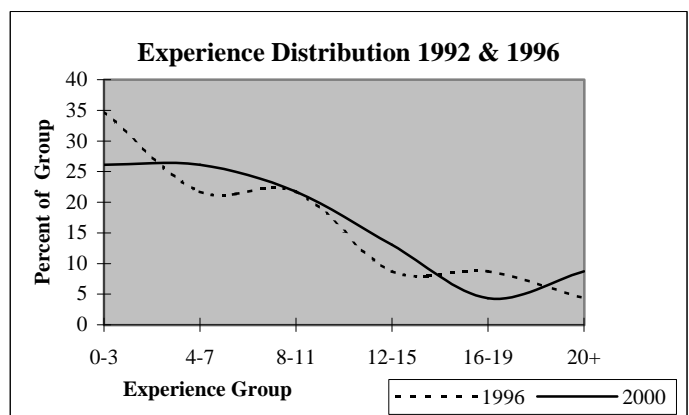
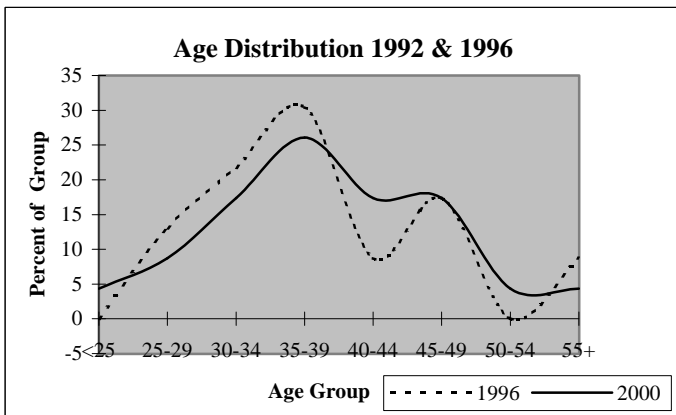
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	4	3	5	6	34.8%	18.2%	15.0%	22.7%	26.1%
4-7 Years	5	6	6	6	6	21.7%	27.3%	30.0%	27.3%	26.1%
8-11 Years	5	7	6	4	5	21.7%	31.8%	30.0%	18.2%	21.7%
12-15 Years	2	3	1	3	3	8.7%	13.6%	5.0%	13.6%	13.0%
16-19 Years	2	2	2	2	1	8.7%	9.1%	10.0%	9.1%	4.3%
20+ Years	1	0	2	2	2	4.3%	0.0%	10.0%	9.1%	8.7%
<b>Average Experience</b>	7.9	8.1	9.1	8.5	8.4					

## District Report for: TEMPLE

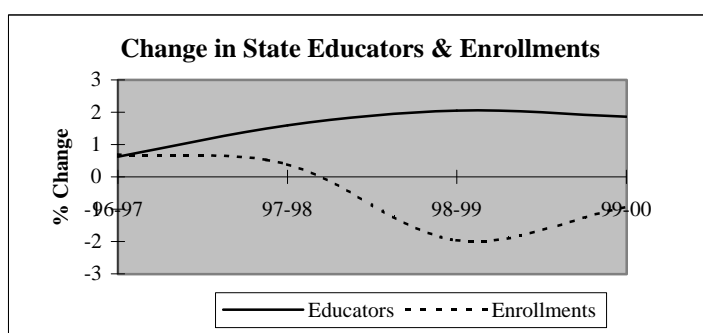
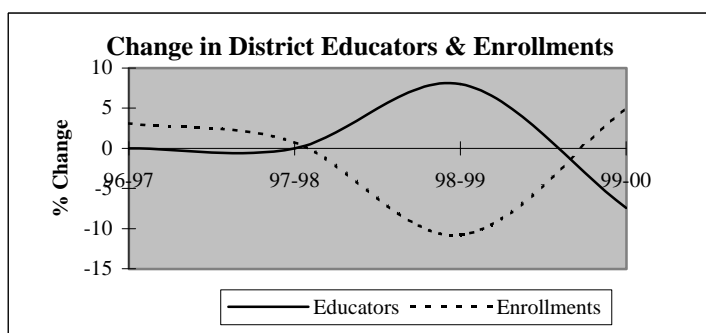
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	5	5	-	17.9%	11.5%	20.8%	19.2%	-
Attrition from Transfers	2	3	3	5	-	7.1%	11.5%	12.5%	19.2%	-
Attrition from Exits	3	0	2	0	-	10.7%	0.0%	8.3%	0.0%	-
<b>Teacher Attrition</b>	4	3	4	3	-	17.4%	13.6%	20.0%	13.6%	-
Attrition from Transfers	2	3	2	3	-	8.7%	13.6%	10.0%	13.6%	-
Attrition from Exits	2	0	2	0	-	8.7%	0.0%	10.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	23	23	19	21	-	82.1%	88.5%	79.2%	80.8%	-
Teacher Retention	19	19	16	19	-	82.6%	86.4%	80.0%	86.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	12.5%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.8%	0.0%	0.0%	7.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.3%	88.5%	100.0%	80.8%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.7%	7.7%	0.0%	19.2%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BIG PASTURE

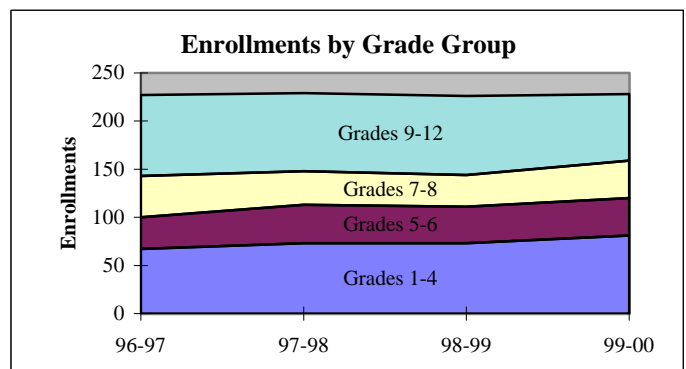
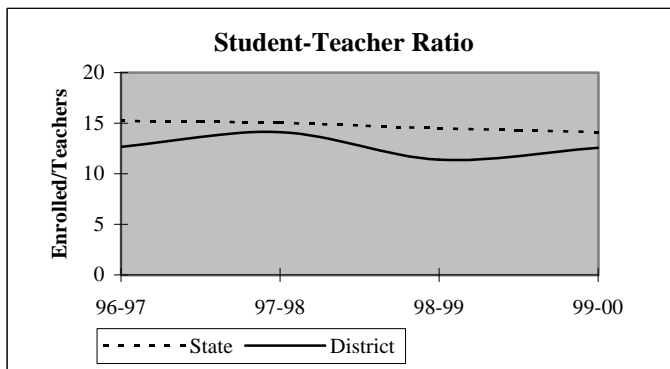


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.3	10.6	10.7	8.9	10.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	12.7	14.1	11.4	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	2	-2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	8.0%	-7.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-11	8	2	-29	12	-	-	-	-	-
% Change in Enrollments	-4.1%	3.1%	0.8%	-10.8%	5.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.0%	8.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	8.0%	16.0%	11.1%	12.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.0%	8.0%	8.0%	11.1%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	4.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	4.0%	4.0%	3.7%	4.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	43.5	42.4	40.2	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	12.7	12.9	12.5	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,757	28,961	29,585	30,078	29,678	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	4.8%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.2%	71.4%	78.9%	85.7%	85.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	4.8%	5.3%	4.8%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.8%	8.6%	3.0%	4.6%	8.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	9	12	12	36.0%	36.0%	36.0%	44.4%	48.0%
Attrition	3	4	0	4	0					
Attrition Rate	33.3%	44.4%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	16	15	15	11	64.0%	64.0%	60.0%	55.6%	44.0%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	6.3%	6.7%	13.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	2	0.0%	0.0%	4.0%	0.0%	8.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	3	2	0.0%	4.0%	4.0%	11.1%	8.0%

## District Report for: BIG PASTURE

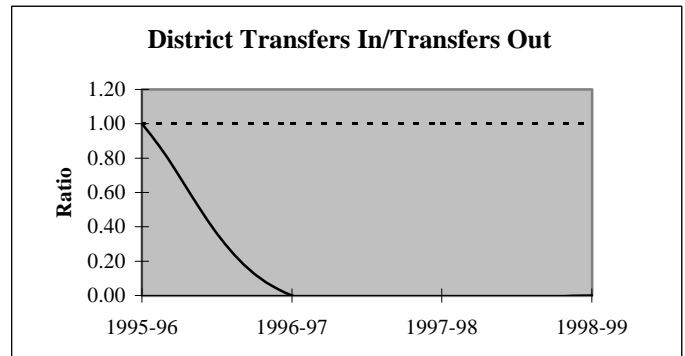
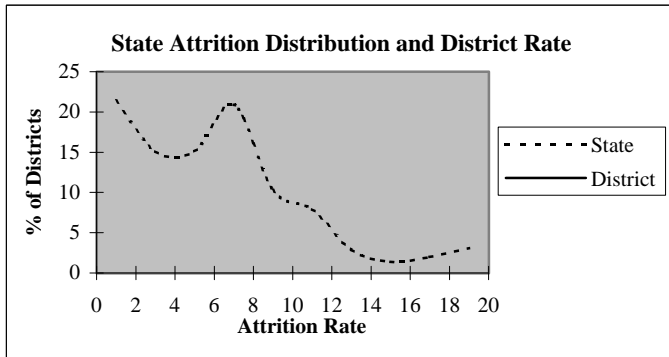
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	25	25	27	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	4	3	3	8.0%	8.0%	16.0%	11.1%	12.0%
Professional Staff	2	2	2	3	2	8.0%	8.0%	8.0%	11.1%	8.0%
<b>Total Teachers</b>	21	21	19	21	20	84.0%	84.0%	76.0%	77.8%	80.0%
Special Education	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	5.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	4.8%	5.0%
Elementary	11	11	11	12	10	52.4%	52.4%	57.9%	57.1%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	7	7	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	4.8%	9.5%	10.5%	9.5%	10.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	5.0%
Foreign Language	1	1	0	0	1	4.8%	4.8%	0.0%	0.0%	5.0%
Math	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	5.0%
<b>Science</b>	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	5.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	5.0%
Vocational Education	2	1	1	1	1	9.5%	4.8%	5.3%	4.8%	5.0%
Other	2	2	1	1	1	9.5%	9.5%	5.3%	4.8%	5.0%
<b>Total Enrollments</b>	258	266	268	239	251	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	39	39	13	23	12.0%	14.7%	14.6%	5.4%	9.2%
Grades 1-4	64	67	73	73	81	24.8%	25.2%	27.2%	30.5%	32.3%
Grades 5-6	39	33	40	38	39	15.1%	12.4%	14.9%	15.9%	15.5%
Grades 7-8	40	43	35	33	39	15.5%	16.2%	13.1%	13.8%	15.5%
Grades 9-12	84	84	81	82	69	32.6%	31.6%	30.2%	34.3%	27.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BIG PASTURE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	25	25	27	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	22	20	23	21	80.0%	88.0%	80.0%	85.2%	84.0%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>20.0%</b>	<b>12.0%</b>	<b>20.0%</b>	<b>14.8%</b>	<b>16.0%</b>
Transfers In	2	0	0	0	1	40.0%	0.0%	0.0%	0.0%	25.0%
Reentrants	1	3	3	2	1	20.0%	100.0%	60.0%	50.0%	25.0%
First Time Educators	2	0	2	2	2	40.0%	0.0%	40.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>12.0%</b>	<b>20.0%</b>	<b>8.0%</b>	<b>22.2%</b>	<b>-</b>
Transfers Out	2	3	0	3	-	66.7%	60.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	1	2	2	3	-	33.3%	40.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	12.0%	20.0%	8.0%	22.2%	-
Transfers In/Out	1.00	0.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	10
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	26

## District Report for: BIG PASTURE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	4	3	3	8.0%	8.0%	16.0%	11.1%	12.0%
White - Females	1	1	1	1	1	50.0%	50.0%	25.0%	33.3%	33.3%
White - Males	1	1	3	2	2	50.0%	50.0%	75.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	3	2	8.0%	8.0%	8.0%	11.1%	8.0%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	33.3%	50.0%
White - Males	1	1	1	2	1	50.0%	50.0%	50.0%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	21	19	21	20	84.0%	84.0%	76.0%	77.8%	80.0%
White - Females	16	15	15	18	17	76.2%	71.4%	78.9%	85.7%	85.0%
White - Males	5	5	4	3	3	23.8%	23.8%	21.1%	14.3%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	0	0	0	0.0%	4.8%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	0	5.0%	0.0%	5.6%	0.0%	0.0%
25-29	3	2	3	6	3	15.0%	11.1%	16.7%	30.0%	17.6%
30-34	2	2	0	1	1	10.0%	11.1%	0.0%	5.0%	5.9%
35-39	2	1	1	1	1	10.0%	5.6%	5.6%	5.0%	5.9%
40-44	5	6	5	5	3	25.0%	33.3%	27.8%	25.0%	17.6%
45-49	3	1	3	3	6	15.0%	5.6%	16.7%	15.0%	35.3%
50-54	3	3	2	2	1	15.0%	16.7%	11.1%	10.0%	5.9%
55+	1	3	3	2	2	5.0%	16.7%	16.7%	10.0%	11.8%
<b>Average Age</b>	40.9	43.5	42.4	40.2	42.7					

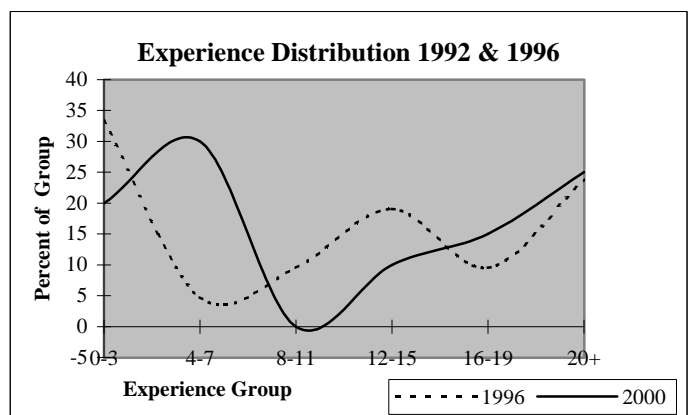
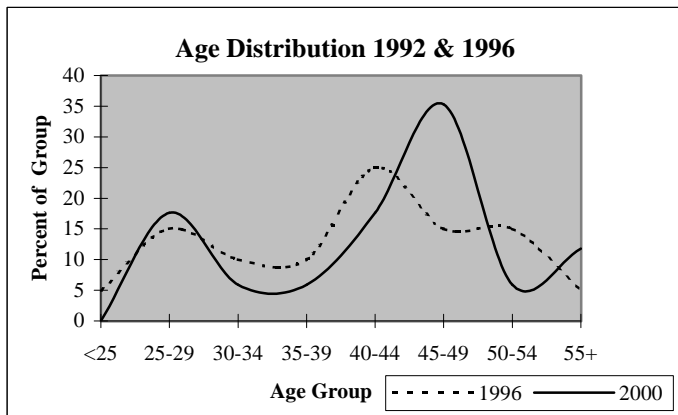
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	5	6	5	4	33.3%	23.8%	31.6%	23.8%	20.0%
4-7 Years	1	3	0	4	6	4.8%	14.3%	0.0%	19.0%	30.0%
8-11 Years	2	1	2	0	0	9.5%	4.8%	10.5%	0.0%	0.0%
12-15 Years	4	4	2	2	2	19.0%	19.0%	10.5%	9.5%	10.0%
16-19 Years	2	3	3	4	3	9.5%	14.3%	15.8%	19.0%	15.0%
20+ Years	5	5	6	6	5	23.8%	23.8%	31.6%	28.6%	25.0%
<b>Average Experience</b>	11.5	12.7	12.9	12.5	11.8					

## District Report for: BIG PASTURE

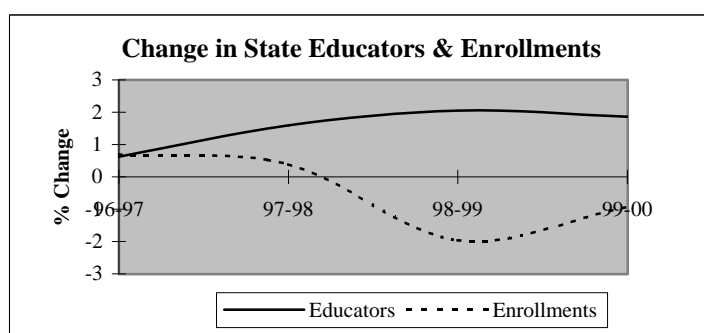
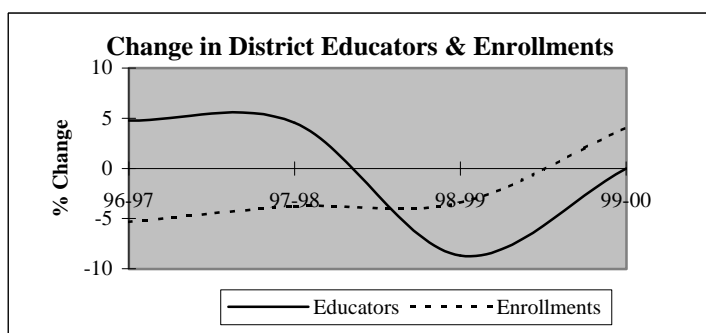
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	5	2	6	-	12.0%	20.0%	8.0%	22.2%	-
Attrition from Transfers	2	3	0	3	-	8.0%	12.0%	0.0%	11.1%	-
Attrition from Exits	1	2	2	3	-	4.0%	8.0%	8.0%	11.1%	-
Teacher Attrition	3	3	1	4	-	14.3%	14.3%	5.3%	19.0%	-
Attrition from Transfers	2	3	0	3	-	9.5%	14.3%	0.0%	14.3%	-
Attrition from Exits	1	0	1	1	-	4.8%	0.0%	5.3%	4.8%	-
<b>District Retention</b>										
Educator Retention	22	20	23	21	-	88.0%	80.0%	92.0%	77.8%	-
Teacher Retention	18	18	18	17	-	85.7%	85.7%	94.7%	81.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	77.8%	22.2%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	40.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	25.0%	50.0%	75.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	12.0%	0.0%	0.0%	3.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	76.0%	88.0%	76.0%	81.5%	88.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	4.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.0%	12.0%	20.0%	14.8%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WHITE OAK



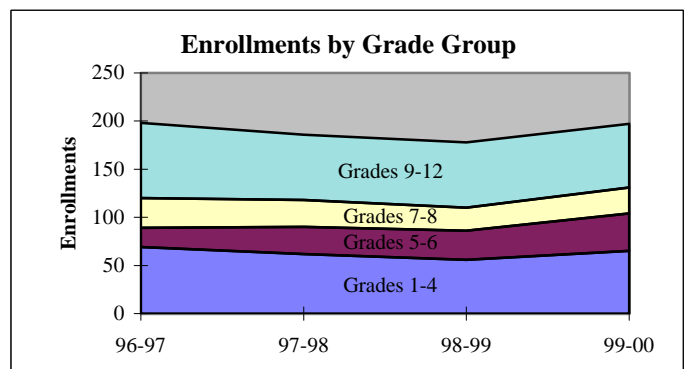
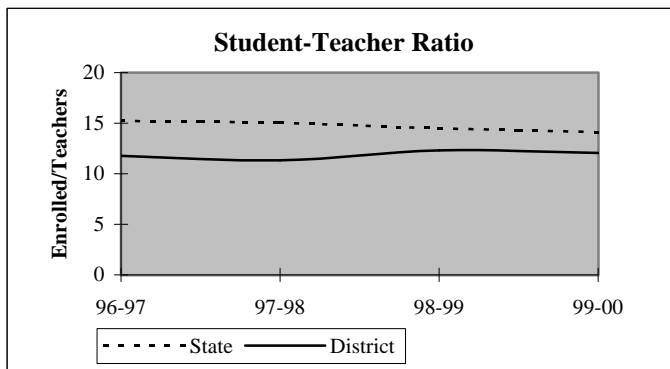
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	9.6	8.9	9.4	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	11.8	11.3	12.3	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	1	1	-2	0	-	-	-	-	-
% Change in Educators	16.7%	4.8%	4.5%	-8.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	32	-12	-8	-7	8	-	-	-	-	-
% Change in Enrollments	16.7%	-5.4%	-3.8%	-3.4%	4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.5%	13.6%	8.7%	0.0%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.5%	9.1%	8.7%	9.5%	9.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.5%	9.1%	13.0%	14.3%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.3%	18.2%	21.7%	19.0%	14.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	43.7	47.0	45.1	44.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	11.4	13.6	13.2	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,379	26,977	27,762	29,841	29,419	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	17.6%	16.7%	16.7%	12.5%	17.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.6%	66.7%	61.1%	68.8%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	5.6%	5.6%	6.3%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	82.6%	62.7%	77.5%	61.9%	71.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	9	5	5	6	33.3%	40.9%	21.7%	23.8%	28.6%
Attrition	2	2	3	2	0					
Attrition Rate	28.6%	22.2%	60.0%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	11	15	14	15	57.1%	50.0%	65.2%	66.7%	71.4%
Attrition	1	0	2	2	0					
Attrition Rate	8.3%	0.0%	13.3%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	3	2	0	9.5%	9.1%	13.0%	9.5%	0.0%
Attrition	1	0	1	2	0					
Attrition Rate	50.0%	0.0%	33.3%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	2	1	9.5%	9.1%	13.0%	9.5%	4.8%



## District Report for: WHITE OAK

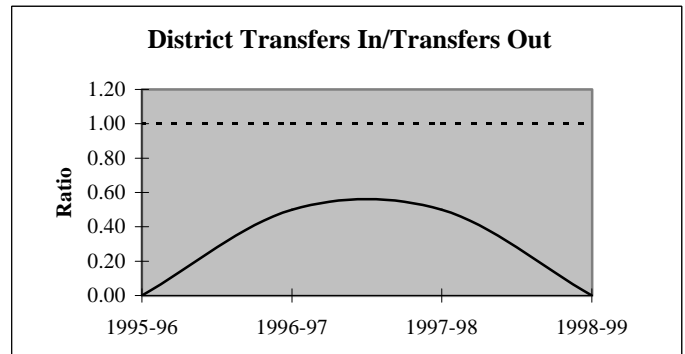
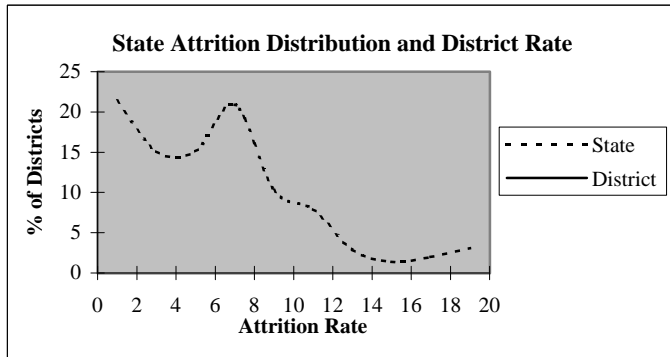
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	22	23	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	9.5%	9.1%	8.7%	9.5%	9.5%
Professional Staff	2	2	3	3	2	9.5%	9.1%	13.0%	14.3%	9.5%
<b>Total Teachers</b>	17	18	18	16	17	81.0%	81.8%	78.3%	76.2%	81.0%
Special Education	1	1	1	1	1	5.9%	5.6%	5.6%	6.3%	5.9%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	11.8%
Elementary	8	8	8	8	7	47.1%	44.4%	44.4%	50.0%	41.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	9	9	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	1	1	5.9%	5.6%	11.1%	6.3%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	2	1	1	5.9%	5.6%	11.1%	6.3%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.9%	5.6%	5.6%	6.3%	5.9%
<b>Science</b>	1	1	1	1	1	5.9%	5.6%	5.6%	6.3%	5.9%
Biology	1	1	1	0	0	5.9%	5.6%	5.6%	0.0%	0.0%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	6.3%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Vocational Education	2	2	1	2	2	11.8%	11.1%	5.6%	12.5%	11.8%
Other	2	3	2	1	1	11.8%	16.7%	11.1%	6.3%	5.9%
<b>Total Enrollments</b>	224	212	204	197	205	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	14	18	19	8	8.9%	6.6%	8.8%	9.6%	3.9%
Grades 1-4	59	69	62	56	65	26.3%	32.5%	30.4%	28.4%	31.7%
Grades 5-6	29	20	28	30	39	12.9%	9.4%	13.7%	15.2%	19.0%
Grades 7-8	37	31	28	24	27	16.5%	14.6%	13.7%	12.2%	13.2%
Grades 9-12	79	78	68	68	66	35.3%	36.8%	33.3%	34.5%	32.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WHITE OAK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	22	23	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	17	20	17	15	76.2%	77.3%	87.0%	81.0%	71.4%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>23.8%</b>	<b>22.7%</b>	<b>13.0%</b>	<b>19.0%</b>	<b>28.6%</b>
Transfers In	0	1	1	0	3	0.0%	20.0%	33.3%	0.0%	50.0%
Reentrants	3	1	2	3	2	60.0%	20.0%	66.7%	75.0%	33.3%
First Time Educators	2	3	0	1	1	40.0%	60.0%	0.0%	25.0%	16.7%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>19.0%</b>	<b>9.1%</b>	<b>26.1%</b>	<b>28.6%</b>	<b>-</b>
Transfers Out	2	2	2	5	-	50.0%	100.0%	33.3%	83.3%	-
Leave Oklahoma Educ.	2	0	4	1	-	50.0%	0.0%	66.7%	16.7%	-

Dynamics Rates	District Rates				
District Attrition	19.0%	9.1%	26.1%	28.6%	-
Transfers In/Out	0.00	0.50	0.50	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	15	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>21</b>

## District Report for: WHITE OAK

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	2	2	2	2	2	9.5%	9.1%	8.7%	9.5%	9.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	3	2	9.5%	9.1%	13.0%	14.3%	9.5%
White - Females	1	1	1	0	1	50.0%	50.0%	33.3%	0.0%	50.0%
White - Males	1	0	0	1	1	50.0%	0.0%	0.0%	33.3%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	2	2	0	0.0%	50.0%	66.7%	66.7%	0.0%
<b>Teachers</b>	17	18	18	16	17	81.0%	81.8%	78.3%	76.2%	81.0%
White - Females	9	9	8	9	10	52.9%	50.0%	44.4%	56.3%	58.8%
White - Males	5	6	7	5	4	29.4%	33.3%	38.9%	31.3%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	2	3	17.6%	16.7%	16.7%	12.5%	17.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	0	1	2	11.8%	5.6%	0.0%	6.3%	11.8%
30-34	2	1	0	1	1	11.8%	5.6%	0.0%	6.3%	5.9%
35-39	2	3	4	2	1	11.8%	16.7%	22.2%	12.5%	5.9%
40-44	3	5	4	2	1	17.6%	27.8%	22.2%	12.5%	5.9%
45-49	3	4	3	4	7	17.6%	22.2%	16.7%	25.0%	41.2%
50-54	5	3	4	3	2	29.4%	16.7%	22.2%	18.8%	11.8%
55+	0	1	3	3	3	0.0%	5.6%	16.7%	18.8%	17.6%
<b>Average Age</b>	42.1	43.7	47.0	45.1	44.9					

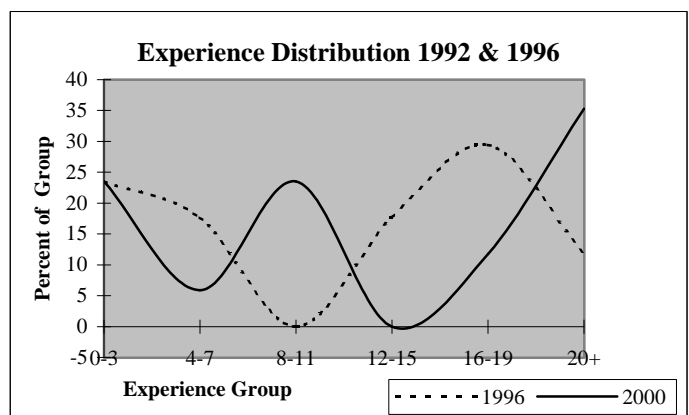
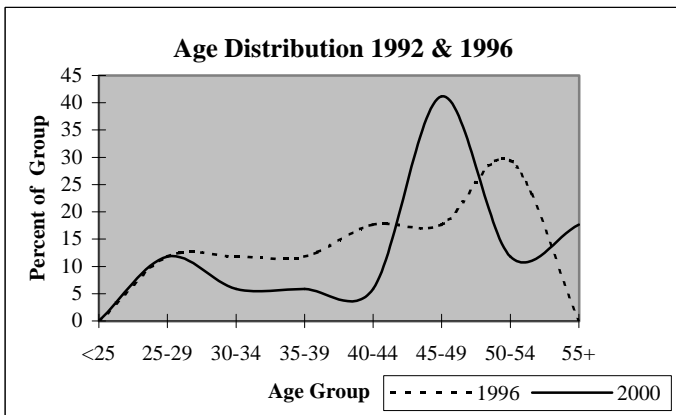
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	4	3	1	3	4	23.5%	16.7%	5.6%	18.8%	23.5%
4-7 Years	3	5	3	1	1	17.6%	27.8%	16.7%	6.3%	5.9%
8-11 Years	0	0	3	3	4	0.0%	0.0%	16.7%	18.8%	23.5%
12-15 Years	3	2	1	1	0	17.6%	11.1%	5.6%	6.3%	0.0%
16-19 Years	5	6	7	4	2	29.4%	33.3%	38.9%	25.0%	11.8%
20+ Years	2	2	3	4	6	11.8%	11.1%	16.7%	25.0%	35.3%
<b>Average Experience</b>	11.4	11.4	13.6	13.2	12.7					

## District Report for: WHITE OAK

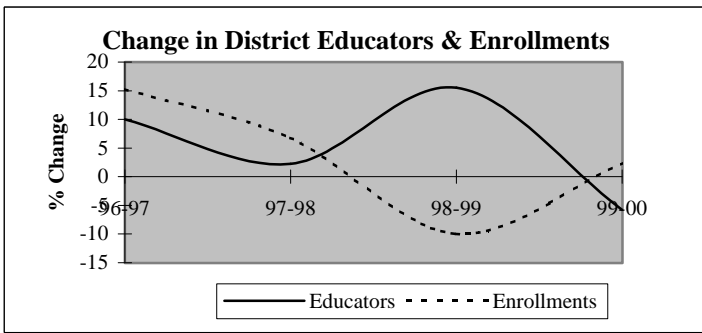
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	6	6	-	19.0%	9.1%	26.1%	28.6%	-
Attrition from Transfers	2	2	2	5	-	9.5%	9.1%	8.7%	23.8%	-
Attrition from Exits	2	0	4	1	-	9.5%	0.0%	17.4%	4.8%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>17.6%</b>	<b>11.1%</b>	<b>27.8%</b>	<b>18.8%</b>	<b>-</b>
Attrition from Transfers	1	2	1	3	-	5.9%	11.1%	5.6%	18.8%	-
Attrition from Exits	2	0	4	0	-	11.8%	0.0%	22.2%	0.0%	-
<b>District Retention</b>										
Educator Retention	17	20	17	15	-	81.0%	90.9%	73.9%	71.4%	-
Teacher Retention	14	16	13	13	-	82.4%	88.9%	72.2%	81.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	40.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	50.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	33.3%	33.3%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.8%	9.1%	4.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	71.4%	72.7%	87.0%	81.0%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	23.8%	18.2%	8.7%	19.0%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KETCHUM

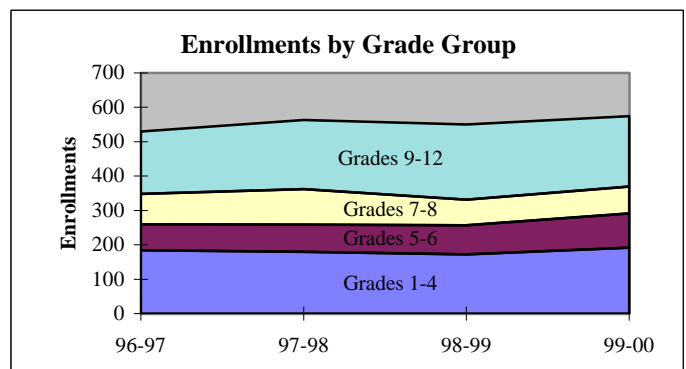
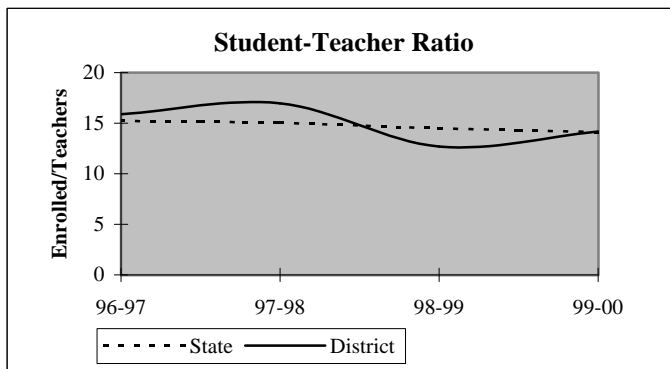


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	14.1	14.7	11.5	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.9	17.0	12.7	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	4	1	7	-3	-	-	-	-	-
% Change in Educators	14.3%	10.0%	2.3%	15.6%	-5.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	82	42	-66	14	-	-	-	-	-
% Change in Enrollments	3.3%	15.2%	6.8%	-10.0%	2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.5%	13.6%	2.2%	17.3%	4.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	4.5%	6.7%	3.8%	6.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.5%	6.8%	6.7%	5.8%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.0%	4.5%	2.2%	1.9%	2.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.3%	2.2%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	40.0	40.2	42.2	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	10.3	9.8	9.4	9.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,998	27,311	29,111	25,032	30,780	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.7%	5.1%	2.6%	2.1%	2.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.1%	74.4%	76.9%	76.6%	79.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	2.9%	5.1%	5.1%	4.3%	2.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	57.1%	51.9%	49.5%	41.9%	40.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	23	23	31	25	45.0%	52.3%	51.1%	59.6%	51.0%
Attrition	1	7	4	8	0					
Attrition Rate	5.6%	30.4%	17.4%	25.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	15	15	16	15	18	37.5%	34.1%	35.6%	28.8%	36.7%
Attrition	2	2	3	1	0					
Attrition Rate	13.3%	13.3%	18.8%	6.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	6	6	6	6	17.5%	13.6%	13.3%	11.5%	12.2%
Attrition	1	2	1	1	0					
Attrition Rate	14.3%	33.3%	16.7%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	8	6	8	7	20.0%	18.2%	13.3%	15.4%	14.3%

## District Report for: KETCHUM

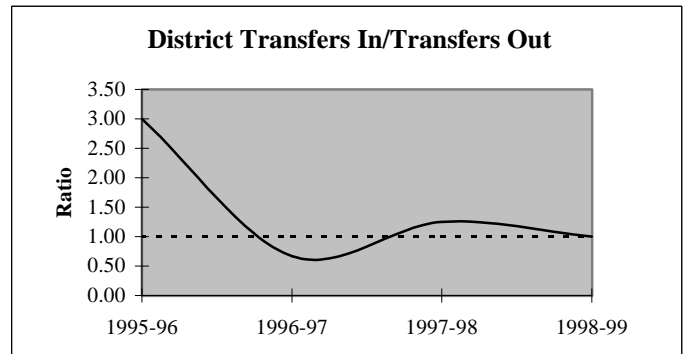
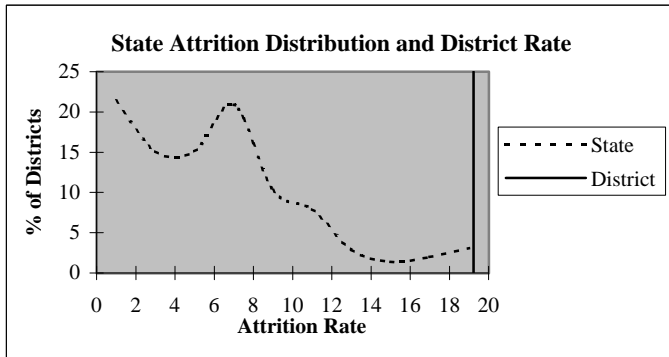
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	44	45	52	49	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	2	3	5.0%	4.5%	6.7%	3.8%	6.1%
Professional Staff	3	3	3	3	3	7.5%	6.8%	6.7%	5.8%	6.1%
<b>Total Teachers</b>	35	39	39	47	43	87.5%	88.6%	86.7%	90.4%	87.8%
Special Education	1	2	2	2	1	2.9%	5.1%	5.1%	4.3%	2.3%
Pre-K & Kindergarten	1	1	0	1	0	2.9%	2.6%	0.0%	2.1%	0.0%
Elementary	20	24	21	22	25	57.1%	61.5%	53.8%	46.8%	58.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	16	22	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	0	2	2	2.9%	2.6%	0.0%	4.3%	4.7%
Art & Music	2	1	0	1	2	5.7%	2.6%	0.0%	2.1%	4.7%
Social Studies	1	2	4	3	3	2.9%	5.1%	10.3%	6.4%	7.0%
Foreign Language	0	0	1	1	1	0.0%	0.0%	2.6%	2.1%	2.3%
Math	1	2	2	2	2	2.9%	5.1%	5.1%	4.3%	4.7%
<b>Science</b>	2	0	2	2	2	5.7%	0.0%	5.1%	4.3%	4.7%
Biology	1	0	1	1	1	2.9%	0.0%	2.6%	2.1%	2.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	2.9%	0.0%	2.6%	2.1%	2.3%
Vocational Education	2	2	2	1	1	5.7%	5.1%	5.1%	2.1%	2.3%
Other	4	4	5	10	4	11.4%	10.3%	12.8%	21.3%	9.3%
<b>Total Enrollments</b>	538	620	662	596	610	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	77	88	96	46	34	14.3%	14.2%	14.5%	7.7%	5.6%
Grades 1-4	164	184	180	172	192	30.5%	29.7%	27.2%	28.9%	31.5%
Grades 5-6	81	76	79	85	99	15.1%	12.3%	11.9%	14.3%	16.2%
Grades 7-8	68	88	103	74	79	12.6%	14.2%	15.6%	12.4%	13.0%
Grades 9-12	146	182	201	219	204	27.1%	29.4%	30.4%	36.7%	33.4%
Ungraded	2	2	3	0	2	0.4%	0.3%	0.5%	0.0%	0.3%



## District Report for: KETCHUM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	44	45	52	49	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	36	33	37	42	80.0%	81.8%	73.3%	71.2%	85.7%
<b>Newly Hired</b>	<b>8</b>	<b>8</b>	<b>12</b>	<b>15</b>	<b>7</b>	<b>20.0%</b>	<b>18.2%</b>	<b>26.7%</b>	<b>28.8%</b>	<b>14.3%</b>
Transfers In	3	4	5	4	1	37.5%	50.0%	41.7%	26.7%	14.3%
Reentrants	2	0	3	2	4	25.0%	0.0%	25.0%	13.3%	57.1%
First Time Educators	3	4	4	9	2	37.5%	50.0%	33.3%	60.0%	28.6%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>11</b>	<b>8</b>	<b>10</b>	<b>-</b>	<b>10.0%</b>	<b>25.0%</b>	<b>17.8%</b>	<b>19.2%</b>	<b>-</b>
Transfers Out	1	6	4	4	-	25.0%	54.5%	50.0%	40.0%	-
Leave Oklahoma Educ.	3	5	4	6	-	75.0%	45.5%	50.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	25.0%	17.8%	19.2%	-
Transfers In/Out	3.00	0.67	1.25	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2
OSU, Stillwater	4
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	27
SEOSU, Durant	-
SWOSU, Weatherford	2
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	5

Total 40

## District Report for: KETCHUM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	2	3	5.0%	4.5%	6.7%	3.8%	6.1%
White - Females	1	1	1	0	0	50.0%	50.0%	33.3%	0.0%	0.0%
White - Males	1	1	2	2	3	50.0%	50.0%	66.7%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	7.5%	6.8%	6.7%	5.8%	6.1%
White - Females	2	2	3	3	3	66.7%	66.7%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	39	39	47	43	87.5%	88.6%	86.7%	90.4%	87.8%
White - Females	26	28	30	36	34	74.3%	71.8%	76.9%	76.6%	79.1%
White - Males	7	9	8	10	8	20.0%	23.1%	20.5%	21.3%	18.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	2.9%	2.6%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	2.9%	2.6%	2.6%	2.1%	2.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	2	0	2.9%	2.6%	0.0%	4.3%	0.0%
25-29	3	7	6	6	9	8.6%	17.9%	15.8%	13.0%	21.4%
30-34	7	7	6	6	4	20.0%	17.9%	15.8%	13.0%	9.5%
35-39	5	6	9	9	7	14.3%	15.4%	23.7%	19.6%	16.7%
40-44	3	4	4	2	3	8.6%	10.3%	10.5%	4.3%	7.1%
45-49	4	3	3	8	7	11.4%	7.7%	7.9%	17.4%	16.7%
50-54	6	7	7	6	6	17.1%	17.9%	18.4%	13.0%	14.3%
55+	6	4	3	7	6	17.1%	10.3%	7.9%	15.2%	14.3%
<b>Average Age</b>	42.2	40.0	40.2	42.2	42.5					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	14	12	19	13	22.9%	35.9%	30.8%	40.4%	30.2%
4-7 Years	9	8	10	11	12	25.7%	20.5%	25.6%	23.4%	27.9%
8-11 Years	1	2	3	2	5	2.9%	5.1%	7.7%	4.3%	11.6%
12-15 Years	3	3	4	2	1	8.6%	7.7%	10.3%	4.3%	2.3%
16-19 Years	4	4	2	2	4	11.4%	10.3%	5.1%	4.3%	9.3%
20+ Years	10	8	8	11	8	28.6%	20.5%	20.5%	23.4%	18.6%
<b>Average Experience</b>	12.4	10.3	9.8	9.4	9.7					

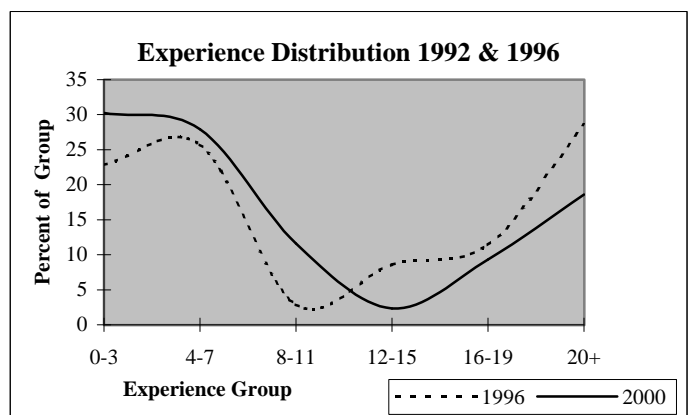
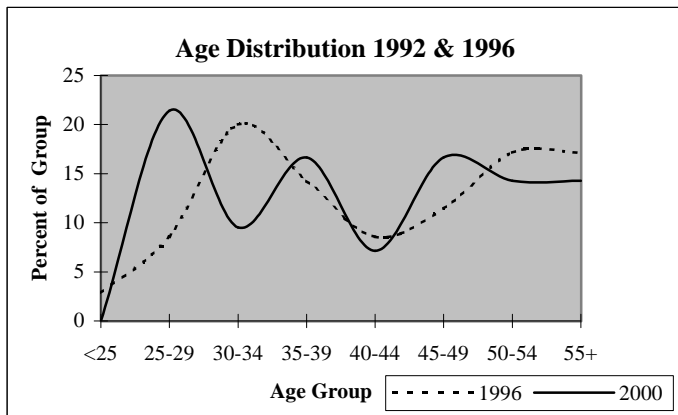


## District Report for: KETCHUM

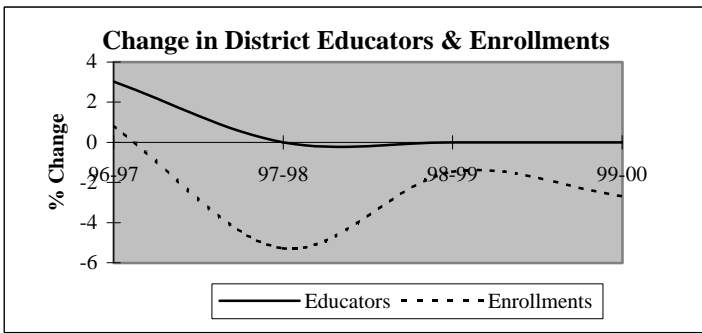
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	11	8	10	-	10.0%	25.0%	17.8%	19.2%	-
Attrition from Transfers	1	6	4	4	-	2.5%	13.6%	8.9%	7.7%	-
Attrition from Exits	3	5	4	6	-	7.5%	11.4%	8.9%	11.5%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>9</b>	<b>6</b>	<b>10</b>	<b>-</b>	<b>11.4%</b>	<b>23.1%</b>	<b>15.4%</b>	<b>21.3%</b>	<b>-</b>
Attrition from Transfers	1	5	3	4	-	2.9%	12.8%	7.7%	8.5%	-
Attrition from Exits	3	4	3	6	-	8.6%	10.3%	7.7%	12.8%	-
<b>District Retention</b>										
Educator Retention	36	33	37	42	-	90.0%	75.0%	82.2%	80.8%	-
Teacher Retention	31	30	33	37	-	88.6%	76.9%	84.6%	78.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	70.4%	14.8%	85.2%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	13.3%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	7.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.5%	9.1%	6.7%	1.9%	2.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.0%	81.8%	75.6%	76.9%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	9.1%	17.8%	21.2%	12.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WELCH

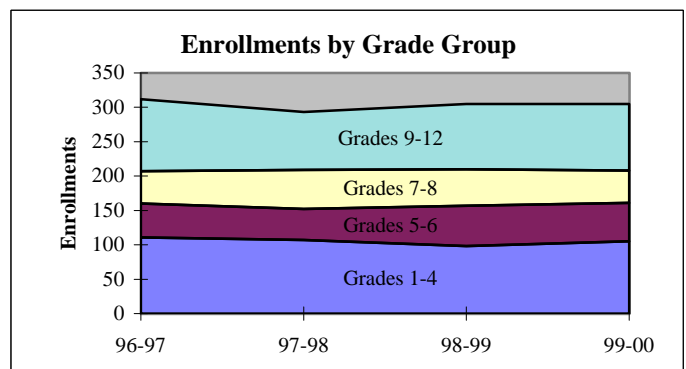
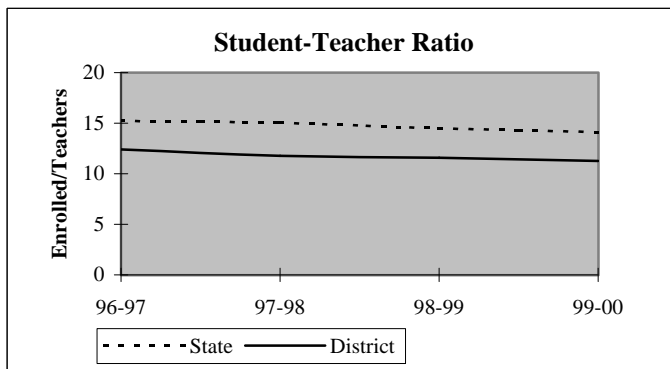


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.8	10.6	10.0	9.9	9.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	12.4	11.8	11.6	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	3.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	3	-19	-5	-9	-	-	-	-	-
% Change in Enrollments	5.0%	0.8%	-5.3%	-1.5%	-2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.1%	2.9%	8.8%	11.8%	8.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.8%	8.8%	8.8%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	5.9%	5.9%	5.9%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	2.9%	2.9%	8.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	40.7	41.9	44.4	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.7	10.5	9.9	10.8	9.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,627	30,593	29,251	31,313	29,158	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	3.4%	3.4%	10.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.1%	79.3%	79.3%	79.3%	75.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.6%	3.4%	3.4%	3.4%	3.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.7%	36.4%	34.9%	34.6%	39.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	11	13	12	14	33.3%	32.4%	38.2%	35.3%	41.2%
Attrition	1	4	3	3	0					
Attrition Rate	9.1%	36.4%	23.1%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	23	21	21	18	66.7%	67.6%	61.8%	61.8%	52.9%
Attrition	2	3	2	6	0					
Attrition Rate	9.1%	13.0%	9.5%	28.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	2	0.0%	0.0%	0.0%	2.9%	5.9%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	0	1	2	2	3.0%	0.0%	2.9%	5.9%	5.9%

## District Report for: WELCH

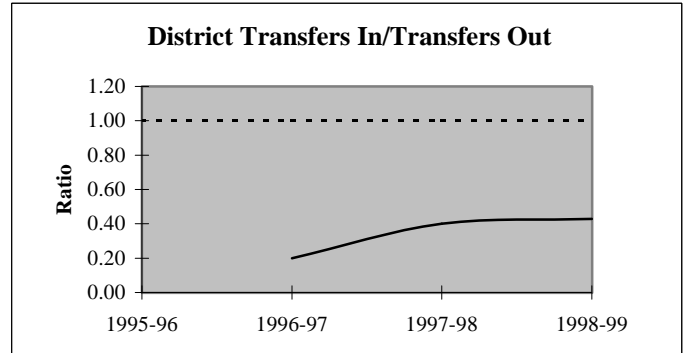
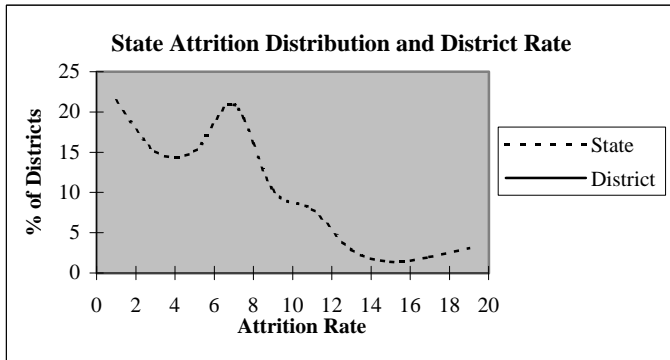
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	34	34	34	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	9.1%	8.8%	8.8%	8.8%	8.8%
Professional Staff	2	2	2	2	2	6.1%	5.9%	5.9%	5.9%	5.9%
<b>Total Teachers</b>	28	29	29	29	29	84.8%	85.3%	85.3%	85.3%	85.3%
Special Education	1	1	1	1	1	3.6%	3.4%	3.4%	3.4%	3.4%
Pre-K & Kindergarten	1	1	1	1	1	3.6%	3.4%	3.4%	3.4%	3.4%
Elementary	11	10	10	10	11	39.3%	34.5%	34.5%	34.5%	37.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	17	17	17	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	2	10.7%	10.3%	10.3%	10.3%	6.9%
Art & Music	1	1	1	1	1	3.6%	3.4%	3.4%	3.4%	3.4%
Social Studies	1	3	3	1	2	3.6%	10.3%	10.3%	3.4%	6.9%
Foreign Language	0	1	1	1	1	0.0%	3.4%	3.4%	3.4%	3.4%
Math	2	2	2	2	2	7.1%	6.9%	6.9%	6.9%	6.9%
<b>Science</b>	2	2	2	2	2	7.1%	6.9%	6.9%	6.9%	6.9%
Biology	0	1	1	0	2	0.0%	3.4%	3.4%	0.0%	6.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	2	0	7.1%	3.4%	3.4%	6.9%	0.0%
Vocational Education	4	4	4	4	4	14.3%	13.8%	13.8%	13.8%	13.8%
Other	2	1	1	3	2	7.1%	3.4%	3.4%	10.3%	6.9%
<b>Total Enrollments</b>	357	360	341	336	327	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	48	48	31	22	11.8%	13.3%	14.1%	9.2%	6.7%
Grades 1-4	102	111	107	98	105	28.6%	30.8%	31.4%	29.2%	32.1%
Grades 5-6	58	49	45	59	56	16.2%	13.6%	13.2%	17.6%	17.1%
Grades 7-8	43	47	57	53	47	12.0%	13.1%	16.7%	15.8%	14.4%
Grades 9-12	112	105	84	95	97	31.4%	29.2%	24.6%	28.3%	29.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WELCH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	34	34	34	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	30	27	29	25	97.0%	88.2%	79.4%	85.3%	73.5%
<b>Newly Hired</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>3.0%</b>	<b>11.8%</b>	<b>20.6%</b>	<b>14.7%</b>	<b>26.5%</b>
Transfers In	1	1	2	3	2	100.0%	25.0%	28.6%	60.0%	22.2%
Reentrants	0	2	1	2	1	0.0%	50.0%	14.3%	40.0%	11.1%
First Time Educators	0	1	4	0	6	0.0%	25.0%	57.1%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>-</b>	<b>9.1%</b>	<b>20.6%</b>	<b>14.7%</b>	<b>26.5%</b>	<b>-</b>
Transfers Out	0	5	5	7	-	0.0%	71.4%	100.0%	77.8%	-
Leave Oklahoma Educ.	3	2	0	2	-	100.0%	28.6%	0.0%	22.2%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	20.6%	14.7%	26.5%	-
Transfers In/Out	nc	0.20	0.40	0.43	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>33</b>

## District Report for: WELCH

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	3	3	3	3	3	9.1%	8.8%	8.8%	8.8%	8.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.1%	5.9%	5.9%	5.9%	5.9%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	29	29	29	29	84.8%	85.3%	85.3%	85.3%	85.3%
White - Females	23	23	23	23	20	82.1%	79.3%	79.3%	79.3%	69.0%
White - Males	5	6	5	5	6	17.9%	20.7%	17.2%	17.2%	20.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	6.9%
Other - Males	0	0	1	1	1	0.0%	0.0%	3.4%	3.4%	3.4%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.6%
25-29	3	3	1	0	2	10.7%	10.3%	3.8%	0.0%	7.1%
30-34	1	2	4	3	3	3.6%	6.9%	15.4%	11.5%	10.7%
35-39	9	7	5	4	4	32.1%	24.1%	19.2%	15.4%	14.3%
40-44	3	5	3	3	3	10.7%	17.2%	11.5%	11.5%	10.7%
45-49	9	11	12	12	10	32.1%	37.9%	46.2%	46.2%	35.7%
50-54	2	1	1	2	5	7.1%	3.4%	3.8%	7.7%	17.9%
55+	1	0	0	2	0	3.6%	0.0%	0.0%	7.7%	0.0%
Average Age	40.5	40.7	41.9	44.4	42.1					

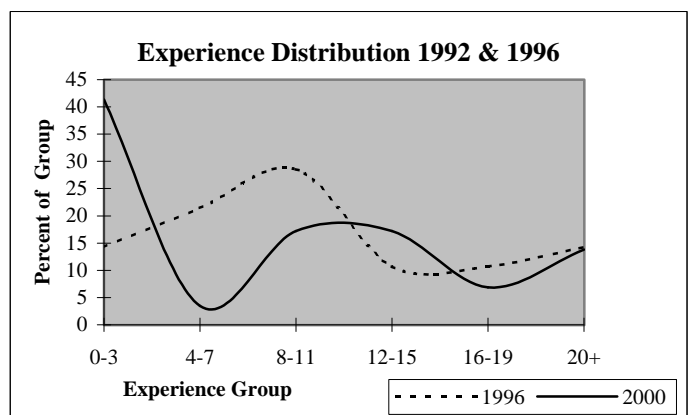
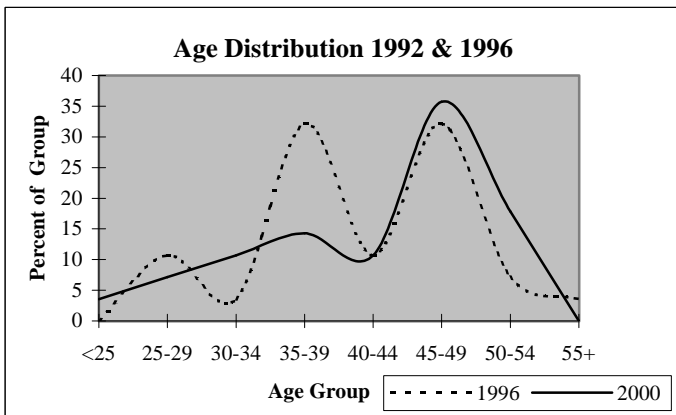
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	4	5	6	7	12	14.3%	17.2%	20.7%	24.1%	41.4%
4-7 Years	6	5	7	4	1	21.4%	17.2%	24.1%	13.8%	3.4%
8-11 Years	8	7	5	5	5	28.6%	24.1%	17.2%	17.2%	17.2%
12-15 Years	3	5	4	5	5	10.7%	17.2%	13.8%	17.2%	17.2%
16-19 Years	3	2	3	4	2	10.7%	6.9%	10.3%	13.8%	6.9%
20+ Years	4	5	4	4	4	14.3%	17.2%	13.8%	13.8%	13.8%
Average Experience	10.7	10.5	9.9	10.8	9.4					

## District Report for: WELCH

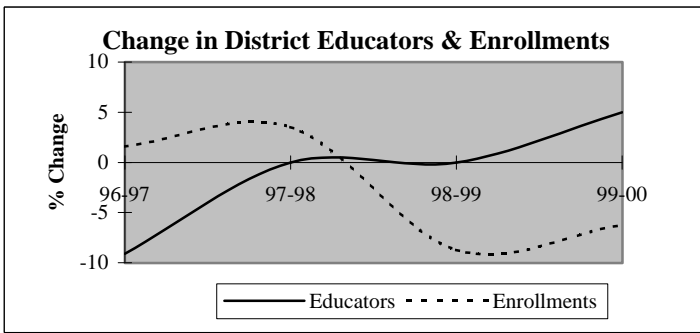
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	7	5	9	-	9.1%	20.6%	14.7%	26.5%	-
Attrition from Transfers	0	5	5	7	-	0.0%	14.7%	14.7%	20.6%	-
Attrition from Exits	3	2	0	2	-	9.1%	5.9%	0.0%	5.9%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>10.7%</b>	<b>20.7%</b>	<b>10.3%</b>	<b>27.6%</b>	<b>-</b>
Attrition from Transfers	0	5	3	6	-	0.0%	17.2%	10.3%	20.7%	-
Attrition from Exits	3	1	0	2	-	10.7%	3.4%	0.0%	6.9%	-
<b>District Retention</b>										
Educator Retention	30	27	29	25	-	90.9%	79.4%	85.3%	73.5%	-
Teacher Retention	25	23	26	21	-	89.3%	79.3%	89.7%	72.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	0.0%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.9%	2.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	91.2%	82.4%	91.2%	79.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.8%	14.7%	5.9%	20.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BLUEJACKET

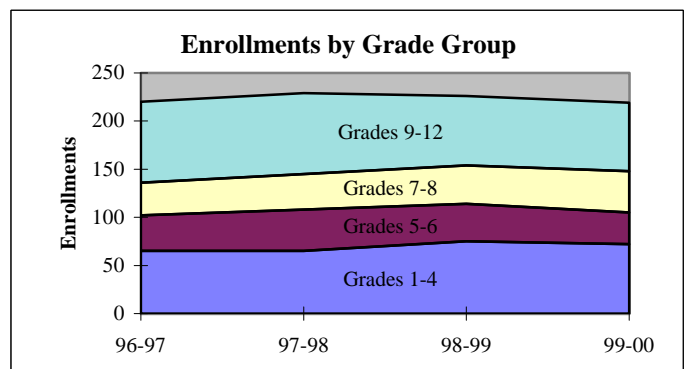
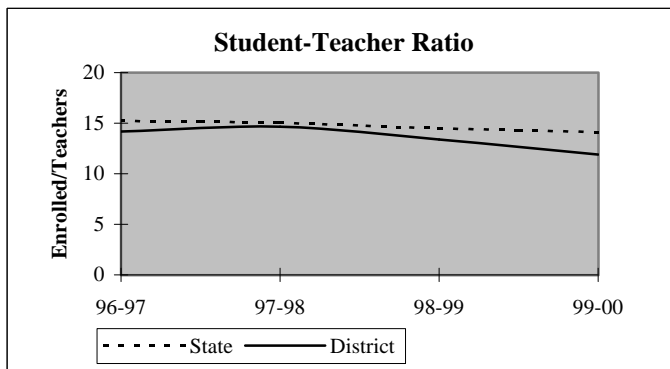


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	12.8	13.2	12.1	10.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	14.2	14.7	13.4	11.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	0	0	1	-	-	-	-	-
% Change in Educators	4.8%	-9.1%	0.0%	0.0%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-27	4	9	-23	-15	-	-	-	-	-
% Change in Enrollments	-9.7%	1.6%	3.5%	-8.7%	-6.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.5%	5.0%	5.0%	10.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	10.0%	10.0%	10.0%	9.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.5%	5.0%	5.0%	5.0%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.5%	5.0%	5.0%	5.0%	4.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	37.4	38.1	35.7	39.0	42.0	42.3	42.5	42.7	43.0
Average Experience	8.4	9.0	9.1	8.1	7.9	12.1	12.3	12.3	12.2	12.2
Average Salary	27,487	27,151	27,725	26,784	28,093	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.0%	5.6%	5.6%	5.6%	5.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.0%	66.7%	66.7%	72.2%	68.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.6%	5.6%	5.6%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	64.1%	69.4%	71.2%	77.3%	78.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	11	11	13	13	54.5%	55.0%	55.0%	65.0%	61.9%
Attrition	1	0	2	5	0					
Attrition Rate	8.3%	0.0%	18.2%	38.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	8	8	7	8	40.9%	40.0%	40.0%	35.0%	38.1%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	12.5%	12.5%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	0	0	4.5%	5.0%	5.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	1	0	0	9.1%	5.0%	5.0%	0.0%	0.0%

## District Report for: BLUEJACKET

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	20	20	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	9.1%	10.0%	10.0%	10.0%	9.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	20	18	18	18	19	90.9%	90.0%	90.0%	90.0%	90.5%
Special Education	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	6	7	6	45.0%	44.4%	33.3%	38.9%	31.6%
<b>Middle School</b>	0	1	3	3	3	0.0%	5.6%	16.7%	16.7%	15.8%
Language Arts	0	0	1	1	1	0.0%	0.0%	5.6%	5.6%	5.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	1	1	1	0.0%	0.0%	5.6%	5.6%	5.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.3%
Science	0	0	1	1	0	0.0%	0.0%	5.6%	5.6%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	1	0	0	0	0.0%	5.6%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	8	8	7	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.3%
Social Studies	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%
Foreign Language	1	0	0	0	1	5.0%	0.0%	0.0%	0.0%	5.3%
Math	2	2	2	1	1	10.0%	11.1%	11.1%	5.6%	5.3%
<b>Science</b>	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%
Biology	0	1	0	0	1	0.0%	5.6%	0.0%	0.0%	5.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	0	5.0%	0.0%	5.6%	5.6%	0.0%
Vocational Education	3	3	3	2	3	15.0%	16.7%	16.7%	11.1%	15.8%
Other	1	0	0	1	0	5.0%	0.0%	0.0%	5.6%	0.0%
<b>Total Enrollments</b>	251	255	264	241	226	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	35	35	15	7	10.4%	13.7%	13.3%	6.2%	3.1%
Grades 1-4	70	65	65	75	72	27.9%	25.5%	24.6%	31.1%	31.9%
Grades 5-6	33	37	43	39	33	13.1%	14.5%	16.3%	16.2%	14.6%
Grades 7-8	36	34	37	40	43	14.3%	13.3%	14.0%	16.6%	19.0%
Grades 9-12	86	84	84	72	71	34.3%	32.9%	31.8%	29.9%	31.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

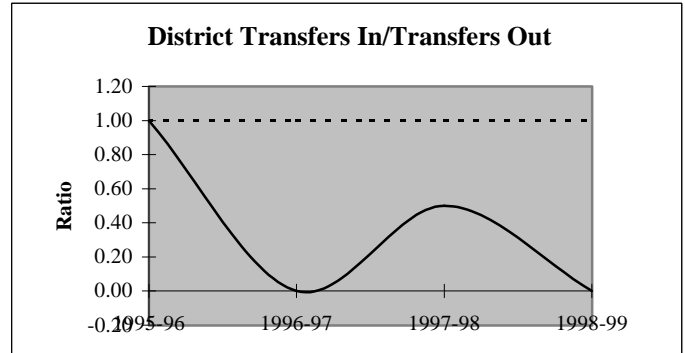
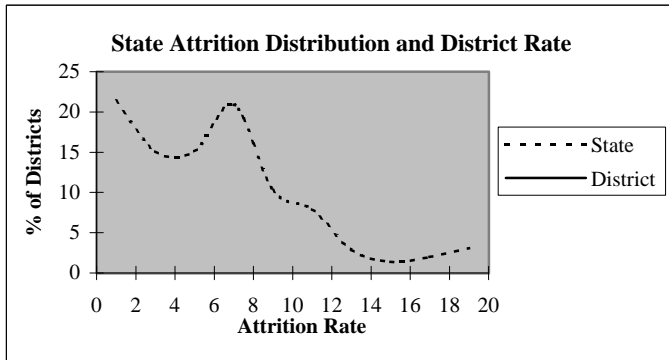




## District Report for: BLUEJACKET

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	20	20	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	20	19	16	15	77.3%	100.0%	95.0%	80.0%	71.4%
<b>Newly Hired</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>22.7%</b>	<b>0.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>28.6%</b>
Transfers In	1	0	1	0	3	20.0%	0.0%	100.0%	0.0%	50.0%
Reentrants	0	0	0	2	1	0.0%	0.0%	0.0%	50.0%	16.7%
First Time Educators	4	0	0	2	2	80.0%	0.0%	0.0%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>9.1%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	1	1	2	5	-	50.0%	100.0%	50.0%	100.0%	-
Leave Oklahoma Educ.	1	0	2	0	-	50.0%	0.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	5.0%	20.0%	25.0%	-
Transfers In/Out	1.00	0.00	0.50	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	1
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	10
SEOSU, Durant	3
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	8

Total 22

## District Report for: BLUEJACKET

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	2	2	2	2	2	9.1%	10.0%	10.0%	10.0%	9.5%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	18	18	18	19	90.9%	90.0%	90.0%	90.0%	90.5%
White - Females	13	12	12	13	13	65.0%	66.7%	66.7%	72.2%	68.4%
White - Males	6	5	5	4	5	30.0%	27.8%	27.8%	22.2%	26.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	2	1	0	1	1	10.0%	5.6%	0.0%	5.6%	5.3%
25-29	7	5	5	3	3	35.0%	27.8%	27.8%	16.7%	15.8%
30-34	1	3	4	7	5	5.0%	16.7%	22.2%	38.9%	26.3%
35-39	1	1	2	1	1	5.0%	5.6%	11.1%	5.6%	5.3%
40-44	2	2	1	1	3	10.0%	11.1%	5.6%	5.6%	15.8%
45-49	4	4	3	3	3	20.0%	22.2%	16.7%	16.7%	15.8%
50-54	1	1	2	2	2	5.0%	5.6%	11.1%	11.1%	10.5%
55+	2	1	1	0	1	10.0%	5.6%	5.6%	0.0%	5.3%
<b>Average Age</b>	38.0	37.4	38.1	35.7	39.0					

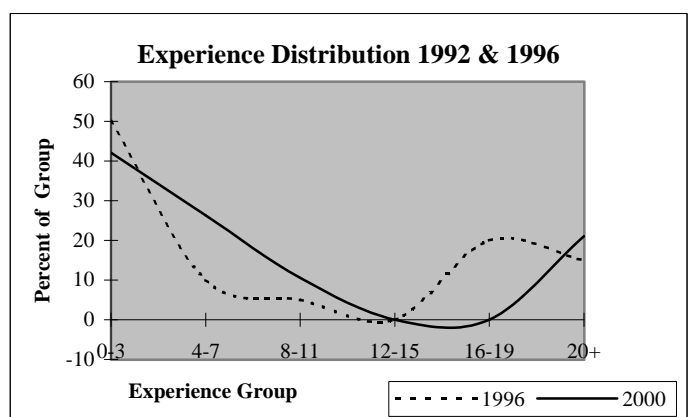
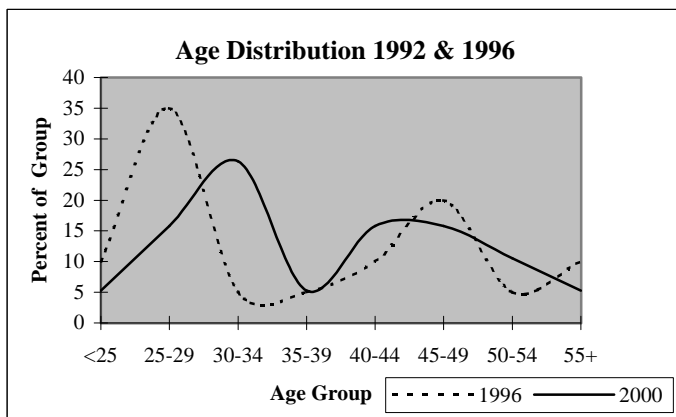
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	10	6	5	7	8	50.0%	33.3%	27.8%	38.9%	42.1%
4-7 Years	2	5	6	6	5	10.0%	27.8%	33.3%	33.3%	26.3%
8-11 Years	1	1	1	1	2	5.0%	5.6%	5.6%	5.6%	10.5%
12-15 Years	0	0	1	0	0	0.0%	0.0%	5.6%	0.0%	0.0%
16-19 Years	4	3	2	1	0	20.0%	16.7%	11.1%	5.6%	0.0%
20+ Years	3	3	3	3	4	15.0%	16.7%	16.7%	16.7%	21.1%
<b>Average Experience</b>	8.4	9.0	9.1	8.1	7.9					

## District Report for: BLUEJACKET

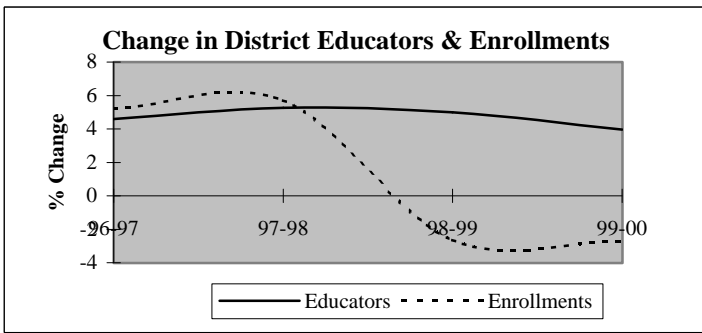
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	4	5	-	9.1%	5.0%	20.0%	25.0%	-
Attrition from Transfers	1	1	2	5	-	4.5%	5.0%	10.0%	25.0%	-
Attrition from Exits	1	0	2	0	-	4.5%	0.0%	10.0%	0.0%	-
Teacher Attrition	2	1	4	5	-	10.0%	5.6%	22.2%	27.8%	-
Attrition from Transfers	1	1	2	5	-	5.0%	5.6%	11.1%	27.8%	-
Attrition from Exits	1	0	2	0	-	5.0%	0.0%	11.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	20	19	16	15	-	90.9%	95.0%	80.0%	75.0%	-
Teacher Retention	18	17	14	13	-	90.0%	94.4%	77.8%	72.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.5%	0.0%	0.0%	0.0%	4.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.3%	100.0%	100.0%	80.0%	76.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	4.8%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.2%	0.0%	0.0%	20.0%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VINITA

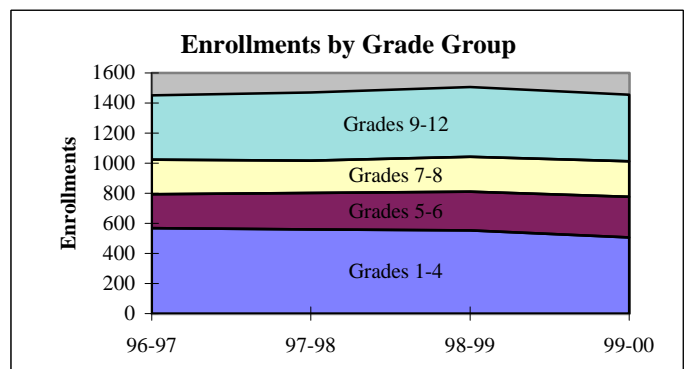
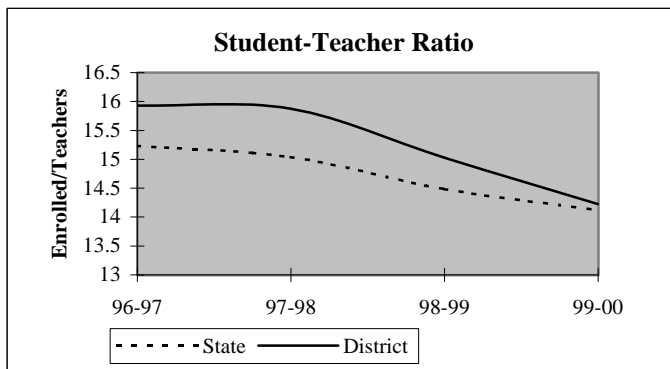


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	13.8	13.9	12.9	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.9	15.9	15.0	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	5	6	6	5	-	-	-	-	-
% Change in Educators	0.9%	4.6%	5.3%	5.0%	4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	42	78	90	-44	-44	-	-	-	-	-
% Change in Enrollments	2.9%	5.2%	5.7%	-2.6%	-2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.3%	20.2%	23.3%	22.2%	25.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.4%	6.1%	5.8%	5.6%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.4%	7.0%	6.7%	8.7%	11.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.0%	8.8%	9.2%	9.5%	6.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	28.6%	14.3%	14.3%	14.3%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.9%	0.9%	0.8%	0.8%	0.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	40.9	40.7	41.3	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	11.2	11.2	11.4	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,606	28,588	29,060	30,069	30,554	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.5%	9.1%	9.5%	10.2%	6.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.7%	73.7%	72.4%	73.1%	73.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.6%	12.1%	11.4%	12.0%	12.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.0%	46.4%	46.0%	50.0%	53.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	38	40	44	48	55	34.9%	35.1%	36.7%	38.1%	42.0%
Attrition	4	8	5	8	0					
Attrition Rate	10.5%	20.0%	11.4%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	63	69	69	70	72	57.8%	60.5%	57.5%	55.6%	55.0%
Attrition	3	3	4	5	0					
Attrition Rate	4.8%	4.3%	5.8%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	5	7	8	6	7.3%	4.4%	5.8%	6.3%	4.6%
Attrition	4	2	1	5	0					
Attrition Rate	50.0%	40.0%	14.3%	62.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	11	10	11	11	9	10.1%	8.8%	9.2%	8.7%	6.9%

## District Report for: VINITA

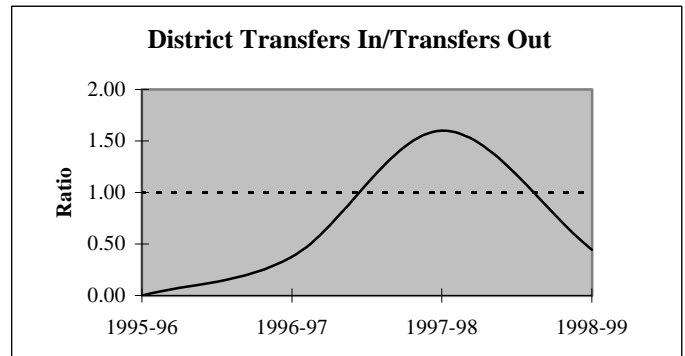
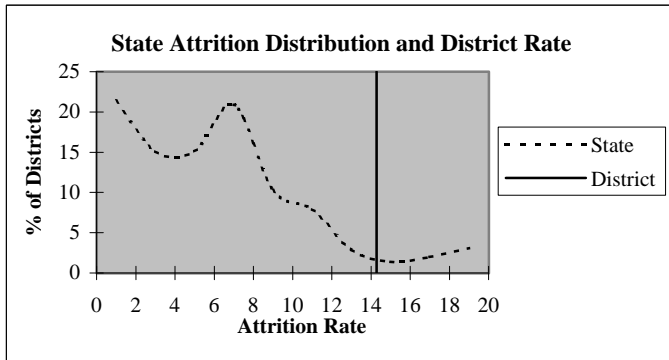
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	109	114	120	126	131	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	5	6.4%	6.1%	5.8%	5.6%	3.8%
Professional Staff	7	8	8	11	15	6.4%	7.0%	6.7%	8.7%	11.5%
<b>Total Teachers</b>	95	99	105	108	111	87.2%	86.8%	87.5%	85.7%	84.7%
Special Education	12	12	12	13	14	12.6%	12.1%	11.4%	12.0%	12.6%
Pre-K & Kindergarten	0	0	2	2	2	0.0%	0.0%	1.9%	1.9%	1.8%
Elementary	37	43	42	43	43	38.9%	43.4%	40.0%	39.8%	38.7%
<b>Middle School</b>	19	17	18	19	22	20.0%	17.2%	17.1%	17.6%	19.8%
Language Arts	5	4	4	4	4	5.3%	4.0%	3.8%	3.7%	3.6%
Art & Music	1	1	2	2	3	1.1%	1.0%	1.9%	1.9%	2.7%
Social Studies	4	3	3	4	4	4.2%	3.0%	2.9%	3.7%	3.6%
Foreign Language	1	1	1	1	1	1.1%	1.0%	1.0%	0.9%	0.9%
Math	3	3	3	2	3	3.2%	3.0%	2.9%	1.9%	2.7%
Science	3	3	3	3	3	3.2%	3.0%	2.9%	2.8%	2.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	2	3	4	2.1%	2.0%	1.9%	2.8%	3.6%
<b>High School (9-12)</b>	27	27	31	31	30	2700.0%	2700.0%	1550.0%	1550.0%	1000.0%
Language Arts	4	4	4	6	6	4.2%	4.0%	3.8%	5.6%	5.4%
Art & Music	2	2	2	2	2	2.1%	2.0%	1.9%	1.9%	1.8%
Social Studies	3	3	4	4	4	3.2%	3.0%	3.8%	3.7%	3.6%
Foreign Language	1	1	1	1	1	1.1%	1.0%	1.0%	0.9%	0.9%
Math	3	3	3	3	3	3.2%	3.0%	2.9%	2.8%	2.7%
<b>Science</b>	2	2	3	2	2	2.1%	2.0%	2.9%	1.9%	1.8%
Biology	1	1	2	1	1	1.1%	1.0%	1.9%	0.9%	0.9%
Chemistry	1	1	1	1	1	1.1%	1.0%	1.0%	0.9%	0.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	6	6	6	6	7	6.3%	6.1%	5.7%	5.6%	6.3%
Other	6	6	8	7	5	6.3%	6.1%	7.6%	6.5%	4.5%
<b>Total Enrollments</b>	1,499	1,577	1,667	1,623	1,579	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	121	126	195	114	119	8.1%	8.0%	11.7%	7.0%	7.5%
Grades 1-4	534	569	560	553	507	35.6%	36.1%	33.6%	34.1%	32.1%
Grades 5-6	211	224	242	257	269	14.1%	14.2%	14.5%	15.8%	17.0%
Grades 7-8	232	231	214	232	237	15.5%	14.6%	12.8%	14.3%	15.0%
Grades 9-12	399	427	454	465	442	26.6%	27.1%	27.2%	28.7%	28.0%
Ungraded	2	0	2	2	5	0.1%	0.0%	0.1%	0.1%	0.3%



## District Report for: VINITA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	109	114	120	126	133	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	105	98	101	110	108	96.3%	86.0%	84.2%	87.3%	81.2%
<b>Newly Hired</b>	<b>4</b>	<b>16</b>	<b>19</b>	<b>16</b>	<b>25</b>	<b>3.7%</b>	<b>14.0%</b>	<b>15.8%</b>	<b>12.7%</b>	<b>18.8%</b>
Transfers In	0	3	8	4	15	0.0%	18.8%	42.1%	25.0%	60.0%
Reentrants	2	3	5	9	5	50.0%	18.8%	26.3%	56.3%	20.0%
First Time Educators	2	10	6	3	5	50.0%	62.5%	31.6%	18.8%	20.0%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>13</b>	<b>10</b>	<b>18</b>	<b>-</b>	<b>10.1%</b>	<b>11.4%</b>	<b>8.3%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	3	8	5	9	-	27.3%	61.5%	50.0%	50.0%	-
Leave Oklahoma Educ.	8	5	5	9	-	72.7%	38.5%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	10.1%	11.4%	8.3%	14.3%	-
Transfers In/Out	0.00	0.38	1.60	0.44	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	21	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	62	University of Tulsa, Tulsa	3
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	13
		<b>Total</b>	<b>109</b>

## District Report for: VINITA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	7	5	6.4%	6.1%	5.8%	5.6%	3.8%
White - Females	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	20.0%
White - Males	4	5	5	5	4	57.1%	71.4%	71.4%	71.4%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	2	1	1	1	0	28.6%	14.3%	14.3%	14.3%	0.0%
<b>Professional Staff</b>	7	8	8	11	15	6.4%	7.0%	6.7%	8.7%	11.5%
White - Females	7	8	8	10	13	100.0%	100.0%	100.0%	90.9%	86.7%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	9.1%	6.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%
<b>Teachers</b>	95	99	105	108	111	87.2%	86.8%	87.5%	85.7%	84.7%
White - Females	65	68	70	72	77	68.4%	68.7%	66.7%	66.7%	69.4%
White - Males	20	22	25	25	27	21.1%	22.2%	23.8%	23.1%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	1.1%	1.0%	1.0%	0.9%	0.0%
Other - Females	6	5	6	7	5	6.3%	5.1%	5.7%	6.5%	4.5%
Other - Males	3	3	3	3	2	3.2%	3.0%	2.9%	2.8%	1.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	1.0%	0.0%	0.0%	0.0%
25-29	9	10	11	12	13	9.7%	10.4%	11.1%	11.8%	12.4%
30-34	12	11	7	8	11	12.9%	11.5%	7.1%	7.8%	10.5%
35-39	25	23	26	24	21	26.9%	24.0%	26.3%	23.5%	20.0%
40-44	13	16	22	24	25	14.0%	16.7%	22.2%	23.5%	23.8%
45-49	17	18	16	16	15	18.3%	18.8%	16.2%	15.7%	14.3%
50-54	10	10	12	14	16	10.8%	10.4%	12.1%	13.7%	15.2%
55+	7	7	5	4	4	7.5%	7.3%	5.1%	3.9%	3.8%
<b>Average Age</b>	41.1	40.9	40.7	41.3	41.2					

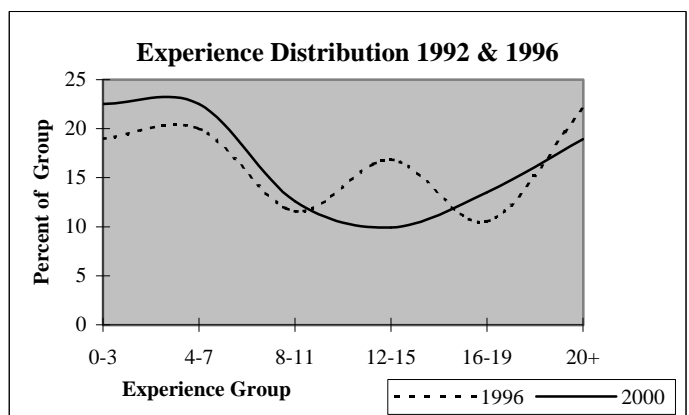
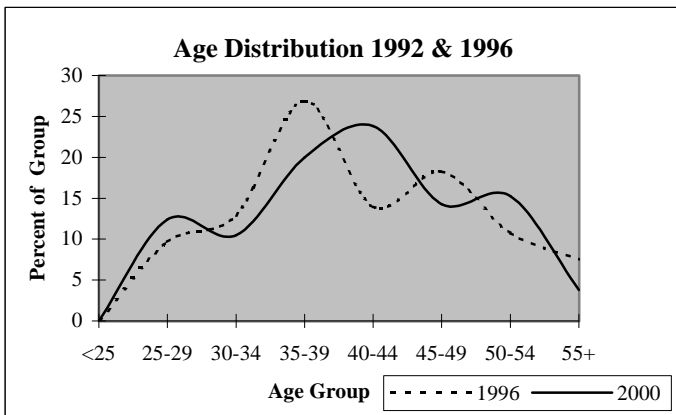
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	18	23	27	25	25	18.9%	23.2%	25.7%	23.1%	22.5%
4-7 Years	19	16	16	21	25	20.0%	16.2%	15.2%	19.4%	22.5%
8-11 Years	11	14	13	12	14	11.6%	14.1%	12.4%	11.1%	12.6%
12-15 Years	16	14	14	13	11	16.8%	14.1%	13.3%	12.0%	9.9%
16-19 Years	10	13	18	16	15	10.5%	13.1%	17.1%	14.8%	13.5%
20+ Years	21	19	17	21	21	22.1%	19.2%	16.2%	19.4%	18.9%
<b>Average Experience</b>	12.1	11.2	11.2	11.4	11.0					

## District Report for: VINITA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	13	10	18	-	10.1%	11.4%	8.3%	14.3%	-
Attrition from Transfers	3	8	5	9	-	2.8%	7.0%	4.2%	7.1%	-
Attrition from Exits	8	5	5	9	-	7.3%	4.4%	4.2%	7.1%	-
<b>Teacher Attrition</b>	10	13	8	14	-	10.5%	13.1%	7.6%	13.0%	-
Attrition from Transfers	3	8	4	6	-	3.2%	8.1%	3.8%	5.6%	-
Attrition from Exits	7	5	4	8	-	7.4%	5.1%	3.8%	7.4%	-
<b>District Retention</b>										
Educator Retention	98	101	110	108	-	89.9%	88.6%	91.7%	85.7%	-
Teacher Retention	85	86	97	94	-	89.5%	86.9%	92.4%	87.0%	-

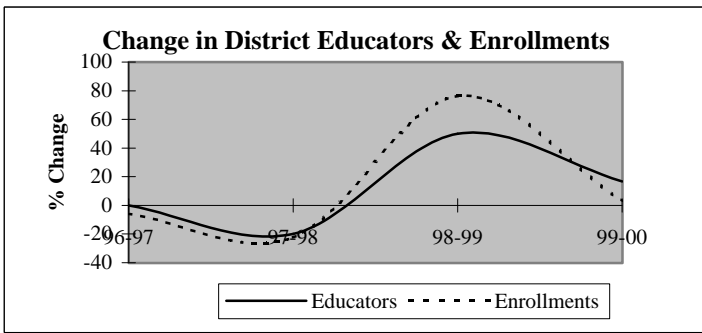
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	3.7%	92.6%	78.2%	9.6%	87.8%
1 Year of Experience	93.1%	6.9%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	89.7%	6.9%	96.6%	85.2%	5.9%	91.1%
3 Years of Experience	80.8%	11.5%	92.3%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	12.0%	92.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	9.5%	95.2%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.9%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.3%	86.8%	90.8%	90.5%	93.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.9%	0.0%	0.0%	0.8%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.7%	11.4%	9.2%	9.5%	6.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: MILFAY

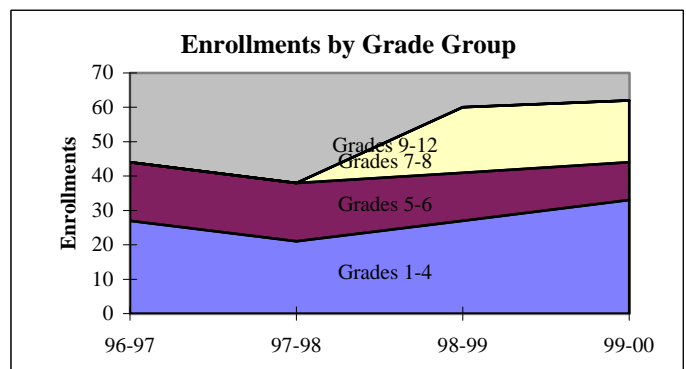
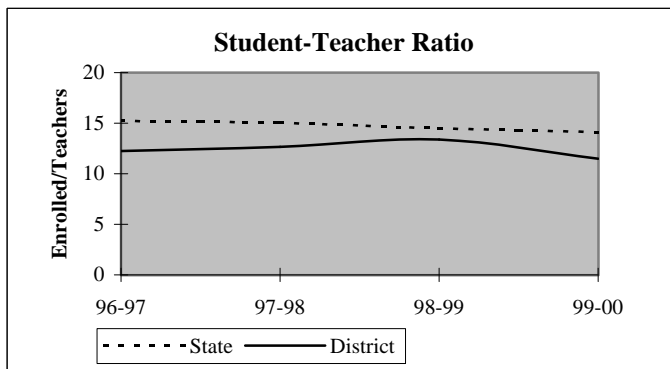


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	9.8	9.5	11.2	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	12.3	12.7	13.4	11.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-1	2	1	-	-	-	-	-
% Change in Educators	25.0%	0.0%	-20.0%	50.0%	16.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	-3	-11	29	2	-	-	-	-	-
% Change in Enrollments	2.0%	-5.8%	-22.4%	76.3%	3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.0%	20.0%	25.0%	16.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	20.0%	20.0%	25.0%	16.7%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.0%	20.0%	0.0%	16.7%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.8	40.8	46.0	36.4	36.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.8	17.7	8.0	8.3	12.1	12.3	12.3	12.2	12.2
Average Salary	24,544	25,084	22,248	24,892	28,216	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	25.0%	25.0%	0.0%	20.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	75.0%	33.3%	80.0%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.5%	10.2%	10.5%	10.4%	20.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1	1	0	2	2	20.0%	20.0%	0.0%	33.3%	28.6%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	100.0%	0.0%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	4	3	4	5	80.0%	80.0%	75.0%	66.7%	71.4%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	25.0%	33.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	0	0.0%	0.0%	25.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	0	1	0.0%	0.0%	25.0%	0.0%	14.3%

## District Report for: MILFAY

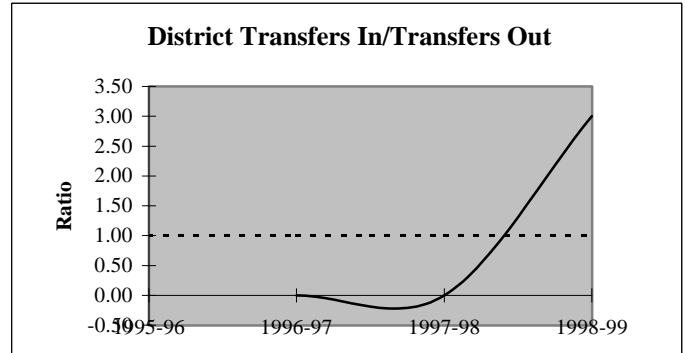
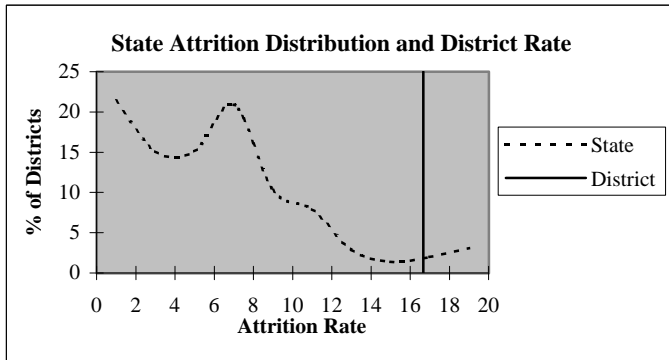
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	5	5	4	6	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	20.0%	20.0%	25.0%	16.7%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	4	4	3	5	6	80.0%	80.0%	75.0%	83.3%	85.7%
Special Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	4	4	3	5	5	100.0%	100.0%	100.0%	100.0%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	52	49	38	67	69	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	8	5	0	7	7	15.4%	10.2%	0.0%	10.4%	10.1%
Grades 1-4	26	27	21	27	33	50.0%	55.1%	55.3%	40.3%	47.8%
Grades 5-6	18	17	17	14	11	34.6%	34.7%	44.7%	20.9%	15.9%
Grades 7-8	0	0	0	19	18	0.0%	0.0%	0.0%	28.4%	26.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MILFAY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	5	5	4	6	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	5	3	2	5	80.0%	100.0%	75.0%	33.3%	71.4%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>20.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>66.7%</b>	<b>28.6%</b>
Transfers In	0	0	0	3	0	0.0%	0.0%	0.0%	75.0%	0.0%
Reentrants	0	0	1	0	1	0.0%	0.0%	100.0%	0.0%	50.0%
First Time Educators	1	0	0	1	1	100.0%	0.0%	0.0%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>40.0%</b>	<b>50.0%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	0	2	2	1	-	0.0%	100.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	40.0%	50.0%	16.7%	-
Transfers In/Out	nc	0.00	0.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	5

## District Report for: MILFAY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	20.0%	20.0%	25.0%	16.7%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	4	4	3	5	6	80.0%	80.0%	75.0%	83.3%	85.7%
White - Females	2	2	1	3	4	50.0%	50.0%	33.3%	60.0%	66.7%
White - Males	1	1	2	1	2	25.0%	25.0%	66.7%	20.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	1	0	25.0%	25.0%	0.0%	20.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	16.7%
30-34	2	1	0	1	1	50.0%	25.0%	0.0%	20.0%	16.7%
35-39	0	1	1	2	3	0.0%	25.0%	33.3%	40.0%	50.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	2	2	1	0	0	50.0%	50.0%	33.3%	0.0%	0.0%
50-54	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	16.7%
55+	0	0	1	0	0	0.0%	0.0%	33.3%	0.0%	0.0%
<b>Average Age</b>	39.8	40.8	46.0	36.4	36.5					

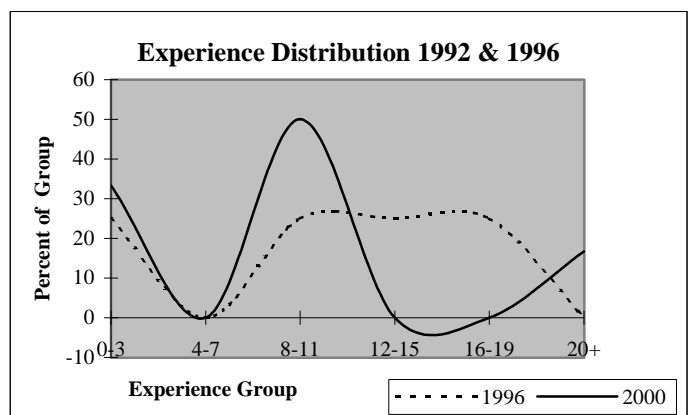
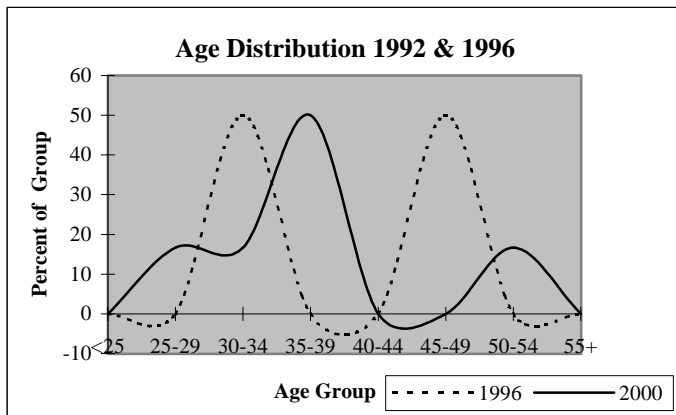
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	0	2	2	25.0%	25.0%	0.0%	40.0%	33.3%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	1	1	1	2	3	25.0%	25.0%	33.3%	40.0%	50.0%
12-15 Years	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	2	1	1	0	25.0%	50.0%	33.3%	20.0%	0.0%
20+ Years	0	0	1	0	1	0.0%	0.0%	33.3%	0.0%	16.7%
<b>Average Experience</b>	10.0	10.8	17.7	8.0	8.3					

## District Report for: MILFAY

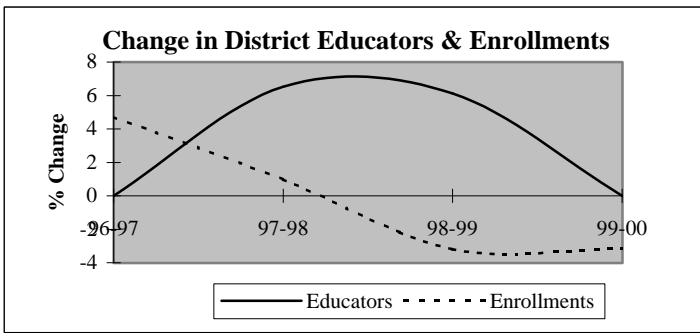
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	1	-	0.0%	40.0%	50.0%	16.7%	-
Attrition from Transfers	0	2	2	1	-	0.0%	40.0%	50.0%	16.7%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	2	2	1	-	0.0%	50.0%	66.7%	20.0%	-
Attrition from Transfers	0	2	2	1	-	0.0%	50.0%	66.7%	20.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	5	3	2	5	-	100.0%	60.0%	50.0%	83.3%	-
Teacher Retention	4	2	1	4	-	100.0%	50.0%	33.3%	80.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	100.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	100.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	20.0%	0.0%	16.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	80.0%	75.0%	66.7%	71.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	0.0%	25.0%	16.7%	28.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LONE STAR

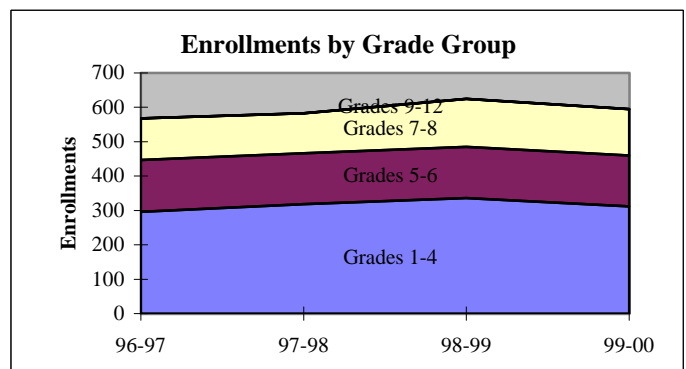
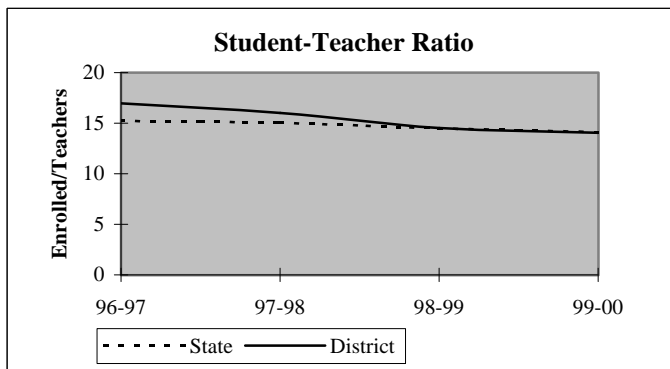


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.8	15.5	14.7	13.4	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	17.0	16.0	14.5	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	3	3	0	-	-	-	-	-
% Change in Educators	4.5%	0.0%	6.5%	6.1%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	38	32	7	-23	-22	-	-	-	-	-
% Change in Enrollments	5.9%	4.7%	1.0%	-3.2%	-3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	2.2%	2.0%	3.8%	1.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.2%	4.3%	4.1%	3.8%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.3%	4.1%	3.8%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.2%	2.2%	4.1%	1.9%	1.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	41.1	42.1	41.5	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	12.5	12.4	12.0	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,266	29,975	30,321	29,730	31,535	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.3%	2.4%	4.4%	2.1%	2.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.1%	81.0%	80.0%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.0%	7.1%	6.7%	10.4%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.2%	22.9%	23.6%	23.9%	23.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	13	16	20	20	30.4%	28.3%	32.7%	38.5%	38.5%
Attrition	3	2	2	3	0					
Attrition Rate	21.4%	15.4%	12.5%	15.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	31	32	31	28	26	67.4%	69.6%	63.3%	53.8%	50.0%
Attrition	1	1	3	0	0					
Attrition Rate	3.2%	3.1%	9.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	4	6	2.2%	2.2%	4.1%	7.7%	11.5%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	4	6	7	2.2%	4.3%	8.2%	11.5%	13.5%

## District Report for: LONE STAR

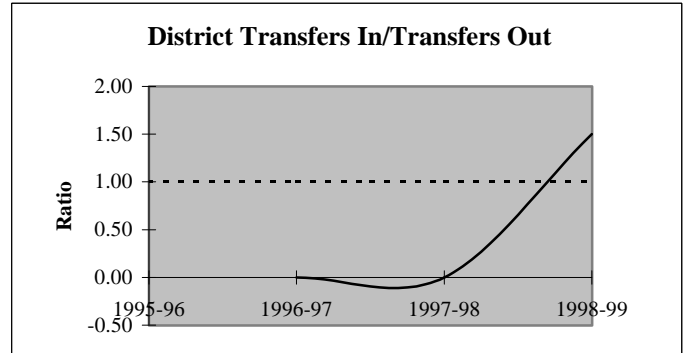
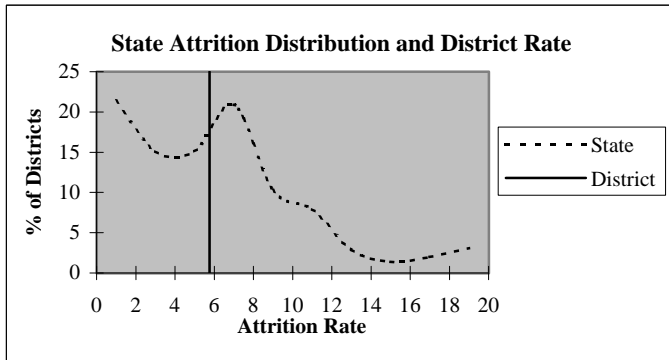
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	46	46	49	52	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	2.2%	4.3%	4.1%	3.8%	3.8%
Professional Staff	2	2	2	2	2	4.3%	4.3%	4.1%	3.8%	3.8%
<b>Total Teachers</b>	43	42	45	48	48	93.5%	91.3%	91.8%	92.3%	92.3%
Special Education	3	3	3	5	4	7.0%	7.1%	6.7%	10.4%	8.3%
Pre-K & Kindergarten	2	2	2	3	3	4.7%	4.8%	4.4%	6.3%	6.3%
Elementary	38	37	40	40	41	88.4%	88.1%	88.9%	83.3%	85.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	681	713	720	697	675	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	146	145	137	72	80	21.4%	20.3%	19.0%	10.3%	11.9%
Grades 1-4	278	296	318	336	312	40.8%	41.5%	44.2%	48.2%	46.2%
Grades 5-6	131	151	148	149	148	19.2%	21.2%	20.6%	21.4%	21.9%
Grades 7-8	126	121	117	140	135	18.5%	17.0%	16.3%	20.1%	20.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LONE STAR

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	46	46	49	52	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	41	42	43	44	49	89.1%	91.3%	87.8%	84.6%	94.2%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>3</b>	<b>10.9%</b>	<b>8.7%</b>	<b>12.2%</b>	<b>15.4%</b>	<b>5.8%</b>
Transfers In	0	0	0	3	0	0.0%	0.0%	0.0%	37.5%	0.0%
Reentrants	1	0	2	1	0	20.0%	0.0%	33.3%	12.5%	0.0%
First Time Educators	4	4	4	4	3	80.0%	100.0%	66.7%	50.0%	100.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>8.7%</b>	<b>6.5%</b>	<b>10.2%</b>	<b>5.8%</b>	<b>-</b>
Transfers Out	0	1	4	2	-	0.0%	33.3%	80.0%	66.7%	-
Leave Oklahoma Educ.	4	2	1	1	-	100.0%	66.7%	20.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	8.7%	6.5%	10.2%	5.8%	-
Transfers In/Out	nc	0.00	0.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	16	University of Tulsa, Tulsa	6
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	3
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	46



## District Report for: LONE STAR

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	2.2%	4.3%	4.1%	3.8%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.3%	4.3%	4.1%	3.8%	3.8%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	42	45	48	48	93.5%	91.3%	91.8%	92.3%	92.3%
White - Females	33	33	35	39	39	76.7%	78.6%	77.8%	81.3%	81.3%
White - Males	9	8	8	8	8	20.9%	19.0%	17.8%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.3%	2.4%	2.2%	2.1%	2.1%
Other - Males	0	0	1	0	0	0.0%	0.0%	2.2%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	2	0	2.3%	2.4%	0.0%	4.5%	0.0%
25-29	7	8	8	8	7	16.3%	19.0%	19.0%	18.2%	16.7%
30-34	3	2	2	3	3	7.0%	4.8%	4.8%	6.8%	7.1%
35-39	5	4	4	5	4	11.6%	9.5%	9.5%	11.4%	9.5%
40-44	10	10	9	7	8	23.3%	23.8%	21.4%	15.9%	19.0%
45-49	8	6	8	8	6	18.6%	14.3%	19.0%	18.2%	14.3%
50-54	7	8	6	5	8	16.3%	19.0%	14.3%	11.4%	19.0%
55+	2	3	5	6	6	4.7%	7.1%	11.9%	13.6%	14.3%
<b>Average Age</b>	41.1	41.1	42.1	41.5	43.3					

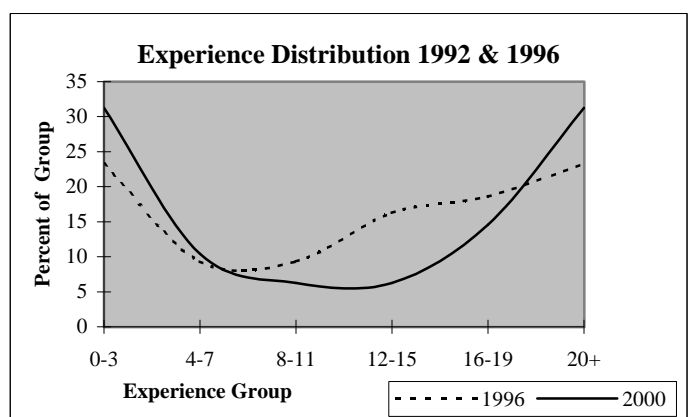
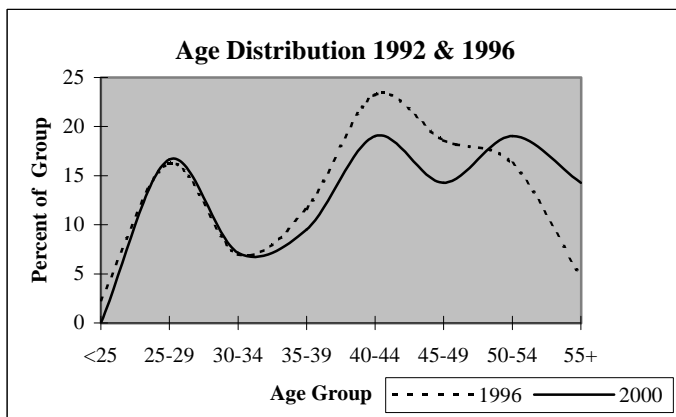
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	8	12	17	15	23.3%	19.0%	26.7%	35.4%	31.3%
4-7 Years	4	5	4	3	5	9.3%	11.9%	8.9%	6.3%	10.4%
8-11 Years	4	5	5	3	3	9.3%	11.9%	11.1%	6.3%	6.3%
12-15 Years	7	7	5	5	3	16.3%	16.7%	11.1%	10.4%	6.3%
16-19 Years	8	6	8	7	7	18.6%	14.3%	17.8%	14.6%	14.6%
20+ Years	10	11	11	13	15	23.3%	26.2%	24.4%	27.1%	31.3%
<b>Average Experience</b>	12.4	12.5	12.4	12.0	12.9					

## District Report for: LONE STAR

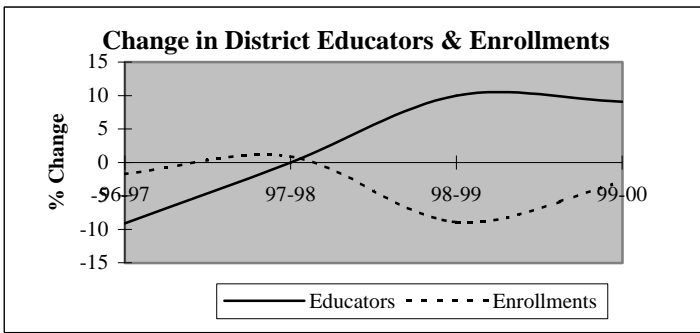
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	5	3	-	8.7%	6.5%	10.2%	5.8%	-
Attrition from Transfers	0	1	4	2	-	0.0%	2.2%	8.2%	3.8%	-
Attrition from Exits	4	2	1	1	-	8.7%	4.3%	2.0%	1.9%	-
<b>Teacher Attrition</b>	4	3	5	3	-	9.3%	7.1%	11.1%	6.3%	-
Attrition from Transfers	0	1	4	2	-	0.0%	2.4%	8.9%	4.2%	-
Attrition from Exits	4	2	1	1	-	9.3%	4.8%	2.2%	2.1%	-
<b>District Retention</b>										
Educator Retention	42	43	44	49	-	91.3%	93.5%	89.8%	94.2%	-
Teacher Retention	39	39	40	45	-	90.7%	92.9%	88.9%	93.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	16.7%	94.4%	78.2%	9.6%	87.8%
1 Year of Experience	92.3%	0.0%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	0.0%	77.8%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	0.0%	60.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.3%	0.0%	1.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.0%	87.0%	87.8%	88.5%	94.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	2.2%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.9%	8.7%	12.2%	9.6%	5.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GYPSY

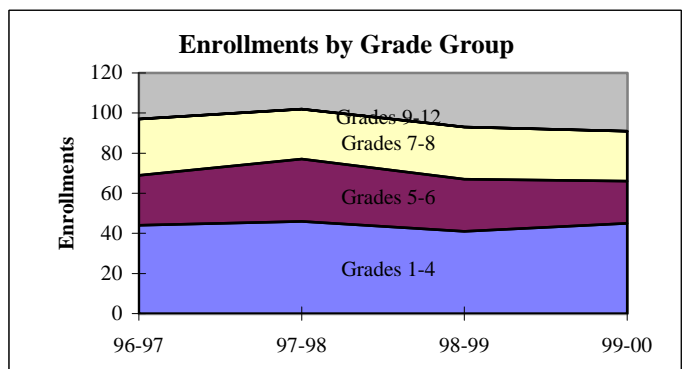
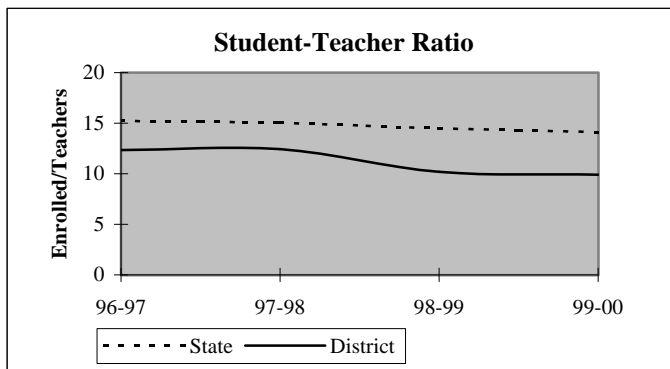


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.3	11.1	11.2	9.3	8.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.3	12.3	12.4	10.2	9.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	0	1	1	-	-	-	-	-
% Change in Educators	10.0%	-9.1%	0.0%	10.0%	9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-11	-2	1	-10	-3	-	-	-	-	-
% Change in Enrollments	-8.9%	-1.8%	0.9%	-8.9%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.1%	20.0%	30.0%	27.3%	25.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	10.0%	10.0%	9.1%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.5	36.4	40.1	39.7	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	7.6	7.0	9.2	9.1	8.3	12.1	12.3	12.3	12.2	12.2
Average Salary	26,839	26,166	26,426	24,240	26,092	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	77.8%	77.8%	80.0%	90.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	11.1%	11.1%	10.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.9%	37.8%	26.8%	28.4%	25.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	7	6	6	6	63.6%	70.0%	60.0%	54.5%	50.0%
Attrition	3	2	0	2	0					
Attrition Rate	42.9%	28.6%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	2	1	2	3	18.2%	20.0%	10.0%	18.2%	25.0%
Attrition	1	1	0	0	0					
Attrition Rate	50.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	3	3	3	18.2%	10.0%	30.0%	27.3%	25.0%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	2	3	3	3	27.3%	20.0%	30.0%	27.3%	25.0%

## District Report for: GYPSY

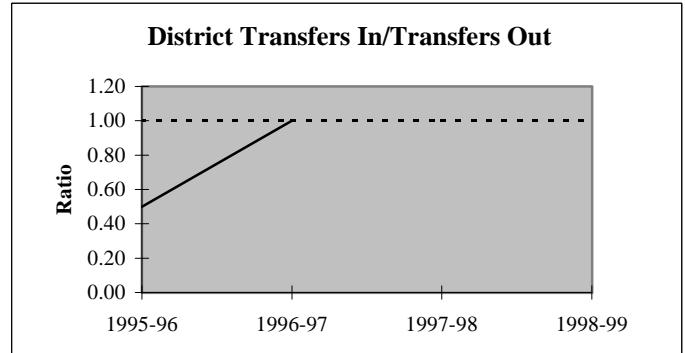
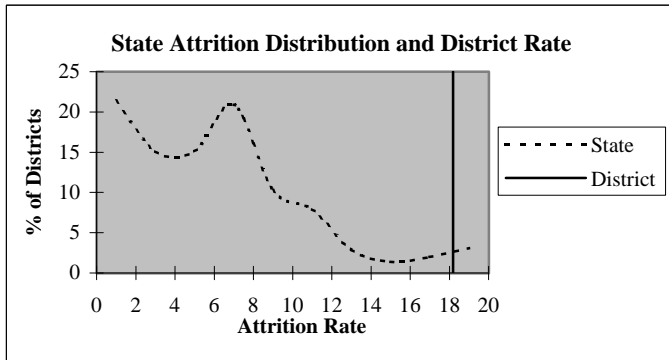
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	11	10	10	11	12	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	9.1%	10.0%	10.0%	9.1%	8.3%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
<b>Total Teachers</b>	10	9	9	10	10	90.9%	90.0%	90.0%	90.9%	83.3%
Special Education	1	1	1	1	1	10.0%	11.1%	11.1%	10.0%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	8	9	9	90.0%	88.9%	88.9%	90.0%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	113	111	112	102	99	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	14	10	9	8	10.6%	12.6%	8.9%	8.8%	8.1%
Grades 1-4	51	44	46	41	45	45.1%	39.6%	41.1%	40.2%	45.5%
Grades 5-6	22	25	31	26	21	19.5%	22.5%	27.7%	25.5%	21.2%
Grades 7-8	28	28	25	26	25	24.8%	25.2%	22.3%	25.5%	25.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GYPSY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	11	10	10	11	12	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	6	7	10	9	72.7%	60.0%	70.0%	90.9%	75.0%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>27.3%</b>	<b>40.0%</b>	<b>30.0%</b>	<b>9.1%</b>	<b>25.0%</b>
Transfers In	1	1	0	0	0	33.3%	25.0%	0.0%	0.0%	0.0%
Reentrants	0	2	2	0	1	0.0%	50.0%	66.7%	0.0%	33.3%
First Time Educators	2	1	1	1	2	66.7%	25.0%	33.3%	100.0%	66.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>45.5%</b>	<b>30.0%</b>	<b>0.0%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	2	1	0	0	-	40.0%	33.3%	0.0%	0.0%	-
Leave Oklahoma Educ.	3	2	0	2	-	60.0%	66.7%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	45.5%	30.0%	0.0%	18.2%	-
Transfers In/Out	0.50	1.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>11</b>

## District Report for: GYPSY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	9.1%	10.0%	10.0%	9.1%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	10	9	9	10	10	90.9%	90.0%	90.0%	90.9%	83.3%
White - Females	8	7	7	8	9	80.0%	77.8%	77.8%	80.0%	90.0%
White - Males	2	2	2	2	1	20.0%	22.2%	22.2%	20.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	10.0%	11.1%	11.1%	0.0%	0.0%
25-29	2	2	2	4	3	20.0%	22.2%	22.2%	40.0%	37.5%
30-34	2	2	1	1	0	20.0%	22.2%	11.1%	10.0%	0.0%
35-39	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	12.5%
40-44	1	1	1	1	1	10.0%	11.1%	11.1%	10.0%	12.5%
45-49	2	2	1	1	1	20.0%	22.2%	11.1%	10.0%	12.5%
50-54	1	0	1	1	0	10.0%	0.0%	11.1%	10.0%	0.0%
55+	1	1	2	2	2	10.0%	11.1%	22.2%	20.0%	25.0%
<b>Average Age</b>	38.5	36.4	40.1	39.7	41.6					

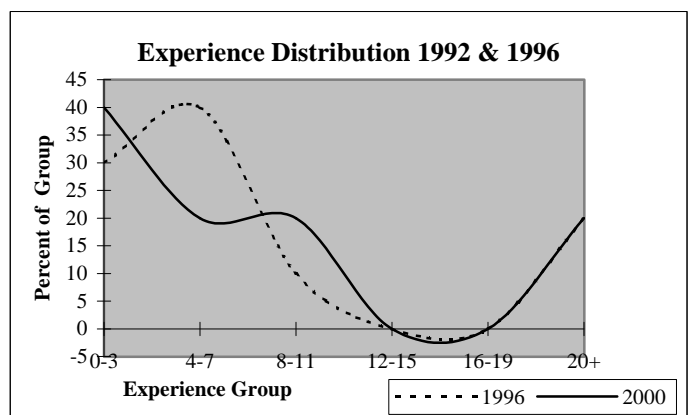
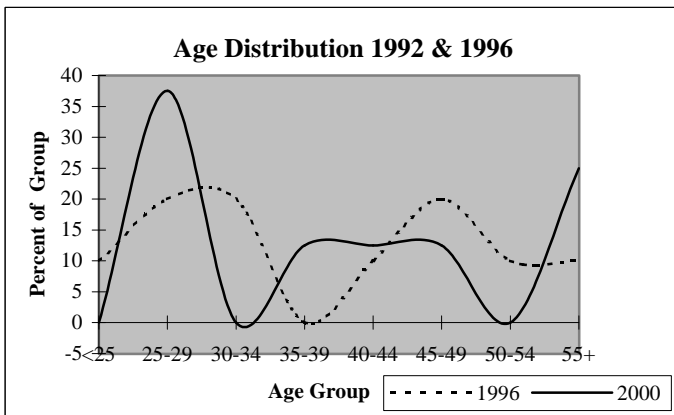
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	3	4	4	30.0%	33.3%	33.3%	40.0%	40.0%
4-7 Years	4	4	3	2	2	40.0%	44.4%	33.3%	20.0%	20.0%
8-11 Years	1	1	0	1	2	10.0%	11.1%	0.0%	10.0%	20.0%
12-15 Years	0	0	1	1	0	0.0%	0.0%	11.1%	10.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	1	2	2	2	20.0%	11.1%	22.2%	20.0%	20.0%
<b>Average Experience</b>	7.6	7.0	9.2	9.1	8.3					

## District Report for: GYPSY

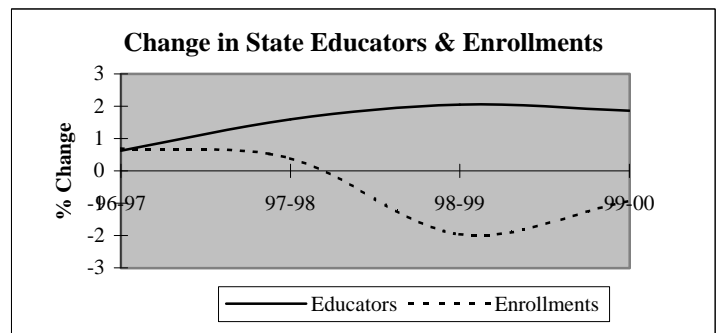
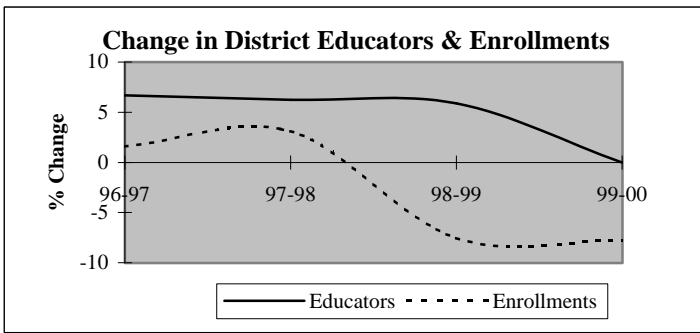
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	0	2	-	45.5%	30.0%	0.0%	18.2%	-
Attrition from Transfers	2	1	0	0	-	18.2%	10.0%	0.0%	0.0%	-
Attrition from Exits	3	2	0	2	-	27.3%	20.0%	0.0%	18.2%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>40.0%</b>	<b>22.2%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>-</b>
Attrition from Transfers	2	1	0	0	-	20.0%	11.1%	0.0%	0.0%	-
Attrition from Exits	2	1	0	2	-	20.0%	11.1%	0.0%	20.0%	-
<b>District Retention</b>										
Educator Retention	6	7	10	9	-	54.5%	70.0%	100.0%	81.8%	-
Teacher Retention	6	7	9	8	-	60.0%	77.8%	100.0%	80.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	25.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	10.0%	9.1%	16.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.8%	70.0%	60.0%	81.8%	58.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.2%	30.0%	30.0%	9.1%	25.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PRETTY WATER



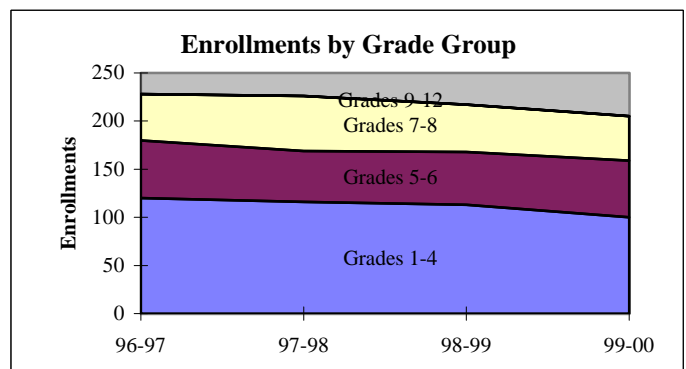
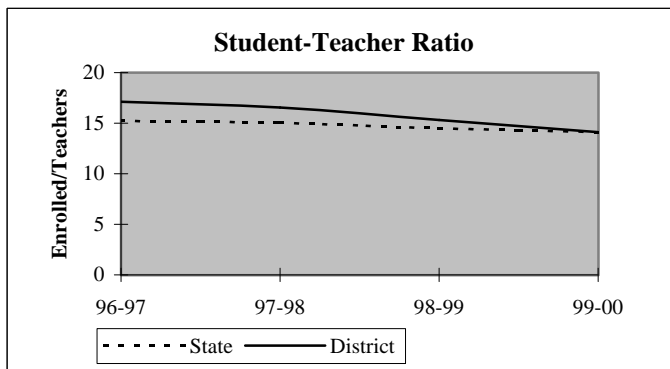
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	16.9	16.1	15.6	13.6	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.1	17.1	16.6	15.3	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	1	0	-	-	-	-	-
% Change in Educators	-6.3%	6.7%	6.3%	5.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	4	8	-20	-19	-	-	-	-	-
% Change in Enrollments	6.3%	1.6%	3.1%	-7.5%	-7.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	6.3%	5.9%	0.0%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.3%	5.9%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	5.6%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	6.3%	5.9%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	6.7%	6.3%	5.9%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	40.6	40.5	40.9	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	9.7	10.0	10.4	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,889	29,336	28,843	30,321	30,041	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.1%	6.7%	6.3%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	80.0%	81.3%	81.3%	81.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	6.7%	6.3%	6.3%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.9%	13.6%	13.2%	14.3%	11.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	7	8	10	10	46.7%	43.8%	47.1%	55.6%	55.6%
Attrition	1	0	1	2	0					
Attrition Rate	14.3%	0.0%	12.5%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	8	9	9	7	7	53.3%	56.3%	52.9%	38.9%	38.9%
Attrition	0	0	3	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.6%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	1	1	0.0%	0.0%	5.9%	5.6%	5.6%



## District Report for: PRETTY WATER

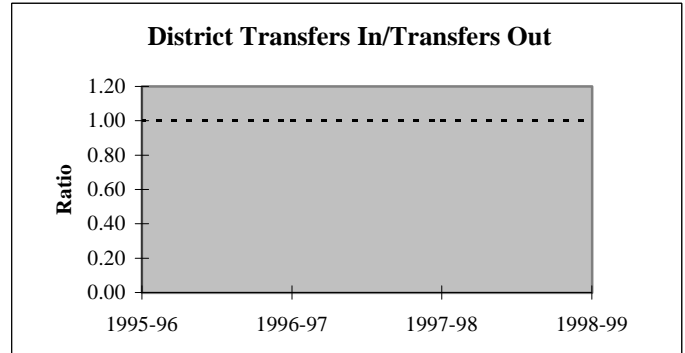
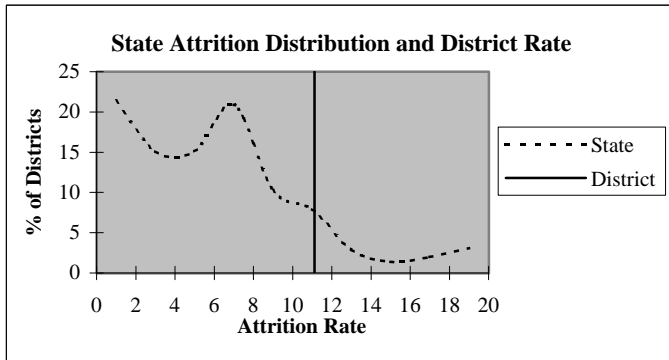
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	16	17	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	6.3%	5.9%	5.6%	5.6%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.6%
<b>Total Teachers</b>	14	15	16	16	16	93.3%	93.8%	94.1%	88.9%	88.9%
Special Education	1	1	1	1	1	7.1%	6.7%	6.3%	6.3%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	14	15	15	15	92.9%	93.3%	93.8%	93.8%	93.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	253	257	265	245	226	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	28	38	28	21	9.9%	10.9%	14.3%	11.4%	9.3%
Grades 1-4	114	120	116	113	100	45.1%	46.7%	43.8%	46.1%	44.2%
Grades 5-6	60	60	53	55	59	23.7%	23.3%	20.0%	22.4%	26.1%
Grades 7-8	54	48	57	49	46	21.3%	18.7%	21.5%	20.0%	20.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%



## District Report for: PRETTY WATER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	16	17	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	14	16	13	16	93.3%	87.5%	94.1%	72.2%	88.9%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>6.7%</b>	<b>12.5%</b>	<b>5.9%</b>	<b>27.8%</b>	<b>11.1%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
Reentrants	0	0	0	3	0	0.0%	0.0%	0.0%	60.0%	0.0%
First Time Educators	1	2	1	1	2	100.0%	100.0%	100.0%	20.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>6.7%</b>	<b>0.0%</b>	<b>23.5%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	0	0	4	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	2	-	100.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	0.0%	23.5%	11.1%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>15</b>

## District Report for: PRETTY WATER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	6.3%	5.9%	5.6%	5.6%
White - Females	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.6%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	15	16	16	16	93.3%	93.8%	94.1%	88.9%	88.9%
White - Females	12	12	13	13	13	85.7%	80.0%	81.3%	81.3%	81.3%
White - Males	1	2	2	3	3	7.1%	13.3%	12.5%	18.8%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	7.1%	6.7%	6.3%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	3	3	2	14.3%	21.4%	20.0%	20.0%	14.3%
30-34	2	2	3	3	3	14.3%	14.3%	20.0%	20.0%	21.4%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	6	2	2	2	2	42.9%	14.3%	13.3%	13.3%	14.3%
45-49	2	5	5	5	3	14.3%	35.7%	33.3%	33.3%	21.4%
50-54	1	1	1	1	3	7.1%	7.1%	6.7%	6.7%	21.4%
55+	1	1	1	1	1	7.1%	7.1%	6.7%	6.7%	7.1%
<b>Average Age</b>	40.9	40.6	40.5	40.9	42.4					

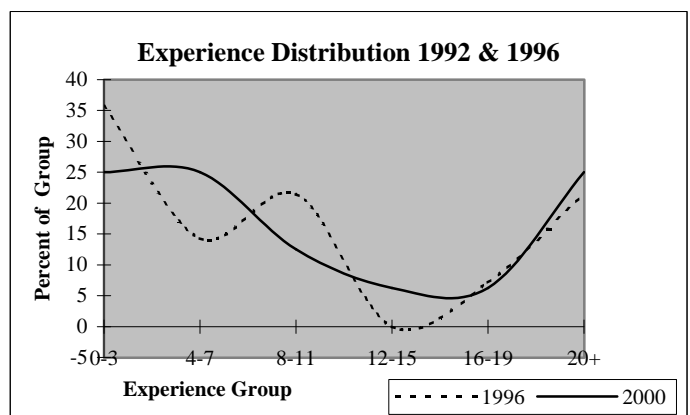
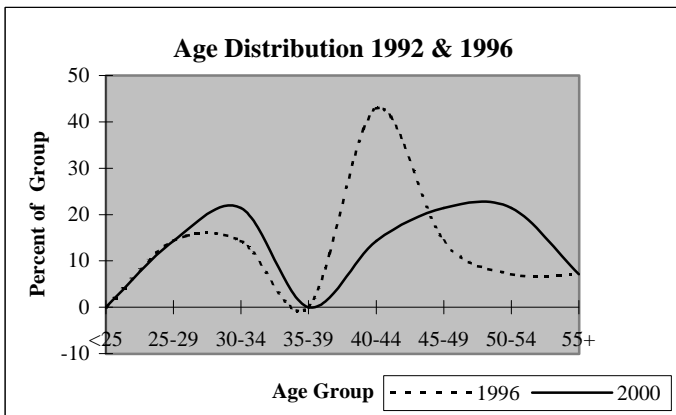
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	4	5	4	35.7%	26.7%	25.0%	31.3%	25.0%
4-7 Years	2	3	4	3	4	14.3%	20.0%	25.0%	18.8%	25.0%
8-11 Years	3	3	3	3	2	21.4%	20.0%	18.8%	18.8%	12.5%
12-15 Years	0	1	1	0	1	0.0%	6.7%	6.3%	0.0%	6.3%
16-19 Years	1	1	1	2	1	7.1%	6.7%	6.3%	12.5%	6.3%
20+ Years	3	3	3	3	4	21.4%	20.0%	18.8%	18.8%	25.0%
<b>Average Experience</b>	9.5	9.7	10.0	10.4	11.3					

## District Report for: PRETTY WATER

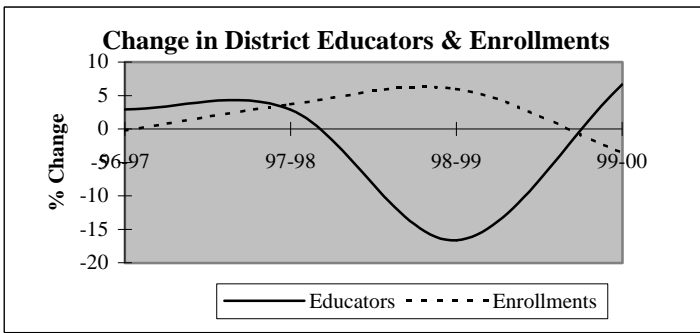
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	4	2	-	6.7%	0.0%	23.5%	11.1%	-
Attrition from Transfers	0	0	4	0	-	0.0%	0.0%	23.5%	0.0%	-
Attrition from Exits	1	0	0	2	-	6.7%	0.0%	0.0%	11.1%	-
Teacher Attrition	1	0	3	2	-	7.1%	0.0%	18.8%	12.5%	-
Attrition from Transfers	0	0	3	0	-	0.0%	0.0%	18.8%	0.0%	-
Attrition from Exits	1	0	0	2	-	7.1%	0.0%	0.0%	12.5%	-
<b>District Retention</b>										
Educator Retention	14	16	13	16	-	93.3%	100.0%	76.5%	88.9%	-
Teacher Retention	13	15	13	14	-	92.9%	100.0%	81.3%	87.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	12.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	16.7%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	5.6%	5.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	87.5%	94.1%	72.2%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	12.5%	5.9%	22.2%	11.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALLEN-BOWDEN

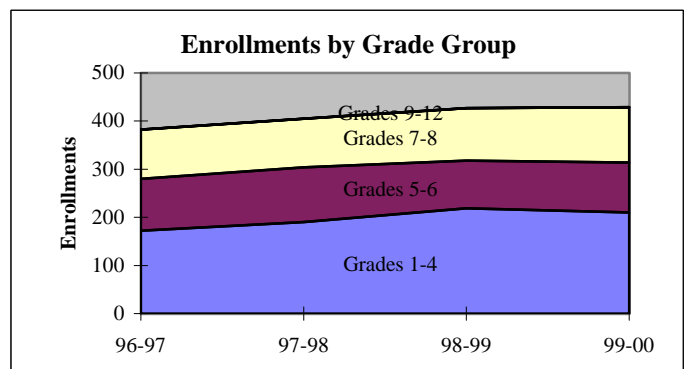
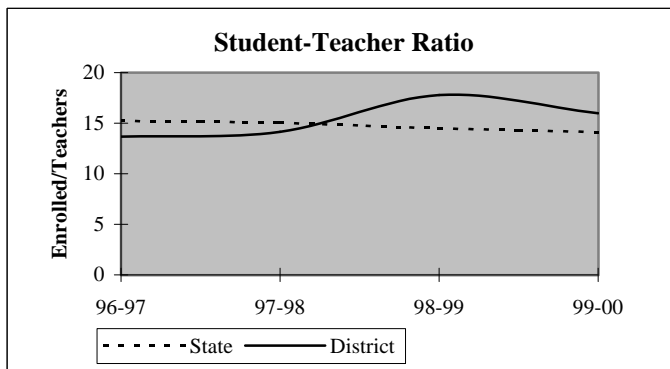


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.5	12.6	16.0	14.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	13.7	14.2	17.8	16.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	1	-6	2	-	-	-	-	-
% Change in Educators	6.3%	2.9%	2.9%	-16.7%	6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-51	-1	16	27	-17	-	-	-	-	-
% Change in Enrollments	-10.4%	-0.2%	3.7%	6.0%	-3.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.9%	8.6%	5.6%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.7%	5.6%	6.7%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.8%	2.9%	5.6%	3.3%	3.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	2.9%	2.8%	3.3%	3.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	42.8	40.9	42.9	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	11.7	10.7	12.1	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,318	27,763	28,089	29,612	30,842	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	81.3%	84.4%	81.5%	86.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.7%	9.4%	9.4%	11.1%	10.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.6%	16.5%	17.4%	18.8%	17.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	15	15	8	10	41.2%	42.9%	41.7%	26.7%	31.3%
Attrition	1	2	3	2	0					
Attrition Rate	7.1%	13.3%	20.0%	25.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	18	18	20	22	22	52.9%	51.4%	55.6%	73.3%	68.8%
Attrition	1	2	2	2	0					
Attrition Rate	5.6%	11.1%	10.0%	9.1%	0.0%					
At Retirement Age	2	2	1	0	0	5.9%	5.7%	2.8%	0.0%	0.0%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	50.0%	100.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	3	1	0	0	5.9%	8.6%	2.8%	0.0%	0.0%

## District Report for: ALLEN-BOWDEN

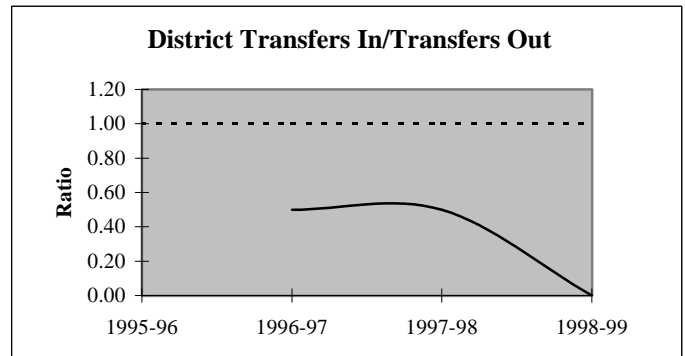
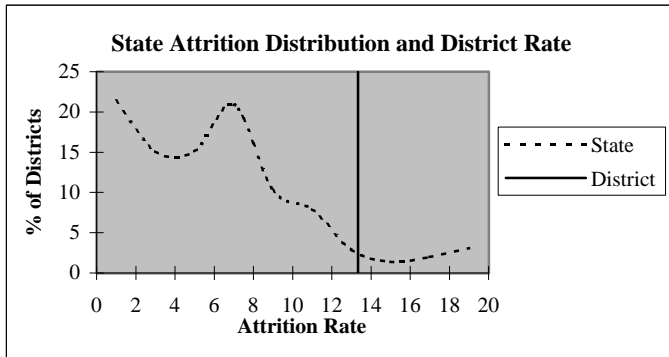
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	35	36	30	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.9%	5.7%	5.6%	6.7%	6.3%
Professional Staff	4	1	2	1	1	11.8%	2.9%	5.6%	3.3%	3.1%
<b>Total Teachers</b>	28	32	32	27	29	82.4%	91.4%	88.9%	90.0%	90.6%
Special Education	3	3	3	3	3	10.7%	9.4%	9.4%	11.1%	10.3%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
Elementary	25	29	29	24	25	89.3%	90.6%	90.6%	88.9%	86.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	438	437	453	480	463	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	30	55	44	53	34	6.8%	12.6%	9.7%	11.0%	7.3%
Grades 1-4	187	172	190	219	210	42.7%	39.4%	41.9%	45.6%	45.4%
Grades 5-6	101	108	114	99	104	23.1%	24.7%	25.2%	20.6%	22.5%
Grades 7-8	120	102	101	109	115	27.4%	23.3%	22.3%	22.7%	24.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	4	0	0	0.0%	0.0%	0.9%	0.0%	0.0%



## District Report for: ALLEN-BOWDEN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	35	36	30	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	32	30	30	26	94.1%	91.4%	83.3%	100.0%	81.3%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>5.9%</b>	<b>8.6%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>18.8%</b>
Transfers In	1	1	2	0	4	50.0%	33.3%	33.3%	0.0%	66.7%
Reentrants	0	0	1	0	0	0.0%	0.0%	16.7%	0.0%	0.0%
First Time Educators	1	2	3	0	2	50.0%	66.7%	50.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>-</b>	<b>5.9%</b>	<b>14.3%</b>	<b>16.7%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	0	2	4	1	-	0.0%	40.0%	66.7%	25.0%	-
Leave Oklahoma Educ.	2	3	2	3	-	100.0%	60.0%	33.3%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	5.9%	14.3%	16.7%	13.3%	-
Transfers In/Out	nc	0.50	0.50	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	11	University of Tulsa, Tulsa	2
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>33</b>

## District Report for: ALLEN-BOWDEN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.9%	5.7%	5.6%	6.7%	6.3%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	1	2	1	1	11.8%	2.9%	5.6%	3.3%	3.1%
White - Females	4	1	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	32	32	27	29	82.4%	91.4%	88.9%	90.0%	90.6%
White - Females	22	26	27	22	25	78.6%	81.3%	84.4%	81.5%	86.2%
White - Males	6	6	5	5	4	21.4%	18.8%	15.6%	18.5%	13.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	3	6	3	3	17.9%	9.4%	18.8%	11.1%	10.7%
30-34	3	4	2	2	3	10.7%	12.5%	6.3%	7.4%	10.7%
35-39	4	2	4	3	2	14.3%	6.3%	12.5%	11.1%	7.1%
40-44	5	9	8	5	5	17.9%	28.1%	25.0%	18.5%	17.9%
45-49	5	6	6	8	8	17.9%	18.8%	18.8%	29.6%	28.6%
50-54	5	5	3	4	5	17.9%	15.6%	9.4%	14.8%	17.9%
55+	1	3	3	2	2	3.6%	9.4%	9.4%	7.4%	7.1%
<b>Average Age</b>	41.0	42.8	40.9	42.9	43.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	6	4	5	21.4%	18.8%	18.8%	14.8%	17.2%
4-7 Years	7	9	9	4	5	25.0%	28.1%	28.1%	14.8%	17.2%
8-11 Years	1	2	4	7	5	3.6%	6.3%	12.5%	25.9%	17.2%
12-15 Years	3	3	2	0	1	10.7%	9.4%	6.3%	0.0%	3.4%
16-19 Years	6	5	5	5	5	21.4%	15.6%	15.6%	18.5%	17.2%
20+ Years	5	7	6	7	8	17.9%	21.9%	18.8%	25.9%	27.6%
<b>Average Experience</b>	11.5	11.7	10.7	12.1	12.5					

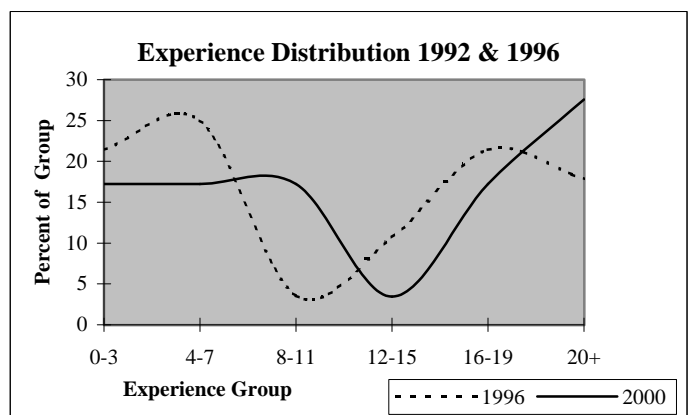
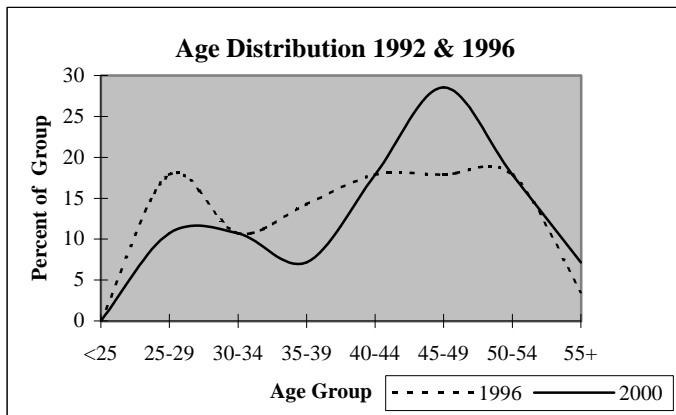


## District Report for: ALLEN-BOWDEN

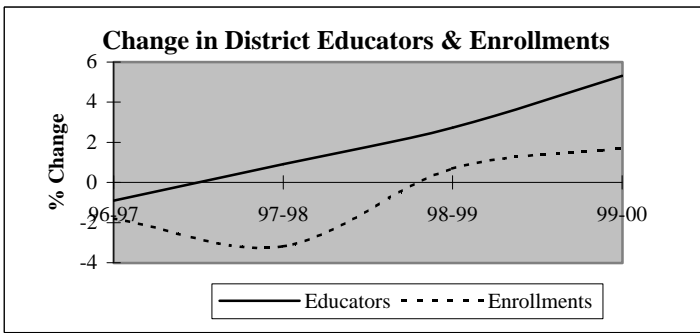
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	6	4	-	5.9%	14.3%	16.7%	13.3%	-
Attrition from Transfers	0	2	4	1	-	0.0%	5.7%	11.1%	3.3%	-
Attrition from Exits	2	3	2	3	-	5.9%	8.6%	5.6%	10.0%	-
<b>Teacher Attrition</b>	1	4	5	3	-	3.6%	12.5%	15.6%	11.1%	-
Attrition from Transfers	0	1	3	1	-	0.0%	3.1%	9.4%	3.7%	-
Attrition from Exits	1	3	2	2	-	3.6%	9.4%	6.3%	7.4%	-
<b>District Retention</b>										
Educator Retention	32	30	30	26	-	94.1%	85.7%	83.3%	86.7%	-
Teacher Retention	27	28	27	24	-	96.4%	87.5%	84.4%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	12.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	0.0%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	0.0%	90.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.9%	2.8%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.1%	91.4%	86.1%	100.0%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.9%	5.7%	11.1%	0.0%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BRISTOW

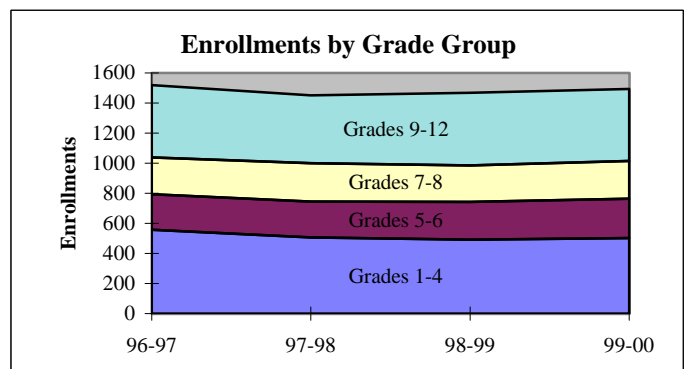
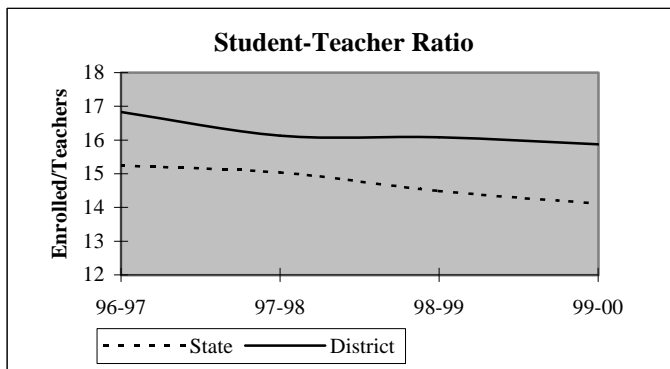


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.1	15.0	14.4	14.1	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.1	16.8	16.1	16.1	15.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	-1	1	3	6	-	-	-	-	-
% Change in Educators	-2.7%	-0.9%	0.9%	2.7%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	-30	-52	11	27	-	-	-	-	-
% Change in Enrollments	0.8%	-1.8%	-3.2%	0.7%	1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.8%	1.8%	3.6%	4.4%	3.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.6%	5.5%	5.3%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.3%	6.4%	5.5%	7.1%	8.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.2%	9.2%	9.1%	8.8%	7.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	20.0%	20.0%	16.7%	16.7%	14.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.9%	0.9%	2.7%	2.7%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	41.5	40.5	41.1	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	12.0	10.9	11.1	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,735	29,112	28,586	28,644	28,494	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.2%	9.3%	9.2%	9.1%	7.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.3%	73.2%	72.4%	70.7%	72.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.3%	9.3%	9.2%	10.1%	9.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.9%	28.1%	30.8%	32.9%	35.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	43	41	49	49	56	39.1%	37.6%	44.5%	43.4%	47.1%
Attrition	9	4	8	4	0					
Attrition Rate	20.9%	9.8%	16.3%	8.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	59	60	56	58	58	53.6%	55.0%	50.9%	51.3%	48.7%
Attrition	3	7	2	5	0					
Attrition Rate	5.1%	11.7%	3.6%	8.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	8	5	6	5	7.3%	7.3%	4.5%	5.3%	4.2%
Attrition	1	4	3	3	0					
Attrition Rate	12.5%	50.0%	60.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	11	8	7	8	10.9%	10.1%	7.3%	6.2%	6.7%

## District Report for: BRISTOW

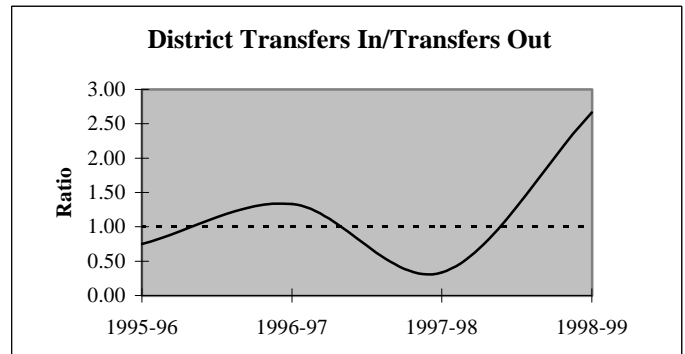
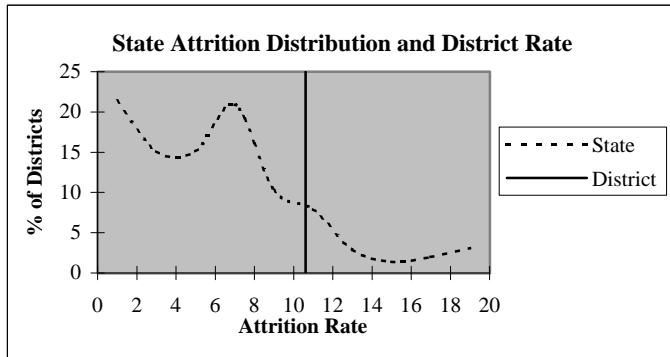
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	110	109	110	113	119	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	6	7	4.5%	4.6%	5.5%	5.3%	5.9%
Professional Staff	8	7	6	8	10	7.3%	6.4%	5.5%	7.1%	8.4%
<b>Total Teachers</b>	97	97	98	99	102	88.2%	89.0%	89.1%	87.6%	85.7%
Special Education	11	9	9	10	10	11.3%	9.3%	9.2%	10.1%	9.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	43	44	46	45	46	44.3%	45.4%	46.9%	45.5%	45.1%
<b>Middle School</b>	17	16	16	16	17	17.5%	16.5%	16.3%	16.2%	16.7%
Language Arts	4	4	4	4	4	4.1%	4.1%	4.1%	4.0%	3.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	3	3	3	3.1%	3.1%	3.1%	3.0%	2.9%
Foreign Language	1	1	1	1	1	1.0%	1.0%	1.0%	1.0%	1.0%
Math	3	3	3	3	3	3.1%	3.1%	3.1%	3.0%	2.9%
Science	3	3	3	3	3	3.1%	3.1%	3.1%	3.0%	2.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	2	2	2	3	3.1%	2.1%	2.0%	2.0%	2.9%
<b>High School (9-12)</b>	26	28	27	28	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	5	5	4	4	4.1%	5.2%	5.1%	4.0%	3.9%
Art & Music	3	3	3	2	4	3.1%	3.1%	3.1%	2.0%	3.9%
Social Studies	4	4	4	6	6	4.1%	4.1%	4.1%	6.1%	5.9%
Foreign Language	1	1	1	1	1	1.0%	1.0%	1.0%	1.0%	1.0%
Math	4	4	4	4	4	4.1%	4.1%	4.1%	4.0%	3.9%
<b>Science</b>	3	3	3	3	3	3.1%	3.1%	3.1%	3.0%	2.9%
Biology	2	2	1	1	1	2.1%	2.1%	1.0%	1.0%	1.0%
Chemistry	0	0	1	0	1	0.0%	0.0%	1.0%	0.0%	1.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	1.0%	1.0%	1.0%	2.0%	1.0%
Vocational Education	5	4	4	4	5	5.2%	4.1%	4.1%	4.0%	4.9%
Other	2	4	3	4	2	2.1%	4.1%	3.1%	4.0%	2.0%
<b>Total Enrollments</b>	1,663	1,633	1,581	1,592	1,619	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	110	108	125	123	126	6.6%	6.6%	7.9%	7.7%	7.8%
Grades 1-4	556	558	507	491	502	33.4%	34.2%	32.1%	30.8%	31.0%
Grades 5-6	262	235	238	251	262	15.8%	14.4%	15.1%	15.8%	16.2%
Grades 7-8	264	245	254	244	250	15.9%	15.0%	16.1%	15.3%	15.4%
Grades 9-12	468	481	452	482	479	28.1%	29.5%	28.6%	30.3%	29.6%
Ungraded	3	6	5	1	0	0.2%	0.4%	0.3%	0.1%	0.0%



## District Report for: BRISTOW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	110	109	110	113	119	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	100	97	94	97	101	90.9%	89.0%	85.5%	85.8%	84.9%
<b>Newly Hired</b>	<b>10</b>	<b>12</b>	<b>16</b>	<b>16</b>	<b>18</b>	<b>9.1%</b>	<b>11.0%</b>	<b>14.5%</b>	<b>14.2%</b>	<b>15.1%</b>
Transfers In	3	4	2	8	6	30.0%	33.3%	12.5%	50.0%	33.3%
Reentrants	2	4	1	3	5	20.0%	33.3%	6.3%	18.8%	27.8%
First Time Educators	5	4	13	5	7	50.0%	33.3%	81.3%	31.3%	38.9%
<b>Total Exiting Next Year</b>	<b>13</b>	<b>15</b>	<b>13</b>	<b>12</b>	<b>-</b>	<b>11.8%</b>	<b>13.8%</b>	<b>11.8%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	4	3	6	3	-	30.8%	20.0%	46.2%	25.0%	-
Leave Oklahoma Educ.	9	12	7	9	-	69.2%	80.0%	53.8%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	11.8%	13.8%	11.8%	10.6%	-
Transfers In/Out	0.75	1.33	0.33	2.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	25	Southern Nazarene Univ., Bethany	-
UCO, Edmond	19	OBU, Shawnee	1
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	29	University of Tulsa, Tulsa	4
SEOSU, Durant	3	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	12
		<b>Total</b>	<b>109</b>

## District Report for: BRISTOW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	6	6	7	4.5%	4.6%	5.5%	5.3%	5.9%
White - Females	1	1	3	3	3	20.0%	20.0%	50.0%	50.0%	42.9%
White - Males	3	3	2	2	3	60.0%	60.0%	33.3%	33.3%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	20.0%	20.0%	16.7%	16.7%	14.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	7	6	8	10	7.3%	6.4%	5.5%	7.1%	8.4%
White - Females	7	7	6	8	9	87.5%	100.0%	100.0%	100.0%	90.0%
White - Males	1	0	0	0	1	12.5%	0.0%	0.0%	0.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	97	97	98	99	102	88.2%	89.0%	89.1%	87.6%	85.7%
White - Females	67	65	66	65	70	69.1%	67.0%	67.3%	65.7%	68.6%
White - Males	22	23	23	25	24	22.7%	23.7%	23.5%	25.3%	23.5%
Black - Females	3	3	2	2	2	3.1%	3.1%	2.0%	2.0%	2.0%
Black - Males	2	2	3	4	4	2.1%	2.1%	3.1%	4.0%	3.9%
Other - Females	3	3	3	3	2	3.1%	3.1%	3.1%	3.0%	2.0%
Other - Males	0	1	1	0	0	0.0%	1.0%	1.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	1	1	1	0	3.1%	1.0%	1.0%	1.0%	0.0%
25-29	13	14	16	11	14	13.4%	14.4%	16.5%	11.3%	14.6%
30-34	14	14	12	17	16	14.4%	14.4%	12.4%	17.5%	16.7%
35-39	9	9	16	14	11	9.3%	9.3%	16.5%	14.4%	11.5%
40-44	23	15	14	17	16	23.7%	15.5%	14.4%	17.5%	16.7%
45-49	20	27	25	18	18	20.6%	27.8%	25.8%	18.6%	18.8%
50-54	7	7	7	12	14	7.2%	7.2%	7.2%	12.4%	14.6%
55+	8	10	6	7	7	8.2%	10.3%	6.2%	7.2%	7.3%
<b>Average Age</b>	40.7	41.5	40.5	41.1	41.3					

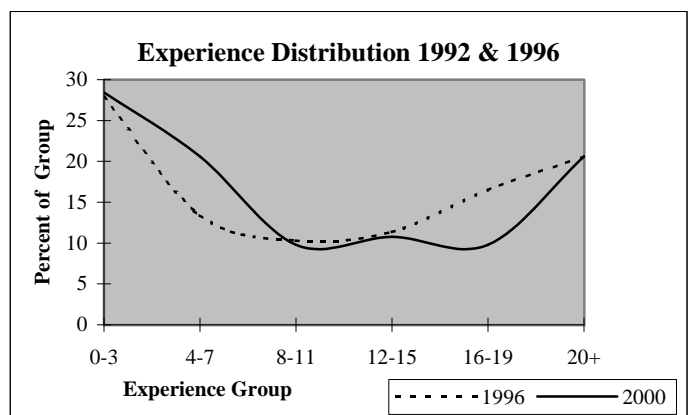
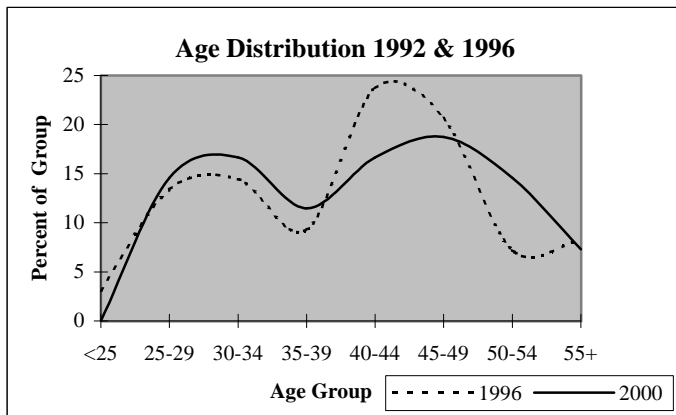
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	27	22	30	27	29	27.8%	22.7%	30.6%	27.3%	28.4%
4-7 Years	13	15	15	18	21	13.4%	15.5%	15.3%	18.2%	20.6%
8-11 Years	10	12	10	12	10	10.3%	12.4%	10.2%	12.1%	9.8%
12-15 Years	11	11	12	8	11	11.3%	11.3%	12.2%	8.1%	10.8%
16-19 Years	16	15	11	12	10	16.5%	15.5%	11.2%	12.1%	9.8%
20+ Years	20	22	20	22	21	20.6%	22.7%	20.4%	22.2%	20.6%
<b>Average Experience</b>	11.2	12.0	10.9	11.1	10.5					

## District Report for: BRISTOW

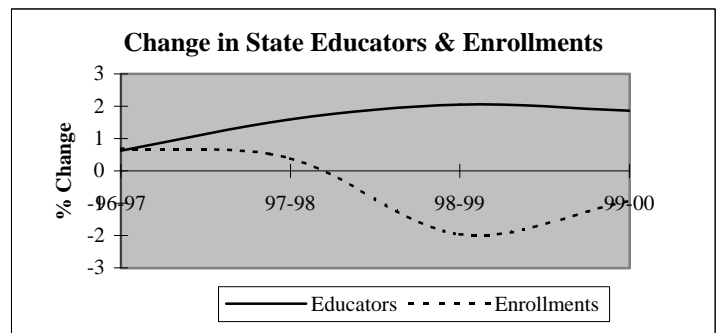
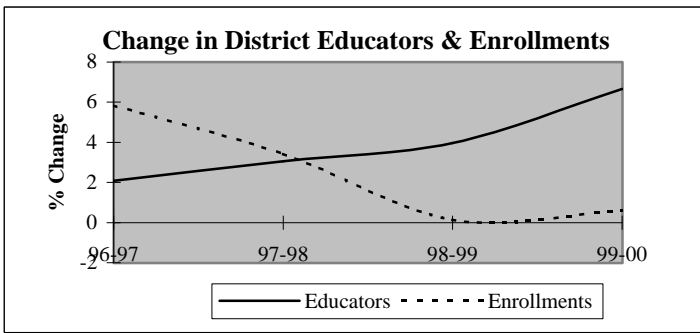
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	13	15	13	12	-	11.8%	13.8%	11.8%	10.6%	-
Attrition from Transfers	4	3	6	3	-	3.6%	2.8%	5.5%	2.7%	-
Attrition from Exits	9	12	7	9	-	8.2%	11.0%	6.4%	8.0%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>14</b>	<b>12</b>	<b>12</b>	<b>-</b>	<b>9.3%</b>	<b>14.4%</b>	<b>12.2%</b>	<b>12.1%</b>	<b>-</b>
Attrition from Transfers	3	3	6	3	-	3.1%	3.1%	6.1%	3.0%	-
Attrition from Exits	6	11	6	9	-	6.2%	11.3%	6.1%	9.1%	-
<b>District Retention</b>										
Educator Retention	97	94	97	101	-	88.2%	86.2%	88.2%	89.4%	-
Teacher Retention	88	83	86	87	-	90.7%	85.6%	87.8%	87.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.1%	2.4%	90.5%	78.2%	9.6%	87.8%
1 Year of Experience	86.1%	5.6%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	92.6%	3.7%	96.3%	85.2%	5.9%	91.1%
3 Years of Experience	74.2%	16.1%	90.3%	86.1%	5.6%	91.7%
4 Years of Experience	95.7%	0.0%	95.7%	87.9%	4.7%	92.6%
5 Years of Experience	85.0%	0.0%	85.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.5%	0.0%	0.0%	1.8%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.2%	92.7%	86.4%	91.2%	89.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.9%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.3%	7.3%	12.7%	7.1%	10.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MANNFORD

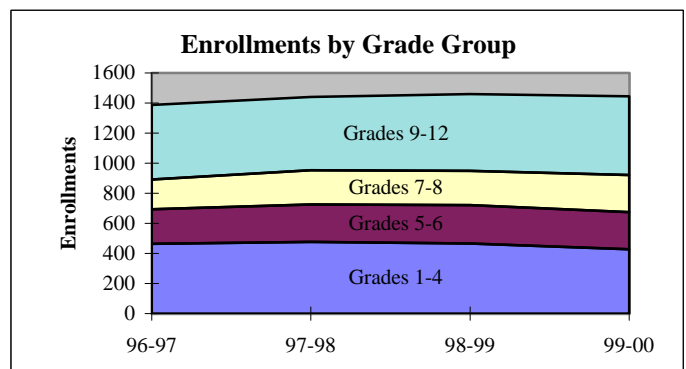
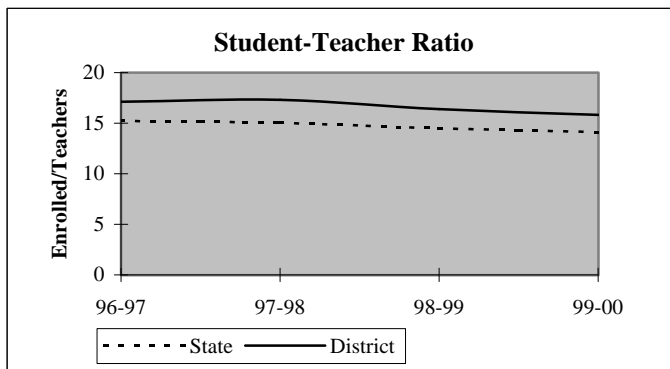


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.7	15.2	15.2	14.7	13.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	17.1	17.3	16.4	15.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	3	4	7	-	-	-	-	-
% Change in Educators	2.1%	2.1%	3.1%	4.0%	6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	23	82	51	2	9	-	-	-	-	-
% Change in Enrollments	1.7%	5.8%	3.4%	0.1%	0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.1%	4.1%	1.0%	1.9%	6.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	6.1%	6.9%	6.7%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.2%	5.1%	5.0%	3.8%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.1%	2.0%	2.0%	1.9%	1.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	1.0%	1.0%	1.0%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.9	40.5	40.3	40.9	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	12.1	11.7	11.7	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,456	28,512	28,771	28,944	28,157	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.4%	2.3%	2.2%	2.1%	2.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.5%	75.9%	74.2%	71.3%	70.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	5.7%	6.7%	7.4%	6.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.3%	24.6%	24.8%	24.0%	25.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	35	36	40	40	46	36.5%	36.7%	39.6%	38.1%	41.1%
Attrition	4	6	5	7	0					
Attrition Rate	11.4%	16.7%	12.5%	17.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	55	54	54	56	53	57.3%	55.1%	53.5%	53.3%	47.3%
Attrition	1	6	4	6	0					
Attrition Rate	1.8%	11.1%	7.4%	10.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	8	7	9	13	6.3%	8.2%	6.9%	8.6%	11.6%
Attrition Rate	0.0%	25.0%	0.0%	11.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	8	9	9	14	17	8.3%	9.2%	8.9%	13.3%	15.2%

## District Report for: MANNFORD

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	96	98	101	105	112	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	7	7	7	6.3%	6.1%	6.9%	6.7%	6.3%
Professional Staff	5	5	5	4	7	5.2%	5.1%	5.0%	3.8%	6.3%
<b>Total Teachers</b>	85	87	89	94	98	88.5%	88.8%	88.1%	89.5%	87.5%
Special Education	5	5	6	7	6	5.9%	5.7%	6.7%	7.4%	6.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	30	32	33	34	35	35.3%	36.8%	37.1%	36.2%	35.7%
<b>Middle School</b>	16	16	16	17	19	18.8%	18.4%	18.0%	18.1%	19.4%
Language Arts	4	3	2	4	1	4.7%	3.4%	2.2%	4.3%	1.0%
Art & Music	1	0	1	1	0	1.2%	0.0%	1.1%	1.1%	0.0%
Social Studies	2	3	2	3	5	2.4%	3.4%	2.2%	3.2%	5.1%
Foreign Language	1	0	1	0	1	1.2%	0.0%	1.1%	0.0%	1.0%
Math	3	4	3	3	2	3.5%	4.6%	3.4%	3.2%	2.0%
Science	3	3	2	2	2	3.5%	3.4%	2.2%	2.1%	2.0%
Vocational Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.0%
Other	2	3	5	4	7	2.4%	3.4%	5.6%	4.3%	7.1%
<b>High School (9-12)</b>	34	34	34	36	38	3400.0%	0.0%	3400.0%	3600.0%	0.0%
Language Arts	6	6	7	6	7	7.1%	6.9%	7.9%	6.4%	7.1%
Art & Music	3	3	3	3	3	3.5%	3.4%	3.4%	3.2%	3.1%
Social Studies	3	6	5	6	7	3.5%	6.9%	5.6%	6.4%	7.1%
Foreign Language	1	1	1	1	1	1.2%	1.1%	1.1%	1.1%	1.0%
Math	4	4	3	4	5	4.7%	4.6%	3.4%	4.3%	5.1%
<b>Science</b>	4	3	3	2	3	4.7%	3.4%	3.4%	2.1%	3.1%
Biology	1	0	2	1	1	1.2%	0.0%	2.2%	1.1%	1.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	1	1	2	3.5%	3.4%	1.1%	1.1%	2.0%
Vocational Education	5	5	5	5	5	5.9%	5.7%	5.6%	5.3%	5.1%
Other	8	6	7	9	7	9.4%	6.9%	7.9%	9.6%	7.1%
<b>Total Enrollments</b>	1,407	1,489	1,540	1,542	1,551	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	96	99	96	83	97	6.8%	6.6%	6.2%	5.4%	6.3%
Grades 1-4	436	464	477	465	428	31.0%	31.2%	31.0%	30.2%	27.6%
Grades 5-6	216	230	248	256	246	15.4%	15.4%	16.1%	16.6%	15.9%
Grades 7-8	197	198	229	229	247	14.0%	13.3%	14.9%	14.9%	15.9%
Grades 9-12	462	495	487	509	524	32.8%	33.2%	31.6%	33.0%	33.8%
Ungraded	0	3	3	0	9	0.0%	0.2%	0.2%	0.0%	0.6%

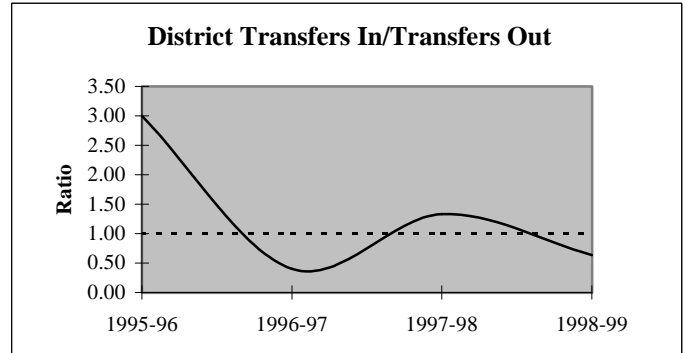
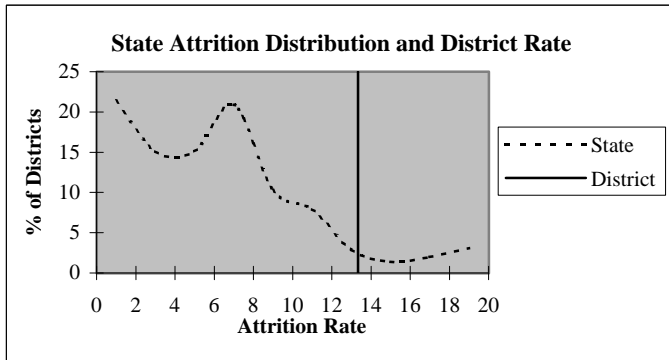




## District Report for: MANNFORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	96	98	101	105	112	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	88	91	84	92	91	91.7%	92.9%	83.2%	87.6%	81.3%
<b>Newly Hired</b>	<b>8</b>	<b>7</b>	<b>17</b>	<b>13</b>	<b>21</b>	<b>8.3%</b>	<b>7.1%</b>	<b>16.8%</b>	<b>12.4%</b>	<b>18.8%</b>
Transfers In	3	2	8	7	7	37.5%	28.6%	47.1%	53.8%	33.3%
Reentrants	0	1	2	2	3	0.0%	14.3%	11.8%	15.4%	14.3%
First Time Educators	5	4	7	4	11	62.5%	57.1%	41.2%	30.8%	52.4%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>14</b>	<b>9</b>	<b>14</b>	<b>-</b>	<b>5.2%</b>	<b>14.3%</b>	<b>8.9%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	1	5	6	11	-	20.0%	35.7%	66.7%	78.6%	-
Leave Oklahoma Educ.	4	9	3	3	-	80.0%	64.3%	33.3%	21.4%	-

Dynamics Rates	District Rates				
District Attrition	5.2%	14.3%	8.9%	13.3%	-
Transfers In/Out	3.00	0.40	1.33	0.64	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	40	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	20	University of Tulsa, Tulsa	8
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>96</b>

## District Report for: MANNFORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	7	7	7	6.3%	6.1%	6.9%	6.7%	6.3%
White - Females	1	1	1	1	1	16.7%	16.7%	14.3%	14.3%	14.3%
White - Males	5	5	6	6	6	83.3%	83.3%	85.7%	85.7%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	4	7	5.2%	5.1%	5.0%	3.8%	6.3%
White - Females	4	4	4	3	6	80.0%	80.0%	80.0%	75.0%	85.7%
White - Males	1	1	1	1	1	20.0%	20.0%	20.0%	25.0%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	85	87	89	94	98	88.5%	88.8%	88.1%	89.5%	87.5%
White - Females	63	64	64	66	68	74.1%	73.6%	71.9%	70.2%	69.4%
White - Males	20	21	23	26	28	23.5%	24.1%	25.8%	27.7%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	1	1	2.4%	2.3%	2.2%	1.1%	1.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	1.1%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	3	2	1	1	1.2%	3.5%	2.3%	1.1%	1.1%
25-29	17	12	10	12	7	20.2%	14.0%	11.4%	13.0%	8.0%
30-34	9	12	16	16	18	10.7%	14.0%	18.2%	17.4%	20.5%
35-39	12	13	15	14	12	14.3%	15.1%	17.0%	15.2%	13.6%
40-44	16	16	16	15	13	19.0%	18.6%	18.2%	16.3%	14.8%
45-49	15	13	10	13	17	17.9%	15.1%	11.4%	14.1%	19.3%
50-54	8	11	12	13	12	9.5%	12.8%	13.6%	14.1%	13.6%
55+	6	6	7	8	8	7.1%	7.0%	8.0%	8.7%	9.1%
<b>Average Age</b>	39.9	40.5	40.3	40.9	41.8					

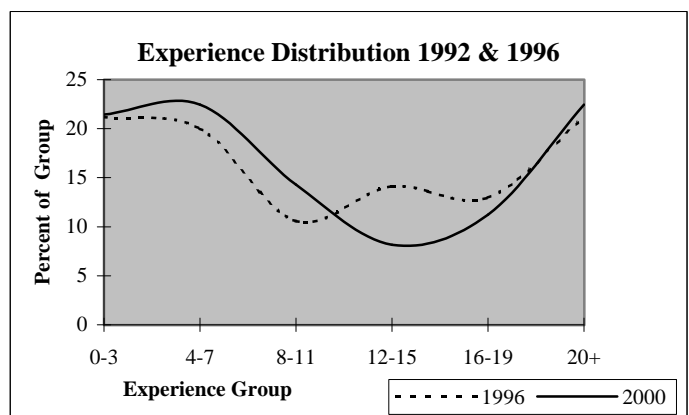
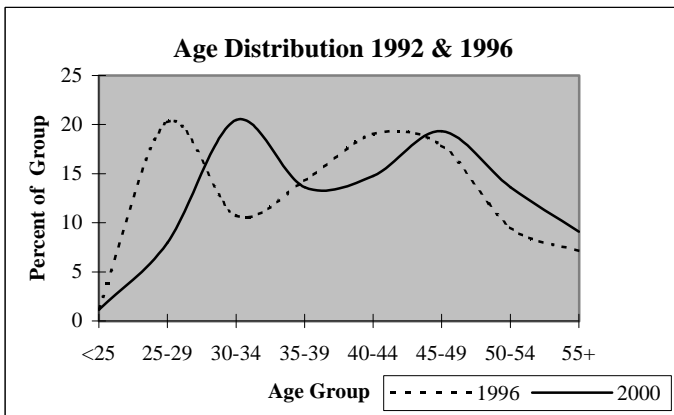
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	18	16	17	20	21	21.2%	18.4%	19.1%	21.3%	21.4%
4-7 Years	17	20	23	19	22	20.0%	23.0%	25.8%	20.2%	22.4%
8-11 Years	9	10	10	15	14	10.6%	11.5%	11.2%	16.0%	14.3%
12-15 Years	12	9	7	7	8	14.1%	10.3%	7.9%	7.4%	8.2%
16-19 Years	11	10	11	12	11	12.9%	11.5%	12.4%	12.8%	11.2%
20+ Years	18	22	21	21	22	21.2%	25.3%	23.6%	22.3%	22.4%
<b>Average Experience</b>	11.6	12.1	11.7	11.7	11.5					

## District Report for: MANNFORD

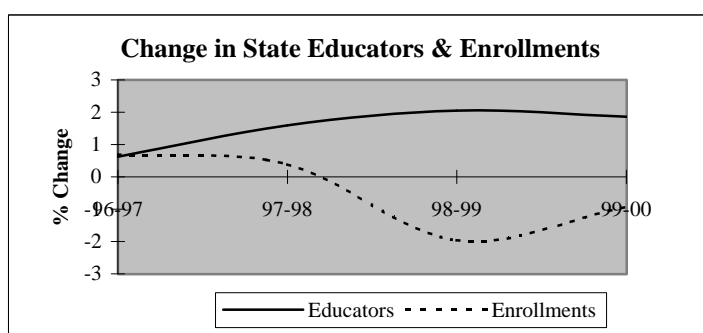
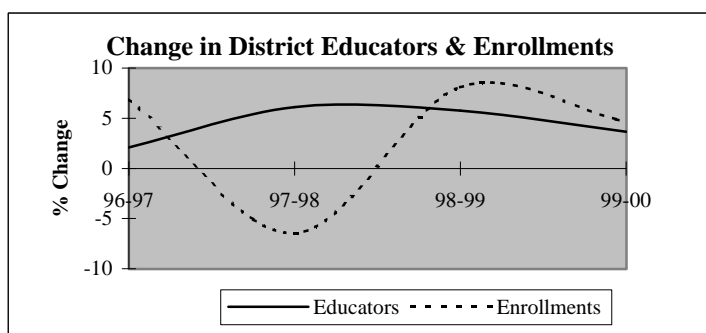
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	14	9	14	-	5.2%	14.3%	8.9%	13.3%	-
Attrition from Transfers	1	5	6	11	-	1.0%	5.1%	5.9%	10.5%	-
Attrition from Exits	4	9	3	3	-	4.2%	9.2%	3.0%	2.9%	-
Teacher Attrition	5	13	7	13	-	5.9%	14.9%	7.9%	13.8%	-
Attrition from Transfers	1	4	4	10	-	1.2%	4.6%	4.5%	10.6%	-
Attrition from Exits	4	9	3	3	-	4.7%	10.3%	3.4%	3.2%	-
<b>District Retention</b>										
Educator Retention	91	84	92	91	-	94.8%	85.7%	91.1%	86.7%	-
Teacher Retention	80	74	82	81	-	94.1%	85.1%	92.1%	86.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.9%	13.8%	89.7%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	0.0%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	72.2%	16.7%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	95.2%	4.8%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	84.6%	3.8%	88.5%	87.9%	4.7%	92.6%
5 Years of Experience	89.7%	6.9%	96.6%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.1%	1.0%	1.0%	1.9%	0.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.7%	93.9%	88.1%	92.4%	86.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.2%	5.1%	9.9%	5.7%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOUNDS

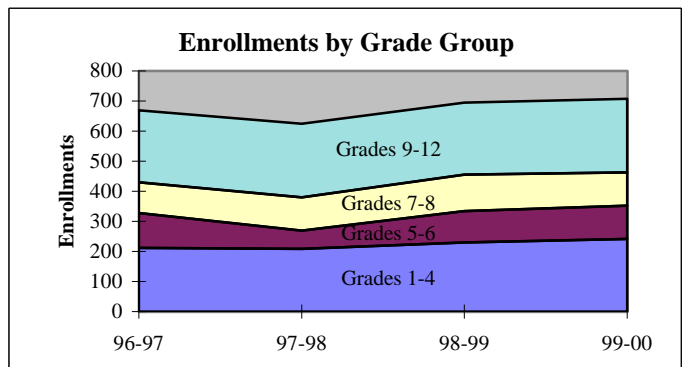
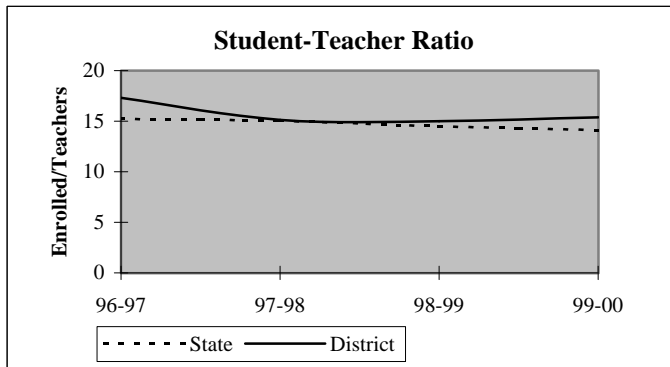


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	14.8	13.1	13.4	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.0	17.3	15.1	15.0	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	3	3	2	-	-	-	-	-
% Change in Educators	2.1%	2.1%	6.1%	5.8%	3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	38	47	-47	55	34	-	-	-	-	-
% Change in Enrollments	5.9%	6.9%	-6.5%	8.1%	4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.0%	7.7%	7.3%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.4%	8.2%	7.7%	7.3%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	6.1%	5.8%	3.6%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	4.1%	3.8%	1.8%	1.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.2%	2.0%	1.9%	1.8%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.3	39.3	39.7	39.9	39.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	11.3	11.6	11.4	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,191	28,645	28,212	28,471	28,568	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	4.8%	4.4%	2.0%	2.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.0%	73.8%	75.6%	75.5%	74.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	7.1%	6.7%	10.2%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.0%	26.5%	24.0%	25.6%	30.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	19	20	23	25	33.3%	38.8%	38.5%	41.8%	43.9%
Attrition	4	1	8	3	0					
Attrition Rate	25.0%	5.3%	40.0%	13.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	30	28	30	29	30	62.5%	57.1%	57.7%	52.7%	52.6%
Attrition	5	2	2	3	0					
Attrition Rate	16.7%	7.1%	6.7%	10.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	2	4.2%	4.1%	3.8%	5.5%	3.5%
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	3	2	3	4	7	6.3%	4.1%	5.8%	7.3%	12.3%

## District Report for: MOUNDS

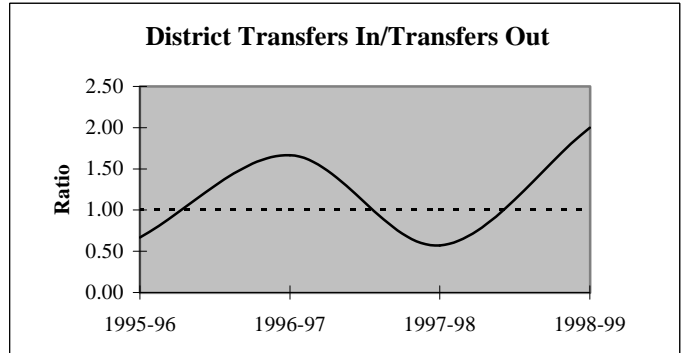
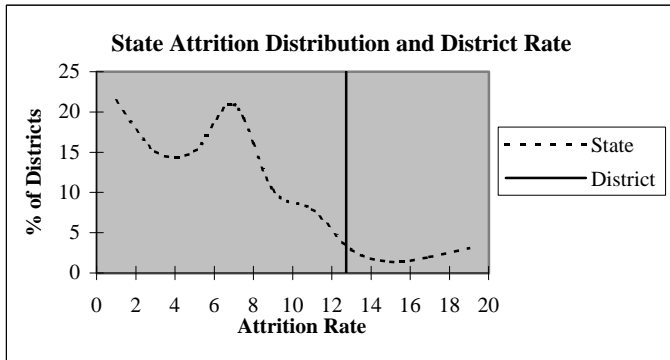
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	48	49	52	55	57	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	4	4	4	10.4%	8.2%	7.7%	7.3%	7.0%
Professional Staff	3	3	3	2	3	6.3%	6.1%	5.8%	3.6%	5.3%
<b>Total Teachers</b>	40	42	45	49	50	83.3%	85.7%	86.5%	89.1%	87.7%
Special Education	3	3	3	5	4	7.5%	7.1%	6.7%	10.2%	8.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.0%	2.0%
Elementary	16	15	16	24	28	40.0%	35.7%	35.6%	49.0%	56.0%
<b>Middle School</b>	6	8	8	0	0	15.0%	19.0%	17.8%	0.0%	0.0%
Language Arts	1	2	2	0	0	2.5%	4.8%	4.4%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	2	0	0	2.5%	2.4%	4.4%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	0	0	5.0%	4.8%	4.4%	0.0%	0.0%
Science	2	2	1	0	0	5.0%	4.8%	2.2%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	1	1	0	0	0.0%	2.4%	2.2%	0.0%	0.0%
<b>High School (9-12)</b>	15	16	18	19	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	7.5%	7.1%	6.7%	6.1%	6.0%
Art & Music	1	1	1	3	2	2.5%	2.4%	2.2%	6.1%	4.0%
Social Studies	1	3	3	3	3	2.5%	7.1%	6.7%	6.1%	6.0%
Foreign Language	1	1	1	1	1	2.5%	2.4%	2.2%	2.0%	2.0%
Math	2	1	3	2	3	5.0%	2.4%	6.7%	4.1%	6.0%
<b>Science</b>	2	2	2	3	2	5.0%	4.8%	4.4%	6.1%	4.0%
Biology	1	1	2	1	2	2.5%	2.4%	4.4%	2.0%	4.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	2	0	2.5%	2.4%	0.0%	4.1%	0.0%
Vocational Education	1	2	1	1	2	2.5%	4.8%	2.2%	2.0%	4.0%
Other	4	3	4	3	1	10.0%	7.1%	8.9%	6.1%	2.0%
<b>Total Enrollments</b>	680	727	680	735	769	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	58	55	40	62	6.5%	8.0%	8.1%	5.4%	8.1%
Grades 1-4	205	212	209	230	241	30.1%	29.2%	30.7%	31.3%	31.3%
Grades 5-6	108	116	60	104	111	15.9%	16.0%	8.8%	14.1%	14.4%
Grades 7-8	120	102	111	121	111	17.6%	14.0%	16.3%	16.5%	14.4%
Grades 9-12	203	239	245	240	244	29.9%	32.9%	36.0%	32.7%	31.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MOUNDS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	48	49	52	55	57	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	44	39	46	42	48	91.7%	79.6%	88.5%	76.4%	84.2%
<b>Newly Hired</b>	<b>4</b>	<b>10</b>	<b>6</b>	<b>13</b>	<b>9</b>	<b>8.3%</b>	<b>20.4%</b>	<b>11.5%</b>	<b>23.6%</b>	<b>15.8%</b>
Transfers In	2	5	4	6	6	50.0%	50.0%	66.7%	46.2%	66.7%
Reentrants	1	0	1	2	2	25.0%	0.0%	16.7%	15.4%	22.2%
First Time Educators	1	5	1	5	1	25.0%	50.0%	16.7%	38.5%	11.1%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>3</b>	<b>10</b>	<b>7</b>	<b>-</b>	<b>18.8%</b>	<b>6.1%</b>	<b>19.2%</b>	<b>12.7%</b>	<b>-</b>
Transfers Out	3	3	7	3	-	33.3%	100.0%	70.0%	42.9%	-
Leave Oklahoma Educ.	6	0	3	4	-	66.7%	0.0%	30.0%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	18.8%	6.1%	19.2%	12.7%	-
Transfers In/Out	0.67	1.67	0.57	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	1
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	25	University of Tulsa, Tulsa	2
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>48</b>

## District Report for: MOUNDS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	4	4	4	4	10.4%	8.2%	7.7%	7.3%	7.0%
White - Females	2	1	1	1	1	40.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	60.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	2	3	6.3%	6.1%	5.8%	3.6%	5.3%
White - Females	3	3	3	2	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	40	42	45	49	50	83.3%	85.7%	86.5%	89.1%	87.7%
White - Females	28	30	33	37	37	70.0%	71.4%	73.3%	75.5%	74.0%
White - Males	12	10	10	11	12	30.0%	23.8%	22.2%	22.4%	24.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	0	0	0.0%	2.4%	2.2%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	2.4%	2.2%	2.0%	2.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	1	0	2.5%	2.4%	0.0%	2.1%	0.0%
25-29	9	11	10	13	11	22.5%	26.2%	22.2%	27.7%	22.9%
30-34	4	4	8	4	10	10.0%	9.5%	17.8%	8.5%	20.8%
35-39	5	8	7	6	6	12.5%	19.0%	15.6%	12.8%	12.5%
40-44	4	2	3	5	6	10.0%	4.8%	6.7%	10.6%	12.5%
45-49	9	5	6	4	4	22.5%	11.9%	13.3%	8.5%	8.3%
50-54	5	8	8	11	8	12.5%	19.0%	17.8%	23.4%	16.7%
55+	3	3	3	3	3	7.5%	7.1%	6.7%	6.4%	6.3%
<b>Average Age</b>	40.3	39.3	39.7	39.9	39.1					

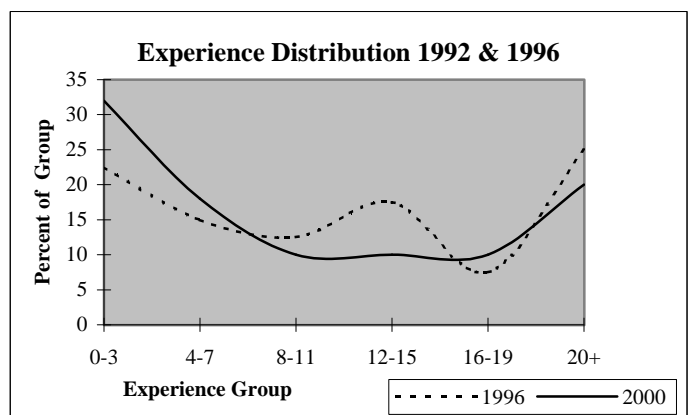
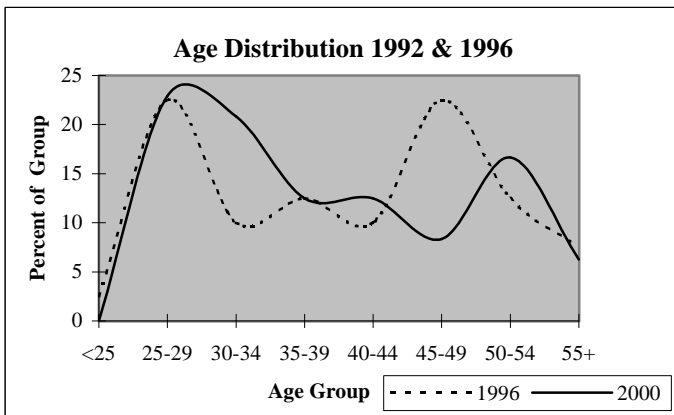
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	11	10	14	16	22.5%	26.2%	22.2%	28.6%	32.0%
4-7 Years	6	7	9	9	9	15.0%	16.7%	20.0%	18.4%	18.0%
8-11 Years	5	4	6	3	5	12.5%	9.5%	13.3%	6.1%	10.0%
12-15 Years	7	6	5	6	5	17.5%	14.3%	11.1%	12.2%	10.0%
16-19 Years	3	4	5	6	5	7.5%	9.5%	11.1%	12.2%	10.0%
20+ Years	10	10	10	11	10	25.0%	23.8%	22.2%	22.4%	20.0%
<b>Average Experience</b>	11.9	11.3	11.6	11.4	10.6					

## District Report for: MOUNDS

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	3	10	7	-	18.8%	6.1%	19.2%	12.7%	-
Attrition from Transfers	3	3	7	3	-	6.3%	6.1%	13.5%	5.5%	-
Attrition from Exits	6	0	3	4	-	12.5%	0.0%	5.8%	7.3%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>17.5%</b>	<b>4.8%</b>	<b>20.0%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	2	2	6	3	-	5.0%	4.8%	13.3%	6.1%	-
Attrition from Exits	5	0	3	4	-	12.5%	0.0%	6.7%	8.2%	-
<b>District Retention</b>										
Educator Retention	39	46	42	48	-	81.3%	93.9%	80.8%	87.3%	-
Teacher Retention	33	40	36	42	-	82.5%	95.2%	80.0%	85.7%	-

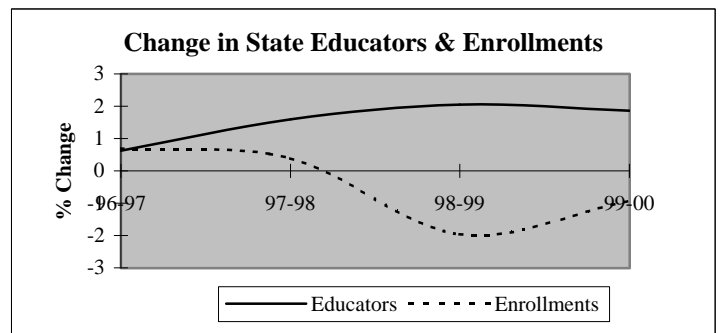
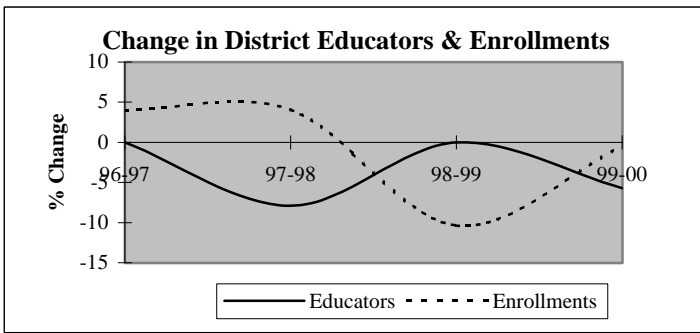
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	86.7%	0.0%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	92.9%	0.0%	92.9%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	16.7%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	18.2%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	3.6%	1.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.8%	89.8%	96.2%	83.6%	91.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	10.2%	3.8%	12.7%	7.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: OLIVE

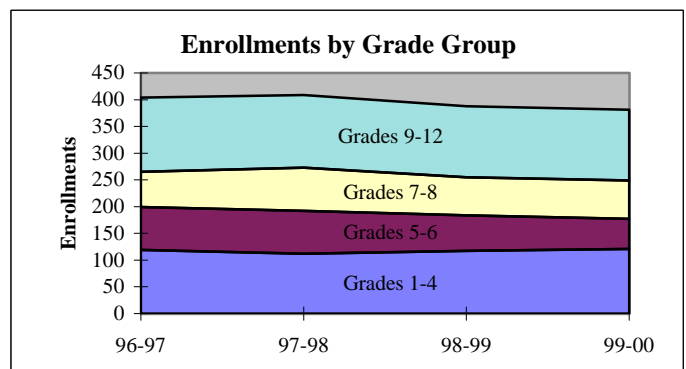
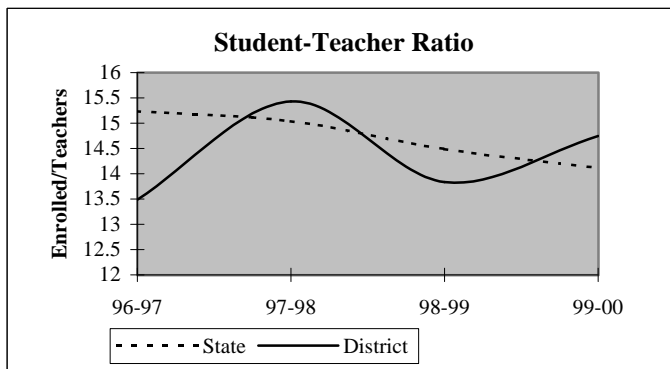


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.7	13.2	11.9	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	13.5	15.4	13.8	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	-3	0	-2	-	-	-	-	-
% Change in Educators	5.6%	0.0%	-7.9%	0.0%	-5.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-26	17	18	-48	-2	-	-	-	-	-
% Change in Enrollments	-5.7%	4.0%	4.0%	-10.4%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.9%	15.8%	2.9%	17.1%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.9%	7.9%	8.6%	8.6%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.3%	5.7%	5.7%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.6%	2.6%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.6%	2.9%	2.9%	3.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.8	37.9	38.6	39.3	39.9	42.0	42.3	42.5	42.7	43.0
Average Experience	8.0	8.5	9.2	10.2	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,260	26,204	27,826	27,419	27,899	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.0%	3.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	72.7%	73.3%	76.7%	78.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	9.1%	10.0%	10.0%	10.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.0%	20.0%	18.4%	21.8%	14.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	20	18	16	13	57.9%	52.6%	51.4%	45.7%	39.4%
Attrition	4	5	5	8	0					
Attrition Rate	18.2%	25.0%	27.8%	50.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	16	18	17	18	19	42.1%	47.4%	48.6%	51.4%	57.6%
Attrition	0	4	3	3	0					
Attrition Rate	0.0%	22.2%	17.6%	16.7%	0.0%					
At Retirement Age	0	0	0	1	1	0.0%	0.0%	0.0%	2.9%	3.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	1	1	1	0.0%	0.0%	2.9%	2.9%	3.0%

## District Report for: OLIVE

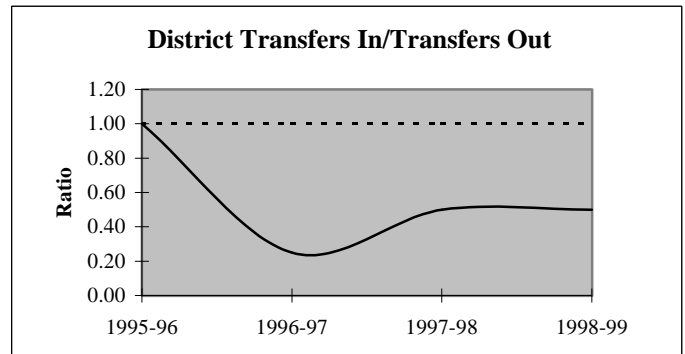
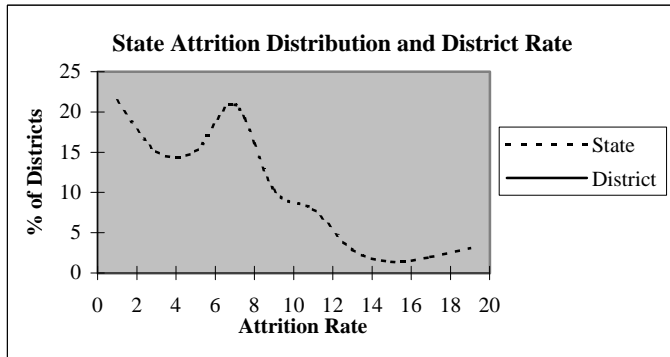
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	38	35	35	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.9%	7.9%	8.6%	8.6%	9.1%
Professional Staff	2	2	2	2	2	5.3%	5.3%	5.7%	5.7%	6.1%
<b>Total Teachers</b>	33	33	30	30	28	86.8%	86.8%	85.7%	85.7%	84.8%
Special Education	3	3	3	3	3	9.1%	9.1%	10.0%	10.0%	10.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.6%
Elementary	15	15	14	13	11	45.5%	45.5%	46.7%	43.3%	39.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	15	13	14	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	2	2	6.1%	6.1%	10.0%	6.7%	7.1%
Art & Music	3	2	1	2	1	9.1%	6.1%	3.3%	6.7%	3.6%
Social Studies	2	3	1	2	2	6.1%	9.1%	3.3%	6.7%	7.1%
Foreign Language	1	0	0	0	0	3.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	6.1%	6.1%	6.7%	6.7%	7.1%
<b>Science</b>	2	2	2	2	2	6.1%	6.1%	6.7%	6.7%	7.1%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	6.1%	6.1%	6.7%	6.7%	7.1%
Vocational Education	2	2	2	1	1	6.1%	6.1%	6.7%	3.3%	3.6%
Other	1	2	2	3	3	3.0%	6.1%	6.7%	10.0%	10.7%
<b>Total Enrollments</b>	428	445	463	415	413	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	38	41	54	27	32	8.9%	9.2%	11.7%	6.5%	7.7%
Grades 1-4	128	119	112	117	121	29.9%	26.7%	24.2%	28.2%	29.3%
Grades 5-6	66	80	80	67	56	15.4%	18.0%	17.3%	16.1%	13.6%
Grades 7-8	64	66	81	71	72	15.0%	14.8%	17.5%	17.1%	17.4%
Grades 9-12	132	139	136	133	132	30.8%	31.2%	29.4%	32.0%	32.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OLIVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	38	35	35	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	33	34	29	27	24	86.8%	89.5%	82.9%	77.1%	72.7%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>9</b>	<b>13.2%</b>	<b>10.5%</b>	<b>17.1%</b>	<b>22.9%</b>	<b>27.3%</b>
Transfers In	1	1	2	2	3	20.0%	25.0%	33.3%	25.0%	33.3%
Reentrants	1	0	3	5	1	20.0%	0.0%	50.0%	62.5%	11.1%
First Time Educators	3	3	1	1	5	60.0%	75.0%	16.7%	12.5%	55.6%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>9</b>	<b>8</b>	<b>11</b>	<b>-</b>	<b>10.5%</b>	<b>23.7%</b>	<b>22.9%</b>	<b>31.4%</b>	<b>-</b>
Transfers Out	1	4	4	4	-	25.0%	44.4%	50.0%	36.4%	-
Leave Oklahoma Educ.	3	5	4	7	-	75.0%	55.6%	50.0%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	10.5%	23.7%	22.9%	31.4%	-
Transfers In/Out	1.00	0.25	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	-
UCO, Edmond	8	OBU, Shawnee	1
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	3
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>38</b>

## District Report for: OLIVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.9%	7.9%	8.6%	8.6%	9.1%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.3%	5.3%	5.7%	5.7%	6.1%
White - Females	1	1	1	1	2	50.0%	50.0%	50.0%	50.0%	100.0%
White - Males	1	1	1	1	0	50.0%	50.0%	50.0%	50.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	33	30	30	28	86.8%	86.8%	85.7%	85.7%	84.8%
White - Females	24	24	22	23	22	72.7%	72.7%	73.3%	76.7%	78.6%
White - Males	8	8	8	7	6	24.2%	24.2%	26.7%	23.3%	21.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	3.0%	3.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	1	0.0%	3.0%	0.0%	0.0%	3.6%
25-29	9	9	6	5	2	28.1%	27.3%	20.7%	17.2%	7.1%
30-34	3	4	6	7	8	9.4%	12.1%	20.7%	24.1%	28.6%
35-39	5	3	2	1	2	15.6%	9.1%	6.9%	3.4%	7.1%
40-44	6	6	6	5	5	18.8%	18.2%	20.7%	17.2%	17.9%
45-49	7	6	6	7	5	21.9%	18.2%	20.7%	24.1%	17.9%
50-54	2	4	3	4	5	6.3%	12.1%	10.3%	13.8%	17.9%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	37.8	37.9	38.6	39.3	39.9					

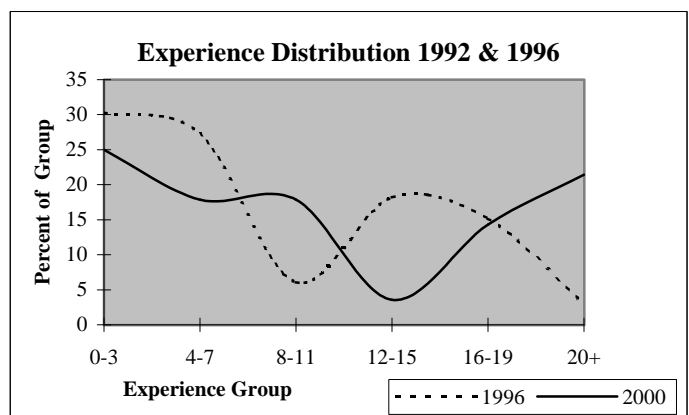
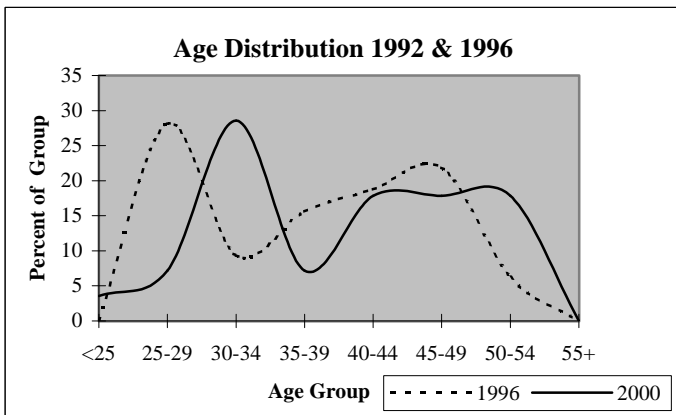
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	11	9	7	7	30.3%	33.3%	30.0%	23.3%	25.0%
4-7 Years	9	8	8	7	5	27.3%	24.2%	26.7%	23.3%	17.9%
8-11 Years	2	2	2	5	5	6.1%	6.1%	6.7%	16.7%	17.9%
12-15 Years	6	4	2	0	1	18.2%	12.1%	6.7%	0.0%	3.6%
16-19 Years	5	6	7	6	4	15.2%	18.2%	23.3%	20.0%	14.3%
20+ Years	1	2	2	5	6	3.0%	6.1%	6.7%	16.7%	21.4%
<b>Average Experience</b>	8.0	8.5	9.2	10.2	10.4					

## District Report for: OLIVE

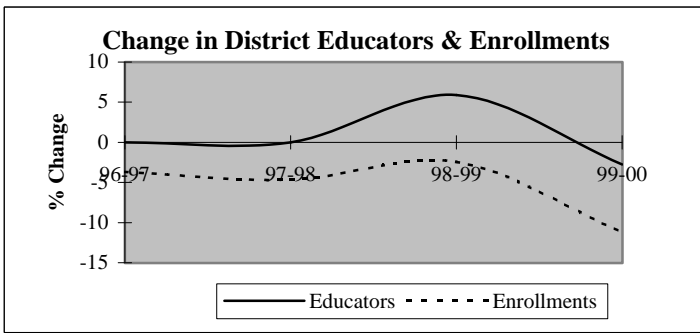
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	9	8	11	-	10.5%	23.7%	22.9%	31.4%	-
Attrition from Transfers	1	4	4	4	-	2.6%	10.5%	11.4%	11.4%	-
Attrition from Exits	3	5	4	7	-	7.9%	13.2%	11.4%	20.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>-</b>	<b>9.1%</b>	<b>21.2%</b>	<b>16.7%</b>	<b>30.0%</b>	<b>-</b>
Attrition from Transfers	1	2	3	3	-	3.0%	6.1%	10.0%	10.0%	-
Attrition from Exits	2	5	2	6	-	6.1%	15.2%	6.7%	20.0%	-
<b>District Retention</b>										
Educator Retention	34	29	27	24	-	89.5%	76.3%	77.1%	68.6%	-
Teacher Retention	30	26	25	21	-	90.9%	78.8%	83.3%	70.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	64.3%	21.4%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	63.6%	9.1%	72.7%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	8.3%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	8.3%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.6%	0.0%	8.6%	0.0%	3.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.8%	92.1%	80.0%	77.1%	78.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	2.9%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.5%	7.9%	11.4%	20.0%	18.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KIEFER

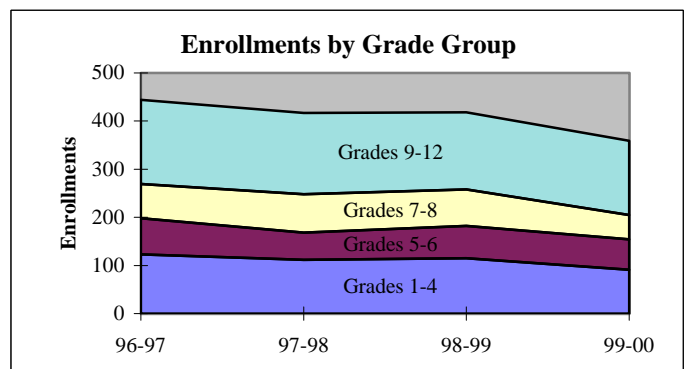
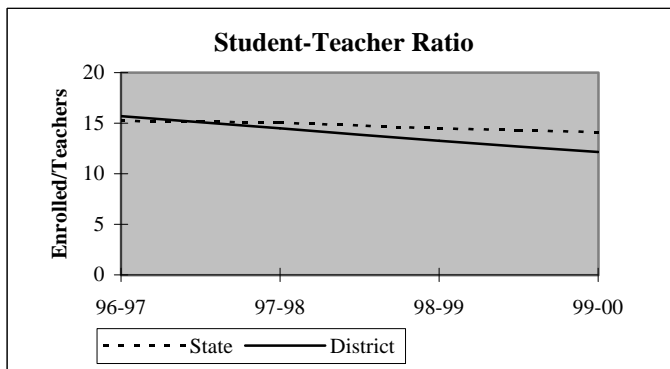


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.4	13.9	13.2	12.2	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	15.7	14.5	13.3	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	0	0	2	-1	-	-	-	-	-
% Change in Educators	9.7%	0.0%	0.0%	5.9%	-2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	46	-18	-22	-11	-49	-	-	-	-	-
% Change in Enrollments	10.4%	-3.7%	-4.7%	-2.4%	-11.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.8%	5.9%	8.8%	11.1%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.9%	5.9%	5.9%	5.6%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.9%	2.9%	2.8%	2.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.9%	8.8%	8.8%	5.6%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	35.9	36.3	36.5	39.1	39.9	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	9.6	9.3	8.7	9.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,853	26,727	27,267	27,468	29,204	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	10.0%	9.7%	6.1%	3.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.6%	60.0%	61.3%	63.6%	68.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.1%	13.3%	12.9%	12.1%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.1%	20.8%	21.8%	25.8%	29.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	17	18	19	16	58.8%	50.0%	52.9%	52.8%	45.7%
Attrition	5	2	2	7	0					
Attrition Rate	25.0%	11.8%	11.1%	36.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	14	15	16	18	38.2%	41.2%	44.1%	44.4%	51.4%
Attrition	1	0	2	2	0					
Attrition Rate	7.7%	0.0%	13.3%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	3	1	1	1	2.9%	8.8%	2.9%	2.8%	2.9%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	66.7%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	1	1	2	5.9%	8.8%	2.9%	2.8%	5.7%

## District Report for: KIEFER

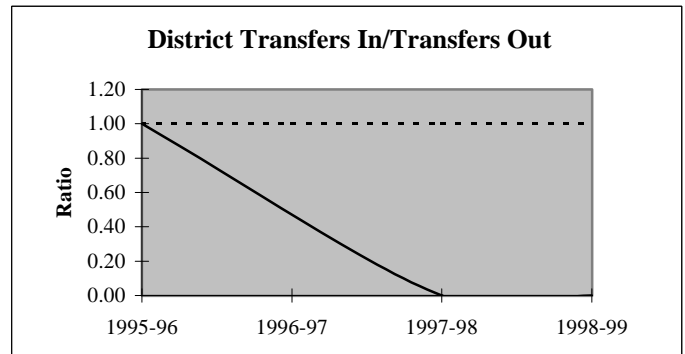
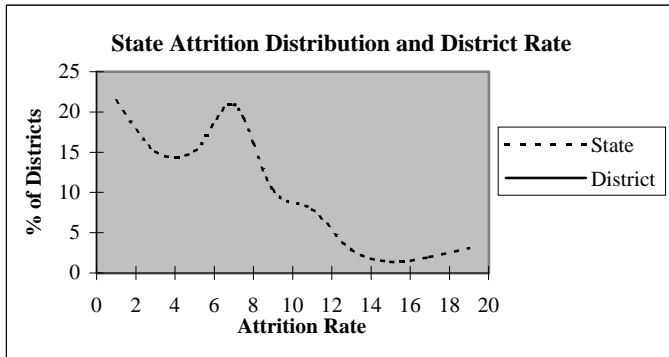
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	34	34	36	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	2.9%	5.9%	5.9%	5.6%	5.7%
Professional Staff	0	2	1	1	1	0.0%	5.9%	2.9%	2.8%	2.9%
<b>Total Teachers</b>	33	30	31	33	32	97.1%	88.2%	91.2%	91.7%	91.4%
Special Education	4	4	4	4	4	12.1%	13.3%	12.9%	12.1%	12.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	11	12	11	10	39.4%	36.7%	38.7%	33.3%	31.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	16	15	15	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	4	2	2	2	6.1%	13.3%	6.5%	6.1%	6.3%
Art & Music	1	0	1	2	2	3.0%	0.0%	3.2%	6.1%	6.3%
Social Studies	2	2	3	4	3	6.1%	6.7%	9.7%	12.1%	9.4%
Foreign Language	1	1	1	1	1	3.0%	3.3%	3.2%	3.0%	3.1%
Math	4	3	3	2	2	12.1%	10.0%	9.7%	6.1%	6.3%
<b>Science</b>	3	2	2	2	2	9.1%	6.7%	6.5%	6.1%	6.3%
Biology	1	1	1	1	0	3.0%	3.3%	3.2%	3.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	2	6.1%	3.3%	3.2%	3.0%	6.3%
Vocational Education	1	2	1	1	0	3.0%	6.7%	3.2%	3.0%	0.0%
Other	2	1	2	4	6	6.1%	3.3%	6.5%	12.1%	18.8%
<b>Total Enrollments</b>	489	471	449	438	389	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	26	31	20	27	7.0%	5.5%	6.9%	4.6%	6.9%
Grades 1-4	135	123	112	115	91	27.6%	26.1%	24.9%	26.3%	23.4%
Grades 5-6	76	75	56	67	63	15.5%	15.9%	12.5%	15.3%	16.2%
Grades 7-8	87	71	80	76	51	17.8%	15.1%	17.8%	17.4%	13.1%
Grades 9-12	157	175	169	160	154	32.1%	37.2%	37.6%	36.5%	39.6%
Ungraded	0	1	1	0	3	0.0%	0.2%	0.2%	0.0%	0.8%



## District Report for: KIEFER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	34	34	36	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	28	30	30	27	79.4%	82.4%	88.2%	83.3%	77.1%
<b>Newly Hired</b>	<b>7</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>20.6%</b>	<b>17.6%</b>	<b>11.8%</b>	<b>16.7%</b>	<b>22.9%</b>
Transfers In	4	2	0	0	2	57.1%	33.3%	0.0%	0.0%	25.0%
Reentrants	0	2	2	4	1	0.0%	33.3%	50.0%	66.7%	12.5%
First Time Educators	3	2	2	2	5	42.9%	33.3%	50.0%	33.3%	62.5%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>9</b>	<b>-</b>	<b>17.6%</b>	<b>11.8%</b>	<b>11.8%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	4	0	3	6	-	66.7%	0.0%	75.0%	66.7%	-
Leave Oklahoma Educ.	2	4	1	3	-	33.3%	100.0%	25.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	17.6%	11.8%	11.8%	25.0%	-
Transfers In/Out	1.00	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	1
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	16	University of Tulsa, Tulsa	2
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>34</b>



## District Report for: KIEFER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	2.9%	5.9%	5.9%	5.6%	5.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	2	1	1	1	0.0%	5.9%	2.9%	2.8%	2.9%
White - Females	0	2	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	30	31	33	32	97.1%	88.2%	91.2%	91.7%	91.4%
White - Females	19	17	18	20	22	57.6%	56.7%	58.1%	60.6%	68.8%
White - Males	12	10	10	11	9	36.4%	33.3%	32.3%	33.3%	28.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	3.0%	3.1%
Other - Females	1	1	1	1	0	3.0%	3.3%	3.2%	3.0%	0.0%
Other - Males	1	2	2	0	0	3.0%	6.7%	6.5%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	3.6%	3.4%	0.0%	0.0%
25-29	13	11	9	5	3	40.6%	39.3%	31.0%	15.6%	10.7%
30-34	4	3	5	9	8	12.5%	10.7%	17.2%	28.1%	28.6%
35-39	4	1	2	2	3	12.5%	3.6%	6.9%	6.3%	10.7%
40-44	4	5	5	4	3	12.5%	17.9%	17.2%	12.5%	10.7%
45-49	3	4	4	8	7	9.4%	14.3%	13.8%	25.0%	25.0%
50-54	4	2	2	2	1	12.5%	7.1%	6.9%	6.3%	3.6%
55+	0	1	1	2	3	0.0%	3.6%	3.4%	6.3%	10.7%
<b>Average Age</b>	35.9	36.3	36.5	39.1	39.9					

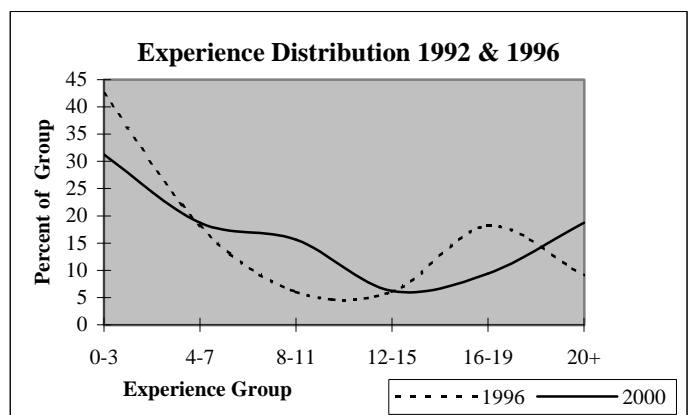
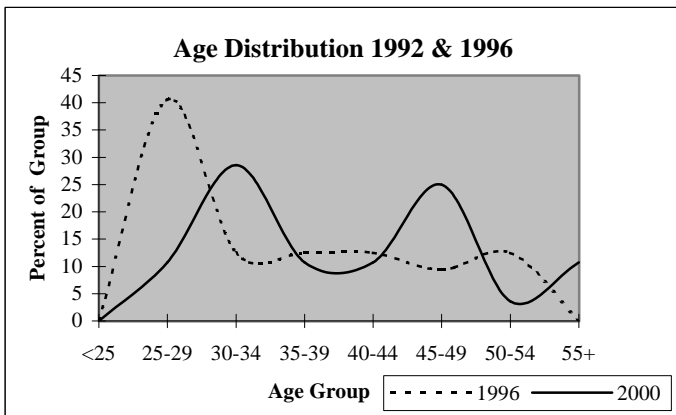
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	10	8	10	10	42.4%	33.3%	25.8%	30.3%	31.3%
4-7 Years	6	7	10	9	6	18.2%	23.3%	32.3%	27.3%	18.8%
8-11 Years	2	3	4	4	5	6.1%	10.0%	12.9%	12.1%	15.6%
12-15 Years	2	2	1	2	2	6.1%	6.7%	3.2%	6.1%	6.3%
16-19 Years	6	3	3	4	3	18.2%	10.0%	9.7%	12.1%	9.4%
20+ Years	3	5	5	4	6	9.1%	16.7%	16.1%	12.1%	18.8%
<b>Average Experience</b>	8.7	9.6	9.3	8.7	9.6					

## District Report for: KIEFER

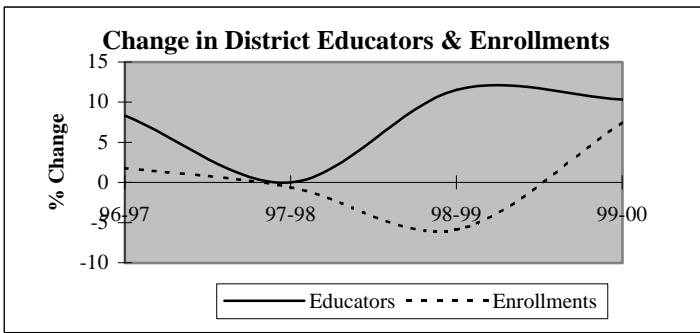
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	4	4	9	-	17.6%	11.8%	11.8%	25.0%	-
Attrition from Transfers	4	0	3	6	-	11.8%	0.0%	8.8%	16.7%	-
Attrition from Exits	2	4	1	3	-	5.9%	11.8%	2.9%	8.3%	-
<b>Teacher Attrition</b>	6	3	3	9	-	18.2%	10.0%	9.7%	27.3%	-
Attrition from Transfers	4	0	2	6	-	12.1%	0.0%	6.5%	18.2%	-
Attrition from Exits	2	3	1	3	-	6.1%	10.0%	3.2%	9.1%	-
<b>District Retention</b>										
Educator Retention	28	30	30	27	-	82.4%	88.2%	88.2%	75.0%	-
Teacher Retention	27	27	28	24	-	81.8%	90.0%	90.3%	72.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	92.3%	7.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	92.9%	7.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	20.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	78.6%	7.1%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.9%	2.9%	2.8%	8.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.2%	82.4%	85.3%	80.6%	74.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.8%	11.8%	11.8%	16.7%	17.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OILTON

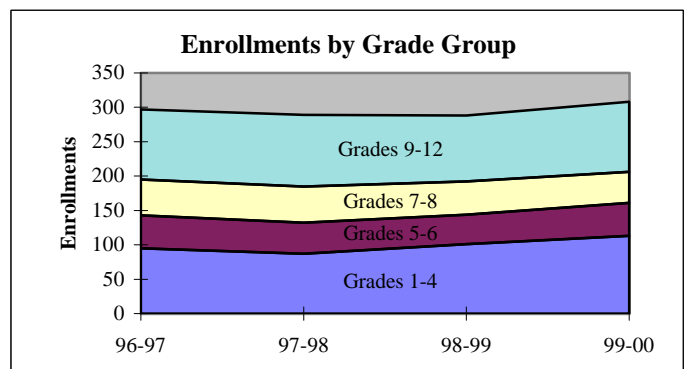
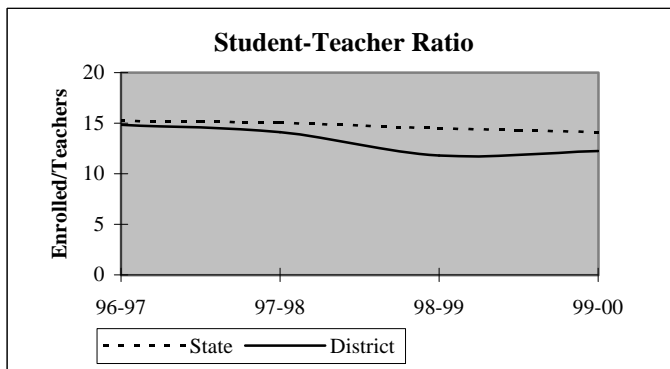


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	13.1	13.0	11.0	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	14.8	14.1	11.8	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	2	0	3	3	-	-	-	-	-
% Change in Educators	-7.7%	8.3%	0.0%	11.5%	10.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	6	-2	-20	24	-	-	-	-	-
% Change in Enrollments	2.8%	1.8%	-0.6%	-5.9%	7.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	7.7%	3.8%	6.9%	6.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	11.5%	3.8%	3.4%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	3.8%	3.4%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	7.7%	7.7%	3.4%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.2%	3.8%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	41.2	42.5	43.2	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	7.5	8.7	9.5	9.3	9.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,421	27,707	29,631	29,050	28,891	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.5%	8.7%	8.3%	3.7%	3.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.9%	60.9%	54.2%	63.0%	64.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	8.7%	8.3%	7.4%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.0%	11.4%	12.4%	11.4%	10.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	11	10	13	14	50.0%	42.3%	38.5%	44.8%	43.8%
Attrition	0	2	2	1	0					
Attrition Rate	0.0%	18.2%	20.0%	7.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	12	15	15	15	17	50.0%	57.7%	57.7%	51.7%	53.1%
Attrition	0	2	1	0	0					
Attrition Rate	0.0%	13.3%	6.7%	0.0%	0.0%					
At Retirement Age	0	0	1	1	1	0.0%	0.0%	3.8%	3.4%	3.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	1	1	1	1	0.0%	3.8%	3.8%	3.4%	3.1%

## District Report for: OILTON

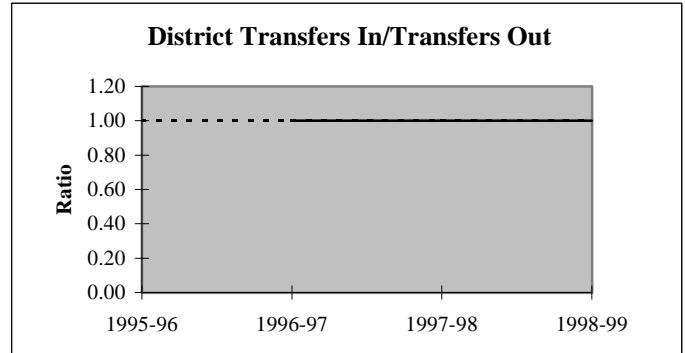
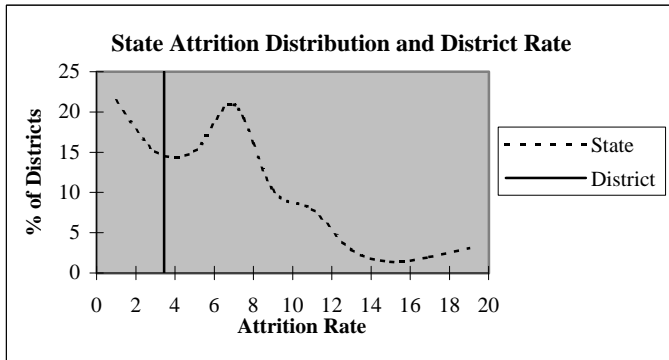
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	26	26	29	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	1	1	2	12.5%	11.5%	3.8%	3.4%	6.3%
Professional Staff	0	0	1	1	2	0.0%	0.0%	3.8%	3.4%	6.3%
<b>Total Teachers</b>	21	23	24	27	28	87.5%	88.5%	92.3%	93.1%	87.5%
Special Education	2	2	2	2	2	9.5%	8.7%	8.3%	7.4%	7.1%
Pre-K & Kindergarten	1	1	1	3	1	4.8%	4.3%	4.2%	11.1%	3.6%
Elementary	9	11	11	11	14	42.9%	47.8%	45.8%	40.7%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	10	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	3	3	9.5%	8.7%	12.5%	11.1%	10.7%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	3.7%	3.6%
Social Studies	1	1	1	2	2	4.8%	4.3%	4.2%	7.4%	7.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	9.5%	8.7%	8.3%	7.4%	7.1%
<b>Science</b>	1	1	1	1	1	4.8%	4.3%	4.2%	3.7%	3.6%
Biology	0	1	0	1	1	0.0%	4.3%	0.0%	3.7%	3.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	0	4.8%	0.0%	4.2%	0.0%	0.0%
Vocational Education	2	2	2	2	2	9.5%	8.7%	8.3%	7.4%	7.1%
Other	1	1	1	0	0	4.8%	4.3%	4.2%	0.0%	0.0%
<b>Total Enrollments</b>	335	341	339	319	343	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	46	43	50	31	35	13.7%	12.6%	14.7%	9.7%	10.2%
Grades 1-4	85	95	87	101	113	25.4%	27.9%	25.7%	31.7%	32.9%
Grades 5-6	50	48	45	43	48	14.9%	14.1%	13.3%	13.5%	14.0%
Grades 7-8	49	52	53	48	45	14.6%	15.2%	15.6%	15.0%	13.1%
Grades 9-12	105	102	104	96	102	31.3%	29.9%	30.7%	30.1%	29.7%
Ungraded	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%



## District Report for: OILTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	26	26	29	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	24	22	23	28	95.8%	92.3%	84.6%	79.3%	87.5%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>4.2%</b>	<b>7.7%</b>	<b>15.4%</b>	<b>20.7%</b>	<b>12.5%</b>
Transfers In	1	1	1	1	0	100.0%	50.0%	25.0%	16.7%	0.0%
Reentrants	0	0	1	1	1	0.0%	0.0%	25.0%	16.7%	25.0%
First Time Educators	0	1	2	4	3	0.0%	50.0%	50.0%	66.7%	75.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>15.4%</b>	<b>11.5%</b>	<b>3.4%</b>	<b>-</b>
Transfers Out	0	1	1	1	-	0.0%	25.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	0	3	2	0	-	0.0%	75.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	15.4%	11.5%	3.4%	-
Transfers In/Out	nc	1.00	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>24</b>

## District Report for: OILTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	1	1	2	12.5%	11.5%	3.8%	3.4%	6.3%
White - Females	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
White - Males	2	2	1	1	2	66.7%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	1	1	2	0.0%	0.0%	3.8%	3.4%	6.3%
White - Females	0	0	1	1	2	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	23	24	27	28	87.5%	88.5%	92.3%	93.1%	87.5%
White - Females	12	13	12	17	18	57.1%	56.5%	50.0%	63.0%	64.3%
White - Males	7	8	10	9	9	33.3%	34.8%	41.7%	33.3%	32.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	4.8%	4.3%	4.2%	0.0%	0.0%
Other - Males	1	1	1	1	1	4.8%	4.3%	4.2%	3.7%	3.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	1	4.8%	0.0%	0.0%	0.0%	4.0%
25-29	2	3	3	3	2	9.5%	13.0%	12.5%	12.0%	8.0%
30-34	5	5	4	2	2	23.8%	21.7%	16.7%	8.0%	8.0%
35-39	1	1	3	5	3	4.8%	4.3%	12.5%	20.0%	12.0%
40-44	4	5	3	2	4	19.0%	21.7%	12.5%	8.0%	16.0%
45-49	5	6	5	7	5	23.8%	26.1%	20.8%	28.0%	20.0%
50-54	1	1	3	2	4	4.8%	4.3%	12.5%	8.0%	16.0%
55+	2	2	3	4	4	9.5%	8.7%	12.5%	16.0%	16.0%
<b>Average Age</b>	40.0	41.2	42.5	43.2	43.9					

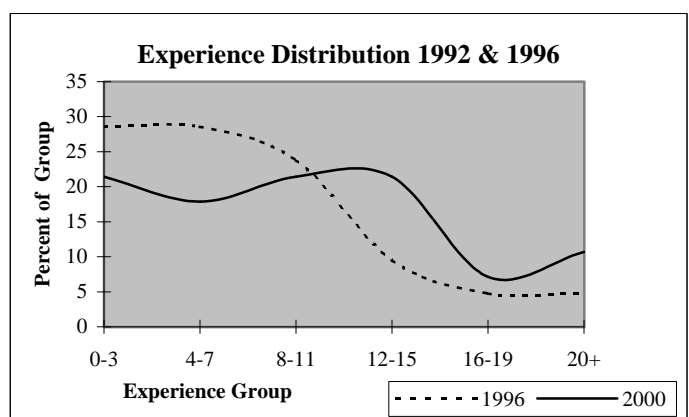
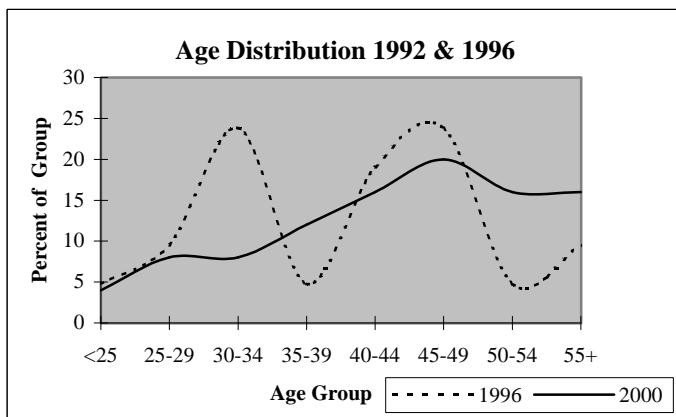
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	5	5	6	28.6%	17.4%	20.8%	18.5%	21.4%
4-7 Years	6	7	4	7	5	28.6%	30.4%	16.7%	25.9%	17.9%
8-11 Years	5	7	9	7	6	23.8%	30.4%	37.5%	25.9%	21.4%
12-15 Years	2	1	1	3	6	9.5%	4.3%	4.2%	11.1%	21.4%
16-19 Years	1	2	2	2	2	4.8%	8.7%	8.3%	7.4%	7.1%
20+ Years	1	2	3	3	3	4.8%	8.7%	12.5%	11.1%	10.7%
<b>Average Experience</b>	7.5	8.7	9.5	9.3	9.9					

## District Report for: OILTON

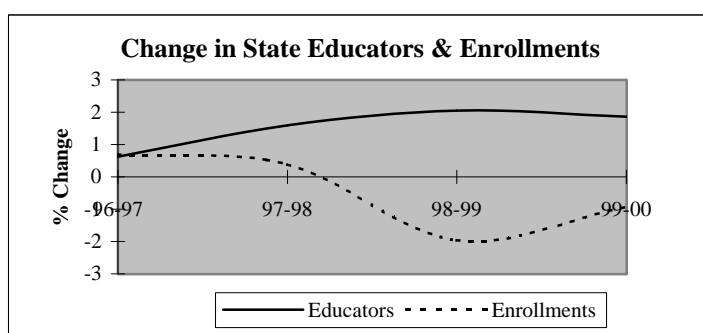
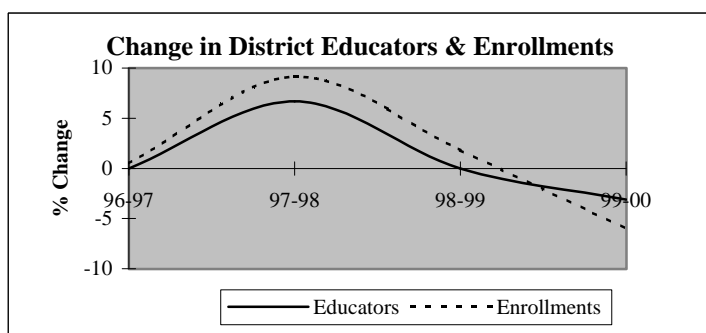
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	4	3	1	-	0.0%	15.4%	11.5%	3.4%	-
Attrition from Transfers	0	1	1	1	-	0.0%	3.8%	3.8%	3.4%	-
Attrition from Exits	0	3	2	0	-	0.0%	11.5%	7.7%	0.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>8.7%</b>	<b>8.3%</b>	<b>3.7%</b>	<b>-</b>
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	3.7%	-
Attrition from Exits	0	2	2	0	-	0.0%	8.7%	8.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	24	22	23	28	-	100.0%	84.6%	88.5%	96.6%	-
Teacher Retention	21	21	22	26	-	100.0%	91.3%	91.7%	96.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	8.3%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	0.0%	0.0%	3.4%	6.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.8%	96.2%	88.5%	79.3%	81.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	3.8%	11.5%	17.2%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DEPEW



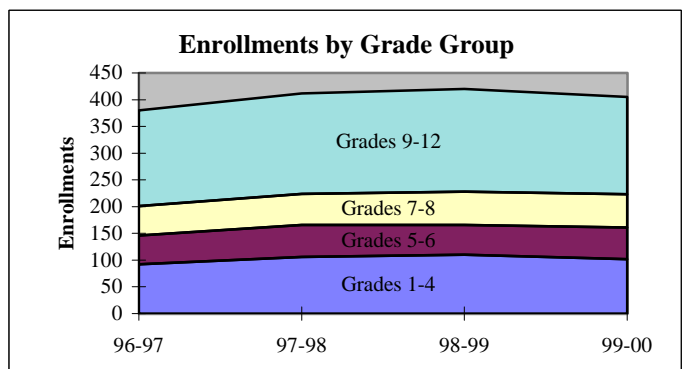
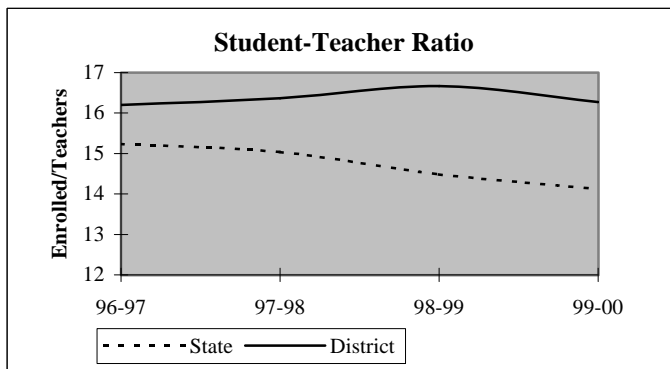
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	13.5	13.8	14.1	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	16.2	16.4	16.7	16.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	2	0	-1	-	-	-	-	-
% Change in Educators	-3.2%	0.0%	6.7%	0.0%	-3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-23	2	37	8	-27	-	-	-	-	-
% Change in Enrollments	-5.4%	0.5%	9.1%	1.8%	-6.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.3%	9.4%	3.1%	6.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.0%	9.4%	9.4%	9.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	6.7%	6.3%	6.3%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.3%	3.3%	3.1%	3.1%	6.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	35.9	37.0	38.3	38.9	39.1	42.0	42.3	42.5	42.7	43.0
Average Experience	8.0	9.2	9.7	10.1	10.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,244	27,831	27,001	28,742	29,687	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.0%	4.0%	3.7%	3.7%	7.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.0%	60.0%	55.6%	51.9%	61.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	8.0%	7.4%	7.4%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.8%	21.2%	23.8%	23.5%	23.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	12	10	10	9	43.3%	40.0%	31.3%	31.3%	29.0%
Attrition	0	1	1	6	0					
Attrition Rate	0.0%	8.3%	10.0%	60.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	16	20	20	19	53.3%	53.3%	62.5%	62.5%	61.3%
Attrition	2	0	2	2	0					
Attrition Rate	12.5%	0.0%	10.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	2	3	3.3%	6.7%	6.3%	6.3%	9.7%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	2	3	3	3.3%	6.7%	6.3%	9.4%	9.7%



## District Report for: DEPEW

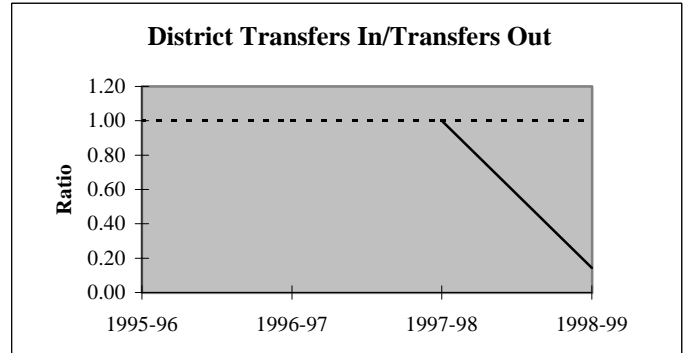
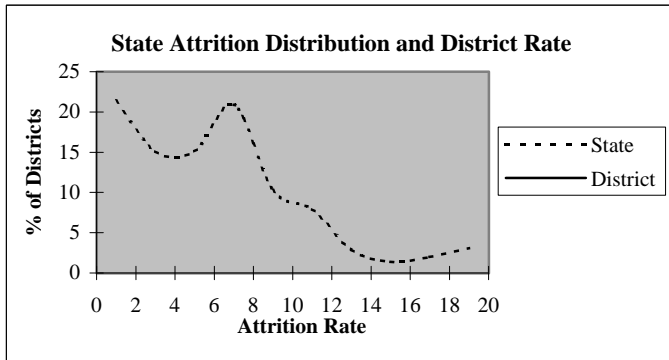
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	30	32	32	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	10.0%	10.0%	9.4%	9.4%	9.7%
Professional Staff	2	2	2	2	2	6.7%	6.7%	6.3%	6.3%	6.5%
<b>Total Teachers</b>	25	25	27	27	26	83.3%	83.3%	84.4%	84.4%	83.9%
Special Education	2	2	2	2	2	8.0%	8.0%	7.4%	7.4%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	12	12	11	52.0%	48.0%	44.4%	44.4%	42.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	13	13	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	4.0%	4.0%	3.7%	7.4%	7.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	4	2	2	4.0%	8.0%	14.8%	7.4%	7.7%
Foreign Language	1	1	1	1	1	4.0%	4.0%	3.7%	3.7%	3.8%
Math	2	2	2	1	1	8.0%	8.0%	7.4%	3.7%	3.8%
<b>Science</b>	2	2	2	2	2	8.0%	8.0%	7.4%	7.4%	7.7%
Biology	1	1	1	1	1	4.0%	4.0%	3.7%	3.7%	3.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.0%	4.0%	3.7%	3.7%	3.8%
Vocational Education	1	1	1	1	1	4.0%	4.0%	3.7%	3.7%	3.8%
Other	2	2	2	4	4	8.0%	8.0%	7.4%	14.8%	15.4%
<b>Total Enrollments</b>	403	405	442	450	423	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	23	27	27	18	5.0%	5.7%	6.1%	6.0%	4.3%
Grades 1-4	104	92	106	110	102	25.8%	22.7%	24.0%	24.4%	24.1%
Grades 5-6	53	54	60	56	59	13.2%	13.3%	13.6%	12.4%	13.9%
Grades 7-8	68	55	58	62	62	16.9%	13.6%	13.1%	13.8%	14.7%
Grades 9-12	157	179	188	192	182	39.0%	44.2%	42.5%	42.7%	43.0%
Ungraded	1	2	3	3	0	0.2%	0.5%	0.7%	0.7%	0.0%



## District Report for: DEPEW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	30	32	32	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	28	29	29	24	90.0%	93.3%	90.6%	90.6%	77.4%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>10.0%</b>	<b>6.7%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>22.6%</b>
Transfers In	3	1	1	1	3	100.0%	50.0%	33.3%	33.3%	42.9%
Reentrants	0	0	1	0	1	0.0%	0.0%	33.3%	0.0%	14.3%
First Time Educators	0	1	1	2	3	0.0%	50.0%	33.3%	66.7%	42.9%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>6.7%</b>	<b>3.3%</b>	<b>9.4%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	0	0	1	7	-	0.0%	0.0%	33.3%	87.5%	-
Leave Oklahoma Educ.	2	1	2	1	-	100.0%	100.0%	66.7%	12.5%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	3.3%	9.4%	25.0%	-
Transfers In/Out	nc	nc	1.00	0.14	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	12	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	30

## District Report for: DEPEW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	10.0%	10.0%	9.4%	9.4%	9.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.7%	6.7%	6.3%	6.3%	6.5%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	25	27	27	26	83.3%	83.3%	84.4%	84.4%	83.9%
White - Females	14	14	14	13	14	56.0%	56.0%	51.9%	48.1%	53.8%
White - Males	10	10	12	13	10	40.0%	40.0%	44.4%	48.1%	38.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	4.0%	4.0%	3.7%	3.7%	7.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.2%
25-29	4	5	5	4	1	16.0%	20.0%	18.5%	14.8%	4.2%
30-34	9	8	8	6	2	36.0%	32.0%	29.6%	22.2%	8.3%
35-39	5	4	4	6	11	20.0%	16.0%	14.8%	22.2%	45.8%
40-44	3	3	3	5	3	12.0%	12.0%	11.1%	18.5%	12.5%
45-49	3	3	4	2	3	12.0%	12.0%	14.8%	7.4%	12.5%
50-54	1	0	0	1	2	4.0%	0.0%	0.0%	3.7%	8.3%
55+	0	2	3	3	1	0.0%	8.0%	11.1%	11.1%	4.2%
<b>Average Age</b>	35.9	37.0	38.3	38.9	39.1					

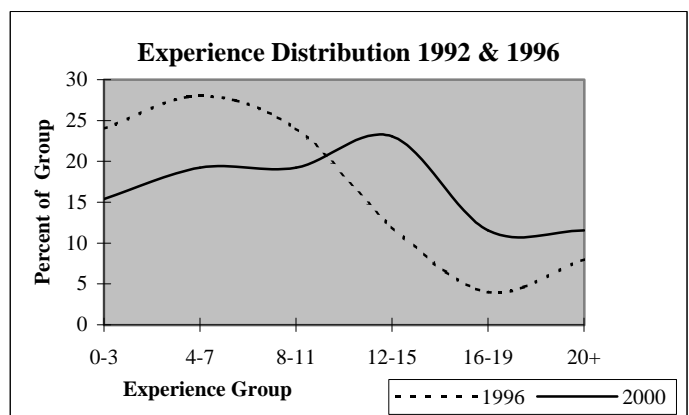
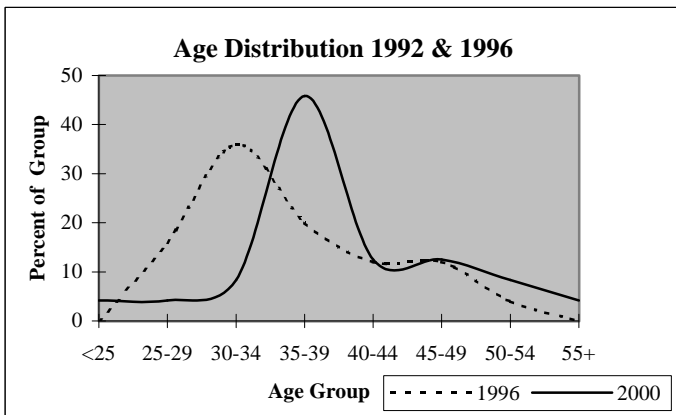
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	5	4	4	24.0%	24.0%	18.5%	14.8%	15.4%
4-7 Years	7	6	5	6	5	28.0%	24.0%	18.5%	22.2%	19.2%
8-11 Years	6	7	9	8	5	24.0%	28.0%	33.3%	29.6%	19.2%
12-15 Years	3	2	3	4	6	12.0%	8.0%	11.1%	14.8%	23.1%
16-19 Years	1	1	2	3	3	4.0%	4.0%	7.4%	11.1%	11.5%
20+ Years	2	3	3	2	3	8.0%	12.0%	11.1%	7.4%	11.5%
<b>Average Experience</b>	8.0	9.2	9.7	10.1	10.7					

## District Report for: DEPEW

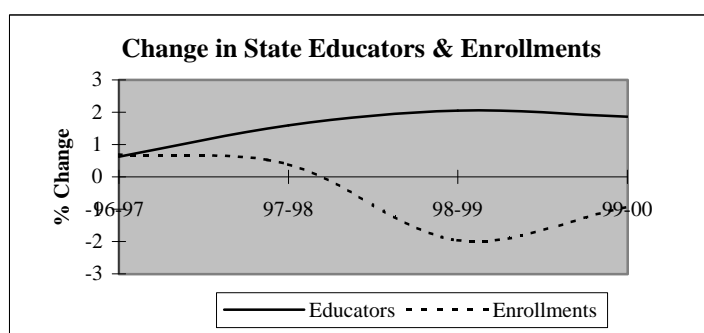
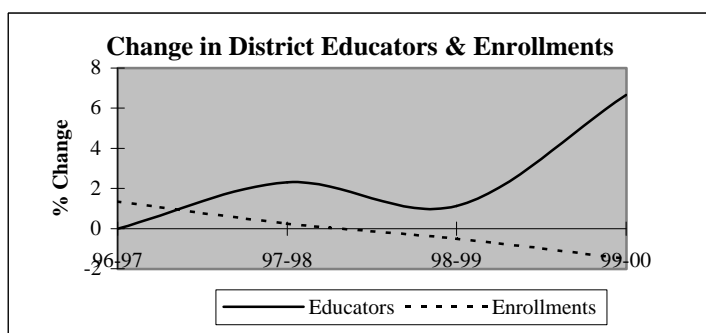
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	3	8	-	6.7%	3.3%	9.4%	25.0%	-
Attrition from Transfers	0	0	1	7	-	0.0%	0.0%	3.1%	21.9%	-
Attrition from Exits	2	1	2	1	-	6.7%	3.3%	6.3%	3.1%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>8.0%</b>	<b>4.0%</b>	<b>11.1%</b>	<b>29.6%</b>	<b>-</b>
Attrition from Transfers	0	0	1	7	-	0.0%	0.0%	3.7%	25.9%	-
Attrition from Exits	2	1	2	1	-	8.0%	4.0%	7.4%	3.7%	-
<b>District Retention</b>										
Educator Retention	28	29	29	24	-	93.3%	96.7%	90.6%	75.0%	-
Teacher Retention	23	24	24	19	-	92.0%	96.0%	88.9%	70.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	40.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	22.2%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.3%	3.1%	3.1%	3.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.7%	93.3%	90.6%	90.6%	83.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	3.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	3.3%	6.3%	6.3%	12.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KELLYVILLE

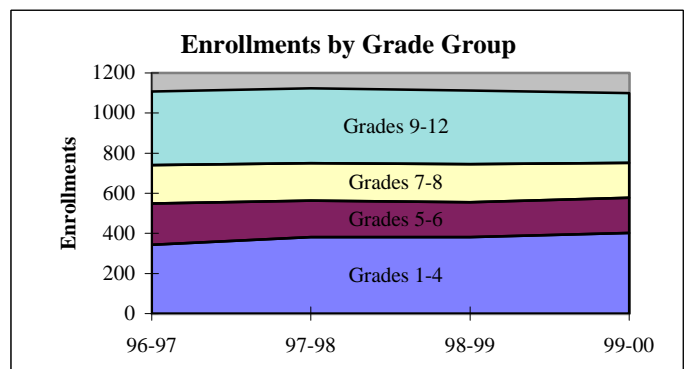
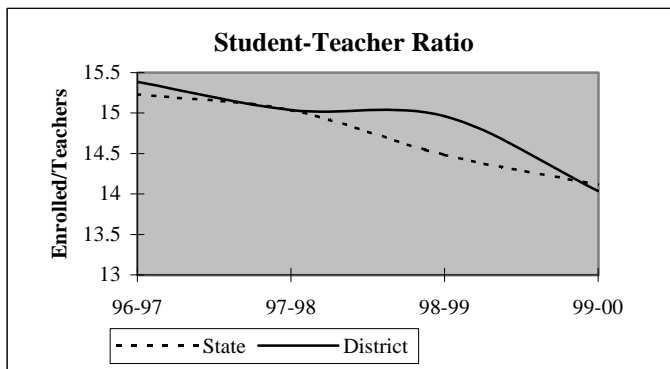


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.8	13.5	13.3	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.4	15.0	15.0	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	2	1	6	-	-	-	-	-
% Change in Educators	-2.2%	0.0%	2.3%	1.1%	6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-49	16	3	-6	-18	-	-	-	-	-
% Change in Enrollments	-4.0%	1.4%	0.3%	-0.5%	-1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.6%	2.2%	3.3%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.9%	6.9%	6.7%	6.7%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.6%	3.4%	3.4%	4.4%	5.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.6%	5.7%	4.5%	6.7%	5.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	1.1%	0.0%	1.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	39.7	39.1	39.5	40.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	10.8	9.9	10.3	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,089	28,799	29,011	29,612	29,225	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.2%	6.4%	5.0%	7.5%	6.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.1%	70.5%	71.3%	68.8%	67.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.4%	12.8%	13.8%	11.3%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.7%	20.2%	21.5%	25.3%	21.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	30	35	40	39	43	34.5%	40.2%	44.9%	43.3%	44.8%
Attrition	5	6	6	8	0					
Attrition Rate	16.7%	17.1%	15.0%	20.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	55	50	49	51	48	63.2%	57.5%	55.1%	56.7%	50.0%
Attrition	6	3	5	7	0					
Attrition Rate	10.9%	6.0%	10.2%	13.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	0	0	5	2.3%	2.3%	0.0%	0.0%	5.2%
Attrition Rate	50.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	3	0	5	6	5.7%	3.4%	0.0%	5.6%	6.3%

## District Report for: KELLYVILLE

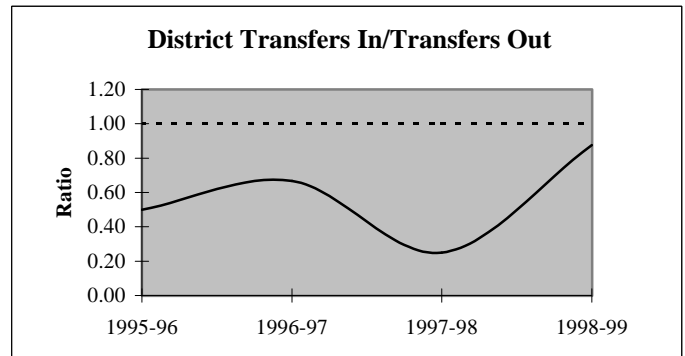
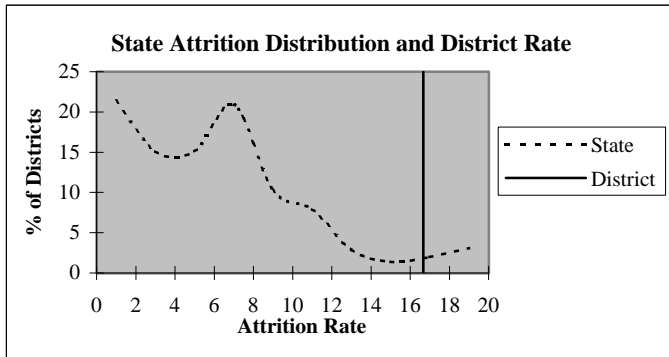
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	87	87	89	90	96	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	7	6.9%	6.9%	6.7%	6.7%	7.3%
Professional Staff	4	3	3	4	5	4.6%	3.4%	3.4%	4.4%	5.2%
<b>Total Teachers</b>	77	78	80	80	84	88.5%	89.7%	89.9%	88.9%	87.5%
Special Education	8	10	11	9	8	10.4%	12.8%	13.8%	11.3%	9.5%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	2.4%
Elementary	28	28	29	30	30	36.4%	35.9%	36.3%	37.5%	35.7%
<b>Middle School</b>	21	18	18	18	20	27.3%	23.1%	22.5%	22.5%	23.8%
Language Arts	3	3	3	3	3	3.9%	3.8%	3.8%	3.8%	3.6%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%
Social Studies	6	5	5	5	6	7.8%	6.4%	6.3%	6.3%	7.1%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%
Math	3	3	3	3	3	3.9%	3.8%	3.8%	3.8%	3.6%
Science	4	3	3	3	3	5.2%	3.8%	3.8%	3.8%	3.6%
Vocational Education	2	2	2	1	2	2.6%	2.6%	2.5%	1.3%	2.4%
Other	3	2	2	3	1	3.9%	2.6%	2.5%	3.8%	1.2%
<b>High School (9-12)</b>	20	22	22	23	24	0.0%	0.0%	0.0%	0.0%	2400.0%
Language Arts	4	3	4	4	4	5.2%	3.8%	5.0%	5.0%	4.8%
Art & Music	2	2	2	2	2	2.6%	2.6%	2.5%	2.5%	2.4%
Social Studies	4	5	4	5	5	5.2%	6.4%	5.0%	6.3%	6.0%
Foreign Language	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.2%
Math	3	3	4	4	3	3.9%	3.8%	5.0%	5.0%	3.6%
<b>Science</b>	3	2	3	3	3	3.9%	2.6%	3.8%	3.8%	3.6%
Biology	1	0	2	1	2	1.3%	0.0%	2.5%	1.3%	2.4%
Chemistry	1	1	0	1	1	1.3%	1.3%	0.0%	1.3%	1.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	1.3%	1.3%	1.3%	1.3%	0.0%
Vocational Education	2	3	2	2	3	2.6%	3.8%	2.5%	2.5%	3.6%
Other	1	3	2	2	3	1.3%	3.8%	2.5%	2.5%	3.6%
<b>Total Enrollments</b>	1,184	1,200	1,203	1,197	1,179	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	89	93	79	81	80	7.5%	7.8%	6.6%	6.8%	6.8%
Grades 1-4	344	343	381	382	402	29.1%	28.6%	31.7%	31.9%	34.1%
Grades 5-6	193	206	182	173	176	16.3%	17.2%	15.1%	14.5%	14.9%
Grades 7-8	204	191	187	191	174	17.2%	15.9%	15.5%	16.0%	14.8%
Grades 9-12	354	367	374	367	347	29.9%	30.6%	31.1%	30.7%	29.4%
Ungraded	0	0	0	3	0	0.0%	0.0%	0.0%	0.3%	0.0%



## District Report for: KELLYVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	87	87	89	90	96	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	82	75	76	78	75	94.3%	86.2%	85.4%	86.7%	78.1%
<b>Newly Hired</b>	<b>5</b>	<b>12</b>	<b>13</b>	<b>12</b>	<b>21</b>	<b>5.7%</b>	<b>13.8%</b>	<b>14.6%</b>	<b>13.3%</b>	<b>21.9%</b>
Transfers In	3	2	2	7	10	60.0%	16.7%	15.4%	58.3%	47.6%
Reentrants	0	2	0	3	3	0.0%	16.7%	0.0%	25.0%	14.3%
First Time Educators	2	8	11	2	8	40.0%	66.7%	84.6%	16.7%	38.1%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>11</b>	<b>11</b>	<b>15</b>	<b>-</b>	<b>13.8%</b>	<b>12.6%</b>	<b>12.4%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	6	3	8	8	-	50.0%	27.3%	72.7%	53.3%	-
Leave Oklahoma Educ.	6	8	3	7	-	50.0%	72.7%	27.3%	46.7%	-

Dynamics Rates	District Rates				
District Attrition	13.8%	12.6%	12.4%	16.7%	-
Transfers In/Out	0.50	0.67	0.25	0.88	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	18	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	38	University of Tulsa, Tulsa	9
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>87</b>

## District Report for: KELLYVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	6	7	6.9%	6.9%	6.7%	6.7%	7.3%
White - Females	1	1	1	0	1	16.7%	16.7%	16.7%	0.0%	14.3%
White - Males	5	5	5	6	6	83.3%	83.3%	83.3%	100.0%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	3	3	4	5	4.6%	3.4%	3.4%	4.4%	5.2%
White - Females	2	2	2	3	4	50.0%	66.7%	66.7%	75.0%	80.0%
White - Males	2	1	1	1	1	50.0%	33.3%	33.3%	25.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	77	78	80	80	84	88.5%	89.7%	89.9%	88.9%	87.5%
White - Females	53	54	56	53	55	68.8%	69.2%	70.0%	66.3%	65.5%
White - Males	20	19	20	21	24	26.0%	24.4%	25.0%	26.3%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	2	1.3%	1.3%	1.3%	2.5%	2.4%
Other - Males	3	4	3	4	3	3.9%	5.1%	3.8%	5.0%	3.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	2	0	1	1.3%	2.6%	2.5%	0.0%	1.2%
25-29	13	11	14	14	13	16.9%	14.3%	17.7%	17.7%	16.0%
30-34	12	13	13	15	14	15.6%	16.9%	16.5%	19.0%	17.3%
35-39	13	11	9	10	7	16.9%	14.3%	11.4%	12.7%	8.6%
40-44	16	16	16	13	17	20.8%	20.8%	20.3%	16.5%	21.0%
45-49	10	12	13	12	15	13.0%	15.6%	16.5%	15.2%	18.5%
50-54	8	7	8	12	11	10.4%	9.1%	10.1%	15.2%	13.6%
55+	4	5	4	3	3	5.2%	6.5%	5.1%	3.8%	3.7%
<b>Average Age</b>	39.6	39.7	39.1	39.5	40.0					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	18	21	20	26	18.2%	23.1%	26.3%	25.0%	31.0%
4-7 Years	14	16	18	18	15	18.2%	20.5%	22.5%	22.5%	17.9%
8-11 Years	12	10	6	6	7	15.6%	12.8%	7.5%	7.5%	8.3%
12-15 Years	13	11	10	9	9	16.9%	14.1%	12.5%	11.3%	10.7%
16-19 Years	14	13	16	14	10	18.2%	16.7%	20.0%	17.5%	11.9%
20+ Years	10	10	9	13	17	13.0%	12.8%	11.3%	16.3%	20.2%
<b>Average Experience</b>	11.7	10.8	9.9	10.3	10.3					

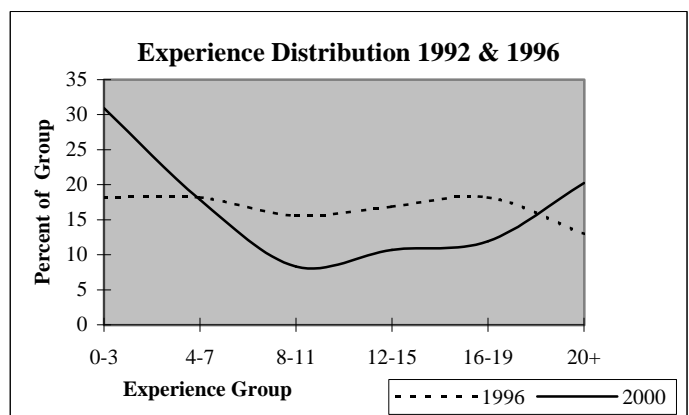
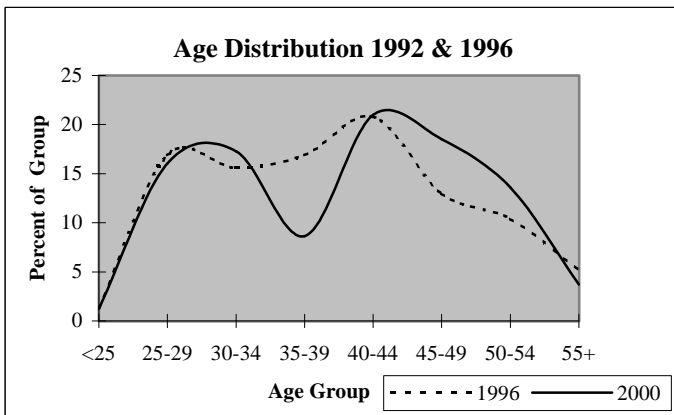


## District Report for: KELLYVILLE

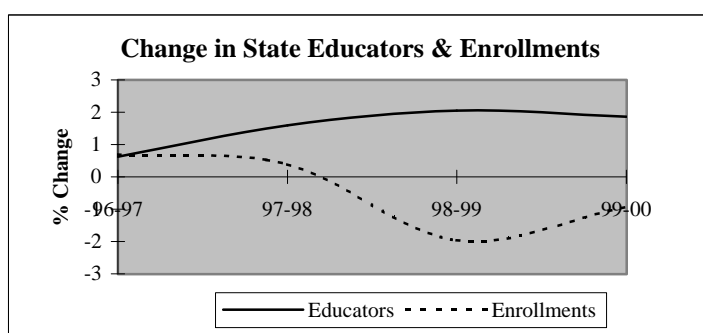
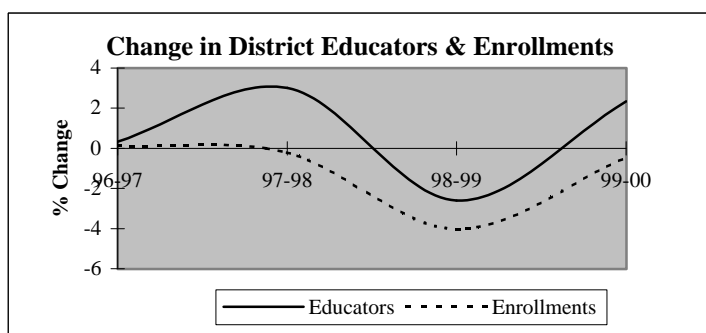
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	11	11	15	-	13.8%	12.6%	12.4%	16.7%	-
Attrition from Transfers	6	3	8	8	-	6.9%	3.4%	9.0%	8.9%	-
Attrition from Exits	6	8	3	7	-	6.9%	9.2%	3.4%	7.8%	-
<b>Teacher Attrition</b>	11	11	10	13	-	14.3%	14.1%	12.5%	16.3%	-
Attrition from Transfers	5	3	7	7	-	6.5%	3.8%	8.8%	8.8%	-
Attrition from Exits	6	8	3	6	-	7.8%	10.3%	3.8%	7.5%	-
<b>District Retention</b>										
Educator Retention	75	76	78	75	-	86.2%	87.4%	87.6%	83.3%	-
Teacher Retention	66	67	70	67	-	85.7%	85.9%	87.5%	83.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	76.9%	3.8%	80.8%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	4.2%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	85.0%	5.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	91.7%	4.2%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	7.1%	82.1%	87.9%	4.7%	92.6%
5 Years of Experience	78.3%	17.4%	95.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.0%	0.0%	1.1%	1.1%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.7%	88.5%	85.4%	93.3%	86.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.1%	0.0%	1.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.3%	11.5%	12.4%	5.6%	11.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SAPULPA

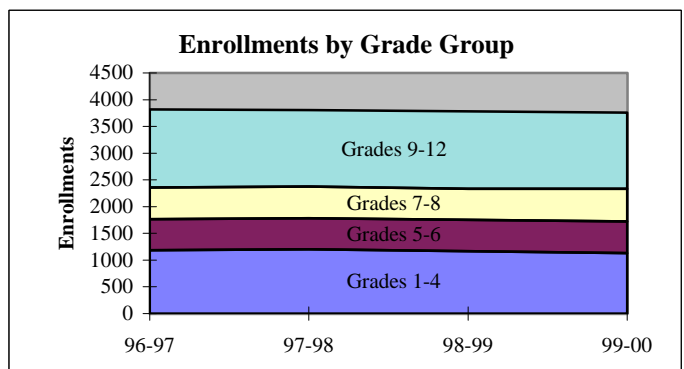
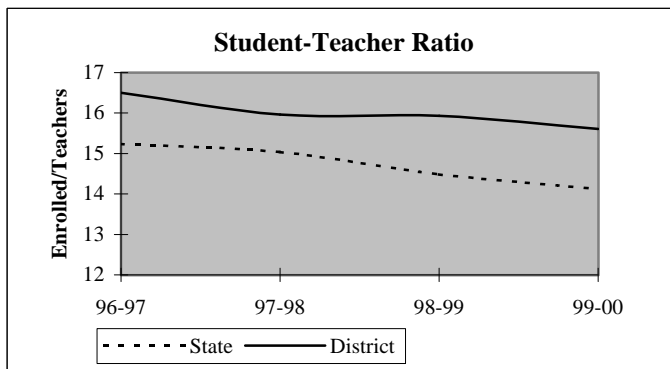


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.1	14.1	13.6	13.4	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.5	16.5	16.0	15.9	15.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	1	9	-8	7	-	-	-	-	-
% Change in Educators	1.4%	0.3%	3.0%	-2.6%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	74	5	-9	-169	-19	-	-	-	-	-
% Change in Enrollments	1.8%	0.1%	-0.2%	-4.0%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.0%	5.4%	8.1%	5.0%	6.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.7%	5.8%	6.0%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	9.0%	8.8%	9.7%	10.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.4%	6.7%	6.5%	7.0%	7.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	11.8%	11.8%	11.1%	11.1%	11.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.7%	1.7%	2.3%	2.3%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	41.9	42.4	42.6	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.8	13.2	13.4	13.8	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,529	28,945	28,689	29,921	30,291	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.5%	6.7%	6.5%	6.7%	7.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.5%	79.2%	81.0%	81.4%	81.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.6%	11.0%	11.4%	12.3%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.1%	21.3%	21.5%	22.6%	24.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	95	98	105	99	105	31.9%	32.8%	34.1%	33.0%	34.2%
Attrition	18	19	28	14	0					
Attrition Rate	18.9%	19.4%	26.7%	14.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	179	172	169	168	163	60.1%	57.5%	54.9%	56.0%	53.1%
Attrition	4	9	13	10	0					
Attrition Rate	2.2%	5.2%	7.7%	6.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	24	29	34	33	39	8.1%	9.7%	11.0%	11.0%	12.7%
Attrition	2	2	8	9	0					
Attrition Rate	8.3%	6.9%	23.5%	27.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	32	39	43	47	58	10.7%	13.0%	14.0%	15.7%	18.9%

## District Report for: SAPULPA

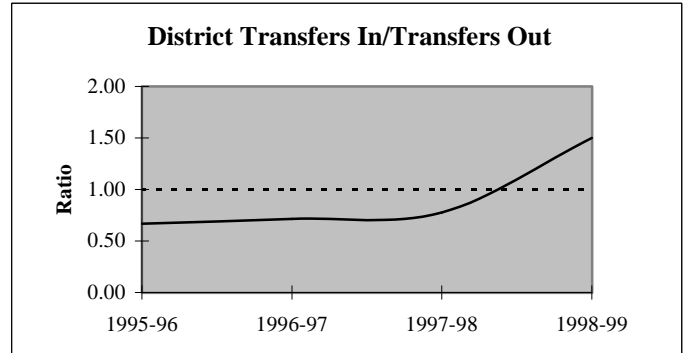
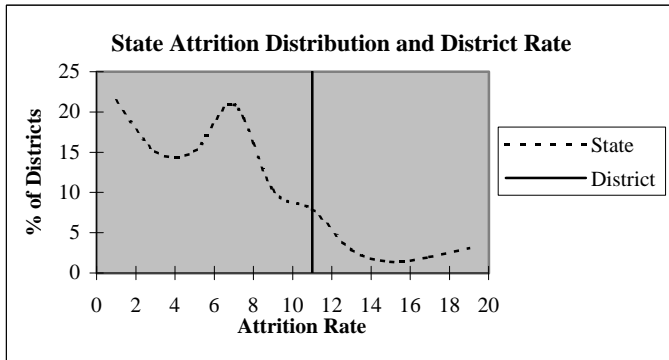
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	298	299	308	300	307	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	17	18	18	18	5.7%	5.7%	5.8%	6.0%	5.9%
Professional Staff	27	27	27	29	32	9.1%	9.0%	8.8%	9.7%	10.4%
<b>Total Teachers</b>	254	255	263	253	257	85.2%	85.3%	85.4%	84.3%	83.7%
Special Education	27	28	30	31	32	10.6%	11.0%	11.4%	12.3%	12.5%
Pre-K & Kindergarten	3	3	3	3	4	1.2%	1.2%	1.1%	1.2%	1.6%
Elementary	96	96	103	99	98	37.8%	37.6%	39.2%	39.1%	38.1%
<b>Middle School</b>	34	36	35	33	32	13.4%	14.1%	13.3%	13.0%	12.5%
Language Arts	11	9	10	9	9	4.3%	3.5%	3.8%	3.6%	3.5%
Art & Music	3	4	5	4	3	1.2%	1.6%	1.9%	1.6%	1.2%
Social Studies	7	5	4	4	2	2.8%	2.0%	1.5%	1.6%	0.8%
Foreign Language	1	2	2	2	2	0.4%	0.8%	0.8%	0.8%	0.8%
Math	5	5	4	4	4	2.0%	2.0%	1.5%	1.6%	1.6%
Science	4	4	4	4	4	1.6%	1.6%	1.5%	1.6%	1.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	7	6	6	8	1.2%	2.7%	2.3%	2.4%	3.1%
<b>High School (9-12)</b>	94	92	92	87	91	3133.3%	2300.0%	1840.0%	2175.0%	3033.3%
Language Arts	16	15	14	14	16	6.3%	5.9%	5.3%	5.5%	6.2%
Art & Music	8	8	7	8	6	3.1%	3.1%	2.7%	3.2%	2.3%
Social Studies	16	13	12	13	14	6.3%	5.1%	4.6%	5.1%	5.4%
Foreign Language	7	7	6	6	8	2.8%	2.7%	2.3%	2.4%	3.1%
Math	14	12	15	13	12	5.5%	4.7%	5.7%	5.1%	4.7%
<b>Science</b>	12	12	12	10	10	4.7%	4.7%	4.6%	4.0%	3.9%
Biology	4	4	5	4	3	1.6%	1.6%	1.9%	1.6%	1.2%
Chemistry	1	1	1	1	0	0.4%	0.4%	0.4%	0.4%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	7	7	6	5	7	2.8%	2.7%	2.3%	2.0%	2.7%
Vocational Education	9	10	10	9	8	3.5%	3.9%	3.8%	3.6%	3.1%
Other	12	15	16	14	17	4.7%	5.9%	6.1%	5.5%	6.6%
<b>Total Enrollments</b>	4,203	4,208	4,199	4,030	4,011	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	374	391	385	246	250	8.9%	9.3%	9.2%	6.1%	6.2%
Grades 1-4	1,171	1,186	1,200	1,167	1,133	27.9%	28.2%	28.6%	29.0%	28.2%
Grades 5-6	591	578	581	589	591	14.1%	13.7%	13.8%	14.6%	14.7%
Grades 7-8	638	596	596	578	611	15.2%	14.2%	14.2%	14.3%	15.2%
Grades 9-12	1,428	1,457	1,430	1,446	1,422	34.0%	34.6%	34.1%	35.9%	35.5%
Ungraded	1	0	7	4	4	0.0%	0.0%	0.2%	0.1%	0.1%



## District Report for: SAPULPA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	298	299	308	300	307	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	269	274	269	259	267	90.3%	91.6%	87.3%	86.3%	87.0%
<b>Newly Hired</b>	<b>29</b>	<b>25</b>	<b>39</b>	<b>41</b>	<b>40</b>	<b>9.7%</b>	<b>8.4%</b>	<b>12.7%</b>	<b>13.7%</b>	<b>13.0%</b>
Transfers In	8	5	14	18	14	27.6%	20.0%	35.9%	43.9%	35.0%
Reentrants	3	4	7	6	8	10.3%	16.0%	17.9%	14.6%	20.0%
First Time Educators	18	16	18	17	18	62.1%	64.0%	46.2%	41.5%	45.0%
<b>Total Exiting Next Year</b>	<b>24</b>	<b>30</b>	<b>49</b>	<b>33</b>	<b>-</b>	<b>8.1%</b>	<b>10.0%</b>	<b>15.9%</b>	<b>11.0%</b>	<b>-</b>
Transfers Out	12	7	18	12	-	50.0%	23.3%	36.7%	36.4%	-
Leave Oklahoma Educ.	12	23	31	21	-	50.0%	76.7%	63.3%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	10.0%	15.9%	11.0%	-
Transfers In/Out	0.67	0.71	0.78	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	23	Benedictine Heights, Tulsa	-
OSU, Stillwater	48	Southern Nazarene Univ., Bethany	-
UCO, Edmond	18	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	1
NESU, Tahlequah	84	University of Tulsa, Tulsa	31
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	11	Cameron, Lawton	3
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	10
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	14	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	36
		Total	298

## District Report for: SAPULPA

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	17	17	18	18	18	5.7%	5.7%	5.8%	6.0%	5.9%
White - Females	4	4	6	6	6	23.5%	23.5%	33.3%	33.3%	33.3%
White - Males	11	11	10	10	10	64.7%	64.7%	55.6%	55.6%	55.6%
Black - Females	1	1	1	1	1	5.9%	5.9%	5.6%	5.6%	5.6%
Black - Males	1	1	1	1	1	5.9%	5.9%	5.6%	5.6%	5.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	27	27	27	29	32	9.1%	9.0%	8.8%	9.7%	10.4%
White - Females	22	22	22	24	26	81.5%	81.5%	81.5%	82.8%	81.3%
White - Males	4	4	4	3	3	14.8%	14.8%	14.8%	10.3%	9.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	2	3.7%	3.7%	3.7%	6.9%	6.3%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.1%
<b>Teachers</b>	254	255	263	253	257	85.2%	85.3%	85.4%	84.3%	83.7%
White - Females	187	187	198	191	194	73.6%	73.3%	75.3%	75.5%	75.5%
White - Males	48	51	48	45	45	18.9%	20.0%	18.3%	17.8%	17.5%
Black - Females	11	10	10	9	10	4.3%	3.9%	3.8%	3.6%	3.9%
Black - Males	3	2	2	2	2	1.2%	0.8%	0.8%	0.8%	0.8%
Other - Females	4	5	5	6	6	1.6%	2.0%	1.9%	2.4%	2.3%
Other - Males	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	5	5	3	6	4	2.0%	2.0%	1.2%	2.4%	1.7%
25-29	39	38	33	27	23	15.5%	15.1%	12.7%	10.8%	9.5%
30-34	32	34	39	35	35	12.7%	13.5%	15.1%	14.0%	14.5%
35-39	29	26	29	30	35	11.6%	10.3%	11.2%	12.0%	14.5%
40-44	31	32	30	28	28	12.4%	12.7%	11.6%	11.2%	11.6%
45-49	56	53	50	43	31	22.3%	21.0%	19.3%	17.2%	12.9%
50-54	36	38	46	51	56	14.3%	15.1%	17.8%	20.4%	23.2%
55+	23	26	29	30	29	9.2%	10.3%	11.2%	12.0%	12.0%
Average Age	41.6	41.9	42.4	42.6	43.0					

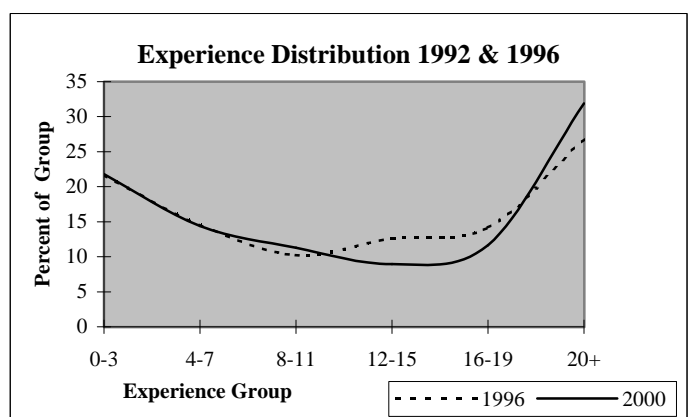
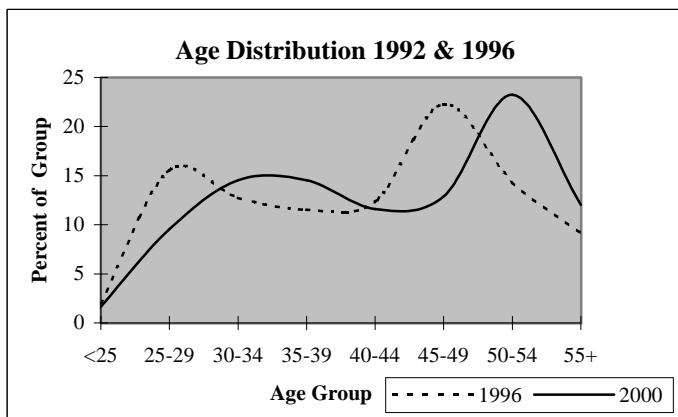
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	55	50	51	50	56	21.7%	19.6%	19.4%	19.8%	21.8%
4-7 Years	37	44	48	39	37	14.6%	17.3%	18.3%	15.4%	14.4%
8-11 Years	26	21	22	21	29	10.2%	8.2%	8.4%	8.3%	11.3%
12-15 Years	32	32	31	28	23	12.6%	12.5%	11.8%	11.1%	8.9%
16-19 Years	36	36	30	35	30	14.2%	14.1%	11.4%	13.8%	11.7%
20+ Years	68	72	81	80	82	26.8%	28.2%	30.8%	31.6%	31.9%
Average Experience	12.8	13.2	13.4	13.8	13.4					

## District Report for: SAPULPA

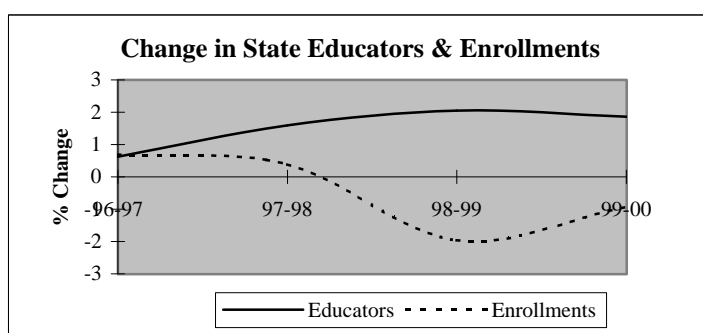
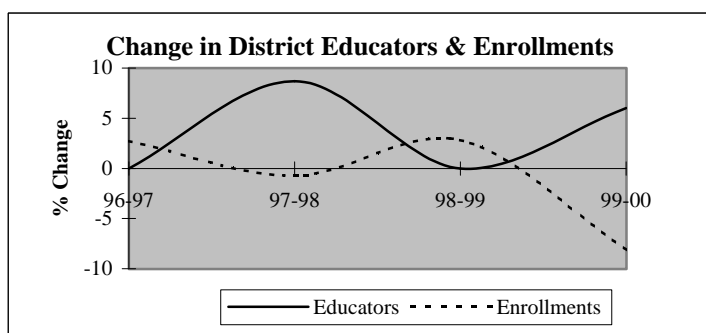
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	24	30	49	33	-	8.1%	10.0%	15.9%	11.0%	-
Attrition from Transfers	12	7	18	12	-	4.0%	2.3%	5.8%	4.0%	-
Attrition from Exits	12	23	31	21	-	4.0%	7.7%	10.1%	7.0%	-
<b>Teacher Attrition</b>	<b>23</b>	<b>28</b>	<b>44</b>	<b>28</b>	<b>-</b>	<b>9.1%</b>	<b>11.0%</b>	<b>16.7%</b>	<b>11.1%</b>	<b>-</b>
Attrition from Transfers	12	6	17	10	-	4.7%	2.4%	6.5%	4.0%	-
Attrition from Exits	11	22	27	18	-	4.3%	8.6%	10.3%	7.1%	-
<b>District Retention</b>										
Educator Retention	274	269	259	267	-	91.9%	90.0%	84.1%	89.0%	-
Teacher Retention	231	227	219	225	-	90.9%	89.0%	83.3%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	67.0%	15.5%	82.5%	78.2%	9.6%	87.8%
1 Year of Experience	82.5%	7.0%	89.5%	84.2%	6.9%	91.1%
2 Years of Experience	84.9%	5.7%	90.6%	85.2%	5.9%	91.1%
3 Years of Experience	84.9%	11.3%	96.2%	86.1%	5.6%	91.7%
4 Years of Experience	74.1%	7.4%	81.5%	87.9%	4.7%	92.6%
5 Years of Experience	90.4%	5.8%	96.2%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.0%	2.0%	1.9%	3.7%	2.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	91.3%	89.9%	87.7%	88.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.0%	6.7%	8.1%	7.7%	8.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DRUMRIGHT

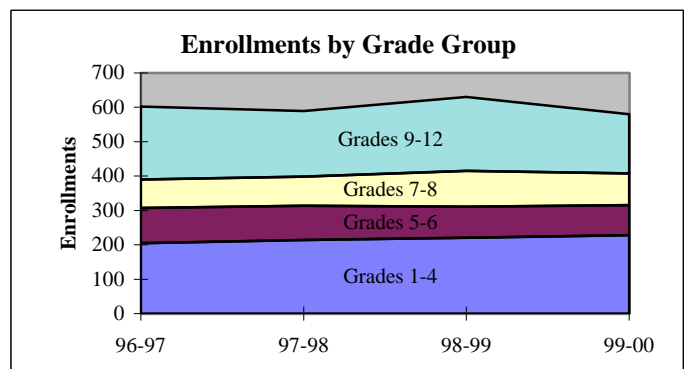
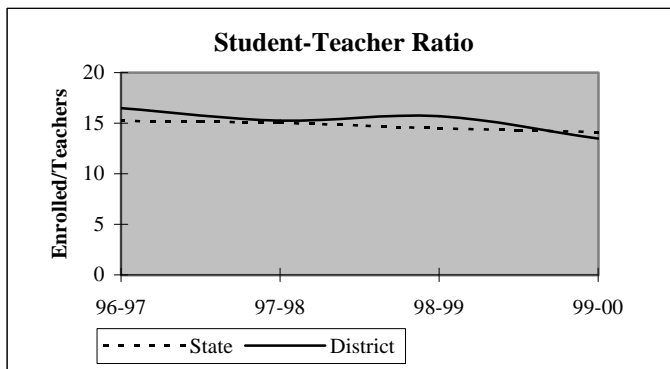


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.7	13.4	13.8	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	16.5	15.3	15.7	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	4	0	3	-	-	-	-	-
% Change in Educators	-2.1%	0.0%	8.7%	0.0%	6.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	26	18	-5	19	-56	-	-	-	-	-
% Change in Enrollments	4.1%	2.7%	-0.7%	2.8%	-8.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	0.0%	6.0%	4.0%	5.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.5%	8.0%	8.0%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.3%	4.0%	4.0%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	1.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.9	39.3	39.6	40.3	40.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.1	10.7	9.7	11.0	10.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,001	29,394	28,450	29,101	28,763	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	2.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.7%	73.2%	72.7%	75.0%	74.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.8%	9.8%	9.1%	9.1%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.8%	17.5%	16.4%	16.5%	25.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	19	23	24	28	41.3%	41.3%	46.0%	48.0%	52.8%
Attrition	2	1	2	1	0					
Attrition Rate	10.5%	5.3%	8.7%	4.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	23	26	24	22	43.5%	50.0%	52.0%	48.0%	41.5%
Attrition	2	0	2	4	0					
Attrition Rate	10.0%	0.0%	7.7%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	4	2	3	5	15.2%	8.7%	4.0%	6.0%	9.4%
Attrition Rate	71.4%	50.0%	50.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	9	4	3	6	7	19.6%	8.7%	6.0%	12.0%	13.2%

## District Report for: DRUMRIGHT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	46	46	50	50	53	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	4	4	4	6.5%	6.5%	8.0%	8.0%	7.5%
Professional Staff	2	2	2	2	2	4.3%	4.3%	4.0%	4.0%	3.8%
<b>Total Teachers</b>	41	41	44	44	47	89.1%	89.1%	88.0%	88.0%	88.7%
Special Education	4	4	4	4	4	9.8%	9.8%	9.1%	9.1%	8.5%
Pre-K & Kindergarten	1	1	1	1	1	2.4%	2.4%	2.3%	2.3%	2.1%
Elementary	23	23	24	24	26	56.1%	56.1%	54.5%	54.5%	55.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	13	15	15	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	7.3%	7.3%	6.8%	6.8%	6.4%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	2.3%	2.1%
Social Studies	3	3	3	2	3	7.3%	7.3%	6.8%	4.5%	6.4%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	2.3%	0.0%
Math	2	2	2	2	2	4.9%	4.9%	4.5%	4.5%	4.3%
<b>Science</b>	1	1	1	2	1	2.4%	2.4%	2.3%	4.5%	2.1%
Biology	1	1	1	1	0	2.4%	2.4%	2.3%	2.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	1	0.0%	0.0%	0.0%	2.3%	2.1%
Vocational Education	3	3	3	3	3	7.3%	7.3%	6.8%	6.8%	6.4%
Other	1	1	3	1	3	2.4%	2.4%	6.8%	2.3%	6.4%
<b>Total Enrollments</b>	658	676	671	690	634	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	87	73	82	60	54	13.2%	10.8%	12.2%	8.7%	8.5%
Grades 1-4	190	205	214	221	228	28.9%	30.3%	31.9%	32.0%	36.0%
Grades 5-6	85	102	100	90	88	12.9%	15.1%	14.9%	13.0%	13.9%
Grades 7-8	81	83	84	104	92	12.3%	12.3%	12.5%	15.1%	14.5%
Grades 9-12	215	212	191	215	172	32.7%	31.4%	28.5%	31.2%	27.1%
Ungraded	0	1	0	0	0	0.0%	0.1%	0.0%	0.0%	0.0%

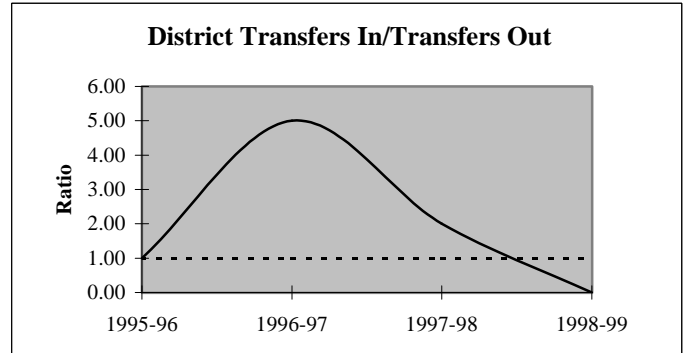
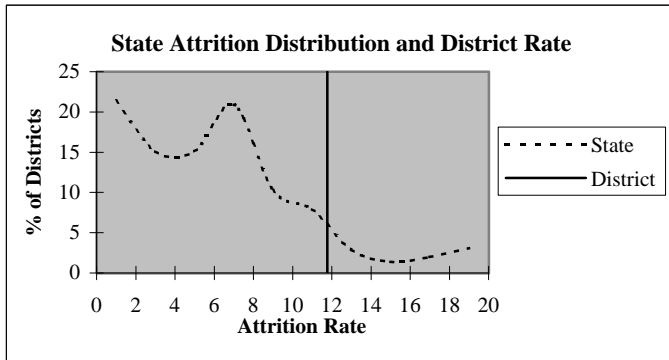




## District Report for: DRUMRIGHT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	46	46	51	51	55	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	37	43	46	45	84.8%	80.4%	84.3%	90.2%	81.8%
<b>Newly Hired</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>5</b>	<b>10</b>	<b>15.2%</b>	<b>19.6%</b>	<b>15.7%</b>	<b>9.8%</b>	<b>18.2%</b>
Transfers In	1	5	2	0	4	14.3%	55.6%	25.0%	0.0%	40.0%
Reentrants	3	2	2	3	2	42.9%	22.2%	25.0%	60.0%	20.0%
First Time Educators	3	2	4	2	4	42.9%	22.2%	50.0%	40.0%	40.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>19.6%</b>	<b>6.5%</b>	<b>9.8%</b>	<b>11.8%</b>	<b>-</b>
Transfers Out	1	1	1	1	-	11.1%	33.3%	20.0%	16.7%	-
Leave Oklahoma Educ.	8	2	4	5	-	88.9%	66.7%	80.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	19.6%	6.5%	9.8%	11.8%	-
Transfers In/Out	1.00	5.00	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	18	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	46

## District Report for: DRUMRIGHT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	4	4	4	6.5%	6.5%	8.0%	8.0%	7.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.3%	4.3%	4.0%	4.0%	3.8%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	41	41	44	44	47	89.1%	89.1%	88.0%	88.0%	88.7%
White - Females	29	30	32	33	34	70.7%	73.2%	72.7%	75.0%	72.3%
White - Males	12	11	12	11	12	29.3%	26.8%	27.3%	25.0%	25.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	9	9	7	6	6	22.0%	22.0%	15.9%	14.0%	13.3%
30-34	5	6	10	12	12	12.2%	14.6%	22.7%	27.9%	26.7%
35-39	6	6	3	2	3	14.6%	14.6%	6.8%	4.7%	6.7%
40-44	7	5	6	7	6	17.1%	12.2%	13.6%	16.3%	13.3%
45-49	7	11	11	8	7	17.1%	26.8%	25.0%	18.6%	15.6%
50-54	4	3	7	5	9	9.8%	7.3%	15.9%	11.6%	20.0%
55+	3	1	0	3	2	7.3%	2.4%	0.0%	7.0%	4.4%
<b>Average Age</b>	39.9	39.3	39.6	40.3	40.1					

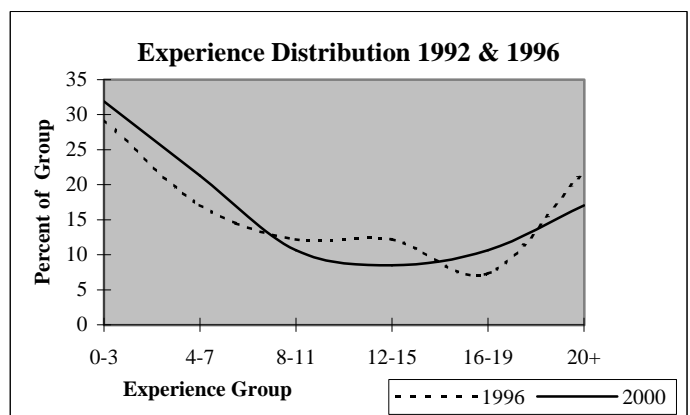
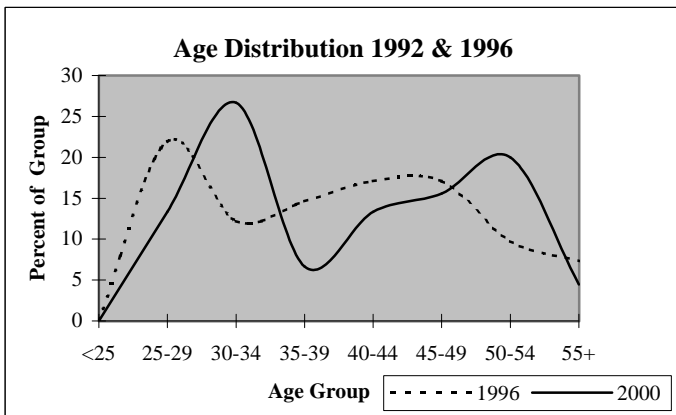
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	11	11	13	15	29.3%	26.8%	25.0%	29.5%	31.9%
4-7 Years	7	8	11	8	10	17.1%	19.5%	25.0%	18.2%	21.3%
8-11 Years	5	5	6	5	5	12.2%	12.2%	13.6%	11.4%	10.6%
12-15 Years	5	6	4	4	4	12.2%	14.6%	9.1%	9.1%	8.5%
16-19 Years	3	2	4	4	5	7.3%	4.9%	9.1%	9.1%	10.6%
20+ Years	9	9	8	10	8	22.0%	22.0%	18.2%	22.7%	17.0%
<b>Average Experience</b>	11.1	10.7	9.7	11.0	10.2					

## District Report for: DRUMRIGHT

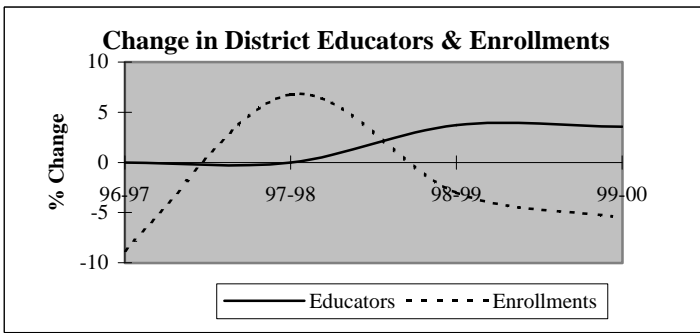
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	3	5	6	-	19.6%	6.5%	10.0%	12.0%	-
Attrition from Transfers	1	1	1	1	-	2.2%	2.2%	2.0%	2.0%	-
Attrition from Exits	8	2	4	5	-	17.4%	4.3%	8.0%	10.0%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>17.1%</b>	<b>7.3%</b>	<b>9.1%</b>	<b>11.4%</b>	<b>-</b>
Attrition from Transfers	1	1	1	1	-	2.4%	2.4%	2.3%	2.3%	-
Attrition from Exits	6	2	3	4	-	14.6%	4.9%	6.8%	9.1%	-
<b>District Retention</b>										
Educator Retention	37	43	45	44	-	80.4%	93.5%	90.0%	88.0%	-
Teacher Retention	34	38	40	39	-	82.9%	92.7%	90.9%	88.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	86.7%	6.7%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	93.3%	6.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	92.9%	0.0%	92.9%	85.2%	5.9%	91.1%
3 Years of Experience	91.7%	0.0%	91.7%	86.1%	5.6%	91.7%
4 Years of Experience	81.8%	18.2%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	0.0%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	4.3%	2.0%	4.0%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.8%	84.8%	88.0%	88.0%	90.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	13.0%	10.9%	10.0%	8.0%	7.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ARAPAHO

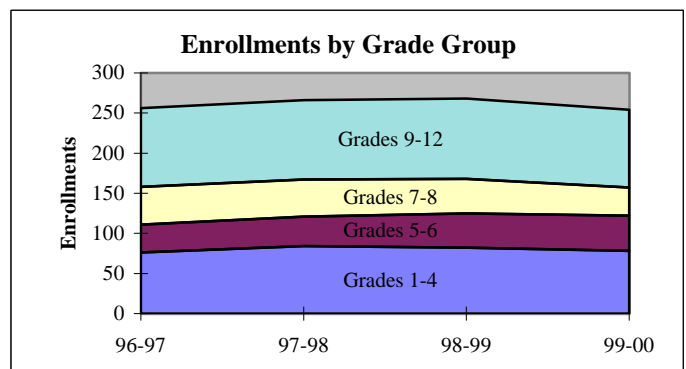
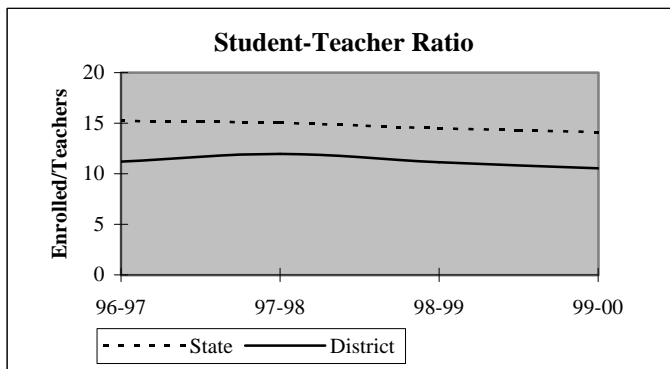


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	10.4	11.1	10.4	9.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	11.2	12.0	11.2	10.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	3.7%	3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	-27	19	-9	-16	-	-	-	-	-
% Change in Enrollments	-0.6%	-8.8%	6.8%	-3.0%	-5.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	3.7%	3.7%	10.7%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	7.4%	7.4%	7.1%	10.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.4%	7.4%	7.4%	7.1%	6.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	50.0%	50.0%	50.0%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.7%	0.0%	0.0%	0.0%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	42.6	43.9	44.6	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.9	15.2	16.0	15.8	15.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,830	29,107	30,709	30,808	30,017	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	4.0%	4.0%	3.8%	3.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.8%	72.0%	72.0%	80.8%	80.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.2%	4.0%	4.0%	3.8%	3.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.0%	9.6%	11.4%	12.2%	12.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	4	4	7	7	25.9%	14.8%	14.8%	25.0%	24.1%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	25.0%	0.0%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	18	18	14	16	63.0%	66.7%	66.7%	50.0%	55.2%
Attrition	0	1	2	0	0					
Attrition Rate	0.0%	5.6%	11.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	5	5	7	6	11.1%	18.5%	18.5%	25.0%	20.7%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	7	7	7	18.5%	18.5%	25.9%	25.0%	24.1%

## District Report for: ARAPAHO

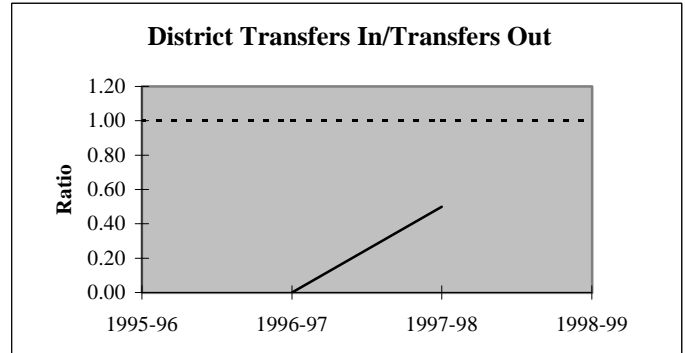
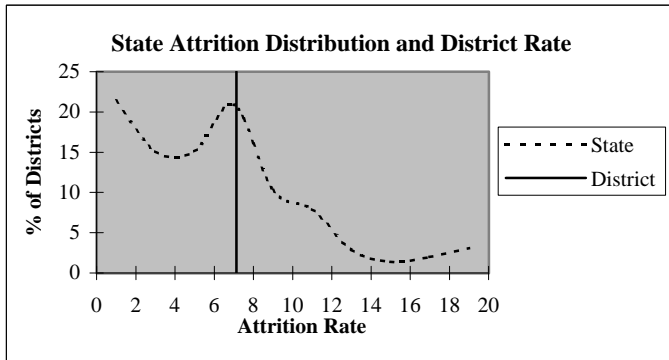
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	27	27	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	2	2	3	11.1%	7.4%	7.4%	7.1%	10.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	24	25	25	26	26	88.9%	92.6%	92.6%	92.9%	89.7%
Special Education	1	1	1	1	1	4.2%	4.0%	4.0%	3.8%	3.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	10	10	11	11	37.5%	40.0%	40.0%	42.3%	42.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	14	14	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	2	3	2	8.3%	12.0%	8.0%	11.5%	7.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	4.2%	4.0%	4.0%	3.8%	3.8%
Foreign Language	1	1	1	1	0	4.2%	4.0%	4.0%	3.8%	0.0%
Math	2	1	2	2	2	8.3%	4.0%	8.0%	7.7%	7.7%
<b>Science</b>	2	2	1	0	2	8.3%	8.0%	4.0%	0.0%	7.7%
Biology	0	1	0	0	1	0.0%	4.0%	0.0%	0.0%	3.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	0	1	8.3%	4.0%	4.0%	0.0%	3.8%
Vocational Education	4	4	4	3	2	16.7%	16.0%	16.0%	11.5%	7.7%
Other	2	2	3	4	5	8.3%	8.0%	12.0%	15.4%	19.2%
<b>Total Enrollments</b>	307	280	299	290	274	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	24	33	22	20	8.1%	8.6%	11.0%	7.6%	7.3%
Grades 1-4	87	76	84	82	78	28.3%	27.1%	28.1%	28.3%	28.5%
Grades 5-6	45	35	37	43	44	14.7%	12.5%	12.4%	14.8%	16.1%
Grades 7-8	52	47	46	43	35	16.9%	16.8%	15.4%	14.8%	12.8%
Grades 9-12	98	98	99	100	97	31.9%	35.0%	33.1%	34.5%	35.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ARAPAHO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	27	27	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	27	25	25	26	88.9%	100.0%	92.6%	89.3%	89.7%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>11.1%</b>	<b>0.0%</b>	<b>7.4%</b>	<b>10.7%</b>	<b>10.3%</b>
Transfers In	1	0	1	2	1	33.3%	0.0%	50.0%	66.7%	33.3%
Reentrants	1	0	1	1	1	33.3%	0.0%	50.0%	33.3%	33.3%
First Time Educators	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>7.4%</b>	<b>7.4%</b>	<b>7.1%</b>	<b>-</b>
Transfers Out	0	2	2	0	-	0.0%	100.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	2	-	0.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	7.4%	7.4%	7.1%	-
Transfers In/Out	nc	0.00	0.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	1
SWOSU, Weatherford	18	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	27

## District Report for: ARAPAHO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	2	2	3	11.1%	7.4%	7.4%	7.1%	10.3%
White - Females	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	33.3%
White - Males	1	1	1	1	1	33.3%	50.0%	50.0%	50.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	33.3%	50.0%	50.0%	50.0%	33.3%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	25	25	26	26	88.9%	92.6%	92.6%	92.9%	89.7%
White - Females	16	17	17	20	20	66.7%	68.0%	68.0%	76.9%	76.9%
White - Males	7	7	7	5	5	29.2%	28.0%	28.0%	19.2%	19.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	4.2%	4.0%	4.0%	3.8%	3.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	4.2%	4.0%	0.0%	0.0%	0.0%
25-29	1	1	2	2	2	4.2%	4.0%	8.0%	8.0%	8.0%
30-34	5	4	1	2	2	20.8%	16.0%	4.0%	8.0%	8.0%
35-39	4	5	8	5	5	16.7%	20.0%	32.0%	20.0%	20.0%
40-44	4	4	3	4	4	16.7%	16.0%	12.0%	16.0%	16.0%
45-49	3	2	3	4	4	12.5%	8.0%	12.0%	16.0%	16.0%
50-54	3	5	5	2	3	12.5%	20.0%	20.0%	8.0%	12.0%
55+	3	3	3	6	5	12.5%	12.0%	12.0%	24.0%	20.0%
<b>Average Age</b>	41.2	42.6	43.9	44.6	44.8					

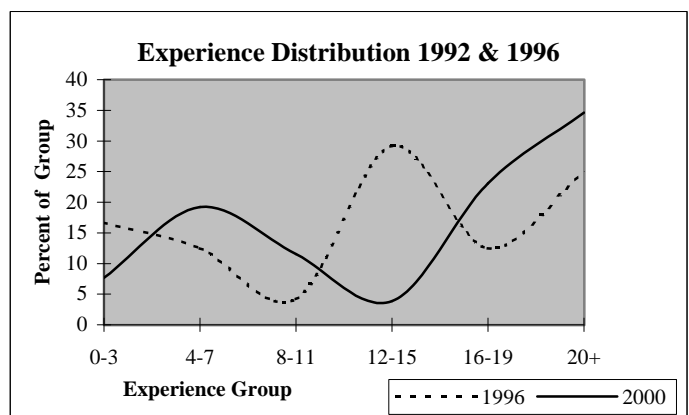
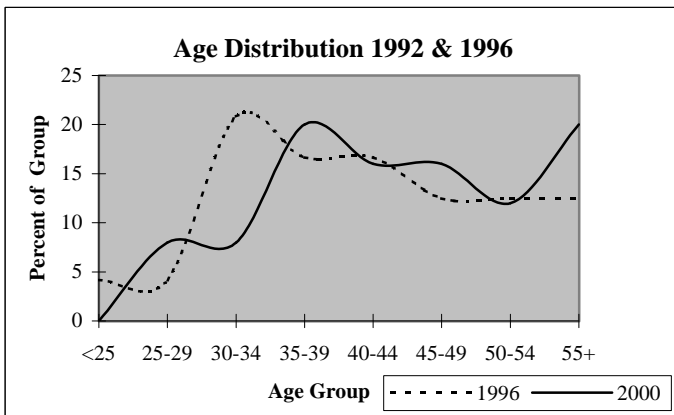
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	2	4	2	16.7%	16.0%	8.0%	15.4%	7.7%
4-7 Years	3	0	2	3	5	12.5%	0.0%	8.0%	11.5%	19.2%
8-11 Years	1	4	4	3	3	4.2%	16.0%	16.0%	11.5%	11.5%
12-15 Years	7	6	6	4	1	29.2%	24.0%	24.0%	15.4%	3.8%
16-19 Years	3	3	3	3	6	12.5%	12.0%	12.0%	11.5%	23.1%
20+ Years	6	8	8	9	9	25.0%	32.0%	32.0%	34.6%	34.6%
<b>Average Experience</b>	13.9	15.2	16.0	15.8	15.9					

## District Report for: ARAPAHO

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	2	-	0.0%	7.4%	7.4%	7.1%	-
Attrition from Transfers	0	2	2	0	-	0.0%	7.4%	7.4%	0.0%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	7.1%	-
Teacher Attrition	0	2	2	2	-	0.0%	8.0%	8.0%	7.7%	-
Attrition from Transfers	0	2	2	0	-	0.0%	8.0%	8.0%	0.0%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	7.7%	-
<b>District Retention</b>										
Educator Retention	27	25	25	26	-	100.0%	92.6%	92.6%	92.9%	-
Teacher Retention	24	23	23	24	-	100.0%	92.0%	92.0%	92.3%	-

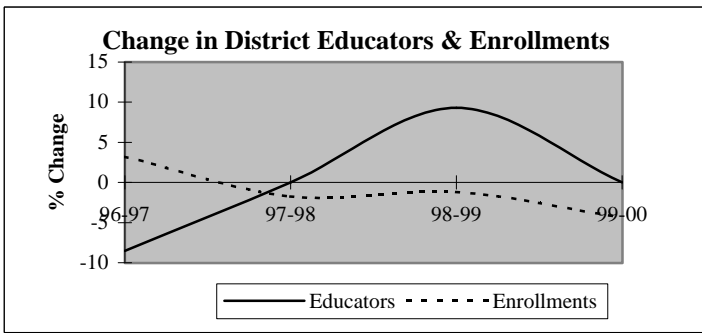
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	50.0%	0.0%	50.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.7%	0.0%	3.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.6%	96.3%	96.3%	92.9%	93.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.4%	0.0%	3.7%	3.6%	6.9%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: THOMAS-FAY-CUSTER UNIFIED DIST

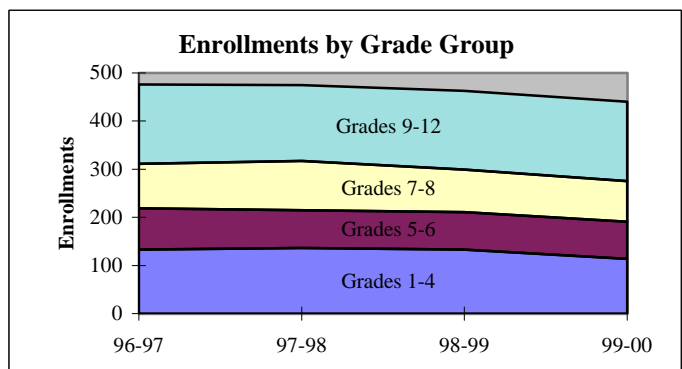
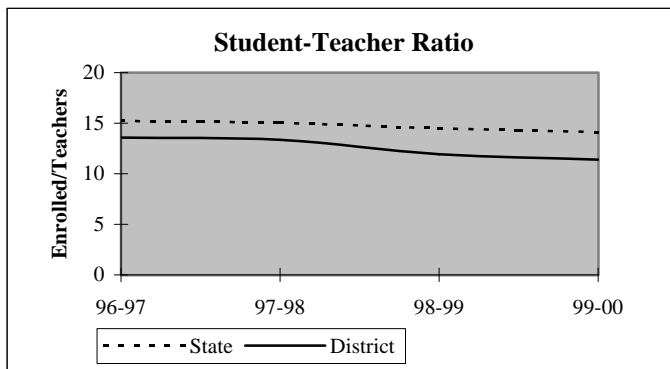


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	12.0	11.8	10.7	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	13.6	13.3	11.9	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-4	0	4	0	-	-	-	-	-
% Change in Educators	2.2%	-8.5%	0.0%	9.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-11	16	-9	-6	-22	-	-	-	-	-
% Change in Enrollments	-2.2%	3.2%	-1.7%	-1.2%	-4.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.1%	2.3%	0.0%	2.1%	2.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.4%	7.0%	7.0%	6.4%	6.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.4%	4.7%	4.7%	4.3%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.1%	2.3%	2.3%	2.1%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.6	44.9	41.7	41.0	42.0	42.3	42.5	42.7	43.0
Average Experience	15.6	16.3	17.5	14.5	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,546	31,024	32,719	32,219	31,840	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.9%	63.2%	65.8%	66.7%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.9%	7.9%	7.9%	7.1%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.2%	13.2%	12.8%	14.1%	11.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	6	10	11	21.3%	20.9%	14.0%	21.3%	23.4%
Attrition	2	1	0	1	0					
Attrition Rate	20.0%	11.1%	0.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	31	28	31	35	34	66.0%	65.1%	72.1%	74.5%	72.3%
Attrition	1	0	1	5	0					
Attrition Rate	3.2%	0.0%	3.2%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	6	6	2	2	12.8%	14.0%	14.0%	4.3%	4.3%
Attrition	3	0	4	1	0					
Attrition Rate	50.0%	0.0%	66.7%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	9	6	6	4	3	19.1%	14.0%	14.0%	8.5%	6.4%

## District Report for: THOMAS-FAY-CUSTER UNIFIED DIST

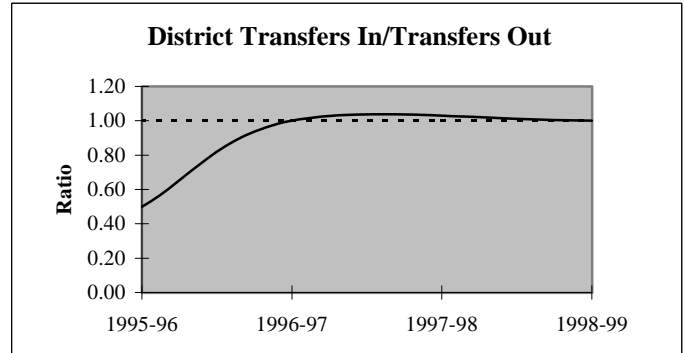
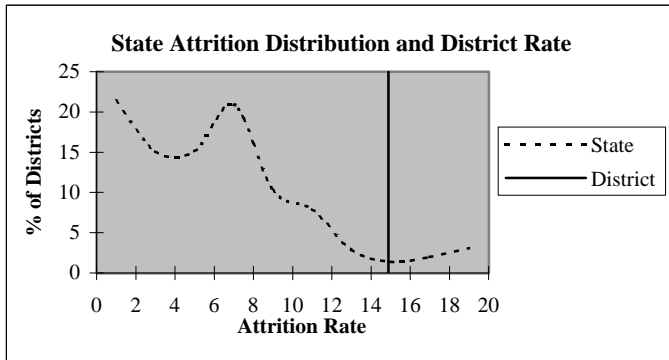
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	47	43	43	47	47	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	6.4%	7.0%	7.0%	6.4%	6.4%
Professional Staff	3	2	2	2	2	6.4%	4.7%	4.7%	4.3%	4.3%
<b>Total Teachers</b>	41	38	38	42	42	87.2%	88.4%	88.4%	89.4%	89.4%
Special Education	2	3	3	3	2	4.9%	7.9%	7.9%	7.1%	4.8%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	4.8%	4.8%
Elementary	17	15	15	16	18	41.5%	39.5%	39.5%	38.1%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	22	20	20	21	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	7.3%	7.9%	7.9%	7.1%	7.1%
Art & Music	3	2	2	2	2	7.3%	5.3%	5.3%	4.8%	4.8%
Social Studies	3	3	4	2	2	7.3%	7.9%	10.5%	4.8%	4.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	3	4	3	9.8%	7.9%	7.9%	9.5%	7.1%
<b>Science</b>	3	3	1	3	3	7.3%	7.9%	2.6%	7.1%	7.1%
Biology	2	2	1	2	2	4.9%	5.3%	2.6%	4.8%	4.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	1	2.4%	2.6%	0.0%	2.4%	2.4%
Vocational Education	5	5	4	5	5	12.2%	13.2%	10.5%	11.9%	11.9%
Other	1	1	3	2	2	2.4%	2.6%	7.9%	4.8%	4.8%
<b>Total Enrollments</b>	500	516	507	501	479	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	40	32	38	39	7.0%	7.8%	6.3%	7.6%	8.1%
Grades 1-4	133	133	136	133	114	26.6%	25.8%	26.8%	26.5%	23.8%
Grades 5-6	96	86	79	78	77	19.2%	16.7%	15.6%	15.6%	16.1%
Grades 7-8	76	92	102	88	84	15.2%	17.8%	20.1%	17.6%	17.5%
Grades 9-12	160	165	158	164	165	32.0%	32.0%	31.2%	32.7%	34.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: THOMAS-FAY-CUSTER UNIFIED DIST

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	47	43	43	47	47	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	45	41	42	38	40	95.7%	95.3%	97.7%	80.9%	85.1%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>7</b>	<b>4.3%</b>	<b>4.7%</b>	<b>2.3%</b>	<b>19.1%</b>	<b>14.9%</b>
Transfers In	1	1	1	2	4	50.0%	50.0%	100.0%	22.2%	57.1%
Reentrants	1	0	0	4	0	50.0%	0.0%	0.0%	44.4%	0.0%
First Time Educators	0	1	0	3	3	0.0%	50.0%	0.0%	33.3%	42.9%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>-</b>	<b>12.8%</b>	<b>2.3%</b>	<b>11.6%</b>	<b>14.9%</b>	<b>-</b>
Transfers Out	2	1	0	2	-	33.3%	100.0%	0.0%	28.6%	-
Leave Oklahoma Educ.	4	0	5	5	-	66.7%	0.0%	100.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	12.8%	2.3%	11.6%	14.9%	-
Transfers In/Out	0.50	1.00	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	40	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>47</b>

## District Report for: THOMAS-FAY-CUSTER UNIFIED DIST

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	6.4%	7.0%	7.0%	6.4%	6.4%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	2	2	6.4%	4.7%	4.7%	4.3%	4.3%
White - Females	3	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	41	38	38	42	42	87.2%	88.4%	88.4%	89.4%	89.4%
White - Females	27	24	25	28	30	65.9%	63.2%	65.8%	66.7%	71.4%
White - Males	14	14	13	14	12	34.1%	36.8%	34.2%	33.3%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	1	0.0%	2.6%	0.0%	0.0%	2.4%
25-29	4	1	0	4	4	9.8%	2.6%	0.0%	9.5%	9.5%
30-34	5	5	6	7	6	12.2%	13.2%	15.8%	16.7%	14.3%
35-39	4	4	2	2	4	9.8%	10.5%	5.3%	4.8%	9.5%
40-44	10	10	12	12	9	24.4%	26.3%	31.6%	28.6%	21.4%
45-49	9	8	8	10	13	22.0%	21.1%	21.1%	23.8%	31.0%
50-54	4	5	4	4	4	9.8%	13.2%	10.5%	9.5%	9.5%
55+	5	4	6	3	1	12.2%	10.5%	15.8%	7.1%	2.4%
<b>Average Age</b>	43.0	43.6	44.9	41.7	41.0					

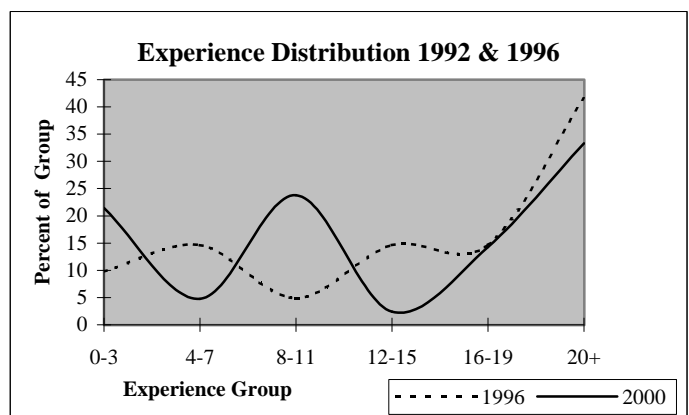
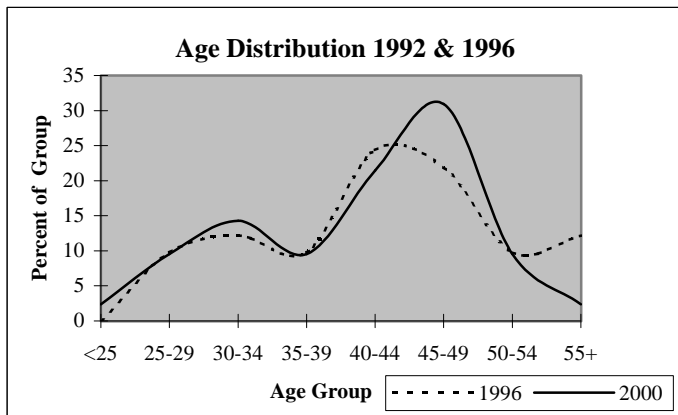
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	0	6	9	9.8%	5.3%	0.0%	14.3%	21.4%
4-7 Years	6	7	6	4	2	14.6%	18.4%	15.8%	9.5%	4.8%
8-11 Years	2	1	4	8	10	4.9%	2.6%	10.5%	19.0%	23.8%
12-15 Years	6	5	3	1	1	14.6%	13.2%	7.9%	2.4%	2.4%
16-19 Years	6	7	9	7	6	14.6%	18.4%	23.7%	16.7%	14.3%
20+ Years	17	16	16	16	14	41.5%	42.1%	42.1%	38.1%	33.3%
<b>Average Experience</b>	15.6	16.3	17.5	14.5	13.5					

## District Report for: THOMAS-FAY-CUSTER UNIFIED DIST

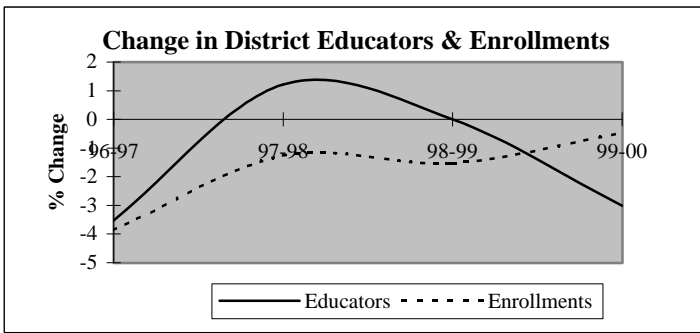
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	1	5	7	-	12.8%	2.3%	11.6%	14.9%	-
Attrition from Transfers	2	1	0	2	-	4.3%	2.3%	0.0%	4.3%	-
Attrition from Exits	4	0	5	5	-	8.5%	0.0%	11.6%	10.6%	-
<b>Teacher Attrition</b>	4	1	5	5	-	9.8%	2.6%	13.2%	11.9%	-
Attrition from Transfers	2	1	0	1	-	4.9%	2.6%	0.0%	2.4%	-
Attrition from Exits	2	0	5	4	-	4.9%	0.0%	13.2%	9.5%	-
<b>District Retention</b>										
Educator Retention	41	42	38	40	-	87.2%	97.7%	88.4%	85.1%	-
Teacher Retention	37	37	33	37	-	90.2%	97.4%	86.8%	88.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	50.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.3%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.6%	97.7%	100.0%	85.1%	91.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.1%	2.3%	0.0%	14.9%	6.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WEATHERFORD

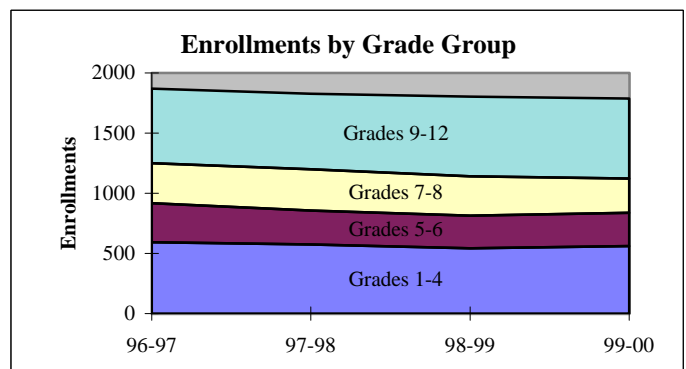
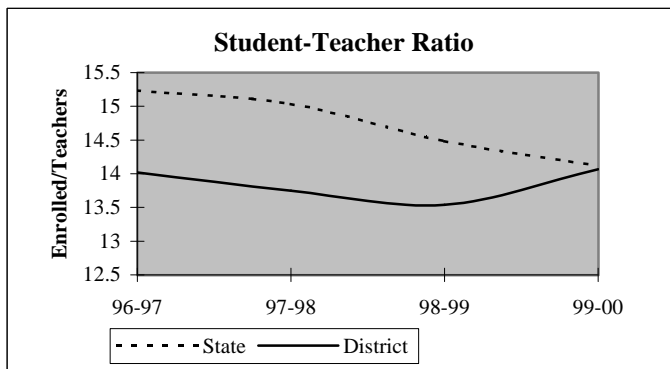


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.1	11.8	11.7	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	14.0	13.7	13.5	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-6	2	0	-5	-	-	-	-	-
% Change in Educators	1.2%	-3.5%	1.2%	0.0%	-3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-39	-80	-25	-30	-9	-	-	-	-	-
% Change in Enrollments	-1.8%	-3.9%	-1.3%	-1.5%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.9%	1.2%	2.4%	3.6%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.7%	4.9%	4.8%	4.8%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.8%	8.5%	9.0%	9.0%	9.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.4%	2.4%	3.0%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.2%	0.6%	0.6%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	42.9	43.5	43.7	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.6	13.4	13.4	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,316	29,303	29,733	29,908	30,210	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.7%	2.8%	2.8%	3.5%	3.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.6%	79.6%	79.0%	76.2%	75.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	9.2%	9.1%	8.4%	8.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.9%	12.6%	13.0%	13.2%	14.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	53	45	43	45	39	31.2%	27.4%	25.9%	27.1%	24.2%
Attrition	7	3	4	7	0					
Attrition Rate	13.2%	6.7%	9.3%	15.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	110	113	115	110	106	64.7%	68.9%	69.3%	66.3%	65.8%
Attrition	5	4	7	9	0					
Attrition Rate	4.5%	3.5%	6.1%	8.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	6	8	11	16	4.1%	3.7%	4.8%	6.6%	9.9%
Attrition	2	0	1	1	0					
Attrition Rate	28.6%	0.0%	12.5%	9.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	8	11	18	21	4.7%	4.9%	6.6%	10.8%	13.0%

## District Report for: WEATHERFORD

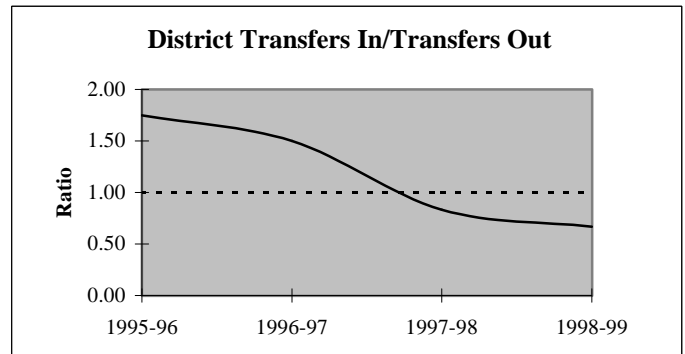
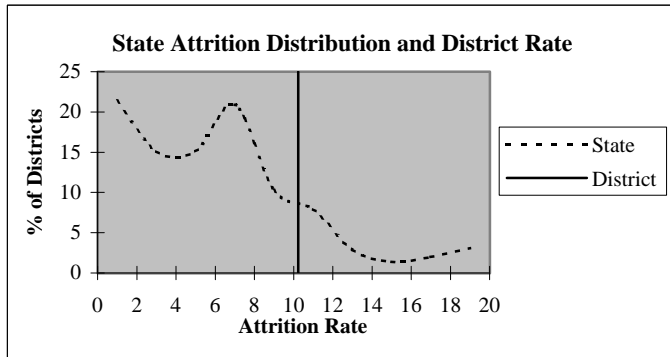
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	170	164	166	166	161	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	8	8	9	4.7%	4.9%	4.8%	4.8%	5.6%
Professional Staff	15	14	15	15	15	8.8%	8.5%	9.0%	9.0%	9.3%
<b>Total Teachers</b>	147	142	143	143	137	86.5%	86.6%	86.1%	86.1%	85.1%
Special Education	11	13	13	12	12	7.5%	9.2%	9.1%	8.4%	8.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	63	58	59	57	56	42.9%	40.8%	41.3%	39.9%	40.9%
<b>Middle School</b>	30	28	29	29	24	20.4%	19.7%	20.3%	20.3%	17.5%
Language Arts	7	6	6	7	4	4.8%	4.2%	4.2%	4.9%	2.9%
Art & Music	4	4	4	3	2	2.7%	2.8%	2.8%	2.1%	1.5%
Social Studies	5	5	7	5	5	3.4%	3.5%	4.9%	3.5%	3.6%
Foreign Language	2	2	2	2	2	1.4%	1.4%	1.4%	1.4%	1.5%
Math	5	4	4	5	5	3.4%	2.8%	2.8%	3.5%	3.6%
Science	4	5	5	4	5	2.7%	3.5%	3.5%	2.8%	3.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	2	1	3	1	2.0%	1.4%	0.7%	2.1%	0.7%
<b>High School (9-12)</b>	43	43	42	45	45	1075.0%	1075.0%	1050.0%	1500.0%	2250.0%
Language Arts	7	8	7	7	7	4.8%	5.6%	4.9%	4.9%	5.1%
Art & Music	3	3	3	3	3	2.0%	2.1%	2.1%	2.1%	2.2%
Social Studies	7	7	7	6	7	4.8%	4.9%	4.9%	4.2%	5.1%
Foreign Language	3	3	3	4	3	2.0%	2.1%	2.1%	2.8%	2.2%
Math	6	6	6	5	5	4.1%	4.2%	4.2%	3.5%	3.6%
<b>Science</b>	4	4	4	4	5	2.7%	2.8%	2.8%	2.8%	3.6%
Biology	2	2	2	2	2	1.4%	1.4%	1.4%	1.4%	1.5%
Chemistry	2	1	1	1	1	1.4%	0.7%	0.7%	0.7%	0.7%
Physics	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.7%
Other Science	0	1	1	1	1	0.0%	0.7%	0.7%	0.7%	0.7%
Vocational Education	9	10	10	10	10	6.1%	7.0%	7.0%	7.0%	7.3%
Other	4	2	2	6	5	2.7%	1.4%	1.4%	4.2%	3.6%
<b>Total Enrollments</b>	2,071	1,991	1,966	1,936	1,927	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	138	116	134	130	139	6.7%	5.8%	6.8%	6.7%	7.2%
Grades 1-4	635	593	574	542	560	30.7%	29.8%	29.2%	28.0%	29.1%
Grades 5-6	356	324	283	272	277	17.2%	16.3%	14.4%	14.0%	14.4%
Grades 7-8	353	332	342	327	286	17.0%	16.7%	17.4%	16.9%	14.8%
Grades 9-12	583	621	628	661	663	28.2%	31.2%	31.9%	34.1%	34.4%
Ungraded	6	5	5	4	2	0.3%	0.3%	0.3%	0.2%	0.1%



## District Report for: WEATHERFORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	170	164	166	166	161	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	157	156	157	154	149	92.4%	95.1%	94.6%	92.8%	92.5%
<b>Newly Hired</b>	<b>13</b>	<b>8</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>7.6%</b>	<b>4.9%</b>	<b>5.4%</b>	<b>7.2%</b>	<b>7.5%</b>
Transfers In	7	6	5	4	2	53.8%	75.0%	55.6%	33.3%	16.7%
Reentrants	1	0	2	3	7	7.7%	0.0%	22.2%	25.0%	58.3%
First Time Educators	5	2	2	5	3	38.5%	25.0%	22.2%	41.7%	25.0%
<b>Total Exiting Next Year</b>	<b>14</b>	<b>7</b>	<b>12</b>	<b>17</b>	<b>-</b>	<b>8.2%</b>	<b>4.3%</b>	<b>7.2%</b>	<b>10.2%</b>	<b>-</b>
Transfers Out	4	4	6	6	-	28.6%	57.1%	50.0%	35.3%	-
Leave Oklahoma Educ.	10	3	6	11	-	71.4%	42.9%	50.0%	64.7%	-

Dynamics Rates	District Rates				
District Attrition	8.2%	4.3%	7.2%	10.2%	-
Transfers In/Out	1.75	1.50	0.83	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	144	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	7
		<b>Total</b>	<b>170</b>



## District Report for: WEATHERFORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	8	8	8	9	4.7%	4.9%	4.8%	4.8%	5.6%
White - Females	2	2	1	1	2	25.0%	25.0%	12.5%	12.5%	22.2%
White - Males	6	6	7	7	7	75.0%	75.0%	87.5%	87.5%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	15	14	15	15	15	8.8%	8.5%	9.0%	9.0%	9.3%
White - Females	15	14	15	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	147	142	143	143	137	86.5%	86.6%	86.1%	86.1%	85.1%
White - Females	113	109	110	106	101	76.9%	76.8%	76.9%	74.1%	73.7%
White - Males	30	29	29	32	31	20.4%	20.4%	20.3%	22.4%	22.6%
Black - Females	1	1	0	0	0	0.7%	0.7%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.7%	0.7%
Other - Females	3	3	3	3	3	2.0%	2.1%	2.1%	2.1%	2.2%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.7%	0.7%	0.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	0.7%	0.0%	0.7%	0.7%	0.0%
25-29	14	12	14	17	9	9.7%	8.6%	9.9%	12.1%	6.7%
30-34	12	10	8	9	15	8.3%	7.2%	5.7%	6.4%	11.2%
35-39	28	26	22	20	14	19.3%	18.7%	15.6%	14.2%	10.4%
40-44	27	24	22	21	22	18.6%	17.3%	15.6%	14.9%	16.4%
45-49	35	32	34	31	26	24.1%	23.0%	24.1%	22.0%	19.4%
50-54	21	26	29	28	32	14.5%	18.7%	20.6%	19.9%	23.9%
55+	7	9	11	14	16	4.8%	6.5%	7.8%	9.9%	11.9%
<b>Average Age</b>	41.9	42.9	43.5	43.7	44.5					

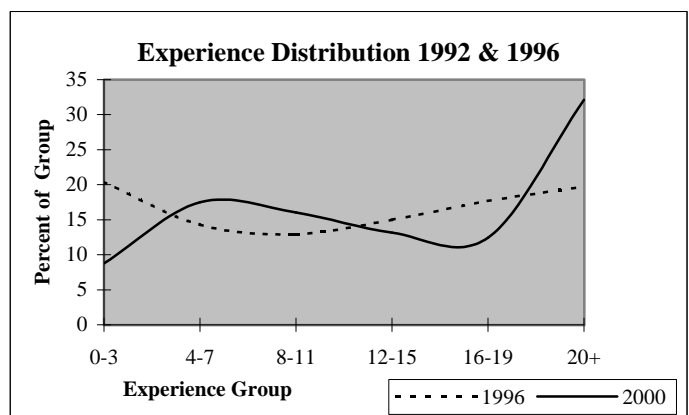
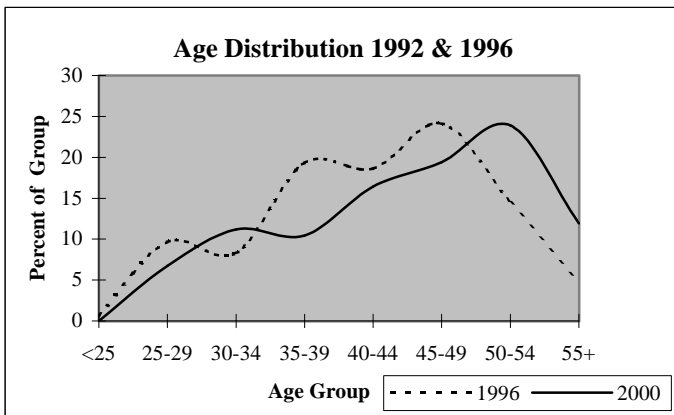
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	30	18	14	16	12	20.4%	12.7%	9.8%	11.2%	8.8%
4-7 Years	21	26	27	27	24	14.3%	18.3%	18.9%	18.9%	17.5%
8-11 Years	19	22	20	22	22	12.9%	15.5%	14.0%	15.4%	16.1%
12-15 Years	22	21	21	18	18	15.0%	14.8%	14.7%	12.6%	13.1%
16-19 Years	26	27	27	19	17	17.7%	19.0%	18.9%	13.3%	12.4%
20+ Years	29	28	34	41	44	19.7%	19.7%	23.8%	28.7%	32.1%
<b>Average Experience</b>	11.9	12.6	13.4	13.4	14.2					

## District Report for: WEATHERFORD

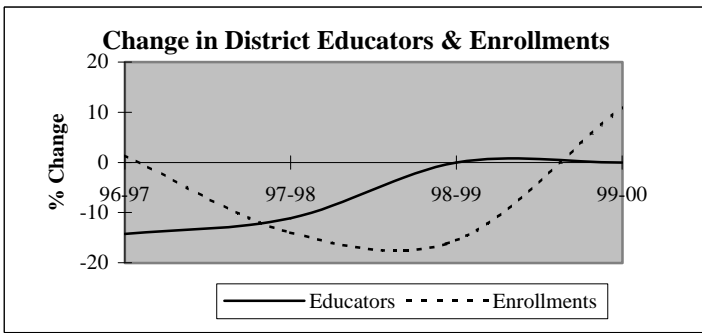
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	14	7	12	17	-	8.2%	4.3%	7.2%	10.2%	-
Attrition from Transfers	4	4	6	6	-	2.4%	2.4%	3.6%	3.6%	-
Attrition from Exits	10	3	6	11	-	5.9%	1.8%	3.6%	6.6%	-
<b>Teacher Attrition</b>	13	6	12	13	-	8.8%	4.2%	8.4%	9.1%	-
Attrition from Transfers	4	3	6	4	-	2.7%	2.1%	4.2%	2.8%	-
Attrition from Exits	9	3	6	9	-	6.1%	2.1%	4.2%	6.3%	-
<b>District Retention</b>										
Educator Retention	156	157	154	149	-	91.8%	95.7%	92.8%	89.8%	-
Teacher Retention	134	136	131	130	-	91.2%	95.8%	91.6%	90.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	14.3%	81.0%	78.2%	9.6%	87.8%
1 Year of Experience	78.3%	13.0%	91.3%	84.2%	6.9%	91.1%
2 Years of Experience	89.3%	3.6%	92.9%	85.2%	5.9%	91.1%
3 Years of Experience	88.6%	5.7%	94.3%	86.1%	5.6%	91.7%
4 Years of Experience	93.9%	6.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	93.8%	0.0%	93.8%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.2%	0.0%	0.0%	0.6%	0.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.3%	98.8%	97.6%	94.6%	93.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.5%	1.2%	2.4%	4.8%	6.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BUTLER

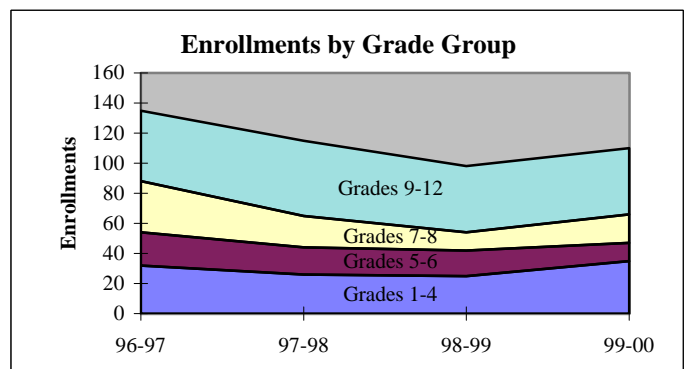
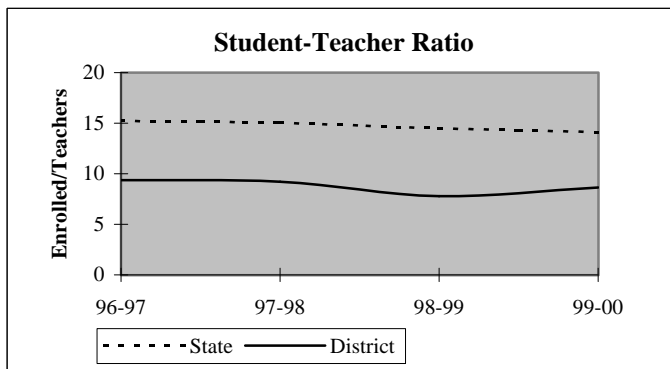


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.0	8.3	8.1	6.8	7.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.8	9.4	9.2	7.8	8.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-3	-2	0	0	-	-	-	-	-
% Change in Educators	10.5%	-14.3%	-11.1%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	2	-21	-20	12	-	-	-	-	-
% Change in Enrollments	2.1%	1.4%	-14.0%	-15.5%	11.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	19.0%	16.7%	6.3%	0.0%	18.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	5.6%	6.3%	6.3%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	5.6%	6.3%	6.3%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.5	38.0	40.0	42.0	47.2	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	6.9	6.7	7.4	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	24,111	25,256	26,839	28,520	27,268	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	62.5%	57.1%	64.3%	50.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	6.3%	7.1%	7.1%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.5%	10.0%	17.1%	12.8%	10.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	10	10	11	7	57.1%	55.6%	62.5%	68.8%	43.8%
Attrition	3	4	2	5	0					
Attrition Rate	25.0%	40.0%	20.0%	45.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	8	8	6	4	7	38.1%	44.4%	37.5%	25.0%	43.8%
Attrition	2	2	1	0	0					
Attrition Rate	25.0%	25.0%	16.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	1	2	4.8%	0.0%	0.0%	6.3%	12.5%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	0	1	1	2	9.5%	0.0%	6.3%	6.3%	12.5%

## District Report for: BUTLER

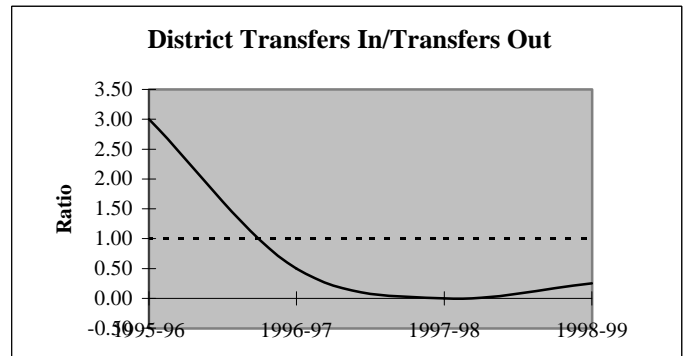
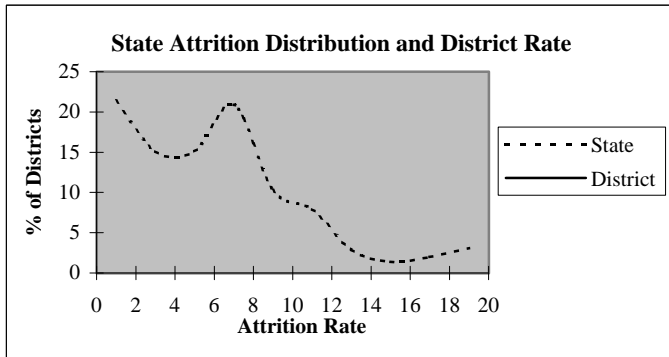
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	18	16	16	16	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.8%	5.6%	6.3%	6.3%	6.3%
Professional Staff	1	1	1	1	1	4.8%	5.6%	6.3%	6.3%	6.3%
<b>Total Teachers</b>	19	16	14	14	14	90.5%	88.9%	87.5%	87.5%	87.5%
Special Education	1	1	1	1	1	5.3%	6.3%	7.1%	7.1%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	6	5	6	5	42.1%	37.5%	35.7%	42.9%	35.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	8	7	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.3%	6.3%	7.1%	7.1%	7.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	1	5.3%	12.5%	7.1%	7.1%	7.1%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
Math	2	2	2	2	2	10.5%	12.5%	14.3%	14.3%	14.3%
<b>Science</b>	1	1	1	1	1	5.3%	6.3%	7.1%	7.1%	7.1%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	7.1%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	1	5.3%	6.3%	7.1%	0.0%	7.1%
Vocational Education	2	2	2	1	1	10.5%	12.5%	14.3%	7.1%	7.1%
Other	3	1	1	1	1	15.8%	6.3%	7.1%	7.1%	7.1%
<b>Total Enrollments</b>	148	150	129	109	121	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6	15	13	11	11	4.1%	10.0%	10.1%	10.1%	9.1%
Grades 1-4	39	32	26	25	35	26.4%	21.3%	20.2%	22.9%	28.9%
Grades 5-6	19	22	18	17	12	12.8%	14.7%	14.0%	15.6%	9.9%
Grades 7-8	36	34	21	12	19	24.3%	22.7%	16.3%	11.0%	15.7%
Grades 9-12	48	47	50	44	44	32.4%	31.3%	38.8%	40.4%	36.4%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.8%	0.0%	0.0%



## District Report for: BUTLER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	18	16	16	16	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	15	12	13	11	66.7%	83.3%	75.0%	81.3%	68.8%
<b>Newly Hired</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>33.3%</b>	<b>16.7%</b>	<b>25.0%</b>	<b>18.8%</b>	<b>31.3%</b>
Transfers In	3	1	0	1	2	42.9%	33.3%	0.0%	33.3%	40.0%
Reentrants	2	0	2	1	2	28.6%	0.0%	50.0%	33.3%	40.0%
First Time Educators	2	2	2	1	1	28.6%	66.7%	50.0%	33.3%	20.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>28.6%</b>	<b>33.3%</b>	<b>18.8%</b>	<b>31.3%</b>	<b>-</b>
Transfers Out	1	2	3	4	-	16.7%	33.3%	100.0%	80.0%	-
Leave Oklahoma Educ.	5	4	0	1	-	83.3%	66.7%	0.0%	20.0%	-

Dynamics Rates	District Rates				
District Attrition	28.6%	33.3%	18.8%	31.3%	-
Transfers In/Out	3.00	0.50	0.00	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	16	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: BUTLER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.8%	5.6%	6.3%	6.3%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.8%	5.6%	6.3%	6.3%	6.3%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	16	14	14	14	90.5%	88.9%	87.5%	87.5%	87.5%
White - Females	12	10	8	9	7	63.2%	62.5%	57.1%	64.3%	50.0%
White - Males	6	6	6	5	7	31.6%	37.5%	42.9%	35.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	5.3%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	5.3%	0.0%	7.7%	7.1%	0.0%
25-29	3	5	0	0	0	15.8%	31.3%	0.0%	0.0%	0.0%
30-34	2	1	3	3	1	10.5%	6.3%	23.1%	21.4%	7.7%
35-39	3	3	1	1	1	15.8%	18.8%	7.7%	7.1%	7.7%
40-44	4	4	4	3	2	21.1%	25.0%	30.8%	21.4%	15.4%
45-49	2	1	2	2	4	10.5%	6.3%	15.4%	14.3%	30.8%
50-54	4	2	2	4	2	21.1%	12.5%	15.4%	28.6%	15.4%
55+	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	23.1%
<b>Average Age</b>	39.5	38.0	40.0	42.0	47.2					

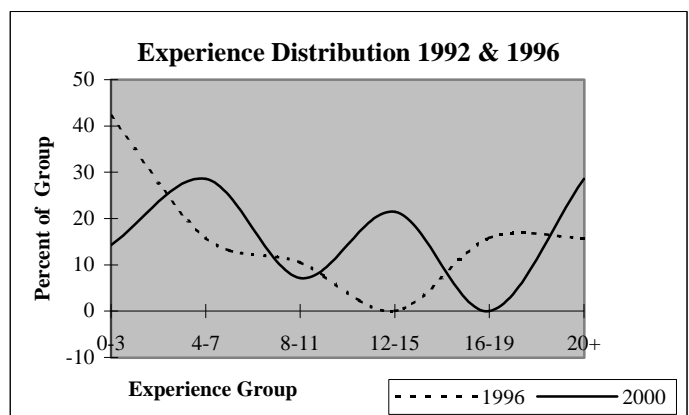
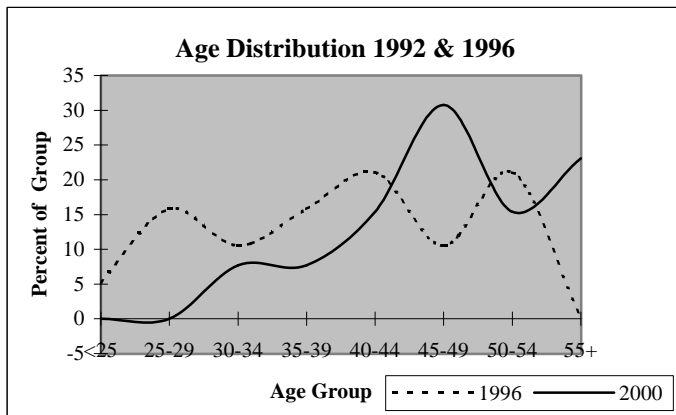
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	7	8	5	2	42.1%	43.8%	57.1%	35.7%	14.3%
4-7 Years	3	2	1	5	4	15.8%	12.5%	7.1%	35.7%	28.6%
8-11 Years	2	4	2	1	1	10.5%	25.0%	14.3%	7.1%	7.1%
12-15 Years	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	21.4%
16-19 Years	3	3	2	2	0	15.8%	18.8%	14.3%	14.3%	0.0%
20+ Years	3	0	1	1	4	15.8%	0.0%	7.1%	7.1%	28.6%
<b>Average Experience</b>	9.2	6.9	6.7	7.4	11.5					

## District Report for: BUTLER

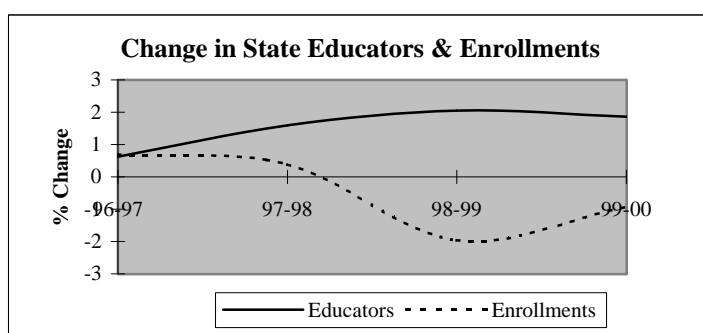
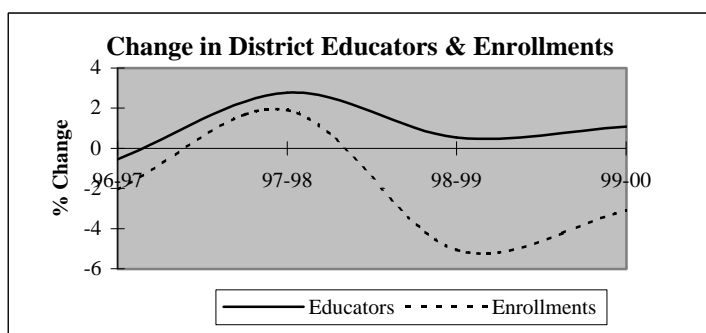
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	6	3	5	-	28.6%	33.3%	18.8%	31.3%	-
Attrition from Transfers	1	2	3	4	-	4.8%	11.1%	18.8%	25.0%	-
Attrition from Exits	5	4	0	1	-	23.8%	22.2%	0.0%	6.3%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>31.6%</b>	<b>37.5%</b>	<b>21.4%</b>	<b>35.7%</b>	<b>-</b>
Attrition from Transfers	1	2	3	4	-	5.3%	12.5%	21.4%	28.6%	-
Attrition from Exits	5	4	0	1	-	26.3%	25.0%	0.0%	7.1%	-
<b>District Retention</b>										
Educator Retention	15	12	13	11	-	71.4%	66.7%	81.3%	68.8%	-
Teacher Retention	13	10	11	9	-	68.4%	62.5%	78.6%	64.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	41.7%	33.3%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	0.0%	71.4%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	12.5%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.8%	0.0%	6.3%	6.3%	6.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	76.2%	88.9%	68.8%	81.3%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	19.0%	11.1%	25.0%	12.5%	18.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CLINTON



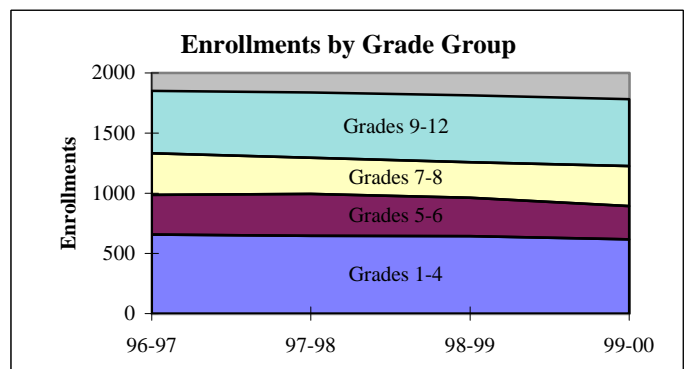
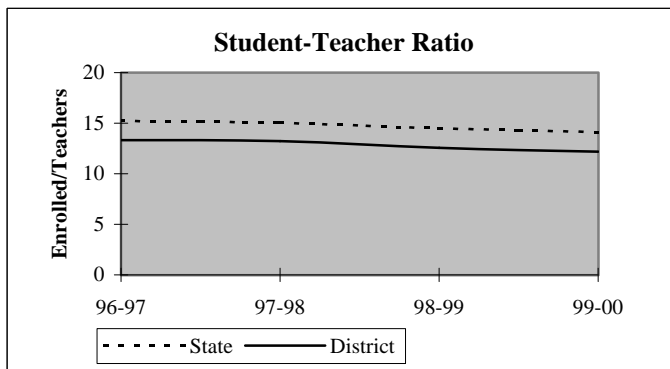
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	11.3	11.2	10.6	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.4	13.3	13.2	12.6	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	5	1	2	-	-	-	-	-
% Change in Educators	0.6%	-0.6%	2.8%	0.5%	1.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	40	-43	39	-105	-61	-	-	-	-	-
% Change in Enrollments	2.0%	-2.1%	1.9%	-5.1%	-3.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.4%	3.3%	5.4%	3.8%	3.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.6%	5.9%	5.9%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.4%	9.4%	9.2%	9.7%	10.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.9%	5.0%	5.4%	4.8%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	2.2%	2.2%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	41.1	41.2	42.2	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	11.3	11.2	12.1	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,258	28,188	28,447	29,265	29,383	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	5.9%	6.4%	5.7%	5.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.6%	80.4%	80.3%	81.5%	81.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.4%	8.5%	7.6%	7.6%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.0%	43.9%	44.3%	45.1%	46.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	62	62	65	62	60	34.3%	34.4%	35.1%	33.3%	31.9%
Attrition	4	9	6	6	0					
Attrition Rate	6.5%	14.5%	9.2%	9.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	106	107	110	105	110	58.6%	59.4%	59.5%	56.5%	58.5%
Attrition	10	6	3	3	0					
Attrition Rate	9.4%	5.6%	2.7%	2.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	14	12	11	20	18	7.7%	6.7%	5.9%	10.8%	9.6%
Attrition Rate	14.3%	16.7%	0.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	14	13	20	22	21	7.7%	7.2%	10.8%	11.8%	11.2%



## District Report for: CLINTON

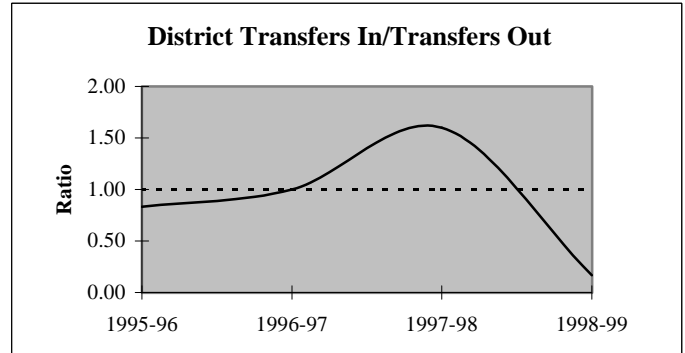
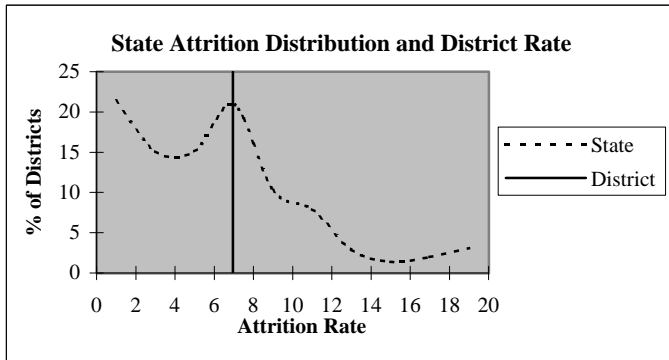
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	181	180	185	186	188	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	11	11	11	5.0%	5.6%	5.9%	5.9%	5.9%
Professional Staff	17	17	17	18	20	9.4%	9.4%	9.2%	9.7%	10.6%
<b>Total Teachers</b>	155	153	157	157	157	85.6%	85.0%	84.9%	84.4%	83.5%
Special Education	13	13	12	12	13	8.4%	8.5%	7.6%	7.6%	8.3%
Pre-K & Kindergarten	0	1	2	3	3	0.0%	0.7%	1.3%	1.9%	1.9%
Elementary	77	73	76	74	75	49.7%	47.7%	48.4%	47.1%	47.8%
<b>Middle School</b>	27	26	24	23	23	17.4%	17.0%	15.3%	14.6%	14.6%
Language Arts	4	5	4	4	4	2.6%	3.3%	2.5%	2.5%	2.5%
Art & Music	2	3	3	3	3	1.3%	2.0%	1.9%	1.9%	1.9%
Social Studies	5	5	4	4	4	3.2%	3.3%	2.5%	2.5%	2.5%
Foreign Language	1	1	0	1	2	0.6%	0.7%	0.0%	0.6%	1.3%
Math	4	4	5	5	3	2.6%	2.6%	3.2%	3.2%	1.9%
Science	3	3	4	3	3	1.9%	2.0%	2.5%	1.9%	1.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	8	5	4	3	4	5.2%	3.3%	2.5%	1.9%	2.5%
<b>High School (9-12)</b>	38	40	43	45	43	1900.0%	1333.3%	1433.3%	1500.0%	1433.3%
Language Arts	7	8	6	6	7	4.5%	5.2%	3.8%	3.8%	4.5%
Art & Music	3	2	2	3	3	1.9%	1.3%	1.3%	1.9%	1.9%
Social Studies	5	5	6	6	6	3.2%	3.3%	3.8%	3.8%	3.8%
Foreign Language	2	2	4	5	3	1.3%	1.3%	2.5%	3.2%	1.9%
Math	4	4	4	6	5	2.6%	2.6%	2.5%	3.8%	3.2%
<b>Science</b>	5	4	4	4	4	3.2%	2.6%	2.5%	2.5%	2.5%
Biology	1	1	2	1	2	0.6%	0.7%	1.3%	0.6%	1.3%
Chemistry	1	1	1	1	1	0.6%	0.7%	0.6%	0.6%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	2	1	2	1	1.9%	1.3%	0.6%	1.3%	0.6%
Vocational Education	9	8	9	8	9	5.8%	5.2%	5.7%	5.1%	5.7%
Other	3	7	8	7	6	1.9%	4.6%	5.1%	4.5%	3.8%
<b>Total Enrollments</b>	2,082	2,039	2,078	1,973	1,912	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	156	187	239	145	129	7.5%	9.2%	11.5%	7.3%	6.7%
Grades 1-4	721	657	647	644	618	34.6%	32.2%	31.1%	32.6%	32.3%
Grades 5-6	325	331	347	318	275	15.6%	16.2%	16.7%	16.1%	14.4%
Grades 7-8	335	344	300	297	334	16.1%	16.9%	14.4%	15.1%	17.5%
Grades 9-12	545	520	543	554	554	26.2%	25.5%	26.1%	28.1%	29.0%
Ungraded	0	0	2	15	2	0.0%	0.0%	0.1%	0.8%	0.1%



## District Report for: CLINTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	182	181	186	187	188	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	166	166	164	177	174	91.2%	91.7%	88.2%	94.7%	92.6%
<b>Newly Hired</b>	<b>16</b>	<b>15</b>	<b>22</b>	<b>10</b>	<b>14</b>	<b>8.8%</b>	<b>8.3%</b>	<b>11.8%</b>	<b>5.3%</b>	<b>7.4%</b>
Transfers In	5	5	8	1	5	31.3%	33.3%	36.4%	10.0%	35.7%
Reentrants	2	1	2	4	1	12.5%	6.7%	9.1%	40.0%	7.1%
First Time Educators	9	9	12	5	8	56.3%	60.0%	54.5%	50.0%	57.1%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>17</b>	<b>9</b>	<b>13</b>	<b>-</b>	<b>8.8%</b>	<b>9.4%</b>	<b>4.8%</b>	<b>7.0%</b>	<b>-</b>
Transfers Out	6	5	5	6	-	37.5%	29.4%	55.6%	46.2%	-
Leave Oklahoma Educ.	10	12	4	7	-	62.5%	70.6%	44.4%	53.8%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	9.4%	4.8%	7.0%	-
Transfers In/Out	0.83	1.00	1.60	0.17	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	8	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	8	OBU, Shawnee	4
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	3
SWOSU, Weatherford	138	Cameron, Lawton	2
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>181</b>

## District Report for: CLINTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	10	11	11	11	5.0%	5.6%	5.9%	5.9%	5.9%
White - Females	2	2	4	4	4	22.2%	20.0%	36.4%	36.4%	36.4%
White - Males	7	8	7	7	7	77.8%	80.0%	63.6%	63.6%	63.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	17	17	17	18	20	9.4%	9.4%	9.2%	9.7%	10.6%
White - Females	16	15	15	15	17	94.1%	88.2%	88.2%	83.3%	85.0%
White - Males	1	2	2	3	3	5.9%	11.8%	11.8%	16.7%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	155	153	157	157	157	85.6%	85.0%	84.9%	84.4%	83.5%
White - Females	122	118	121	123	124	78.7%	77.1%	77.1%	78.3%	79.0%
White - Males	26	26	26	25	24	16.8%	17.0%	16.6%	15.9%	15.3%
Black - Females	1	1	1	1	1	0.6%	0.7%	0.6%	0.6%	0.6%
Black - Males	2	2	2	2	2	1.3%	1.3%	1.3%	1.3%	1.3%
Other - Females	2	4	4	4	3	1.3%	2.6%	2.5%	2.5%	1.9%
Other - Males	2	2	3	2	3	1.3%	1.3%	1.9%	1.3%	1.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	2	0	1	0.0%	0.7%	1.3%	0.0%	0.6%
25-29	17	18	20	16	12	11.0%	11.8%	12.8%	10.3%	7.8%
30-34	24	23	22	22	19	15.5%	15.0%	14.1%	14.1%	12.3%
35-39	28	25	21	22	26	18.1%	16.3%	13.5%	14.1%	16.9%
40-44	37	29	27	27	28	23.9%	19.0%	17.3%	17.3%	18.2%
45-49	22	27	31	33	33	14.2%	17.6%	19.9%	21.2%	21.4%
50-54	16	19	22	22	19	10.3%	12.4%	14.1%	14.1%	12.3%
55+	11	11	11	14	16	7.1%	7.2%	7.1%	9.0%	10.4%
<b>Average Age</b>	40.9	41.1	41.2	42.2	42.8					

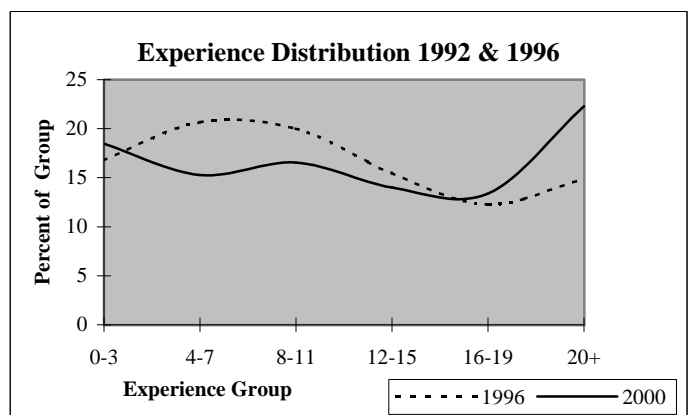
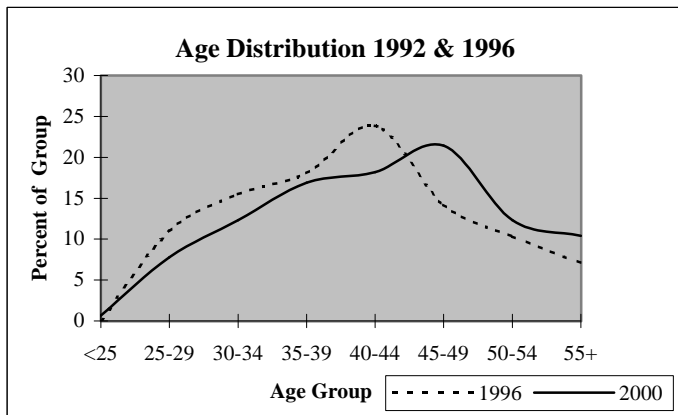
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	26	28	36	28	29	16.8%	18.3%	22.9%	17.8%	18.5%
4-7 Years	32	28	22	27	24	20.6%	18.3%	14.0%	17.2%	15.3%
8-11 Years	31	30	27	22	26	20.0%	19.6%	17.2%	14.0%	16.6%
12-15 Years	24	21	20	21	22	15.5%	13.7%	12.7%	13.4%	14.0%
16-19 Years	19	22	28	27	21	12.3%	14.4%	17.8%	17.2%	13.4%
20+ Years	23	24	24	32	35	14.8%	15.7%	15.3%	20.4%	22.3%
<b>Average Experience</b>	10.9	11.3	11.2	12.1	12.3					

## District Report for: CLINTON

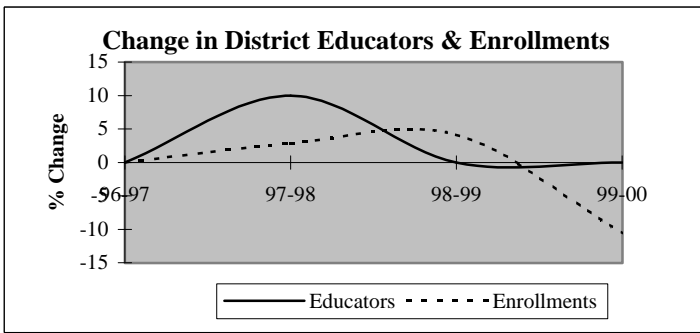
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	17	9	13	-	8.8%	9.4%	4.9%	7.0%	-
Attrition from Transfers	6	5	5	6	-	3.3%	2.8%	2.7%	3.2%	-
Attrition from Exits	10	12	4	7	-	5.5%	6.7%	2.2%	3.8%	-
<b>Teacher Attrition</b>	12	12	9	11	-	7.7%	7.8%	5.7%	7.0%	-
Attrition from Transfers	4	3	5	5	-	2.6%	2.0%	3.2%	3.2%	-
Attrition from Exits	8	9	4	6	-	5.2%	5.9%	2.5%	3.8%	-
<b>District Retention</b>										
Educator Retention	165	163	176	173	-	91.2%	90.6%	95.1%	93.0%	-
Teacher Retention	143	141	148	146	-	92.3%	92.2%	94.3%	93.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.6%	4.1%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	93.8%	6.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.6%	6.5%	87.1%	85.2%	5.9%	91.1%
3 Years of Experience	94.7%	2.6%	97.4%	86.1%	5.6%	91.7%
4 Years of Experience	94.4%	2.8%	97.2%	87.9%	4.7%	92.6%
5 Years of Experience	90.3%	9.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.7%	0.6%	1.6%	0.5%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.8%	94.4%	90.8%	94.1%	94.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.5%	1.1%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.5%	5.0%	7.0%	4.3%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CLEORA

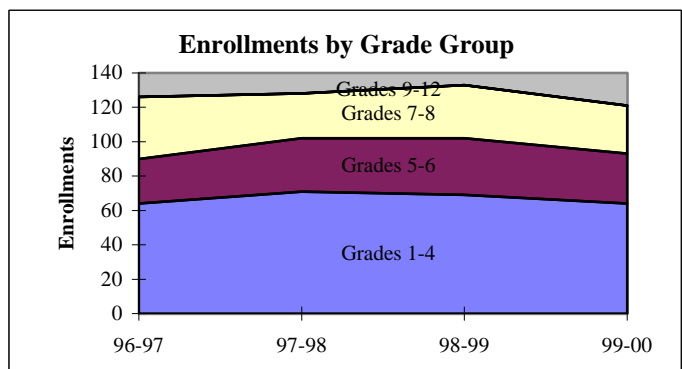
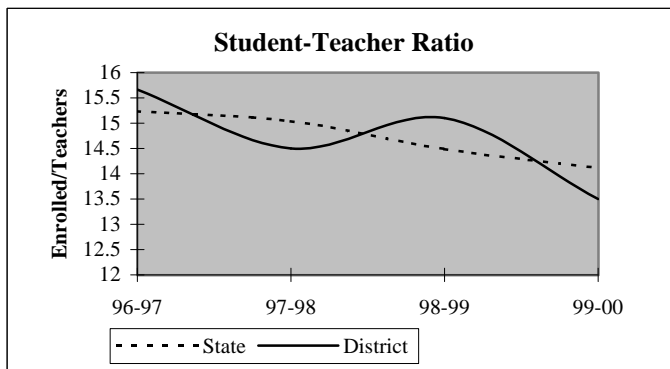


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.1	14.1	13.2	13.7	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.7	15.7	14.5	15.1	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	10.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	0	4	6	-16	-	-	-	-	-
% Change in Enrollments	8.5%	0.0%	2.8%	4.1%	-10.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	18.2%	9.1%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.0%	9.1%	9.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	30.0%	30.0%	27.3%	18.2%	18.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	39.0	38.7	40.3	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	11.9	11.9	12.5	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,854	30,059	27,584	29,150	29,151	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	33.3%	33.3%	30.0%	20.0%	20.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	55.6%	55.6%	60.0%	70.0%	70.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	10.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.4%	41.8%	44.1%	51.0%	48.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	3	4	3	3	40.0%	30.0%	36.4%	27.3%	27.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	5	6	5	6	6	50.0%	60.0%	45.5%	54.5%	54.5%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	1	1	2	2	2	10.0%	10.0%	18.2%	18.2%	18.2%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	2	2	2	2	10.0%	20.0%	18.2%	18.2%	18.2%

## District Report for: CLEORA

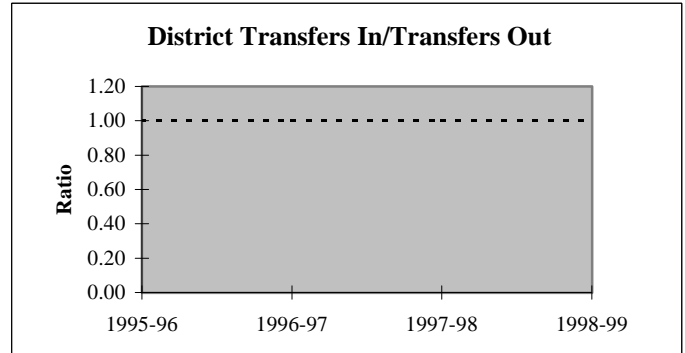
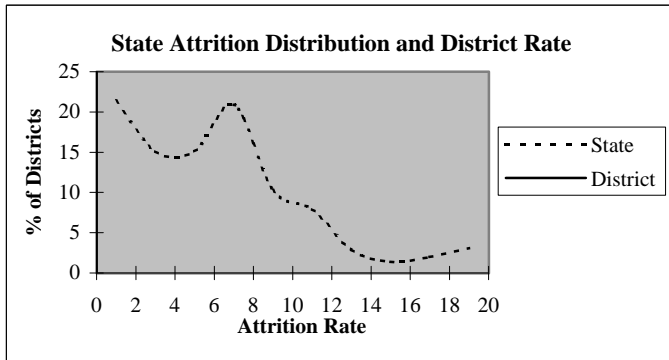
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	10	11	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	10.0%	9.1%	9.1%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	9	10	10	10	90.0%	90.0%	90.9%	90.9%	90.9%
Special Education	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	10	9	9	100.0%	100.0%	100.0%	90.0%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	141	141	145	151	135	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	15	17	18	14	10.6%	10.6%	11.7%	11.9%	10.4%
Grades 1-4	66	64	71	69	64	46.8%	45.4%	49.0%	45.7%	47.4%
Grades 5-6	30	26	31	33	29	21.3%	18.4%	21.4%	21.9%	21.5%
Grades 7-8	30	36	26	31	28	21.3%	25.5%	17.9%	20.5%	20.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CLEORA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	10	11	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	10	10	10	11	80.0%	100.0%	90.9%	90.9%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>20.0%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>0.0%</b>
Transfers In	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
Reentrants	1	0	0	1	0	50.0%	0.0%	0.0%	100.0%	0.0%
First Time Educators	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	9.1%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	6	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	10

## District Report for: CLEORA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	10.0%	9.1%	9.1%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	9	10	10	10	90.0%	90.0%	90.9%	90.9%	90.9%
White - Females	4	4	5	6	6	44.4%	44.4%	50.0%	60.0%	60.0%
White - Males	2	2	2	2	2	22.2%	22.2%	20.0%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	11.1%	11.1%	10.0%	10.0%	10.0%
Other - Males	2	2	2	1	1	22.2%	22.2%	20.0%	10.0%	10.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	3	2	1	22.2%	22.2%	30.0%	20.0%	10.0%
30-34	1	0	0	1	2	11.1%	0.0%	0.0%	10.0%	20.0%
35-39	3	4	3	3	3	33.3%	44.4%	30.0%	30.0%	30.0%
40-44	0	0	1	1	1	0.0%	0.0%	10.0%	10.0%	10.0%
45-49	1	1	1	1	1	11.1%	11.1%	10.0%	10.0%	10.0%
50-54	2	2	2	0	0	22.2%	22.2%	20.0%	0.0%	0.0%
55+	0	0	0	2	2	0.0%	0.0%	0.0%	20.0%	20.0%
<b>Average Age</b>	38.0	39.0	38.7	40.3	41.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	3	2	0	22.2%	22.2%	30.0%	20.0%	0.0%
4-7 Years	2	1	1	1	3	22.2%	11.1%	10.0%	10.0%	30.0%
8-11 Years	3	2	2	3	2	33.3%	22.2%	20.0%	30.0%	20.0%
12-15 Years	0	2	2	2	3	0.0%	22.2%	20.0%	20.0%	30.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	2	2	2	2	22.2%	22.2%	20.0%	20.0%	20.0%
<b>Average Experience</b>	10.9	11.9	11.9	12.5	13.4					

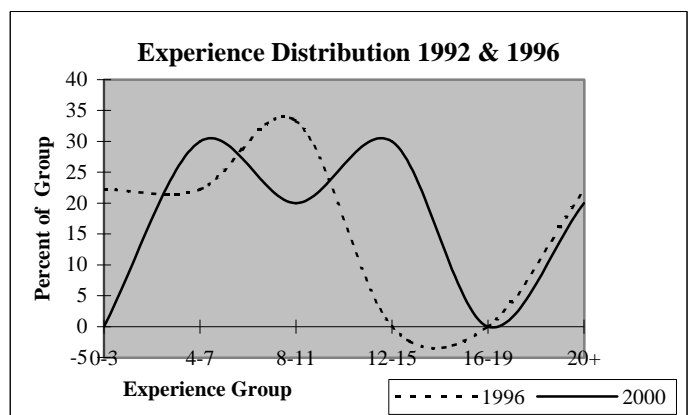
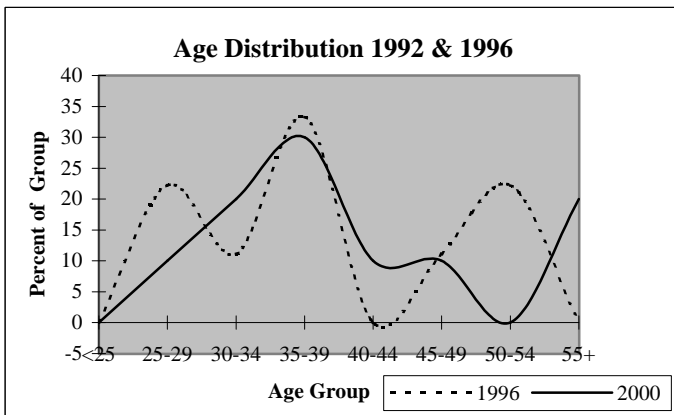


## District Report for: CLEORA

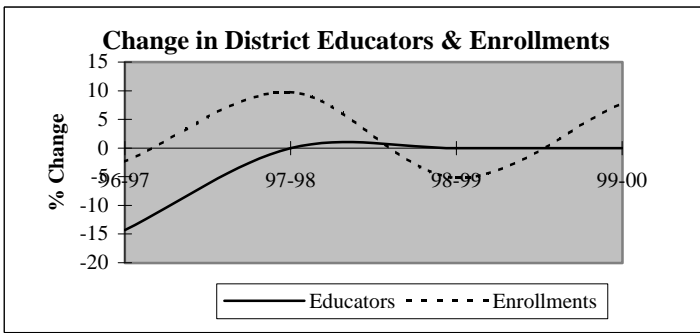
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	0	-	0.0%	0.0%	9.1%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	9.1%	0.0%	-
Teacher Attrition	0	0	1	0	-	0.0%	0.0%	10.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	10.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	10	10	10	11	-	100.0%	100.0%	90.9%	100.0%	-
Teacher Retention	9	9	9	10	-	100.0%	100.0%	90.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	9.1%	9.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	100.0%	100.0%	81.8%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	0.0%	0.0%	9.1%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LEACH

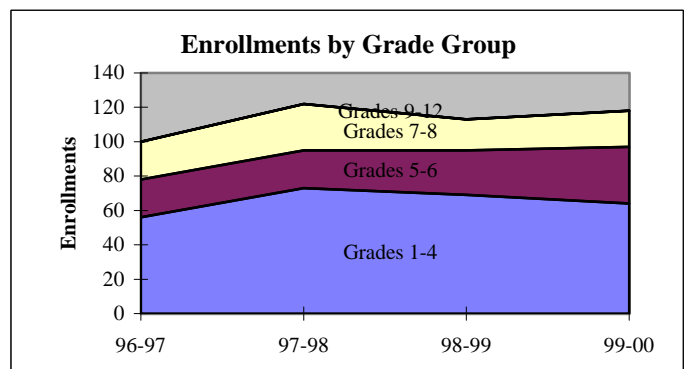
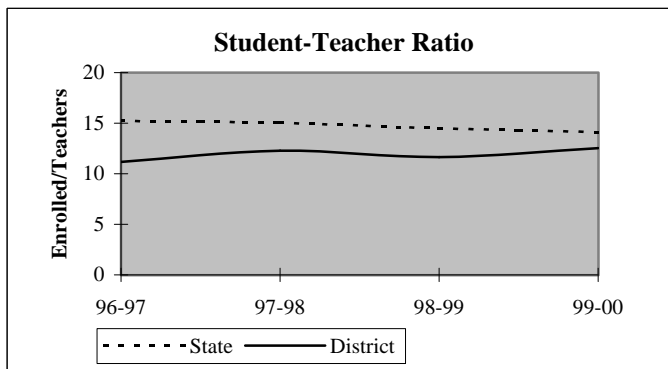


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.0	10.3	11.3	10.7	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.7	11.2	12.3	11.6	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	-14.3%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	-3	12	-7	10	-	-	-	-	-
% Change in Enrollments	-6.0%	-2.4%	9.8%	-5.2%	7.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	8.3%	8.3%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	8.3%	8.3%	8.3%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	21.4%	33.3%	33.3%	33.3%	25.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	41.3	42.3	42.6	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	15.2	15.1	16.1	16.8	16.8	12.1	12.3	12.3	12.2	12.2
Average Salary	27,662	27,422	29,303	30,692	30,528	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	15.4%	27.3%	27.3%	27.3%	18.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	92.3%	90.9%	90.9%	90.9%	90.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	9.1%	9.1%	9.1%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	57.1%	56.9%	65.2%	67.1%	73.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	4	4	4	4	35.7%	33.3%	33.3%	33.3%	33.3%
Attrition	1	0	1	0	0					
Attrition Rate	20.0%	0.0%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	7	6	5	5	64.3%	58.3%	50.0%	41.7%	41.7%
Attrition	2	0	0	1	0					
Attrition Rate	22.2%	0.0%	0.0%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	2	3	3	0.0%	8.3%	16.7%	25.0%	25.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	3	4	14.3%	16.7%	25.0%	25.0%	33.3%

## District Report for: LEACH

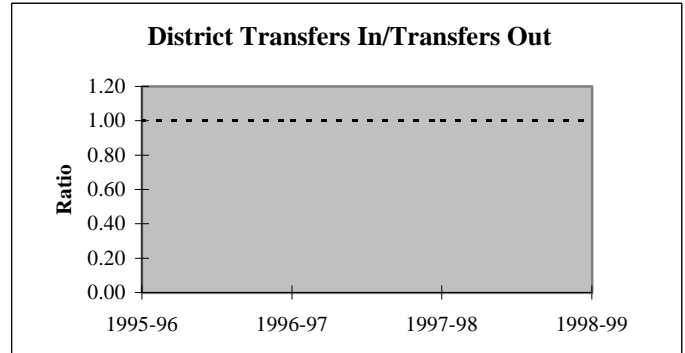
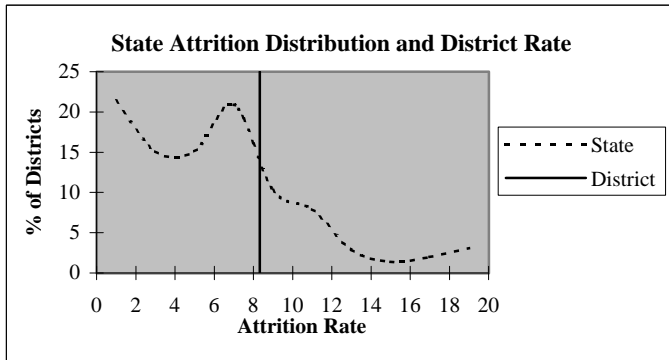
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	12	12	12	12	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	8.3%	8.3%	8.3%	8.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	13	11	11	11	11	92.9%	91.7%	91.7%	91.7%	91.7%
Special Education	1	1	1	1	1	7.7%	9.1%	9.1%	9.1%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	10	10	10	10	92.3%	90.9%	90.9%	90.9%	90.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	126	123	135	128	138	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	23	13	15	20	12.7%	18.7%	9.6%	11.7%	14.5%
Grades 1-4	59	56	73	69	64	46.8%	45.5%	54.1%	53.9%	46.4%
Grades 5-6	26	22	22	26	33	20.6%	17.9%	16.3%	20.3%	23.9%
Grades 7-8	25	22	27	18	21	19.8%	17.9%	20.0%	14.1%	15.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LEACH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	12	12	12	12	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	11	12	11	11	100.0%	91.7%	100.0%	91.7%	91.7%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>8.3%</b>
Transfers In	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>21.4%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	3	0	0	1	-	100.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	21.4%	0.0%	8.3%	8.3%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	14

## District Report for: LEACH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	8.3%	8.3%	8.3%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	11	11	11	11	92.9%	91.7%	91.7%	91.7%	91.7%
White - Females	10	8	8	8	9	76.9%	72.7%	72.7%	72.7%	81.8%
White - Males	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	1	15.4%	18.2%	18.2%	18.2%	9.1%
Other - Males	0	1	1	1	1	0.0%	9.1%	9.1%	9.1%	9.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	1	1	0	15.4%	9.1%	9.1%	9.1%	0.0%
30-34	2	2	2	3	4	15.4%	18.2%	18.2%	27.3%	36.4%
35-39	2	2	1	0	1	15.4%	18.2%	9.1%	0.0%	9.1%
40-44	1	1	2	2	0	7.7%	9.1%	18.2%	18.2%	0.0%
45-49	3	3	2	1	2	23.1%	27.3%	18.2%	9.1%	18.2%
50-54	2	1	2	3	3	15.4%	9.1%	18.2%	27.3%	27.3%
55+	1	1	1	1	1	7.7%	9.1%	9.1%	9.1%	9.1%
<b>Average Age</b>	40.8	41.3	42.3	42.6	43.2					

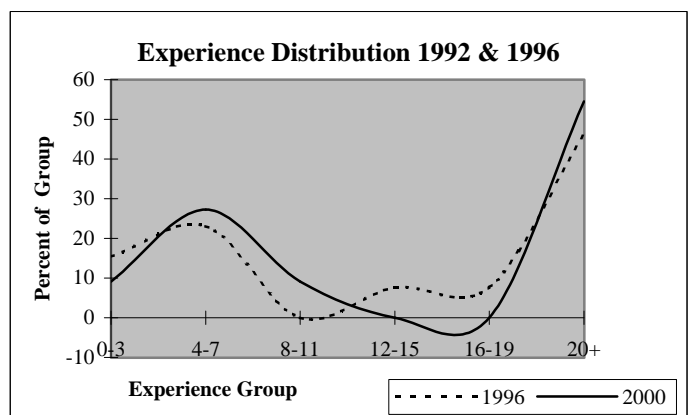
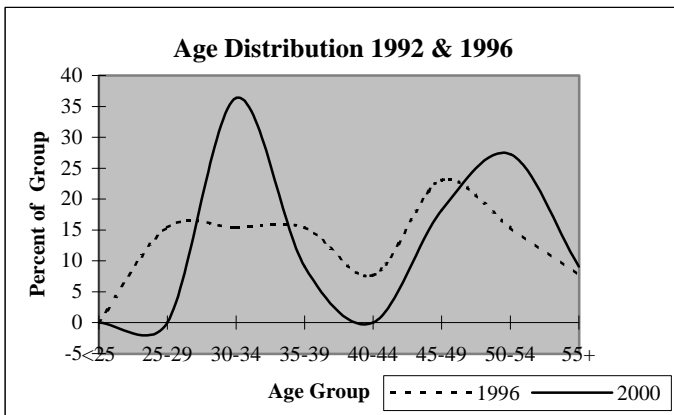
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	1	1	15.4%	9.1%	9.1%	9.1%	9.1%
4-7 Years	3	3	3	3	3	23.1%	27.3%	27.3%	27.3%	27.3%
8-11 Years	0	1	1	1	1	0.0%	9.1%	9.1%	9.1%	9.1%
12-15 Years	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	1	0	0	0	7.7%	9.1%	0.0%	0.0%	0.0%
20+ Years	6	5	6	6	6	46.2%	45.5%	54.5%	54.5%	54.5%
<b>Average Experience</b>	15.2	15.1	16.1	16.8	16.8					

## District Report for: LEACH

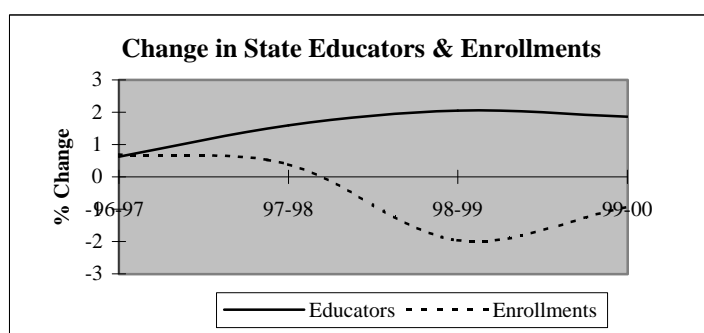
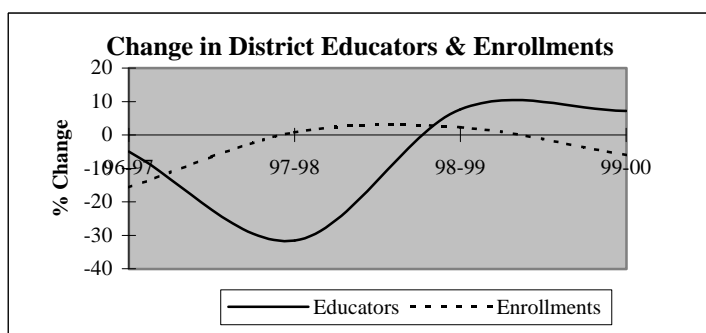
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	1	1	-	21.4%	0.0%	8.3%	8.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	8.3%	0.0%	-
Attrition from Exits	3	0	0	1	-	21.4%	0.0%	0.0%	8.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>23.1%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>-</b>
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	9.1%	0.0%	-
Attrition from Exits	3	0	0	1	-	23.1%	0.0%	0.0%	9.1%	-
<b>District Retention</b>										
Educator Retention	11	12	11	11	-	78.6%	100.0%	91.7%	91.7%	-
Teacher Retention	10	11	10	10	-	76.9%	100.0%	90.9%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	8.3%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	91.7%	100.0%	91.7%	91.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	7.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	8.3%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KENWOOD

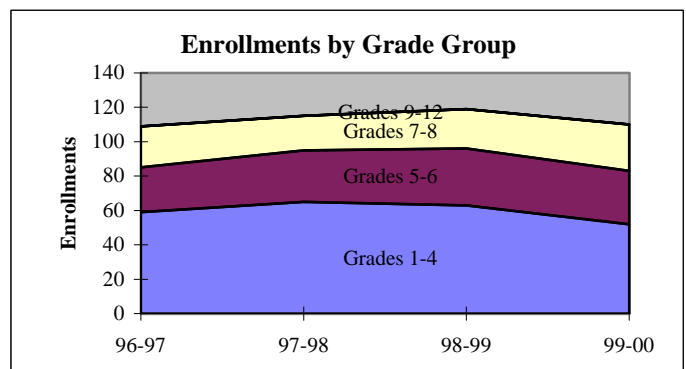
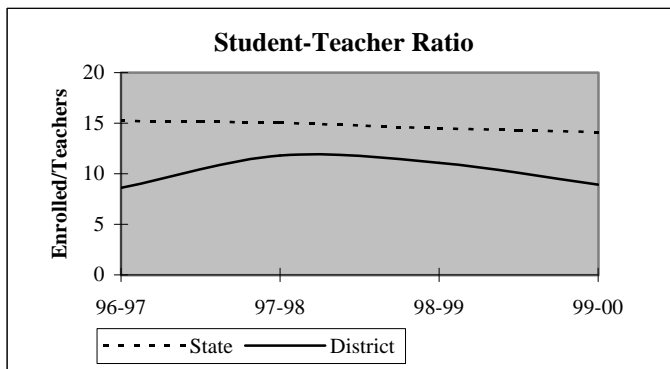


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.7	6.8	10.0	9.5	8.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.6	8.6	11.8	11.1	8.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	-1	-6	1	1	-	-	-	-	-
% Change in Educators	-16.7%	-5.0%	-31.6%	7.7%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	-24	1	3	-8	-	-	-	-	-
% Change in Enrollments	-1.9%	-15.7%	0.8%	2.3%	-6.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	0.0%	0.0%	14.3%	13.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.5%	7.7%	14.3%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	10.5%	7.7%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	55.0%	47.4%	61.5%	50.0%	60.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	50.0%	0.0%	50.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	15.0%	15.8%	7.7%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.1	39.6	44.4	43.2	47.0	42.0	42.3	42.5	42.7	43.0
Average Experience	8.1	9.5	13.4	11.5	15.7	12.1	12.3	12.3	12.2	12.2
Average Salary	26,867	29,551	31,019	29,101	30,874	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	50.0%	46.7%	63.6%	50.0%	57.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.5%	86.7%	81.8%	83.3%	64.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.5%	13.3%	9.1%	8.3%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	96.7%	96.1%	98.5%	99.2%	100.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	12	4	4	3	60.0%	63.2%	30.8%	28.6%	20.0%
Attrition	1	6	1	1	0					
Attrition Rate	8.3%	50.0%	25.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	5	7	9	10	30.0%	26.3%	53.8%	64.3%	66.7%
Attrition	1	0	0	0	0					
Attrition Rate	16.7%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	1	2	10.0%	10.5%	15.4%	7.1%	13.3%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	1	2	10.0%	10.5%	15.4%	7.1%	13.3%

## District Report for: KENWOOD

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	19	13	14	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	1	2	1	10.0%	10.5%	7.7%	14.3%	6.7%
Professional Staff	2	2	1	0	0	10.0%	10.5%	7.7%	0.0%	0.0%
<b>Total Teachers</b>	16	15	11	12	14	80.0%	78.9%	84.6%	85.7%	93.3%
Special Education	2	2	1	1	1	12.5%	13.3%	9.1%	8.3%	7.1%
Pre-K & Kindergarten	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
Elementary	13	13	10	11	13	81.3%	86.7%	90.9%	91.7%	92.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	153	129	130	133	125	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	20	15	14	15	20.3%	15.5%	11.5%	10.5%	12.0%
Grades 1-4	62	59	65	63	52	40.5%	45.7%	50.0%	47.4%	41.6%
Grades 5-6	27	26	30	33	31	17.6%	20.2%	23.1%	24.8%	24.8%
Grades 7-8	33	24	20	23	27	21.6%	18.6%	15.4%	17.3%	21.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

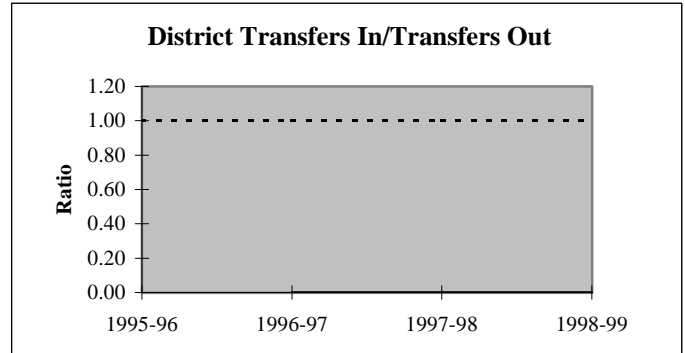
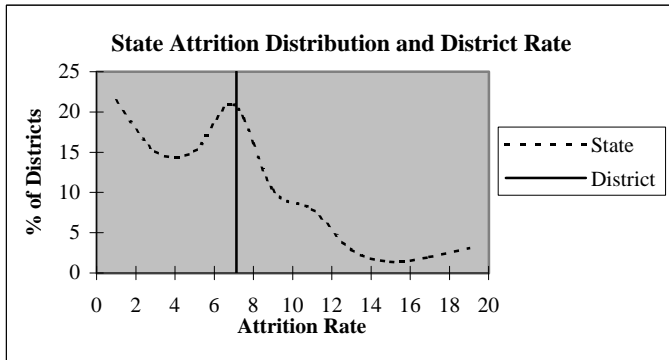




## District Report for: KENWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	19	13	14	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	18	13	10	13	70.0%	94.7%	100.0%	71.4%	86.7%
<b>Newly Hired</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>30.0%</b>	<b>5.3%</b>	<b>0.0%</b>	<b>28.6%</b>	<b>13.3%</b>
Transfers In	2	0	0	0	2	33.3%	0.0%	0.0%	0.0%	100.0%
Reentrants	2	1	0	2	0	33.3%	100.0%	0.0%	50.0%	0.0%
First Time Educators	2	0	0	2	0	33.3%	0.0%	0.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>10.0%</b>	<b>31.6%</b>	<b>23.1%</b>	<b>7.1%</b>	<b>-</b>
Transfers Out	0	3	1	1	-	0.0%	50.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	2	3	2	0	-	100.0%	50.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	31.6%	23.1%	7.1%	-
Transfers In/Out	nc	0.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	20

## District Report for: KENWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	1	2	1	10.0%	10.5%	7.7%	14.3%	6.7%
White - Females	1	1	1	0	0	50.0%	50.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	100.0%
<b>Professional Staff</b>	2	2	1	0	0	10.0%	10.5%	7.7%	0.0%	0.0%
White - Females	0	1	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	0	0	100.0%	50.0%	100.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	15	11	12	14	80.0%	78.9%	84.6%	85.7%	93.3%
White - Females	7	7	3	4	3	43.8%	46.7%	27.3%	33.3%	21.4%
White - Males	1	1	1	2	3	6.3%	6.7%	9.1%	16.7%	21.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	7	6	6	6	6	43.8%	40.0%	54.5%	50.0%	42.9%
Other - Males	1	1	1	0	2	6.3%	6.7%	9.1%	0.0%	14.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	3	0	1	1	25.0%	20.0%	0.0%	8.3%	7.1%
30-34	1	1	1	1	0	6.3%	6.7%	9.1%	8.3%	0.0%
35-39	3	3	2	2	2	18.8%	20.0%	18.2%	16.7%	14.3%
40-44	4	3	2	1	1	25.0%	20.0%	18.2%	8.3%	7.1%
45-49	3	4	5	5	4	18.8%	26.7%	45.5%	41.7%	28.6%
50-54	0	0	0	1	3	0.0%	0.0%	0.0%	8.3%	21.4%
55+	1	1	1	1	3	6.3%	6.7%	9.1%	8.3%	21.4%
<b>Average Age</b>	38.1	39.6	44.4	43.2	47.0					

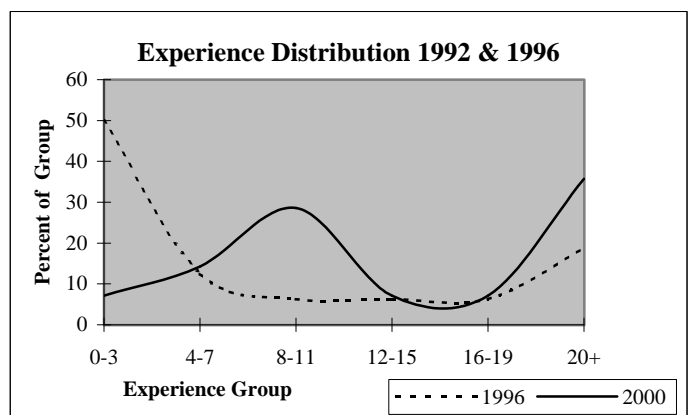
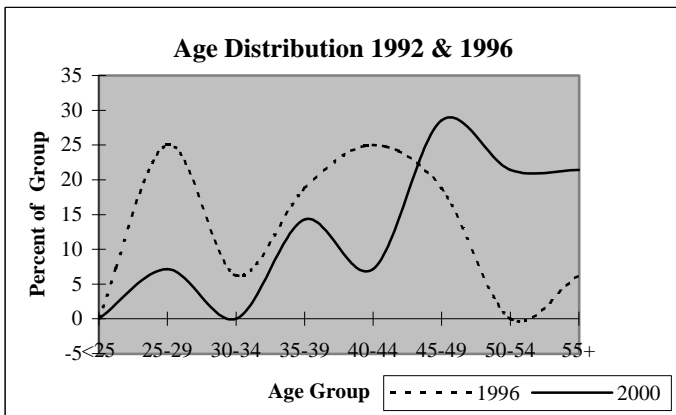
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	5	2	2	1	50.0%	33.3%	18.2%	16.7%	7.1%
4-7 Years	2	4	2	2	2	12.5%	26.7%	18.2%	16.7%	14.3%
8-11 Years	1	0	1	3	4	6.3%	0.0%	9.1%	25.0%	28.6%
12-15 Years	1	2	1	1	1	6.3%	13.3%	9.1%	8.3%	7.1%
16-19 Years	1	1	2	1	1	6.3%	6.7%	18.2%	8.3%	7.1%
20+ Years	3	3	3	3	5	18.8%	20.0%	27.3%	25.0%	35.7%
<b>Average Experience</b>	8.1	9.5	13.4	11.5	15.7					

## District Report for: KENWOOD

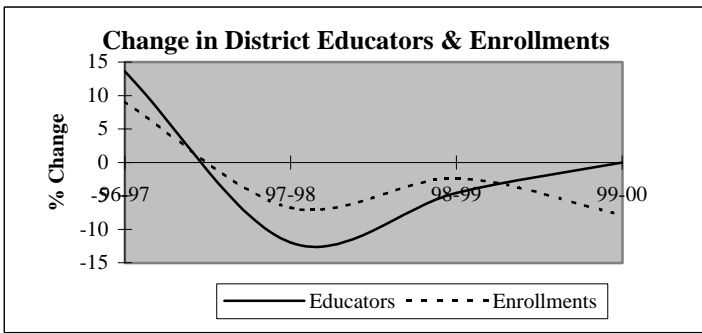
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	6	3	1	-	10.0%	31.6%	23.1%	7.1%	-
Attrition from Transfers	0	3	1	1	-	0.0%	15.8%	7.7%	7.1%	-
Attrition from Exits	2	3	2	0	-	10.0%	15.8%	15.4%	0.0%	-
<b>Teacher Attrition</b>	1	4	2	1	-	6.3%	26.7%	18.2%	8.3%	-
Attrition from Transfers	0	2	0	1	-	0.0%	13.3%	0.0%	8.3%	-
Attrition from Exits	1	2	2	0	-	6.3%	13.3%	18.2%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	13	10	13	-	90.0%	68.4%	76.9%	92.9%	-
Teacher Retention	15	11	9	11	-	93.8%	73.3%	81.8%	91.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	20.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	10.5%	0.0%	0.0%	13.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	84.2%	92.3%	71.4%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	5.3%	7.7%	28.6%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOSELEY

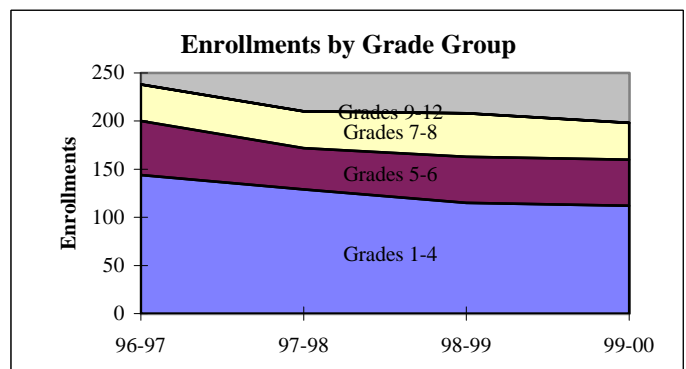
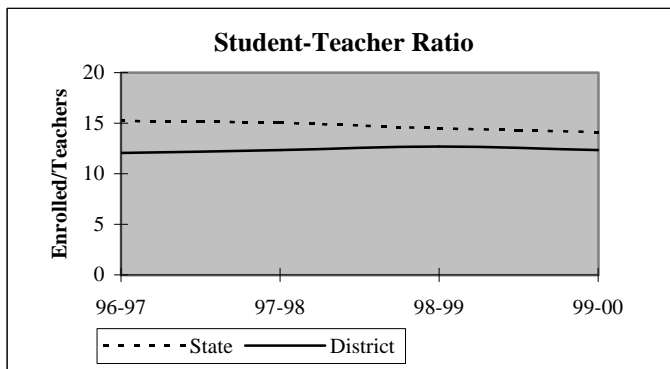


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.6	11.2	11.5	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	12.0	12.4	12.7	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	3	-3	-1	0	-	-	-	-	-
% Change in Educators	0.0%	13.6%	-12.0%	-4.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	22	-18	-6	-19	-	-	-	-	-
% Change in Enrollments	2.1%	9.1%	-6.8%	-2.4%	-7.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.5%	4.0%	13.6%	9.5%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	4.0%	4.5%	4.8%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	8.0%	4.5%	4.8%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	27.3%	32.0%	27.3%	23.8%	23.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	100.0%	100.0%	100.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	4.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	44.2	45.5	46.5	46.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	13.0	13.7	15.5	15.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,407	28,984	29,531	31,781	31,734	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	27.8%	27.3%	25.0%	21.1%	27.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.9%	86.4%	85.0%	89.5%	88.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	13.6%	10.0%	10.5%	11.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.8%	17.0%	22.3%	21.6%	22.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	5	5	7	22.7%	24.0%	22.7%	23.8%	33.3%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	16.7%	0.0%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	15	18	16	15	11	68.2%	72.0%	72.7%	71.4%	52.4%
Attrition	0	4	2	2	0					
Attrition Rate	0.0%	22.2%	12.5%	13.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	1	1	3	9.1%	4.0%	4.5%	4.8%	14.3%
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	2	1	1	3	3	9.1%	4.0%	4.5%	14.3%	14.3%

## District Report for: MOSELEY

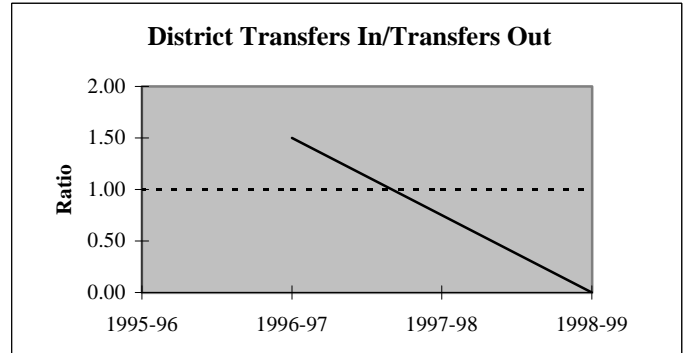
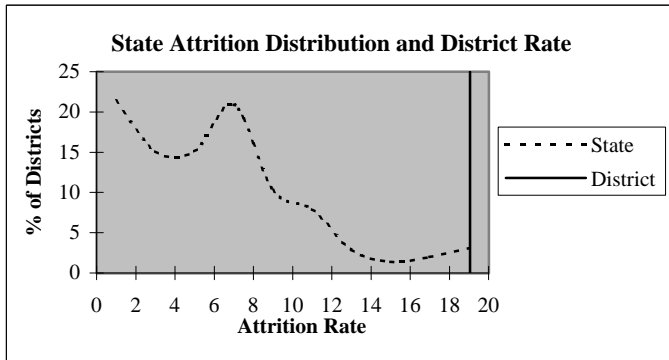
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	25	22	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	1	9.1%	4.0%	4.5%	4.8%	4.8%
Professional Staff	2	2	1	1	2	9.1%	8.0%	4.5%	4.8%	9.5%
<b>Total Teachers</b>	18	22	20	19	18	81.8%	88.0%	90.9%	90.5%	85.7%
Special Education	1	3	2	2	2	5.6%	13.6%	10.0%	10.5%	11.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	19	18	17	16	94.4%	86.4%	90.0%	89.5%	88.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	243	265	247	241	222	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	27	36	31	21	14.4%	10.2%	14.6%	12.9%	9.5%
Grades 1-4	122	144	129	115	112	50.2%	54.3%	52.2%	47.7%	50.5%
Grades 5-6	37	56	43	48	48	15.2%	21.1%	17.4%	19.9%	21.6%
Grades 7-8	47	38	38	45	38	19.3%	14.3%	15.4%	18.7%	17.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	0	1	2	3	0.8%	0.0%	0.4%	0.8%	1.4%



## District Report for: MOSELEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	25	22	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	21	20	20	17	90.9%	84.0%	90.9%	95.2%	81.0%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>9.1%</b>	<b>16.0%</b>	<b>9.1%</b>	<b>4.8%</b>	<b>19.0%</b>
Transfers In	0	3	1	0	0	0.0%	75.0%	50.0%	0.0%	0.0%
Reentrants	1	1	0	1	0	50.0%	25.0%	0.0%	100.0%	0.0%
First Time Educators	1	0	1	0	4	50.0%	0.0%	50.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>4.5%</b>	<b>20.0%</b>	<b>9.1%</b>	<b>19.0%</b>	<b>-</b>
Transfers Out	0	2	0	2	-	0.0%	40.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	1	3	2	2	-	100.0%	60.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	4.5%	20.0%	9.1%	19.0%	-
Transfers In/Out	nc	1.50	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>22</b>

## District Report for: MOSELEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	1	9.1%	4.0%	4.5%	4.8%	4.8%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	2	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	0	0.0%	100.0%	100.0%	100.0%	0.0%
<b>Professional Staff</b>	2	2	1	1	2	9.1%	8.0%	4.5%	4.8%	9.5%
White - Females	1	1	1	1	2	50.0%	50.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	22	20	19	18	81.8%	88.0%	90.9%	90.5%	85.7%
White - Females	12	14	13	13	11	66.7%	63.6%	65.0%	68.4%	61.1%
White - Males	1	2	2	2	2	5.6%	9.1%	10.0%	10.5%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	5	4	4	5	22.2%	22.7%	20.0%	21.1%	27.8%
Other - Males	1	1	1	0	0	5.6%	4.5%	5.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
25-29	1	1	1	1	0	5.6%	4.5%	5.0%	5.3%	0.0%
30-34	0	1	1	1	1	0.0%	4.5%	5.0%	5.3%	5.9%
35-39	4	3	2	1	0	22.2%	13.6%	10.0%	5.3%	0.0%
40-44	6	7	4	3	3	33.3%	31.8%	20.0%	15.8%	17.6%
45-49	3	5	7	7	7	16.7%	22.7%	35.0%	36.8%	41.2%
50-54	2	2	1	3	2	11.1%	9.1%	5.0%	15.8%	11.8%
55+	2	3	4	3	3	11.1%	13.6%	20.0%	15.8%	17.6%
<b>Average Age</b>	43.7	44.2	45.5	46.5	46.9					

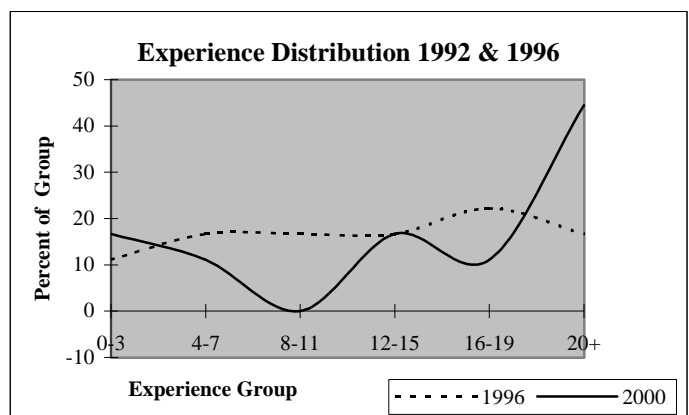
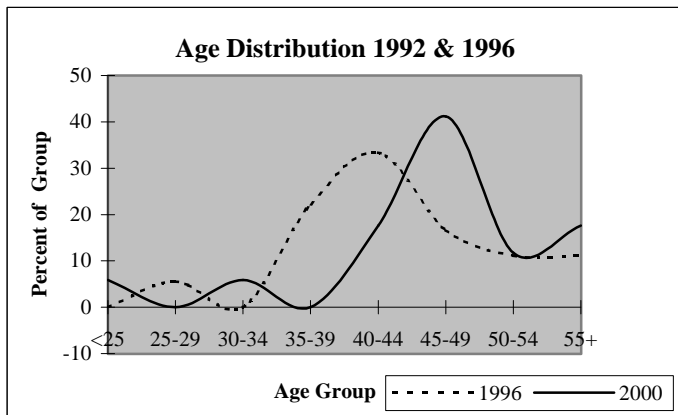
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	4	4	3	11.1%	13.6%	20.0%	21.1%	16.7%
4-7 Years	3	3	1	1	2	16.7%	13.6%	5.0%	5.3%	11.1%
8-11 Years	3	3	2	1	0	16.7%	13.6%	10.0%	5.3%	0.0%
12-15 Years	3	2	3	2	3	16.7%	9.1%	15.0%	10.5%	16.7%
16-19 Years	4	6	5	3	2	22.2%	27.3%	25.0%	15.8%	11.1%
20+ Years	3	5	5	8	8	16.7%	22.7%	25.0%	42.1%	44.4%
<b>Average Experience</b>	12.6	13.0	13.7	15.5	15.6					

## District Report for: MOSELEY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	2	4	-	4.5%	20.0%	9.1%	19.0%	-
Attrition from Transfers	0	2	0	2	-	0.0%	8.0%	0.0%	9.5%	-
Attrition from Exits	1	3	2	2	-	4.5%	12.0%	9.1%	9.5%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>18.2%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>-</b>
Attrition from Transfers	0	2	0	1	-	0.0%	9.1%	0.0%	5.3%	-
Attrition from Exits	0	2	2	1	-	0.0%	9.1%	10.0%	5.3%	-
<b>District Retention</b>										
Educator Retention	21	20	20	17	-	95.5%	80.0%	90.9%	81.0%	-
Teacher Retention	18	18	18	17	-	100.0%	81.8%	90.0%	89.5%	-

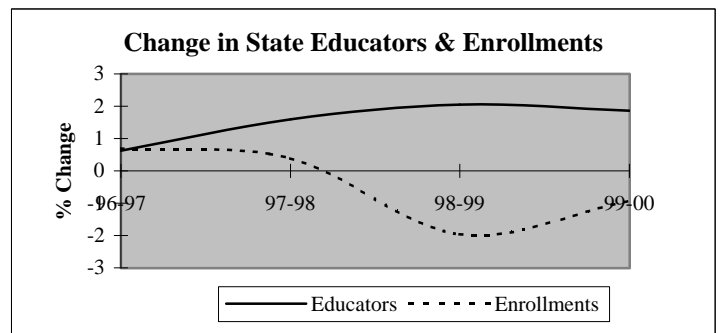
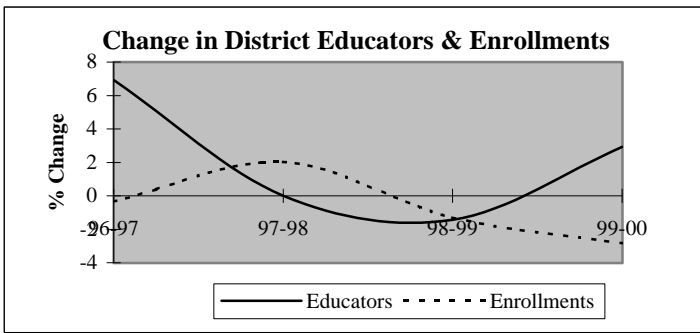
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.0%	0.0%	4.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	92.0%	95.5%	81.0%	81.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	9.5%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	4.0%	4.5%	4.8%	19.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: JAY

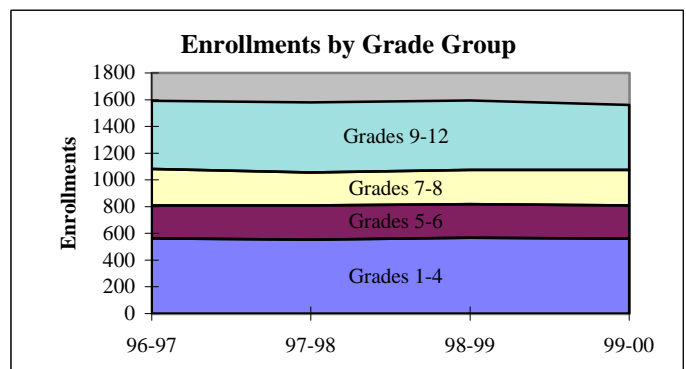
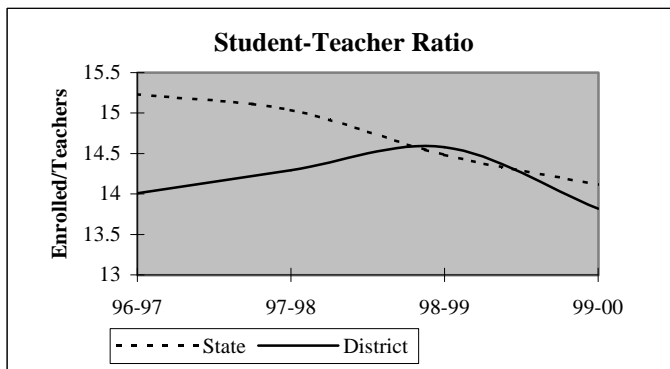


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	12.4	12.6	12.7	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	14.0	14.3	14.6	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	9	0	-2	4	-	-	-	-	-
% Change in Educators	2.4%	6.9%	0.0%	-1.4%	2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	65	-6	35	-23	-49	-	-	-	-	-
% Change in Enrollments	3.9%	-0.3%	2.0%	-1.3%	-2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.5%	3.6%	1.4%	0.0%	2.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.4%	5.0%	5.0%	5.8%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.2%	6.5%	6.5%	7.3%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.2%	8.6%	10.1%	10.2%	8.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.8%	0.7%	0.7%	1.5%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	42.8	43.1	43.2	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	12.9	12.8	12.8	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,398	30,218	31,232	31,894	31,682	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.0%	9.8%	11.4%	11.8%	9.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.0%	72.4%	71.5%	68.9%	70.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.6%	9.8%	10.6%	10.9%	11.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	52.7%	52.8%	51.5%	59.2%	58.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	48	45	45	41	43	36.9%	32.4%	32.4%	29.9%	30.5%
Attrition	1	5	5	5	0					
Attrition Rate	2.1%	11.1%	11.1%	12.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	74	83	81	84	81	56.9%	59.7%	58.3%	61.3%	57.4%
Attrition	4	6	7	5	0					
Attrition Rate	5.4%	7.2%	8.6%	6.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	11	13	12	17	6.2%	7.9%	9.4%	8.8%	12.1%
Attrition	0	2	3	1	0					
Attrition Rate	0.0%	18.2%	23.1%	8.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	15	15	19	23	8.5%	10.8%	10.8%	13.9%	16.3%

## District Report for: JAY

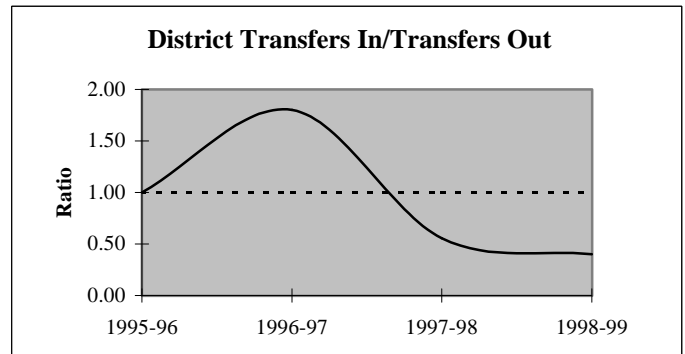
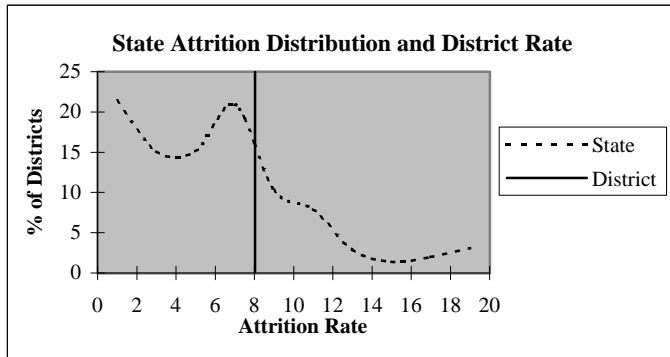
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	130	139	139	137	141	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	8	8	5.4%	5.0%	5.0%	5.8%	5.7%
Professional Staff	8	9	9	10	11	6.2%	6.5%	6.5%	7.3%	7.8%
<b>Total Teachers</b>	115	123	123	119	122	88.5%	88.5%	88.5%	86.9%	86.5%
Special Education	11	12	13	13	14	9.6%	9.8%	10.6%	10.9%	11.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	49	52	50	47	50	42.6%	42.3%	40.7%	39.5%	41.0%
<b>Middle School</b>	21	20	21	21	22	18.3%	16.3%	17.1%	17.6%	18.0%
Language Arts	5	4	4	4	3	4.3%	3.3%	3.3%	3.4%	2.5%
Art & Music	1	0	0	0	1	0.9%	0.0%	0.0%	0.0%	0.8%
Social Studies	5	3	3	3	3	4.3%	2.4%	2.4%	2.5%	2.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	2	4	4	4	3.5%	1.6%	3.3%	3.4%	3.3%
Science	3	3	3	3	4	2.6%	2.4%	2.4%	2.5%	3.3%
Vocational Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other	3	8	7	7	6	2.6%	6.5%	5.7%	5.9%	4.9%
<b>High School (9-12)</b>	34	39	39	38	36	3400.0%	0.0%	0.0%	0.0%	3600.0%
Language Arts	5	6	6	6	6	4.3%	4.9%	4.9%	5.0%	4.9%
Art & Music	2	2	3	3	3	1.7%	1.6%	2.4%	2.5%	2.5%
Social Studies	4	5	4	4	4	3.5%	4.1%	3.3%	3.4%	3.3%
Foreign Language	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.8%
Math	3	5	5	5	5	2.6%	4.1%	4.1%	4.2%	4.1%
<b>Science</b>	4	4	4	4	4	3.5%	3.3%	3.3%	3.4%	3.3%
Biology	3	3	3	3	3	2.6%	2.4%	2.4%	2.5%	2.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.8%
Vocational Education	6	6	5	5	4	5.2%	4.9%	4.1%	4.2%	3.3%
Other	9	10	11	10	9	7.8%	8.1%	8.9%	8.4%	7.4%
<b>Total Enrollments</b>	1,729	1,723	1,758	1,735	1,686	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	140	131	178	141	125	8.1%	7.6%	10.1%	8.1%	7.4%
Grades 1-4	522	562	554	568	559	30.2%	32.6%	31.5%	32.7%	33.2%
Grades 5-6	264	248	256	250	250	15.3%	14.4%	14.6%	14.4%	14.8%
Grades 7-8	299	272	245	256	266	17.3%	15.8%	13.9%	14.8%	15.8%
Grades 9-12	504	510	525	520	486	29.1%	29.6%	29.9%	30.0%	28.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: JAY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	130	139	139	137	141	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	118	125	126	124	126	90.8%	89.9%	90.6%	90.5%	89.4%
<b>Newly Hired</b>	<b>12</b>	<b>14</b>	<b>13</b>	<b>13</b>	<b>15</b>	<b>9.2%</b>	<b>10.1%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>10.6%</b>
Transfers In	4	9	5	2	6	33.3%	64.3%	38.5%	15.4%	40.0%
Reentrants	3	4	5	5	3	25.0%	28.6%	38.5%	38.5%	20.0%
First Time Educators	5	1	3	6	6	41.7%	7.1%	23.1%	46.2%	40.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>13</b>	<b>15</b>	<b>11</b>	<b>-</b>	<b>3.8%</b>	<b>9.4%</b>	<b>10.8%</b>	<b>8.0%</b>	<b>-</b>
Transfers Out	4	5	9	5	-	80.0%	38.5%	60.0%	45.5%	-
Leave Oklahoma Educ.	1	8	6	6	-	20.0%	61.5%	40.0%	54.5%	-

Dynamics Rates	District Rates				
District Attrition	3.8%	9.4%	10.8%	8.0%	-
Transfers In/Out	1.00	1.80	0.56	0.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	97	University of Tulsa, Tulsa	2
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	17
		Total	130

## District Report for: JAY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	8	8	5.4%	5.0%	5.0%	5.8%	5.7%
White - Females	1	1	1	2	2	14.3%	14.3%	14.3%	25.0%	25.0%
White - Males	6	6	6	6	6	85.7%	85.7%	85.7%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	9	9	10	11	6.2%	6.5%	6.5%	7.3%	7.8%
White - Females	8	9	9	9	10	100.0%	100.0%	100.0%	90.0%	90.9%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	115	123	123	119	122	88.5%	88.5%	88.5%	86.9%	86.5%
White - Females	77	79	76	71	76	67.0%	64.2%	61.8%	59.7%	62.3%
White - Males	30	32	33	34	34	26.1%	26.0%	26.8%	28.6%	27.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	7	10	12	11	10	6.1%	8.1%	9.8%	9.2%	8.2%
Other - Males	1	2	2	3	2	0.9%	1.6%	1.6%	2.5%	1.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	1	0.9%	0.0%	0.0%	0.0%	0.8%
25-29	8	11	12	10	12	7.0%	8.9%	9.8%	8.5%	9.9%
30-34	17	14	13	12	14	14.8%	11.4%	10.7%	10.2%	11.6%
35-39	14	19	18	19	20	12.2%	15.4%	14.8%	16.1%	16.5%
40-44	30	25	20	17	13	26.1%	20.3%	16.4%	14.4%	10.7%
45-49	21	28	31	31	26	18.3%	22.8%	25.4%	26.3%	21.5%
50-54	16	18	17	22	23	13.9%	14.6%	13.9%	18.6%	19.0%
55+	8	8	11	7	12	7.0%	6.5%	9.0%	5.9%	9.9%
<b>Average Age</b>	42.3	42.8	43.1	43.2	43.1					

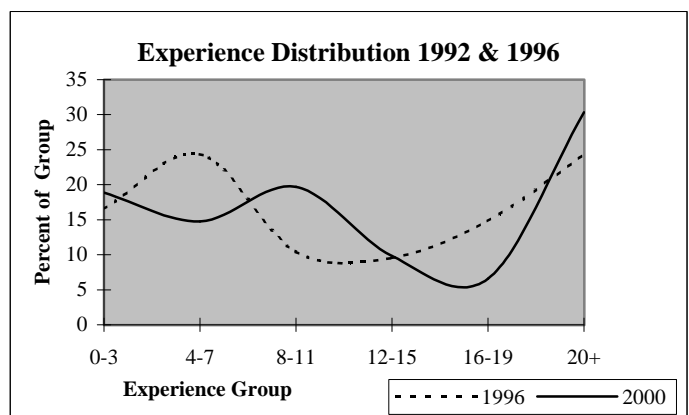
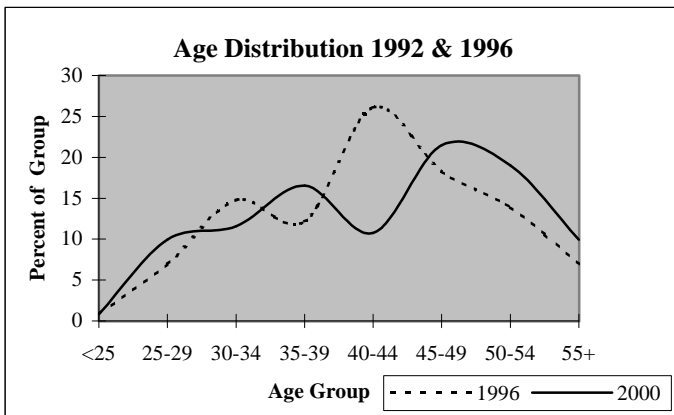
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	19	17	19	20	23	16.5%	13.8%	15.4%	16.8%	18.9%
4-7 Years	28	27	25	19	18	24.3%	22.0%	20.3%	16.0%	14.8%
8-11 Years	12	17	20	23	24	10.4%	13.8%	16.3%	19.3%	19.7%
12-15 Years	11	11	11	10	12	9.6%	8.9%	8.9%	8.4%	9.8%
16-19 Years	17	20	16	10	8	14.8%	16.3%	13.0%	8.4%	6.6%
20+ Years	28	31	32	37	37	24.3%	25.2%	26.0%	31.1%	30.3%
<b>Average Experience</b>	12.3	12.9	12.8	12.8	12.7					

## District Report for: JAY

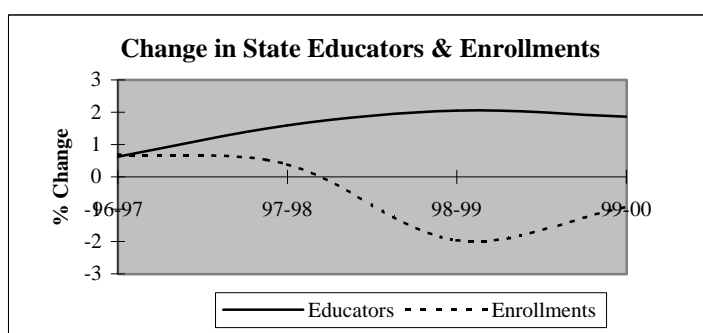
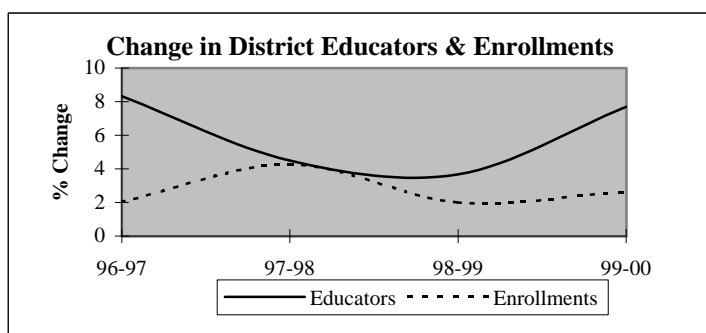
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	13	15	11	-	3.8%	9.4%	10.8%	8.0%	-
Attrition from Transfers	4	5	9	5	-	3.1%	3.6%	6.5%	3.6%	-
Attrition from Exits	1	8	6	6	-	0.8%	5.8%	4.3%	4.4%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>13</b>	<b>14</b>	<b>9</b>	<b>-</b>	<b>4.3%</b>	<b>10.6%</b>	<b>11.4%</b>	<b>7.6%</b>	<b>-</b>
Attrition from Transfers	4	5	9	5	-	3.5%	4.1%	7.3%	4.2%	-
Attrition from Exits	1	8	5	4	-	0.9%	6.5%	4.1%	3.4%	-
<b>District Retention</b>										
Educator Retention	125	126	124	126	-	96.2%	90.6%	89.2%	92.0%	-
Teacher Retention	110	110	109	110	-	95.7%	89.4%	88.6%	92.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	94.7%	5.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	91.3%	8.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	92.0%	4.0%	96.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.1%	9.7%	96.8%	86.1%	5.6%	91.7%
4 Years of Experience	87.9%	9.1%	97.0%	87.9%	4.7%	92.6%
5 Years of Experience	93.3%	6.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.2%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	96.4%	92.1%	91.2%	93.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.8%	0.0%	0.0%	0.7%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.2%	3.6%	5.8%	8.0%	6.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GROVE

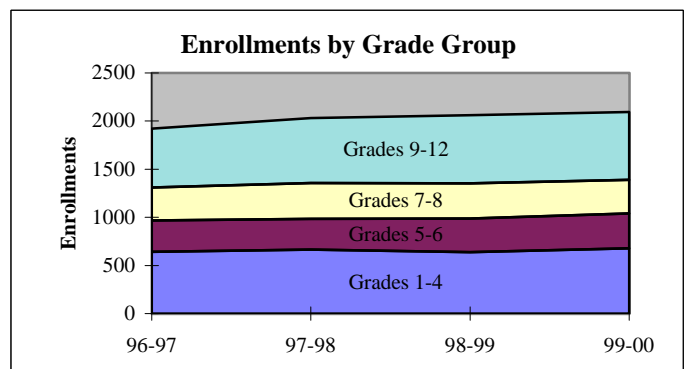
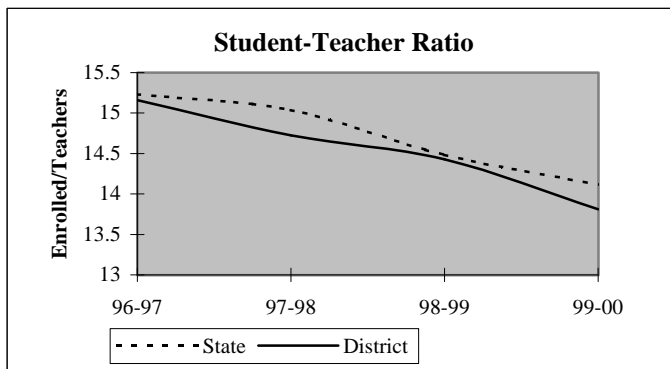


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	13.2	13.2	13.0	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	15.2	14.7	14.4	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	7	12	7	6	13	-	-	-	-	-
% Change in Educators	5.1%	8.3%	4.5%	3.7%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	127	41	88	43	58	-	-	-	-	-
% Change in Enrollments	6.7%	2.0%	4.3%	2.0%	2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.2%	1.2%	4.1%	9.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.9%	4.5%	4.3%	4.1%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.3%	6.1%	5.9%	6.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.9%	6.4%	6.1%	5.9%	6.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	14.3%	14.3%	14.3%	14.3%	14.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.3%	1.2%	1.2%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	42.6	42.7	42.9	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	13.0	12.9	12.7	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,882	30,515	30,902	29,827	30,123	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.0%	5.9%	5.5%	5.3%	6.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.6%	70.6%	68.5%	67.8%	69.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	10.3%	10.3%	11.8%	12.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.2%	27.3%	29.8%	30.0%	32.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	41	46	55	61	59	28.5%	29.5%	33.7%	36.1%	32.4%
Attrition	2	1	2	8	0					
Attrition Rate	4.9%	2.2%	3.6%	13.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	95	101	96	94	106	66.0%	64.7%	58.9%	55.6%	58.2%
Attrition	1	9	8	3	0					
Attrition Rate	1.1%	8.9%	8.3%	3.2%	0.0%					
At Retirement Age	8	9	12	14	17	5.6%	5.8%	7.4%	8.3%	9.3%
Attrition	2	0	3	2	0					
Attrition Rate	25.0%	0.0%	25.0%	14.3%	0.0%					
At Retirement in 5 yrs.	12	14	19	18	23	8.3%	9.0%	11.7%	10.7%	12.6%

## District Report for: GROVE

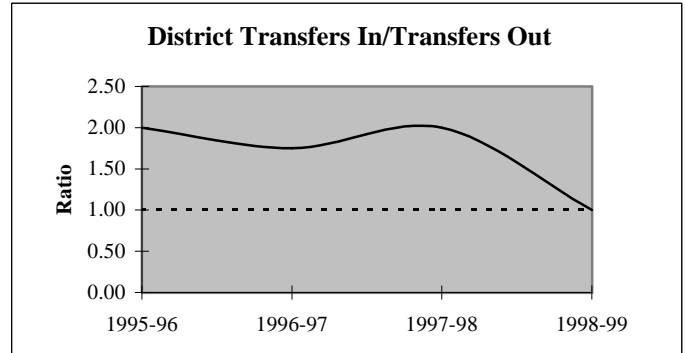
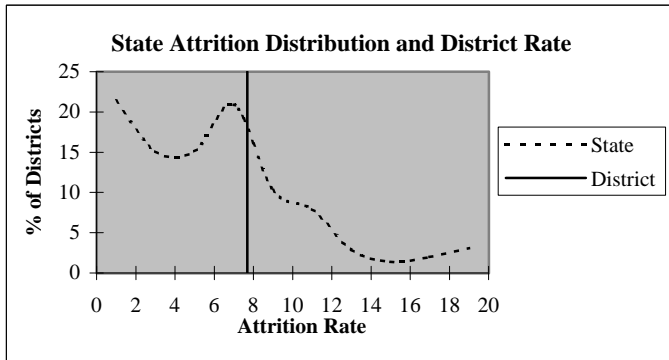
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	144	156	163	169	182	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	7	4.9%	4.5%	4.3%	4.1%	3.8%
Professional Staff	12	13	10	10	12	8.3%	8.3%	6.1%	5.9%	6.6%
<b>Total Teachers</b>	125	136	146	152	163	86.8%	87.2%	89.6%	89.9%	89.6%
Special Education	11	14	15	18	20	8.8%	10.3%	10.3%	11.8%	12.3%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	1.2%
Elementary	53	54	56	55	60	42.4%	39.7%	38.4%	36.2%	36.8%
<b>Middle School</b>	24	26	29	29	31	19.2%	19.1%	19.9%	19.1%	19.0%
Language Arts	8	8	9	9	10	6.4%	5.9%	6.2%	5.9%	6.1%
Art & Music	1	1	1	1	0	0.8%	0.7%	0.7%	0.7%	0.0%
Social Studies	4	5	5	6	5	3.2%	3.7%	3.4%	3.9%	3.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	3	3	3	3.2%	2.2%	2.1%	2.0%	1.8%
Science	4	5	5	4	4	3.2%	3.7%	3.4%	2.6%	2.5%
Vocational Education	0	1	1	1	2	0.0%	0.7%	0.7%	0.7%	1.2%
Other	3	3	5	5	7	2.4%	2.2%	3.4%	3.3%	4.3%
<b>High School (9-12)</b>	37	42	46	50	50	3700.0%	4200.0%	4600.0%	5000.0%	0.0%
Language Arts	7	8	8	9	8	5.6%	5.9%	5.5%	5.9%	4.9%
Art & Music	3	2	3	3	4	2.4%	1.5%	2.1%	2.0%	2.5%
Social Studies	5	6	6	6	7	4.0%	4.4%	4.1%	3.9%	4.3%
Foreign Language	2	2	2	2	2	1.6%	1.5%	1.4%	1.3%	1.2%
Math	5	6	6	6	5	4.0%	4.4%	4.1%	3.9%	3.1%
<b>Science</b>	5	6	5	6	7	4.0%	4.4%	3.4%	3.9%	4.3%
Biology	4	5	4	4	5	3.2%	3.7%	2.7%	2.6%	3.1%
Chemistry	1	1	1	1	1	0.8%	0.7%	0.7%	0.7%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	1	0.0%	0.0%	0.0%	0.7%	0.6%
Vocational Education	7	7	8	8	5	5.6%	5.1%	5.5%	5.3%	3.1%
Other	3	5	8	10	12	2.4%	3.7%	5.5%	6.6%	7.4%
<b>Total Enrollments</b>	2,021	2,062	2,150	2,193	2,251	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	136	141	105	129	154	6.7%	6.8%	4.9%	5.9%	6.8%
Grades 1-4	651	642	666	637	677	32.2%	31.1%	31.0%	29.0%	30.1%
Grades 5-6	337	325	317	349	362	16.7%	15.8%	14.7%	15.9%	16.1%
Grades 7-8	340	342	372	368	351	16.8%	16.6%	17.3%	16.8%	15.6%
Grades 9-12	557	611	676	706	703	27.6%	29.6%	31.4%	32.2%	31.2%
Ungraded	0	1	14	4	4	0.0%	0.0%	0.7%	0.2%	0.2%



## District Report for: GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	144	156	163	169	182	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	131	139	146	150	156	91.0%	89.1%	89.6%	88.8%	85.7%
<b>Newly Hired</b>	<b>13</b>	<b>17</b>	<b>17</b>	<b>19</b>	<b>26</b>	<b>9.0%</b>	<b>10.9%</b>	<b>10.4%</b>	<b>11.2%</b>	<b>14.3%</b>
Transfers In	4	7	8	6	7	30.8%	41.2%	47.1%	31.6%	26.9%
Reentrants	3	3	4	3	7	23.1%	17.6%	23.5%	15.8%	26.9%
First Time Educators	6	7	5	10	12	46.2%	41.2%	29.4%	52.6%	46.2%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>10</b>	<b>13</b>	<b>13</b>	<b>-</b>	<b>3.5%</b>	<b>6.4%</b>	<b>8.0%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	2	4	4	6	-	40.0%	40.0%	30.8%	46.2%	-
Leave Oklahoma Educ.	3	6	9	7	-	60.0%	60.0%	69.2%	53.8%	-

Dynamics Rates	District Rates				
District Attrition	3.5%	6.4%	8.0%	7.7%	-
Transfers In/Out	2.00	1.75	2.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	19	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	87	University of Tulsa, Tulsa	2
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	22
		Total	144



## District Report for: GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	7	7	4.9%	4.5%	4.3%	4.1%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	12	13	10	10	12	8.3%	8.3%	6.1%	5.9%	6.6%
White - Females	9	10	8	8	10	75.0%	76.9%	80.0%	80.0%	83.3%
White - Males	2	2	1	1	1	16.7%	15.4%	10.0%	10.0%	8.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	8.3%	7.7%	10.0%	10.0%	8.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	125	136	146	152	163	86.8%	87.2%	89.6%	89.9%	89.6%
White - Females	83	89	93	96	106	66.4%	65.4%	63.7%	63.2%	65.0%
White - Males	37	39	45	48	47	29.6%	28.7%	30.8%	31.6%	28.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	7	7	7	8	3.2%	5.1%	4.8%	4.6%	4.9%
Other - Males	1	1	1	1	2	0.8%	0.7%	0.7%	0.7%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	2	2	0.0%	1.5%	0.7%	1.3%	1.3%
25-29	9	10	17	17	10	7.2%	7.4%	11.7%	11.3%	6.4%
30-34	11	11	10	14	19	8.8%	8.1%	6.9%	9.3%	12.2%
35-39	23	24	24	21	25	18.4%	17.8%	16.6%	13.9%	16.0%
40-44	26	26	22	26	30	20.8%	19.3%	15.2%	17.2%	19.2%
45-49	29	29	33	29	23	23.2%	21.5%	22.8%	19.2%	14.7%
50-54	17	23	25	28	29	13.6%	17.0%	17.2%	18.5%	18.6%
55+	10	10	13	14	18	8.0%	7.4%	9.0%	9.3%	11.5%
<b>Average Age</b>	42.8	42.6	42.7	42.9	43.3					

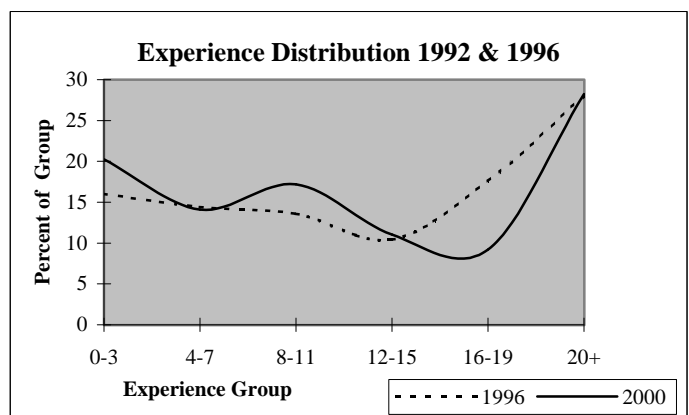
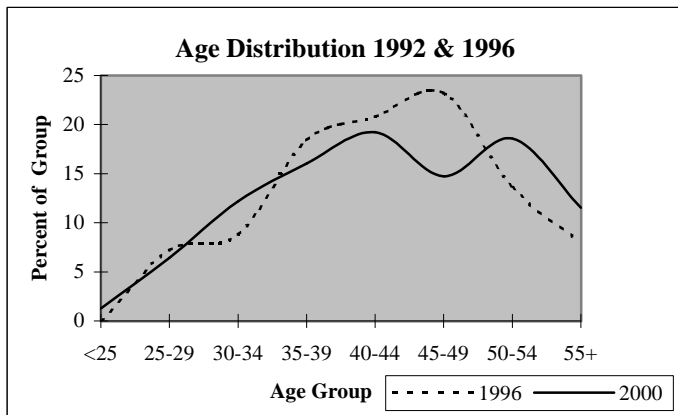
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	21	23	30	33	16.0%	15.4%	15.8%	19.7%	20.2%
4-7 Years	18	22	31	28	23	14.4%	16.2%	21.2%	18.4%	14.1%
8-11 Years	17	19	17	20	28	13.6%	14.0%	11.6%	13.2%	17.2%
12-15 Years	13	16	17	13	18	10.4%	11.8%	11.6%	8.6%	11.0%
16-19 Years	22	24	17	16	15	17.6%	17.6%	11.6%	10.5%	9.2%
20+ Years	35	34	41	45	46	28.0%	25.0%	28.1%	29.6%	28.2%
<b>Average Experience</b>	13.4	13.0	12.9	12.7	12.7					

## District Report for: GROVE

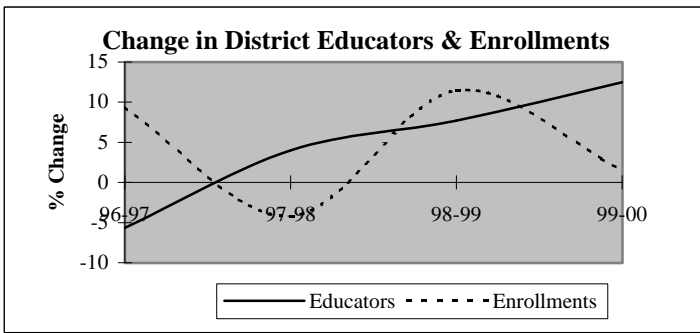
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	10	13	13	-	3.5%	6.4%	8.0%	7.7%	-
Attrition from Transfers	2	4	4	6	-	1.4%	2.6%	2.5%	3.6%	-
Attrition from Exits	3	6	9	7	-	2.1%	3.8%	5.5%	4.1%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>7</b>	<b>9</b>	<b>12</b>	<b>-</b>	<b>3.2%</b>	<b>5.1%</b>	<b>6.2%</b>	<b>7.9%</b>	<b>-</b>
Attrition from Transfers	1	4	3	6	-	0.8%	2.9%	2.1%	3.9%	-
Attrition from Exits	3	3	6	6	-	2.4%	2.2%	4.1%	3.9%	-
<b>District Retention</b>										
Educator Retention	139	146	150	156	-	96.5%	93.6%	92.0%	92.3%	-
Teacher Retention	121	129	137	140	-	96.8%	94.9%	93.8%	92.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.6%	6.3%	96.9%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	11.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	93.1%	3.4%	96.6%	85.2%	5.9%	91.1%
3 Years of Experience	96.2%	3.8%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	3.0%	93.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.7%	1.3%	0.6%	0.6%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	92.3%	93.9%	91.1%	87.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.3%	6.4%	5.5%	8.3%	10.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KANSAS

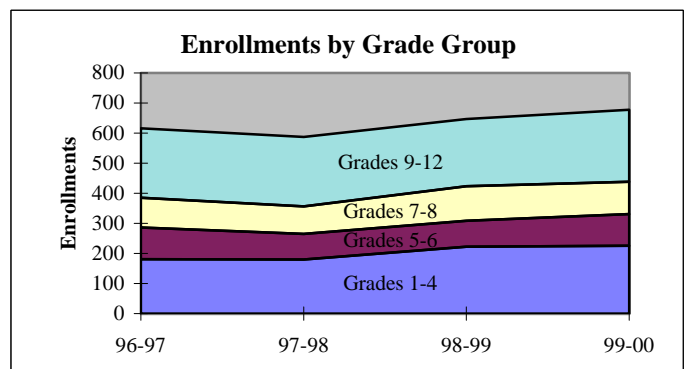
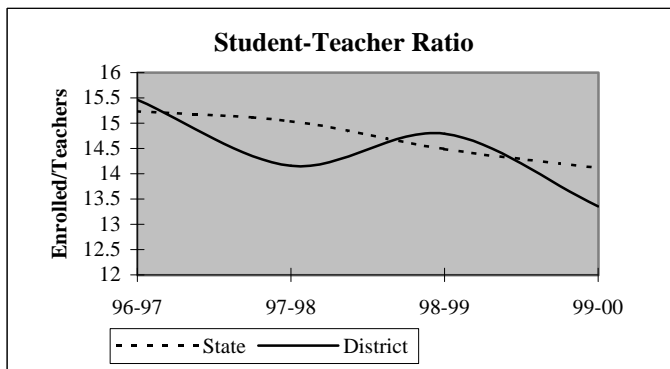


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	13.3	12.3	12.7	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	15.5	14.2	14.8	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-3	2	4	7	-	-	-	-	-
% Change in Educators	1.9%	-5.7%	4.0%	7.7%	12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	57	-28	73	11	-	-	-	-	-
% Change in Enrollments	3.2%	9.4%	-4.2%	11.5%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	0.0%	0.0%	1.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	6.0%	5.8%	5.4%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.4%	8.0%	7.7%	8.9%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.8%	24.0%	25.0%	19.6%	22.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	2.0%	1.9%	1.8%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.5	45.5	44.0	42.0	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.9	15.0	13.8	11.8	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,989	30,000	30,531	29,860	29,869	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.0%	23.3%	24.4%	16.7%	20.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.0%	62.8%	68.9%	68.8%	70.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.9%	9.3%	11.1%	12.5%	11.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	62.7%	60.6%	63.3%	60.8%	61.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	7	12	17	21	20.8%	14.0%	23.1%	30.4%	33.3%
Attrition	1	0	0	2	0					
Attrition Rate	9.1%	0.0%	0.0%	11.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	37	40	34	35	38	69.8%	80.0%	65.4%	62.5%	60.3%
Attrition	2	4	4	0	0					
Attrition Rate	5.4%	10.0%	11.8%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	3	6	4	4	9.4%	6.0%	11.5%	7.1%	6.3%
Attrition Rate	40.0%	33.3%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	7	8	4	8	9.4%	14.0%	15.4%	7.1%	12.7%

## District Report for: KANSAS

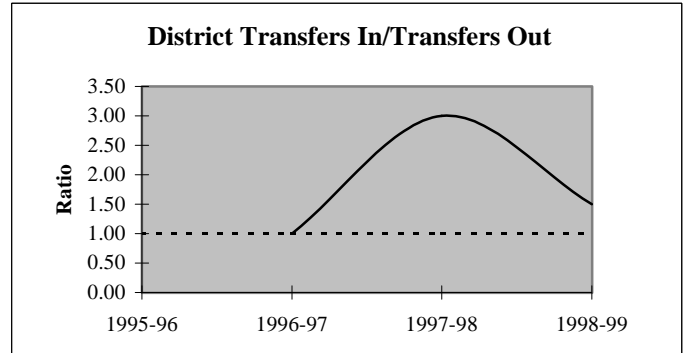
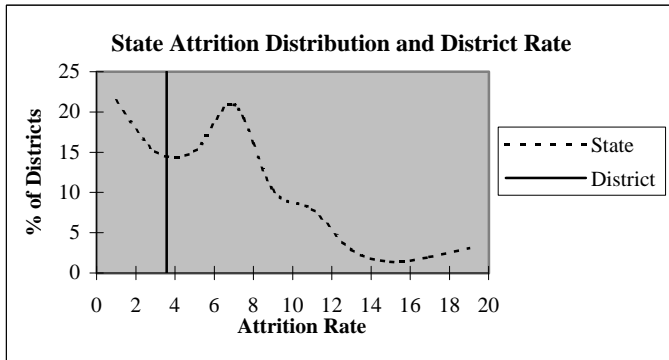
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	53	50	52	56	63	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	5.7%	6.0%	5.8%	5.4%	4.8%
Professional Staff	5	4	4	5	6	9.4%	8.0%	7.7%	8.9%	9.5%
<b>Total Teachers</b>	45	43	45	48	54	84.9%	86.0%	86.5%	85.7%	85.7%
Special Education	4	4	5	6	6	8.9%	9.3%	11.1%	12.5%	11.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	19	19	18	19	23	42.2%	44.2%	40.0%	39.6%	42.6%
<b>Middle School</b>	0	0	0	2	4	0.0%	0.0%	0.0%	4.2%	7.4%
Language Arts	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	2	1	0.0%	0.0%	0.0%	4.2%	1.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	3.7%
<b>High School (9-12)</b>	22	20	22	21	21	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	4	3	4	6.7%	9.3%	8.9%	6.3%	7.4%
Art & Music	2	2	2	2	2	4.4%	4.7%	4.4%	4.2%	3.7%
Social Studies	3	3	3	3	3	6.7%	7.0%	6.7%	6.3%	5.6%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	2.1%	1.9%
Math	3	3	3	3	3	6.7%	7.0%	6.7%	6.3%	5.6%
<b>Science</b>	2	3	3	1	2	4.4%	7.0%	6.7%	2.1%	3.7%
Biology	1	1	1	0	0	2.2%	2.3%	2.2%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	1	2	2.2%	4.7%	4.4%	2.1%	3.7%
Vocational Education	4	3	4	5	4	8.9%	7.0%	8.9%	10.4%	7.4%
Other	5	2	3	3	2	11.1%	4.7%	6.7%	6.3%	3.7%
<b>Total Enrollments</b>	608	665	637	710	721	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	50	43	49	53	38	8.2%	6.5%	7.7%	7.5%	5.3%
Grades 1-4	143	181	180	222	226	23.5%	27.2%	28.3%	31.3%	31.3%
Grades 5-6	88	105	85	87	105	14.5%	15.8%	13.3%	12.3%	14.6%
Grades 7-8	104	99	91	114	107	17.1%	14.9%	14.3%	16.1%	14.8%
Grades 9-12	219	231	231	224	240	36.0%	34.7%	36.3%	31.5%	33.3%
Ungraded	4	6	1	10	5	0.7%	0.9%	0.2%	1.4%	0.7%



## District Report for: KANSAS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	53	50	52	56	63	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	49	48	45	46	54	92.5%	96.0%	86.5%	82.1%	85.7%
<b>Newly Hired</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>10</b>	<b>9</b>	<b>7.5%</b>	<b>4.0%</b>	<b>13.5%</b>	<b>17.9%</b>	<b>14.3%</b>
Transfers In	3	1	3	3	1	75.0%	50.0%	42.9%	30.0%	11.1%
Reentrants	1	1	0	2	1	25.0%	50.0%	0.0%	20.0%	11.1%
First Time Educators	0	0	4	5	7	0.0%	0.0%	57.1%	50.0%	77.8%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>9.4%</b>	<b>10.0%</b>	<b>11.5%</b>	<b>3.6%</b>	<b>-</b>
Transfers Out	0	1	1	2	-	0.0%	20.0%	16.7%	100.0%	-
Leave Oklahoma Educ.	5	4	5	0	-	100.0%	80.0%	83.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	9.4%	10.0%	11.5%	3.6%	-
Transfers In/Out	nc	1.00	3.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	46	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>52</b>

## District Report for: KANSAS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	5.7%	6.0%	5.8%	5.4%	4.8%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	4	4	5	6	9.4%	8.0%	7.7%	8.9%	9.5%
White - Females	3	2	2	2	3	60.0%	50.0%	50.0%	40.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	40.0%	50.0%	50.0%	60.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	45	43	45	48	54	84.9%	86.0%	86.5%	85.7%	85.7%
White - Females	23	22	25	27	31	51.1%	51.2%	55.6%	56.3%	57.4%
White - Males	13	11	9	13	12	28.9%	25.6%	20.0%	27.1%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	5	6	6	7	8.9%	11.6%	13.3%	12.5%	13.0%
Other - Males	5	5	5	2	4	11.1%	11.6%	11.1%	4.2%	7.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	3	4	0.0%	0.0%	2.2%	6.4%	7.8%
25-29	2	2	2	1	2	4.4%	4.7%	4.4%	2.1%	3.9%
30-34	4	4	6	9	9	8.9%	9.3%	13.3%	19.1%	17.6%
35-39	9	6	6	6	4	20.0%	14.0%	13.3%	12.8%	7.8%
40-44	9	7	8	7	10	20.0%	16.3%	17.8%	14.9%	19.6%
45-49	8	9	7	10	10	17.8%	20.9%	15.6%	21.3%	19.6%
50-54	5	8	8	6	5	11.1%	18.6%	17.8%	12.8%	9.8%
55+	8	7	7	5	7	17.8%	16.3%	15.6%	10.6%	13.7%
<b>Average Age</b>	44.5	45.5	44.0	42.0	41.8					

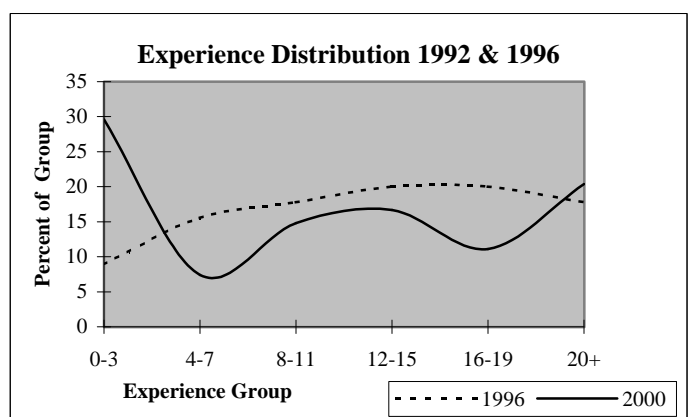
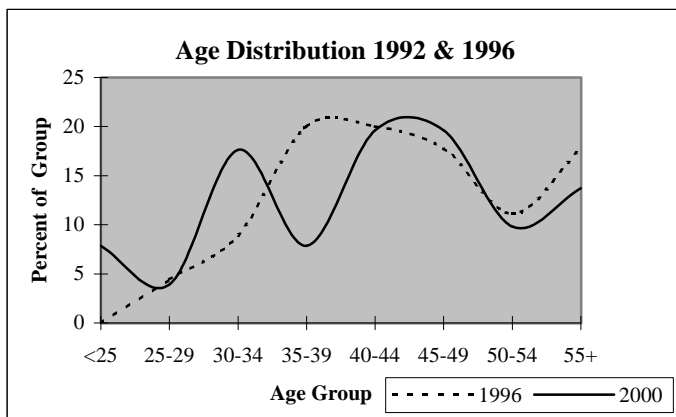
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	5	10	16	8.9%	4.7%	11.1%	20.8%	29.6%
4-7 Years	7	4	6	6	4	15.6%	9.3%	13.3%	12.5%	7.4%
8-11 Years	8	7	5	7	8	17.8%	16.3%	11.1%	14.6%	14.8%
12-15 Years	9	8	9	8	9	20.0%	18.6%	20.0%	16.7%	16.7%
16-19 Years	9	13	8	8	6	20.0%	30.2%	17.8%	16.7%	11.1%
20+ Years	8	9	12	9	11	17.8%	20.9%	26.7%	18.8%	20.4%
<b>Average Experience</b>	13.9	15.0	13.8	11.8	11.4					

## District Report for: KANSAS

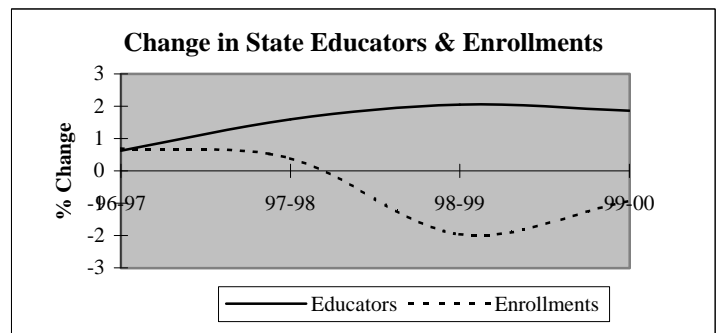
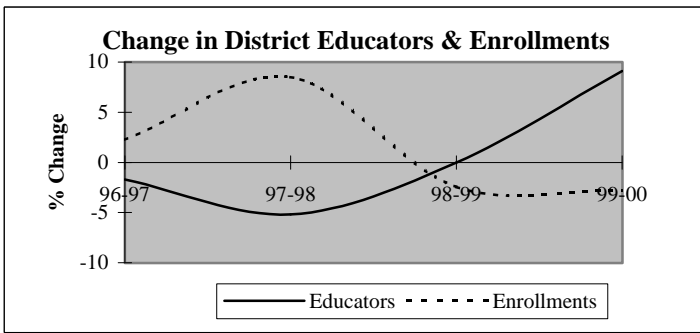
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	6	2	-	9.4%	10.0%	11.5%	3.6%	-
Attrition from Transfers	0	1	1	2	-	0.0%	2.0%	1.9%	3.6%	-
Attrition from Exits	5	4	5	0	-	9.4%	8.0%	9.6%	0.0%	-
<b>Teacher Attrition</b>	3	5	6	2	-	6.7%	11.6%	13.3%	4.2%	-
Attrition from Transfers	0	1	1	2	-	0.0%	2.3%	2.2%	4.2%	-
Attrition from Exits	3	4	5	0	-	6.7%	9.3%	11.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	48	45	46	54	-	90.6%	90.0%	88.5%	96.4%	-
Teacher Retention	42	38	39	46	-	93.3%	88.4%	86.7%	95.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.0%	10.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	0.0%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.2%	98.0%	92.3%	87.5%	87.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.9%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.9%	2.0%	7.7%	12.5%	12.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COLCORD



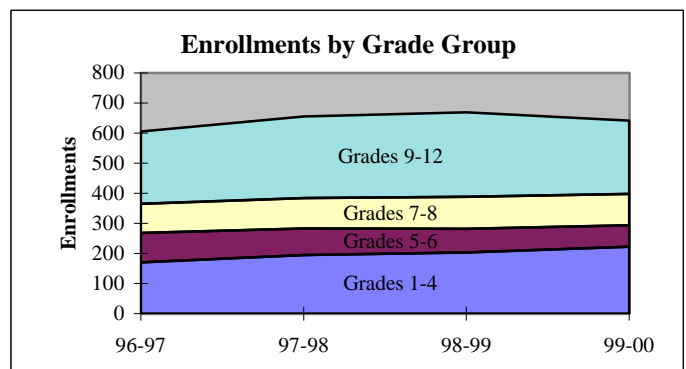
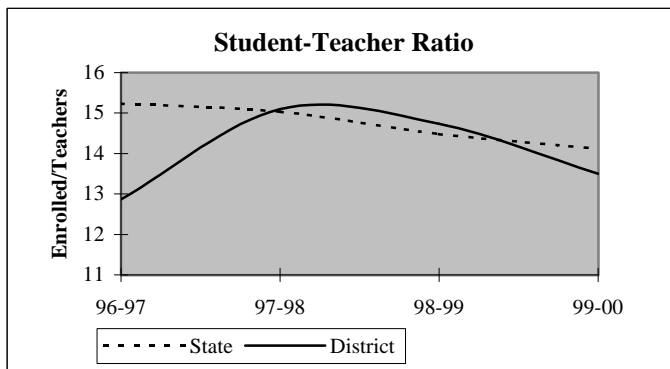
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.8	13.5	13.1	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.9	15.1	14.7	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	8	-1	-3	0	5	-	-	-	-	-
% Change in Educators	15.7%	-1.7%	-5.2%	0.0%	9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	34	15	58	-18	-20	-	-	-	-	-
% Change in Enrollments	5.4%	2.2%	8.5%	-2.4%	-2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	18.6%	13.8%	10.9%	3.6%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	5.2%	5.5%	5.5%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.4%	3.4%	5.5%	5.5%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	13.6%	10.3%	10.9%	12.7%	11.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	41.8	43.9	43.4	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.0	14.6	13.8	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	26,467	27,111	28,814	30,614	29,293	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.2%	9.4%	8.2%	10.2%	9.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.4%	58.5%	59.2%	61.2%	59.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.2%	7.5%	10.2%	10.2%	9.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	58.8%	57.6%	58.4%	59.4%	60.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	20	16	17	18	32.2%	34.5%	29.1%	30.9%	30.0%
Attrition	1	4	4	1	0					
Attrition Rate	5.3%	20.0%	25.0%	5.9%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	34	31	30	29	36	57.6%	53.4%	54.5%	52.7%	60.0%
Attrition	3	2	3	1	0					
Attrition Rate	8.8%	6.5%	10.0%	3.4%	0.0%					
At Retirement Age	6	7	9	9	6	10.2%	12.1%	16.4%	16.4%	10.0%
Attrition	1	0	2	3	0					
Attrition Rate	16.7%	0.0%	22.2%	33.3%	0.0%					
At Retirement in 5 yrs.	8	9	13	9	10	13.6%	15.5%	23.6%	16.4%	16.7%



## District Report for: COLCORD

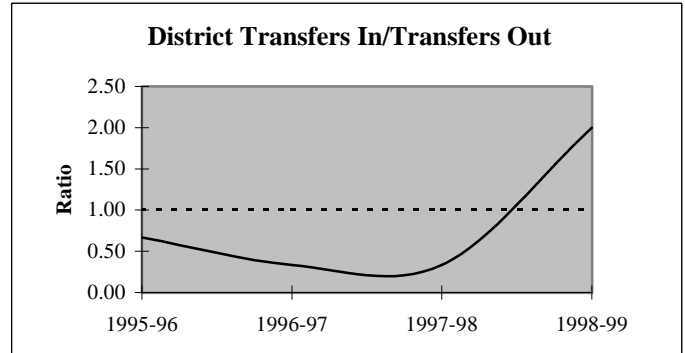
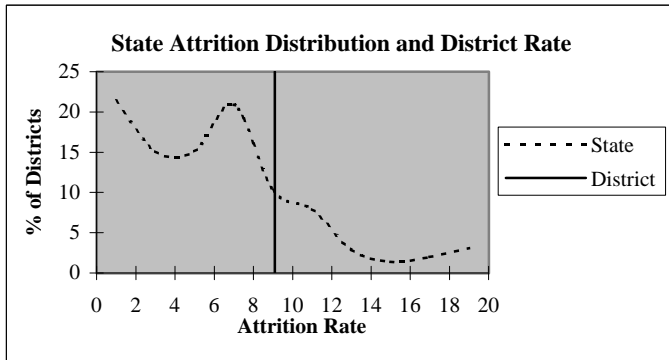
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	59	58	55	55	60	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	3	3	3	3	6.8%	5.2%	5.5%	5.5%	5.0%
Professional Staff	2	2	3	3	5	3.4%	3.4%	5.5%	5.5%	8.3%
<b>Total Teachers</b>	53	53	49	49	52	89.8%	91.4%	89.1%	89.1%	86.7%
Special Education	7	4	5	5	5	13.2%	7.5%	10.2%	10.2%	9.6%
Pre-K & Kindergarten	1	2	2	3	3	1.9%	3.8%	4.1%	6.1%	5.8%
Elementary	24	24	21	21	22	45.3%	45.3%	42.9%	42.9%	42.3%
<b>Middle School</b>	3	2	1	1	0	5.7%	3.8%	2.0%	2.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	0	0	0	1.9%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	0	0	0	1.9%	1.9%	0.0%	0.0%	0.0%
Science	1	1	1	1	0	1.9%	1.9%	2.0%	2.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	21	20	19	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	3.8%	3.8%	4.1%	4.1%	3.8%
Art & Music	2	2	2	2	2	3.8%	3.8%	4.1%	4.1%	3.8%
Social Studies	2	1	2	3	4	3.8%	1.9%	4.1%	6.1%	7.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	4	4	4	3.8%	5.7%	8.2%	8.2%	7.7%
<b>Science</b>	1	3	1	1	3	1.9%	5.7%	2.0%	2.0%	5.8%
Biology	1	2	1	0	0	1.9%	3.8%	2.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	3	0.0%	1.9%	0.0%	2.0%	5.8%
Vocational Education	6	6	4	5	5	11.3%	11.3%	8.2%	10.2%	9.6%
Other	3	4	5	2	2	5.7%	7.5%	10.2%	4.1%	3.8%
<b>Total Enrollments</b>	667	682	740	722	702	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	74	76	83	53	49	11.1%	11.1%	11.2%	7.3%	7.0%
Grades 1-4	200	170	195	203	222	30.0%	24.9%	26.4%	28.1%	31.6%
Grades 5-6	86	98	88	79	72	12.9%	14.4%	11.9%	10.9%	10.3%
Grades 7-8	98	97	101	106	104	14.7%	14.2%	13.6%	14.7%	14.8%
Grades 9-12	207	240	271	281	243	31.0%	35.2%	36.6%	38.9%	34.6%
Ungraded	2	1	2	0	12	0.3%	0.1%	0.3%	0.0%	1.7%



## District Report for: COLCORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	59	58	55	55	60	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	51	54	52	46	50	86.4%	93.1%	94.5%	83.6%	83.3%
<b>Newly Hired</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>10</b>	<b>13.6%</b>	<b>6.9%</b>	<b>5.5%</b>	<b>16.4%</b>	<b>16.7%</b>
Transfers In	2	1	1	4	2	25.0%	25.0%	33.3%	44.4%	20.0%
Reentrants	2	0	1	1	2	25.0%	0.0%	33.3%	11.1%	20.0%
First Time Educators	4	3	1	4	6	50.0%	75.0%	33.3%	44.4%	60.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>9</b>	<b>5</b>	<b>-</b>	<b>8.5%</b>	<b>10.3%</b>	<b>16.4%</b>	<b>9.1%</b>	<b>-</b>
Transfers Out	3	3	3	2	-	60.0%	50.0%	33.3%	40.0%	-
Leave Oklahoma Educ.	2	3	6	3	-	40.0%	50.0%	66.7%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	8.5%	10.3%	16.4%	9.1%	-
Transfers In/Out	0.67	0.33	0.33	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	52	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	59

## District Report for: COLCORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	3	3	3	3	6.8%	5.2%	5.5%	5.5%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	3	5	3.4%	3.4%	5.5%	5.5%	8.3%
White - Females	1	1	1	1	2	50.0%	50.0%	33.3%	33.3%	40.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	2	2	50.0%	50.0%	66.7%	66.7%	40.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	53	53	49	49	52	89.8%	91.4%	89.1%	89.1%	86.7%
White - Females	27	27	26	26	28	50.9%	50.9%	53.1%	53.1%	53.8%
White - Males	19	21	19	18	19	35.8%	39.6%	38.8%	36.7%	36.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	4	3	4	3	9.4%	7.5%	6.1%	8.2%	5.8%
Other - Males	2	1	1	1	2	3.8%	1.9%	2.0%	2.0%	3.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	3.8%	1.9%	0.0%	0.0%	0.0%
25-29	6	7	4	6	7	11.3%	13.2%	8.2%	12.2%	14.0%
30-34	7	10	9	4	4	13.2%	18.9%	18.4%	8.2%	8.0%
35-39	7	5	5	9	7	13.2%	9.4%	10.2%	18.4%	14.0%
40-44	9	6	3	5	6	17.0%	11.3%	6.1%	10.2%	12.0%
45-49	4	7	11	9	10	7.5%	13.2%	22.4%	18.4%	20.0%
50-54	12	10	10	10	8	22.6%	18.9%	20.4%	20.4%	16.0%
55+	6	7	7	6	8	11.3%	13.2%	14.3%	12.2%	16.0%
<b>Average Age</b>	41.8	41.8	43.9	43.4	43.9					

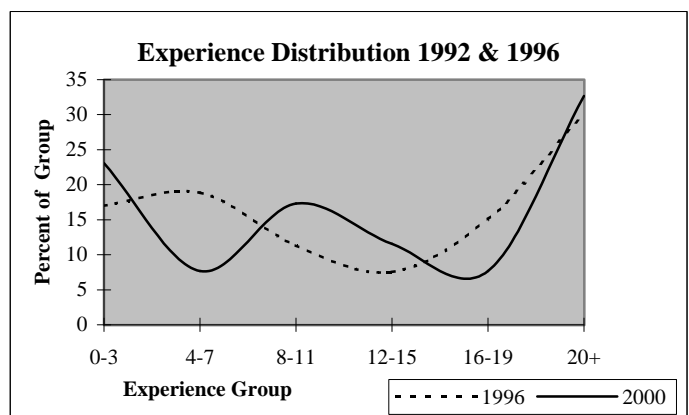
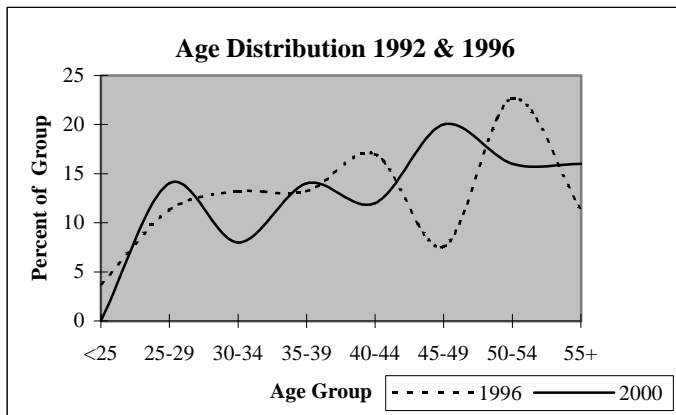
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	12	9	10	12	17.0%	22.6%	18.4%	20.4%	23.1%
4-7 Years	10	8	7	7	4	18.9%	15.1%	14.3%	14.3%	7.7%
8-11 Years	6	6	5	5	9	11.3%	11.3%	10.2%	10.2%	17.3%
12-15 Years	4	4	5	6	6	7.5%	7.5%	10.2%	12.2%	11.5%
16-19 Years	8	6	6	6	4	15.1%	11.3%	12.2%	12.2%	7.7%
20+ Years	16	17	17	15	17	30.2%	32.1%	34.7%	30.6%	32.7%
<b>Average Experience</b>	13.3	13.0	14.6	13.8	13.3					

## District Report for: COLCORD

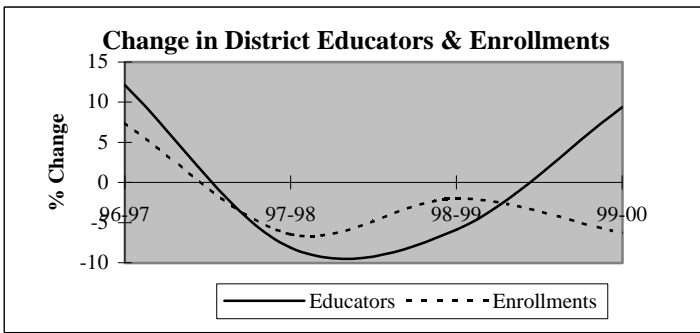
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	9	5	-	8.5%	10.3%	16.4%	9.1%	-
Attrition from Transfers	3	3	3	2	-	5.1%	5.2%	5.5%	3.6%	-
Attrition from Exits	2	3	6	3	-	3.4%	5.2%	10.9%	5.5%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>3</b>	<b>-</b>	<b>7.5%</b>	<b>11.3%</b>	<b>16.3%</b>	<b>6.1%</b>	<b>-</b>
Attrition from Transfers	3	3	3	1	-	5.7%	5.7%	6.1%	2.0%	-
Attrition from Exits	1	3	5	2	-	1.9%	5.7%	10.2%	4.1%	-
<b>District Retention</b>										
Educator Retention	54	52	46	50	-	91.5%	89.7%	83.6%	90.9%	-
Teacher Retention	49	47	41	46	-	92.5%	88.7%	83.7%	93.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	78.9%	15.8%	94.7%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	0.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	0.0%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	10.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	6.9%	3.6%	1.8%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.8%	87.9%	90.9%	89.1%	85.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.2%	5.2%	5.5%	9.1%	13.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OAKS-MISSION

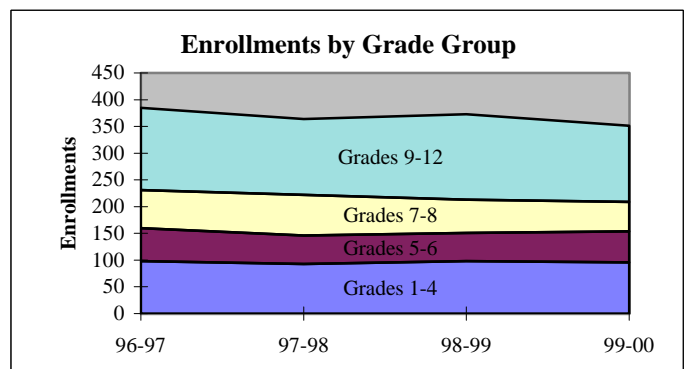
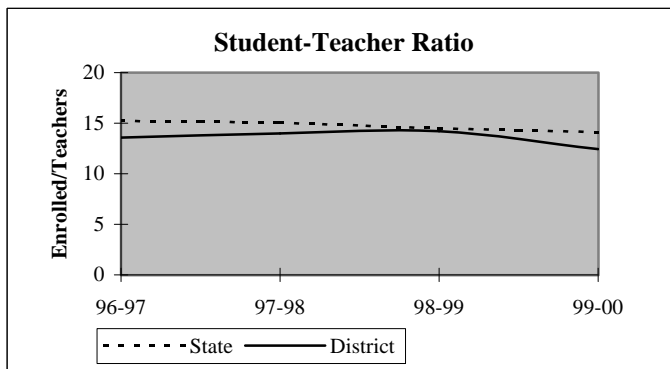


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	11.7	11.9	12.4	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.9	13.6	14.0	14.2	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-6	4	-3	-2	3	-	-	-	-	-
% Change in Educators	-15.4%	12.1%	-8.1%	-5.9%	9.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-16	30	-28	-8	-25	-	-	-	-	-
% Change in Enrollments	-3.8%	7.4%	-6.5%	-2.0%	-6.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.1%	2.7%	2.9%	0.0%	8.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.0%	8.1%	8.8%	9.4%	8.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	5.4%	5.9%	3.1%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	45.5%	43.2%	32.4%	31.3%	31.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	66.7%	66.7%	66.7%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	5.4%	5.9%	6.3%	5.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.4	40.9	42.0	41.4	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	10.7	11.6	10.9	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,257	28,045	28,928	29,503	28,185	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	44.8%	40.6%	31.0%	25.0%	26.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.4%	68.8%	65.5%	64.3%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.4%	3.1%	3.4%	7.1%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	73.3%	78.3%	72.9%	72.5%	73.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	15	13	12	13	42.4%	40.5%	38.2%	37.5%	37.1%
Attrition	3	3	2	0	0					
Attrition Rate	21.4%	20.0%	15.4%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	21	20	19	20	54.5%	56.8%	58.8%	59.4%	57.1%
Attrition	1	3	3	1	0					
Attrition Rate	5.6%	14.3%	15.0%	5.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	2	3.0%	2.7%	2.9%	3.1%	5.7%
Attrition Rate	100.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	2	2	3	3.0%	5.4%	5.9%	6.3%	8.6%

## District Report for: OAKS-MISSION

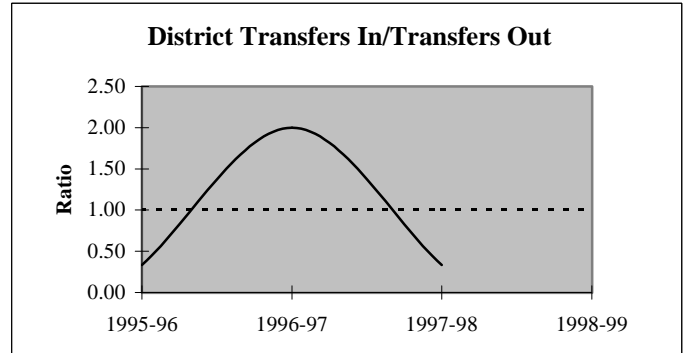
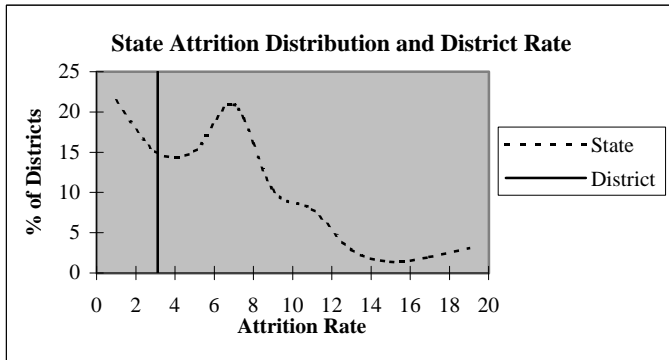
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	37	34	32	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	3	3	3	3	3.0%	8.1%	8.8%	9.4%	8.6%
Professional Staff	3	2	2	1	2	9.1%	5.4%	5.9%	3.1%	5.7%
<b>Total Teachers</b>	29	32	29	28	30	87.9%	86.5%	85.3%	87.5%	85.7%
Special Education	1	1	1	2	2	3.4%	3.1%	3.4%	7.1%	6.7%
Pre-K & Kindergarten	1	1	1	1	1	3.4%	3.1%	3.4%	3.6%	3.3%
Elementary	14	12	11	10	10	48.3%	37.5%	37.9%	35.7%	33.3%
<b>Middle School</b>	0	1	1	1	2	0.0%	3.1%	3.4%	3.6%	6.7%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	1	0	0	1	0.0%	3.1%	0.0%	0.0%	3.3%
Science	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	1	1	0	0.0%	0.0%	3.4%	3.6%	0.0%
<b>High School (9-12)</b>	13	17	15	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	2	2	3	3	13.8%	6.3%	6.9%	10.7%	10.0%
Art & Music	0	1	1	1	2	0.0%	3.1%	3.4%	3.6%	6.7%
Social Studies	1	3	1	0	0	3.4%	9.4%	3.4%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	1	1	3.4%	6.3%	6.9%	3.6%	3.3%
<b>Science</b>	1	1	2	3	2	3.4%	3.1%	6.9%	10.7%	6.7%
Biology	1	1	1	1	0	3.4%	3.1%	3.4%	3.6%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	2	2	0.0%	0.0%	3.4%	7.1%	6.7%
Vocational Education	4	4	4	4	4	13.8%	12.5%	13.8%	14.3%	13.3%
Other	2	4	3	2	3	6.9%	12.5%	10.3%	7.1%	10.0%
<b>Total Enrollments</b>	404	434	406	398	373	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	49	42	25	22	8.4%	11.3%	10.3%	6.3%	5.9%
Grades 1-4	103	98	93	98	96	25.5%	22.6%	22.9%	24.6%	25.7%
Grades 5-6	62	62	53	53	58	15.3%	14.3%	13.1%	13.3%	15.5%
Grades 7-8	62	71	76	62	55	15.3%	16.4%	18.7%	15.6%	14.7%
Grades 9-12	143	154	142	160	142	35.4%	35.5%	35.0%	40.2%	38.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OAKS-MISSION

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	37	34	32	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	28	31	28	31	90.9%	75.7%	91.2%	87.5%	88.6%
<b>Newly Hired</b>	<b>3</b>	<b>9</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>9.1%</b>	<b>24.3%</b>	<b>8.8%</b>	<b>12.5%</b>	<b>11.4%</b>
Transfers In	1	4	1	2	2	33.3%	44.4%	33.3%	50.0%	50.0%
Reentrants	1	3	1	0	0	33.3%	33.3%	33.3%	0.0%	0.0%
First Time Educators	1	2	1	2	2	33.3%	22.2%	33.3%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>-</b>	<b>15.2%</b>	<b>16.2%</b>	<b>17.6%</b>	<b>3.1%</b>	<b>-</b>
Transfers Out	3	2	3	0	-	60.0%	33.3%	50.0%	0.0%	-
Leave Oklahoma Educ.	2	4	3	1	-	40.0%	66.7%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	15.2%	16.2%	17.6%	3.1%	-
Transfers In/Out	0.33	2.00	0.33	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	27	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>33</b>

## District Report for: OAKS-MISSION

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	3	3	3	3	3.0%	8.1%	8.8%	9.4%	8.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	33.3%	33.3%	33.3%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
Other - Males	0	1	1	1	0	0.0%	33.3%	33.3%	33.3%	0.0%
<b>Professional Staff</b>	3	2	2	1	2	9.1%	5.4%	5.9%	3.1%	5.7%
White - Females	1	1	1	0	0	33.3%	50.0%	50.0%	0.0%	0.0%
White - Males	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	1	1	33.3%	50.0%	0.0%	100.0%	50.0%
Other - Males	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	50.0%
<b>Teachers</b>	29	32	29	28	30	87.9%	86.5%	85.3%	87.5%	85.7%
White - Females	10	12	11	12	14	34.5%	37.5%	37.9%	42.9%	46.7%
White - Males	6	7	9	9	8	20.7%	21.9%	31.0%	32.1%	26.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	11	10	8	6	6	37.9%	31.3%	27.6%	21.4%	20.0%
Other - Males	2	3	1	1	2	6.9%	9.4%	3.4%	3.6%	6.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	2	2	3	10.3%	9.4%	7.1%	7.4%	10.3%
30-34	6	4	5	7	6	20.7%	12.5%	17.9%	25.9%	20.7%
35-39	4	7	4	4	4	13.8%	21.9%	14.3%	14.8%	13.8%
40-44	5	6	6	2	4	17.2%	18.8%	21.4%	7.4%	13.8%
45-49	8	7	5	6	3	27.6%	21.9%	17.9%	22.2%	10.3%
50-54	2	4	4	5	8	6.9%	12.5%	14.3%	18.5%	27.6%
55+	1	1	2	1	1	3.4%	3.1%	7.1%	3.7%	3.4%
<b>Average Age</b>	40.4	40.9	42.0	41.4	41.4					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	4	5	6	17.2%	18.8%	13.8%	17.9%	20.0%
4-7 Years	8	8	7	7	6	27.6%	25.0%	24.1%	25.0%	20.0%
8-11 Years	4	6	4	4	6	13.8%	18.8%	13.8%	14.3%	20.0%
12-15 Years	4	3	5	5	3	13.8%	9.4%	17.2%	17.9%	10.0%
16-19 Years	2	3	3	2	3	6.9%	9.4%	10.3%	7.1%	10.0%
20+ Years	6	6	6	5	6	20.7%	18.8%	20.7%	17.9%	20.0%
<b>Average Experience</b>	10.9	10.7	11.6	10.9	11.4					

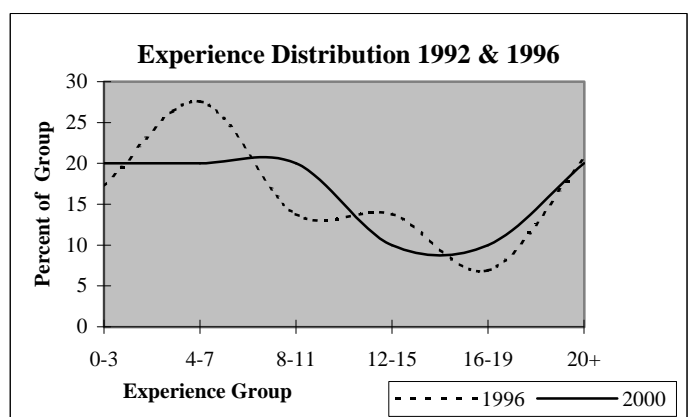
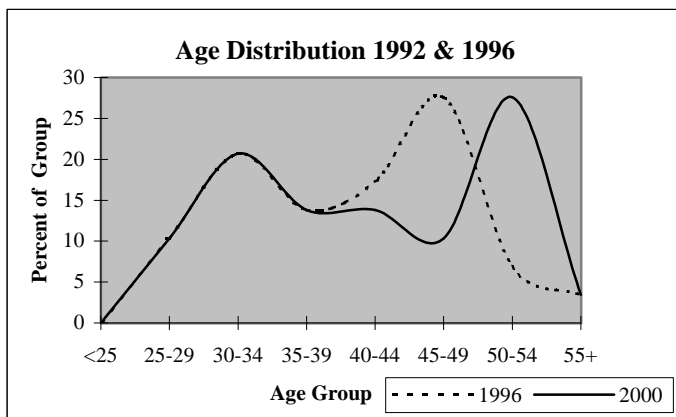


## District Report for: OAKS-MISSION

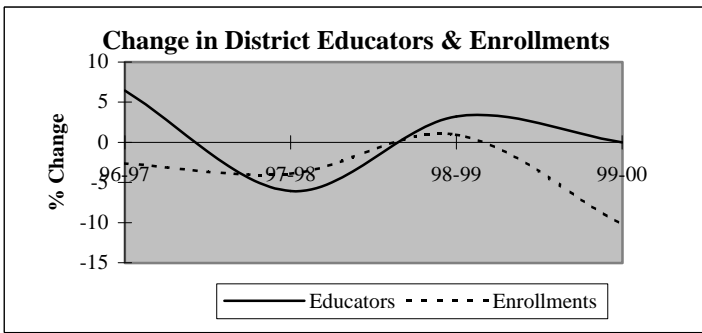
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	6	1	-	15.2%	16.2%	17.6%	3.1%	-
Attrition from Transfers	3	2	3	0	-	9.1%	5.4%	8.8%	0.0%	-
Attrition from Exits	2	4	3	1	-	6.1%	10.8%	8.8%	3.1%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>13.8%</b>	<b>15.6%</b>	<b>13.8%</b>	<b>3.6%</b>	<b>-</b>
Attrition from Transfers	3	2	3	0	-	10.3%	6.3%	10.3%	0.0%	-
Attrition from Exits	1	3	1	1	-	3.4%	9.4%	3.4%	3.6%	-
<b>District Retention</b>										
Educator Retention	28	31	28	31	-	84.8%	83.8%	82.4%	96.9%	-
Teacher Retention	25	27	25	27	-	86.2%	84.4%	86.2%	96.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	30.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.0%	10.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	8.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	3.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	86.5%	94.1%	87.5%	94.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	13.5%	5.9%	9.4%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VICI

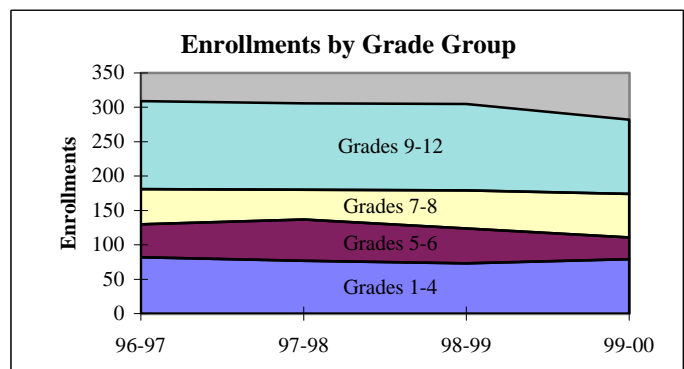
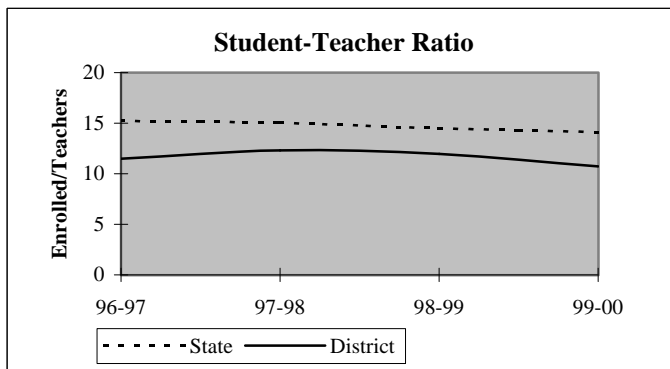


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.1	10.3	10.1	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	11.5	12.3	12.0	10.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	2	-2	1	0	-	-	-	-	-
% Change in Educators	-8.8%	6.5%	-6.1%	3.2%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-9	-13	3	-33	-	-	-	-	-
% Change in Enrollments	-1.2%	-2.6%	-3.9%	0.9%	-10.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	12.1%	0.0%	3.1%	9.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.7%	6.1%	9.7%	9.4%	9.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.5%	6.1%	6.5%	6.3%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.2%	3.0%	3.2%	3.1%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.2%	0.0%	3.2%	3.1%	3.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	40.6	42.2	42.8	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.8	12.6	13.9	14.7	15.6	12.1	12.3	12.3	12.2	12.2
Average Salary	31,179	28,377	30,047	30,141	28,842	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.8%	3.4%	3.8%	3.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.5%	58.6%	65.4%	66.7%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	6.9%	7.7%	7.4%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.0%	4.2%	6.9%	8.5%	13.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	10	8	8	9	32.3%	30.3%	25.8%	25.0%	28.1%
Attrition	1	4	1	2	0					
Attrition Rate	10.0%	40.0%	12.5%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	21	20	21	19	61.3%	63.6%	64.5%	65.6%	59.4%
Attrition	1	2	1	2	0					
Attrition Rate	5.3%	9.5%	5.0%	9.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	3	3	4	6.5%	6.1%	9.7%	9.4%	12.5%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	3	4	6	6.5%	9.1%	9.7%	12.5%	18.8%

## District Report for: VICI

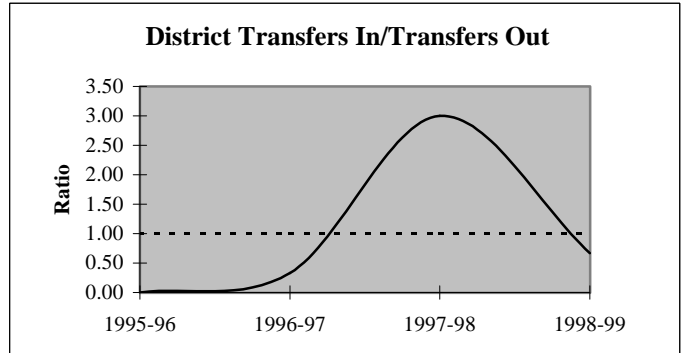
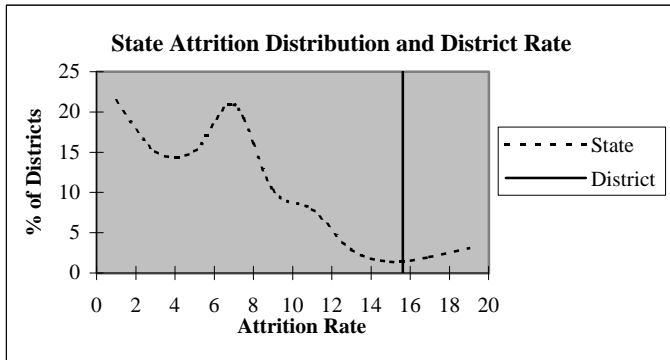
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	31	33	31	32	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	3	3	3	9.7%	6.1%	9.7%	9.4%	9.4%
Professional Staff	2	2	2	2	2	6.5%	6.1%	6.5%	6.3%	6.3%
<b>Total Teachers</b>	26	29	26	27	27	83.9%	87.9%	83.9%	84.4%	84.4%
Special Education	2	2	2	2	2	7.7%	6.9%	7.7%	7.4%	7.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	11	10	9	10	38.5%	37.9%	38.5%	33.3%	37.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	16	14	16	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	3.8%	6.9%	7.7%	7.4%	7.4%
Art & Music	1	1	1	2	1	3.8%	3.4%	3.8%	7.4%	3.7%
Social Studies	4	4	3	3	2	15.4%	13.8%	11.5%	11.1%	7.4%
Foreign Language	1	0	0	0	0	3.8%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	7.7%	6.9%	7.7%	7.4%	7.4%
<b>Science</b>	1	1	2	2	2	3.8%	3.4%	7.7%	7.4%	7.4%
Biology	0	0	1	0	0	0.0%	0.0%	3.8%	0.0%	0.0%
Chemistry	1	0	0	0	1	3.8%	0.0%	0.0%	0.0%	3.7%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	2	1	0.0%	3.4%	3.8%	7.4%	3.7%
Vocational Education	3	4	3	3	4	11.5%	13.8%	11.5%	11.1%	14.8%
Other	1	2	1	2	2	3.8%	6.9%	3.8%	7.4%	7.4%
<b>Total Enrollments</b>	342	333	320	323	290	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	24	14	18	8	5.0%	7.2%	4.4%	5.6%	2.8%
Grades 1-4	94	82	77	73	79	27.5%	24.6%	24.1%	22.6%	27.2%
Grades 5-6	47	48	60	51	32	13.7%	14.4%	18.8%	15.8%	11.0%
Grades 7-8	61	51	43	55	63	17.8%	15.3%	13.4%	17.0%	21.7%
Grades 9-12	123	128	126	126	108	36.0%	38.4%	39.4%	39.0%	37.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: VICI

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	31	33	31	32	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	29	27	29	27	96.8%	87.9%	87.1%	90.6%	84.4%
<b>Newly Hired</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>3.2%</b>	<b>12.1%</b>	<b>12.9%</b>	<b>9.4%</b>	<b>15.6%</b>
Transfers In	0	1	3	2	3	0.0%	25.0%	75.0%	66.7%	60.0%
Reentrants	1	2	0	0	1	100.0%	50.0%	0.0%	0.0%	20.0%
First Time Educators	0	1	1	1	1	0.0%	25.0%	25.0%	33.3%	20.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>6.5%</b>	<b>18.2%</b>	<b>6.5%</b>	<b>15.6%</b>	<b>-</b>
Transfers Out	2	3	1	3	-	100.0%	50.0%	50.0%	60.0%	-
Leave Oklahoma Educ.	0	3	1	2	-	0.0%	50.0%	50.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	6.5%	18.2%	6.5%	15.6%	-
Transfers In/Out	0.00	0.33	3.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	15	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	31

## District Report for: VICI

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	3	3	3	9.7%	6.1%	9.7%	9.4%	9.4%
White - Females	1	0	1	1	1	33.3%	0.0%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	100.0%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.5%	6.1%	6.5%	6.3%	6.3%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	29	26	27	27	83.9%	87.9%	83.9%	84.4%	84.4%
White - Females	15	16	16	17	18	57.7%	55.2%	61.5%	63.0%	66.7%
White - Males	10	12	9	9	9	38.5%	41.4%	34.6%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	3.8%	3.4%	3.8%	3.7%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.8%
25-29	4	3	0	2	2	15.4%	10.3%	0.0%	7.4%	7.7%
30-34	3	7	6	5	5	11.5%	24.1%	23.1%	18.5%	19.2%
35-39	4	3	2	1	0	15.4%	10.3%	7.7%	3.7%	0.0%
40-44	6	6	8	6	5	23.1%	20.7%	30.8%	22.2%	19.2%
45-49	7	7	5	8	6	26.9%	24.1%	19.2%	29.6%	23.1%
50-54	0	1	3	3	5	0.0%	3.4%	11.5%	11.1%	19.2%
55+	2	2	2	2	2	7.7%	6.9%	7.7%	7.4%	7.7%
<b>Average Age</b>	40.6	40.6	42.2	42.8	43.3					

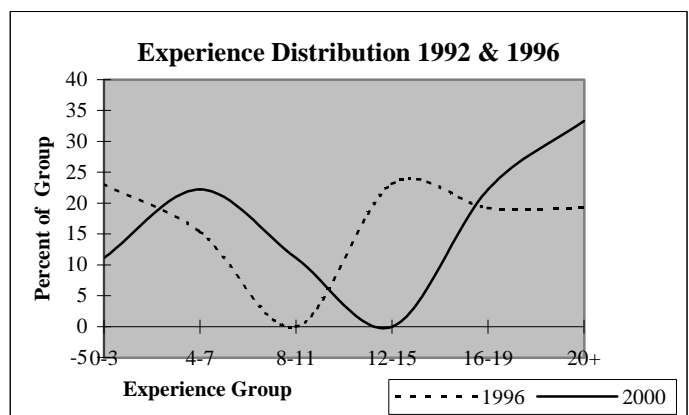
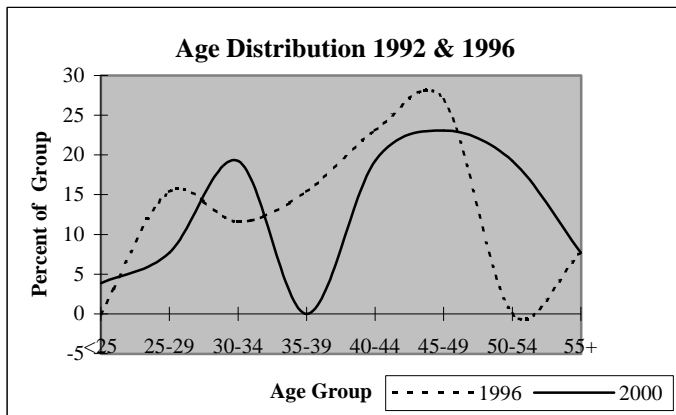
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	2	4	3	23.1%	17.2%	7.7%	14.8%	11.1%
4-7 Years	4	5	6	4	6	15.4%	17.2%	23.1%	14.8%	22.2%
8-11 Years	0	3	3	3	3	0.0%	10.3%	11.5%	11.1%	11.1%
12-15 Years	6	4	2	1	0	23.1%	13.8%	7.7%	3.7%	0.0%
16-19 Years	5	5	6	6	6	19.2%	17.2%	23.1%	22.2%	22.2%
20+ Years	5	7	7	9	9	19.2%	24.1%	26.9%	33.3%	33.3%
<b>Average Experience</b>	12.8	12.6	13.9	14.7	15.6					

## District Report for: VICI

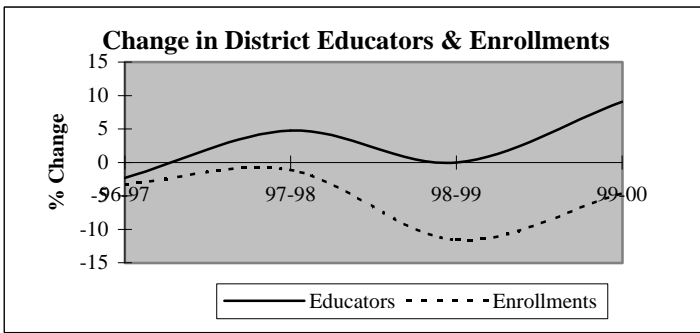
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	6	2	5	-	6.5%	18.2%	6.5%	15.6%	-
Attrition from Transfers	2	3	1	3	-	6.5%	9.1%	3.2%	9.4%	-
Attrition from Exits	0	3	1	2	-	0.0%	9.1%	3.2%	6.3%	-
<b>Teacher Attrition</b>	2	6	2	5	-	7.7%	20.7%	7.7%	18.5%	-
Attrition from Transfers	2	3	1	3	-	7.7%	10.3%	3.8%	11.1%	-
Attrition from Exits	0	3	1	2	-	0.0%	10.3%	3.8%	7.4%	-
<b>District Retention</b>										
Educator Retention	29	27	29	27	-	93.5%	81.8%	93.5%	84.4%	-
Teacher Retention	24	23	24	22	-	92.3%	79.3%	92.3%	81.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	0.0%	50.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	10.0%	70.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	16.7%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.8%	90.9%	96.8%	96.9%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.2%	9.1%	3.2%	3.1%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SEILING

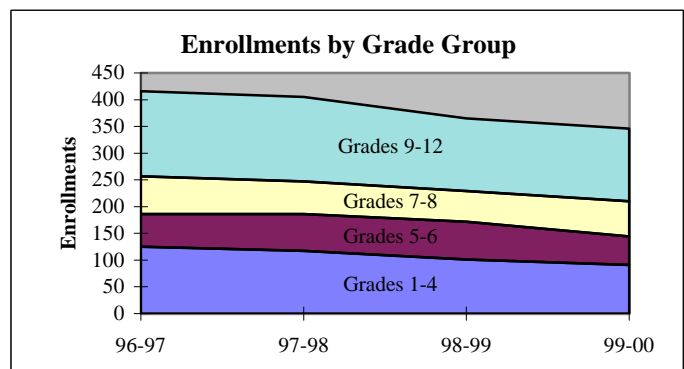
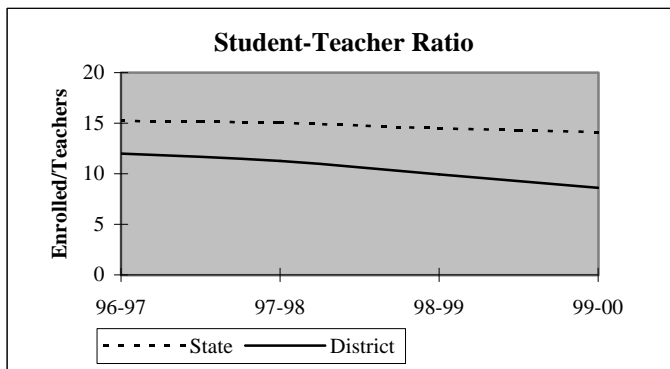


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	10.6	10.0	8.8	7.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	12.0	11.3	9.9	8.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-1	2	0	4	-	-	-	-	-
% Change in Educators	-4.4%	-2.3%	4.8%	0.0%	9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-24	-15	-5	-51	-18	-	-	-	-	-
% Change in Enrollments	-5.0%	-3.3%	-1.1%	-11.6%	-4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.4%	6.8%	6.8%	10.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	7.1%	6.8%	6.8%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.7%	4.8%	4.5%	4.5%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.1	44.1	44.2	42.9	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	16.7	17.0	16.8	15.1	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	32,713	30,081	30,499	30,395	29,868	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.7%	73.0%	71.8%	71.8%	69.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.5%	10.8%	10.3%	10.3%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.9%	16.0%	17.1%	15.3%	15.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	8	11	13	14.0%	11.9%	18.2%	25.0%	27.1%
Attrition	0	0	3	2	0					
Attrition Rate	0.0%	0.0%	37.5%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	35	34	32	30	31	81.4%	81.0%	72.7%	68.2%	64.6%
Attrition	2	3	2	0	0					
Attrition Rate	5.7%	8.8%	6.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	4	3	4	4.7%	7.1%	9.1%	6.8%	8.3%
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	5	5	4	6	11.6%	11.9%	11.4%	9.1%	12.5%

## District Report for: SEILING

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	43	42	44	44	48	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.0%	7.1%	6.8%	6.8%	6.3%
Professional Staff	2	2	2	2	2	4.7%	4.8%	4.5%	4.5%	4.2%
<b>Total Teachers</b>	38	37	39	39	43	88.4%	88.1%	88.6%	88.6%	89.6%
Special Education	4	4	4	4	5	10.5%	10.8%	10.3%	10.3%	11.6%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.6%	2.3%
Elementary	17	16	16	16	16	44.7%	43.2%	41.0%	41.0%	37.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	19	18	21	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	2	2	7.9%	8.1%	7.7%	5.1%	4.7%
Art & Music	2	2	2	2	3	5.3%	5.4%	5.1%	5.1%	7.0%
Social Studies	3	3	3	3	2	7.9%	8.1%	7.7%	7.7%	4.7%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Math	2	2	2	2	2	5.3%	5.4%	5.1%	5.1%	4.7%
<b>Science</b>	2	2	3	2	4	5.3%	5.4%	7.7%	5.1%	9.3%
Biology	1	1	1	1	1	2.6%	2.7%	2.6%	2.6%	2.3%
Chemistry	0	1	0	0	0	0.0%	2.7%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	2	1	3	2.6%	0.0%	5.1%	2.6%	7.0%
Vocational Education	4	4	4	4	4	10.5%	10.8%	10.3%	10.3%	9.3%
Other	1	1	2	3	3	2.6%	2.7%	5.1%	7.7%	7.0%
<b>Total Enrollments</b>	459	444	439	388	370	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	26	33	20	24	5.7%	5.9%	7.5%	5.2%	6.5%
Grades 1-4	131	125	117	101	91	28.5%	28.2%	26.7%	26.0%	24.6%
Grades 5-6	56	61	69	71	53	12.2%	13.7%	15.7%	18.3%	14.3%
Grades 7-8	90	71	61	57	66	19.6%	16.0%	13.9%	14.7%	17.8%
Grades 9-12	152	159	158	136	136	33.1%	35.8%	36.0%	35.1%	36.8%
Ungraded	4	2	1	3	0	0.9%	0.5%	0.2%	0.8%	0.0%

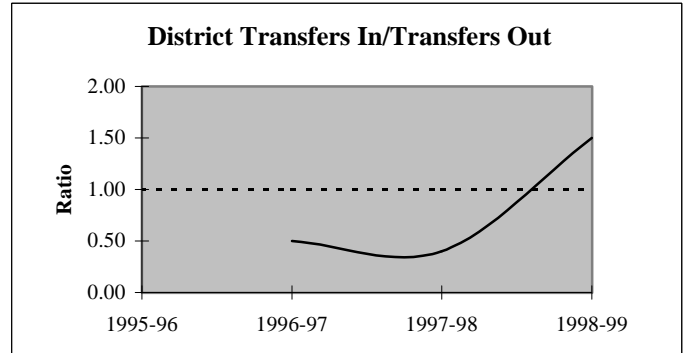
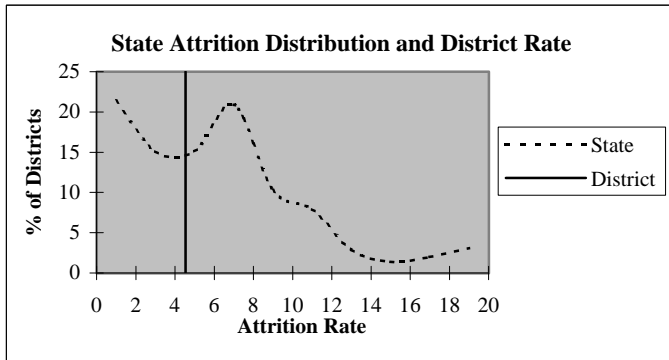




## District Report for: SEILING

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	43	42	44	44	48	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	43	41	39	37	42	100.0%	97.6%	88.6%	84.1%	87.5%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>6</b>	<b>0.0%</b>	<b>2.4%</b>	<b>11.4%</b>	<b>15.9%</b>	<b>12.5%</b>
Transfers In	0	1	2	3	4	0.0%	100.0%	40.0%	42.9%	66.7%
Reentrants	0	0	3	0	0	0.0%	0.0%	60.0%	0.0%	0.0%
First Time Educators	0	0	0	4	2	0.0%	0.0%	0.0%	57.1%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>4.7%</b>	<b>7.1%</b>	<b>15.9%</b>	<b>4.5%</b>	<b>-</b>
Transfers Out	0	2	5	2	-	0.0%	66.7%	71.4%	100.0%	-
Leave Oklahoma Educ.	2	1	2	0	-	100.0%	33.3%	28.6%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	4.7%	7.1%	15.9%	4.5%	-
Transfers In/Out	nc	0.50	0.40	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	6
UCO, Edmond	3
ECU, Ada	2
NWOSU, Alva	8
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	21
OK Panhandle SU, Goodwell	1
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	1
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	1
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 43

## District Report for: SEILING

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.0%	7.1%	6.8%	6.8%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.7%	4.8%	4.5%	4.5%	4.2%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	37	39	39	43	88.4%	88.1%	88.6%	88.6%	89.6%
White - Females	28	27	28	28	30	73.7%	73.0%	71.8%	71.8%	69.8%
White - Males	10	10	11	11	13	26.3%	27.0%	28.2%	28.2%	30.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	0	0.0%	0.0%	0.0%	5.4%	0.0%
25-29	2	1	0	1	4	5.3%	2.7%	0.0%	2.7%	10.0%
30-34	2	3	5	4	3	5.3%	8.1%	13.2%	10.8%	7.5%
35-39	5	5	5	5	3	13.2%	13.5%	13.2%	13.5%	7.5%
40-44	10	9	9	7	7	26.3%	24.3%	23.7%	18.9%	17.5%
45-49	10	11	9	9	11	26.3%	29.7%	23.7%	24.3%	27.5%
50-54	7	7	8	7	9	18.4%	18.9%	21.1%	18.9%	22.5%
55+	2	1	2	2	3	5.3%	2.7%	5.3%	5.4%	7.5%
<b>Average Age</b>	44.1	44.1	44.2	42.9	43.6					

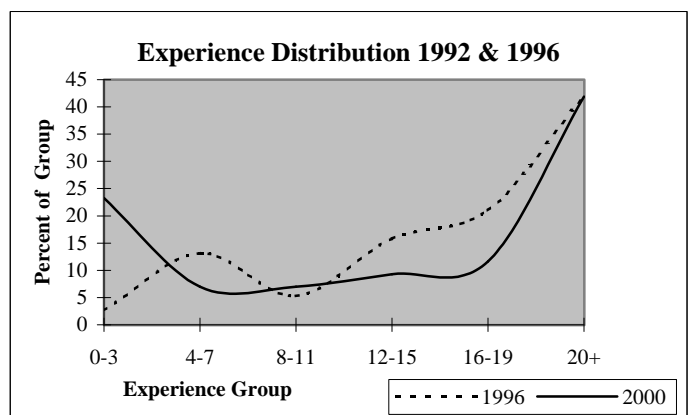
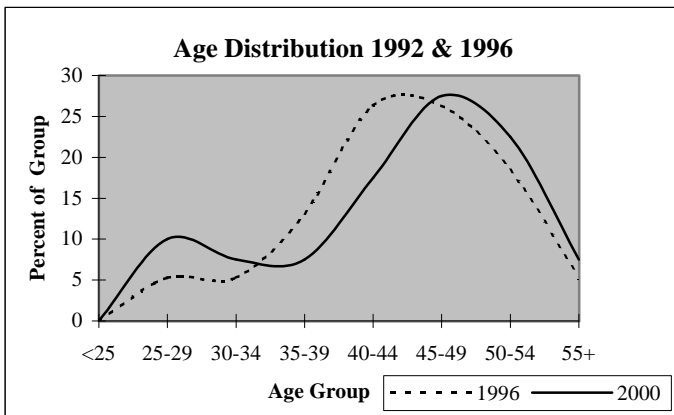
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	0	1	7	10	2.6%	0.0%	2.6%	17.9%	23.3%
4-7 Years	5	5	7	4	3	13.2%	13.5%	17.9%	10.3%	7.0%
8-11 Years	2	4	3	3	3	5.3%	10.8%	7.7%	7.7%	7.0%
12-15 Years	6	4	3	2	4	15.8%	10.8%	7.7%	5.1%	9.3%
16-19 Years	8	8	8	6	5	21.1%	21.6%	20.5%	15.4%	11.6%
20+ Years	16	16	17	17	18	42.1%	43.2%	43.6%	43.6%	41.9%
<b>Average Experience</b>	16.7	17.0	16.8	15.1	14.9					

## District Report for: SEILING

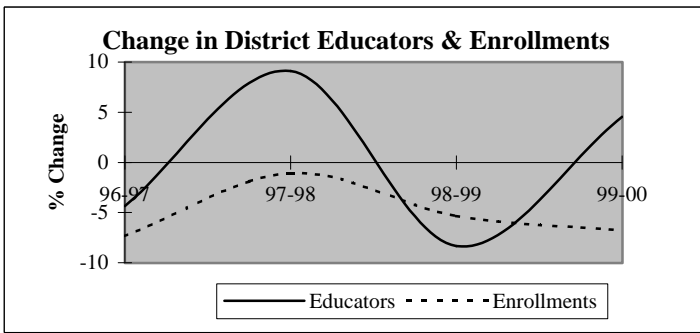
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	7	2	-	4.7%	7.1%	15.9%	4.5%	-
Attrition from Transfers	0	2	5	2	-	0.0%	4.8%	11.4%	4.5%	-
Attrition from Exits	2	1	2	0	-	4.7%	2.4%	4.5%	0.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>5.3%</b>	<b>8.1%</b>	<b>17.9%</b>	<b>5.1%</b>	<b>-</b>
Attrition from Transfers	0	2	5	2	-	0.0%	5.4%	12.8%	5.1%	-
Attrition from Exits	2	1	2	0	-	5.3%	2.7%	5.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	41	39	37	42	-	95.3%	92.9%	84.1%	95.5%	-
Teacher Retention	36	34	32	37	-	94.7%	91.9%	82.1%	94.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.3%	2.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.7%	100.0%	93.2%	88.6%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	2.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	6.8%	9.1%	4.2%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: TALOGA

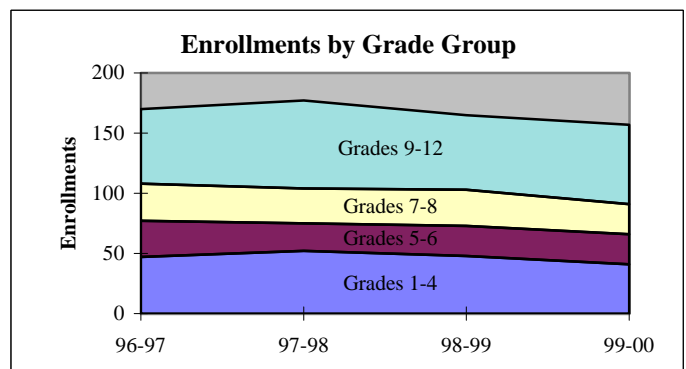
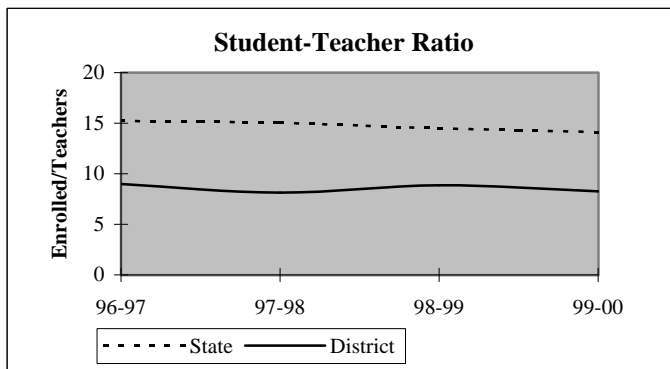


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.9	8.6	7.8	8.0	7.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.3	9.0	8.1	8.9	8.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	-1	2	-2	1	-	-	-	-	-
% Change in Educators	21.1%	-4.3%	9.1%	-8.3%	4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	-15	-2	-10	-12	-	-	-	-	-
% Change in Enrollments	-2.4%	-7.4%	-1.1%	-5.3%	-6.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.7%	0.0%	16.7%	4.5%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.5%	4.2%	9.1%	8.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	45.2	44.5	42.5	39.9	42.0	42.3	42.5	42.7	43.0
Average Experience	14.8	16.5	15.1	13.4	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,399	29,639	27,423	28,809	28,642	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	59.1%	57.1%	52.2%	55.0%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.8%	4.3%	5.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	6.9%	6.3%	4.8%	6.2%	9.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	6	6	9	26.1%	22.7%	25.0%	27.3%	39.1%
Attrition	1	0	3	4	0					
Attrition Rate	16.7%	0.0%	50.0%	66.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	15	15	16	15	13	65.2%	68.2%	66.7%	68.2%	56.5%
Attrition	0	0	6	3	0					
Attrition Rate	0.0%	0.0%	37.5%	20.0%	0.0%					
At Retirement Age	2	2	2	1	1	8.7%	9.1%	8.3%	4.5%	4.3%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	50.0%	50.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	3	2	3	2	8.7%	13.6%	8.3%	13.6%	8.7%

## District Report for: TALOGA

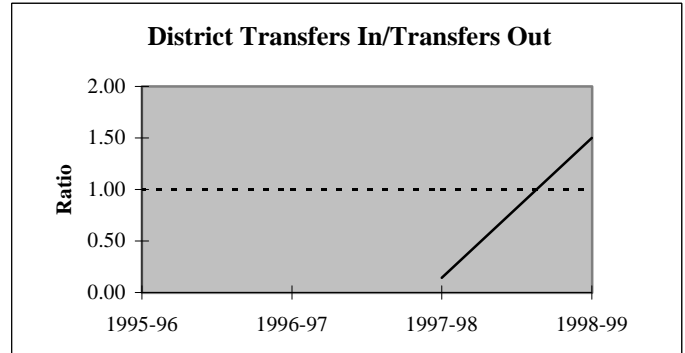
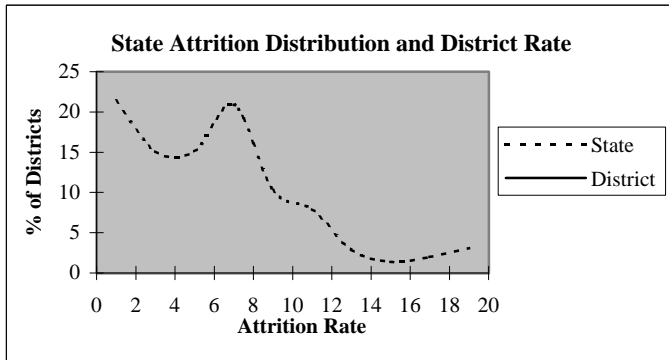
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	22	24	22	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	4.3%	4.5%	4.2%	9.1%	8.7%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.3%
<b>Total Teachers</b>	22	21	23	20	20	95.7%	95.5%	95.8%	90.9%	87.0%
Special Education	1	1	1	1	2	4.5%	4.8%	4.3%	5.0%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	9	9	8	8	45.5%	42.9%	39.1%	40.0%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	13	11	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	1	1	4.5%	4.8%	8.7%	5.0%	5.0%
Art & Music	0	0	0	1	0	0.0%	0.0%	0.0%	5.0%	0.0%
Social Studies	1	1	1	1	2	4.5%	4.8%	4.3%	5.0%	10.0%
Foreign Language	1	1	0	0	1	4.5%	4.8%	0.0%	0.0%	5.0%
Math	1	2	2	1	1	4.5%	9.5%	8.7%	5.0%	5.0%
<b>Science</b>	1	1	1	1	1	4.5%	4.8%	4.3%	5.0%	5.0%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.0%
Chemistry	0	0	1	0	0	0.0%	0.0%	4.3%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	0	4.5%	4.8%	0.0%	5.0%	0.0%
Vocational Education	3	3	3	3	3	13.6%	14.3%	13.0%	15.0%	15.0%
Other	3	2	4	3	1	13.6%	9.5%	17.4%	15.0%	5.0%
<b>Total Enrollments</b>	204	189	187	177	165	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	17	10	12	8	5.4%	9.0%	5.3%	6.8%	4.8%
Grades 1-4	57	47	52	48	41	27.9%	24.9%	27.8%	27.1%	24.8%
Grades 5-6	28	30	23	25	25	13.7%	15.9%	12.3%	14.1%	15.2%
Grades 7-8	37	31	29	30	25	18.1%	16.4%	15.5%	16.9%	15.2%
Grades 9-12	70	62	73	62	66	34.3%	32.8%	39.0%	35.0%	40.0%
Ungraded	1	2	0	0	0	0.5%	1.1%	0.0%	0.0%	0.0%



## District Report for: TALOGA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	22	24	22	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	22	21	14	15	73.9%	100.0%	87.5%	63.6%	65.2%
<b>Newly Hired</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>8</b>	<b>26.1%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>36.4%</b>	<b>34.8%</b>
Transfers In	3	0	1	6	4	50.0%	0.0%	33.3%	75.0%	50.0%
Reentrants	1	0	1	0	0	16.7%	0.0%	33.3%	0.0%	0.0%
First Time Educators	2	0	1	2	4	33.3%	0.0%	33.3%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>7</b>	<b>-</b>	<b>4.3%</b>	<b>4.5%</b>	<b>41.7%</b>	<b>31.8%</b>	<b>-</b>
Transfers Out	0	0	7	4	-	0.0%	0.0%	70.0%	57.1%	-
Leave Oklahoma Educ.	1	1	3	3	-	100.0%	100.0%	30.0%	42.9%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	4.5%	41.7%	31.8%	-
Transfers In/Out	nc	nc	0.14	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	13	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
Total		23	

## District Report for: TALOGA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	4.3%	4.5%	4.2%	9.1%	8.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.3%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	21	23	20	20	95.7%	95.5%	95.8%	90.9%	87.0%
White - Females	13	12	12	11	12	59.1%	57.1%	52.2%	55.0%	60.0%
White - Males	9	9	11	9	8	40.9%	42.9%	47.8%	45.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	1	0.0%	0.0%	4.3%	5.0%	5.0%
25-29	1	1	1	2	3	4.5%	4.8%	4.3%	10.0%	15.0%
30-34	4	1	2	2	3	18.2%	4.8%	8.7%	10.0%	15.0%
35-39	1	3	3	3	4	4.5%	14.3%	13.0%	15.0%	20.0%
40-44	6	4	3	0	0	27.3%	19.0%	13.0%	0.0%	0.0%
45-49	6	7	6	5	5	27.3%	33.3%	26.1%	25.0%	25.0%
50-54	3	4	5	6	4	13.6%	19.0%	21.7%	30.0%	20.0%
55+	1	1	2	1	0	4.5%	4.8%	8.7%	5.0%	0.0%
<b>Average Age</b>	43.9	45.2	44.5	42.5	39.9					

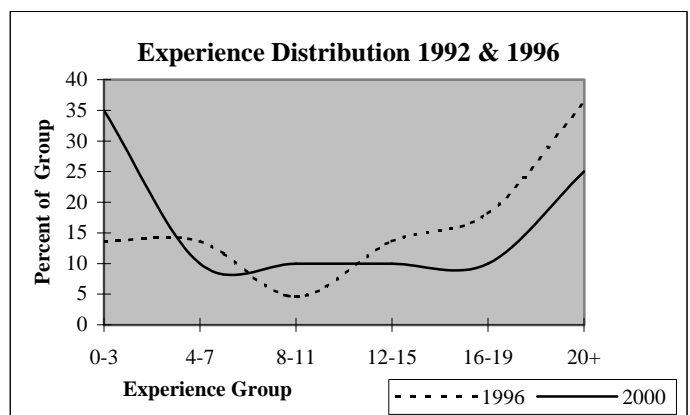
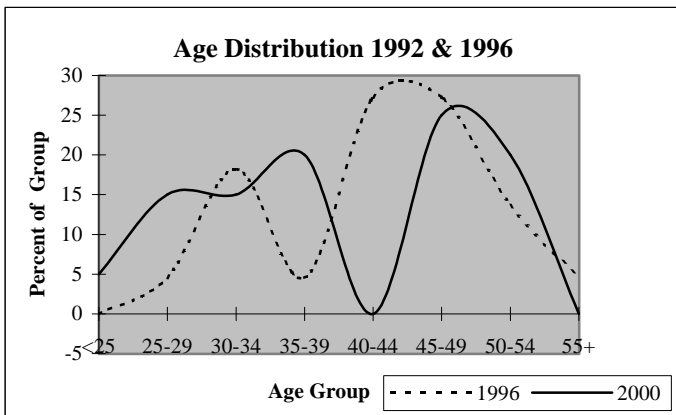
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	2	5	7	13.6%	9.5%	8.7%	25.0%	35.0%
4-7 Years	3	3	4	1	2	13.6%	14.3%	17.4%	5.0%	10.0%
8-11 Years	1	1	3	4	2	4.5%	4.8%	13.0%	20.0%	10.0%
12-15 Years	3	1	1	2	2	13.6%	4.8%	4.3%	10.0%	10.0%
16-19 Years	4	4	4	1	2	18.2%	19.0%	17.4%	5.0%	10.0%
20+ Years	8	10	9	7	5	36.4%	47.6%	39.1%	35.0%	25.0%
<b>Average Experience</b>	14.8	16.5	15.1	13.4	11.2					

# District Report for: TALOGA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	10	7	-	4.3%	4.5%	41.7%	31.8%	-
Attrition from Transfers	0	0	7	4	-	0.0%	0.0%	29.2%	18.2%	-
Attrition from Exits	1	1	3	3	-	4.3%	4.5%	12.5%	13.6%	-
<b>Teacher Attrition</b>	1	1	9	7	-	4.5%	4.8%	39.1%	35.0%	-
Attrition from Transfers	0	0	6	4	-	0.0%	0.0%	26.1%	20.0%	-
Attrition from Exits	1	1	3	3	-	4.5%	4.8%	13.0%	15.0%	-
<b>District Retention</b>										
Educator Retention	22	21	14	15	-	95.7%	95.5%	58.3%	68.2%	-
Teacher Retention	21	20	14	13	-	95.5%	95.2%	60.9%	65.0%	-

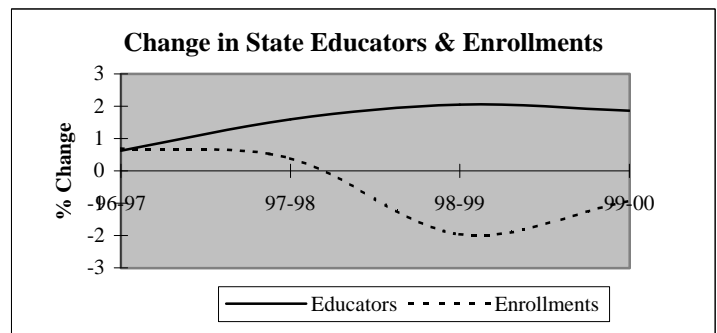
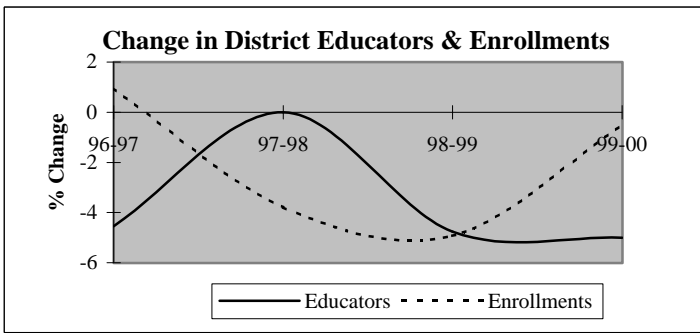
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	16.7%	50.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	33.3%	66.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.2%	4.5%	4.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.0%	100.0%	87.5%	86.4%	78.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	13.0%	0.0%	8.3%	9.1%	17.4%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: FARGO

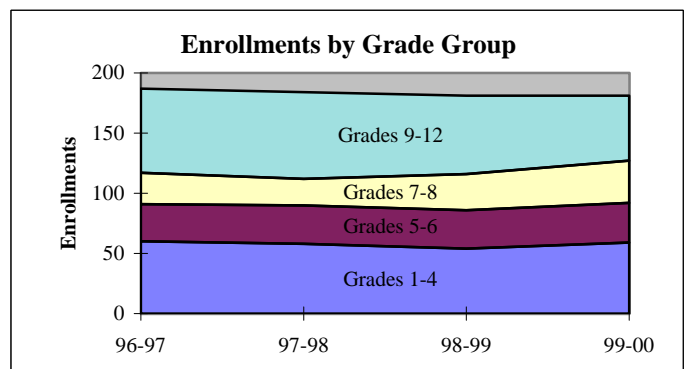
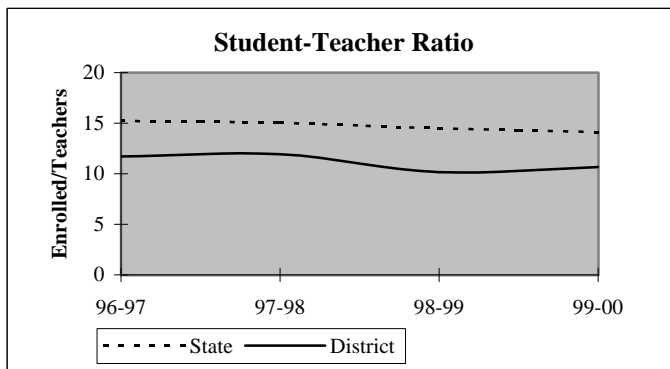


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.5	10.0	9.7	9.7	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.0	11.7	11.9	10.2	10.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	-1	-1	-	-	-	-	-
% Change in Educators	0.0%	-4.5%	0.0%	-4.8%	-5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-18	2	-8	-10	-1	-	-	-	-	-
% Change in Enrollments	-7.9%	1.0%	-3.8%	-4.9%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	13.6%	0.0%	4.8%	5.0%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	9.5%	9.5%	5.0%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	4.8%	9.5%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	0.0%	0.0%	5.0%	5.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.0	37.8	39.3	38.2	38.4	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	9.1	10.4	8.3	8.4	12.1	12.3	12.3	12.2	12.2
Average Salary	26,940	29,133	29,521	27,319	28,599	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.5%	0.0%	0.0%	5.3%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.0%	83.3%	82.4%	84.2%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	5.6%	5.9%	5.3%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.1%	5.7%	3.4%	3.4%	4.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	10	9	9	8	54.5%	47.6%	42.9%	45.0%	42.1%
Attrition	3	1	5	1	0					
Attrition Rate	25.0%	10.0%	55.6%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	11	11	9	10	40.9%	52.4%	52.4%	45.0%	52.6%
Attrition	1	0	4	0	0					
Attrition Rate	11.1%	0.0%	36.4%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	1	2	1	4.5%	0.0%	4.8%	10.0%	5.3%
Attrition Rate	100.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	2	2	1	4.5%	4.8%	9.5%	10.0%	5.3%

## District Report for: FARGO

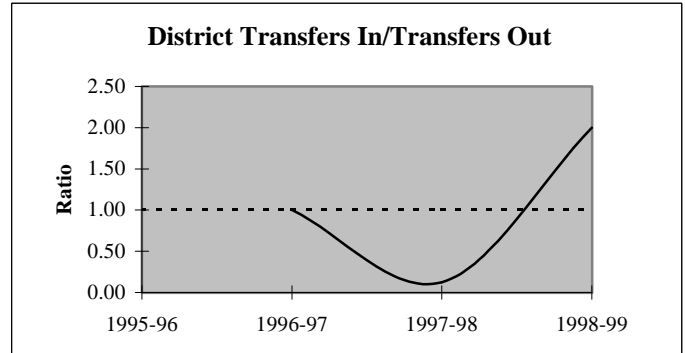
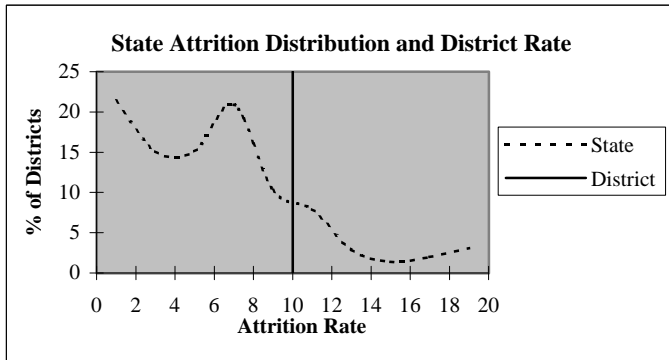
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	21	21	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	1	1	4.5%	9.5%	9.5%	5.0%	5.3%
Professional Staff	0	1	2	0	0	0.0%	4.8%	9.5%	0.0%	0.0%
<b>Total Teachers</b>	21	18	17	19	18	95.5%	85.7%	81.0%	95.0%	94.7%
Special Education	1	1	1	1	1	4.8%	5.6%	5.9%	5.3%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	9	8	11	10	52.4%	50.0%	47.1%	57.9%	55.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	8	8	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	1	2	9.5%	11.1%	11.8%	5.3%	11.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	1	1	9.5%	5.6%	5.9%	5.3%	5.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.8%	5.6%	5.9%	5.3%	5.6%
<b>Science</b>	1	1	1	1	1	4.8%	5.6%	5.9%	5.3%	5.6%
Biology	1	1	1	0	1	4.8%	5.6%	5.9%	0.0%	5.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	0	0.0%	0.0%	0.0%	5.3%	0.0%
Vocational Education	2	2	2	2	2	9.5%	11.1%	11.8%	10.5%	11.1%
Other	1	1	1	1	0	4.8%	5.6%	5.9%	5.3%	0.0%
<b>Total Enrollments</b>	209	211	203	193	192	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	23	19	12	11	5.3%	10.9%	9.4%	6.2%	5.7%
Grades 1-4	59	60	58	54	59	28.2%	28.4%	28.6%	28.0%	30.7%
Grades 5-6	26	31	32	32	33	12.4%	14.7%	15.8%	16.6%	17.2%
Grades 7-8	37	26	22	30	35	17.7%	12.3%	10.8%	15.5%	18.2%
Grades 9-12	76	70	72	65	54	36.4%	33.2%	35.5%	33.7%	28.1%
Ungraded	0	1	0	0	0	0.0%	0.5%	0.0%	0.0%	0.0%



## District Report for: FARGO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	21	21	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	17	20	12	18	68.2%	81.0%	95.2%	60.0%	94.7%
<b>Newly Hired</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>31.8%</b>	<b>19.0%</b>	<b>4.8%</b>	<b>40.0%</b>	<b>5.3%</b>
Transfers In	3	1	1	2	0	42.9%	25.0%	100.0%	25.0%	0.0%
Reentrants	2	2	0	0	0	28.6%	50.0%	0.0%	0.0%	0.0%
First Time Educators	2	1	0	6	1	28.6%	25.0%	0.0%	75.0%	100.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>-</b>	<b>22.7%</b>	<b>4.8%</b>	<b>42.9%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	0	1	8	1	-	0.0%	100.0%	88.9%	50.0%	-
Leave Oklahoma Educ.	5	0	1	1	-	100.0%	0.0%	11.1%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	22.7%	4.8%	42.9%	10.0%	-
Transfers In/Out	nc	1.00	0.13	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	9	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	22

## District Report for: FARGO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	1	1	4.5%	9.5%	9.5%	5.0%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	1	2	0	0	0.0%	4.8%	9.5%	0.0%	0.0%
White - Females	0	1	2	0	0	0.0%	100.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	18	17	19	18	95.5%	85.7%	81.0%	95.0%	94.7%
White - Females	16	15	14	16	15	76.2%	83.3%	82.4%	84.2%	83.3%
White - Males	3	3	3	2	2	14.3%	16.7%	17.6%	10.5%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	4.8%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	1	1	4.8%	0.0%	0.0%	5.3%	5.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	1	0	4.8%	5.6%	0.0%	5.3%	0.0%
25-29	5	3	2	4	3	23.8%	16.7%	11.8%	21.1%	16.7%
30-34	2	4	5	3	4	9.5%	22.2%	29.4%	15.8%	22.2%
35-39	3	1	1	1	1	14.3%	5.6%	5.9%	5.3%	5.6%
40-44	4	5	3	5	5	19.0%	27.8%	17.6%	26.3%	27.8%
45-49	3	3	2	2	3	14.3%	16.7%	11.8%	10.5%	16.7%
50-54	1	1	3	2	2	4.8%	5.6%	17.6%	10.5%	11.1%
55+	2	0	1	1	0	9.5%	0.0%	5.9%	5.3%	0.0%
<b>Average Age</b>	39.0	37.8	39.3	38.2	38.4					

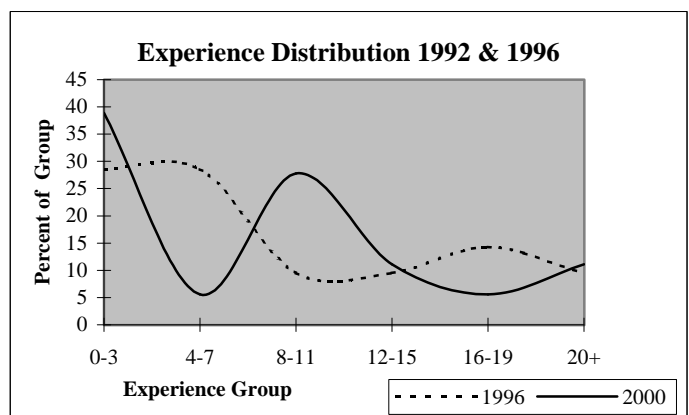
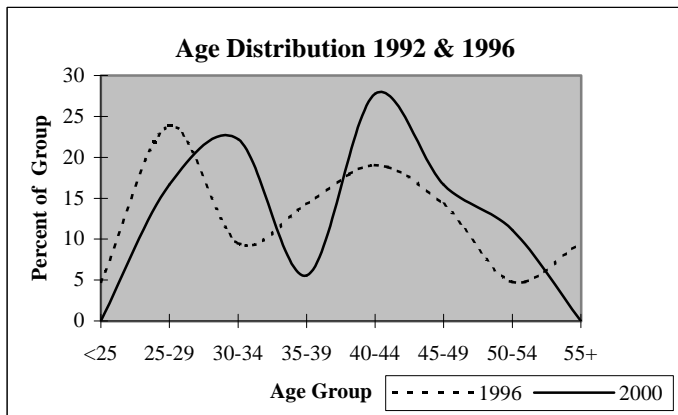
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	2	2	7	7	28.6%	11.1%	11.8%	36.8%	38.9%
4-7 Years	6	8	7	2	1	28.6%	44.4%	41.2%	10.5%	5.6%
8-11 Years	2	3	2	4	5	9.5%	16.7%	11.8%	21.1%	27.8%
12-15 Years	2	0	1	2	2	9.5%	0.0%	5.9%	10.5%	11.1%
16-19 Years	3	4	2	1	1	14.3%	22.2%	11.8%	5.3%	5.6%
20+ Years	2	1	3	3	2	9.5%	5.6%	17.6%	15.8%	11.1%
<b>Average Experience</b>	8.7	9.1	10.4	8.3	8.4					

## District Report for: FARGO

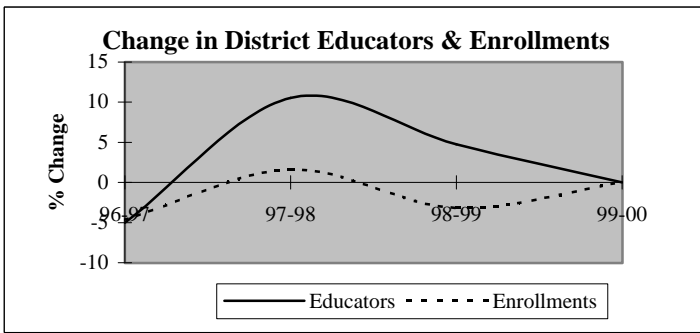
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	1	9	2	-	22.7%	4.8%	42.9%	10.0%	-
Attrition from Transfers	0	1	8	1	-	0.0%	4.8%	38.1%	5.0%	-
Attrition from Exits	5	0	1	1	-	22.7%	0.0%	4.8%	5.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>23.8%</b>	<b>5.6%</b>	<b>35.3%</b>	<b>10.5%</b>	<b>-</b>
Attrition from Transfers	0	1	5	1	-	0.0%	5.6%	29.4%	5.3%	-
Attrition from Exits	5	0	1	1	-	23.8%	0.0%	5.9%	5.3%	-
<b>District Retention</b>										
Educator Retention	17	20	12	18	-	77.3%	95.2%	57.1%	90.0%	-
Teacher Retention	16	17	11	17	-	76.2%	94.4%	64.7%	89.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	10.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	25.0%	25.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	16.7%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	22.2%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.8%	85.7%	100.0%	70.0%	94.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.2%	14.3%	0.0%	30.0%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ARNETT

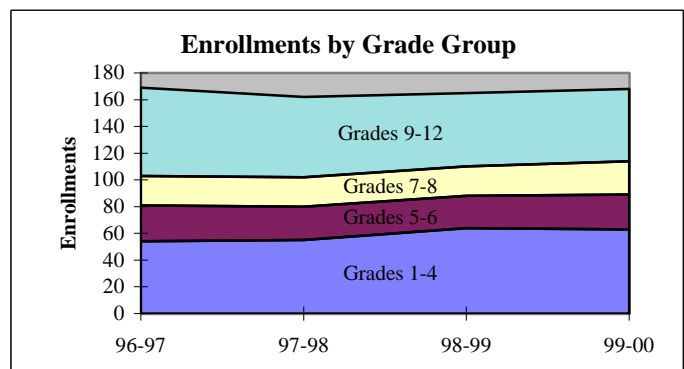
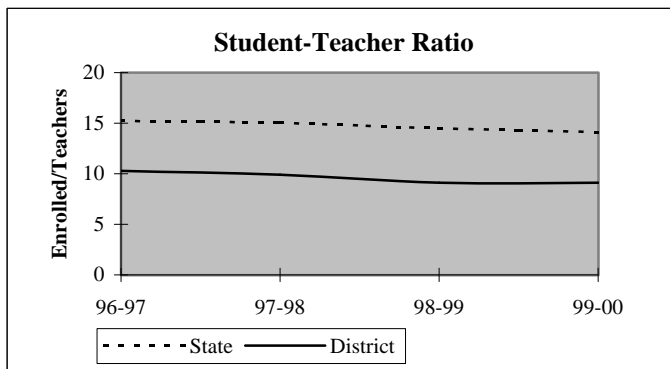


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.7	9.7	9.0	8.3	8.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.2	10.3	9.9	9.1	9.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	2	1	0	-	-	-	-	-
% Change in Educators	0.0%	-5.0%	10.5%	4.8%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	-9	3	-6	0	-	-	-	-	-
% Change in Enrollments	3.7%	-4.6%	1.6%	-3.2%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.0%	5.3%	4.8%	9.1%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.3%	9.5%	9.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	43.7	44.2	44.2	45.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	14.4	13.4	12.0	13.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,746	29,292	28,792	28,776	29,510	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.7%	72.2%	63.2%	65.0%	65.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.6%	5.3%	5.0%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.9%	7.6%	6.4%	6.6%	7.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	4	6	8	7	35.0%	21.1%	28.6%	36.4%	31.8%
Attrition	3	0	2	0	0					
Attrition Rate	42.9%	0.0%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	13	13	12	65.0%	68.4%	61.9%	59.1%	54.5%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	7.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	2	2	1	3	0.0%	10.5%	9.5%	4.5%	13.6%
Attrition Rate	0.0%	50.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	50.0%	50.0%	0.0%	0.0%					

## District Report for: ARNETT

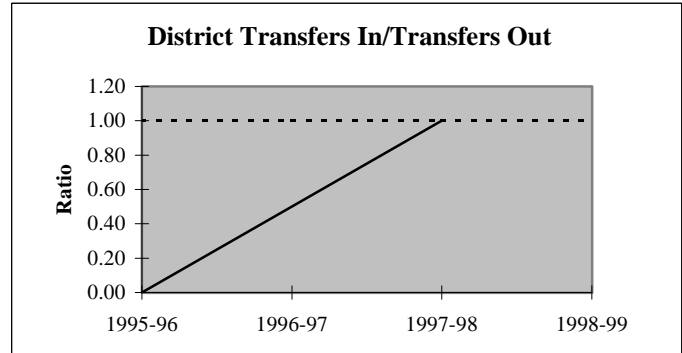
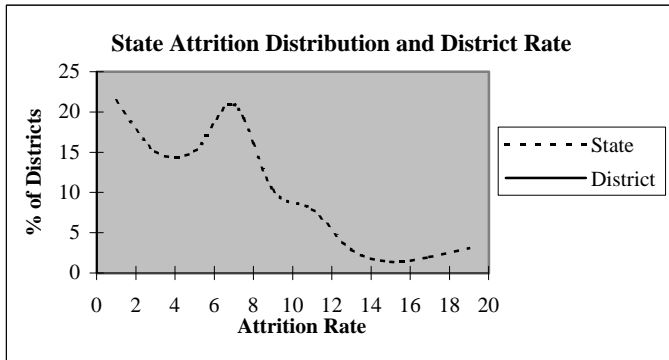
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	19	21	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	2	5.0%	5.3%	9.5%	9.1%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	19	18	19	20	20	95.0%	94.7%	90.5%	90.9%	90.9%
Special Education	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	7	8	8	8	36.8%	38.9%	42.1%	40.0%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	10	10	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	5.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	5.0%
Foreign Language	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	5.0%
Math	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	5.0%
<b>Science</b>	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	5.0%
Biology	1	1	1	0	0	5.3%	5.6%	5.3%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	1	0.0%	0.0%	0.0%	5.0%	5.0%
Vocational Education	4	4	3	4	3	21.1%	22.2%	15.8%	20.0%	15.0%
Other	2	1	2	2	3	10.5%	5.6%	10.5%	10.0%	15.0%
<b>Total Enrollments</b>	194	185	188	182	182	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	15	26	16	14	9.8%	8.1%	13.8%	8.8%	7.7%
Grades 1-4	58	54	55	64	63	29.9%	29.2%	29.3%	35.2%	34.6%
Grades 5-6	26	27	25	24	26	13.4%	14.6%	13.3%	13.2%	14.3%
Grades 7-8	35	22	22	22	25	18.0%	11.9%	11.7%	12.1%	13.7%
Grades 9-12	56	66	60	55	54	28.9%	35.7%	31.9%	30.2%	29.7%
Ungraded	0	1	0	1	0	0.0%	0.5%	0.0%	0.5%	0.0%



## District Report for: ARNETT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	19	21	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	17	18	17	22	90.0%	89.5%	85.7%	77.3%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>10.0%</b>	<b>10.5%</b>	<b>14.3%</b>	<b>22.7%</b>	<b>0.0%</b>
Transfers In	0	0	2	1	0	0.0%	0.0%	66.7%	20.0%	0.0%
Reentrants	1	0	0	1	0	50.0%	0.0%	0.0%	20.0%	0.0%
First Time Educators	1	2	1	3	0	50.0%	100.0%	33.3%	60.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>-</b>	<b>15.0%</b>	<b>5.3%</b>	<b>19.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	2	0	-	33.3%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	2	1	2	0	-	66.7%	100.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	15.0%	5.3%	19.0%	0.0%	-
Transfers In/Out	0.00	nc	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	20



## District Report for: ARNETT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	2	5.0%	5.3%	9.5%	9.1%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	18	19	20	20	95.0%	94.7%	90.5%	90.9%	90.9%
White - Females	14	13	12	13	13	73.7%	72.2%	63.2%	65.0%	65.0%
White - Males	5	5	7	7	7	26.3%	27.8%	36.8%	35.0%	35.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.6%
25-29	5	1	1	2	2	26.3%	5.9%	5.9%	11.1%	11.1%
30-34	2	4	4	1	1	10.5%	23.5%	23.5%	5.6%	5.6%
35-39	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.6%
40-44	4	3	3	2	1	21.1%	17.6%	17.6%	11.1%	5.6%
45-49	3	4	5	5	6	15.8%	23.5%	29.4%	27.8%	33.3%
50-54	2	1	0	2	2	10.5%	5.9%	0.0%	11.1%	11.1%
55+	3	4	4	4	4	15.8%	23.5%	23.5%	22.2%	22.2%
<b>Average Age</b>	41.1	43.7	44.2	44.2	45.2					

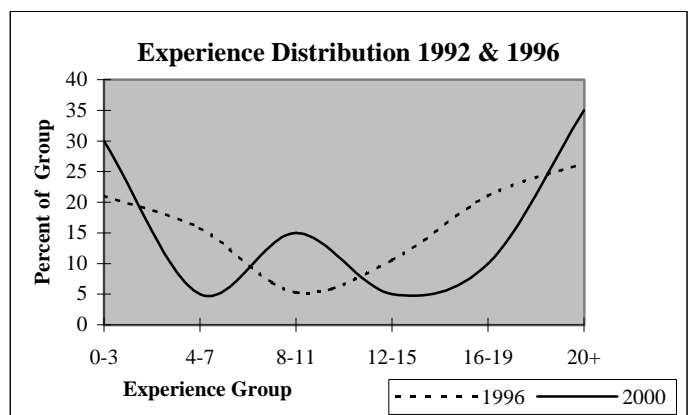
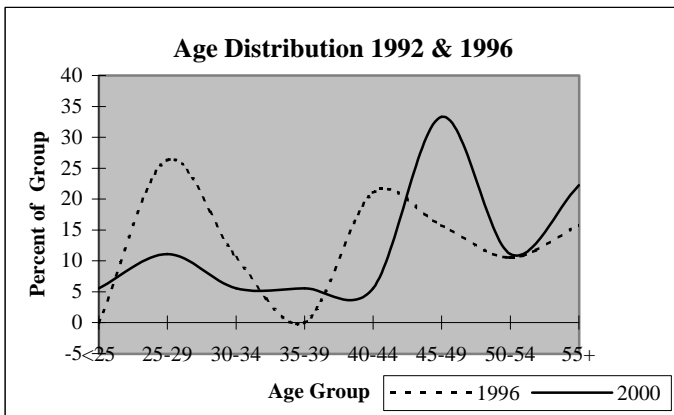
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	4	6	6	21.1%	16.7%	21.1%	30.0%	30.0%
4-7 Years	3	1	2	2	1	15.8%	5.6%	10.5%	10.0%	5.0%
8-11 Years	1	3	3	3	3	5.3%	16.7%	15.8%	15.0%	15.0%
12-15 Years	2	2	1	0	1	10.5%	11.1%	5.3%	0.0%	5.0%
16-19 Years	4	2	2	3	2	21.1%	11.1%	10.5%	15.0%	10.0%
20+ Years	5	7	7	6	7	26.3%	38.9%	36.8%	30.0%	35.0%
<b>Average Experience</b>	13.0	14.4	13.4	12.0	13.0					

## District Report for: ARNETT

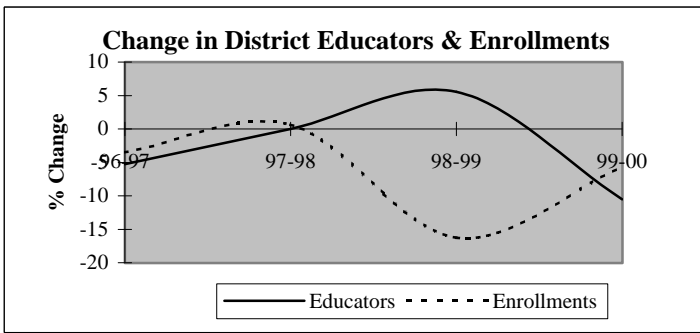
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	4	0	-	15.0%	5.3%	19.0%	0.0%	-
Attrition from Transfers	1	0	2	0	-	5.0%	0.0%	9.5%	0.0%	-
Attrition from Exits	2	1	2	0	-	10.0%	5.3%	9.5%	0.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>-</b>	<b>15.8%</b>	<b>5.6%</b>	<b>21.1%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	1	0	2	0	-	5.3%	0.0%	10.5%	0.0%	-
Attrition from Exits	2	1	2	0	-	10.5%	5.6%	10.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	17	18	17	22	-	85.0%	94.7%	81.0%	100.0%	-
Teacher Retention	16	17	15	20	-	84.2%	94.4%	78.9%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	33.3%	33.3%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	4.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	89.5%	95.2%	77.3%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	10.5%	4.8%	18.2%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GAGE

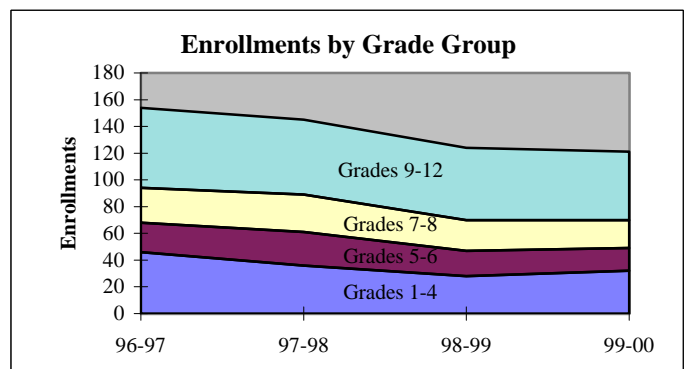
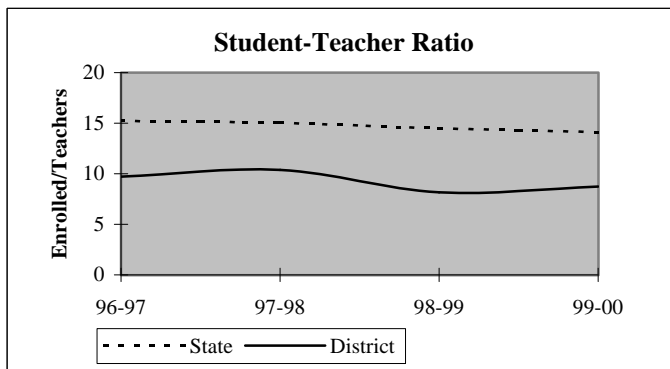


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.0	9.2	9.2	7.3	7.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.5	9.7	10.4	8.2	8.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	0	1	-2	-	-	-	-	-
% Change in Educators	5.6%	-5.3%	0.0%	5.6%	-10.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	-6	1	-27	-8	-	-	-	-	-
% Change in Enrollments	0.0%	-3.5%	0.6%	-16.3%	-5.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	16.7%	11.1%	21.1%	23.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.6%	11.1%	10.5%	11.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	5.6%	5.3%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	47.9	45.3	45.9	46.3	47.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.8	12.5	12.9	11.3	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,701	24,765	26,843	26,916	26,198	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	82.4%	81.3%	76.5%	73.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.7%	0.0%	0.0%	5.9%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.3%	2.4%	1.8%	2.1%	5.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	7	6	8	8	21.1%	38.9%	33.3%	42.1%	47.1%
Attrition	2	0	2	1	0					
Attrition Rate	50.0%	0.0%	33.3%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	10	9	9	7	73.7%	55.6%	50.0%	47.4%	41.2%
Attrition	4	1	1	1	0					
Attrition Rate	28.6%	10.0%	11.1%	11.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	2	2	5.3%	5.6%	16.7%	10.5%	11.8%
Attrition Rate	100.0%	0.0%	33.3%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	3	4	10.5%	11.1%	16.7%	15.8%	23.5%

## District Report for: GAGE

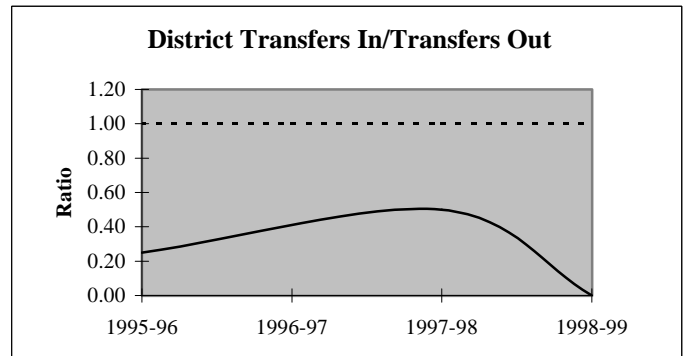
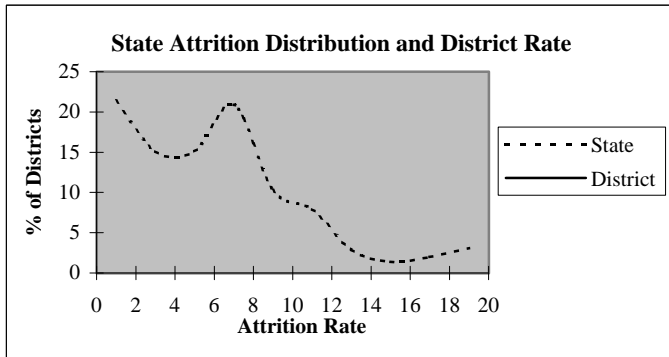
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	18	18	19	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	2	5.3%	5.6%	11.1%	10.5%	11.8%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	18	17	16	17	15	94.7%	94.4%	88.9%	89.5%	88.2%
Special Education	3	0	0	1	1	16.7%	0.0%	0.0%	5.9%	6.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	8	7	7	6	33.3%	47.1%	43.8%	41.2%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	9	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	2	1	11.1%	17.6%	18.8%	11.8%	6.7%
Art & Music	0	1	1	1	1	0.0%	5.9%	6.3%	5.9%	6.7%
Social Studies	3	2	1	1	2	16.7%	11.8%	6.3%	5.9%	13.3%
Foreign Language	1	0	0	0	0	5.6%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	2	1	5.6%	5.9%	6.3%	11.8%	6.7%
<b>Science</b>	1	1	1	2	1	5.6%	5.9%	6.3%	11.8%	6.7%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	5.6%	5.9%	6.3%	11.8%	6.7%
Vocational Education	1	1	2	0	1	5.6%	5.9%	12.5%	0.0%	6.7%
Other	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	6.7%
<b>Total Enrollments</b>	171	165	166	139	131	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	11	21	15	10	5.8%	6.7%	12.7%	10.8%	7.6%
Grades 1-4	43	46	36	28	32	25.1%	27.9%	21.7%	20.1%	24.4%
Grades 5-6	24	22	25	19	17	14.0%	13.3%	15.1%	13.7%	13.0%
Grades 7-8	32	26	28	23	21	18.7%	15.8%	16.9%	16.5%	16.0%
Grades 9-12	62	60	56	54	51	36.3%	36.4%	33.7%	38.8%	38.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GAGE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	18	18	19	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	12	17	14	15	89.5%	66.7%	94.4%	73.7%	88.2%
<b>Newly Hired</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>10.5%</b>	<b>33.3%</b>	<b>5.6%</b>	<b>26.3%</b>	<b>11.8%</b>
Transfers In	1	1	1	0	1	50.0%	16.7%	100.0%	0.0%	50.0%
Reentrants	1	2	0	2	1	50.0%	33.3%	0.0%	40.0%	50.0%
First Time Educators	0	3	0	3	0	0.0%	50.0%	0.0%	60.0%	0.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>36.8%</b>	<b>5.6%</b>	<b>22.2%</b>	<b>21.1%</b>	<b>-</b>
Transfers Out	4	0	2	2	-	57.1%	0.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	3	1	2	2	-	42.9%	100.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	36.8%	5.6%	22.2%	21.1%	-
Transfers In/Out	0.25	nc	0.50	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	10	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	4	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>19</b>

## District Report for: GAGE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	2	5.3%	5.6%	11.1%	10.5%	11.8%
White - Females	0	0	1	1	0	0.0%	0.0%	50.0%	50.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	50.0%	50.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	17	16	17	15	94.7%	94.4%	88.9%	89.5%	88.2%
White - Females	15	14	13	13	11	83.3%	82.4%	81.3%	76.5%	73.3%
White - Males	3	3	3	4	4	16.7%	17.6%	18.8%	23.5%	26.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	3	2	11.8%	12.5%	13.3%	18.8%	14.3%
30-34	0	1	1	0	1	0.0%	6.3%	6.7%	0.0%	7.1%
35-39	0	1	0	1	0	0.0%	6.3%	0.0%	6.3%	0.0%
40-44	2	0	1	0	0	11.8%	0.0%	6.7%	0.0%	0.0%
45-49	4	5	5	4	2	23.5%	31.3%	33.3%	25.0%	14.3%
50-54	6	6	5	5	7	35.3%	37.5%	33.3%	31.3%	50.0%
55+	3	1	1	3	2	17.6%	6.3%	6.7%	18.8%	14.3%
<b>Average Age</b>	47.9	45.3	45.9	46.3	47.3					

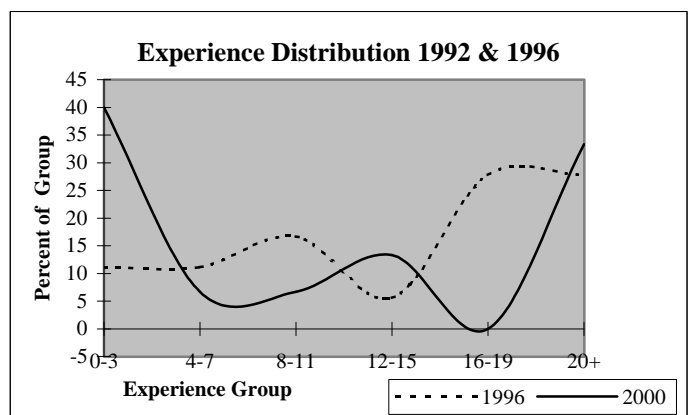
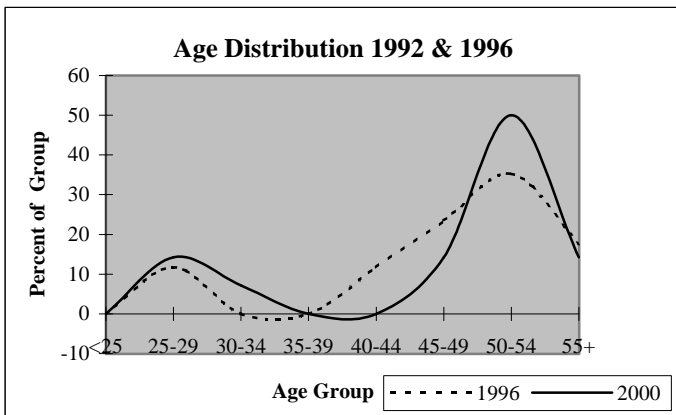
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	5	5	7	6	11.1%	29.4%	31.3%	41.2%	40.0%
4-7 Years	2	1	1	1	1	11.1%	5.9%	6.3%	5.9%	6.7%
8-11 Years	3	3	1	2	1	16.7%	17.6%	6.3%	11.8%	6.7%
12-15 Years	1	0	2	1	2	5.6%	0.0%	12.5%	5.9%	13.3%
16-19 Years	5	2	0	0	0	27.8%	11.8%	0.0%	0.0%	0.0%
20+ Years	5	6	7	6	5	27.8%	35.3%	43.8%	35.3%	33.3%
<b>Average Experience</b>	14.8	12.5	12.9	11.3	11.7					

## District Report for: GAGE

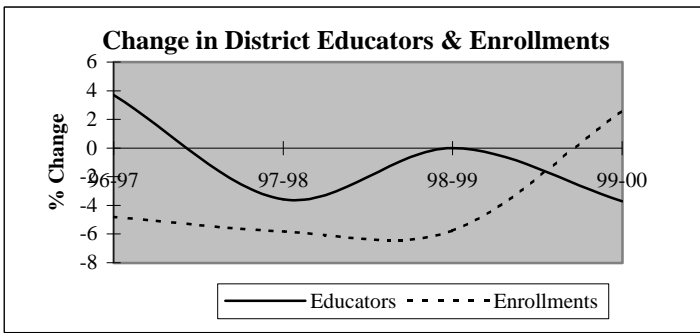
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	1	4	4	-	36.8%	5.6%	22.2%	21.1%	-
Attrition from Transfers	4	0	2	2	-	21.1%	0.0%	11.1%	10.5%	-
Attrition from Exits	3	1	2	2	-	15.8%	5.6%	11.1%	10.5%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>33.3%</b>	<b>5.9%</b>	<b>25.0%</b>	<b>11.8%</b>	<b>-</b>
Attrition from Transfers	3	0	2	0	-	16.7%	0.0%	12.5%	0.0%	-
Attrition from Exits	3	1	2	2	-	16.7%	5.9%	12.5%	11.8%	-
<b>District Retention</b>										
Educator Retention	12	17	14	15	-	63.2%	94.4%	77.8%	78.9%	-
Teacher Retention	12	16	12	15	-	66.7%	94.1%	75.0%	88.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	50.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.3%	0.0%	11.1%	5.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.5%	72.2%	88.9%	68.4%	88.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	27.8%	0.0%	26.3%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SHATTUCK



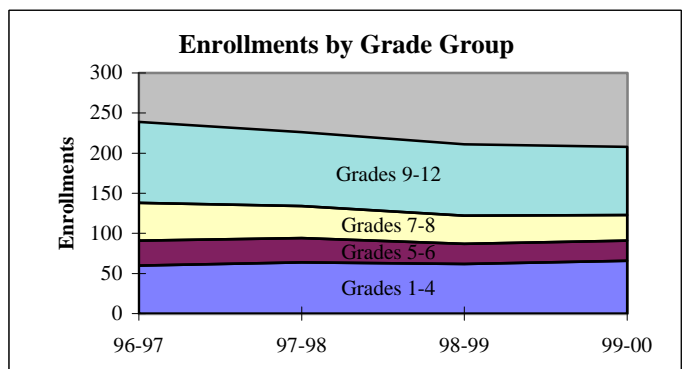
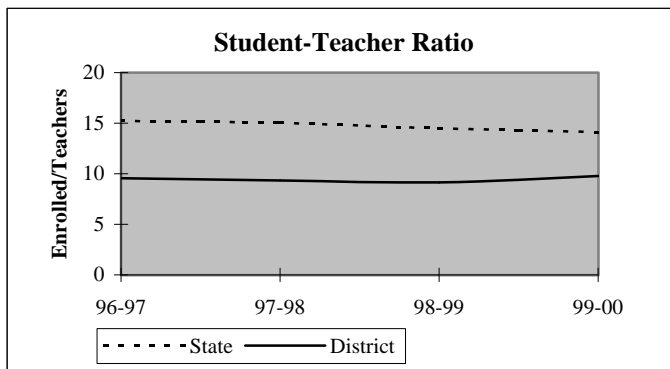
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	9.2	9.0	8.5	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.3	9.6	9.3	9.2	9.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	1	-1	0	-1	-	-	-	-	-
% Change in Educators	-12.9%	3.7%	-3.6%	0.0%	-3.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-32	-13	-15	-14	6	-	-	-	-	-
% Change in Enrollments	-10.6%	-4.8%	-5.8%	-5.8%	2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	7.1%	7.4%	7.4%	15.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	3.6%	3.7%	7.4%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.7%	3.6%	3.7%	3.7%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	3.7%	3.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	43.9	44.0	45.2	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	13.9	13.7	14.0	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,243	31,153	29,647	31,134	29,359	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	3.7%	3.8%	4.0%	4.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	59.3%	57.7%	64.0%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	11.1%	11.5%	12.0%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	6.6%	3.9%	3.3%	5.2%	6.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	7	5	6	22.2%	21.4%	25.9%	18.5%	23.1%
Attrition	2	3	2	1	0					
Attrition Rate	33.3%	50.0%	28.6%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	21	20	22	19	77.8%	75.0%	74.1%	81.5%	73.1%
Attrition	2	3	3	3	0					
Attrition Rate	9.5%	14.3%	15.0%	13.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	0	0	1	0.0%	3.6%	0.0%	0.0%	3.8%
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	1	0	1	6	3.7%	3.6%	0.0%	3.7%	23.1%



## District Report for: SHATTUCK

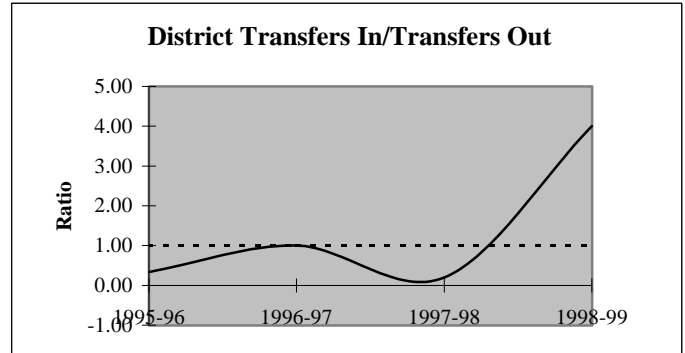
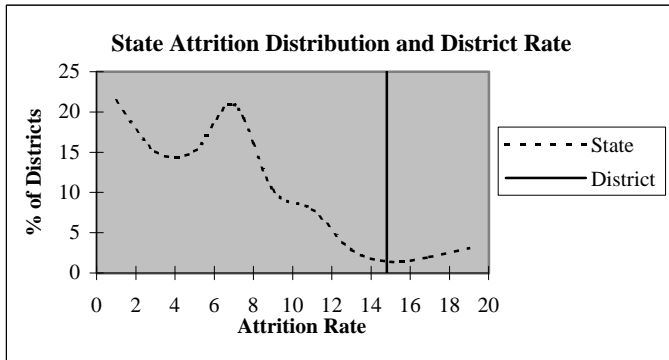
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	28	27	27	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	1	1	2	2	11.1%	3.6%	3.7%	7.4%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	24	27	26	25	24	88.9%	96.4%	96.3%	92.6%	92.3%
Special Education	2	3	3	3	3	8.3%	11.1%	11.5%	12.0%	12.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	10	9	10	9	37.5%	37.0%	34.6%	40.0%	37.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	14	12	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	3	2	2	12.5%	7.4%	11.5%	8.0%	8.3%
Art & Music	2	2	1	2	2	8.3%	7.4%	3.8%	8.0%	8.3%
Social Studies	0	0	0	1	1	0.0%	0.0%	0.0%	4.0%	4.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	3	2	2	2	0.0%	11.1%	7.7%	8.0%	8.3%
<b>Science</b>	1	1	1	1	1	4.2%	3.7%	3.8%	4.0%	4.2%
Biology	1	1	0	1	0	4.2%	3.7%	0.0%	4.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	0	1	0.0%	0.0%	3.8%	0.0%	4.2%
Vocational Education	2	4	4	4	3	8.3%	14.8%	15.4%	16.0%	12.5%
Other	5	2	3	0	1	20.8%	7.4%	11.5%	0.0%	4.2%
<b>Total Enrollments</b>	271	258	243	229	235	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	19	17	18	27	6.6%	7.4%	7.0%	7.9%	11.5%
Grades 1-4	61	60	64	62	66	22.5%	23.3%	26.3%	27.1%	28.1%
Grades 5-6	36	31	30	25	25	13.3%	12.0%	12.3%	10.9%	10.6%
Grades 7-8	52	47	40	35	32	19.2%	18.2%	16.5%	15.3%	13.6%
Grades 9-12	104	101	92	89	85	38.4%	39.1%	37.9%	38.9%	36.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SHATTUCK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	28	27	27	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	23	21	22	23	92.6%	82.1%	77.8%	81.5%	88.5%
<b>Newly Hired</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>7.4%</b>	<b>17.9%</b>	<b>22.2%</b>	<b>18.5%</b>	<b>11.5%</b>
Transfers In	1	5	1	4	1	50.0%	100.0%	16.7%	80.0%	33.3%
Reentrants	0	0	3	1	0	0.0%	0.0%	50.0%	20.0%	0.0%
First Time Educators	1	0	2	0	2	50.0%	0.0%	33.3%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>14.8%</b>	<b>25.0%</b>	<b>18.5%</b>	<b>14.8%</b>	<b>-</b>
Transfers Out	3	5	5	1	-	75.0%	71.4%	100.0%	25.0%	-
Leave Oklahoma Educ.	1	2	0	3	-	25.0%	28.6%	0.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	14.8%	25.0%	18.5%	14.8%	-
Transfers In/Out	0.33	1.00	0.20	4.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	9	Cameron, Lawton	-
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
Total		27	

## District Report for: SHATTUCK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	1	1	2	2	11.1%	3.6%	3.7%	7.4%	7.7%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	3	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	27	26	25	24	88.9%	96.4%	96.3%	92.6%	92.3%
White - Females	15	15	14	15	16	62.5%	55.6%	53.8%	60.0%	66.7%
White - Males	8	11	11	9	7	33.3%	40.7%	42.3%	36.0%	29.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	4.2%	3.7%	3.8%	4.0%	4.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	1	1	0	2	0.0%	3.7%	4.0%	0.0%	8.7%
30-34	5	5	3	2	2	20.8%	18.5%	12.0%	8.3%	8.7%
35-39	4	4	4	6	6	16.7%	14.8%	16.0%	25.0%	26.1%
40-44	4	3	2	2	1	16.7%	11.1%	8.0%	8.3%	4.3%
45-49	6	8	8	5	3	25.0%	29.6%	32.0%	20.8%	13.0%
50-54	3	4	6	6	5	12.5%	14.8%	24.0%	25.0%	21.7%
55+	2	2	1	3	4	8.3%	7.4%	4.0%	12.5%	17.4%
<b>Average Age</b>	43.3	43.9	44.0	45.2	44.5					

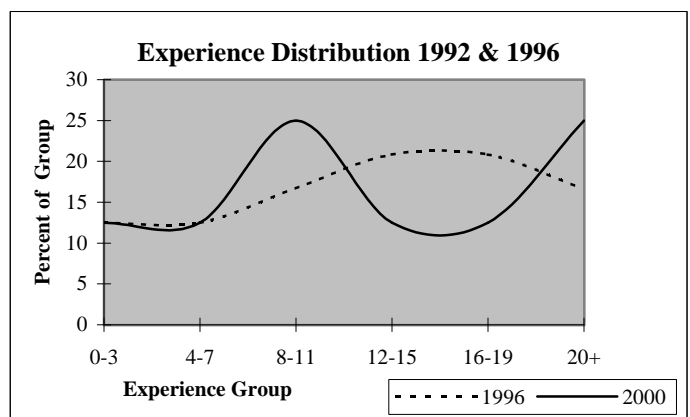
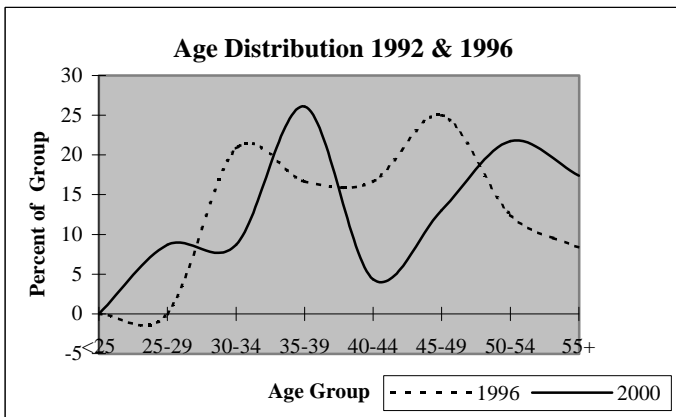
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	1	3	2	3	12.5%	3.7%	11.5%	8.0%	12.5%
4-7 Years	3	5	4	3	3	12.5%	18.5%	15.4%	12.0%	12.5%
8-11 Years	4	6	2	5	6	16.7%	22.2%	7.7%	20.0%	25.0%
12-15 Years	5	4	6	4	3	20.8%	14.8%	23.1%	16.0%	12.5%
16-19 Years	5	3	3	4	3	20.8%	11.1%	11.5%	16.0%	12.5%
20+ Years	4	8	8	7	6	16.7%	29.6%	30.8%	28.0%	25.0%
<b>Average Experience</b>	12.6	13.9	13.7	14.0	13.3					

## District Report for: SHATTUCK

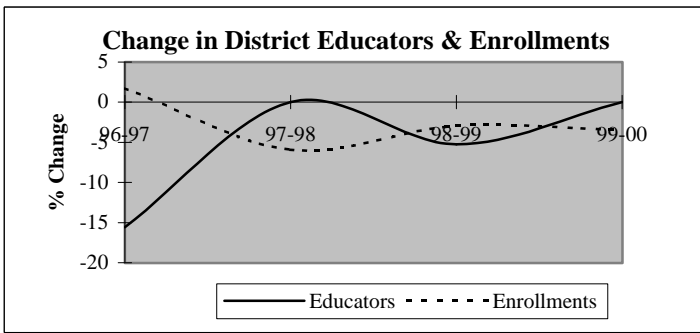
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	7	5	4	-	14.8%	25.0%	18.5%	14.8%	-
Attrition from Transfers	3	5	5	1	-	11.1%	17.9%	18.5%	3.7%	-
Attrition from Exits	1	2	0	3	-	3.7%	7.1%	0.0%	11.1%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>12.5%</b>	<b>25.9%</b>	<b>15.4%</b>	<b>16.0%</b>	<b>-</b>
Attrition from Transfers	2	5	4	1	-	8.3%	18.5%	15.4%	4.0%	-
Attrition from Exits	1	2	0	3	-	4.2%	7.4%	0.0%	12.0%	-
<b>District Retention</b>										
Educator Retention	23	21	22	23	-	85.2%	75.0%	81.5%	85.2%	-
Teacher Retention	21	20	22	21	-	87.5%	74.1%	84.6%	84.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	25.0%	0.0%	25.0%	84.2%	6.9%	91.1%
2 Years of Experience	33.3%	66.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	40.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	7.4%	3.6%	0.0%	0.0%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	96.4%	81.5%	96.3%	88.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.7%	0.0%	18.5%	3.7%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WAUKOMIS

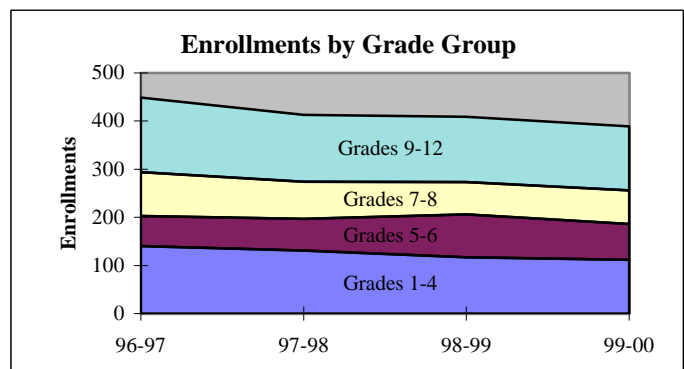
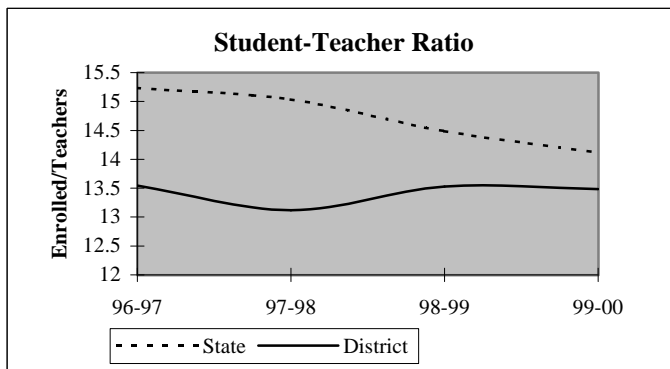


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	12.5	11.7	12.0	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.4	13.5	13.1	13.5	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-7	0	-2	0	-	-	-	-	-
% Change in Educators	0.0%	-15.6%	0.0%	-5.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-33	8	-28	-13	-15	-	-	-	-	-
% Change in Enrollments	-6.6%	1.7%	-5.9%	-2.9%	-3.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.4%	5.3%	10.5%	13.9%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.2%	2.6%	7.9%	8.3%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	5.3%	2.6%	2.8%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	0.0%	2.6%	2.8%	2.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.0	39.3	39.9	40.0	37.2	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	9.5	9.7	9.4	8.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,071	27,683	27,604	26,860	27,074	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.3%	68.6%	67.6%	65.6%	61.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.9%	5.7%	5.9%	6.3%	3.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	6.0%	4.0%	7.0%	8.3%	5.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	16	17	19	21	42.2%	42.1%	44.7%	52.8%	58.3%
Attrition	5	3	7	6	0					
Attrition Rate	26.3%	18.8%	41.2%	31.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	24	18	17	14	13	53.3%	47.4%	44.7%	38.9%	36.1%
Attrition	6	3	6	1	0					
Attrition Rate	25.0%	16.7%	35.3%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	4	4	3	2	4.4%	10.5%	10.5%	8.3%	5.6%
Attrition Rate	50.0%	25.0%	50.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	4	4	4	3	2	8.9%	10.5%	10.5%	8.3%	5.6%

## District Report for: WAUKOMIS

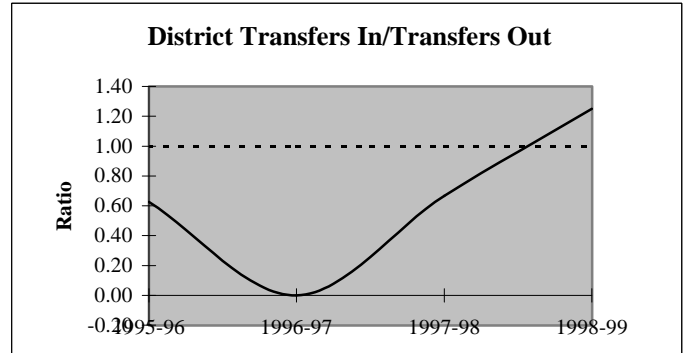
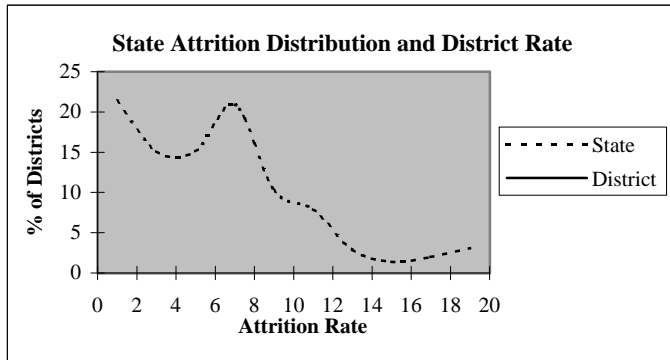
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	38	38	36	36	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	3	3	3	2.2%	2.6%	7.9%	8.3%	8.3%
Professional Staff	3	2	1	1	2	6.7%	5.3%	2.6%	2.8%	5.6%
<b>Total Teachers</b>	41	35	34	32	31	91.1%	92.1%	89.5%	88.9%	86.1%
Special Education	2	2	2	2	1	4.9%	5.7%	5.9%	6.3%	3.2%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.2%
Elementary	16	14	13	12	13	39.0%	40.0%	38.2%	37.5%	41.9%
<b>Middle School</b>	9	7	5	1	0	22.0%	20.0%	14.7%	3.1%	0.0%
Language Arts	3	2	2	0	0	7.3%	5.7%	5.9%	0.0%	0.0%
Art & Music	1	0	0	0	0	2.4%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	0	1	0	2.4%	2.9%	0.0%	3.1%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	1	0	0	4.9%	2.9%	2.9%	0.0%	0.0%
Science	1	1	1	0	0	2.4%	2.9%	2.9%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	1	0	0	2.4%	5.7%	2.9%	0.0%	0.0%
<b>High School (9-12)</b>	14	12	14	17	16	1400.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	3	3	2.4%	2.9%	5.9%	9.4%	9.7%
Art & Music	1	1	1	1	1	2.4%	2.9%	2.9%	3.1%	3.2%
Social Studies	2	2	2	2	3	4.9%	5.7%	5.9%	6.3%	9.7%
Foreign Language	1	0	1	1	0	2.4%	0.0%	2.9%	3.1%	0.0%
Math	2	2	1	3	3	4.9%	5.7%	2.9%	9.4%	9.7%
<b>Science</b>	2	2	2	2	2	4.9%	5.7%	5.9%	6.3%	6.5%
Biology	0	1	1	0	0	0.0%	2.9%	2.9%	0.0%	0.0%
Chemistry	1	0	0	0	0	2.4%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	2	2.4%	2.9%	2.9%	6.3%	6.5%
Vocational Education	3	2	2	2	2	7.3%	5.7%	5.9%	6.3%	6.5%
Other	2	2	3	3	2	4.9%	5.7%	8.8%	9.4%	6.5%
<b>Total Enrollments</b>	466	474	446	433	418	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	30	25	32	22	26	6.4%	5.3%	7.2%	5.1%	6.2%
Grades 1-4	136	140	131	117	112	29.2%	29.5%	29.4%	27.0%	26.8%
Grades 5-6	76	63	66	89	74	16.3%	13.3%	14.8%	20.6%	17.7%
Grades 7-8	72	91	77	67	70	15.5%	19.2%	17.3%	15.5%	16.7%
Grades 9-12	152	155	139	136	133	32.6%	32.7%	31.2%	31.4%	31.8%
Ungraded	0	0	1	2	3	0.0%	0.0%	0.2%	0.5%	0.7%



## District Report for: WAUKOMIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	38	38	36	36	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	33	31	23	28	86.7%	86.8%	81.6%	63.9%	77.8%
<b>Newly Hired</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>13</b>	<b>8</b>	<b>13.3%</b>	<b>13.2%</b>	<b>18.4%</b>	<b>36.1%</b>	<b>22.2%</b>
Transfers In	5	0	6	5	1	83.3%	0.0%	85.7%	38.5%	12.5%
Reentrants	1	2	1	3	1	16.7%	40.0%	14.3%	23.1%	12.5%
First Time Educators	0	3	0	5	6	0.0%	60.0%	0.0%	38.5%	75.0%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>7</b>	<b>15</b>	<b>8</b>	<b>-</b>	<b>26.7%</b>	<b>18.4%</b>	<b>39.5%</b>	<b>22.2%</b>	<b>-</b>
Transfers Out	8	6	9	4	-	66.7%	85.7%	60.0%	50.0%	-
Leave Oklahoma Educ.	4	1	6	4	-	33.3%	14.3%	40.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	26.7%	18.4%	39.5%	22.2%	-
Transfers In/Out	0.63	0.00	0.67	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	10
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	8	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>45</b>

## District Report for: WAUKOMIS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	3	3	3	2.2%	2.6%	7.9%	8.3%	8.3%
White - Females	1	0	1	1	1	100.0%	0.0%	33.3%	33.3%	33.3%
White - Males	0	1	2	2	2	0.0%	100.0%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	1	1	2	6.7%	5.3%	2.6%	2.8%	5.6%
White - Females	2	1	1	1	1	66.7%	50.0%	100.0%	100.0%	50.0%
White - Males	1	1	0	0	1	33.3%	50.0%	0.0%	0.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	41	35	34	32	31	91.1%	92.1%	89.5%	88.9%	86.1%
White - Females	28	24	23	21	19	68.3%	68.6%	67.6%	65.6%	61.3%
White - Males	13	11	11	11	12	31.7%	31.4%	32.4%	34.4%	38.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	3	1	1	1	0.0%	8.6%	2.9%	3.2%	3.4%
25-29	8	4	6	7	10	19.5%	11.4%	17.6%	22.6%	34.5%
30-34	3	3	3	2	4	7.3%	8.6%	8.8%	6.5%	13.8%
35-39	9	5	6	4	1	22.0%	14.3%	17.6%	12.9%	3.4%
40-44	10	8	7	5	5	24.4%	22.9%	20.6%	16.1%	17.2%
45-49	7	8	6	7	2	17.1%	22.9%	17.6%	22.6%	6.9%
50-54	2	2	3	2	4	4.9%	5.7%	8.8%	6.5%	13.8%
55+	2	2	2	3	2	4.9%	5.7%	5.9%	9.7%	6.9%
<b>Average Age</b>	39.0	39.3	39.9	40.0	37.2					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	9	7	9	14	26.8%	25.7%	20.6%	28.1%	45.2%
4-7 Years	8	7	10	9	6	19.5%	20.0%	29.4%	28.1%	19.4%
8-11 Years	7	4	4	2	1	17.1%	11.4%	11.8%	6.3%	3.2%
12-15 Years	5	8	7	4	3	12.2%	22.9%	20.6%	12.5%	9.7%
16-19 Years	6	3	2	2	1	14.6%	8.6%	5.9%	6.3%	3.2%
20+ Years	4	4	4	6	6	9.8%	11.4%	11.8%	18.8%	19.4%
<b>Average Experience</b>	9.5	9.5	9.7	9.4	8.3					

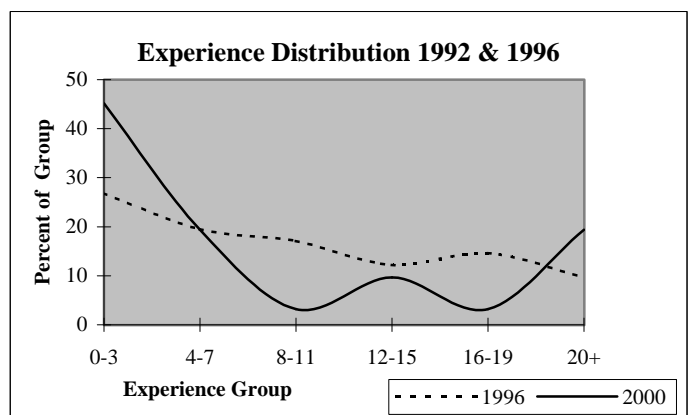
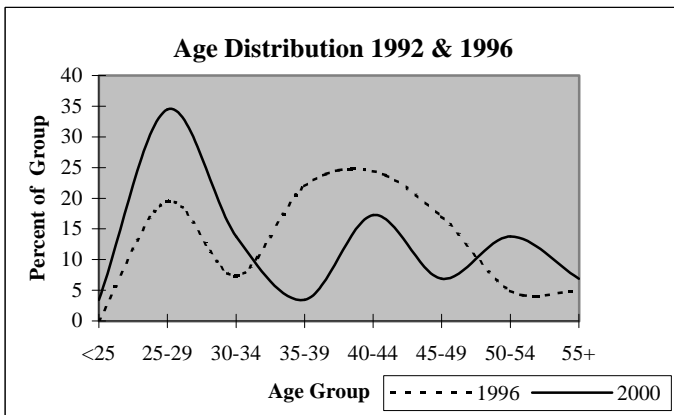


## District Report for: WAUKOMIS

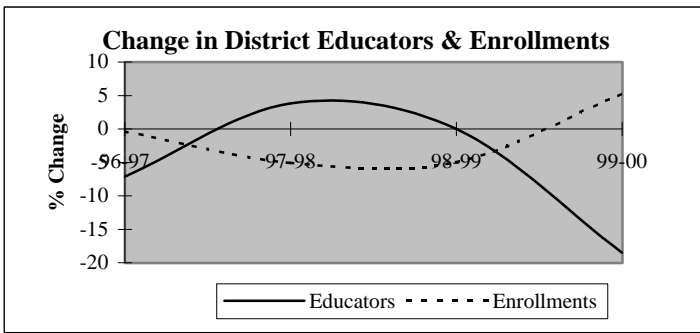
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	7	15	8	-	26.7%	18.4%	39.5%	22.2%	-
Attrition from Transfers	8	6	9	4	-	17.8%	15.8%	23.7%	11.1%	-
Attrition from Exits	4	1	6	4	-	8.9%	2.6%	15.8%	11.1%	-
<b>Teacher Attrition</b>	<b>10</b>	<b>6</b>	<b>12</b>	<b>7</b>	<b>-</b>	<b>24.4%</b>	<b>17.1%</b>	<b>35.3%</b>	<b>21.9%</b>	<b>-</b>
Attrition from Transfers	7	5	9	3	-	17.1%	14.3%	26.5%	9.4%	-
Attrition from Exits	3	1	3	4	-	7.3%	2.9%	8.8%	12.5%	-
<b>District Retention</b>										
Educator Retention	33	31	23	28	-	73.3%	81.6%	60.5%	77.8%	-
Teacher Retention	31	29	22	25	-	75.6%	82.9%	64.7%	78.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	90.9%	9.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	76.9%	7.7%	84.6%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	20.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	69.2%	30.8%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	21.4%	92.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	0.0%	2.6%	0.0%	2.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.6%	86.8%	92.1%	77.8%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.6%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.2%	13.2%	2.6%	22.2%	22.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KREMLIN-HILLSDALE

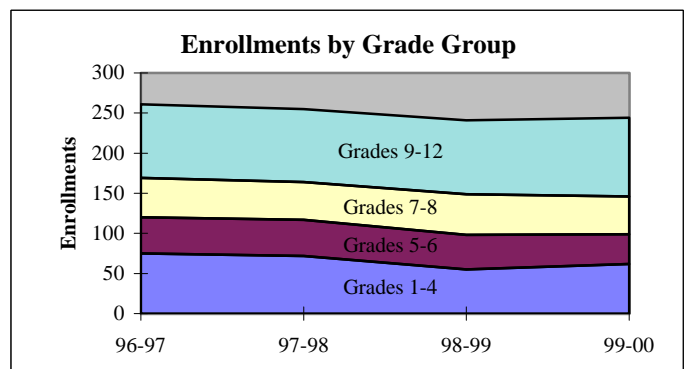
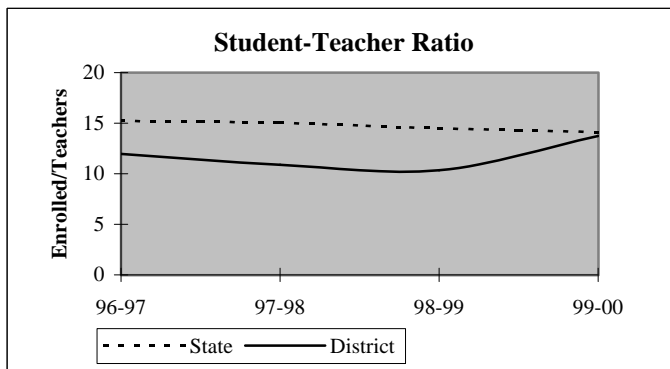


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	10.6	9.7	9.2	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	12.0	10.9	10.3	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-2	1	0	-5	-	-	-	-	-
% Change in Educators	-3.4%	-7.1%	3.8%	0.0%	-18.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	-1	-14	-13	13	-	-	-	-	-
% Change in Enrollments	-2.5%	-0.4%	-5.1%	-5.0%	5.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	11.5%	11.1%	14.8%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.7%	7.4%	7.4%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	3.8%	3.7%	3.7%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.6%	3.8%	3.7%	3.7%	4.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.4	41.7	43.0	42.5	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	11.4	11.8	12.8	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	27,649	27,511	27,880	27,512	30,009	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.0%	60.9%	66.7%	66.7%	68.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.0%	8.7%	8.3%	8.3%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	2.5%	2.3%	1.6%	3.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	11	9	5	3	46.4%	42.3%	33.3%	18.5%	13.6%
Attrition	2	2	2	2	0					
Attrition Rate	15.4%	18.2%	22.2%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	15	15	18	20	15	53.6%	57.7%	66.7%	74.1%	68.2%
Attrition	2	0	0	3	0					
Attrition Rate	13.3%	0.0%	0.0%	15.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	2	4	0.0%	0.0%	0.0%	7.4%	18.2%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	2	4	4	0.0%	0.0%	7.4%	14.8%	18.2%

## District Report for: KREMLIN-HILLSDALE

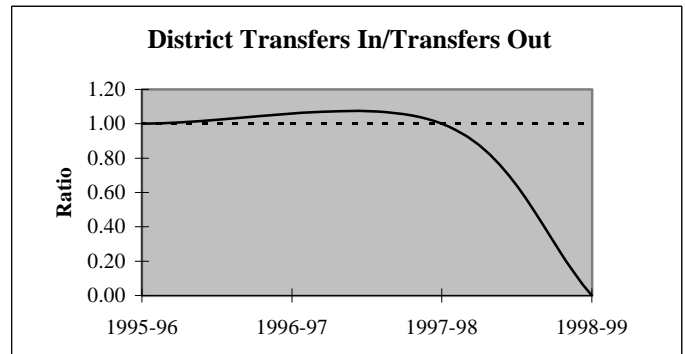
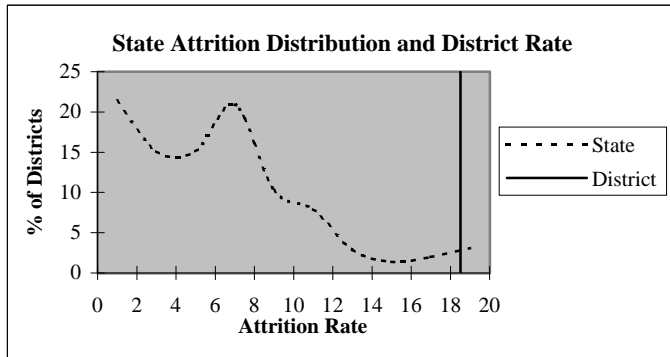
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	26	27	27	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	7.1%	7.7%	7.4%	7.4%	9.1%
Professional Staff	1	1	1	1	1	3.6%	3.8%	3.7%	3.7%	4.5%
<b>Total Teachers</b>	25	23	24	24	19	89.3%	88.5%	88.9%	88.9%	86.4%
Special Education	3	2	2	2	1	12.0%	8.7%	8.3%	8.3%	5.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	10	11	9	36.0%	39.1%	41.7%	45.8%	47.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	12	11	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	2	1	8.0%	4.3%	4.2%	8.3%	5.3%
Art & Music	1	2	2	2	1	4.0%	8.7%	8.3%	8.3%	5.3%
Social Studies	3	3	3	2	2	12.0%	13.0%	12.5%	8.3%	10.5%
Foreign Language	1	0	1	0	0	4.0%	0.0%	4.2%	0.0%	0.0%
Math	1	2	3	3	3	4.0%	8.7%	12.5%	12.5%	15.8%
<b>Science</b>	1	1	1	1	1	4.0%	4.3%	4.2%	4.2%	5.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.0%	4.3%	4.2%	4.2%	5.3%
Vocational Education	1	2	1	1	1	4.0%	8.7%	4.2%	4.2%	5.3%
Other	3	1	0	0	0	12.0%	4.3%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	276	275	261	248	261	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	14	6	7	17	6.5%	5.1%	2.3%	2.8%	6.5%
Grades 1-4	81	75	72	55	62	29.3%	27.3%	27.6%	22.2%	23.8%
Grades 5-6	45	45	45	43	37	16.3%	16.4%	17.2%	17.3%	14.2%
Grades 7-8	53	49	47	51	47	19.2%	17.8%	18.0%	20.6%	18.0%
Grades 9-12	73	92	91	92	98	26.4%	33.5%	34.9%	37.1%	37.5%
Ungraded	6	0	0	0	0	2.2%	0.0%	0.0%	0.0%	0.0%



## District Report for: KREMLIN-HILLSDALE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	26	27	27	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	24	24	25	22	92.9%	92.3%	88.9%	92.6%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>7.1%</b>	<b>7.7%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>0.0%</b>
Transfers In	1	0	1	0	0	50.0%	0.0%	33.3%	0.0%	0.0%
Reentrants	0	2	0	1	0	0.0%	100.0%	0.0%	50.0%	0.0%
First Time Educators	1	0	2	1	0	50.0%	0.0%	66.7%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>14.3%</b>	<b>7.7%</b>	<b>7.4%</b>	<b>18.5%</b>	<b>-</b>
Transfers Out	1	0	1	3	-	25.0%	0.0%	50.0%	60.0%	-
Leave Oklahoma Educ.	3	2	1	2	-	75.0%	100.0%	50.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	7.7%	7.4%	18.5%	-
Transfers In/Out	1.00	nc	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	3
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>28</b>

## District Report for: KREMLIN-HILLSDALE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	7.1%	7.7%	7.4%	7.4%	9.1%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.6%	3.8%	3.7%	3.7%	4.5%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	23	24	24	19	89.3%	88.5%	88.9%	88.9%	86.4%
White - Females	16	14	16	16	13	64.0%	60.9%	66.7%	66.7%	68.4%
White - Males	9	9	8	8	6	36.0%	39.1%	33.3%	33.3%	31.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	4.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	1	1	0	8.0%	4.3%	4.3%	4.3%	0.0%
30-34	4	3	3	4	4	16.0%	13.0%	13.0%	17.4%	22.2%
35-39	6	5	3	4	1	24.0%	21.7%	13.0%	17.4%	5.6%
40-44	5	5	6	4	3	20.0%	21.7%	26.1%	17.4%	16.7%
45-49	4	5	5	5	4	16.0%	21.7%	21.7%	21.7%	22.2%
50-54	3	4	4	3	3	12.0%	17.4%	17.4%	13.0%	16.7%
55+	0	0	1	2	3	0.0%	0.0%	4.3%	8.7%	16.7%
<b>Average Age</b>	39.4	41.7	43.0	42.5	44.8					

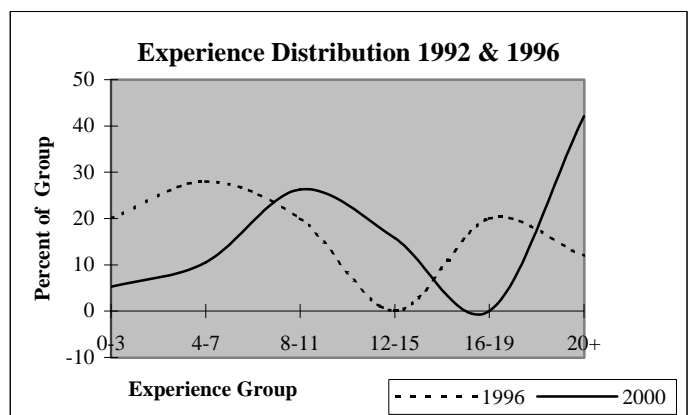
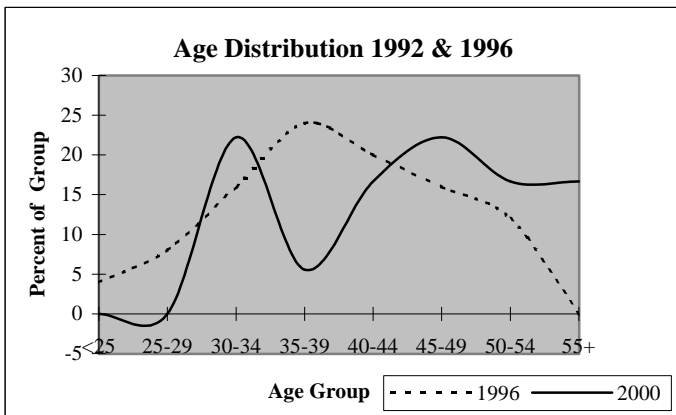
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	2	3	3	1	20.0%	8.7%	12.5%	12.5%	5.3%
4-7 Years	7	8	6	2	2	28.0%	34.8%	25.0%	8.3%	10.5%
8-11 Years	5	4	3	7	5	20.0%	17.4%	12.5%	29.2%	26.3%
12-15 Years	0	1	4	4	3	0.0%	4.3%	16.7%	16.7%	15.8%
16-19 Years	5	5	2	0	0	20.0%	21.7%	8.3%	0.0%	0.0%
20+ Years	3	3	6	8	8	12.0%	13.0%	25.0%	33.3%	42.1%
<b>Average Experience</b>	9.5	11.4	11.8	12.8	14.9					

## District Report for: KREMLIN-HILLSDALE

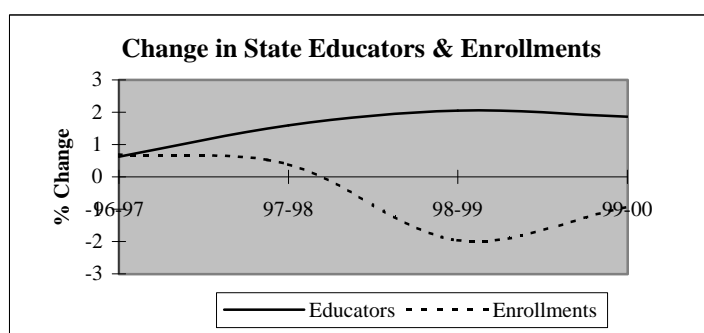
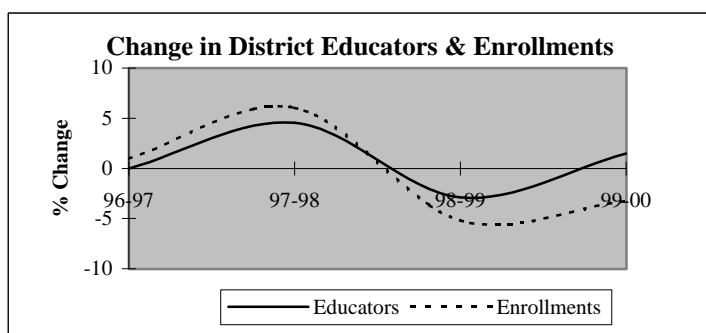
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	2	5	-	14.3%	7.7%	7.4%	18.5%	-
Attrition from Transfers	1	0	1	3	-	3.6%	0.0%	3.7%	11.1%	-
Attrition from Exits	3	2	1	2	-	10.7%	7.7%	3.7%	7.4%	-
<b>Teacher Attrition</b>	4	2	2	5	-	16.0%	8.7%	8.3%	20.8%	-
Attrition from Transfers	1	0	1	3	-	4.0%	0.0%	4.2%	12.5%	-
Attrition from Exits	3	2	1	2	-	12.0%	8.7%	4.2%	8.3%	-
<b>District Retention</b>										
Educator Retention	24	24	25	22	-	85.7%	92.3%	92.6%	81.5%	-
Teacher Retention	21	21	22	19	-	84.0%	91.3%	91.7%	79.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	62.5%	25.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	0.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.6%	0.0%	0.0%	0.0%	4.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	92.3%	92.6%	88.9%	95.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	3.7%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	7.7%	7.4%	7.4%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CHISHOLM

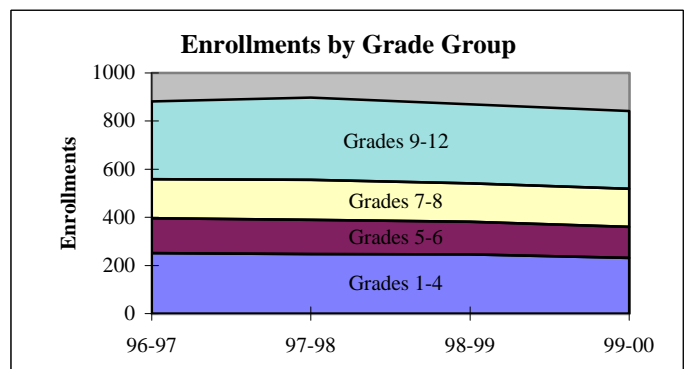
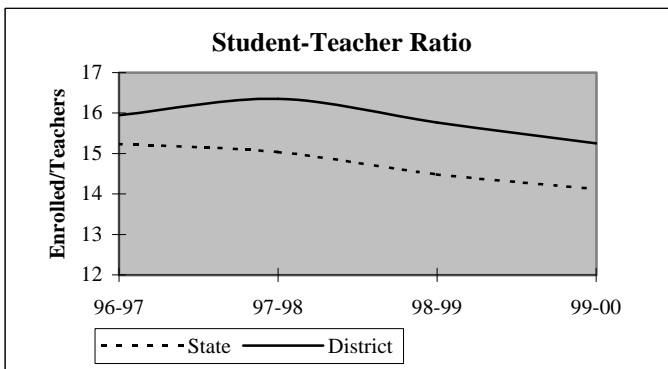


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	14.0	14.2	13.9	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.9	16.4	15.8	15.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	3	-2	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	4.5%	-2.9%	1.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	9	56	-51	-30	-	-	-	-	-
% Change in Enrollments	0.7%	1.0%	6.1%	-5.2%	-3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	1.5%	2.9%	0.0%	1.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.5%	5.8%	6.0%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.6%	7.6%	7.2%	6.0%	7.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	1.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	1.4%	1.5%	4.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.1	44.4	44.6	43.5	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.9	14.2	14.9	14.1	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,998	28,901	29,538	30,289	29,809	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.1%	75.9%	71.7%	67.8%	71.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.2%	8.6%	8.3%	8.5%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.9%	3.5%	3.4%	4.4%	5.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	15	14	15	21	18.2%	22.7%	20.3%	22.4%	30.9%
Attrition	3	4	4	5	0					
Attrition Rate	25.0%	26.7%	28.6%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	44	48	48	42	75.8%	66.7%	69.6%	71.6%	61.8%
Attrition	4	1	6	9	0					
Attrition Rate	8.0%	2.3%	12.5%	18.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	7	7	4	5	6.1%	10.6%	10.1%	6.0%	7.4%
Attrition	1	3	4	0	0					
Attrition Rate	25.0%	42.9%	57.1%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	8	10	9	5	8	12.1%	15.2%	13.0%	7.5%	11.8%

## District Report for: CHISHOLM

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	66	66	69	67	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	4	4	4	4.5%	4.5%	5.8%	6.0%	5.9%
Professional Staff	5	5	5	4	5	7.6%	7.6%	7.2%	6.0%	7.4%
<b>Total Teachers</b>	58	58	60	59	59	87.9%	87.9%	87.0%	88.1%	86.8%
Special Education	3	5	5	5	5	5.2%	8.6%	8.3%	8.5%	8.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	33	21	21	21	21	56.9%	36.2%	35.0%	35.6%	35.6%
<b>Middle School</b>	0	9	11	11	11	0.0%	15.5%	18.3%	18.6%	18.6%
Language Arts	0	2	3	3	3	0.0%	3.4%	5.0%	5.1%	5.1%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
Social Studies	0	2	2	2	2	0.0%	3.4%	3.3%	3.4%	3.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	1	2	2	2	0.0%	1.7%	3.3%	3.4%	3.4%
Science	0	3	2	3	3	0.0%	5.2%	3.3%	5.1%	5.1%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	1	2	0	0	0.0%	1.7%	3.3%	0.0%	0.0%
<b>High School (9-12)</b>	22	23	23	22	22	0.0%	0.0%	0.0%	2200.0%	2200.0%
Language Arts	4	3	4	4	4	6.9%	5.2%	6.7%	6.8%	6.8%
Art & Music	2	2	2	2	3	3.4%	3.4%	3.3%	3.4%	5.1%
Social Studies	2	3	2	3	3	3.4%	5.2%	3.3%	5.1%	5.1%
Foreign Language	1	1	1	1	1	1.7%	1.7%	1.7%	1.7%	1.7%
Math	3	3	3	3	3	5.2%	5.2%	5.0%	5.1%	5.1%
<b>Science</b>	2	2	2	3	2	3.4%	3.4%	3.3%	5.1%	3.4%
Biology	1	1	1	1	1	1.7%	1.7%	1.7%	1.7%	1.7%
Chemistry	0	1	1	0	0	0.0%	1.7%	1.7%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	2	1	1.7%	0.0%	0.0%	3.4%	1.7%
Vocational Education	5	5	6	5	4	8.6%	8.6%	10.0%	8.5%	6.8%
Other	3	4	3	1	2	5.2%	6.9%	5.0%	1.7%	3.4%
<b>Total Enrollments</b>	916	925	981	930	900	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	52	43	81	58	56	5.7%	4.6%	8.3%	6.2%	6.2%
Grades 1-4	249	251	247	246	231	27.2%	27.1%	25.2%	26.5%	25.7%
Grades 5-6	135	145	142	136	129	14.7%	15.7%	14.5%	14.6%	14.3%
Grades 7-8	159	162	167	159	159	17.4%	17.5%	17.0%	17.1%	17.7%
Grades 9-12	321	324	341	329	323	35.0%	35.0%	34.8%	35.4%	35.9%
Ungraded	0	0	3	2	2	0.0%	0.0%	0.3%	0.2%	0.2%

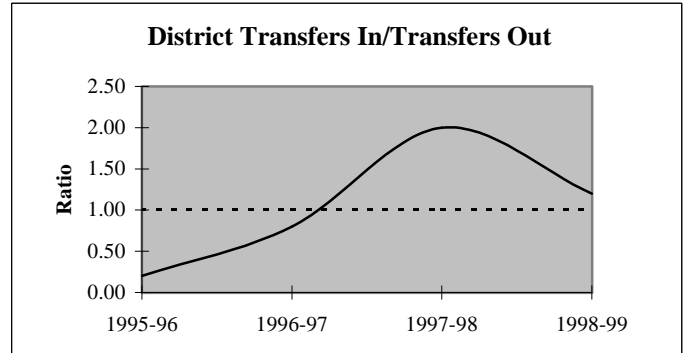
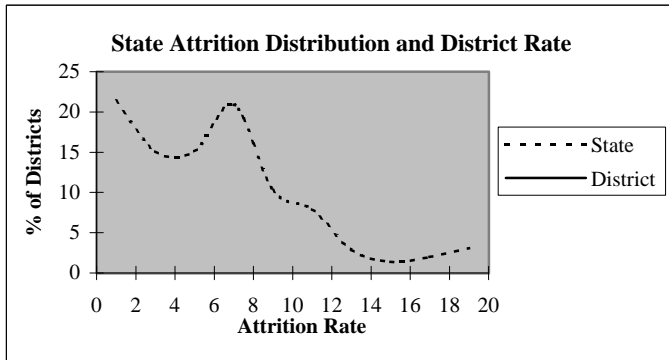




## District Report for: CHISHOLM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	66	66	69	67	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	62	58	58	55	53	93.9%	87.9%	84.1%	82.1%	77.9%
<b>Newly Hired</b>	<b>4</b>	<b>8</b>	<b>11</b>	<b>12</b>	<b>15</b>	<b>6.1%</b>	<b>12.1%</b>	<b>15.9%</b>	<b>17.9%</b>	<b>22.1%</b>
Transfers In	1	4	8	6	5	25.0%	50.0%	72.7%	50.0%	33.3%
Reentrants	1	1	1	2	1	25.0%	12.5%	9.1%	16.7%	6.7%
First Time Educators	2	3	2	4	9	50.0%	37.5%	18.2%	33.3%	60.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>8</b>	<b>14</b>	<b>14</b>	<b>-</b>	<b>12.1%</b>	<b>12.1%</b>	<b>20.3%</b>	<b>20.9%</b>	<b>-</b>
Transfers Out	5	5	4	5	-	62.5%	62.5%	28.6%	35.7%	-
Leave Oklahoma Educ.	3	3	10	9	-	37.5%	37.5%	71.4%	64.3%	-

Dynamics Rates	District Rates				
District Attrition	12.1%	12.1%	20.3%	20.9%	-
Transfers In/Out	0.20	0.80	2.00	1.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	13	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	10	Phillips Univ., Enid	24
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	66

## District Report for: CHISHOLM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	4	4	4	4.5%	4.5%	5.8%	6.0%	5.9%
White - Females	0	0	1	1	1	0.0%	0.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	2	100.0%	100.0%	75.0%	75.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	4	5	7.6%	7.6%	7.2%	6.0%	7.4%
White - Females	5	5	5	4	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	58	58	60	59	59	87.9%	87.9%	87.0%	88.1%	86.8%
White - Females	43	44	43	40	42	74.1%	75.9%	71.7%	67.8%	71.2%
White - Males	15	14	17	19	17	25.9%	24.1%	28.3%	32.2%	28.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	2	1	1	1.7%	3.4%	3.4%	1.7%	1.8%
25-29	3	4	4	5	6	5.2%	6.9%	6.8%	8.5%	10.7%
30-34	4	1	1	4	4	6.9%	1.7%	1.7%	6.8%	7.1%
35-39	8	8	7	9	5	13.8%	13.8%	11.9%	15.3%	8.9%
40-44	15	12	11	10	10	25.9%	20.7%	18.6%	16.9%	17.9%
45-49	14	12	14	13	13	24.1%	20.7%	23.7%	22.0%	23.2%
50-54	7	13	13	12	12	12.1%	22.4%	22.0%	20.3%	21.4%
55+	6	6	7	5	5	10.3%	10.3%	11.9%	8.5%	8.9%
<b>Average Age</b>	44.1	44.4	44.6	43.5	43.8					

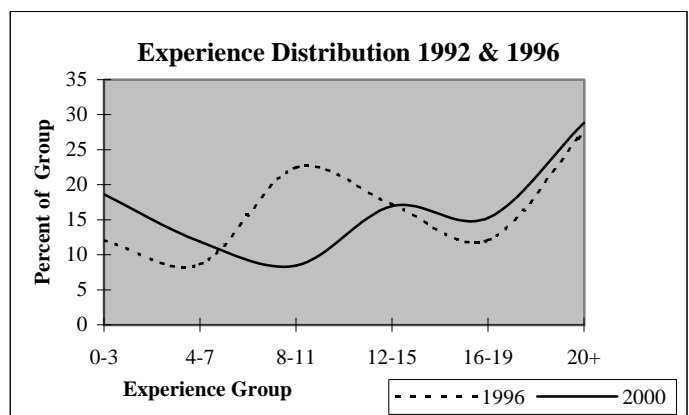
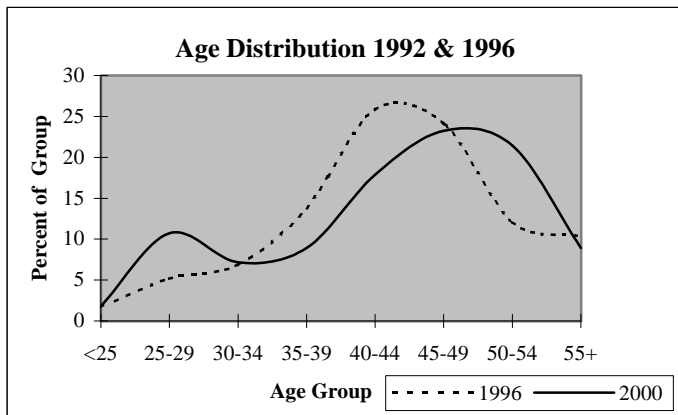
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	7	7	7	11	12.1%	12.1%	11.7%	11.9%	18.6%
4-7 Years	5	6	6	6	7	8.6%	10.3%	10.0%	10.2%	11.9%
8-11 Years	13	7	9	13	5	22.4%	12.1%	15.0%	22.0%	8.5%
12-15 Years	10	11	8	7	10	17.2%	19.0%	13.3%	11.9%	16.9%
16-19 Years	7	11	10	11	9	12.1%	19.0%	16.7%	18.6%	15.3%
20+ Years	16	16	20	15	17	27.6%	27.6%	33.3%	25.4%	28.8%
<b>Average Experience</b>	13.9	14.2	14.9	14.1	13.7					

## District Report for: CHISHOLM

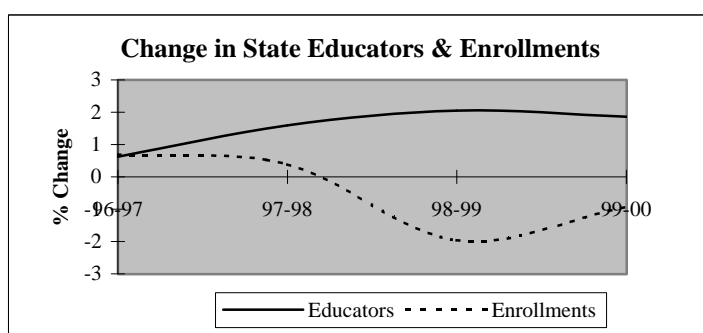
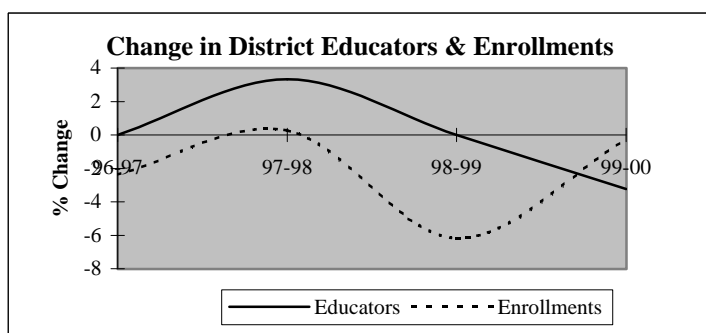
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	8	14	14	-	12.1%	12.1%	20.3%	20.9%	-
Attrition from Transfers	5	5	4	5	-	7.6%	7.6%	5.8%	7.5%	-
Attrition from Exits	3	3	10	9	-	4.5%	4.5%	14.5%	13.4%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>5</b>	<b>12</b>	<b>11</b>	<b>-</b>	<b>10.3%</b>	<b>8.6%</b>	<b>20.0%</b>	<b>18.6%</b>	<b>-</b>
Attrition from Transfers	3	4	4	3	-	5.2%	6.9%	6.7%	5.1%	-
Attrition from Exits	3	1	8	8	-	5.2%	1.7%	13.3%	13.6%	-
<b>District Retention</b>										
Educator Retention	58	58	55	53	-	87.9%	87.9%	79.7%	79.1%	-
Teacher Retention	52	53	48	48	-	89.7%	91.4%	80.0%	81.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	55.6%	33.3%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	0.0%	60.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.5%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.5%	92.4%	94.2%	91.0%	85.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.5%	6.1%	5.8%	9.0%	14.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GARBER

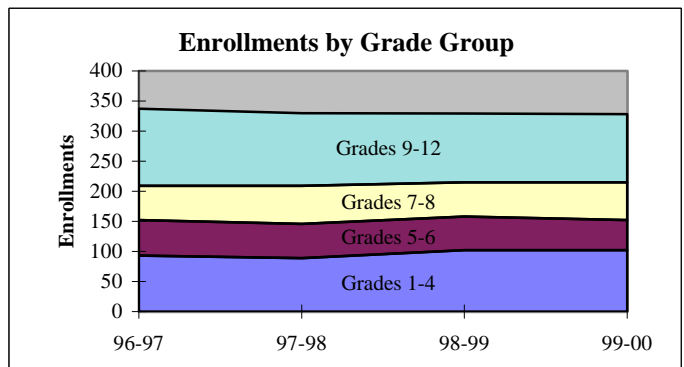
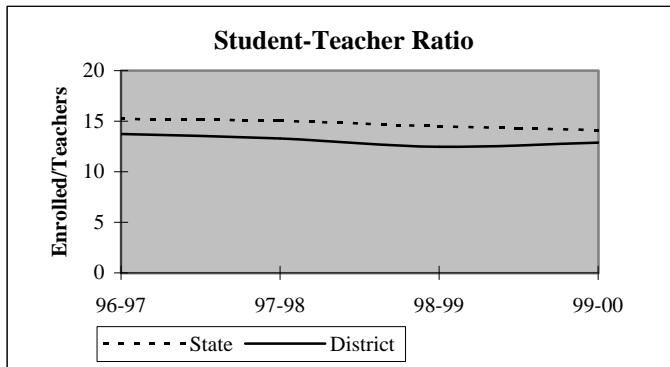


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	12.4	12.0	11.3	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	13.7	13.3	12.5	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	1	0	-1	-	-	-	-	-
% Change in Educators	7.1%	0.0%	3.3%	0.0%	-3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	20	-9	1	-23	-1	-	-	-	-	-
% Change in Enrollments	5.6%	-2.4%	0.3%	-6.2%	-0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	13.3%	6.7%	3.2%	6.5%	3.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.3%	3.3%	3.2%	3.2%	3.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	6.7%	6.5%	6.5%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.7	44.3	42.5	45.0	46.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	13.3	12.3	14.2	16.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,491	28,614	29,604	30,484	32,228	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.1%	74.1%	71.4%	71.4%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.7%	3.7%	3.6%	3.6%	3.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	1.1%	1.6%	0.8%	0.5%	0.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	9	7	4	16.7%	20.0%	29.0%	22.6%	13.3%
Attrition	1	0	4	3	0					
Attrition Rate	20.0%	0.0%	44.4%	42.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	22	20	21	21	76.7%	73.3%	64.5%	67.7%	70.0%
Attrition	2	1	0	0	0					
Attrition Rate	8.7%	4.5%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	5	6.7%	6.7%	6.5%	9.7%	16.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	3	5	6	6.7%	10.0%	9.7%	16.1%	20.0%

## District Report for: GARBER

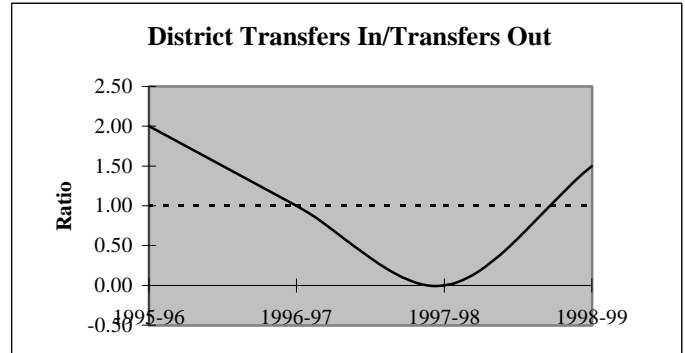
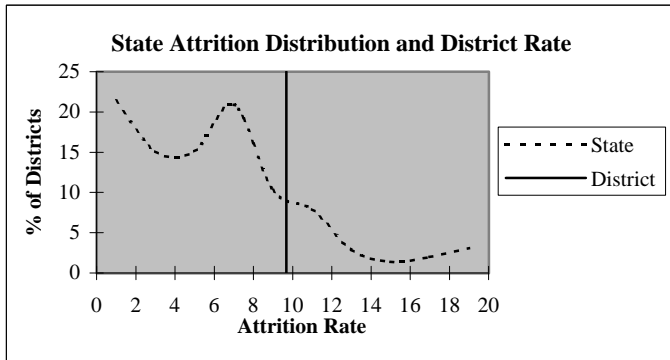
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	30	31	31	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.3%	3.3%	3.2%	3.2%	3.3%
Professional Staff	2	2	2	2	2	6.7%	6.7%	6.5%	6.5%	6.7%
<b>Total Teachers</b>	27	27	28	28	27	90.0%	90.0%	90.3%	90.3%	90.0%
Special Education	1	1	1	1	1	3.7%	3.7%	3.6%	3.6%	3.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	13	14	14	12	51.9%	48.1%	50.0%	50.0%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	13	13	13	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	3.7%	3.7%	3.6%	3.6%	3.7%
Art & Music	1	1	1	1	1	3.7%	3.7%	3.6%	3.6%	3.7%
Social Studies	2	2	2	2	3	7.4%	7.4%	7.1%	7.1%	11.1%
Foreign Language	1	1	1	1	1	3.7%	3.7%	3.6%	3.6%	3.7%
Math	1	1	1	1	1	3.7%	3.7%	3.6%	3.6%	3.7%
<b>Science</b>	1	2	2	1	1	3.7%	7.4%	7.1%	3.6%	3.7%
Biology	1	1	0	1	0	3.7%	3.7%	0.0%	3.6%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	2	0	1	0.0%	3.7%	7.1%	0.0%	3.7%
Vocational Education	3	3	3	3	3	11.1%	11.1%	10.7%	10.7%	11.1%
Other	2	2	2	3	3	7.4%	7.4%	7.1%	10.7%	11.1%
<b>Total Enrollments</b>	380	371	372	349	348	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	34	42	20	20	5.8%	9.2%	11.3%	5.7%	5.7%
Grades 1-4	97	93	89	102	102	25.5%	25.1%	23.9%	29.2%	29.3%
Grades 5-6	54	59	57	56	50	14.2%	15.9%	15.3%	16.0%	14.4%
Grades 7-8	60	57	63	57	63	15.8%	15.4%	16.9%	16.3%	18.1%
Grades 9-12	147	128	121	114	113	38.7%	34.5%	32.5%	32.7%	32.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GARBER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	30	31	31	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	27	28	27	28	86.7%	90.0%	90.3%	87.1%	93.3%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>13.3%</b>	<b>10.0%</b>	<b>9.7%</b>	<b>12.9%</b>	<b>6.7%</b>
Transfers In	2	1	0	3	2	50.0%	33.3%	0.0%	75.0%	100.0%
Reentrants	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	2	3	1	0	25.0%	66.7%	100.0%	25.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>10.0%</b>	<b>6.7%</b>	<b>12.9%</b>	<b>9.7%</b>	<b>-</b>
Transfers Out	1	1	3	2	-	33.3%	50.0%	75.0%	66.7%	-
Leave Oklahoma Educ.	2	1	1	1	-	66.7%	50.0%	25.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	6.7%	12.9%	9.7%	-
Transfers In/Out	2.00	1.00	0.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	4	Phillips Univ., Enid	5
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	29

## District Report for: GARBER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.3%	3.3%	3.2%	3.2%	3.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.7%	6.7%	6.5%	6.5%	6.7%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	27	28	28	27	90.0%	90.0%	90.3%	90.3%	90.0%
White - Females	20	20	20	20	18	74.1%	74.1%	71.4%	71.4%	66.7%
White - Males	7	7	8	8	9	25.9%	25.9%	28.6%	28.6%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	2	0	0	0.0%	0.0%	7.1%	0.0%	0.0%
25-29	1	3	4	3	1	3.7%	11.1%	14.3%	10.7%	3.7%
30-34	2	2	1	0	1	7.4%	7.4%	3.6%	0.0%	3.7%
35-39	4	3	4	5	4	14.8%	11.1%	14.3%	17.9%	14.8%
40-44	7	7	5	4	5	25.9%	25.9%	17.9%	14.3%	18.5%
45-49	7	6	5	9	5	25.9%	22.2%	17.9%	32.1%	18.5%
50-54	1	0	2	2	6	3.7%	0.0%	7.1%	7.1%	22.2%
55+	5	6	5	5	5	18.5%	22.2%	17.9%	17.9%	18.5%
<b>Average Age</b>	44.7	44.3	42.5	45.0	46.8					

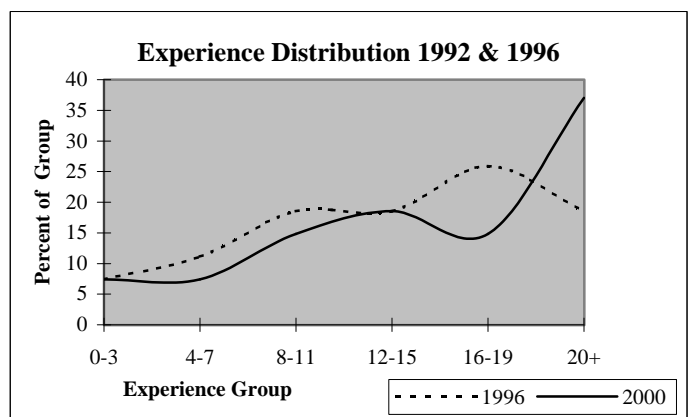
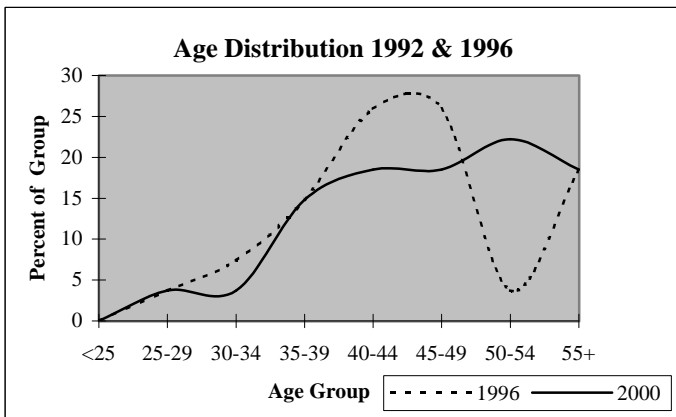
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	4	7	5	2	7.4%	14.8%	25.0%	17.9%	7.4%
4-7 Years	3	2	2	2	2	11.1%	7.4%	7.1%	7.1%	7.4%
8-11 Years	5	5	3	4	4	18.5%	18.5%	10.7%	14.3%	14.8%
12-15 Years	5	4	4	3	5	18.5%	14.8%	14.3%	10.7%	18.5%
16-19 Years	7	6	5	5	4	25.9%	22.2%	17.9%	17.9%	14.8%
20+ Years	5	6	7	9	10	18.5%	22.2%	25.0%	32.1%	37.0%
<b>Average Experience</b>	13.8	13.3	12.3	14.2	16.1					

# District Report for: GARBER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	4	3	-	10.0%	6.7%	12.9%	9.7%	-
Attrition from Transfers	1	1	3	2	-	3.3%	3.3%	9.7%	6.5%	-
Attrition from Exits	2	1	1	1	-	6.7%	3.3%	3.2%	3.2%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>11.1%</b>	<b>7.4%</b>	<b>14.3%</b>	<b>10.7%</b>	<b>-</b>
Attrition from Transfers	1	1	3	2	-	3.7%	3.7%	10.7%	7.1%	-
Attrition from Exits	2	1	1	1	-	7.4%	3.7%	3.6%	3.6%	-
<b>District Retention</b>										
Educator Retention	27	28	27	28	-	90.0%	93.3%	87.1%	90.3%	-
Teacher Retention	24	25	24	25	-	88.9%	92.6%	85.7%	89.3%	-

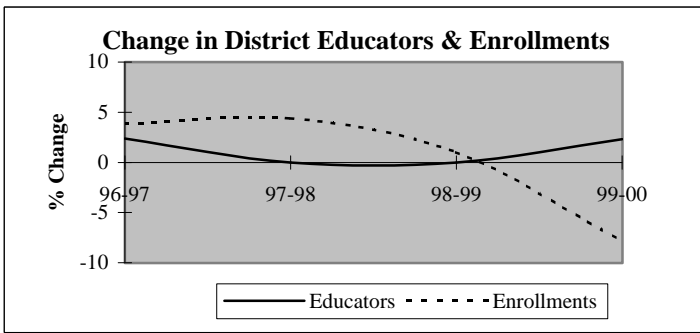
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	62.5%	25.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	33.3%	33.3%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.3%	0.0%	3.2%	3.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	93.3%	87.1%	93.5%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	6.7%	9.7%	3.2%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: PIONEER-PLEASANT VALE

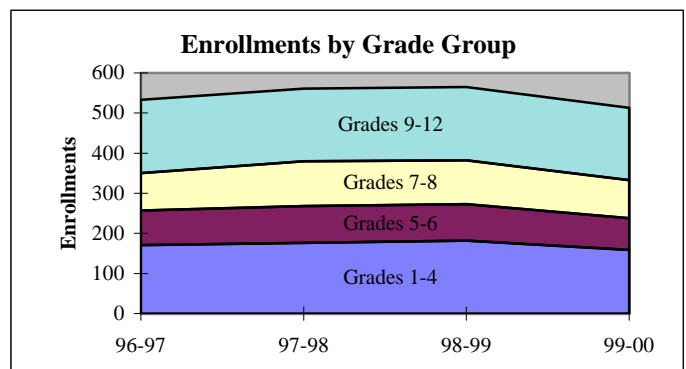
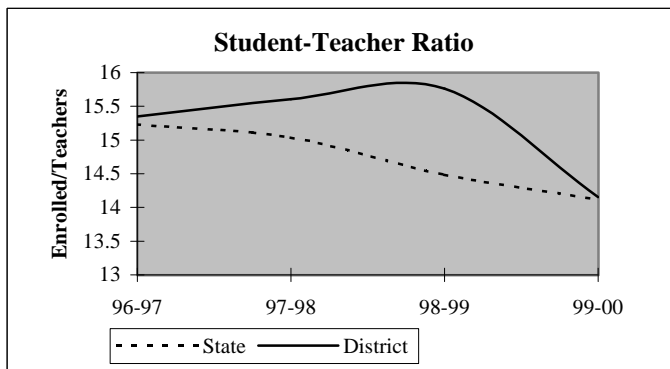


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	13.2	13.8	13.9	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	15.4	15.6	15.8	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	0	1	-	-	-	-	-
% Change in Educators	2.4%	2.4%	0.0%	0.0%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-22	21	25	6	-47	-	-	-	-	-
% Change in Enrollments	-3.9%	3.8%	4.4%	1.0%	-7.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.7%	7.0%	7.0%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.0%	7.0%	7.0%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.0%	4.7%	4.7%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.3%	2.3%	2.3%	2.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.6	42.9	44.2	43.6	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	15.2	13.6	14.2	14.4	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	31,182	28,898	29,541	29,777	30,099	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.8%	2.7%	2.6%	2.6%	2.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	67.6%	60.5%	63.2%	64.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.1%	7.9%	5.3%	5.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.1%	7.2%	6.7%	7.3%	9.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	13	12	13	12	19.0%	30.2%	27.9%	30.2%	27.3%
Attrition	0	2	3	2	0					
Attrition Rate	0.0%	15.4%	25.0%	15.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	28	25	26	24	22	66.7%	58.1%	60.5%	55.8%	50.0%
Attrition	3	2	4	3	0					
Attrition Rate	10.7%	8.0%	15.4%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	5	5	6	10	14.3%	11.6%	11.6%	14.0%	22.7%
Attrition	2	1	0	1	0					
Attrition Rate	33.3%	20.0%	0.0%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	6	7	10	10	16.7%	14.0%	16.3%	23.3%	22.7%

## District Report for: PIONEER-PLEASANT VALE

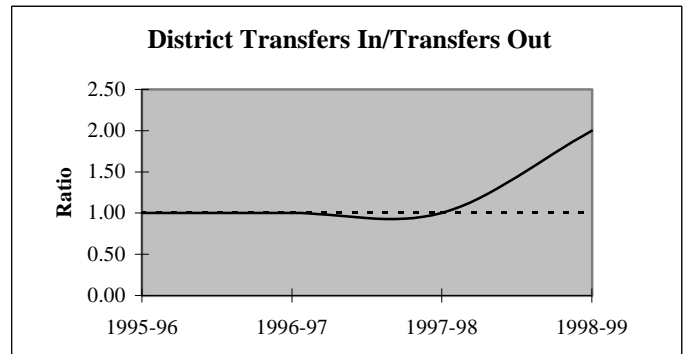
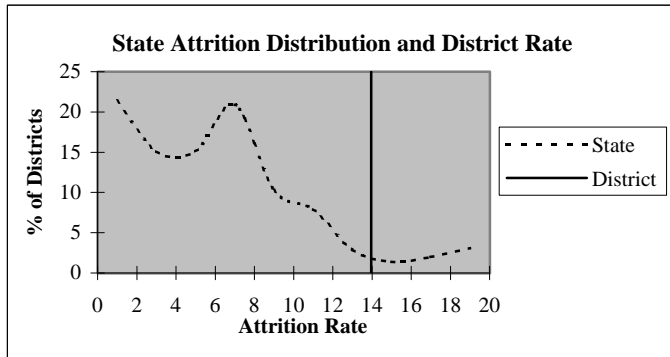
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	43	43	43	44	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.0%	7.0%	7.0%	6.8%
Professional Staff	3	3	2	2	2	7.1%	7.0%	4.7%	4.7%	4.5%
<b>Total Teachers</b>	36	37	38	38	39	85.7%	86.0%	88.4%	88.4%	88.6%
Special Education	3	3	3	2	2	8.3%	8.1%	7.9%	5.3%	5.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	17	17	18	19	47.2%	45.9%	44.7%	47.4%	48.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	16	17	18	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	3	8.3%	5.4%	5.3%	5.3%	7.7%
Art & Music	1	2	2	2	2	2.8%	5.4%	5.3%	5.3%	5.1%
Social Studies	2	2	2	3	3	5.6%	5.4%	5.3%	7.9%	7.7%
Foreign Language	1	0	1	1	1	2.8%	0.0%	2.6%	2.6%	2.6%
Math	3	3	3	3	3	8.3%	8.1%	7.9%	7.9%	7.7%
<b>Science</b>	2	2	2	2	2	5.6%	5.4%	5.3%	5.3%	5.1%
Biology	1	1	0	1	0	2.8%	2.7%	0.0%	2.6%	0.0%
Chemistry	0	1	1	0	1	0.0%	2.7%	2.6%	0.0%	2.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	2.8%	0.0%	2.6%	2.6%	2.6%
Vocational Education	3	3	3	3	3	8.3%	8.1%	7.9%	7.9%	7.7%
Other	1	3	3	2	1	2.8%	8.1%	7.9%	5.3%	2.6%
<b>Total Enrollments</b>	547	568	593	599	552	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	34	31	34	39	5.3%	6.0%	5.2%	5.7%	7.1%
Grades 1-4	174	171	176	182	159	31.8%	30.1%	29.7%	30.4%	28.8%
Grades 5-6	94	86	92	91	79	17.2%	15.1%	15.5%	15.2%	14.3%
Grades 7-8	68	93	112	109	95	12.4%	16.4%	18.9%	18.2%	17.2%
Grades 9-12	181	183	181	183	180	33.1%	32.2%	30.5%	30.6%	32.6%
Ungraded	1	1	1	0	0	0.2%	0.2%	0.2%	0.0%	0.0%



## District Report for: PIONEER-PLEASANT VALE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	43	43	43	44	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	37	38	36	37	95.2%	86.0%	88.4%	83.7%	84.1%
<b>Newly Hired</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>4.8%</b>	<b>14.0%</b>	<b>11.6%</b>	<b>16.3%</b>	<b>15.9%</b>
Transfers In	1	3	3	4	4	50.0%	50.0%	60.0%	57.1%	57.1%
Reentrants	1	2	1	1	1	50.0%	33.3%	20.0%	14.3%	14.3%
First Time Educators	0	1	1	2	2	0.0%	16.7%	20.0%	28.6%	28.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>11.9%</b>	<b>11.6%</b>	<b>16.3%</b>	<b>14.0%</b>	<b>-</b>
Transfers Out	1	3	3	2	-	20.0%	60.0%	42.9%	33.3%	-
Leave Oklahoma Educ.	4	2	4	4	-	80.0%	40.0%	57.1%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	11.9%	11.6%	16.3%	14.0%	-
Transfers In/Out	1.00	1.00	1.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	13
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>42</b>

## District Report for: PIONEER-PLEASANT VALE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.0%	7.0%	7.0%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	2	2	2	7.1%	7.0%	4.7%	4.7%	4.5%
White - Females	2	2	2	2	2	66.7%	66.7%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	37	38	38	39	85.7%	86.0%	88.4%	88.4%	88.6%
White - Females	23	24	22	23	24	63.9%	64.9%	57.9%	60.5%	61.5%
White - Males	12	12	15	14	14	33.3%	32.4%	39.5%	36.8%	35.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.8%	2.7%	2.6%	2.6%	2.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	1	0	0.0%	2.7%	0.0%	2.6%	0.0%
25-29	3	5	5	6	4	8.3%	13.5%	13.2%	15.8%	10.3%
30-34	5	4	4	3	5	13.9%	10.8%	10.5%	7.9%	12.8%
35-39	5	6	4	4	6	13.9%	16.2%	10.5%	10.5%	15.4%
40-44	2	3	5	5	5	5.6%	8.1%	13.2%	13.2%	12.8%
45-49	7	5	5	5	4	19.4%	13.5%	13.2%	13.2%	10.3%
50-54	10	8	8	5	5	27.8%	21.6%	21.1%	13.2%	12.8%
55+	4	5	7	9	10	11.1%	13.5%	18.4%	23.7%	25.6%
<b>Average Age</b>	44.6	42.9	44.2	43.6	44.5					

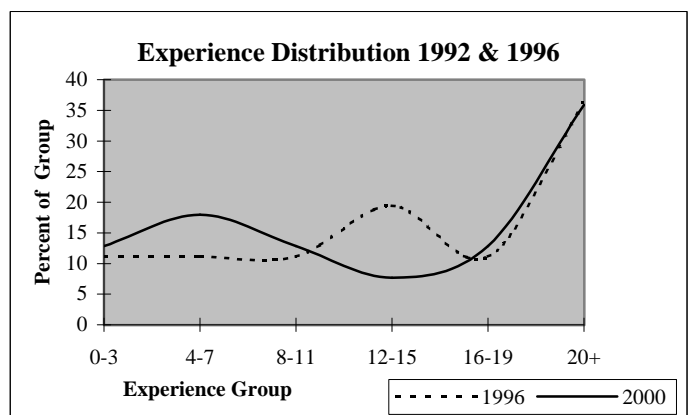
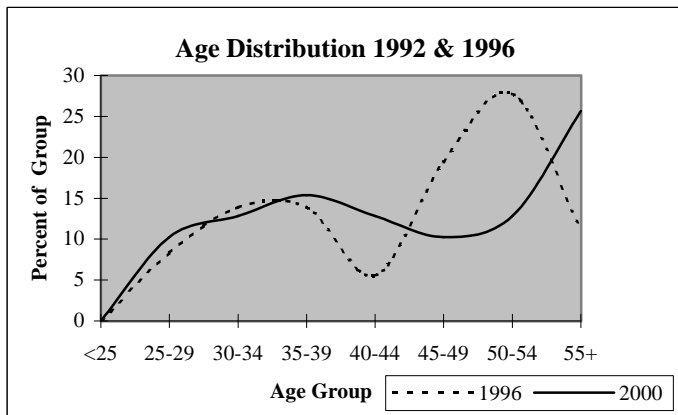
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	5	5	5	11.1%	13.5%	13.2%	13.2%	12.8%
4-7 Years	4	8	7	8	7	11.1%	21.6%	18.4%	21.1%	17.9%
8-11 Years	4	4	5	5	5	11.1%	10.8%	13.2%	13.2%	12.8%
12-15 Years	7	4	4	3	3	19.4%	10.8%	10.5%	7.9%	7.7%
16-19 Years	4	3	3	3	5	11.1%	8.1%	7.9%	7.9%	12.8%
20+ Years	13	13	14	14	14	36.1%	35.1%	36.8%	36.8%	35.9%
<b>Average Experience</b>	15.2	13.6	14.2	14.4	14.9					

## District Report for: PIONEER-PLEASANT VALE

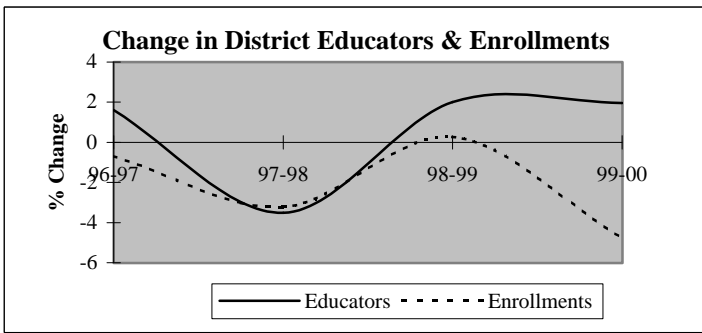
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	7	6	-	11.9%	11.6%	16.3%	14.0%	-
Attrition from Transfers	1	3	3	2	-	2.4%	7.0%	7.0%	4.7%	-
Attrition from Exits	4	2	4	4	-	9.5%	4.7%	9.3%	9.3%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>13.9%</b>	<b>13.5%</b>	<b>15.8%</b>	<b>13.2%</b>	<b>-</b>
Attrition from Transfers	1	3	2	2	-	2.8%	8.1%	5.3%	5.3%	-
Attrition from Exits	4	2	4	3	-	11.1%	5.4%	10.5%	7.9%	-
<b>District Retention</b>										
Educator Retention	37	38	36	37	-	88.1%	88.4%	83.7%	86.0%	-
Teacher Retention	31	32	32	33	-	86.1%	86.5%	84.2%	86.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	40.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	0.0%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	0.0%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	93.0%	95.3%	90.7%	93.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	7.0%	4.7%	7.0%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ENID

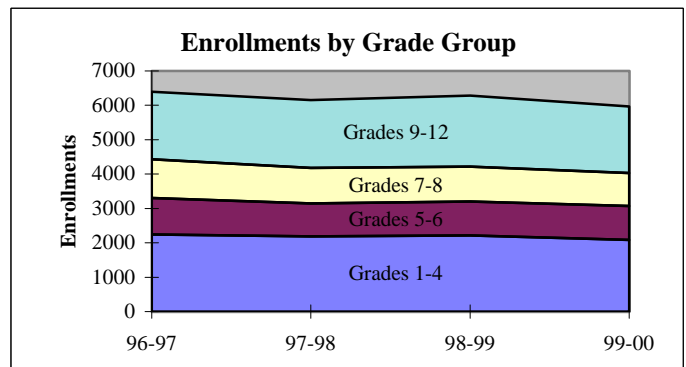
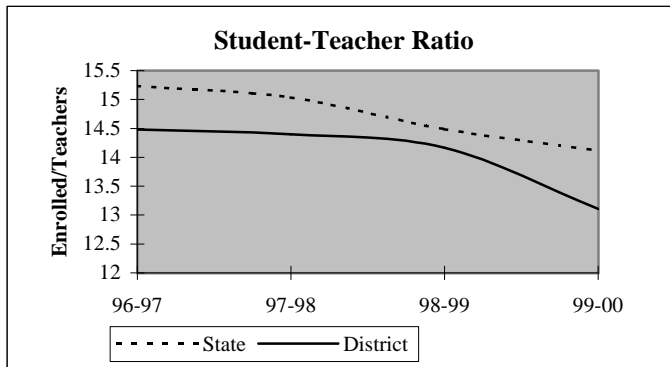


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	12.3	12.3	12.1	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.5	14.4	14.2	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	9	-20	11	11	-	-	-	-	-
% Change in Educators	0.0%	1.6%	-3.5%	2.0%	2.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	-48	-226	18	-324	-	-	-	-	-
% Change in Enrollments	-0.1%	-0.7%	-3.2%	0.3%	-4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.5%	9.1%	8.6%	9.5%	9.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.2%	5.1%	5.1%	4.8%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.8%	10.0%	9.3%	9.6%	9.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	3.2%	2.9%	2.5%	3.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.8%	1.8%	1.6%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.0	43.7	43.4	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.1	13.4	13.0	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,167	29,413	30,029	31,183	31,037	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.2%	3.5%	3.2%	2.7%	3.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	79.1%	78.9%	77.5%	77.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	13.5%	13.6%	14.2%	13.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.7%	20.5%	22.0%	23.6%	23.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	159	170	150	178	178	28.4%	29.9%	27.3%	31.8%	31.2%
Attrition	21	34	20	34	0					
Attrition Rate	13.2%	20.0%	13.3%	19.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	361	361	360	337	341	64.5%	63.4%	65.6%	60.2%	59.7%
Attrition	17	22	31	21	0					
Attrition Rate	4.7%	6.1%	8.6%	6.2%	0.0%					
At Retirement Age	41	39	41	47	56	7.3%	6.9%	7.5%	8.4%	9.8%
Attrition	11	12	9	8	0					
Attrition Rate	26.8%	30.8%	22.0%	17.0%	0.0%					
At Retirement in 5 yrs.	51	53	60	69	76	9.1%	9.3%	10.9%	12.3%	13.3%

## District Report for: ENID

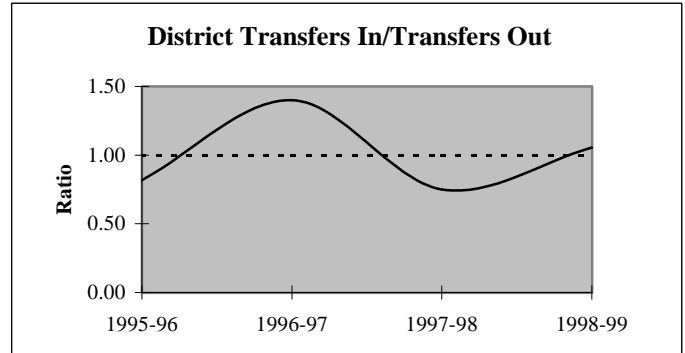
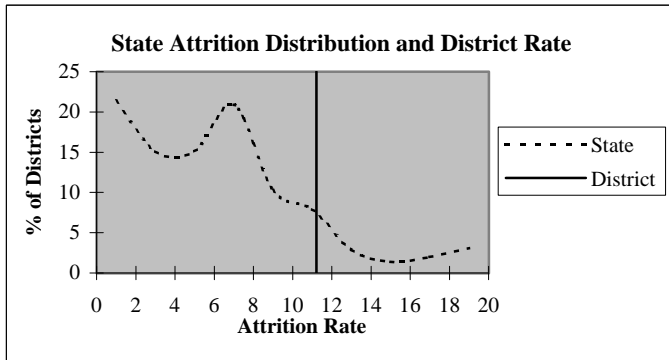
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	560	569	549	560	571	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	29	29	28	27	25	5.2%	5.1%	5.1%	4.8%	4.4%
Professional Staff	55	57	51	54	53	9.8%	10.0%	9.3%	9.6%	9.3%
<b>Total Teachers</b>	476	483	470	479	493	85.0%	84.9%	85.6%	85.5%	86.3%
Special Education	68	65	64	68	64	14.3%	13.5%	13.6%	14.2%	13.0%
Pre-K & Kindergarten	0	0	0	1	2	0.0%	0.0%	0.0%	0.2%	0.4%
Elementary	226	224	215	218	221	47.5%	46.4%	45.7%	45.5%	44.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	182	194	191	192	206	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	38	36	35	32	36	8.0%	7.5%	7.4%	6.7%	7.3%
Art & Music	16	16	14	16	16	3.4%	3.3%	3.0%	3.3%	3.2%
Social Studies	27	27	29	26	26	5.7%	5.6%	6.2%	5.4%	5.3%
Foreign Language	8	11	11	12	11	1.7%	2.3%	2.3%	2.5%	2.2%
Math	24	24	25	27	26	5.0%	5.0%	5.3%	5.6%	5.3%
<b>Science</b>	21	21	19	20	23	4.4%	4.3%	4.0%	4.2%	4.7%
Biology	3	5	3	4	6	0.6%	1.0%	0.6%	0.8%	1.2%
Chemistry	2	1	1	1	1	0.4%	0.2%	0.2%	0.2%	0.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	16	15	15	15	16	3.4%	3.1%	3.2%	3.1%	3.2%
Vocational Education	19	20	18	18	20	4.0%	4.1%	3.8%	3.8%	4.1%
Other	29	39	40	41	48	6.1%	8.1%	8.5%	8.6%	9.7%
<b>Total Enrollments</b>	7,042	6,994	6,768	6,786	6,462	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	606	581	602	474	466	8.6%	8.3%	8.9%	7.0%	7.2%
Grades 1-4	2,186	2,248	2,183	2,211	2,086	31.0%	32.1%	32.3%	32.6%	32.3%
Grades 5-6	1,110	1,054	964	994	990	15.8%	15.1%	14.2%	14.6%	15.3%
Grades 7-8	1,161	1,125	1,032	1,009	950	16.5%	16.1%	15.2%	14.9%	14.7%
Grades 9-12	1,956	1,965	1,971	2,070	1,945	27.8%	28.1%	29.1%	30.5%	30.1%
Ungraded	23	21	16	28	25	0.3%	0.3%	0.2%	0.4%	0.4%



## District Report for: ENID

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	561	570	551	562	575	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	527	512	502	491	499	93.9%	89.8%	91.1%	87.4%	86.8%
<b>Newly Hired</b>	<b>34</b>	<b>58</b>	<b>49</b>	<b>71</b>	<b>76</b>	<b>6.1%</b>	<b>10.2%</b>	<b>8.9%</b>	<b>12.6%</b>	<b>13.2%</b>
Transfers In	9	14	15	19	24	26.5%	24.1%	30.6%	26.8%	31.6%
Reentrants	16	22	13	24	28	47.1%	37.9%	26.5%	33.8%	36.8%
First Time Educators	9	22	21	28	24	26.5%	37.9%	42.9%	39.4%	31.6%
<b>Total Exiting Next Year</b>	<b>49</b>	<b>68</b>	<b>60</b>	<b>63</b>	<b>-</b>	<b>8.7%</b>	<b>11.9%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>-</b>
Transfers Out	11	10	20	18	-	22.4%	14.7%	33.3%	28.6%	-
Leave Oklahoma Educ.	38	58	40	45	-	77.6%	85.3%	66.7%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	8.7%	11.9%	10.9%	11.2%	-
Transfers In/Out	0.82	1.40	0.75	1.06	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	28	Benedictine Heights, Tulsa	-
OSU, Stillwater	104	Southern Nazarene Univ., Bethany	2
UCO, Edmond	33	OBU, Shawnee	2
ECU, Ada	10	OCU, Oklahoma City	1
NWOSU, Alva	79	Phillips Univ., Enid	161
NESU, Tahlequah	11	University of Tulsa, Tulsa	3
SEOSU, Durant	6	OCUSA, Oklahoma City	2
SWOSU, Weatherford	44	Cameron, Lawton	3
OK Panhandle SU, Goodwell	6	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	61
		<b>Total</b>	<b>561</b>



## District Report for: ENID

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	29	29	28	27	25	5.2%	5.1%	5.1%	4.8%	4.4%
White - Females	10	10	10	9	8	34.5%	34.5%	35.7%	33.3%	32.0%
White - Males	19	19	18	18	17	65.5%	65.5%	64.3%	66.7%	68.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	55	57	51	54	53	9.8%	10.0%	9.3%	9.6%	9.3%
White - Females	43	46	43	45	45	78.2%	80.7%	84.3%	83.3%	84.9%
White - Males	10	10	7	8	7	18.2%	17.5%	13.7%	14.8%	13.2%
Black - Females	2	1	1	1	1	3.6%	1.8%	2.0%	1.9%	1.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	476	483	470	479	493	85.0%	84.9%	85.6%	85.5%	86.3%
White - Females	364	370	361	362	373	76.5%	76.6%	76.8%	75.6%	75.7%
White - Males	97	96	94	104	104	20.4%	19.9%	20.0%	21.7%	21.1%
Black - Females	6	6	5	4	4	1.3%	1.2%	1.1%	0.8%	0.8%
Black - Males	3	3	3	1	3	0.6%	0.6%	0.6%	0.2%	0.6%
Other - Females	4	6	5	5	6	0.8%	1.2%	1.1%	1.0%	1.2%
Other - Males	2	2	2	3	3	0.4%	0.4%	0.4%	0.6%	0.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	3	6	4	2	0.2%	0.6%	1.3%	0.9%	0.4%
25-29	40	45	38	35	41	8.5%	9.5%	8.3%	7.5%	8.7%
30-34	44	36	33	49	43	9.3%	7.6%	7.2%	10.5%	9.1%
35-39	67	66	61	61	64	14.2%	13.9%	13.3%	13.1%	13.6%
40-44	109	102	91	89	78	23.0%	21.4%	19.9%	19.1%	16.6%
45-49	109	112	111	105	107	23.0%	23.5%	24.3%	22.5%	22.8%
50-54	58	68	68	73	85	12.3%	14.3%	14.9%	15.7%	18.1%
55+	45	44	49	50	50	9.5%	9.2%	10.7%	10.7%	10.6%
<b>Average Age</b>	43.2	43.0	43.7	43.4	43.9					

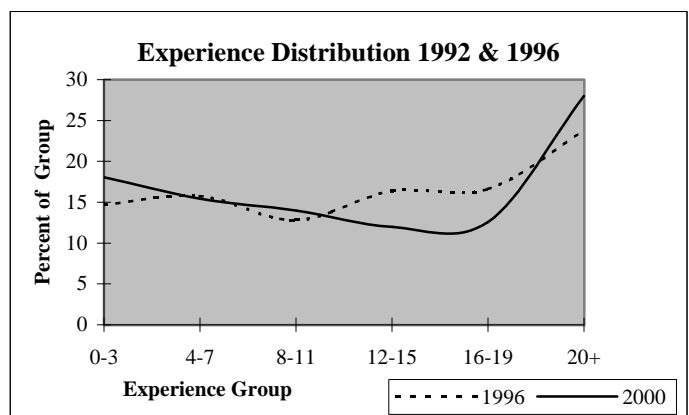
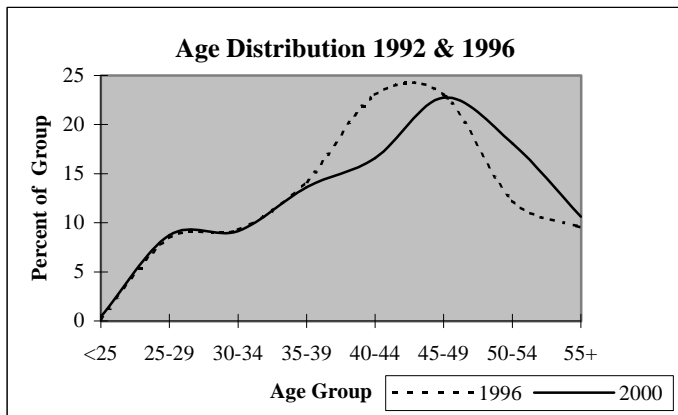
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	70	74	69	81	89	14.7%	15.3%	14.7%	16.9%	18.1%
4-7 Years	75	80	69	85	76	15.8%	16.6%	14.7%	17.7%	15.4%
8-11 Years	61	59	67	58	69	12.8%	12.2%	14.3%	12.1%	14.0%
12-15 Years	78	73	68	62	59	16.4%	15.1%	14.5%	12.9%	12.0%
16-19 Years	79	79	69	59	62	16.6%	16.4%	14.7%	12.3%	12.6%
20+ Years	113	118	128	134	138	23.7%	24.4%	27.2%	28.0%	28.0%
<b>Average Experience</b>	13.1	13.1	13.4	13.0	13.1					

## District Report for: ENID

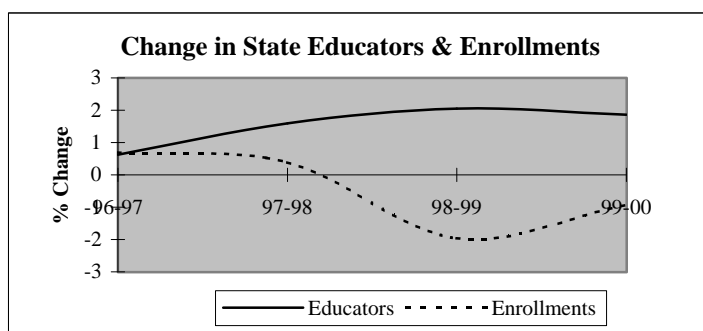
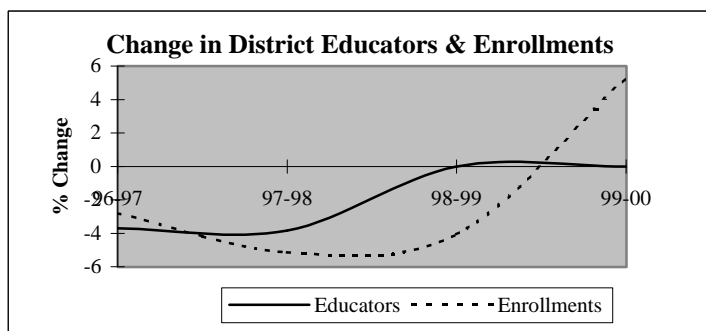
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	49	68	60	63	-	8.8%	12.0%	10.9%	11.3%	-
Attrition from Transfers	11	10	20	18	-	2.0%	1.8%	3.6%	3.2%	-
Attrition from Exits	38	58	40	45	-	6.8%	10.2%	7.3%	8.0%	-
<b>Teacher Attrition</b>	<b>39</b>	<b>54</b>	<b>56</b>	<b>58</b>	<b>-</b>	<b>8.2%</b>	<b>11.2%</b>	<b>11.9%</b>	<b>12.1%</b>	<b>-</b>
Attrition from Transfers	10	10	19	15	-	2.1%	2.1%	4.0%	3.1%	-
Attrition from Exits	29	44	37	43	-	6.1%	9.1%	7.9%	9.0%	-
<b>District Retention</b>										
Educator Retention	511	501	489	497	-	91.3%	88.0%	89.1%	88.8%	-
Teacher Retention	437	429	414	421	-	91.8%	88.8%	88.1%	87.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.0%	6.4%	86.4%	78.2%	9.6%	87.8%
1 Year of Experience	87.4%	5.7%	93.1%	84.2%	6.9%	91.1%
2 Years of Experience	74.5%	8.5%	83.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.2%	4.7%	91.9%	86.1%	5.6%	91.7%
4 Years of Experience	85.4%	4.5%	89.9%	87.9%	4.7%	92.6%
5 Years of Experience	90.5%	1.9%	92.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	2.1%	1.4%	2.2%	2.1%	1.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	91.0%	91.6%	88.6%	89.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.7%	0.0%	0.4%	0.2%	0.2%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	7.6%	5.8%	9.1%	8.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DRUMMOND

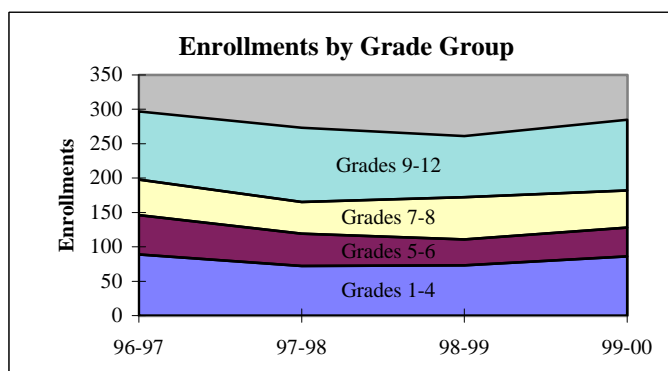
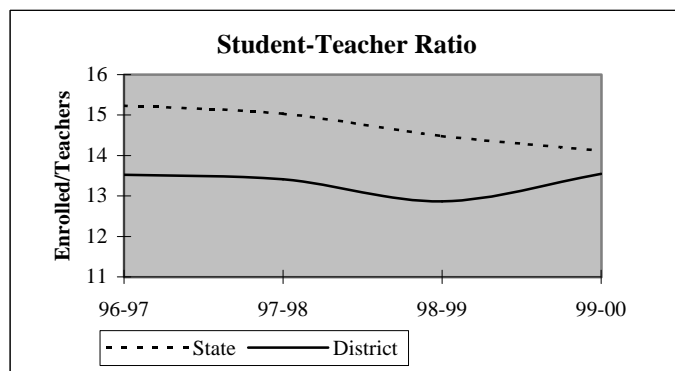


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	12.0	11.8	11.3	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	13.5	13.4	12.9	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-1	0	0	-	-	-	-	-
% Change in Educators	0.0%	-3.7%	-3.8%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-1	-9	-16	-12	15	-	-	-	-	-
% Change in Enrollments	-0.3%	-2.8%	-5.1%	-4.1%	5.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.8%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.7%	3.8%	4.0%	4.0%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.4%	7.7%	8.0%	8.0%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	42.8	44.2	45.2	47.4	42.0	42.3	42.5	42.7	43.0
Average Experience	15.2	16.1	16.6	18.5	20.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,351	29,790	31,495	33,175	33,634	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	62.5%	60.9%	68.2%	63.6%	59.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.2%	8.7%	4.5%	4.5%	4.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.4%	1.3%	3.1%	2.5%	2.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	4	3	2	1	22.2%	15.4%	12.0%	8.0%	4.0%
Attrition	3	2	2	1	0					
Attrition Rate	50.0%	50.0%	66.7%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	22	22	22	22	77.8%	84.6%	88.0%	88.0%	88.0%
Attrition	0	3	1	2	0					
Attrition Rate	0.0%	13.6%	4.5%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	2	0.0%	0.0%	0.0%	4.0%	8.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	1	2	3	0.0%	0.0%	4.0%	8.0%	12.0%

## District Report for: DRUMMOND

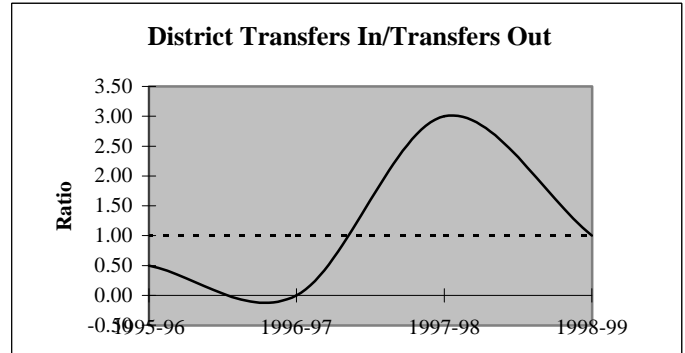
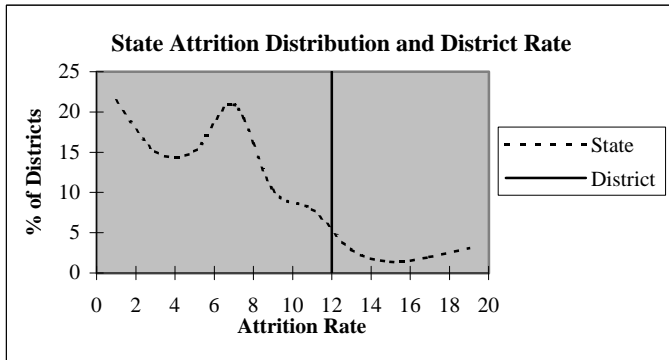
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	26	25	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.7%	3.8%	4.0%	4.0%	4.0%
Professional Staff	2	2	2	2	2	7.4%	7.7%	8.0%	8.0%	8.0%
<b>Total Teachers</b>	24	23	22	22	22	88.9%	88.5%	88.0%	88.0%	88.0%
Special Education	1	2	1	1	1	4.2%	8.7%	4.5%	4.5%	4.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	9	9	9	9	41.7%	39.1%	40.9%	40.9%	40.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	12	12	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	1	1	8.3%	4.3%	4.5%	4.5%	4.5%
Art & Music	1	1	0	1	1	4.2%	4.3%	0.0%	4.5%	4.5%
Social Studies	2	2	3	2	2	8.3%	8.7%	13.6%	9.1%	9.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	2	2	3	8.3%	13.0%	9.1%	9.1%	13.6%
<b>Science</b>	2	1	2	2	1	8.3%	4.3%	9.1%	9.1%	4.5%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	1	8.3%	4.3%	9.1%	9.1%	4.5%
Vocational Education	3	2	2	2	2	12.5%	8.7%	9.1%	9.1%	9.1%
Other	1	2	2	2	2	4.2%	8.7%	9.1%	9.1%	9.1%
<b>Total Enrollments</b>	320	311	295	283	298	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	14	22	22	13	5.9%	4.5%	7.5%	7.8%	4.4%
Grades 1-4	91	89	72	73	86	28.4%	28.6%	24.4%	25.8%	28.9%
Grades 5-6	51	57	47	38	42	15.9%	18.3%	15.9%	13.4%	14.1%
Grades 7-8	61	52	46	61	54	19.1%	16.7%	15.6%	21.6%	18.1%
Grades 9-12	98	99	108	89	103	30.6%	31.8%	36.6%	31.4%	34.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DRUMMOND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	26	25	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	24	21	22	22	96.3%	92.3%	84.0%	88.0%	88.0%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3.7%</b>	<b>7.7%</b>	<b>16.0%</b>	<b>12.0%</b>	<b>12.0%</b>
Transfers In	1	0	3	2	2	100.0%	0.0%	75.0%	66.7%	66.7%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
First Time Educators	0	2	1	0	0	0.0%	100.0%	25.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>11.1%</b>	<b>19.2%</b>	<b>12.0%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	2	4	1	2	-	66.7%	80.0%	33.3%	66.7%	-
Leave Oklahoma Educ.	1	1	2	1	-	33.3%	20.0%	66.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	19.2%	12.0%	12.0%	-
Transfers In/Out	0.50	0.00	3.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	7
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	27

## District Report for: DRUMMOND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.7%	3.8%	4.0%	4.0%	4.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	7.4%	7.7%	8.0%	8.0%	8.0%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	23	22	22	22	88.9%	88.5%	88.0%	88.0%	88.0%
White - Females	15	14	15	14	13	62.5%	60.9%	68.2%	63.6%	59.1%
White - Males	9	9	7	8	9	37.5%	39.1%	31.8%	36.4%	40.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	4.3%	0.0%	0.0%	0.0%
25-29	0	1	2	2	0	0.0%	4.3%	9.5%	9.1%	0.0%
30-34	5	3	1	1	1	20.8%	13.0%	4.8%	4.5%	4.5%
35-39	1	1	2	2	2	4.2%	4.3%	9.5%	9.1%	9.1%
40-44	6	4	3	3	3	25.0%	17.4%	14.3%	13.6%	13.6%
45-49	10	10	8	7	5	41.7%	43.5%	38.1%	31.8%	22.7%
50-54	1	2	4	6	9	4.2%	8.7%	19.0%	27.3%	40.9%
55+	1	1	1	1	2	4.2%	4.3%	4.8%	4.5%	9.1%
<b>Average Age</b>	42.5	42.8	44.2	45.2	47.4					

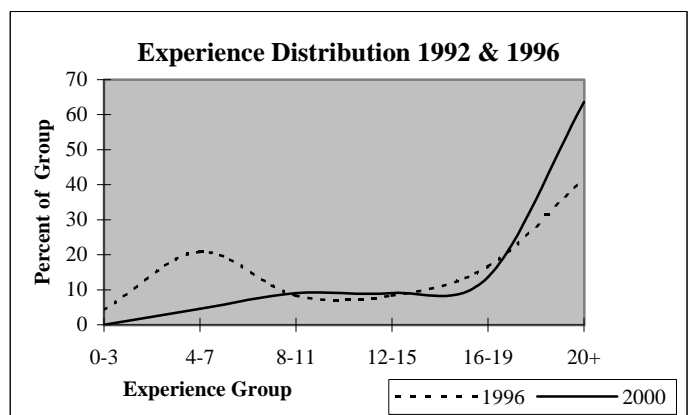
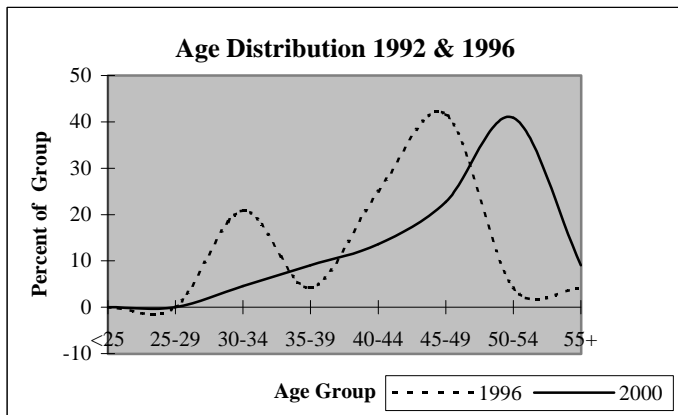
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	3	0	0	4.2%	8.7%	13.6%	0.0%	0.0%
4-7 Years	5	2	0	2	1	20.8%	8.7%	0.0%	9.1%	4.5%
8-11 Years	2	3	4	2	2	8.3%	13.0%	18.2%	9.1%	9.1%
12-15 Years	2	2	1	3	2	8.3%	8.7%	4.5%	13.6%	9.1%
16-19 Years	4	4	5	2	3	16.7%	17.4%	22.7%	9.1%	13.6%
20+ Years	10	10	9	13	14	41.7%	43.5%	40.9%	59.1%	63.6%
<b>Average Experience</b>	15.2	16.1	16.6	18.5	20.1					

## District Report for: DRUMMOND

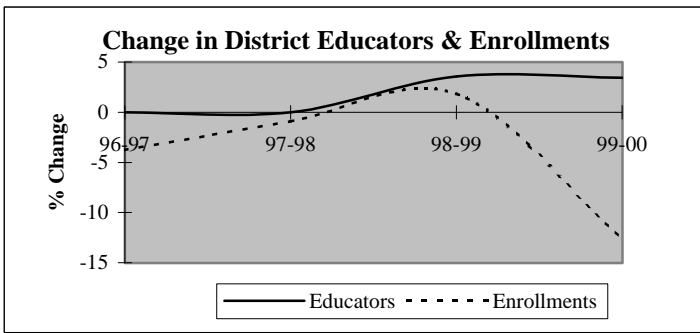
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	5	3	3	-	11.1%	19.2%	12.0%	12.0%	-
Attrition from Transfers	2	4	1	2	-	7.4%	15.4%	4.0%	8.0%	-
Attrition from Exits	1	1	2	1	-	3.7%	3.8%	8.0%	4.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>12.5%</b>	<b>17.4%</b>	<b>13.6%</b>	<b>4.5%</b>	<b>-</b>
Attrition from Transfers	2	4	1	1	-	8.3%	17.4%	4.5%	4.5%	-
Attrition from Exits	1	0	2	0	-	4.2%	0.0%	9.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	24	21	22	22	-	88.9%	80.8%	88.0%	88.0%	-
Teacher Retention	21	19	19	21	-	87.5%	82.6%	86.4%	95.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	0.0%	100.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	33.3%	33.3%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	20.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	92.3%	96.0%	96.0%	96.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	7.7%	4.0%	4.0%	4.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COVINGTON-DOUGLAS



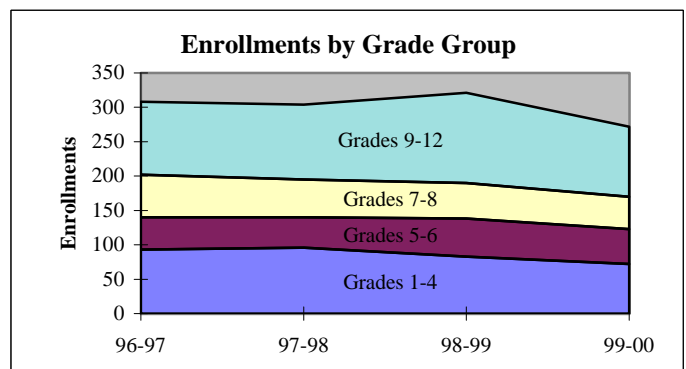
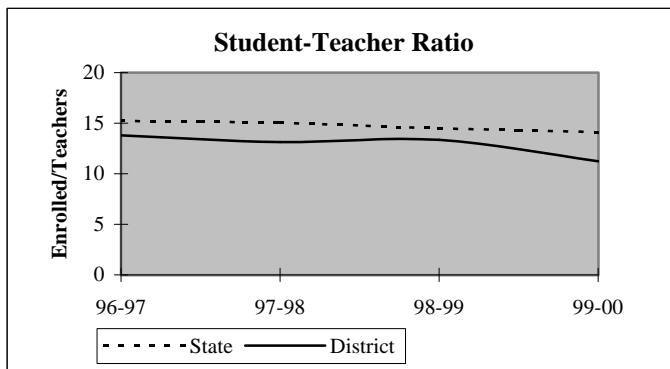
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	11.8	11.7	11.5	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	13.8	13.1	13.4	11.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	1	1	-	-	-	-	-
% Change in Educators	-3.4%	0.0%	0.0%	3.6%	3.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	-13	-3	6	-42	-	-	-	-	-
% Change in Enrollments	5.2%	-3.8%	-0.9%	1.8%	-12.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	3.6%	0.0%	0.0%	3.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	3.6%	6.9%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.1%	7.1%	6.9%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	40.9	42.8	42.3	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	13.6	14.6	14.0	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,799	29,883	32,747	31,448	31,190	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	62.5%	68.0%	68.0%	61.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.3%	8.0%	8.0%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	6.1%	9.4%	9.1%	7.2%	4.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	7	9	11	11	28.6%	25.0%	32.1%	37.9%	36.7%
Attrition	0	2	1	2	0					
Attrition Rate	0.0%	28.6%	11.1%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	15	18	16	16	18	53.6%	64.3%	57.1%	55.2%	60.0%
Attrition	0	2	1	0	0					
Attrition Rate	0.0%	11.1%	6.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	3	3	2	1	17.9%	10.7%	10.7%	6.9%	3.3%
Attrition	2	1	1	1	0					
Attrition Rate	40.0%	33.3%	33.3%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	4	3	2	4	17.9%	14.3%	10.7%	6.9%	13.3%



## District Report for: COVINGTON-DOUGLAS

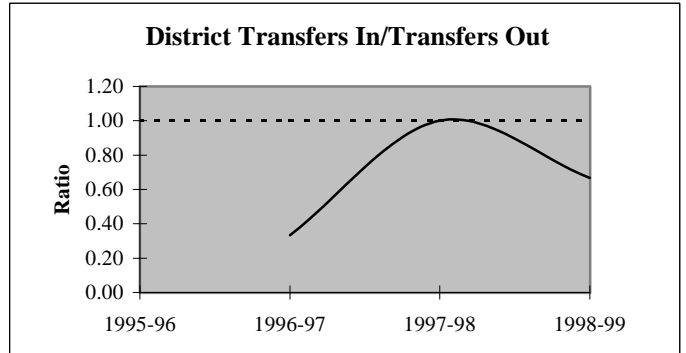
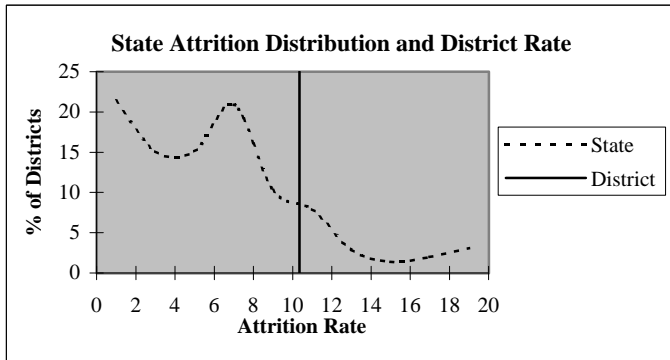
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	28	28	29	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	1	2	2	7.1%	7.1%	3.6%	6.9%	6.7%
Professional Staff	2	2	2	2	2	7.1%	7.1%	7.1%	6.9%	6.7%
<b>Total Teachers</b>	24	24	25	25	26	85.7%	85.7%	89.3%	86.2%	86.7%
Special Education	2	2	2	2	2	8.3%	8.3%	8.0%	8.0%	7.7%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	4.0%	3.8%
Elementary	12	12	12	11	10	50.0%	50.0%	48.0%	44.0%	38.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	11	11	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	4.2%	8.3%	8.0%	8.0%	7.7%
Art & Music	1	1	1	1	1	4.2%	4.2%	4.0%	4.0%	3.8%
Social Studies	1	1	2	1	2	4.2%	4.2%	8.0%	4.0%	7.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	1	1	2	2	0.0%	4.2%	4.0%	8.0%	7.7%
<b>Science</b>	1	1	1	1	1	4.2%	4.2%	4.0%	4.0%	3.8%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	1	0	0	0	0	4.2%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	4.2%	4.0%	4.0%	3.8%
Vocational Education	4	3	3	3	3	16.7%	12.5%	12.0%	12.0%	11.5%
Other	2	1	1	1	2	8.3%	4.2%	4.0%	4.0%	7.7%
<b>Total Enrollments</b>	344	331	328	334	292	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	23	24	13	20	4.9%	6.9%	7.3%	3.9%	6.8%
Grades 1-4	96	93	96	83	72	27.9%	28.1%	29.3%	24.9%	24.7%
Grades 5-6	63	47	44	55	51	18.3%	14.2%	13.4%	16.5%	17.5%
Grades 7-8	59	62	55	52	47	17.2%	18.7%	16.8%	15.6%	16.1%
Grades 9-12	109	106	109	131	102	31.7%	32.0%	33.2%	39.2%	34.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: COVINGTON-DOUGLAS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	28	28	29	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	26	23	25	26	92.9%	92.9%	82.1%	86.2%	86.7%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>7.1%</b>	<b>7.1%</b>	<b>17.9%</b>	<b>13.8%</b>	<b>13.3%</b>
Transfers In	1	1	2	2	3	50.0%	50.0%	40.0%	50.0%	75.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	20.0%	25.0%	0.0%
First Time Educators	1	1	2	1	1	50.0%	50.0%	40.0%	25.0%	25.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>7.1%</b>	<b>17.9%</b>	<b>10.7%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	0	3	2	3	-	0.0%	60.0%	66.7%	100.0%	-
Leave Oklahoma Educ.	2	2	1	0	-	100.0%	40.0%	33.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	17.9%	10.7%	10.3%	-
Transfers In/Out	nc	0.33	1.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	5
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>29</b>

## District Report for: COVINGTON-DOUGLAS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	1	2	2	7.1%	7.1%	3.6%	6.9%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	7.1%	7.1%	7.1%	6.9%	6.7%
White - Females	1	1	1	2	2	50.0%	50.0%	50.0%	100.0%	100.0%
White - Males	1	1	1	0	0	50.0%	50.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	24	25	25	26	85.7%	85.7%	89.3%	86.2%	86.7%
White - Females	16	15	17	17	16	66.7%	62.5%	68.0%	68.0%	61.5%
White - Males	8	9	8	8	10	33.3%	37.5%	32.0%	32.0%	38.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	4.2%	0.0%	0.0%
25-29	4	4	1	2	2	16.7%	16.7%	4.2%	8.7%	8.3%
30-34	3	3	5	4	3	12.5%	12.5%	20.8%	17.4%	12.5%
35-39	5	3	0	2	3	20.8%	12.5%	0.0%	8.7%	12.5%
40-44	3	5	4	4	5	12.5%	20.8%	16.7%	17.4%	20.8%
45-49	5	6	8	6	4	20.8%	25.0%	33.3%	26.1%	16.7%
50-54	1	1	2	3	5	4.2%	4.2%	8.3%	13.0%	20.8%
55+	3	2	3	2	2	12.5%	8.3%	12.5%	8.7%	8.3%
<b>Average Age</b>	40.8	40.9	42.8	42.3	43.2					

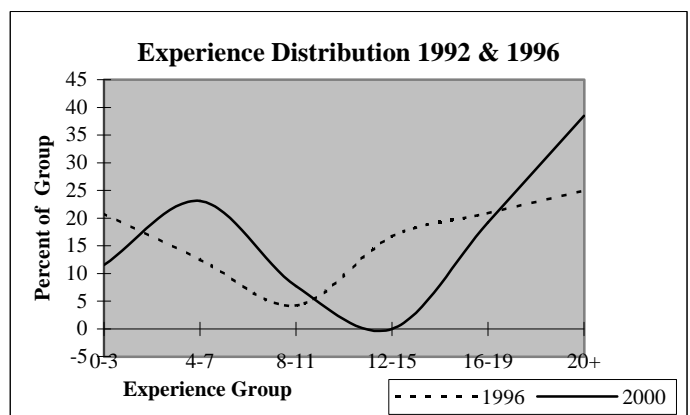
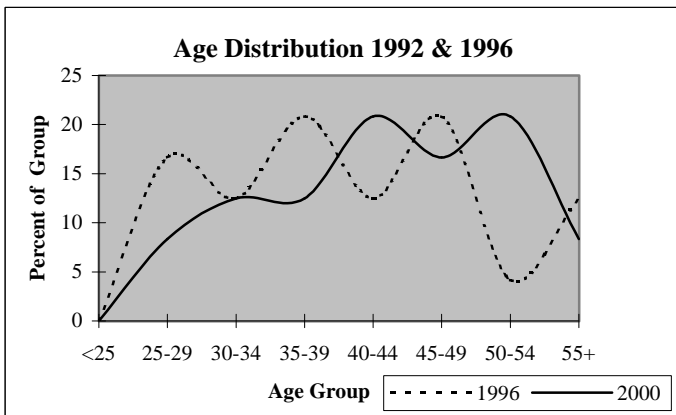
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	5	4	3	20.8%	16.7%	20.0%	16.0%	11.5%
4-7 Years	3	2	2	5	6	12.5%	8.3%	8.0%	20.0%	23.1%
8-11 Years	1	4	2	2	2	4.2%	16.7%	8.0%	8.0%	7.7%
12-15 Years	4	3	2	2	0	16.7%	12.5%	8.0%	8.0%	0.0%
16-19 Years	5	4	6	4	5	20.8%	16.7%	24.0%	16.0%	19.2%
20+ Years	6	7	8	8	10	25.0%	29.2%	32.0%	32.0%	38.5%
<b>Average Experience</b>	13.4	13.6	14.6	14.0	14.8					

## District Report for: COVINGTON-DOUGLAS

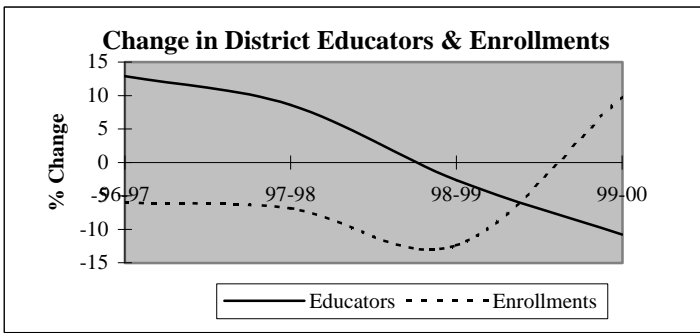
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	3	3	-	7.1%	17.9%	10.7%	10.3%	-
Attrition from Transfers	0	3	2	3	-	0.0%	10.7%	7.1%	10.3%	-
Attrition from Exits	2	2	1	0	-	7.1%	7.1%	3.6%	0.0%	-
<b>Teacher Attrition</b>	1	4	3	2	-	4.2%	16.7%	12.0%	8.0%	-
Attrition from Transfers	0	3	2	2	-	0.0%	12.5%	8.0%	8.0%	-
Attrition from Exits	1	1	1	0	-	4.2%	4.2%	4.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	26	23	25	26	-	92.9%	82.1%	89.3%	89.7%	-
Teacher Retention	23	20	22	23	-	95.8%	83.3%	88.0%	92.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	3.6%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.4%	96.4%	85.7%	93.1%	96.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	3.6%	10.7%	6.9%	3.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WHITEBEAD

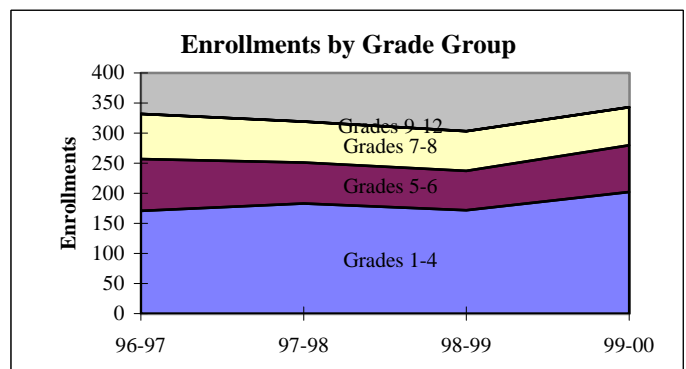
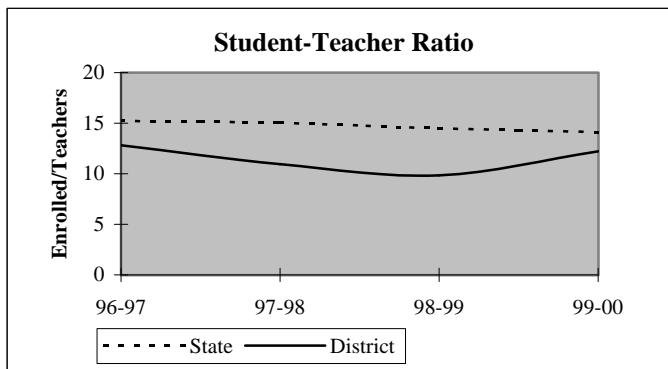


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.5	12.1	10.4	9.3	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.5	12.8	10.9	9.9	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	4	3	-1	-4	-	-	-	-	-
% Change in Educators	-11.4%	12.9%	8.6%	-2.6%	-10.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	-27	-29	-49	34	-	-	-	-	-
% Change in Enrollments	0.4%	-6.0%	-6.9%	-12.4%	9.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.2%	8.6%	15.8%	21.6%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.2%	2.9%	2.6%	2.7%	3.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.2%	2.9%	2.6%	2.7%	3.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	5.3%	2.7%	3.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.2%	2.9%	2.6%	2.7%	3.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	39.9	41.4	41.7	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	10.8	10.8	11.3	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,797	27,563	26,670	26,545	28,827	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	5.6%	2.9%	3.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	89.7%	84.8%	80.6%	77.1%	77.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.3%	9.1%	13.9%	11.4%	9.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.9%	31.0%	31.5%	34.0%	38.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	13	15	13	11	29.0%	37.1%	39.5%	35.1%	33.3%
Attrition	1	4	3	2	0					
Attrition Rate	11.1%	30.8%	20.0%	15.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	22	23	22	21	71.0%	62.9%	60.5%	59.5%	63.6%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	4.5%	4.3%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	2	1	0.0%	0.0%	0.0%	5.4%	3.0%
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	2	2	2	0.0%	0.0%	5.3%	5.4%	6.1%

## District Report for: WHITEBEAD

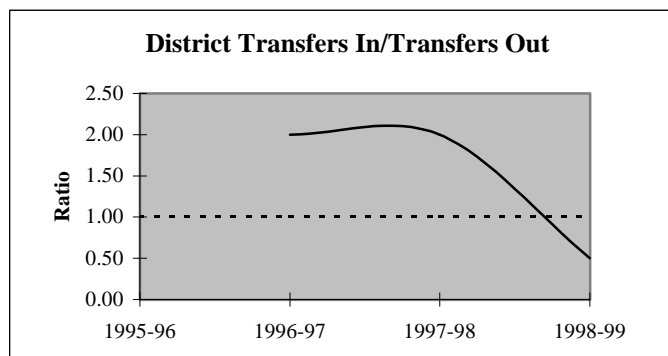
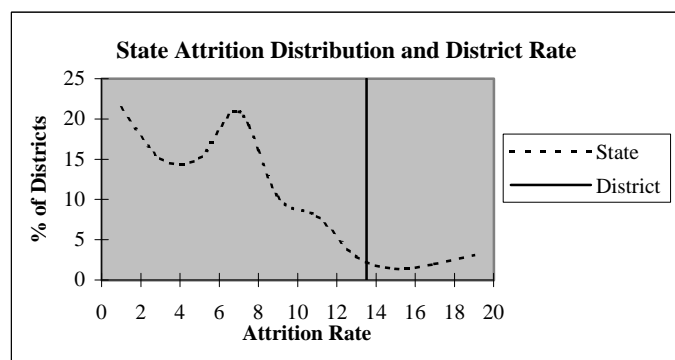
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	31	35	38	37	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.2%	2.9%	2.6%	2.7%	3.0%
Professional Staff	1	1	1	1	1	3.2%	2.9%	2.6%	2.7%	3.0%
<b>Total Teachers</b>	29	33	36	35	31	93.5%	94.3%	94.7%	94.6%	93.9%
Special Education	3	3	5	4	3	10.3%	9.1%	13.9%	11.4%	9.7%
Pre-K & Kindergarten	2	2	2	2	2	6.9%	6.1%	5.6%	5.7%	6.5%
Elementary	24	28	29	29	26	82.8%	84.8%	80.6%	82.9%	83.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	450	423	394	345	379	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	83	91	75	41	36	18.4%	21.5%	19.0%	11.9%	9.5%
Grades 1-4	180	171	183	172	202	40.0%	40.4%	46.4%	49.9%	53.3%
Grades 5-6	96	86	68	65	78	21.3%	20.3%	17.3%	18.8%	20.6%
Grades 7-8	88	75	68	66	63	19.6%	17.7%	17.3%	19.1%	16.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	3	0	0	1	0	0.7%	0.0%	0.0%	0.3%	0.0%



## District Report for: WHITEBEAD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	31	35	38	37	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	30	30	34	32	90.3%	85.7%	78.9%	91.9%	97.0%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>9.7%</b>	<b>14.3%</b>	<b>21.1%</b>	<b>8.1%</b>	<b>3.0%</b>
Transfers In	3	2	2	1	0	100.0%	40.0%	25.0%	33.3%	0.0%
Reentrants	0	0	3	0	1	0.0%	0.0%	37.5%	0.0%	100.0%
First Time Educators	0	3	3	2	0	0.0%	60.0%	37.5%	66.7%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>3.2%</b>	<b>14.3%</b>	<b>10.5%</b>	<b>13.5%</b>	<b>-</b>
Transfers Out	0	1	1	2	-	0.0%	20.0%	25.0%	40.0%	-
Leave Oklahoma Educ.	1	4	3	3	-	100.0%	80.0%	75.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	3.2%	14.3%	10.5%	13.5%	-
Transfers In/Out	nc	2.00	2.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	1
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>31</b>

## District Report for: WHITEBEAD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.2%	2.9%	2.6%	2.7%	3.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.2%	2.9%	2.6%	2.7%	3.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	33	36	35	31	93.5%	94.3%	94.7%	94.6%	93.9%
White - Females	26	28	28	27	24	89.7%	84.8%	77.8%	77.1%	77.4%
White - Males	3	5	6	7	6	10.3%	15.2%	16.7%	20.0%	19.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	1	0.0%	0.0%	2.8%	2.9%	3.2%
Other - Females	0	0	1	0	0	0.0%	0.0%	2.8%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	1	0	0.0%	3.0%	2.8%	2.9%	0.0%
25-29	3	5	2	3	3	10.3%	15.2%	5.6%	8.6%	9.7%
30-34	4	5	7	4	3	13.8%	15.2%	19.4%	11.4%	9.7%
35-39	5	4	4	7	5	17.2%	12.1%	11.1%	20.0%	16.1%
40-44	8	9	10	7	5	27.6%	27.3%	27.8%	20.0%	16.1%
45-49	5	4	6	4	6	17.2%	12.1%	16.7%	11.4%	19.4%
50-54	3	4	3	6	6	10.3%	12.1%	8.3%	17.1%	19.4%
55+	1	1	3	3	3	3.4%	3.0%	8.3%	8.6%	9.7%
<b>Average Age</b>	40.6	39.9	41.4	41.7	43.2					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	8	7	5	13.8%	15.2%	22.2%	20.0%	16.1%
4-7 Years	5	8	7	6	6	17.2%	24.2%	19.4%	17.1%	19.4%
8-11 Years	4	4	5	6	3	13.8%	12.1%	13.9%	17.1%	9.7%
12-15 Years	8	6	4	3	2	27.6%	18.2%	11.1%	8.6%	6.5%
16-19 Years	6	7	7	7	8	20.7%	21.2%	19.4%	20.0%	25.8%
20+ Years	2	3	5	6	7	6.9%	9.1%	13.9%	17.1%	22.6%
<b>Average Experience</b>	11.0	10.8	10.8	11.3	12.5					

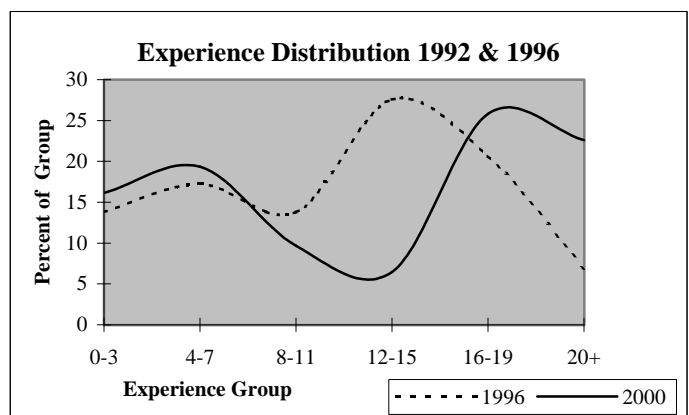
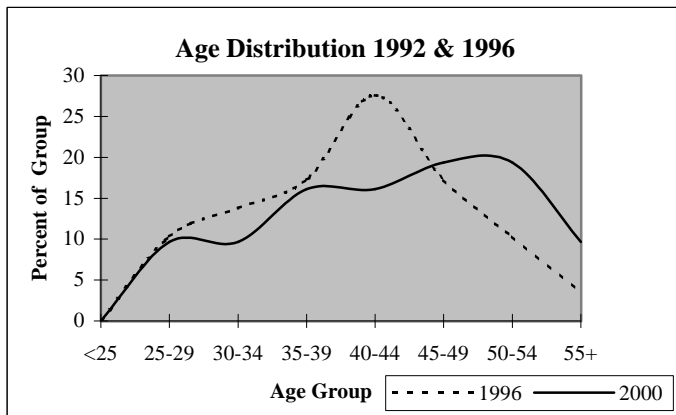


## District Report for: WHITEBEAD

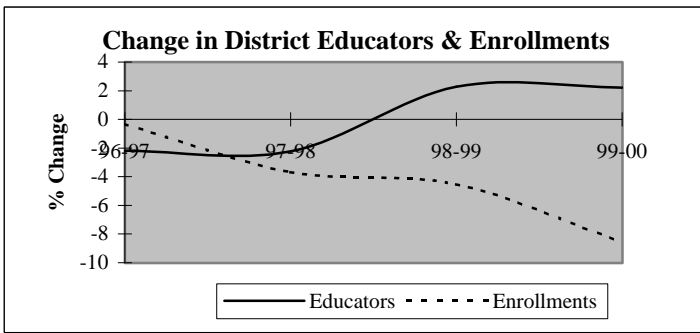
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	4	5	-	3.2%	14.3%	10.5%	13.5%	-
Attrition from Transfers	0	1	1	2	-	0.0%	2.9%	2.6%	5.4%	-
Attrition from Exits	1	4	3	3	-	3.2%	11.4%	7.9%	8.1%	-
<b>Teacher Attrition</b>	1	5	4	5	-	3.4%	15.2%	11.1%	14.3%	-
Attrition from Transfers	0	1	1	2	-	0.0%	3.0%	2.8%	5.7%	-
Attrition from Exits	1	4	3	3	-	3.4%	12.1%	8.3%	8.6%	-
<b>District Retention</b>										
Educator Retention	30	30	34	32	-	96.8%	85.7%	89.5%	86.5%	-
Teacher Retention	28	28	32	30	-	96.6%	84.8%	88.9%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	69.2%	15.4%	84.6%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	0.0%	90.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.2%	0.0%	2.6%	8.1%	6.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.8%	91.4%	81.6%	86.5%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.6%	15.8%	5.4%	3.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: STRATFORD

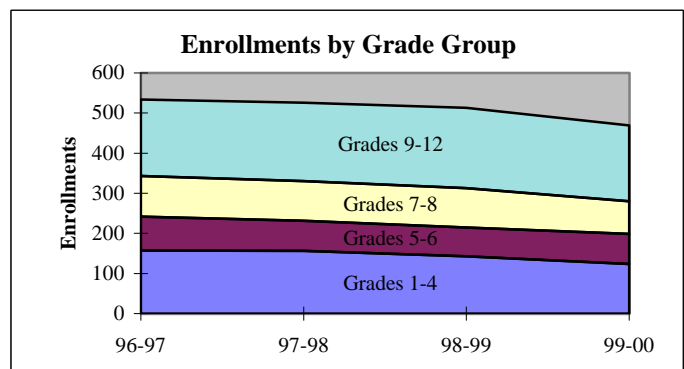
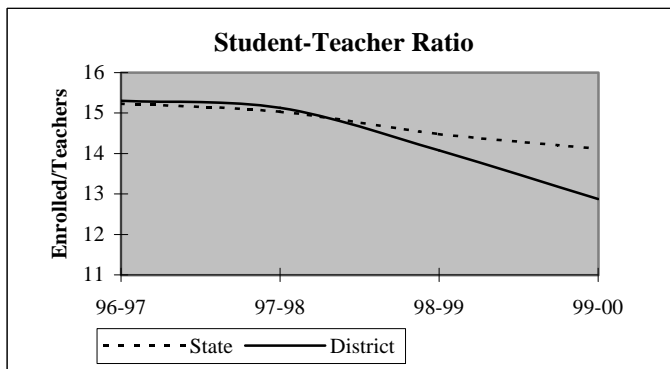


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	13.3	13.1	12.2	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.3	15.1	14.1	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-1	1	1	-	-	-	-	-
% Change in Educators	0.0%	-2.2%	-2.2%	2.3%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	-2	-22	-26	-47	-	-	-	-	-
% Change in Enrollments	-1.2%	-0.3%	-3.7%	-4.5%	-8.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.7%	4.4%	2.3%	0.0%	2.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.7%	8.9%	9.1%	6.7%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.4%	4.5%	6.7%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.2%	2.2%	2.3%	2.2%	2.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.2%	2.3%	2.2%	4.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	41.2	42.5	42.9	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	10.3	10.5	11.4	12.4	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	28,235	28,308	29,324	30,366	29,872	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.5%	2.6%	2.6%	2.6%	2.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.5%	74.4%	76.3%	74.4%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	7.7%	5.3%	5.1%	5.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.2%	28.8%	28.5%	32.5%	29.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	19	16	13	12	41.3%	42.2%	36.4%	28.9%	26.1%
Attrition	2	1	4	3	0					
Attrition Rate	10.5%	5.3%	25.0%	23.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	23	25	28	27	54.3%	51.1%	56.8%	62.2%	58.7%
Attrition	2	1	2	3	0					
Attrition Rate	8.0%	4.3%	8.0%	10.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	4	7	4.3%	6.7%	6.8%	8.9%	15.2%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	3	4	7	8	10.9%	6.7%	9.1%	15.6%	17.4%

## District Report for: STRATFORD

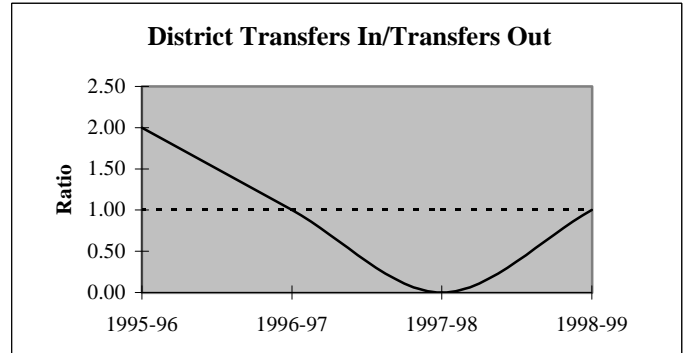
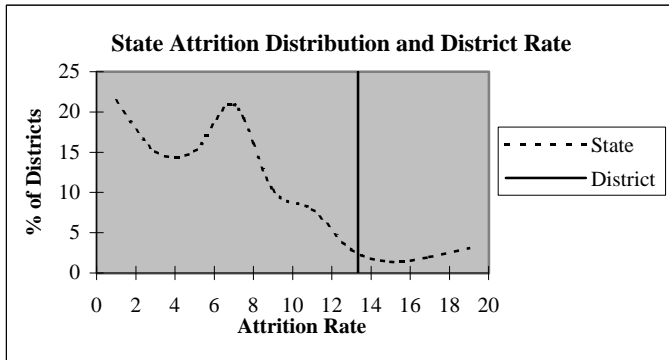
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	46	45	44	45	46	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	3	3	8.7%	8.9%	9.1%	6.7%	6.5%
Professional Staff	2	2	2	3	4	4.3%	4.4%	4.5%	6.7%	8.7%
<b>Total Teachers</b>	40	39	38	39	39	87.0%	86.7%	86.4%	86.7%	84.8%
Special Education	3	3	2	2	2	7.5%	7.7%	5.3%	5.1%	5.1%
Pre-K & Kindergarten	1	1	1	1	2	2.5%	2.6%	2.6%	2.6%	5.1%
Elementary	20	20	20	17	16	50.0%	51.3%	52.6%	43.6%	41.0%
<b>Middle School</b>	1	1	1	0	0	2.5%	2.6%	2.6%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	1	1	1	0	0	2.5%	2.6%	2.6%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	14	14	19	19	1500.0%	1400.0%	1400.0%	0.0%	0.0%
Language Arts	3	2	2	2	2	7.5%	5.1%	5.3%	5.1%	5.1%
Art & Music	1	1	1	3	3	2.5%	2.6%	2.6%	7.7%	7.7%
Social Studies	2	2	2	3	3	5.0%	5.1%	5.3%	7.7%	7.7%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	2.6%	2.6%
Math	2	3	3	3	3	5.0%	7.7%	7.9%	7.7%	7.7%
<b>Science</b>	2	2	2	2	1	5.0%	5.1%	5.3%	5.1%	2.6%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	1	5.0%	5.1%	5.3%	5.1%	2.6%
Vocational Education	3	4	4	4	5	7.5%	10.3%	10.5%	10.3%	12.8%
Other	2	0	0	1	1	5.0%	0.0%	0.0%	2.6%	2.6%
<b>Total Enrollments</b>	599	597	575	549	502	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	65	63	49	36	33	10.9%	10.6%	8.5%	6.6%	6.6%
Grades 1-4	142	157	156	143	124	23.7%	26.3%	27.1%	26.0%	24.7%
Grades 5-6	92	85	75	72	75	15.4%	14.2%	13.0%	13.1%	14.9%
Grades 7-8	109	101	99	98	81	18.2%	16.9%	17.2%	17.9%	16.1%
Grades 9-12	191	191	196	200	189	31.9%	32.0%	34.1%	36.4%	37.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STRATFORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	46	45	44	45	46	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	42	41	43	38	39	91.3%	91.1%	97.7%	84.4%	84.8%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>7</b>	<b>7</b>	<b>8.7%</b>	<b>8.9%</b>	<b>2.3%</b>	<b>15.6%</b>	<b>15.2%</b>
Transfers In	2	1	0	5	7	50.0%	25.0%	0.0%	71.4%	100.0%
Reentrants	0	1	0	1	0	0.0%	25.0%	0.0%	14.3%	0.0%
First Time Educators	2	2	1	1	0	50.0%	50.0%	100.0%	14.3%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>10.9%</b>	<b>4.4%</b>	<b>13.6%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	1	1	4	5	-	20.0%	50.0%	66.7%	83.3%	-
Leave Oklahoma Educ.	4	1	2	1	-	80.0%	50.0%	33.3%	16.7%	-

Dynamics Rates	District Rates				
District Attrition	10.9%	4.4%	13.6%	13.3%	-
Transfers In/Out	2.00	1.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	35	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>46</b>

## District Report for: STRATFORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	3	3	8.7%	8.9%	9.1%	6.7%	6.5%
White - Females	1	1	1	1	2	25.0%	25.0%	25.0%	33.3%	66.7%
White - Males	3	3	3	2	1	75.0%	75.0%	75.0%	66.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	3	4	4.3%	4.4%	4.5%	6.7%	8.7%
White - Females	2	2	2	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	40	39	38	39	39	87.0%	86.7%	86.4%	86.7%	84.8%
White - Females	28	28	28	28	29	70.0%	71.8%	73.7%	71.8%	74.4%
White - Males	11	10	9	10	9	27.5%	25.6%	23.7%	25.6%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.5%	2.6%	2.6%	2.6%	2.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	5.0%	2.6%	0.0%	0.0%	0.0%
25-29	6	5	4	6	7	15.0%	12.8%	10.5%	15.4%	17.9%
30-34	9	7	5	6	4	22.5%	17.9%	13.2%	15.4%	10.3%
35-39	3	7	8	6	6	7.5%	17.9%	21.1%	15.4%	15.4%
40-44	3	1	3	2	2	7.5%	2.6%	7.9%	5.1%	5.1%
45-49	7	6	6	6	5	17.5%	15.4%	15.8%	15.4%	12.8%
50-54	7	7	5	5	8	17.5%	17.9%	13.2%	12.8%	20.5%
55+	3	5	7	8	7	7.5%	12.8%	18.4%	20.5%	17.9%
<b>Average Age</b>	40.7	41.2	42.5	42.9	43.6					

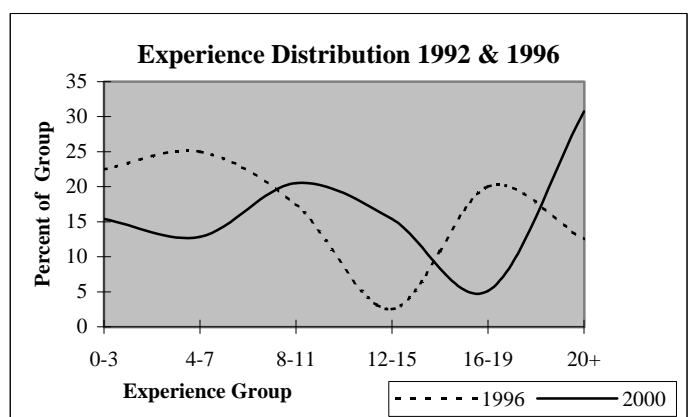
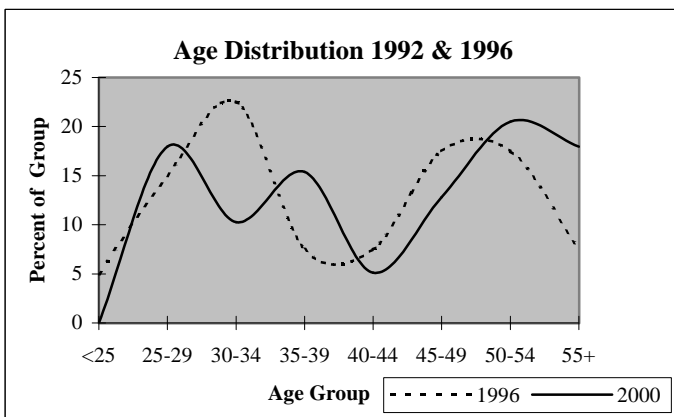
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	8	6	7	6	22.5%	20.5%	15.8%	17.9%	15.4%
4-7 Years	10	11	10	6	5	25.0%	28.2%	26.3%	15.4%	12.8%
8-11 Years	7	4	5	8	8	17.5%	10.3%	13.2%	20.5%	20.5%
12-15 Years	1	4	5	4	6	2.5%	10.3%	13.2%	10.3%	15.4%
16-19 Years	8	6	5	3	2	20.0%	15.4%	13.2%	7.7%	5.1%
20+ Years	5	6	7	11	12	12.5%	15.4%	18.4%	28.2%	30.8%
<b>Average Experience</b>	10.3	10.5	11.4	12.4	13.1					

## District Report for: STRATFORD

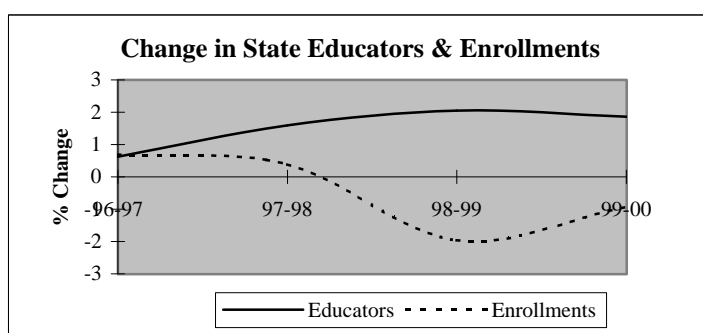
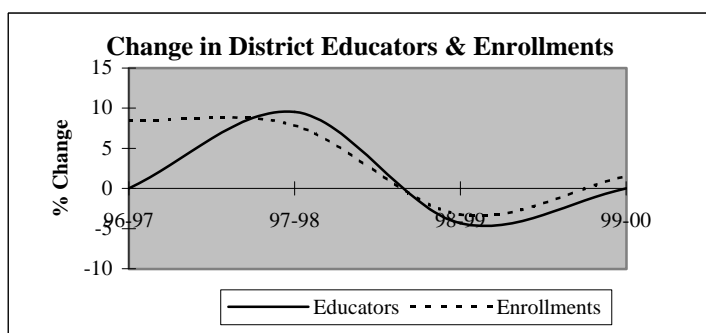
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	6	6	-	10.9%	4.4%	13.6%	13.3%	-
Attrition from Transfers	1	1	4	5	-	2.2%	2.2%	9.1%	11.1%	-
Attrition from Exits	4	1	2	1	-	8.7%	2.2%	4.5%	2.2%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>10.0%</b>	<b>5.1%</b>	<b>13.2%</b>	<b>10.3%</b>	<b>-</b>
Attrition from Transfers	1	1	3	4	-	2.5%	2.6%	7.9%	10.3%	-
Attrition from Exits	3	1	2	0	-	7.5%	2.6%	5.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	41	43	38	39	-	89.1%	95.6%	86.4%	86.7%	-
Teacher Retention	36	37	33	35	-	90.0%	94.9%	86.8%	89.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.8%	9.1%	90.9%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	11.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	11.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	22.2%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	8.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	6.5%	2.2%	2.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.1%	91.1%	95.5%	95.6%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	6.7%	2.3%	4.4%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PAOLI

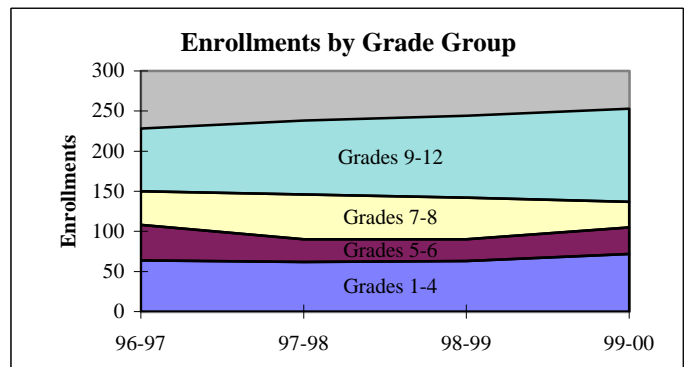
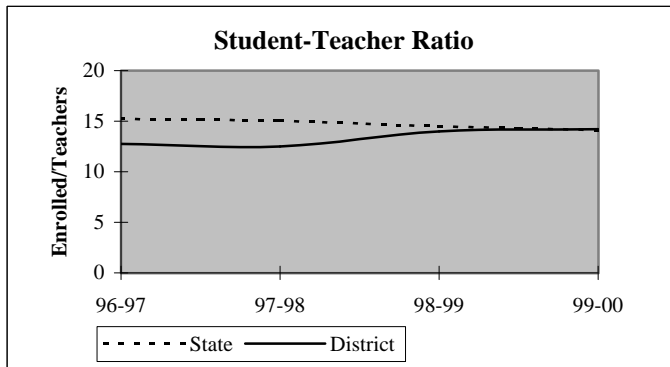


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	12.1	12.0	12.1	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	12.8	12.5	14.0	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	2	-1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	9.5%	-4.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-17	20	20	-9	4	-	-	-	-	-
% Change in Enrollments	-6.7%	8.5%	7.8%	-3.3%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	19.0%	23.8%	26.1%	4.5%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	4.3%	9.1%	13.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	4.5%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	0.0%	4.3%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	4.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.6	40.3	41.8	40.7	41.5	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	10.2	10.3	10.9	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	27,586	26,692	26,452	29,521	30,301	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.0%	0.0%	4.5%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.0%	65.0%	68.2%	63.2%	57.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.0%	4.5%	5.3%	10.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.1%	41.2%	29.1%	27.0%	32.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	9	7	7	42.9%	38.1%	39.1%	31.8%	31.8%
Attrition	2	1	4	1	0					
Attrition Rate	22.2%	12.5%	44.4%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	13	14	15	15	57.1%	61.9%	60.9%	68.2%	68.2%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	7.1%	6.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%

## District Report for: PAOLI

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	21	23	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	3	4.8%	4.8%	4.3%	9.1%	13.6%
Professional Staff	0	0	0	1	0	0.0%	0.0%	0.0%	4.5%	0.0%
<b>Total Teachers</b>	20	20	22	19	19	95.2%	95.2%	95.7%	86.4%	86.4%
Special Education	1	1	1	1	2	5.0%	5.0%	4.5%	5.3%	10.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	9	8	7	40.0%	40.0%	40.9%	42.1%	36.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	12	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	5.0%	10.0%	9.1%	10.5%	10.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	0	0	10.0%	5.0%	4.5%	0.0%	0.0%
Foreign Language	1	1	1	1	0	5.0%	5.0%	4.5%	5.3%	0.0%
Math	1	1	1	1	2	5.0%	5.0%	4.5%	5.3%	10.5%
<b>Science</b>	1	1	1	1	1	5.0%	5.0%	4.5%	5.3%	5.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.0%	5.0%	4.5%	5.3%	5.3%
Vocational Education	3	2	3	2	2	15.0%	10.0%	13.6%	10.5%	10.5%
Other	2	3	3	3	3	10.0%	15.0%	13.6%	15.8%	15.8%
<b>Total Enrollments</b>	235	255	275	266	270	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	27	37	22	17	6.8%	10.6%	13.5%	8.3%	6.3%
Grades 1-4	55	64	62	63	72	23.4%	25.1%	22.5%	23.7%	26.7%
Grades 5-6	39	44	28	27	33	16.6%	17.3%	10.2%	10.2%	12.2%
Grades 7-8	37	42	56	52	32	15.7%	16.5%	20.4%	19.5%	11.9%
Grades 9-12	88	78	92	102	116	37.4%	30.6%	33.5%	38.3%	43.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

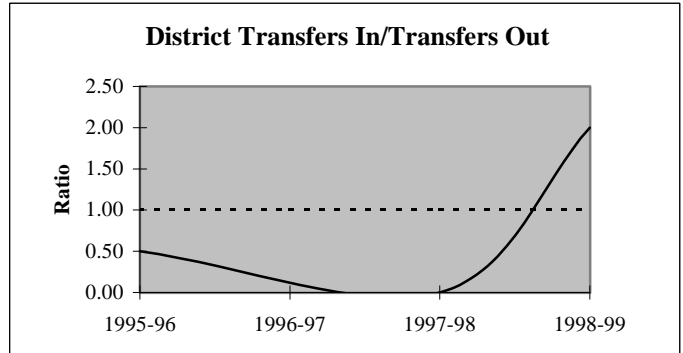
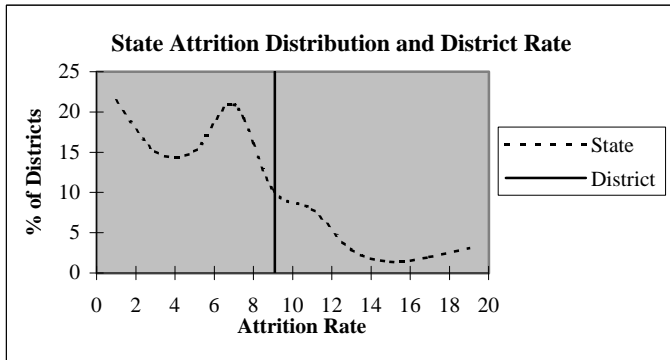




## District Report for: PAOLI

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	21	23	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	19	20	18	20	95.2%	90.5%	87.0%	81.8%	90.9%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>4.8%</b>	<b>9.5%</b>	<b>13.0%</b>	<b>18.2%</b>	<b>9.1%</b>
Transfers In	1	1	0	2	2	100.0%	50.0%	0.0%	50.0%	100.0%
Reentrants	0	1	1	1	0	0.0%	50.0%	33.3%	25.0%	0.0%
First Time Educators	0	0	2	1	0	0.0%	0.0%	66.7%	25.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>-</b>	<b>9.5%</b>	<b>4.8%</b>	<b>21.7%</b>	<b>9.1%</b>	<b>-</b>
Transfers Out	2	0	3	1	-	100.0%	0.0%	60.0%	50.0%	-
Leave Oklahoma Educ.	0	1	2	1	-	0.0%	100.0%	40.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	9.5%	4.8%	21.7%	9.1%	-
Transfers In/Out	0.50	nc	0.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: PAOLI

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	3	4.8%	4.8%	4.3%	9.1%	13.6%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	0	0.0%	0.0%	0.0%	4.5%	0.0%
White - Females	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	20	22	19	19	95.2%	95.2%	95.7%	86.4%	86.4%
White - Females	12	13	14	12	11	60.0%	65.0%	63.6%	63.2%	57.9%
White - Males	7	7	7	7	8	35.0%	35.0%	31.8%	36.8%	42.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	0	0	0.0%	0.0%	4.5%	0.0%	0.0%
Other - Males	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	0	5.0%	0.0%	0.0%	5.3%	0.0%
25-29	1	2	1	1	2	5.0%	10.0%	4.8%	5.3%	10.5%
30-34	5	2	3	3	2	25.0%	10.0%	14.3%	15.8%	10.5%
35-39	3	4	4	4	5	15.0%	20.0%	19.0%	21.1%	26.3%
40-44	5	6	4	4	3	25.0%	30.0%	19.0%	21.1%	15.8%
45-49	4	3	5	3	4	20.0%	15.0%	23.8%	15.8%	21.1%
50-54	1	2	3	2	2	5.0%	10.0%	14.3%	10.5%	10.5%
55+	0	1	1	1	1	0.0%	5.0%	4.8%	5.3%	5.3%
<b>Average Age</b>	38.6	40.3	41.8	40.7	41.5					

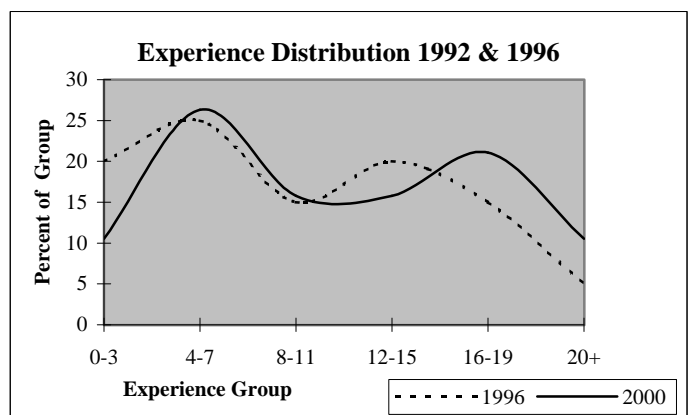
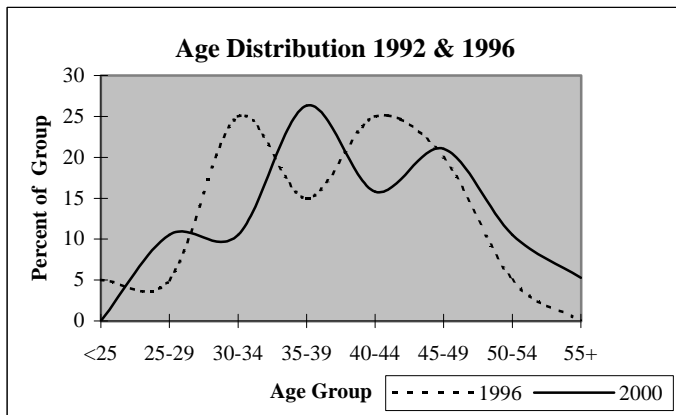
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	4	2	2	20.0%	20.0%	18.2%	10.5%	10.5%
4-7 Years	5	4	5	5	5	25.0%	20.0%	22.7%	26.3%	26.3%
8-11 Years	3	3	4	5	3	15.0%	15.0%	18.2%	26.3%	15.8%
12-15 Years	4	3	3	2	3	20.0%	15.0%	13.6%	10.5%	15.8%
16-19 Years	3	5	4	3	4	15.0%	25.0%	18.2%	15.8%	21.1%
20+ Years	1	1	2	2	2	5.0%	5.0%	9.1%	10.5%	10.5%
<b>Average Experience</b>	9.5	10.2	10.3	10.9	11.8					

## District Report for: PAOLI

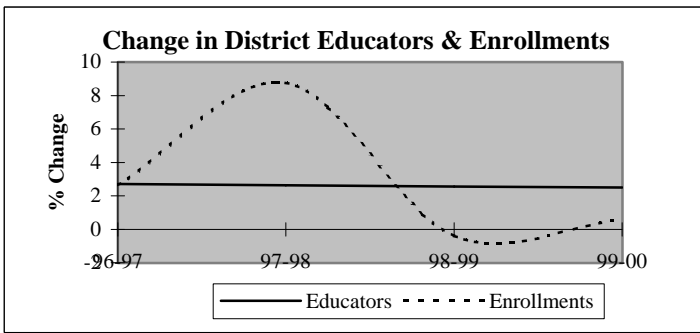
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	5	2	-	9.5%	4.8%	21.7%	9.1%	-
Attrition from Transfers	2	0	3	1	-	9.5%	0.0%	13.0%	4.5%	-
Attrition from Exits	0	1	2	1	-	0.0%	4.8%	8.7%	4.5%	-
<b>Teacher Attrition</b>	2	1	5	2	-	10.0%	5.0%	22.7%	10.5%	-
Attrition from Transfers	2	0	3	1	-	10.0%	0.0%	13.6%	5.3%	-
Attrition from Exits	0	1	2	1	-	0.0%	5.0%	9.1%	5.3%	-
<b>District Retention</b>										
Educator Retention	19	20	18	20	-	90.5%	95.2%	78.3%	90.9%	-
Teacher Retention	18	19	17	17	-	90.0%	95.0%	77.3%	89.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	25.0%	25.0%	50.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	14.3%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	22.2%	88.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.8%	4.8%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	90.5%	87.0%	90.9%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	4.8%	13.0%	9.1%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: MAYSVILLE

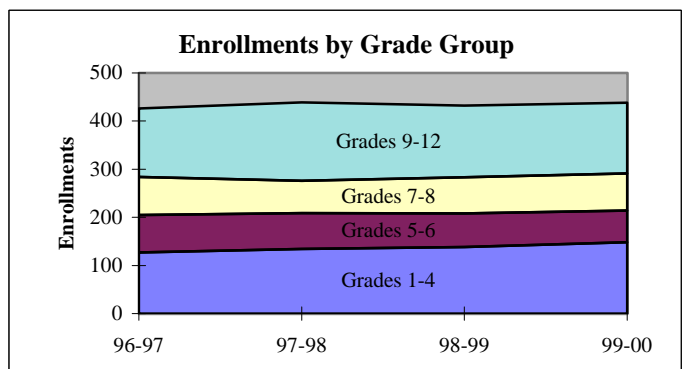
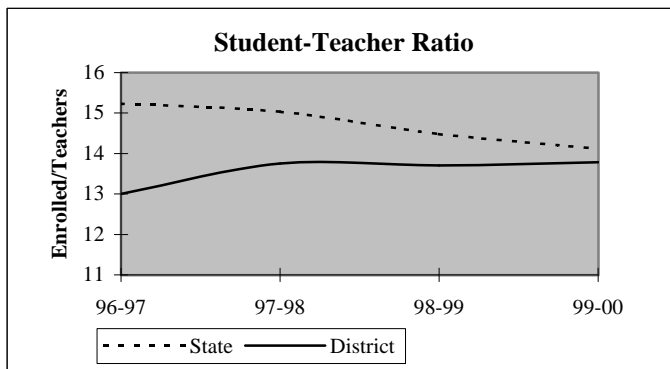


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.3	13.1	12.7	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	13.0	13.8	13.7	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	1	1	-	-	-	-	-
% Change in Educators	-2.6%	2.7%	2.6%	2.6%	2.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	12	41	-2	3	-	-	-	-	-
% Change in Enrollments	1.6%	2.6%	8.8%	-0.4%	0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.4%	5.3%	5.1%	10.0%	12.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.4%	5.3%	5.1%	5.0%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	2.5%	4.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	2.5%	2.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	40.4	39.8	40.0	40.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	10.5	10.2	10.4	10.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,302	29,183	29,086	27,941	27,846	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	2.7%	2.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.3%	77.8%	75.7%	67.6%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.4%	11.1%	10.8%	8.1%	8.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.3%	13.5%	17.3%	15.4%	16.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	14	16	18	17	32.4%	36.8%	41.0%	45.0%	41.5%
Attrition	3	3	2	2	0					
Attrition Rate	25.0%	21.4%	12.5%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	24	23	22	23	59.5%	63.2%	59.0%	55.0%	56.1%
Attrition	0	4	2	1	0					
Attrition Rate	0.0%	16.7%	8.7%	4.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	0	0	0	1	8.1%	0.0%	0.0%	0.0%	2.4%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	1	0	1	3	8.1%	2.6%	0.0%	2.5%	7.3%

## District Report for: MAYSVILLE

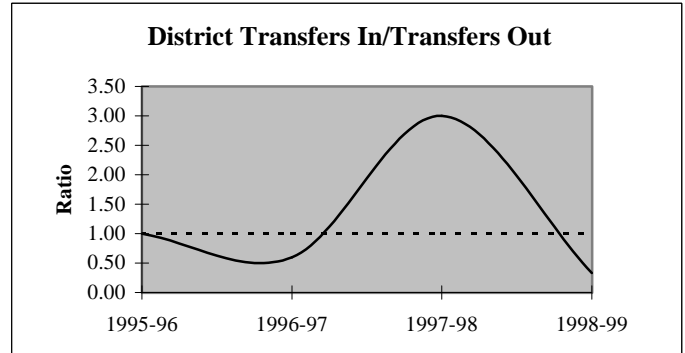
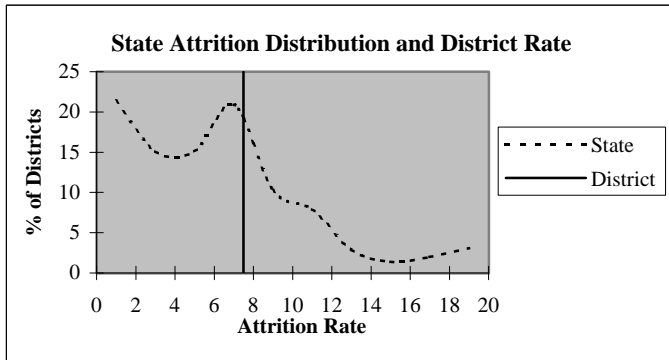
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	38	39	40	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.4%	5.3%	5.1%	5.0%	4.9%
Professional Staff	0	0	0	1	2	0.0%	0.0%	0.0%	2.5%	4.9%
<b>Total Teachers</b>	35	36	37	37	37	94.6%	94.7%	94.9%	92.5%	90.2%
Special Education	4	4	4	3	3	11.4%	11.1%	10.8%	8.1%	8.1%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	2.7%	2.7%	2.7%
Elementary	14	12	18	19	18	40.0%	33.3%	48.6%	51.4%	48.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	20	14	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	5	2	2	2	8.6%	13.9%	5.4%	5.4%	5.4%
Art & Music	0	1	1	1	2	0.0%	2.8%	2.7%	2.7%	5.4%
Social Studies	1	3	1	1	3	2.9%	8.3%	2.7%	2.7%	8.1%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Math	2	2	3	1	1	5.7%	5.6%	8.1%	2.7%	2.7%
<b>Science</b>	2	2	1	2	1	5.7%	5.6%	2.7%	5.4%	2.7%
Biology	0	0	1	0	1	0.0%	0.0%	2.7%	0.0%	2.7%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	2.7%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	0	1	0	5.7%	5.6%	0.0%	2.7%	0.0%
Vocational Education	3	3	4	3	3	8.6%	8.3%	10.8%	8.1%	8.1%
Other	6	4	2	4	2	17.1%	11.1%	5.4%	10.8%	5.4%
<b>Total Enrollments</b>	456	468	509	507	510	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	40	69	67	72	7.0%	8.5%	13.6%	13.2%	14.1%
Grades 1-4	129	127	134	138	148	28.3%	27.1%	26.3%	27.2%	29.0%
Grades 5-6	70	78	75	70	66	15.4%	16.7%	14.7%	13.8%	12.9%
Grades 7-8	92	79	67	75	77	20.2%	16.9%	13.2%	14.8%	15.1%
Grades 9-12	133	142	163	149	147	29.2%	30.3%	32.0%	29.4%	28.8%
Ungraded	0	2	1	8	0	0.0%	0.4%	0.2%	1.6%	0.0%



## District Report for: MAYSVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	38	39	40	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	31	31	35	37	91.9%	81.6%	79.5%	87.5%	90.2%
<b>Newly Hired</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>5</b>	<b>4</b>	<b>8.1%</b>	<b>18.4%</b>	<b>20.5%</b>	<b>12.5%</b>	<b>9.8%</b>
Transfers In	2	3	6	1	0	66.7%	42.9%	75.0%	20.0%	0.0%
Reentrants	0	0	0	1	2	0.0%	0.0%	0.0%	20.0%	50.0%
First Time Educators	1	4	2	3	2	33.3%	57.1%	25.0%	60.0%	50.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>16.2%</b>	<b>18.4%</b>	<b>10.3%</b>	<b>7.5%</b>	<b>-</b>
Transfers Out	2	5	2	3	-	33.3%	71.4%	50.0%	100.0%	-
Leave Oklahoma Educ.	4	2	2	0	-	66.7%	28.6%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	16.2%	18.4%	10.3%	7.5%	-
Transfers In/Out	1.00	0.60	3.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	17	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>37</b>

## District Report for: MAYSVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.4%	5.3%	5.1%	5.0%	4.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	2	0.0%	0.0%	0.0%	2.5%	4.9%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	36	37	37	37	94.6%	94.7%	94.9%	92.5%	90.2%
White - Females	26	28	28	25	27	74.3%	77.8%	75.7%	67.6%	73.0%
White - Males	9	8	9	11	9	25.7%	22.2%	24.3%	29.7%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	2	0	0.0%	2.9%	2.8%	5.6%	0.0%
25-29	4	1	3	4	7	11.8%	2.9%	8.3%	11.1%	20.0%
30-34	4	6	6	3	1	11.8%	17.6%	16.7%	8.3%	2.9%
35-39	8	9	7	5	7	23.5%	26.5%	19.4%	13.9%	20.0%
40-44	5	5	6	10	7	14.7%	14.7%	16.7%	27.8%	20.0%
45-49	9	7	10	8	8	26.5%	20.6%	27.8%	22.2%	22.9%
50-54	2	4	3	4	5	5.9%	11.8%	8.3%	11.1%	14.3%
55+	2	1	0	0	0	5.9%	2.9%	0.0%	0.0%	0.0%
<b>Average Age</b>	40.9	40.4	39.8	40.0	40.5					

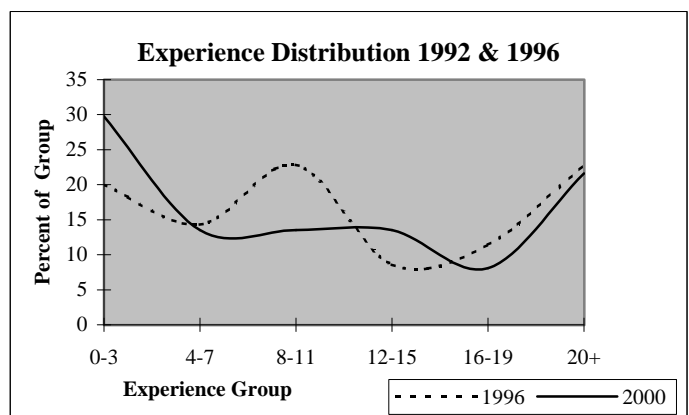
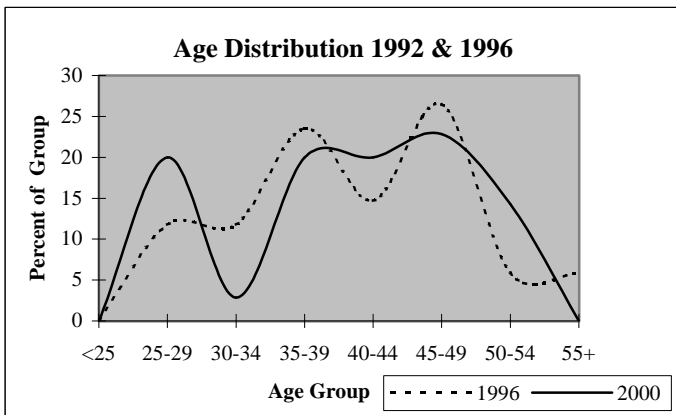
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	9	8	9	11	20.0%	25.0%	21.6%	24.3%	29.7%
4-7 Years	5	5	8	8	5	14.3%	13.9%	21.6%	21.6%	13.5%
8-11 Years	8	7	6	5	5	22.9%	19.4%	16.2%	13.5%	13.5%
12-15 Years	3	4	6	4	5	8.6%	11.1%	16.2%	10.8%	13.5%
16-19 Years	4	5	4	3	3	11.4%	13.9%	10.8%	8.1%	8.1%
20+ Years	8	6	5	8	8	22.9%	16.7%	13.5%	21.6%	21.6%
<b>Average Experience</b>	11.5	10.5	10.2	10.4	10.7					

## District Report for: MAYSVILLE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	7	4	3	-	16.2%	18.4%	10.3%	7.5%	-
Attrition from Transfers	2	5	2	3	-	5.4%	13.2%	5.1%	7.5%	-
Attrition from Exits	4	2	2	0	-	10.8%	5.3%	5.1%	0.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>14.3%</b>	<b>19.4%</b>	<b>10.8%</b>	<b>8.1%</b>	<b>-</b>
Attrition from Transfers	2	5	2	3	-	5.7%	13.9%	5.4%	8.1%	-
Attrition from Exits	3	2	2	0	-	8.6%	5.6%	5.4%	0.0%	-
<b>District Retention</b>										
Educator Retention	31	31	35	37	-	83.8%	81.6%	89.7%	92.5%	-
Teacher Retention	30	29	33	34	-	85.7%	80.6%	89.2%	91.9%	-

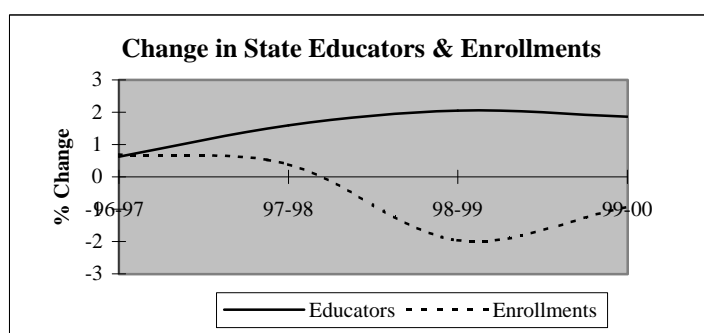
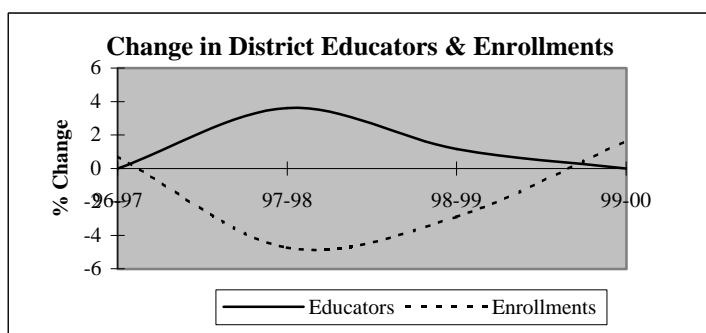
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	82.4%	11.8%	94.1%	78.2%	9.6%	87.8%
1 Year of Experience	63.6%	27.3%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.6%	2.6%	2.5%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.3%	86.8%	92.3%	87.5%	87.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.7%	10.5%	5.1%	10.0%	9.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: LINDSAY

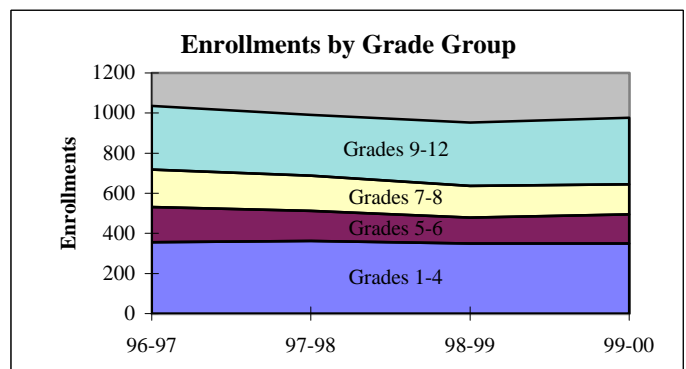
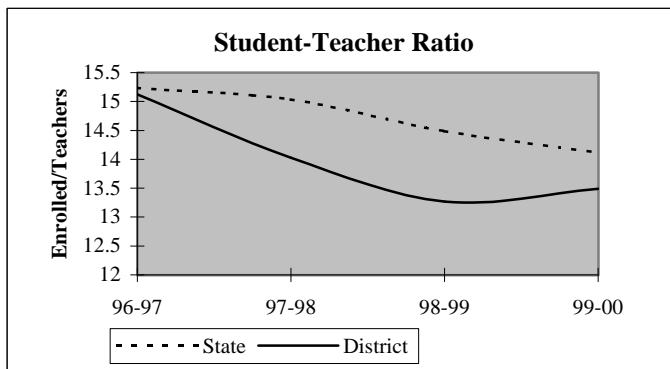


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	13.5	12.4	11.9	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.1	14.0	13.3	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	3	1	0	-	-	-	-	-
% Change in Educators	1.2%	0.0%	3.6%	1.2%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	8	-53	-31	17	-	-	-	-	-
% Change in Enrollments	0.4%	0.7%	-4.7%	-2.9%	1.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.0%	4.8%	9.3%	9.2%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	4.7%	4.6%	4.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	6.0%	7.0%	5.7%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	1.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	44.2	44.0	44.4	45.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	13.4	12.5	13.2	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,979	28,655	28,312	28,753	29,268	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	1.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.0%	75.7%	73.7%	74.4%	75.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	9.5%	10.5%	10.3%	10.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.5%	13.2%	12.4%	21.8%	26.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	24	28	26	25	30.1%	28.9%	32.6%	29.9%	28.7%
Attrition	0	3	2	4	0					
Attrition Rate	0.0%	12.5%	7.1%	15.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	47	48	49	51	50	56.6%	57.8%	57.0%	58.6%	57.5%
Attrition	2	2	0	1	0					
Attrition Rate	4.3%	4.2%	0.0%	2.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	11	11	9	10	12	13.3%	13.3%	10.5%	11.5%	13.8%
Attrition	3	3	5	1	0					
Attrition Rate	27.3%	27.3%	55.6%	10.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	13	11	14	13	14	15.7%	13.3%	16.3%	14.9%	16.1%

## District Report for: LINDSAY

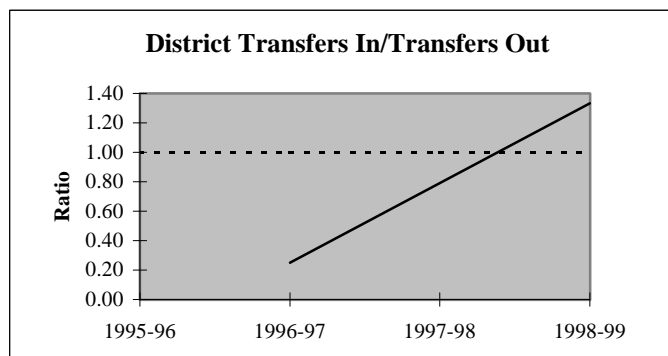
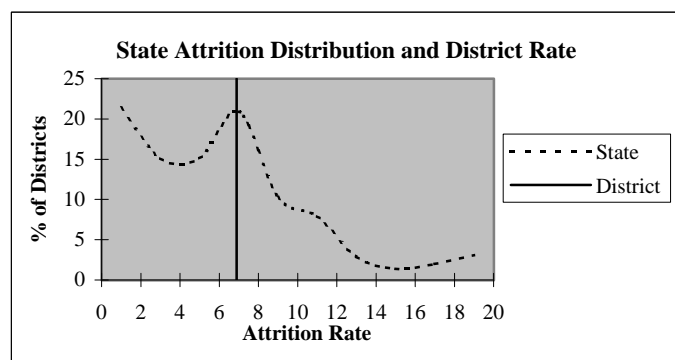
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	83	83	86	87	87	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.8%	4.8%	4.7%	4.6%	4.6%
Professional Staff	5	5	6	5	5	6.0%	6.0%	7.0%	5.7%	5.7%
<b>Total Teachers</b>	74	74	76	78	78	89.2%	89.2%	88.4%	89.7%	89.7%
Special Education	7	7	8	8	8	9.5%	9.5%	10.5%	10.3%	10.3%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	2.6%	2.6%
Elementary	29	30	31	30	31	39.2%	40.5%	40.8%	38.5%	39.7%
<b>Middle School</b>	16	15	15	14	13	21.6%	20.3%	19.7%	17.9%	16.7%
Language Arts	4	4	5	4	4	5.4%	5.4%	6.6%	5.1%	5.1%
Art & Music	1	1	1	1	1	1.4%	1.4%	1.3%	1.3%	1.3%
Social Studies	2	2	1	2	1	2.7%	2.7%	1.3%	2.6%	1.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	2	2	2	2	4.1%	2.7%	2.6%	2.6%	2.6%
Science	2	3	2	2	1	2.7%	4.1%	2.6%	2.6%	1.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	4	3	4	3	4	5.4%	4.1%	5.3%	3.8%	5.1%
<b>High School (9-12)</b>	22	22	22	24	24	2200.0%	2200.0%	2200.0%	2400.0%	2400.0%
Language Arts	3	3	3	3	3	4.1%	4.1%	3.9%	3.8%	3.8%
Art & Music	2	2	2	2	2	2.7%	2.7%	2.6%	2.6%	2.6%
Social Studies	2	3	4	3	4	2.7%	4.1%	5.3%	3.8%	5.1%
Foreign Language	1	1	1	1	1	1.4%	1.4%	1.3%	1.3%	1.3%
Math	2	3	2	3	3	2.7%	4.1%	2.6%	3.8%	3.8%
<b>Science</b>	3	3	3	3	4	4.1%	4.1%	3.9%	3.8%	5.1%
Biology	1	1	1	1	1	1.4%	1.4%	1.3%	1.3%	1.3%
Chemistry	1	1	1	1	1	1.4%	1.4%	1.3%	1.3%	1.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	2	1.4%	1.4%	1.3%	1.3%	2.6%
Vocational Education	5	6	5	5	5	6.8%	8.1%	6.6%	6.4%	6.4%
Other	4	1	2	4	2	5.4%	1.4%	2.6%	5.1%	2.6%
<b>Total Enrollments</b>	1,111	1,119	1,066	1,035	1,052	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	93	76	65	73	74	8.4%	6.8%	6.1%	7.1%	7.0%
Grades 1-4	359	356	362	349	349	32.3%	31.8%	34.0%	33.7%	33.2%
Grades 5-6	165	175	150	129	146	14.9%	15.6%	14.1%	12.5%	13.9%
Grades 7-8	190	187	176	158	149	17.1%	16.7%	16.5%	15.3%	14.2%
Grades 9-12	295	318	303	317	332	26.6%	28.4%	28.4%	30.6%	31.6%
Ungraded	9	7	10	9	2	0.8%	0.6%	0.9%	0.9%	0.2%



## District Report for: LINDSAY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	83	83	86	87	87	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	76	78	75	79	81	91.6%	94.0%	87.2%	90.8%	93.1%
<b>Newly Hired</b>	<b>7</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>6</b>	<b>8.4%</b>	<b>6.0%</b>	<b>12.8%</b>	<b>9.2%</b>	<b>6.9%</b>
Transfers In	2	1	2	4	1	28.6%	20.0%	18.2%	50.0%	16.7%
Reentrants	0	2	4	2	4	0.0%	40.0%	36.4%	25.0%	66.7%
First Time Educators	5	2	5	2	1	71.4%	40.0%	45.5%	25.0%	16.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>6.0%</b>	<b>9.6%</b>	<b>8.1%</b>	<b>6.9%</b>	<b>-</b>
Transfers Out	0	4	0	3	-	0.0%	50.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	5	4	7	3	-	100.0%	50.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	6.0%	9.6%	8.1%	6.9%	-
Transfers In/Out	nc	0.25	nc	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	8	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	1
UCO, Edmond	6	OBU, Shawnee	-
ECU, Ada	26	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	3
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	13	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	83

## District Report for: LINDSAY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	4.8%	4.8%	4.7%	4.6%	4.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	6	5	5	6.0%	6.0%	7.0%	5.7%	5.7%
White - Females	3	3	4	3	3	60.0%	60.0%	66.7%	60.0%	60.0%
White - Males	2	2	2	2	2	40.0%	40.0%	33.3%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	74	74	76	78	78	89.2%	89.2%	88.4%	89.7%	89.7%
White - Females	54	56	56	58	58	73.0%	75.7%	73.7%	74.4%	74.4%
White - Males	20	18	20	20	19	27.0%	24.3%	26.3%	25.6%	24.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	2	1	2	2.7%	1.4%	2.7%	1.3%	2.7%
25-29	3	5	7	6	4	4.1%	6.8%	9.3%	7.8%	5.3%
30-34	8	7	6	7	5	11.0%	9.6%	8.0%	9.1%	6.7%
35-39	9	9	10	12	10	12.3%	12.3%	13.3%	15.6%	13.3%
40-44	15	12	9	6	7	20.5%	16.4%	12.0%	7.8%	9.3%
45-49	14	17	19	23	22	19.2%	23.3%	25.3%	29.9%	29.3%
50-54	12	11	12	10	12	16.4%	15.1%	16.0%	13.0%	16.0%
55+	10	11	10	12	13	13.7%	15.1%	13.3%	15.6%	17.3%
<b>Average Age</b>	44.0	44.2	44.0	44.4	45.2					

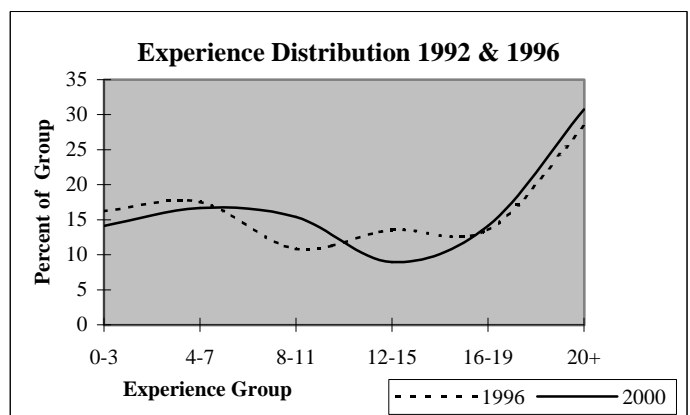
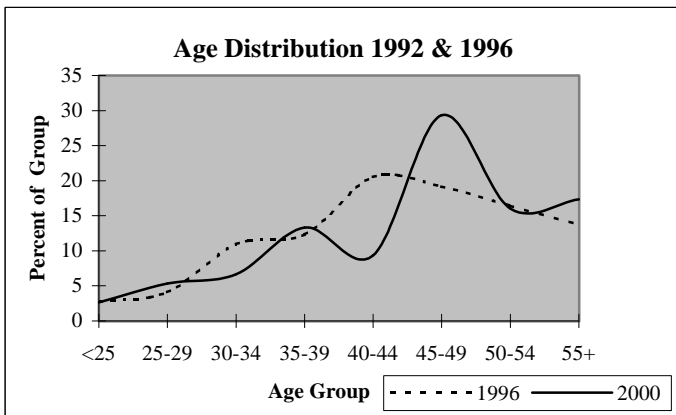
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	15	17	14	11	16.2%	20.3%	22.4%	17.9%	14.1%
4-7 Years	13	9	11	11	13	17.6%	12.2%	14.5%	14.1%	16.7%
8-11 Years	8	11	10	12	12	10.8%	14.9%	13.2%	15.4%	15.4%
12-15 Years	10	8	7	9	7	13.5%	10.8%	9.2%	11.5%	9.0%
16-19 Years	10	9	11	10	11	13.5%	12.2%	14.5%	12.8%	14.1%
20+ Years	21	22	20	22	24	28.4%	29.7%	26.3%	28.2%	30.8%
<b>Average Experience</b>	13.4	13.4	12.5	13.2	13.8					

# District Report for: LINDSAY

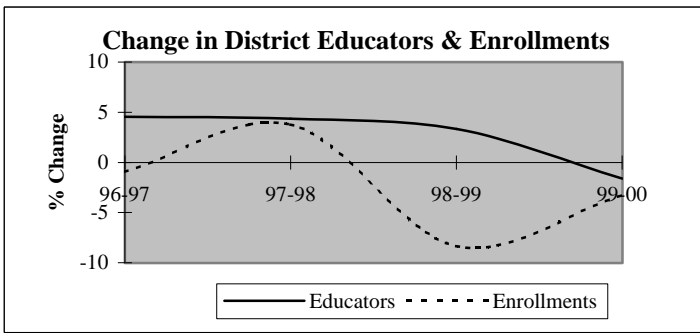
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	8	7	6	-	6.0%	9.6%	8.1%	6.9%	-
Attrition from Transfers	0	4	0	3	-	0.0%	4.8%	0.0%	3.4%	-
Attrition from Exits	5	4	7	3	-	6.0%	4.8%	8.1%	3.4%	-
<b>Teacher Attrition</b>	5	7	4	6	-	6.8%	9.5%	5.3%	7.7%	-
Attrition from Transfers	0	3	0	3	-	0.0%	4.1%	0.0%	3.8%	-
Attrition from Exits	5	4	4	3	-	6.8%	5.4%	5.3%	3.8%	-
<b>District Retention</b>										
Educator Retention	78	75	79	81	-	94.0%	90.4%	91.9%	93.1%	-
Teacher Retention	69	67	72	72	-	93.2%	90.5%	94.7%	92.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	87.0%	4.3%	91.3%	78.2%	9.6%	87.8%
1 Year of Experience	86.7%	0.0%	86.7%	84.2%	6.9%	91.1%
2 Years of Experience	93.8%	0.0%	93.8%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	7.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.2%	3.6%	1.2%	5.7%	2.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.8%	91.6%	88.4%	89.7%	90.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.0%	4.8%	10.5%	4.6%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PAULS VALLEY

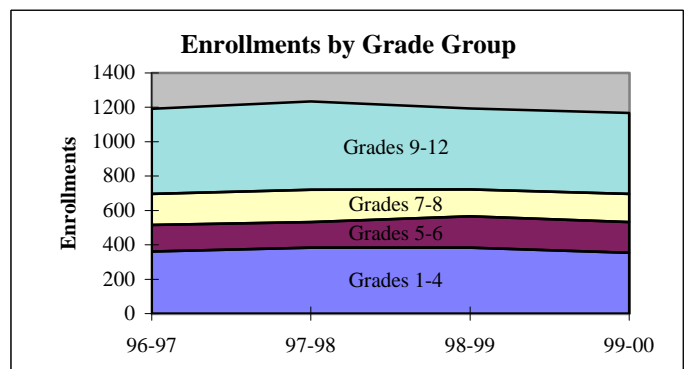
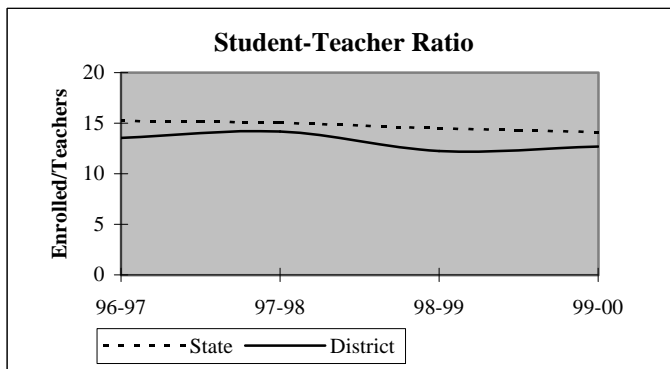


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	11.8	11.7	10.4	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	13.5	14.2	12.3	12.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-7	5	5	4	-2	-	-	-	-	-
% Change in Educators	-6.0%	4.5%	4.3%	3.3%	-1.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	-13	51	-117	-42	-	-	-	-	-
% Change in Enrollments	0.8%	-1.0%	3.8%	-8.3%	-3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	7.0%	5.0%	7.3%	4.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.3%	5.0%	4.8%	4.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.3%	8.7%	12.5%	10.5%	15.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.5%	2.6%	3.3%	3.2%	3.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	20.0%	0.0%	16.7%	16.7%	20.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.7%	1.7%	3.2%	3.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.3	42.4	41.8	40.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	12.8	12.2	12.0	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	31,245	29,139	29,636	28,986	28,655	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.1%	3.0%	3.0%	2.9%	3.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.1%	70.0%	68.7%	67.6%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	25.8%	21.0%	19.2%	19.0%	17.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.3%	24.5%	22.8%	29.1%	32.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	30	39	43	47	52	27.3%	33.9%	35.8%	37.9%	42.6%
Attrition	3	8	7	10	0					
Attrition Rate	10.0%	20.5%	16.3%	21.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	72	67	71	68	59	65.5%	58.3%	59.2%	54.8%	48.4%
Attrition	5	2	10	12	0					
Attrition Rate	6.9%	3.0%	14.1%	17.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	9	7	10	12	7.3%	7.8%	5.8%	8.1%	9.8%
Attrition	2	4	0	2	0					
Attrition Rate	25.0%	44.4%	0.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	11	12	14	19	10.0%	9.6%	10.0%	11.3%	15.6%

## District Report for: PAULS VALLEY

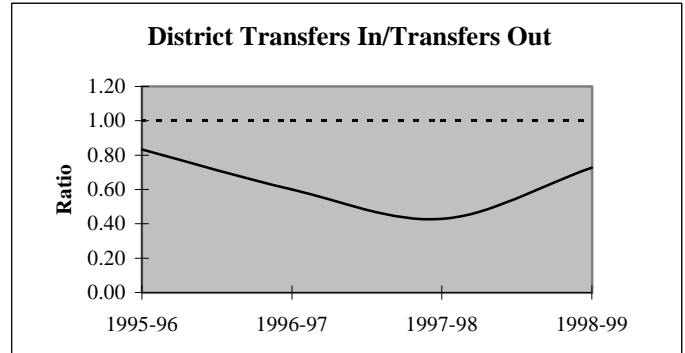
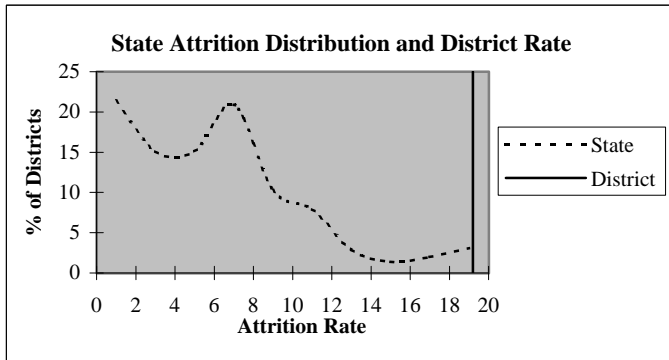
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	110	115	120	124	122	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	6	5	4.5%	4.3%	5.0%	4.8%	4.1%
Professional Staff	8	10	15	13	19	7.3%	8.7%	12.5%	10.5%	15.6%
<b>Total Teachers</b>	97	100	99	105	98	88.2%	87.0%	82.5%	84.7%	80.3%
Special Education	25	21	19	20	17	25.8%	21.0%	19.2%	19.0%	17.3%
Pre-K & Kindergarten	1	1	0	0	2	1.0%	1.0%	0.0%	0.0%	2.0%
Elementary	29	30	34	34	32	29.9%	30.0%	34.3%	32.4%	32.7%
<b>Middle School</b>	15	19	15	18	18	15.5%	19.0%	15.2%	17.1%	18.4%
Language Arts	4	4	4	2	3	4.1%	4.0%	4.0%	1.9%	3.1%
Art & Music	1	1	0	0	1	1.0%	1.0%	0.0%	0.0%	1.0%
Social Studies	2	2	3	2	3	2.1%	2.0%	3.0%	1.9%	3.1%
Foreign Language	0	0	1	1	1	0.0%	0.0%	1.0%	1.0%	1.0%
Math	3	2	2	3	3	3.1%	2.0%	2.0%	2.9%	3.1%
Science	2	3	2	2	3	2.1%	3.0%	2.0%	1.9%	3.1%
Vocational Education	1	1	1	1	0	1.0%	1.0%	1.0%	1.0%	0.0%
Other	2	6	2	7	4	2.1%	6.0%	2.0%	6.7%	4.1%
<b>High School (9-12)</b>	27	29	31	33	29	2700.0%	2900.0%	0.0%	0.0%	2900.0%
Language Arts	4	4	5	6	4	4.1%	4.0%	5.1%	5.7%	4.1%
Art & Music	2	2	3	2	2	2.1%	2.0%	3.0%	1.9%	2.0%
Social Studies	4	5	5	5	5	4.1%	5.0%	5.1%	4.8%	5.1%
Foreign Language	2	1	2	1	1	2.1%	1.0%	2.0%	1.0%	1.0%
Math	4	4	5	5	5	4.1%	4.0%	5.1%	4.8%	5.1%
<b>Science</b>	5	3	4	4	3	5.2%	3.0%	4.0%	3.8%	3.1%
Biology	2	2	3	2	2	2.1%	2.0%	3.0%	1.9%	2.0%
Chemistry	0	1	0	1	0	0.0%	1.0%	0.0%	1.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	0	1	1	1	3.1%	0.0%	1.0%	1.0%	1.0%
Vocational Education	4	4	4	5	3	4.1%	4.0%	4.0%	4.8%	3.1%
Other	2	6	3	5	6	2.1%	6.0%	3.0%	4.8%	6.1%
<b>Total Enrollments</b>	1,366	1,353	1,404	1,287	1,245	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	149	161	167	90	78	10.9%	11.9%	11.9%	7.0%	6.3%
Grades 1-4	351	362	384	383	353	25.7%	26.8%	27.4%	29.8%	28.4%
Grades 5-6	176	153	148	183	180	12.9%	11.3%	10.5%	14.2%	14.5%
Grades 7-8	200	181	189	157	163	14.6%	13.4%	13.5%	12.2%	13.1%
Grades 9-12	490	495	513	471	471	35.9%	36.6%	36.5%	36.6%	37.8%
Ungraded	0	1	3	3	0	0.0%	0.1%	0.2%	0.2%	0.0%



## District Report for: PAULS VALLEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	110	115	121	125	123	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	100	100	101	104	101	90.9%	87.0%	83.5%	83.2%	82.1%
<b>Newly Hired</b>	<b>10</b>	<b>15</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>9.1%</b>	<b>13.0%</b>	<b>16.5%</b>	<b>16.8%</b>	<b>17.9%</b>
Transfers In	5	3	3	8	8	50.0%	20.0%	15.0%	38.1%	36.4%
Reentrants	2	6	5	5	5	20.0%	40.0%	25.0%	23.8%	22.7%
First Time Educators	3	6	12	8	9	30.0%	40.0%	60.0%	38.1%	40.9%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>14</b>	<b>17</b>	<b>24</b>	<b>-</b>	<b>9.1%</b>	<b>12.2%</b>	<b>14.0%</b>	<b>19.2%</b>	<b>-</b>
Transfers Out	6	5	7	11	-	60.0%	35.7%	41.2%	45.8%	-
Leave Oklahoma Educ.	4	9	10	13	-	40.0%	64.3%	58.8%	54.2%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	12.2%	14.0%	19.2%	-
Transfers In/Out	0.83	0.60	0.43	0.73	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	12	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	67	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	109



## District Report for: PAULS VALLEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	6	6	5	4.5%	4.3%	5.0%	4.8%	4.1%
White - Females	2	2	2	4	4	40.0%	40.0%	33.3%	66.7%	80.0%
White - Males	2	3	3	1	0	40.0%	60.0%	50.0%	16.7%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	20.0%
<b>Professional Staff</b>	8	10	15	13	19	7.3%	8.7%	12.5%	10.5%	15.6%
White - Females	7	8	11	10	14	87.5%	80.0%	73.3%	76.9%	73.7%
White - Males	1	2	4	3	5	12.5%	20.0%	26.7%	23.1%	26.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	97	100	99	105	98	88.2%	87.0%	82.5%	84.7%	80.3%
White - Females	65	67	65	68	67	67.0%	67.0%	65.7%	64.8%	68.4%
White - Males	28	30	31	34	28	28.9%	30.0%	31.3%	32.4%	28.6%
Black - Females	2	1	1	1	1	2.1%	1.0%	1.0%	1.0%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	2.1%	2.0%	2.0%	1.9%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	0	3	1	1.1%	2.0%	0.0%	3.0%	1.1%
25-29	10	14	16	15	19	10.5%	14.3%	16.7%	14.9%	20.7%
30-34	13	10	10	11	13	13.7%	10.2%	10.4%	10.9%	14.1%
35-39	14	12	13	17	12	14.7%	12.2%	13.5%	16.8%	13.0%
40-44	15	14	12	6	9	15.8%	14.3%	12.5%	5.9%	9.8%
45-49	20	18	17	20	13	21.1%	18.4%	17.7%	19.8%	14.1%
50-54	14	17	16	17	12	14.7%	17.3%	16.7%	16.8%	13.0%
55+	8	11	12	12	13	8.4%	11.2%	12.5%	11.9%	14.1%
<b>Average Age</b>	42.0	42.3	42.4	41.8	40.8					

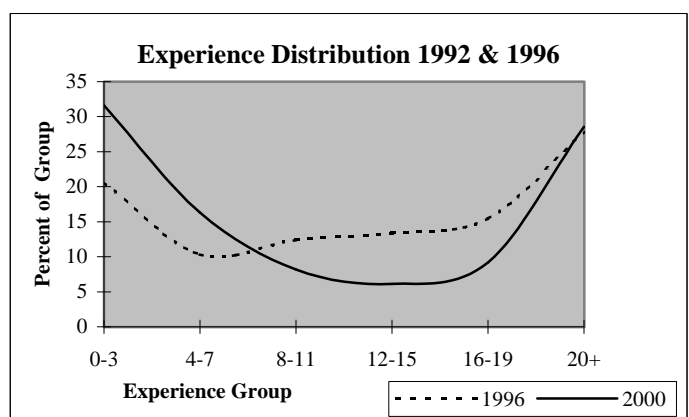
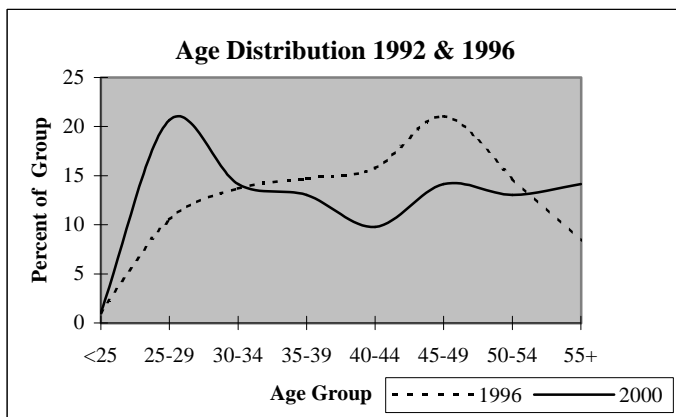
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	20	26	29	31	20.6%	20.0%	26.3%	27.6%	31.6%
4-7 Years	10	18	13	16	16	10.3%	18.0%	13.1%	15.2%	16.3%
8-11 Years	12	6	8	10	8	12.4%	6.0%	8.1%	9.5%	8.2%
12-15 Years	13	15	16	9	6	13.4%	15.0%	16.2%	8.6%	6.1%
16-19 Years	15	11	8	11	9	15.5%	11.0%	8.1%	10.5%	9.2%
20+ Years	27	30	28	30	28	27.8%	30.0%	28.3%	28.6%	28.6%
<b>Average Experience</b>	12.9	12.8	12.2	12.0	11.5					

## District Report for: PAULS VALLEY

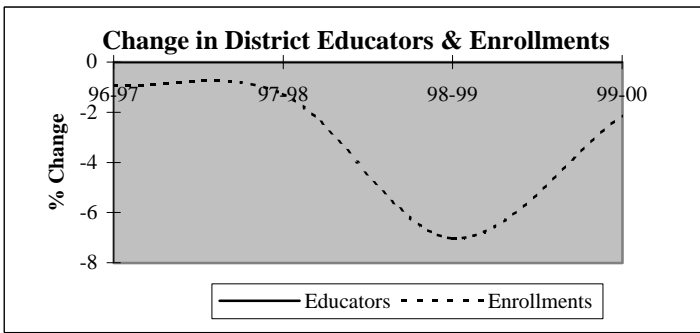
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	14	17	24	-	9.1%	12.2%	14.2%	19.4%	-
Attrition from Transfers	6	5	7	11	-	5.5%	4.3%	5.8%	8.9%	-
Attrition from Exits	4	9	10	13	-	3.6%	7.8%	8.3%	10.5%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>11</b>	<b>14</b>	<b>21</b>	<b>-</b>	<b>9.3%</b>	<b>11.0%</b>	<b>14.1%</b>	<b>20.0%</b>	<b>-</b>
Attrition from Transfers	6	4	4	8	-	6.2%	4.0%	4.0%	7.6%	-
Attrition from Exits	3	7	10	13	-	3.1%	7.0%	10.1%	12.4%	-
<b>District Retention</b>										
Educator Retention	100	101	103	100	-	90.9%	87.8%	85.8%	80.6%	-
Teacher Retention	88	89	85	84	-	90.7%	89.0%	85.9%	80.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	78.9%	13.2%	92.1%	78.2%	9.6%	87.8%
1 Year of Experience	84.4%	6.3%	90.6%	84.2%	6.9%	91.1%
2 Years of Experience	84.0%	8.0%	92.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.0%	4.3%	91.3%	86.1%	5.6%	91.7%
4 Years of Experience	72.2%	5.6%	77.8%	87.9%	4.7%	92.6%
5 Years of Experience	72.2%	11.1%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	3.6%	0.9%	1.7%	0.8%	3.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.8%	87.8%	85.0%	87.1%	86.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.9%	0.0%	0.8%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.5%	10.4%	13.3%	11.3%	10.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WYNNEWOOD

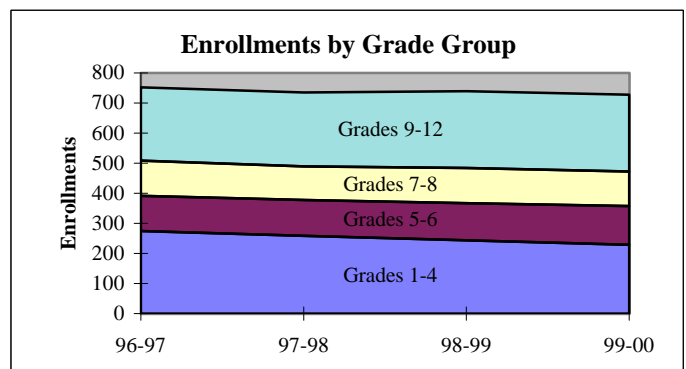
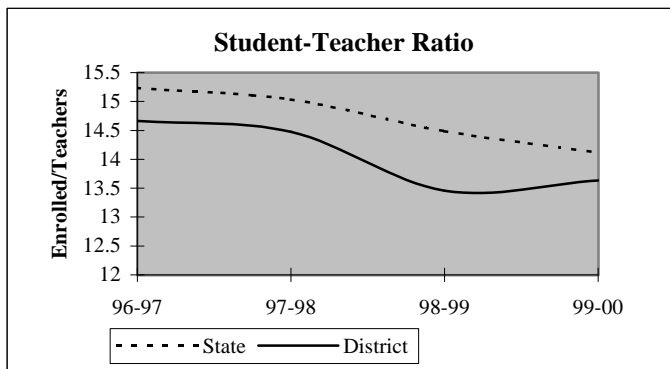


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	13.1	12.9	12.0	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.7	14.5	13.5	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-21	-8	-11	-60	-17	-	-	-	-	-
% Change in Enrollments	-2.3%	-0.9%	-1.3%	-7.0%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.5%	6.1%	4.5%	1.5%	3.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.6%	7.6%	7.6%	7.6%	7.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.0%	3.0%	3.0%	3.0%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.1%	6.1%	6.1%	4.5%	4.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.5%	1.5%	1.5%	1.5%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	41.5	41.0	42.1	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	11.9	11.9	12.3	12.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,657	28,281	29,161	30,431	30,052	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.8%	6.8%	6.8%	5.1%	5.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.5%	72.9%	74.6%	76.3%	73.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.5%	10.2%	6.8%	6.8%	7.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.1%	24.7%	25.6%	27.1%	31.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	24	24	25	22	39.4%	36.4%	36.4%	37.9%	33.3%
Attrition	2	1	4	7	0					
Attrition Rate	7.7%	4.2%	16.7%	28.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	35	38	36	34	38	53.0%	57.6%	54.5%	51.5%	57.6%
Attrition	1	2	4	4	0					
Attrition Rate	2.9%	5.3%	11.1%	11.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	4	6	7	6	7.6%	6.1%	9.1%	10.6%	9.1%
Attrition	1	1	2	1	0					
Attrition Rate	20.0%	25.0%	33.3%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	7	9	7	9	9.1%	10.6%	13.6%	10.6%	13.6%

## District Report for: WYNNEWOOD

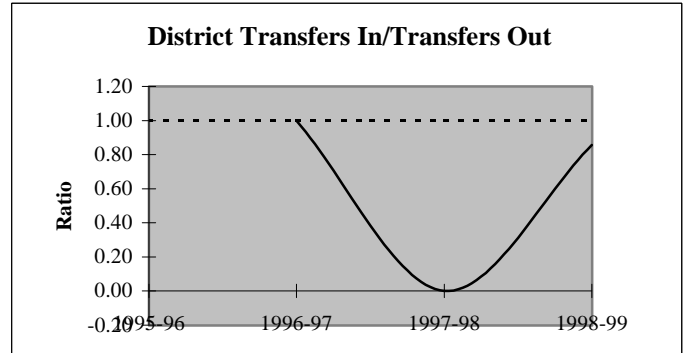
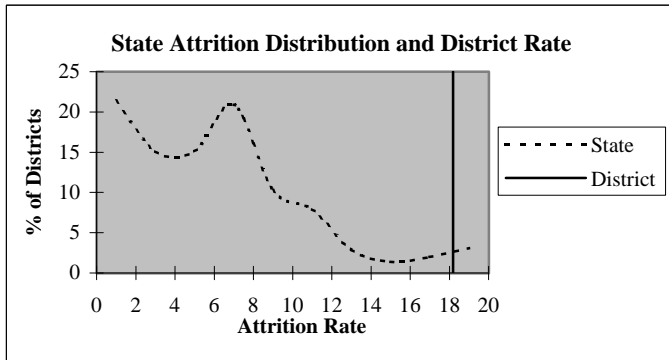
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	66	66	66	66	66	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	7.6%	7.6%	7.6%	7.6%	7.6%
Professional Staff	2	2	2	2	4	3.0%	3.0%	3.0%	3.0%	6.1%
<b>Total Teachers</b>	59	59	59	59	57	89.4%	89.4%	89.4%	89.4%	86.4%
Special Education	5	6	4	4	4	8.5%	10.2%	6.8%	6.8%	7.0%
Pre-K & Kindergarten	1	1	0	0	0	1.7%	1.7%	0.0%	0.0%	0.0%
Elementary	23	23	26	26	22	39.0%	39.0%	44.1%	44.1%	38.6%
<b>Middle School</b>	15	14	13	12	14	25.4%	23.7%	22.0%	20.3%	24.6%
Language Arts	5	5	3	3	3	8.5%	8.5%	5.1%	5.1%	5.3%
Art & Music	1	1	0	0	0	1.7%	1.7%	0.0%	0.0%	0.0%
Social Studies	2	2	1	1	1	3.4%	3.4%	1.7%	1.7%	1.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	2	1	1	2	5.1%	3.4%	1.7%	1.7%	3.5%
Science	1	1	3	3	2	1.7%	1.7%	5.1%	5.1%	3.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	3	5	4	6	5.1%	5.1%	8.5%	6.8%	10.5%
<b>High School (9-12)</b>	15	15	16	17	17	1500.0%	1500.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	3.4%	3.4%	3.4%	3.4%	3.5%
Art & Music	1	1	1	1	1	1.7%	1.7%	1.7%	1.7%	1.8%
Social Studies	3	3	3	3	3	5.1%	5.1%	5.1%	5.1%	5.3%
Foreign Language	0	1	1	1	1	0.0%	1.7%	1.7%	1.7%	1.8%
Math	2	2	2	2	2	3.4%	3.4%	3.4%	3.4%	3.5%
<b>Science</b>	1	3	3	3	3	1.7%	5.1%	5.1%	5.1%	5.3%
Biology	1	2	2	1	2	1.7%	3.4%	3.4%	1.7%	3.5%
Chemistry	0	0	1	1	0	0.0%	0.0%	1.7%	1.7%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	1	0.0%	1.7%	0.0%	1.7%	1.8%
Vocational Education	2	2	3	2	2	3.4%	3.4%	5.1%	3.4%	3.5%
Other	4	1	1	3	3	6.8%	1.7%	1.7%	5.1%	5.3%
<b>Total Enrollments</b>	873	865	854	794	777	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	96	113	119	55	49	11.0%	13.1%	13.9%	6.9%	6.3%
Grades 1-4	267	275	259	244	229	30.6%	31.8%	30.3%	30.7%	29.5%
Grades 5-6	127	117	119	123	128	14.5%	13.5%	13.9%	15.5%	16.5%
Grades 7-8	145	117	111	117	115	16.6%	13.5%	13.0%	14.7%	14.8%
Grades 9-12	238	243	246	255	256	27.3%	28.1%	28.8%	32.1%	32.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WYNNEWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	66	66	66	66	66	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	59	62	62	56	54	89.4%	93.9%	93.9%	84.8%	81.8%
<b>Newly Hired</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>12</b>	<b>10.6%</b>	<b>6.1%</b>	<b>6.1%</b>	<b>15.2%</b>	<b>18.2%</b>
Transfers In	1	2	0	6	4	14.3%	50.0%	0.0%	60.0%	33.3%
Reentrants	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	16.7%
First Time Educators	6	2	4	4	6	85.7%	50.0%	100.0%	40.0%	50.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>12</b>	<b>-</b>	<b>6.1%</b>	<b>6.1%</b>	<b>15.2%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	0	2	5	7	-	0.0%	50.0%	50.0%	58.3%	-
Leave Oklahoma Educ.	4	2	5	5	-	100.0%	50.0%	50.0%	41.7%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	6.1%	15.2%	18.2%	-
Transfers In/Out	nc	1.00	0.00	0.86	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	39	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>66</b>

## District Report for: WYNNEWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	5	5	7.6%	7.6%	7.6%	7.6%	7.6%
White - Females	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
White - Males	4	4	4	4	4	80.0%	80.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	4	3.0%	3.0%	3.0%	3.0%	6.1%
White - Females	2	2	2	2	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	59	59	59	59	57	89.4%	89.4%	89.4%	89.4%	86.4%
White - Females	38	40	41	43	40	64.4%	67.8%	69.5%	72.9%	70.2%
White - Males	17	15	14	13	14	28.8%	25.4%	23.7%	22.0%	24.6%
Black - Females	2	2	2	2	2	3.4%	3.4%	3.4%	3.4%	3.5%
Black - Males	1	1	1	1	1	1.7%	1.7%	1.7%	1.7%	1.8%
Other - Females	1	1	1	0	0	1.7%	1.7%	1.7%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	2	2	1	1	5.1%	3.4%	3.4%	1.7%	1.8%
25-29	4	7	10	8	7	6.8%	11.9%	16.9%	13.6%	12.5%
30-34	8	7	6	5	6	13.6%	11.9%	10.2%	8.5%	10.7%
35-39	7	4	4	7	6	11.9%	6.8%	6.8%	11.9%	10.7%
40-44	13	16	13	11	6	22.0%	27.1%	22.0%	18.6%	10.7%
45-49	14	13	14	15	14	23.7%	22.0%	23.7%	25.4%	25.0%
50-54	4	5	6	6	8	6.8%	8.5%	10.2%	10.2%	14.3%
55+	6	5	4	6	8	10.2%	8.5%	6.8%	10.2%	14.3%
<b>Average Age</b>	41.4	41.5	41.0	42.1	42.8					

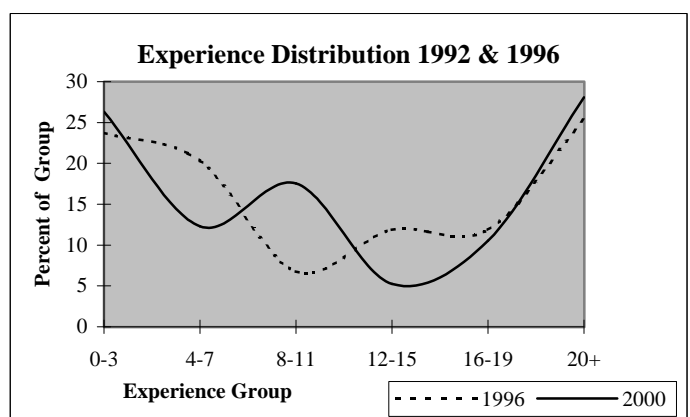
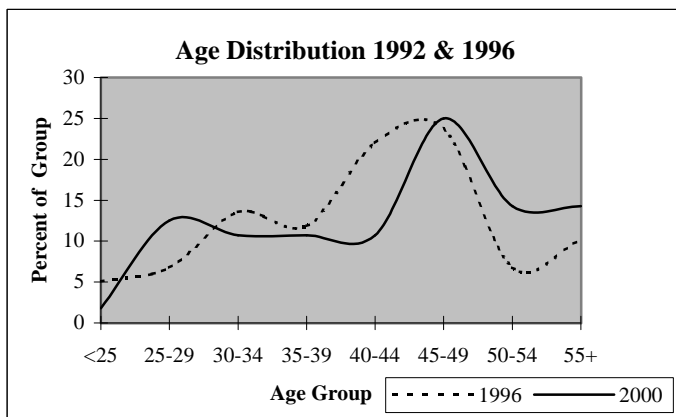
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	13	14	13	15	23.7%	22.0%	23.7%	22.0%	26.3%
4-7 Years	12	11	10	12	7	20.3%	18.6%	16.9%	20.3%	12.3%
8-11 Years	4	7	9	6	10	6.8%	11.9%	15.3%	10.2%	17.5%
12-15 Years	7	4	3	5	3	11.9%	6.8%	5.1%	8.5%	5.3%
16-19 Years	7	9	6	6	6	11.9%	15.3%	10.2%	10.2%	10.5%
20+ Years	15	15	17	17	16	25.4%	25.4%	28.8%	28.8%	28.1%
<b>Average Experience</b>	11.7	11.9	11.9	12.3	12.1					

## District Report for: WYNNEWOOD

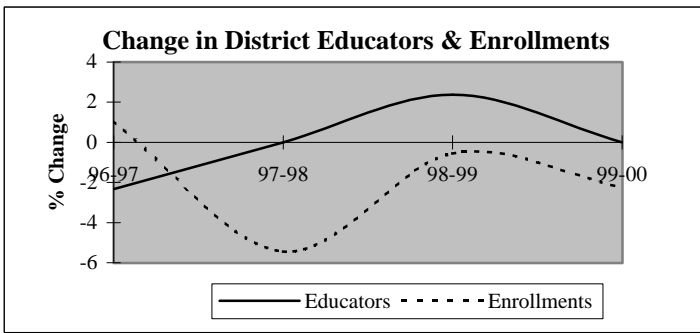
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	10	12	-	6.1%	6.1%	15.2%	18.2%	-
Attrition from Transfers	0	2	5	7	-	0.0%	3.0%	7.6%	10.6%	-
Attrition from Exits	4	2	5	5	-	6.1%	3.0%	7.6%	7.6%	-
<b>Teacher Attrition</b>	4	4	8	11	-	6.8%	6.8%	13.6%	18.6%	-
Attrition from Transfers	0	2	4	7	-	0.0%	3.4%	6.8%	11.9%	-
Attrition from Exits	4	2	4	4	-	6.8%	3.4%	6.8%	6.8%	-
<b>District Retention</b>										
Educator Retention	62	62	56	54	-	93.9%	93.9%	84.8%	81.8%	-
Teacher Retention	55	55	51	48	-	93.2%	93.2%	86.4%	81.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.5%	4.8%	95.2%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	13.3%	93.3%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	0.0%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	76.9%	15.4%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.4%	95.5%	92.4%	92.4%	86.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	3.0%	6.1%	6.1%	12.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ELMORE CITY-PERNELL



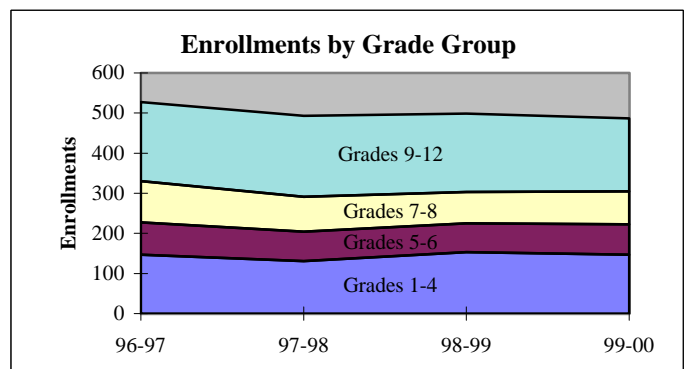
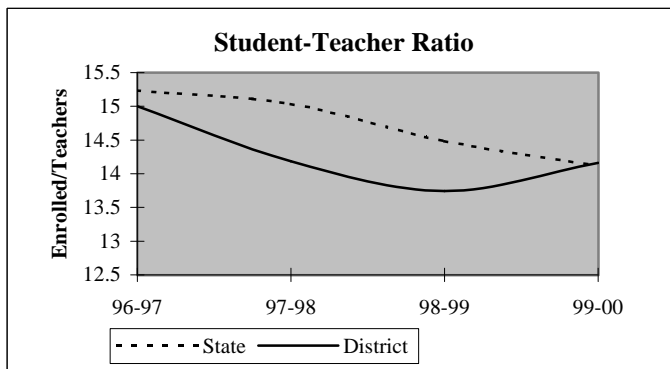
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	13.6	12.8	12.5	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	15.0	14.2	13.7	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	-1	0	1	0	-	-	-	-	-
% Change in Educators	10.3%	-2.3%	0.0%	2.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	6	-31	-3	-12	-	-	-	-	-
% Change in Enrollments	0.2%	1.1%	-5.4%	-0.6%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.0%	2.4%	2.4%	2.3%	4.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	7.1%	7.1%	7.0%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.3%	2.4%	2.4%	2.3%	7.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	2.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	2.3%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	41.4	42.0	42.3	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	15.6	13.7	13.8	14.1	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,070	29,669	29,906	30,459	30,307	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.8%	65.8%	65.8%	66.7%	70.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.1%	5.3%	10.5%	10.3%	8.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.1%	9.1%	9.5%	10.0%	9.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	12	11	12	11	20.9%	28.6%	26.2%	27.9%	25.6%
Attrition	1	1	1	6	0					
Attrition Rate	11.1%	8.3%	9.1%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	29	28	25	24	24	67.4%	66.7%	59.5%	55.8%	55.8%
Attrition	3	3	2	2	0					
Attrition Rate	10.3%	10.7%	8.0%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	2	6	7	8	11.6%	4.8%	14.3%	16.3%	18.6%
Attrition Rate	60.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	6	6	7	9	9	14.0%	14.3%	16.7%	20.9%	20.9%



## District Report for: ELMORE CITY-PERNELL

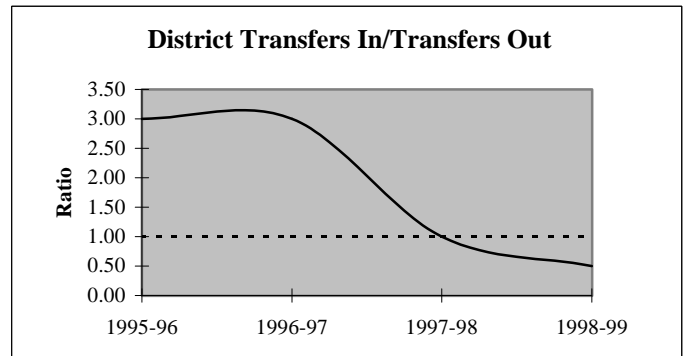
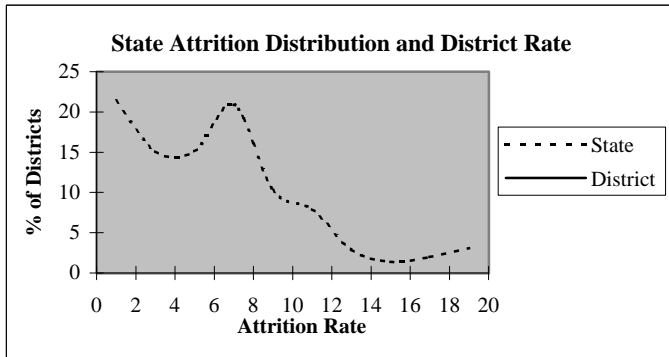
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	43	42	42	43	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.0%	7.1%	7.1%	7.0%	7.0%
Professional Staff	1	1	1	1	3	2.3%	2.4%	2.4%	2.3%	7.0%
<b>Total Teachers</b>	39	38	38	39	37	90.7%	90.5%	90.5%	90.7%	86.0%
Special Education	2	2	4	4	3	5.1%	5.3%	10.5%	10.3%	8.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Elementary	17	18	16	17	16	43.6%	47.4%	42.1%	43.6%	43.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	20	18	18	18	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	4	5	4	7.7%	7.9%	10.5%	12.8%	10.8%
Art & Music	1	1	1	1	1	2.6%	2.6%	2.6%	2.6%	2.7%
Social Studies	3	2	2	3	2	7.7%	5.3%	5.3%	7.7%	5.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	2	2	3	7.7%	7.9%	5.3%	5.1%	8.1%
<b>Science</b>	3	3	3	3	2	7.7%	7.9%	7.9%	7.7%	5.4%
Biology	1	1	1	1	2	2.6%	2.6%	2.6%	2.6%	5.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	0	5.1%	5.3%	5.3%	5.1%	0.0%
Vocational Education	4	4	3	2	3	10.3%	10.5%	7.9%	5.1%	8.1%
Other	3	2	3	2	2	7.7%	5.3%	7.9%	5.1%	5.4%
<b>Total Enrollments</b>	564	570	539	536	524	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	40	44	35	34	4.4%	7.0%	8.2%	6.5%	6.5%
Grades 1-4	153	147	131	153	147	27.1%	25.8%	24.3%	28.5%	28.1%
Grades 5-6	86	80	73	72	76	15.2%	14.0%	13.5%	13.4%	14.5%
Grades 7-8	102	103	87	78	82	18.1%	18.1%	16.1%	14.6%	15.6%
Grades 9-12	195	197	202	196	182	34.6%	34.6%	37.5%	36.6%	34.7%
Ungraded	3	3	2	2	3	0.5%	0.5%	0.4%	0.4%	0.6%



## District Report for: ELMORE CITY-PERNELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	43	42	42	43	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	36	38	39	34	86.0%	85.7%	90.5%	90.7%	79.1%
<b>Newly Hired</b>	<b>6</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>9</b>	<b>14.0%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.3%</b>	<b>20.9%</b>
Transfers In	3	3	3	3	5	50.0%	50.0%	75.0%	75.0%	55.6%
Reentrants	2	0	1	1	0	33.3%	0.0%	25.0%	25.0%	0.0%
First Time Educators	1	3	0	0	4	16.7%	50.0%	0.0%	0.0%	44.4%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>-</b>	<b>16.3%</b>	<b>9.5%</b>	<b>7.1%</b>	<b>20.9%</b>	<b>-</b>
Transfers Out	1	1	3	6	-	14.3%	25.0%	100.0%	66.7%	-
Leave Oklahoma Educ.	6	3	0	3	-	85.7%	75.0%	0.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	16.3%	9.5%	7.1%	20.9%	-
Transfers In/Out	3.00	3.00	1.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	23	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	8	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>43</b>

## District Report for: ELMORE CITY-PERNELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.0%	7.1%	7.1%	7.0%	7.0%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	3	3	3	2	1	100.0%	100.0%	100.0%	66.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Professional Staff</b>	1	1	1	1	3	2.3%	2.4%	2.4%	2.3%	7.0%
White - Females	1	1	1	1	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	39	38	38	39	37	90.7%	90.5%	90.5%	90.7%	86.0%
White - Females	28	25	25	26	26	71.8%	65.8%	65.8%	66.7%	70.3%
White - Males	11	13	13	13	11	28.2%	34.2%	34.2%	33.3%	29.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	5	3	3	3	12.8%	13.2%	7.9%	7.7%	8.6%
30-34	5	6	7	8	5	12.8%	15.8%	18.4%	20.5%	14.3%
35-39	4	4	5	5	5	10.3%	10.5%	13.2%	12.8%	14.3%
40-44	5	7	8	7	6	12.8%	18.4%	21.1%	17.9%	17.1%
45-49	9	6	6	7	6	23.1%	15.8%	15.8%	17.9%	17.1%
50-54	7	8	5	5	7	17.9%	21.1%	13.2%	12.8%	20.0%
55+	4	2	4	4	3	10.3%	5.3%	10.5%	10.3%	8.6%
<b>Average Age</b>	43.2	41.4	42.0	42.3	43.2					

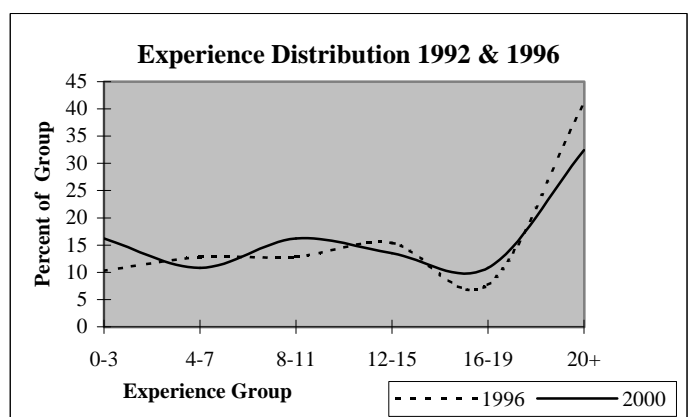
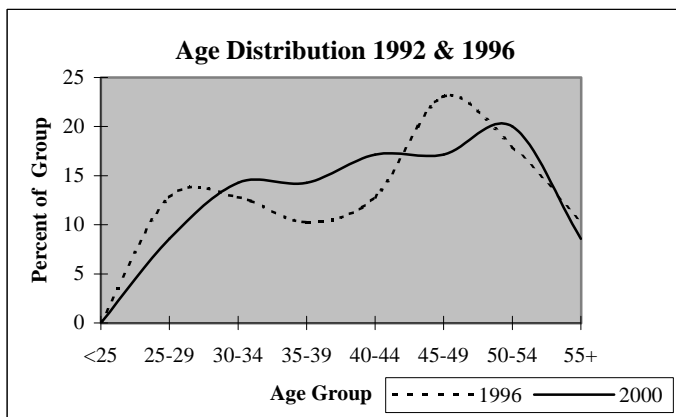
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	6	7	6	10.3%	13.2%	15.8%	17.9%	16.2%
4-7 Years	5	7	5	5	4	12.8%	18.4%	13.2%	12.8%	10.8%
8-11 Years	5	3	5	6	6	12.8%	7.9%	13.2%	15.4%	16.2%
12-15 Years	6	8	5	3	5	15.4%	21.1%	13.2%	7.7%	13.5%
16-19 Years	3	3	6	5	4	7.7%	7.9%	15.8%	12.8%	10.8%
20+ Years	16	12	11	13	12	41.0%	31.6%	28.9%	33.3%	32.4%
<b>Average Experience</b>	15.6	13.7	13.8	14.1	14.5					

## District Report for: ELMORE CITY-PERNELL

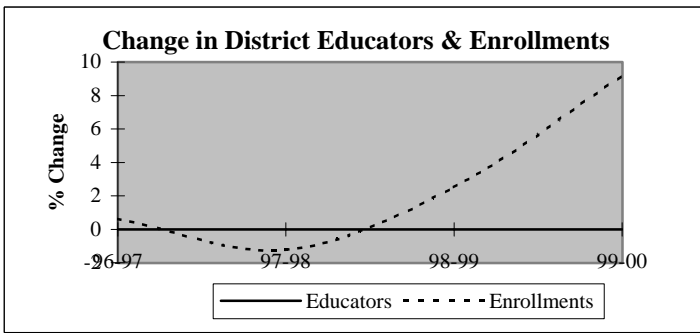
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	4	3	9	-	16.3%	9.5%	7.1%	20.9%	-
Attrition from Transfers	1	1	3	6	-	2.3%	2.4%	7.1%	14.0%	-
Attrition from Exits	6	3	0	3	-	14.0%	7.1%	0.0%	7.0%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>-</b>	<b>17.9%</b>	<b>7.9%</b>	<b>5.3%</b>	<b>20.5%</b>	<b>-</b>
Attrition from Transfers	1	0	2	5	-	2.6%	0.0%	5.3%	12.8%	-
Attrition from Exits	6	3	0	3	-	15.4%	7.9%	0.0%	7.7%	-
<b>District Retention</b>										
Educator Retention	36	38	39	34	-	83.7%	90.5%	92.9%	79.1%	-
Teacher Retention	32	35	36	31	-	82.1%	92.1%	94.7%	79.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	57.1%	28.6%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	14.3%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	7.1%	4.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.0%	92.9%	90.5%	93.0%	90.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.0%	7.1%	2.4%	2.3%	9.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FRIEND



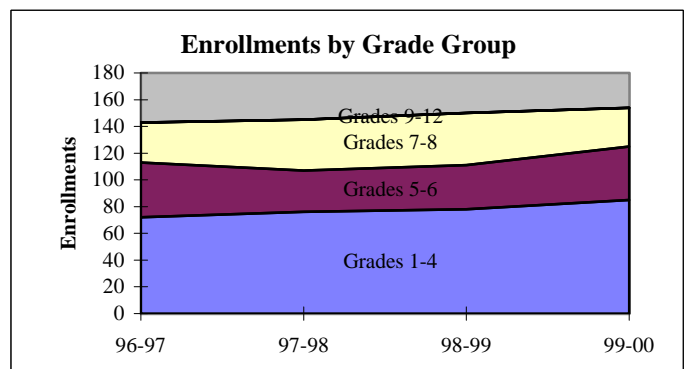
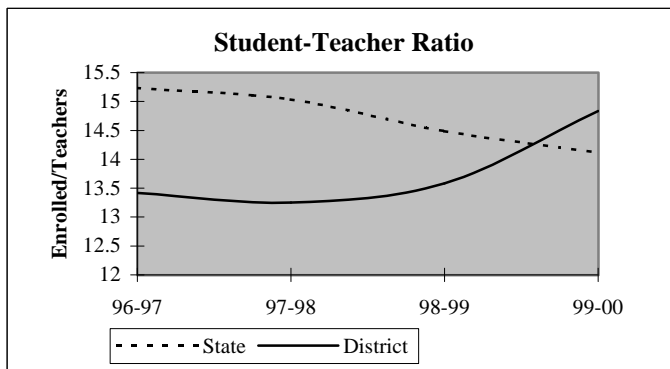
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.4	12.2	12.5	13.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	13.4	13.3	13.6	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	1	-2	4	15	-	-	-	-	-
% Change in Enrollments	-8.6%	0.6%	-1.2%	2.5%	9.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.7%	7.7%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	42.7	41.9	42.9	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	11.5	10.4	11.4	12.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,420	29,286	28,740	29,135	29,499	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	83.3%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.3%	8.3%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.5%	7.5%	8.2%	11.5%	16.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	6	5	4	38.5%	38.5%	46.2%	38.5%	30.8%
Attrition	1	0	0	0	0					
Attrition Rate	20.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	7	7	7	8	9	53.8%	53.8%	53.8%	61.5%	69.2%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	1	1	0	0	0	7.7%	7.7%	0.0%	0.0%	0.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	1	0	0	1	7.7%	7.7%	0.0%	0.0%	7.7%

## District Report for: FRIEND

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	13	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.7%	7.7%	7.7%	7.7%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	12	12	12	12	12	92.3%	92.3%	92.3%	92.3%	92.3%
Special Education	1	1	1	1	1	8.3%	8.3%	8.3%	8.3%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	11	11	11	11	91.7%	91.7%	91.7%	91.7%	91.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

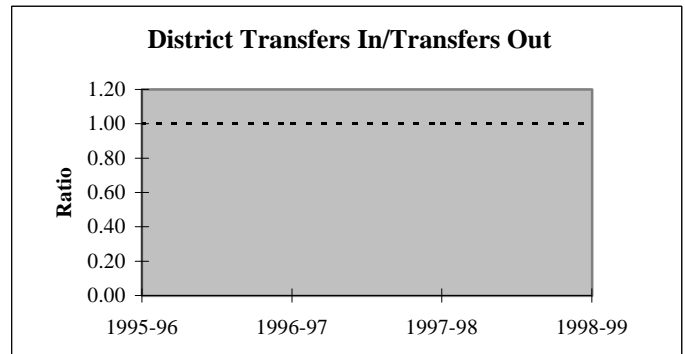
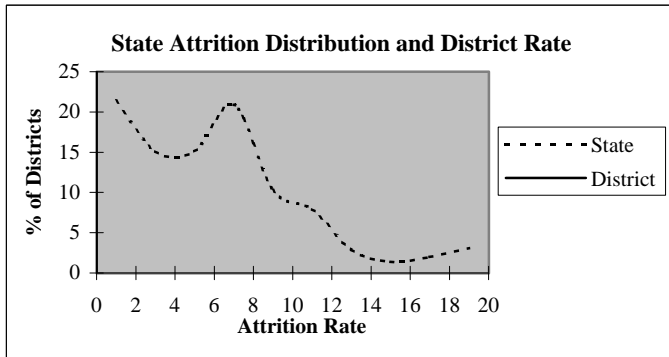
Total Enrollments	160	161	159	163	178	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	18	14	13	24	10.0%	11.2%	8.8%	8.0%	13.5%
Grades 1-4	73	72	76	78	85	45.6%	44.7%	47.8%	47.9%	47.8%
Grades 5-6	41	41	31	33	40	25.6%	25.5%	19.5%	20.2%	22.5%
Grades 7-8	30	30	38	39	29	18.8%	18.6%	23.9%	23.9%	16.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FRIEND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	13	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	12	12	13	13	84.6%	92.3%	92.3%	100.0%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>15.4%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	1	0	1	0	0	50.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>7.7%</b>	<b>7.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	1	0	0	-	100.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	7.7%	0.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	5	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	13

## District Report for: FRIEND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.7%	7.7%	7.7%	7.7%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	12	12	12	12	92.3%	92.3%	92.3%	92.3%	92.3%
White - Females	10	10	10	10	10	83.3%	83.3%	83.3%	83.3%	83.3%
White - Males	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	2	1	1	8.3%	16.7%	16.7%	8.3%	8.3%
30-34	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	8.3%
35-39	4	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
40-44	3	5	6	4	4	25.0%	41.7%	50.0%	33.3%	33.3%
45-49	2	3	3	4	4	16.7%	25.0%	25.0%	33.3%	33.3%
50-54	1	1	1	1	1	8.3%	8.3%	8.3%	8.3%	8.3%
55+	1	1	0	1	1	8.3%	8.3%	0.0%	8.3%	8.3%
<b>Average Age</b>	42.6	42.7	41.9	42.9	43.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	3	2	1	16.7%	25.0%	25.0%	16.7%	8.3%
4-7 Years	3	2	3	3	3	25.0%	16.7%	25.0%	25.0%	25.0%
8-11 Years	1	1	1	1	2	8.3%	8.3%	8.3%	8.3%	16.7%
12-15 Years	2	1	0	1	1	16.7%	8.3%	0.0%	8.3%	8.3%
16-19 Years	3	4	3	3	2	25.0%	33.3%	25.0%	25.0%	16.7%
20+ Years	1	1	2	2	3	8.3%	8.3%	16.7%	16.7%	25.0%
<b>Average Experience</b>	11.2	11.5	10.4	11.4	12.4					

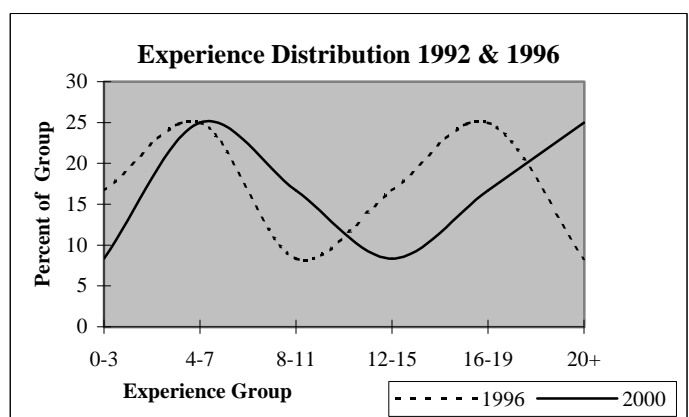
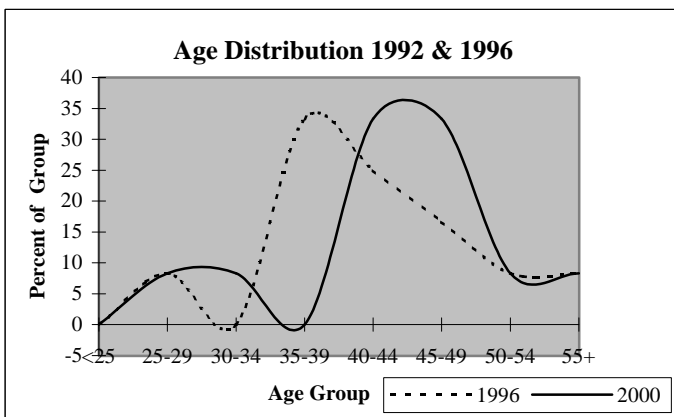


## District Report for: FRIEND

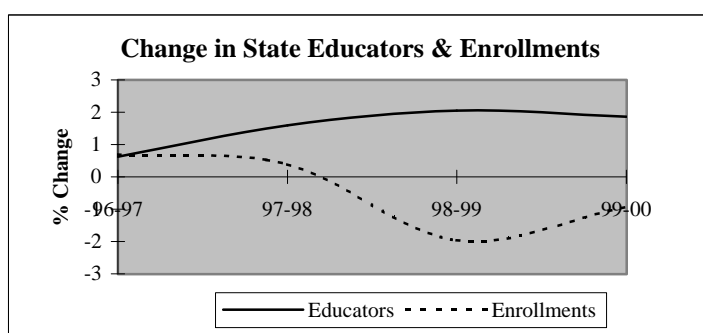
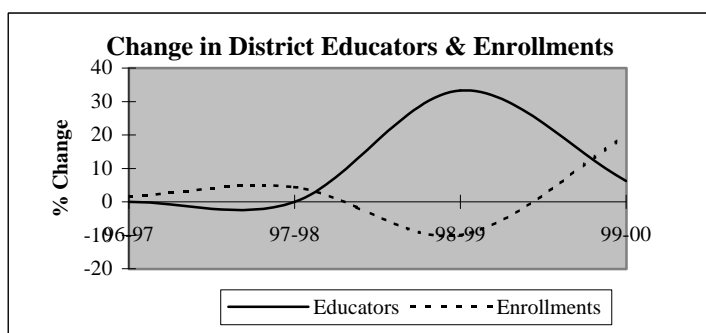
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	0	0	-	7.7%	7.7%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	0	0	-	7.7%	7.7%	0.0%	0.0%	-
Teacher Attrition	1	1	0	0	-	8.3%	8.3%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	0	0	-	8.3%	8.3%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	12	13	13	-	92.3%	92.3%	100.0%	100.0%	-
Teacher Retention	11	11	12	12	-	91.7%	91.7%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	92.3%	92.3%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	7.7%	7.7%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MIDDLEBERG

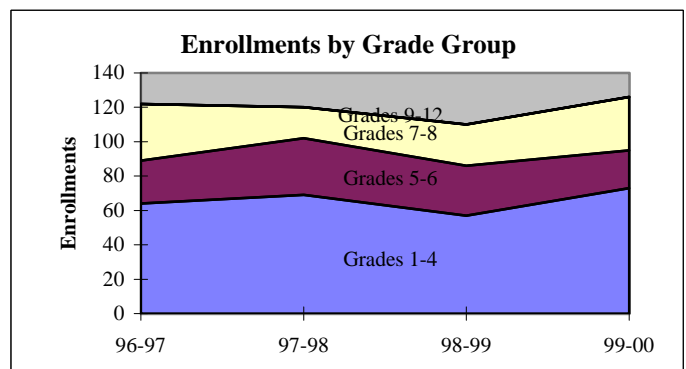
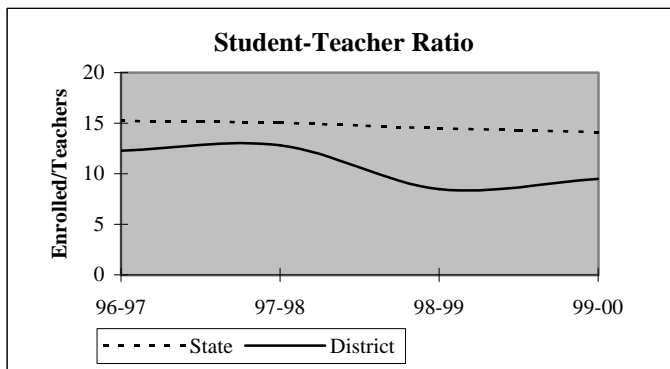


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	11.3	11.8	7.9	8.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	12.3	12.8	8.5	9.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	4	1	-	-	-	-	-
% Change in Educators	-7.7%	0.0%	0.0%	33.3%	6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	2	6	-14	25	-	-	-	-	-
% Change in Enrollments	3.9%	1.5%	4.4%	-9.9%	19.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	18.8%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	8.3%	6.3%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	6.3%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.1	39.1	39.9	40.2	38.2	42.0	42.3	42.5	42.7	43.0
Average Experience	7.2	8.2	8.8	7.9	7.1	12.1	12.3	12.3	12.2	12.2
Average Salary	27,706	28,055	27,997	26,785	27,525	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	6.7%	6.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.9%	90.9%	90.9%	93.3%	93.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	9.1%	9.1%	13.3%	18.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.8%	0.7%	1.4%	1.2%	1.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	5	9	9	58.3%	50.0%	41.7%	56.3%	52.9%
Attrition	0	1	0	3	0					
Attrition Rate	0.0%	16.7%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	6	7	7	8	41.7%	50.0%	58.3%	43.8%	47.1%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: MIDDLEBERG

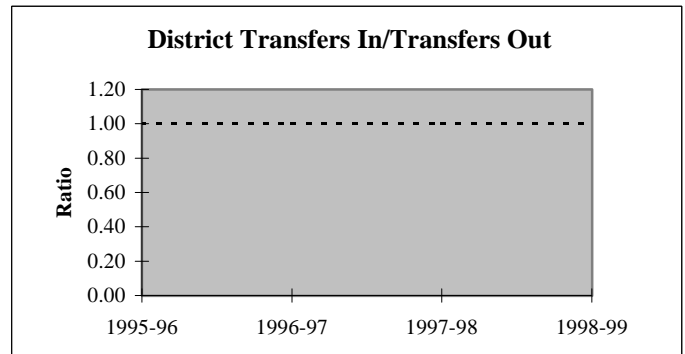
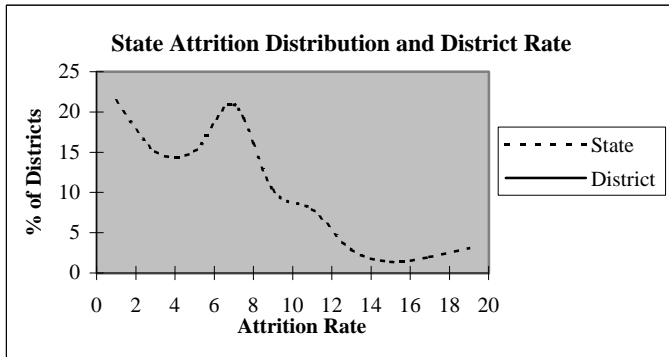
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	12	16	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	8.3%	8.3%	6.3%	5.9%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	11	11	11	15	16	91.7%	91.7%	91.7%	93.8%	94.1%
Special Education	1	1	1	2	3	9.1%	9.1%	9.1%	13.3%	18.8%
Pre-K & Kindergarten	0	0	0	2	3	0.0%	0.0%	0.0%	13.3%	18.8%
Elementary	10	10	10	11	10	90.9%	90.9%	90.9%	73.3%	62.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	133	135	141	127	152	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	13	21	17	26	12.8%	9.6%	14.9%	13.4%	17.1%
Grades 1-4	62	64	69	57	73	46.6%	47.4%	48.9%	44.9%	48.0%
Grades 5-6	19	25	33	29	22	14.3%	18.5%	23.4%	22.8%	14.5%
Grades 7-8	35	33	18	24	31	26.3%	24.4%	12.8%	18.9%	20.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MIDDLEBERG

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	12	16	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	12	11	12	12	91.7%	100.0%	91.7%	75.0%	70.6%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>8.3%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>25.0%</b>	<b>29.4%</b>
Transfers In	0	0	0	2	2	0.0%	0.0%	0.0%	50.0%	40.0%
Reentrants	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	1	2	3	0.0%	0.0%	100.0%	50.0%	60.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	0	0	0	3	-	0.0%	0.0%	0.0%	75.0%	-
Leave Oklahoma Educ.	0	1	0	1	-	0.0%	100.0%	0.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	8.3%	0.0%	25.0%	-
Transfers In/Out	nc	nc	nc	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	5	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	12

## District Report for: MIDDLEBERG

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	8.3%	8.3%	6.3%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	11	11	15	16	91.7%	91.7%	91.7%	93.8%	94.1%
White - Females	10	10	10	13	14	90.9%	90.9%	90.9%	86.7%	87.5%
White - Males	1	1	1	1	1	9.1%	9.1%	9.1%	6.7%	6.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	6.7%	6.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	0	1	1	9.1%	9.1%	0.0%	7.1%	7.7%
30-34	2	2	3	2	3	18.2%	18.2%	27.3%	14.3%	23.1%
35-39	6	4	4	5	2	54.5%	36.4%	36.4%	35.7%	15.4%
40-44	0	2	2	3	6	0.0%	18.2%	18.2%	21.4%	46.2%
45-49	0	0	0	1	0	0.0%	0.0%	0.0%	7.1%	0.0%
50-54	1	1	1	1	1	9.1%	9.1%	9.1%	7.1%	7.7%
55+	1	1	1	1	0	9.1%	9.1%	9.1%	7.1%	0.0%
<b>Average Age</b>	38.1	39.1	39.9	40.2	38.2					

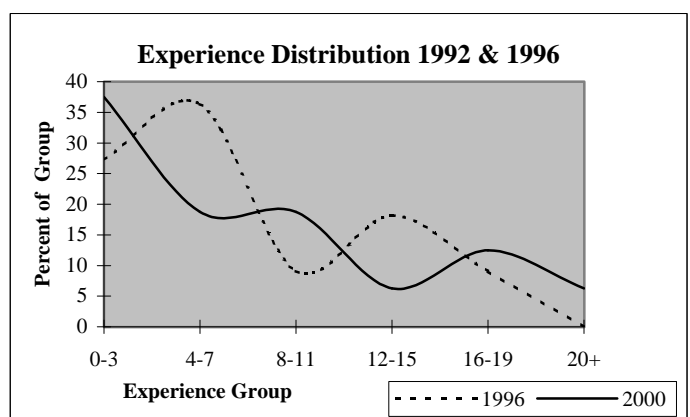
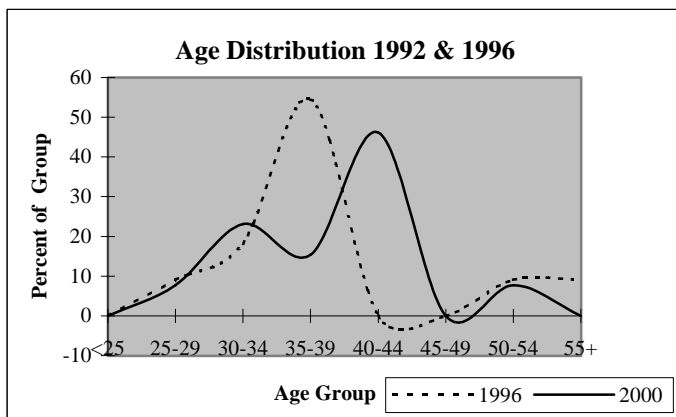
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	2	3	6	27.3%	27.3%	18.2%	20.0%	37.5%
4-7 Years	4	3	3	6	3	36.4%	27.3%	27.3%	40.0%	18.8%
8-11 Years	1	2	2	2	3	9.1%	18.2%	18.2%	13.3%	18.8%
12-15 Years	2	2	2	1	1	18.2%	18.2%	18.2%	6.7%	6.3%
16-19 Years	1	1	2	3	2	9.1%	9.1%	18.2%	20.0%	12.5%
20+ Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
<b>Average Experience</b>	7.2	8.2	8.8	7.9	7.1					

## District Report for: MIDDLEBERG

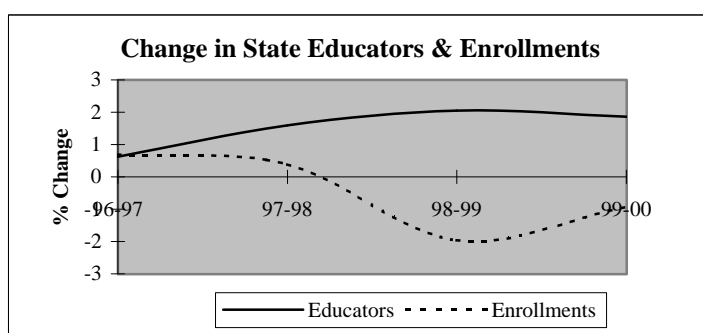
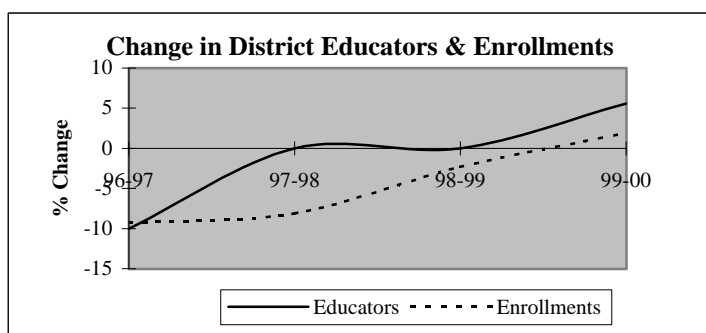
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	4	-	0.0%	8.3%	0.0%	25.0%	-
Attrition from Transfers	0	0	0	3	-	0.0%	0.0%	0.0%	18.8%	-
Attrition from Exits	0	1	0	1	-	0.0%	8.3%	0.0%	6.3%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>26.7%</b>	<b>-</b>
Attrition from Transfers	0	0	0	3	-	0.0%	0.0%	0.0%	20.0%	-
Attrition from Exits	0	1	0	1	-	0.0%	9.1%	0.0%	6.7%	-
<b>District Retention</b>										
Educator Retention	12	11	12	12	-	100.0%	91.7%	100.0%	75.0%	-
Teacher Retention	11	10	11	11	-	100.0%	90.9%	100.0%	73.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	5.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	100.0%	91.7%	87.5%	76.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	0.0%	8.3%	12.5%	17.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PIONEER

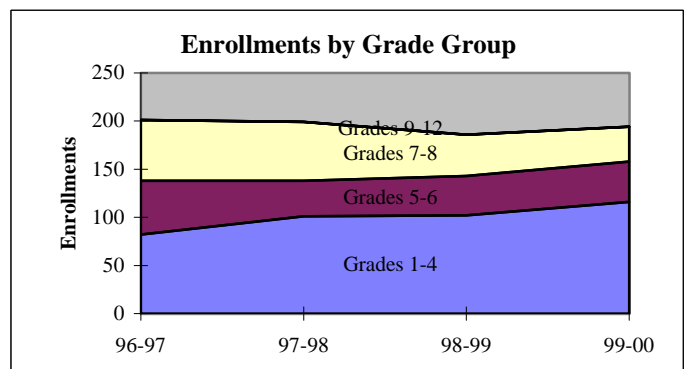
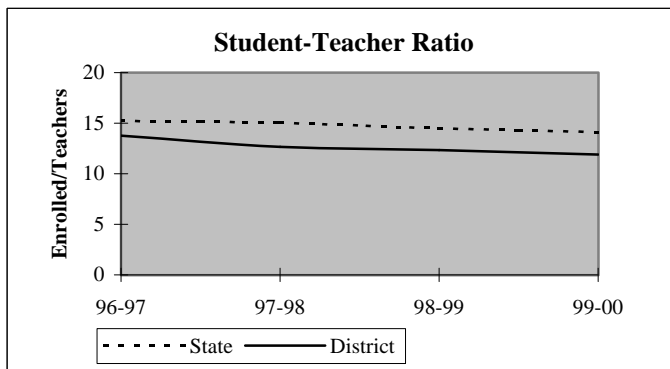


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	13.0	11.9	11.7	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	13.8	12.6	12.4	11.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	0	0	1	-	-	-	-	-
% Change in Educators	0.0%	-10.0%	0.0%	0.0%	5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-16	-24	-19	-5	4	-	-	-	-	-
% Change in Enrollments	-5.8%	-9.3%	-8.1%	-2.3%	1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	5.6%	10.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.6%	5.6%	5.6%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	40.8	41.5	43.7	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	8.6	10.4	10.6	12.7	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,813	30,228	30,658	30,492	29,764	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	89.5%	88.2%	88.2%	88.2%	94.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.9%	11.8%	11.8%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.2%	9.4%	13.5%	13.5%	18.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	6	5	3	6	45.0%	33.3%	27.8%	16.7%	31.6%
Attrition	2	1	1	0	0					
Attrition Rate	22.2%	16.7%	20.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	12	13	15	13	55.0%	66.7%	72.2%	83.3%	68.4%
Attrition	0	1	0	3	0					
Attrition Rate	0.0%	8.3%	0.0%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.3%

## District Report for: PIONEER

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	18	18	18	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	19	17	17	17	18	95.0%	94.4%	94.4%	94.4%	94.7%
Special Education	1	1	2	2	1	5.3%	5.9%	11.8%	11.8%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	18	16	15	15	17	94.7%	94.1%	88.2%	88.2%	94.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	258	234	215	210	214	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	36	33	16	24	20	14.0%	14.1%	7.4%	11.4%	9.3%
Grades 1-4	83	82	101	102	116	32.2%	35.0%	47.0%	48.6%	54.2%
Grades 5-6	71	56	37	41	42	27.5%	23.9%	17.2%	19.5%	19.6%
Grades 7-8	68	63	61	43	36	26.4%	26.9%	28.4%	20.5%	16.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

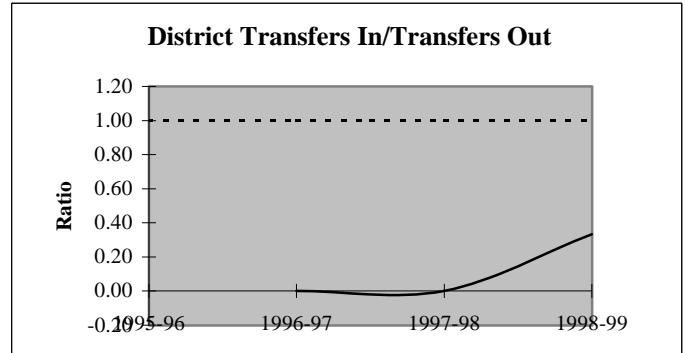
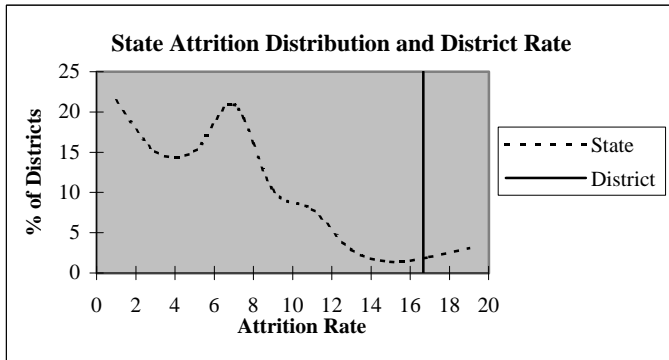




## District Report for: PIONEER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	18	18	18	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	18	16	17	15	100.0%	100.0%	88.9%	94.4%	78.9%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>0.0%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>5.6%</b>	<b>21.1%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	1	0	2	0.0%	0.0%	50.0%	0.0%	50.0%
First Time Educators	0	0	1	0	2	0.0%	0.0%	50.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>10.0%</b>	<b>11.1%</b>	<b>5.6%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	0	1	1	3	-	0.0%	50.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	2	1	0	0	-	100.0%	50.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	11.1%	5.6%	16.7%	-
Transfers In/Out	nc	0.00	0.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	12	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	20

## District Report for: PIONEER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.0%	5.6%	5.6%	5.6%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	17	17	17	18	95.0%	94.4%	94.4%	94.4%	94.7%
White - Females	17	15	15	15	17	89.5%	88.2%	88.2%	88.2%	94.4%
White - Males	2	2	2	2	1	10.5%	11.8%	11.8%	11.8%	5.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	1	0	1	5.3%	0.0%	5.9%	0.0%	5.6%
30-34	4	4	3	2	0	21.1%	23.5%	17.6%	11.8%	0.0%
35-39	6	4	3	3	5	31.6%	23.5%	17.6%	17.6%	27.8%
40-44	3	3	4	5	4	15.8%	17.6%	23.5%	29.4%	22.2%
45-49	4	5	4	2	4	21.1%	29.4%	23.5%	11.8%	22.2%
50-54	1	1	2	4	3	5.3%	5.9%	11.8%	23.5%	16.7%
55+	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
<b>Average Age</b>	39.1	40.8	41.5	43.7	42.9					

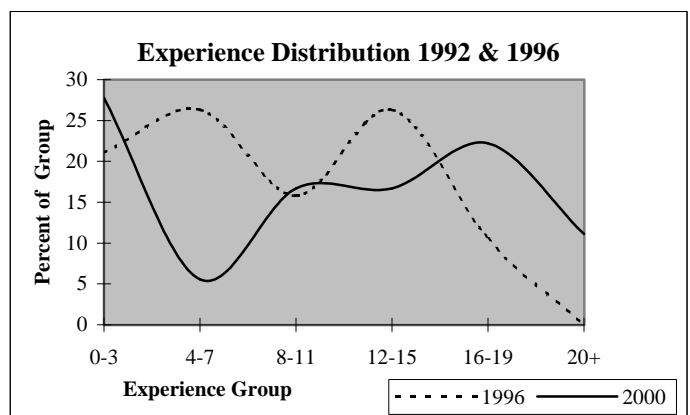
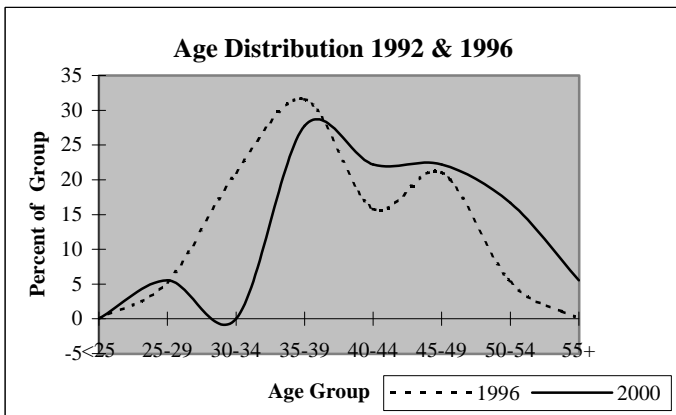
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	2	1	5	21.1%	11.8%	11.8%	5.9%	27.8%
4-7 Years	5	4	3	2	1	26.3%	23.5%	17.6%	11.8%	5.6%
8-11 Years	3	4	4	5	3	15.8%	23.5%	23.5%	29.4%	16.7%
12-15 Years	5	4	3	3	3	26.3%	23.5%	17.6%	17.6%	16.7%
16-19 Years	2	3	5	3	4	10.5%	17.6%	29.4%	17.6%	22.2%
20+ Years	0	0	0	3	2	0.0%	0.0%	0.0%	17.6%	11.1%
<b>Average Experience</b>	8.6	10.4	10.6	12.7	10.6					

# District Report for: PIONEER

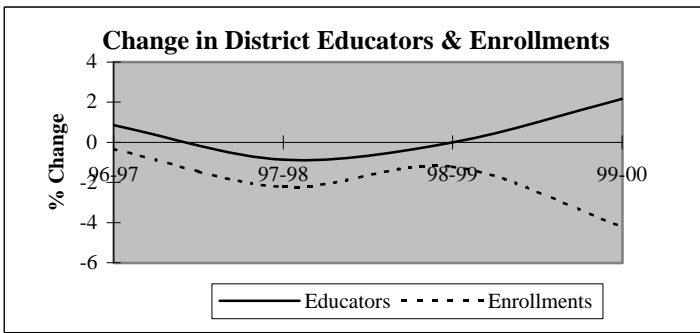
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	1	3	-	10.0%	11.1%	5.6%	16.7%	-
Attrition from Transfers	0	1	1	3	-	0.0%	5.6%	5.6%	16.7%	-
Attrition from Exits	2	1	0	0	-	10.0%	5.6%	0.0%	0.0%	-
Teacher Attrition	2	2	1	3	-	10.5%	11.8%	5.9%	17.6%	-
Attrition from Transfers	0	1	1	3	-	0.0%	5.9%	5.9%	17.6%	-
Attrition from Exits	2	1	0	0	-	10.5%	5.9%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	16	17	15	-	90.0%	88.9%	94.4%	83.3%	-
Teacher Retention	17	15	16	14	-	89.5%	88.2%	94.1%	82.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	0.0%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	5.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	88.9%	100.0%	73.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	11.1%	0.0%	21.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: CHICKASHA

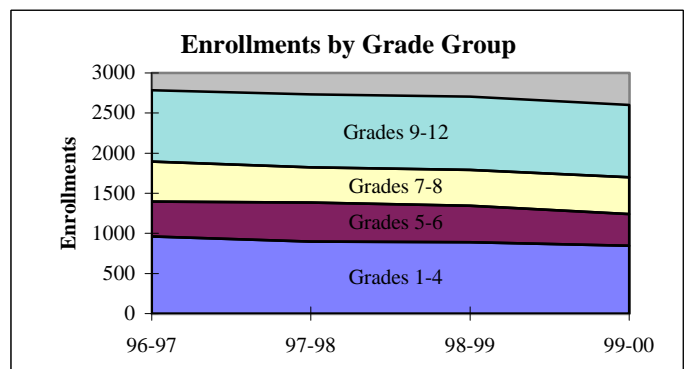
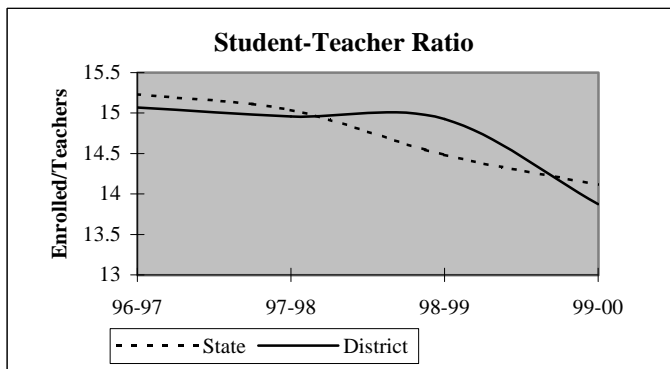


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	12.9	12.8	12.6	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	15.1	15.0	14.9	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	6	2	-2	0	5	-	-	-	-	-
% Change in Educators	2.7%	0.9%	-0.9%	0.0%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	82	-10	-67	-36	-122	-	-	-	-	-
% Change in Enrollments	2.8%	-0.3%	-2.2%	-1.2%	-4.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.1%	4.7%	3.5%	2.6%	8.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	6.4%	6.5%	6.1%	6.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.8%	7.7%	8.2%	9.5%	8.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	4.3%	4.8%	3.9%	4.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.6%	2.6%	2.6%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	43.3	43.9	44.2	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	13.4	13.6	13.2	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,179	28,831	29,074	29,746	28,714	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	5.0%	5.6%	4.6%	5.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.5%	75.0%	74.1%	73.8%	76.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.0%	11.5%	11.2%	12.3%	13.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.5%	23.1%	23.0%	22.0%	22.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	72	72	69	79	86	31.2%	30.9%	29.9%	34.2%	36.4%
Attrition	11	14	11	14	0					
Attrition Rate	15.3%	19.4%	15.9%	17.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	144	139	137	130	119	62.3%	59.7%	59.3%	56.3%	50.4%
Attrition	9	4	12	12	0					
Attrition Rate	6.3%	2.9%	8.8%	9.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	15	22	26	24	33	6.5%	9.4%	11.3%	10.4%	14.0%
Attrition	1	4	7	2	0					
Attrition Rate	6.7%	18.2%	26.9%	8.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	22	30	33	35	38	9.5%	12.9%	14.3%	15.2%	16.1%

## District Report for: CHICKASHA

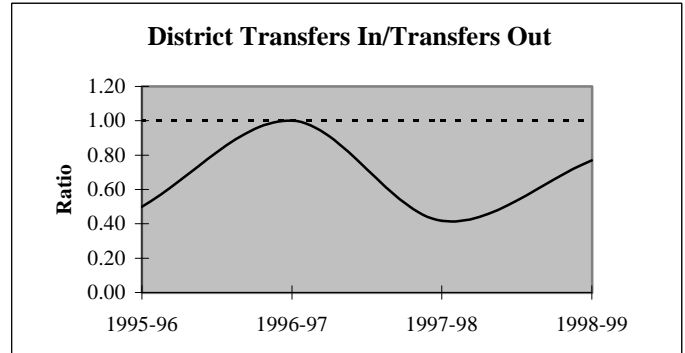
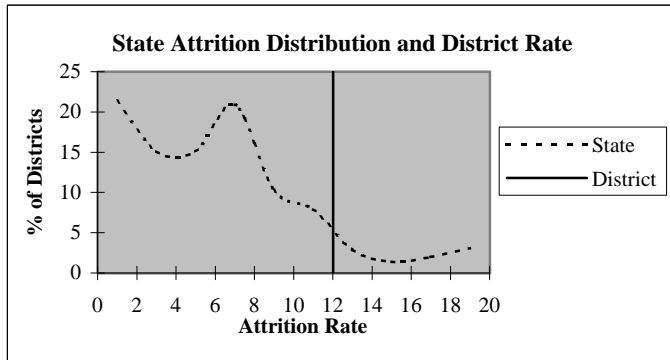
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	231	233	231	231	236	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	15	15	14	15	5.6%	6.4%	6.5%	6.1%	6.4%
Professional Staff	18	18	19	22	20	7.8%	7.7%	8.2%	9.5%	8.5%
<b>Total Teachers</b>	200	200	197	195	201	86.6%	85.8%	85.3%	84.4%	85.2%
Special Education	22	23	22	24	27	11.0%	11.5%	11.2%	12.3%	13.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	115	111	108	105	105	57.5%	55.5%	54.8%	53.8%	52.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	63	66	67	66	69	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	11	12	11	12	12	5.5%	6.0%	5.6%	6.2%	6.0%
Art & Music	5	5	5	5	6	2.5%	2.5%	2.5%	2.6%	3.0%
Social Studies	8	9	10	10	11	4.0%	4.5%	5.1%	5.1%	5.5%
Foreign Language	3	4	5	5	3	1.5%	2.0%	2.5%	2.6%	1.5%
Math	8	9	10	10	11	4.0%	4.5%	5.1%	5.1%	5.5%
<b>Science</b>	8	7	8	8	8	4.0%	3.5%	4.1%	4.1%	4.0%
Biology	3	3	2	2	2	1.5%	1.5%	1.0%	1.0%	1.0%
Chemistry	1	1	2	2	2	0.5%	0.5%	1.0%	1.0%	1.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	4	3	4	4	4	2.0%	1.5%	2.0%	2.1%	2.0%
Vocational Education	9	10	9	9	9	4.5%	5.0%	4.6%	4.6%	4.5%
Other	11	10	9	7	9	5.5%	5.0%	4.6%	3.6%	4.5%
<b>Total Enrollments</b>	3,024	3,014	2,947	2,911	2,789	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	244	222	205	200	178	8.1%	7.4%	7.0%	6.9%	6.4%
Grades 1-4	994	963	898	891	846	32.9%	32.0%	30.5%	30.6%	30.3%
Grades 5-6	437	435	485	453	396	14.5%	14.4%	16.5%	15.6%	14.2%
Grades 7-8	486	498	442	448	459	16.1%	16.5%	15.0%	15.4%	16.5%
Grades 9-12	853	890	908	913	900	28.2%	29.5%	30.8%	31.4%	32.3%
Ungraded	10	6	9	6	10	0.3%	0.2%	0.3%	0.2%	0.4%



## District Report for: CHICKASHA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	231	233	232	233	238	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	209	210	211	202	205	90.5%	90.1%	90.9%	86.7%	86.1%
<b>Newly Hired</b>	<b>22</b>	<b>23</b>	<b>21</b>	<b>31</b>	<b>33</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.1%</b>	<b>13.3%</b>	<b>13.9%</b>
Transfers In	5	10	5	10	11	22.7%	43.5%	23.8%	32.3%	33.3%
Reentrants	6	5	5	5	8	27.3%	21.7%	23.8%	16.1%	24.2%
First Time Educators	11	8	11	16	14	50.0%	34.8%	52.4%	51.6%	42.4%
<b>Total Exiting Next Year</b>	<b>21</b>	<b>22</b>	<b>30</b>	<b>28</b>	<b>-</b>	<b>9.1%</b>	<b>9.4%</b>	<b>12.9%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	10	10	12	13	-	47.6%	45.5%	40.0%	46.4%	-
Leave Oklahoma Educ.	11	12	18	15	-	52.4%	54.5%	60.0%	53.6%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	9.4%	12.9%	12.0%	-
Transfers In/Out	0.50	1.00	0.42	0.77	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	34	Benedictine Heights, Tulsa	-
OSU, Stillwater	17	Southern Nazarene Univ., Bethany	-
UCO, Edmond	28	OBU, Shawnee	2
ECU, Ada	17	OCU, Oklahoma City	3
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	7	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	31	Cameron, Lawton	5
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	58	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	18
		Total	230

## District Report for: CHICKASHA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	13	15	15	14	15	5.6%	6.4%	6.5%	6.1%	6.4%
White - Females	6	6	6	6	6	46.2%	40.0%	40.0%	42.9%	40.0%
White - Males	7	9	9	8	9	53.8%	60.0%	60.0%	57.1%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	18	18	19	22	20	7.8%	7.7%	8.2%	9.5%	8.5%
White - Females	12	14	15	17	17	66.7%	77.8%	78.9%	77.3%	85.0%
White - Males	5	4	4	5	3	27.8%	22.2%	21.1%	22.7%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	0	0	0	0	5.6%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	200	200	197	195	201	86.6%	85.8%	85.3%	84.4%	85.2%
White - Females	147	145	139	138	147	73.5%	72.5%	70.6%	70.8%	73.1%
White - Males	44	45	47	48	44	22.0%	22.5%	23.9%	24.6%	21.9%
Black - Females	3	4	6	6	7	1.5%	2.0%	3.0%	3.1%	3.5%
Black - Males	1	2	1	1	1	0.5%	1.0%	0.5%	0.5%	0.5%
Other - Females	1	1	1	0	0	0.5%	0.5%	0.5%	0.0%	0.0%
Other - Males	4	3	3	2	2	2.0%	1.5%	1.5%	1.0%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	4	4	1	2	3	2.0%	2.0%	0.5%	1.1%	1.6%
25-29	21	17	13	13	12	10.6%	8.6%	6.7%	6.9%	6.4%
30-34	24	28	29	20	20	12.1%	14.1%	14.9%	10.6%	10.6%
35-39	24	21	21	22	22	12.1%	10.6%	10.8%	11.6%	11.7%
40-44	28	26	31	29	28	14.1%	13.1%	15.9%	15.3%	14.9%
45-49	51	41	42	44	33	25.8%	20.7%	21.5%	23.3%	17.6%
50-54	31	39	31	34	40	15.7%	19.7%	15.9%	18.0%	21.3%
55+	15	22	27	25	30	7.6%	11.1%	13.8%	13.2%	16.0%
<b>Average Age</b>	42.3	43.3	43.9	44.2	44.7					

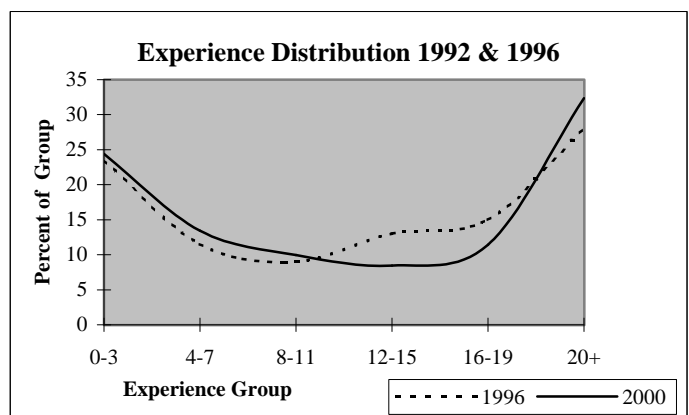
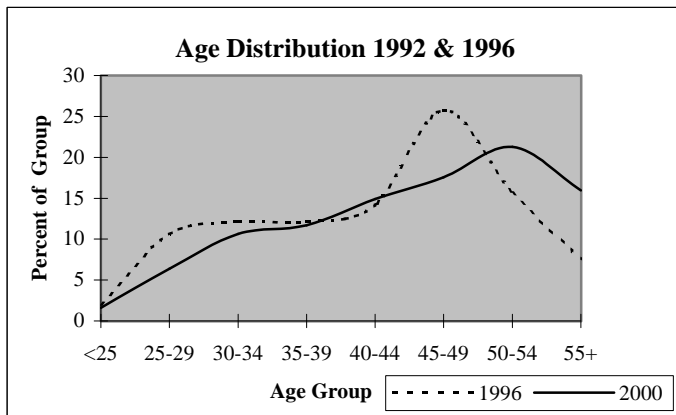
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	47	40	37	40	49	23.5%	20.0%	18.8%	20.5%	24.4%
4-7 Years	23	28	27	32	27	11.5%	14.0%	13.7%	16.4%	13.4%
8-11 Years	18	22	22	22	20	9.0%	11.0%	11.2%	11.3%	10.0%
12-15 Years	26	23	24	16	17	13.0%	11.5%	12.2%	8.2%	8.5%
16-19 Years	30	23	21	23	23	15.0%	11.5%	10.7%	11.8%	11.4%
20+ Years	56	64	66	62	65	28.0%	32.0%	33.5%	31.8%	32.3%
<b>Average Experience</b>	12.7	13.4	13.6	13.2	13.1					

## District Report for: CHICKASHA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	21	22	30	28	-	9.1%	9.4%	13.0%	12.1%	-
Attrition from Transfers	10	10	12	13	-	4.3%	4.3%	5.2%	5.6%	-
Attrition from Exits	11	12	18	15	-	4.8%	5.2%	7.8%	6.5%	-
<b>Teacher Attrition</b>	<b>16</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>-</b>	<b>8.0%</b>	<b>10.0%</b>	<b>10.7%</b>	<b>11.3%</b>	<b>-</b>
Attrition from Transfers	8	9	7	11	-	4.0%	4.5%	3.6%	5.6%	-
Attrition from Exits	8	11	14	11	-	4.0%	5.5%	7.1%	5.6%	-
<b>District Retention</b>										
Educator Retention	210	211	201	203	-	90.9%	90.6%	87.0%	87.9%	-
Teacher Retention	184	180	176	173	-	92.0%	90.0%	89.3%	88.7%	-

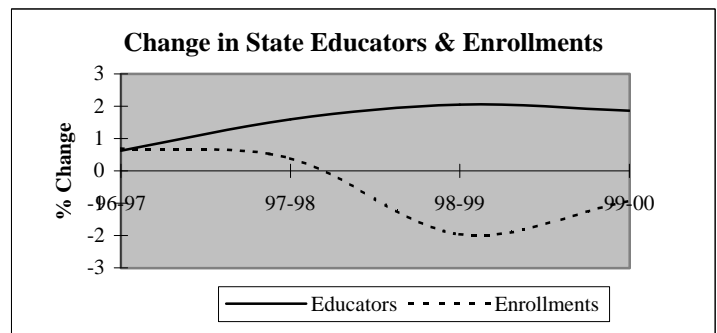
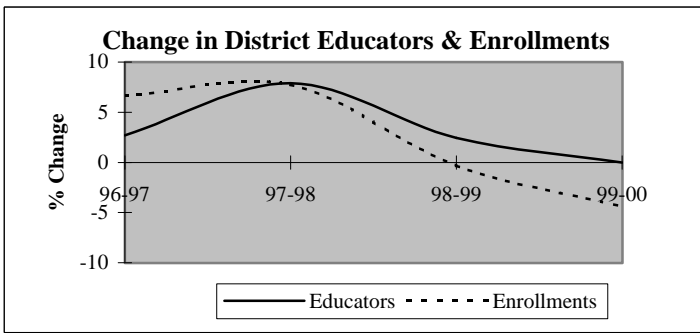
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.0%	9.5%	90.5%	78.2%	9.6%	87.8%
1 Year of Experience	86.8%	9.4%	96.2%	84.2%	6.9%	91.1%
2 Years of Experience	88.0%	6.0%	94.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.5%	12.5%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	94.6%	2.7%	97.3%	87.9%	4.7%	92.6%
5 Years of Experience	82.5%	12.5%	95.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	3.0%	1.7%	1.3%	2.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.5%	91.0%	91.3%	90.5%	89.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.4%	6.0%	6.5%	8.2%	8.5%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: MINCO

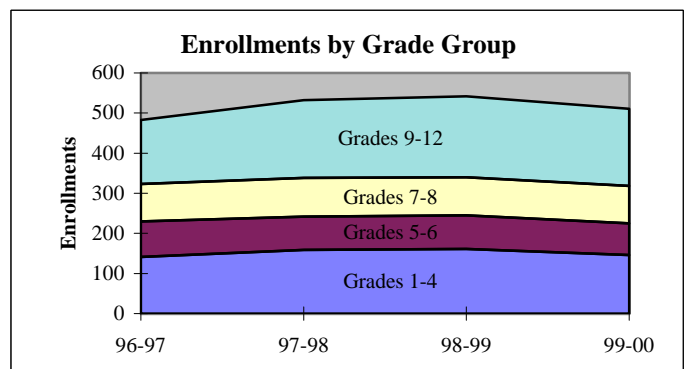
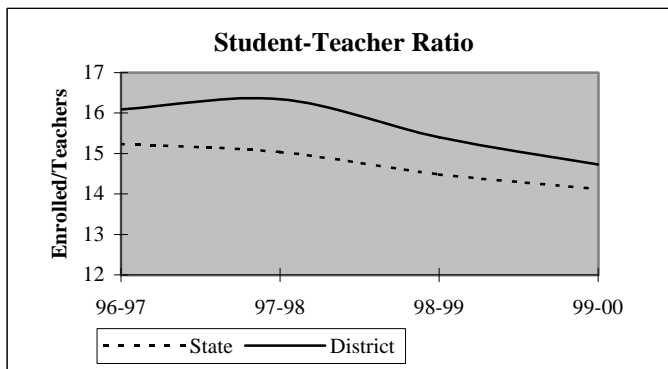


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	14.0	14.0	13.6	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	16.1	16.3	15.4	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	3	1	0	-	-	-	-	-
% Change in Educators	-2.6%	2.7%	7.9%	2.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	18	33	41	-2	-25	-	-	-	-	-
% Change in Enrollments	3.8%	6.6%	7.7%	-0.3%	-4.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.4%	2.6%	2.4%	2.4%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	7.9%	7.3%	7.1%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	5.3%	7.3%	4.8%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	2.4%	4.8%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.7%	2.6%	9.8%	9.5%	9.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.5	38.5	39.5	39.2	41.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	10.4	11.3	11.5	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,198	28,173	29,231	29,455	29,045	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	2.7%	2.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.1%	75.8%	77.1%	78.4%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.1%	5.7%	8.1%	2.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.0%	11.1%	15.2%	15.6%	14.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	16	18	19	18	35.1%	42.1%	43.9%	45.2%	42.9%
Attrition	1	3	4	8	0					
Attrition Rate	7.7%	18.8%	22.2%	42.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	23	20	19	19	21	62.2%	52.6%	46.3%	45.2%	50.0%
Attrition	4	2	2	1	0					
Attrition Rate	17.4%	10.0%	10.5%	5.3%	0.0%					
At Retirement Age	1	2	4	4	3	2.7%	5.3%	9.8%	9.5%	7.1%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
At Retirement in 5 yrs.	2	4	4	4	4	5.4%	10.5%	9.8%	9.5%	9.5%

## District Report for: MINCO

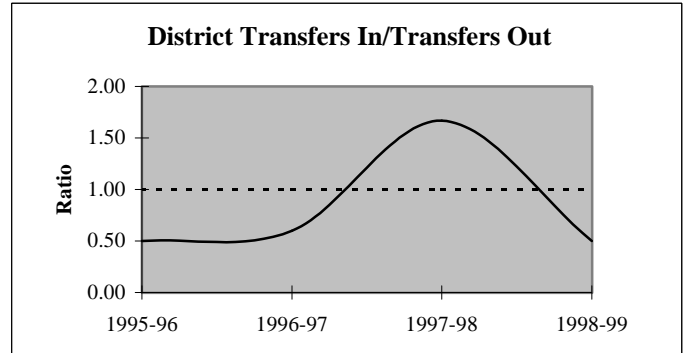
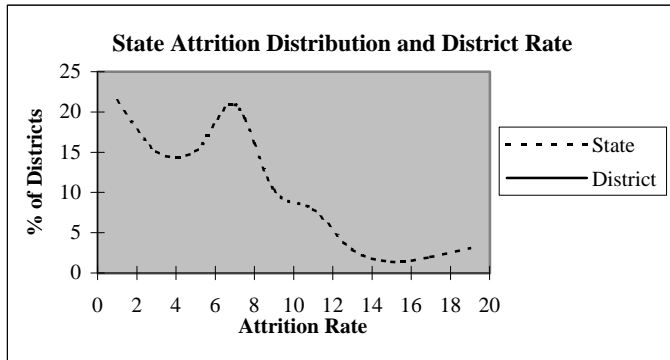
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	38	41	42	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.1%	7.9%	7.3%	7.1%	7.1%
Professional Staff	2	2	3	2	2	5.4%	5.3%	7.3%	4.8%	4.8%
<b>Total Teachers</b>	32	33	35	37	37	86.5%	86.8%	85.4%	88.1%	88.1%
Special Education	2	2	2	3	1	6.3%	6.1%	5.7%	8.1%	2.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Elementary	14	15	15	14	15	43.8%	45.5%	42.9%	37.8%	40.5%
<b>Middle School</b>	4	4	5	5	4	12.5%	12.1%	14.3%	13.5%	10.8%
Language Arts	1	1	1	2	0	3.1%	3.0%	2.9%	5.4%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	0	0	3.1%	3.0%	2.9%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	3.1%	3.0%	2.9%	2.7%	5.4%
Science	1	1	1	1	1	3.1%	3.0%	2.9%	2.7%	2.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	1	1	1	0.0%	0.0%	2.9%	2.7%	2.7%
<b>High School (9-12)</b>	12	12	13	15	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	2	3	6.3%	6.1%	8.6%	5.4%	8.1%
Art & Music	1	0	0	1	1	3.1%	0.0%	0.0%	2.7%	2.7%
Social Studies	2	3	3	2	3	6.3%	9.1%	8.6%	5.4%	8.1%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	2.7%	0.0%
Math	2	2	2	2	2	6.3%	6.1%	5.7%	5.4%	5.4%
<b>Science</b>	1	2	2	2	1	3.1%	6.1%	5.7%	5.4%	2.7%
Biology	1	2	2	2	1	3.1%	6.1%	5.7%	5.4%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	3	3	9.4%	9.1%	8.6%	8.1%	8.1%
Other	1	0	0	2	3	3.1%	0.0%	0.0%	5.4%	8.1%
<b>Total Enrollments</b>	498	531	572	570	545	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	37	45	39	28	33	7.4%	8.5%	6.8%	4.9%	6.1%
Grades 1-4	138	141	159	161	146	27.7%	26.6%	27.8%	28.2%	26.8%
Grades 5-6	80	89	83	84	79	16.1%	16.8%	14.5%	14.7%	14.5%
Grades 7-8	88	93	96	95	93	17.7%	17.5%	16.8%	16.7%	17.1%
Grades 9-12	154	160	194	202	193	30.9%	30.1%	33.9%	35.4%	35.4%
Ungraded	1	3	1	0	1	0.2%	0.6%	0.2%	0.0%	0.2%



## District Report for: MINCO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	38	41	42	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	32	33	35	32	91.9%	84.2%	80.5%	83.3%	76.2%
<b>Newly Hired</b>	<b>3</b>	<b>6</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>8.1%</b>	<b>15.8%</b>	<b>19.5%</b>	<b>16.7%</b>	<b>23.8%</b>
Transfers In	1	3	5	4	5	33.3%	50.0%	62.5%	57.1%	50.0%
Reentrants	0	1	1	1	2	0.0%	16.7%	12.5%	14.3%	20.0%
First Time Educators	2	2	2	2	3	66.7%	33.3%	25.0%	28.6%	30.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>-</b>	<b>13.5%</b>	<b>13.2%</b>	<b>14.6%</b>	<b>23.8%</b>	<b>-</b>
Transfers Out	2	5	3	8	-	40.0%	100.0%	50.0%	80.0%	-
Leave Oklahoma Educ.	3	0	3	2	-	60.0%	0.0%	50.0%	20.0%	-

Dynamics Rates	District Rates				
District Attrition	13.5%	13.2%	14.6%	23.8%	-
Transfers In/Out	0.50	0.60	1.67	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	6	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	9	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	37

## District Report for: MINCO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.1%	7.9%	7.3%	7.1%	7.1%
White - Females	1	1	2	2	2	33.3%	33.3%	66.7%	66.7%	66.7%
White - Males	2	2	0	0	0	66.7%	66.7%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	2	2	5.4%	5.3%	7.3%	4.8%	4.8%
White - Females	2	2	2	1	1	100.0%	100.0%	66.7%	50.0%	50.0%
White - Males	0	0	1	1	1	0.0%	0.0%	33.3%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	33	35	37	37	86.5%	86.8%	85.4%	88.1%	88.1%
White - Females	25	25	27	28	26	78.1%	75.8%	77.1%	75.7%	70.3%
White - Males	7	8	8	8	10	21.9%	24.2%	22.9%	21.6%	27.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	2	1	0	3.1%	6.1%	5.7%	2.7%	0.0%
25-29	3	5	6	9	5	9.4%	15.2%	17.1%	24.3%	13.9%
30-34	9	8	6	4	3	28.1%	24.2%	17.1%	10.8%	8.3%
35-39	2	4	5	6	6	6.3%	12.1%	14.3%	16.2%	16.7%
40-44	6	4	5	4	9	18.8%	12.1%	14.3%	10.8%	25.0%
45-49	4	4	3	5	5	12.5%	12.1%	8.6%	13.5%	13.9%
50-54	6	5	6	5	4	18.8%	15.2%	17.1%	13.5%	11.1%
55+	1	1	2	3	4	3.1%	3.0%	5.7%	8.1%	11.1%
<b>Average Age</b>	39.5	38.5	39.5	39.2	41.5					

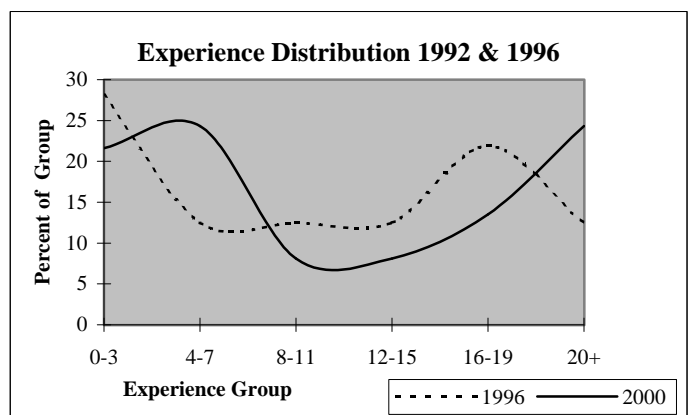
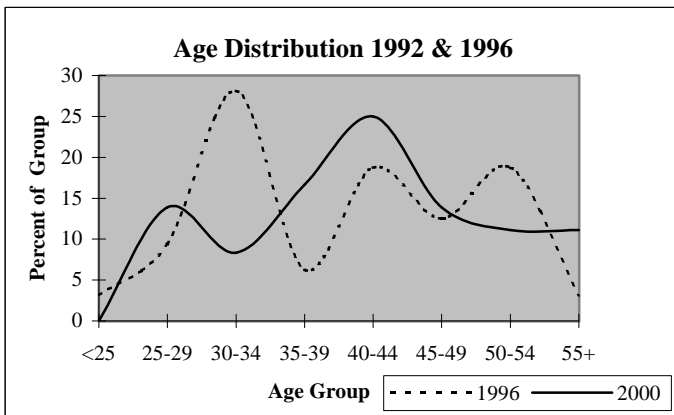
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	11	9	7	8	28.1%	33.3%	25.7%	18.9%	21.6%
4-7 Years	4	5	8	11	9	12.5%	15.2%	22.9%	29.7%	24.3%
8-11 Years	4	4	2	2	3	12.5%	12.1%	5.7%	5.4%	8.1%
12-15 Years	4	3	4	6	3	12.5%	9.1%	11.4%	16.2%	8.1%
16-19 Years	7	2	2	1	5	21.9%	6.1%	5.7%	2.7%	13.5%
20+ Years	4	8	10	10	9	12.5%	24.2%	28.6%	27.0%	24.3%
<b>Average Experience</b>	11.0	10.4	11.3	11.5	11.8					

## District Report for: MINCO

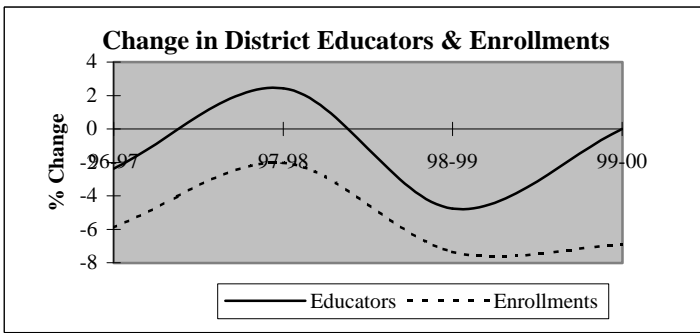
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	6	10	-	13.5%	13.2%	14.6%	23.8%	-
Attrition from Transfers	2	5	3	8	-	5.4%	13.2%	7.3%	19.0%	-
Attrition from Exits	3	0	3	2	-	8.1%	0.0%	7.3%	4.8%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>10</b>	<b>-</b>	<b>15.6%</b>	<b>9.1%</b>	<b>14.3%</b>	<b>27.0%</b>	<b>-</b>
Attrition from Transfers	2	3	3	8	-	6.3%	9.1%	8.6%	21.6%	-
Attrition from Exits	3	0	2	2	-	9.4%	0.0%	5.7%	5.4%	-
<b>District Retention</b>										
Educator Retention	32	33	35	32	-	86.5%	86.8%	85.4%	76.2%	-
Teacher Retention	27	30	30	27	-	84.4%	90.9%	85.7%	73.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	58.3%	16.7%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	69.2%	30.8%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	72.7%	9.1%	81.8%	85.2%	5.9%	91.1%
3 Years of Experience	72.7%	27.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.4%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.2%	92.1%	92.7%	92.9%	88.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.4%	7.9%	7.3%	7.1%	11.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NINNEKAH

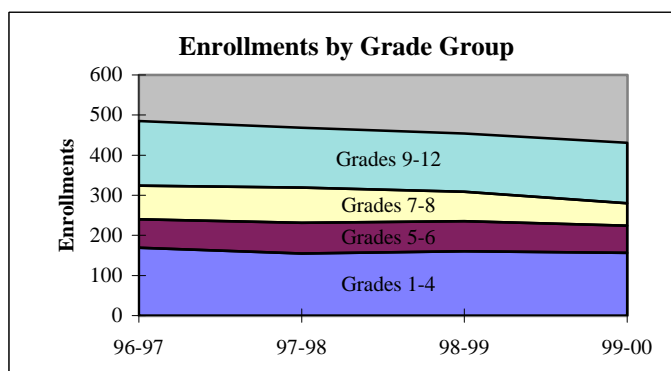
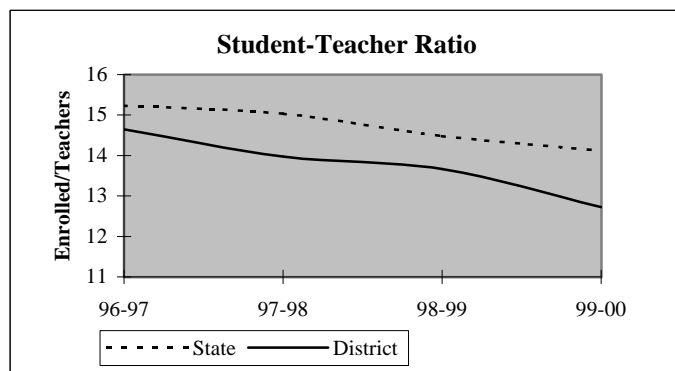


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.7	13.2	12.6	12.3	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	14.6	14.0	13.7	12.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	1	-2	0	-	-	-	-	-
% Change in Educators	2.4%	-2.4%	2.4%	-4.8%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	-34	-11	-39	-34	-	-	-	-	-
% Change in Enrollments	5.1%	-5.9%	-2.0%	-7.3%	-6.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.9%	4.9%	16.7%	2.5%	5.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.3%	7.1%	7.5%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.4%	2.4%	2.4%	2.5%	2.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.4%	2.4%	2.5%	5.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	44.6	44.0	44.9	46.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	13.4	12.7	12.8	14.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,450	29,081	27,266	29,714	30,292	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.9%	78.4%	81.6%	77.8%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.9%	8.1%	10.5%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.2%	8.7%	6.2%	5.0%	6.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	8	12	12	11	23.8%	19.5%	28.6%	30.0%	27.5%
Attrition	2	2	2	3	0					
Attrition Rate	20.0%	25.0%	16.7%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	30	32	27	24	23	71.4%	78.0%	64.3%	60.0%	57.5%
Attrition	2	4	3	2	0					
Attrition Rate	6.7%	12.5%	11.1%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	3	4	6	4.8%	2.4%	7.1%	10.0%	15.0%
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	3	4	6	7	7.1%	7.3%	9.5%	15.0%	17.5%

## District Report for: NINNEKAH

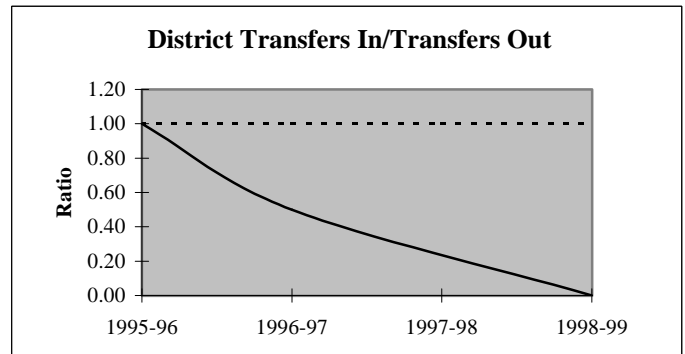
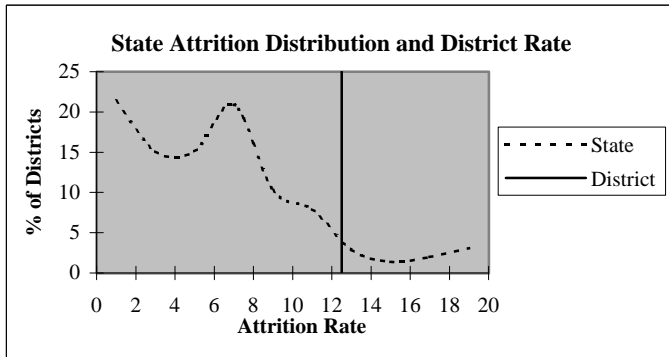
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	41	42	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.3%	7.1%	7.5%	7.5%
Professional Staff	1	1	1	1	1	2.4%	2.4%	2.4%	2.5%	2.5%
<b>Total Teachers</b>	38	37	38	36	36	90.5%	90.2%	90.5%	90.0%	90.0%
Special Education	3	3	4	3	3	7.9%	8.1%	10.5%	8.3%	8.3%
Pre-K & Kindergarten	1	1	1	1	1	2.6%	2.7%	2.6%	2.8%	2.8%
Elementary	16	16	16	15	16	42.1%	43.2%	42.1%	41.7%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	17	17	17	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	4	3	7.9%	8.1%	7.9%	11.1%	8.3%
Art & Music	1	1	1	1	1	2.6%	2.7%	2.6%	2.8%	2.8%
Social Studies	2	2	2	2	2	5.3%	5.4%	5.3%	5.6%	5.6%
Foreign Language	1	1	1	1	1	2.6%	2.7%	2.6%	2.8%	2.8%
Math	2	2	2	2	2	5.3%	5.4%	5.3%	5.6%	5.6%
<b>Science</b>	3	3	2	3	3	7.9%	8.1%	5.3%	8.3%	8.3%
Biology	1	1	0	1	1	2.6%	2.7%	0.0%	2.8%	2.8%
Chemistry	1	1	0	0	0	2.6%	2.7%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	2	2	2.6%	2.7%	5.3%	5.6%	5.6%
Vocational Education	3	4	3	4	4	7.9%	10.8%	7.9%	11.1%	11.1%
Other	3	1	3	0	0	7.9%	2.7%	7.9%	0.0%	0.0%
<b>Total Enrollments</b>	576	542	531	492	458	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	64	57	63	37	27	11.1%	10.5%	11.9%	7.5%	5.9%
Grades 1-4	171	169	155	160	156	29.7%	31.2%	29.2%	32.5%	34.1%
Grades 5-6	96	71	76	75	68	16.7%	13.1%	14.3%	15.2%	14.8%
Grades 7-8	91	84	88	74	56	15.8%	15.5%	16.6%	15.0%	12.2%
Grades 9-12	154	161	149	145	151	26.7%	29.7%	28.1%	29.5%	33.0%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.2%	0.0%



## District Report for: NINNEKAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	41	42	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	37	35	37	35	88.1%	90.2%	83.3%	92.5%	87.5%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>5</b>	<b>11.9%</b>	<b>9.8%</b>	<b>16.7%</b>	<b>7.5%</b>	<b>12.5%</b>
Transfers In	2	2	0	0	4	40.0%	50.0%	0.0%	0.0%	80.0%
Reentrants	0	1	1	0	0	0.0%	25.0%	14.3%	0.0%	0.0%
First Time Educators	3	1	6	3	1	60.0%	25.0%	85.7%	100.0%	20.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>11.9%</b>	<b>14.6%</b>	<b>11.9%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	2	4	0	3	-	40.0%	66.7%	0.0%	60.0%	-
Leave Oklahoma Educ.	3	2	5	2	-	60.0%	33.3%	100.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	11.9%	14.6%	11.9%	12.5%	-
Transfers In/Out	1.00	0.50	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	3
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	2
SWOSU, Weatherford	2	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	20	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	43



## District Report for: NINNEKAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.3%	7.1%	7.5%	7.5%
White - Females	1	1	1	1	2	33.3%	33.3%	33.3%	33.3%	66.7%
White - Males	2	2	2	2	1	66.7%	66.7%	66.7%	66.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	2.4%	2.4%	2.4%	2.5%	2.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	37	38	36	36	90.5%	90.2%	90.5%	90.0%	90.0%
White - Females	30	29	31	28	26	78.9%	78.4%	81.6%	77.8%	72.2%
White - Males	8	8	7	8	10	21.1%	21.6%	18.4%	22.2%	27.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	2	1	0	5.4%	2.8%	5.6%	2.9%	0.0%
25-29	0	2	3	2	2	0.0%	5.6%	8.3%	5.7%	5.6%
30-34	4	3	3	2	2	10.8%	8.3%	8.3%	5.7%	5.6%
35-39	4	4	3	5	4	10.8%	11.1%	8.3%	14.3%	11.1%
40-44	7	4	5	6	8	18.9%	11.1%	13.9%	17.1%	22.2%
45-49	11	9	6	6	5	29.7%	25.0%	16.7%	17.1%	13.9%
50-54	4	8	9	7	9	10.8%	22.2%	25.0%	20.0%	25.0%
55+	5	5	5	6	6	13.5%	13.9%	13.9%	17.1%	16.7%
<b>Average Age</b>	44.0	44.6	44.0	44.9	46.5					

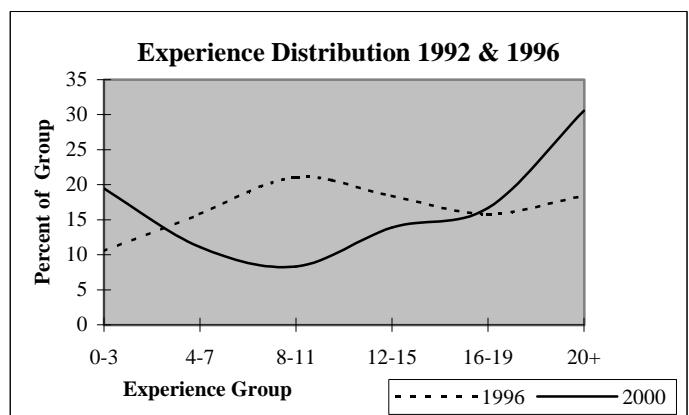
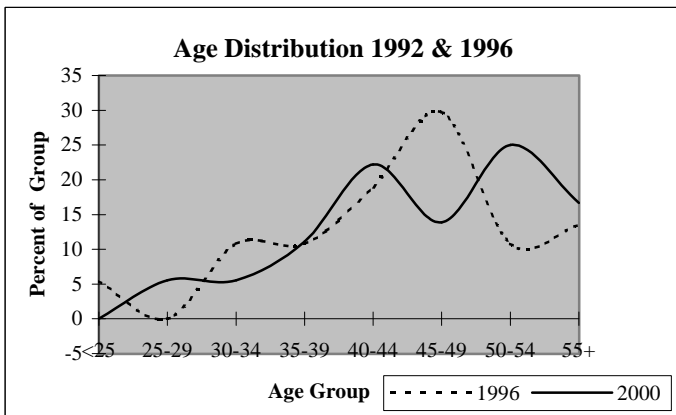
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	9	10	7	10.5%	10.8%	23.7%	27.8%	19.4%
4-7 Years	6	4	3	2	4	15.8%	10.8%	7.9%	5.6%	11.1%
8-11 Years	8	7	5	4	3	21.1%	18.9%	13.2%	11.1%	8.3%
12-15 Years	7	6	5	3	5	18.4%	16.2%	13.2%	8.3%	13.9%
16-19 Years	6	8	7	6	6	15.8%	21.6%	18.4%	16.7%	16.7%
20+ Years	7	8	9	11	11	18.4%	21.6%	23.7%	30.6%	30.6%
<b>Average Experience</b>	12.5	13.4	12.7	12.8	14.0					

## District Report for: NINNEKAH

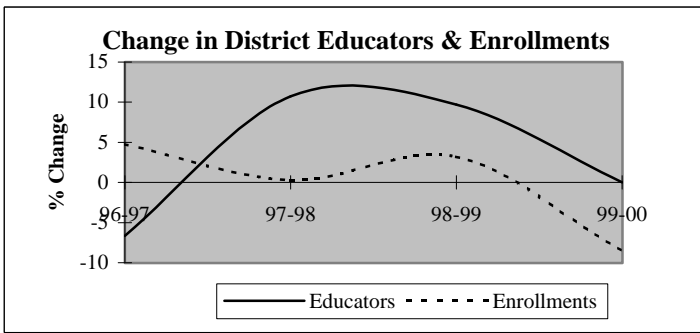
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	5	5	-	11.9%	14.6%	11.9%	12.5%	-
Attrition from Transfers	2	4	0	3	-	4.8%	9.8%	0.0%	7.5%	-
Attrition from Exits	3	2	5	2	-	7.1%	4.9%	11.9%	5.0%	-
<b>Teacher Attrition</b>	5	6	5	4	-	13.2%	16.2%	13.2%	11.1%	-
Attrition from Transfers	2	4	0	2	-	5.3%	10.8%	0.0%	5.6%	-
Attrition from Exits	3	2	5	2	-	7.9%	5.4%	13.2%	5.6%	-
<b>District Retention</b>										
Educator Retention	37	35	37	35	-	88.1%	85.4%	88.1%	87.5%	-
Teacher Retention	33	31	33	32	-	86.8%	83.8%	86.8%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	81.3%	6.3%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	62.5%	25.0%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	25.0%	25.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.4%	0.0%	5.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	92.7%	83.3%	87.5%	97.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	4.9%	16.7%	7.5%	2.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALEX

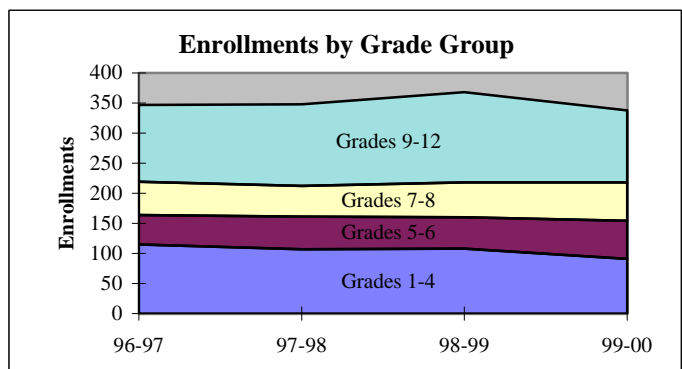
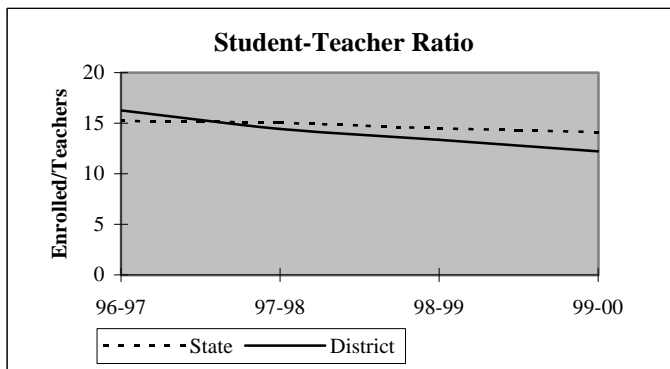


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	13.4	12.1	11.4	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	16.3	14.4	13.3	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	3	3	0	-	-	-	-	-
% Change in Educators	7.1%	-6.7%	10.7%	9.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-1	17	1	12	-33	-	-	-	-	-
% Change in Enrollments	-0.3%	4.8%	0.3%	3.2%	-8.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	3.6%	9.7%	14.7%	11.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.7%	9.7%	8.8%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	7.1%	6.5%	5.9%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	2.9%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	43.8	45.1	46.8	47.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	13.8	15.0	15.2	16.1	12.1	12.3	12.3	12.2	12.2
Average Salary	26,832	28,638	28,108	27,890	28,395	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	3.4%	3.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	78.3%	73.1%	72.4%	75.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	15.4%	17.4%	15.4%	17.2%	17.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.8%	13.4%	11.2%	14.2%	14.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	6	7	8	7	33.3%	21.4%	22.6%	23.5%	20.6%
Attrition	2	0	2	1	0					
Attrition Rate	20.0%	0.0%	28.6%	12.5%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	20	22	21	19	20	66.7%	78.6%	67.7%	55.9%	58.8%
Attrition	1	1	0	0	0					
Attrition Rate	5.0%	4.5%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	3	7	7	0.0%	0.0%	9.7%	20.6%	20.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	2	6	7	8	0.0%	7.1%	19.4%	20.6%	23.5%

## District Report for: ALEX

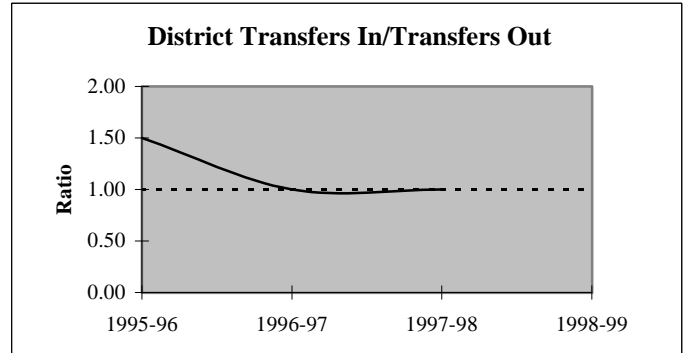
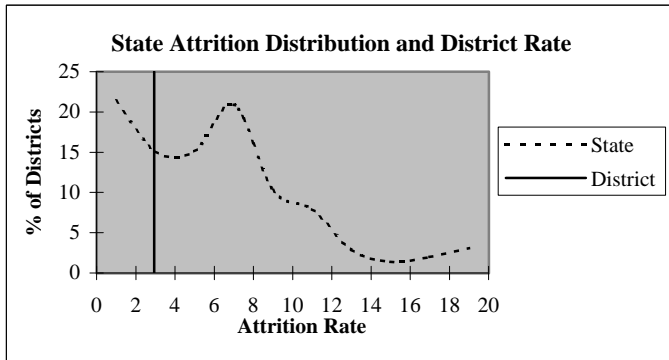
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	28	31	34	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	10.0%	10.7%	9.7%	8.8%	8.8%
Professional Staff	1	2	2	2	2	3.3%	7.1%	6.5%	5.9%	5.9%
<b>Total Teachers</b>	26	23	26	29	29	86.7%	82.1%	83.9%	85.3%	85.3%
Special Education	4	4	4	5	5	15.4%	17.4%	15.4%	17.2%	17.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	8	9	9	10	42.3%	34.8%	34.6%	31.0%	34.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	13	15	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	7.7%	8.7%	7.7%	6.9%	6.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	1	2	2	2	0.0%	4.3%	7.7%	6.9%	6.9%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.4%
Math	2	2	2	3	2	7.7%	8.7%	7.7%	10.3%	6.9%
<b>Science</b>	2	2	1	1	1	7.7%	8.7%	3.8%	3.4%	3.4%
Biology	1	1	0	0	1	3.8%	4.3%	0.0%	0.0%	3.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	3.8%	4.3%	3.8%	3.4%	0.0%
Vocational Education	4	4	4	4	4	15.4%	17.4%	15.4%	13.8%	13.8%
Other	1	0	2	2	2	3.8%	0.0%	7.7%	6.9%	6.9%
<b>Total Enrollments</b>	357	374	375	387	354	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	27	26	19	16	6.2%	7.2%	6.9%	4.9%	4.5%
Grades 1-4	116	115	107	108	91	32.5%	30.7%	28.5%	27.9%	25.7%
Grades 5-6	46	49	54	52	63	12.9%	13.1%	14.4%	13.4%	17.8%
Grades 7-8	53	55	51	58	64	14.8%	14.7%	13.6%	15.0%	18.1%
Grades 9-12	120	128	136	150	120	33.6%	34.2%	36.3%	38.8%	33.9%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.3%	0.0%	0.0%



## District Report for: ALEX

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	28	31	34	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	27	27	29	33	80.0%	96.4%	87.1%	85.3%	97.1%
<b>Newly Hired</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>20.0%</b>	<b>3.6%</b>	<b>12.9%</b>	<b>14.7%</b>	<b>2.9%</b>
Transfers In	3	1	2	1	0	50.0%	100.0%	50.0%	20.0%	0.0%
Reentrants	0	0	2	3	0	0.0%	0.0%	50.0%	60.0%	0.0%
First Time Educators	3	0	0	1	1	50.0%	0.0%	0.0%	20.0%	100.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>10.0%</b>	<b>3.6%</b>	<b>6.5%</b>	<b>2.9%</b>	<b>-</b>
Transfers Out	2	1	2	0	-	66.7%	100.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	1	-	33.3%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	3.6%	6.5%	2.9%	-
Transfers In/Out	1.50	1.00	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	13	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>30</b>

## District Report for: ALEX

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	10.0%	10.7%	9.7%	8.8%	8.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	3.3%	7.1%	6.5%	5.9%	5.9%
White - Females	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	23	26	29	29	86.7%	82.1%	83.9%	85.3%	85.3%
White - Females	20	18	19	20	21	76.9%	78.3%	73.1%	69.0%	72.4%
White - Males	6	5	7	8	7	23.1%	21.7%	26.9%	27.6%	24.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.8%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	1	1	7.7%	8.7%	7.7%	3.4%	3.4%
30-34	2	0	0	1	1	7.7%	0.0%	0.0%	3.4%	3.4%
35-39	3	4	4	3	2	11.5%	17.4%	15.4%	10.3%	6.9%
40-44	6	4	4	4	5	23.1%	17.4%	15.4%	13.8%	17.2%
45-49	8	9	10	11	8	30.8%	39.1%	38.5%	37.9%	27.6%
50-54	3	3	4	6	7	11.5%	13.0%	15.4%	20.7%	24.1%
55+	1	1	2	3	5	3.8%	4.3%	7.7%	10.3%	17.2%
<b>Average Age</b>	41.6	43.8	45.1	46.8	47.4					

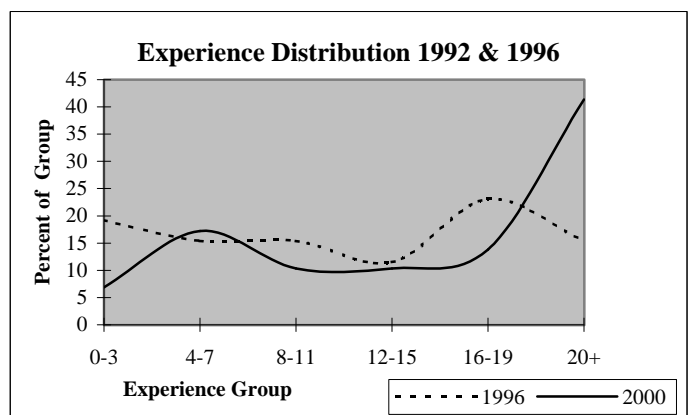
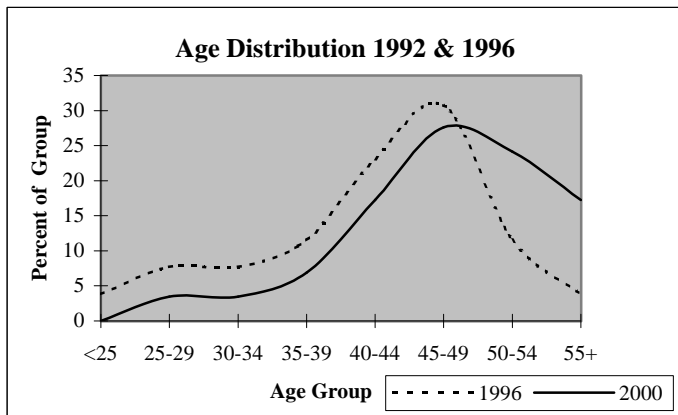
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	2	3	4	2	19.2%	8.7%	11.5%	13.8%	6.9%
4-7 Years	4	4	4	4	5	15.4%	17.4%	15.4%	13.8%	17.2%
8-11 Years	4	2	2	2	3	15.4%	8.7%	7.7%	6.9%	10.3%
12-15 Years	3	4	4	5	3	11.5%	17.4%	15.4%	17.2%	10.3%
16-19 Years	6	4	4	3	4	23.1%	17.4%	15.4%	10.3%	13.8%
20+ Years	4	7	9	11	12	15.4%	30.4%	34.6%	37.9%	41.4%
<b>Average Experience</b>	11.7	13.8	15.0	15.2	16.1					

## District Report for: ALEX

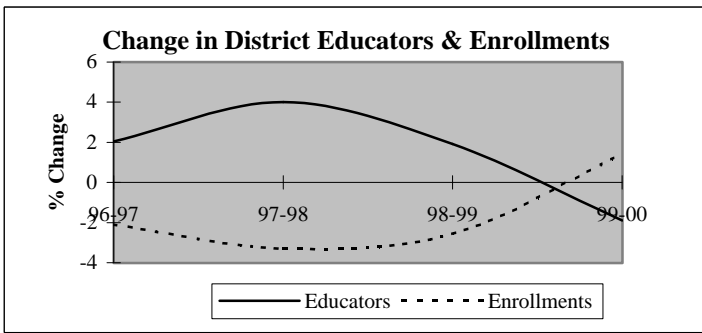
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	2	1	-	10.0%	3.6%	6.5%	2.9%	-
Attrition from Transfers	2	1	2	0	-	6.7%	3.6%	6.5%	0.0%	-
Attrition from Exits	1	0	0	1	-	3.3%	0.0%	0.0%	2.9%	-
<b>Teacher Attrition</b>	3	0	2	1	-	11.5%	0.0%	7.7%	3.4%	-
Attrition from Transfers	2	0	2	0	-	7.7%	0.0%	7.7%	0.0%	-
Attrition from Exits	1	0	0	1	-	3.8%	0.0%	0.0%	3.4%	-
<b>District Retention</b>										
Educator Retention	27	27	29	33	-	90.0%	96.4%	93.5%	97.1%	-
Teacher Retention	23	23	24	28	-	88.5%	100.0%	92.3%	96.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	33.3%	50.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	6.7%	0.0%	3.2%	5.9%	11.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	100.0%	90.3%	82.4%	82.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.9%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	0.0%	6.5%	11.8%	2.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RUSH SPRINGS



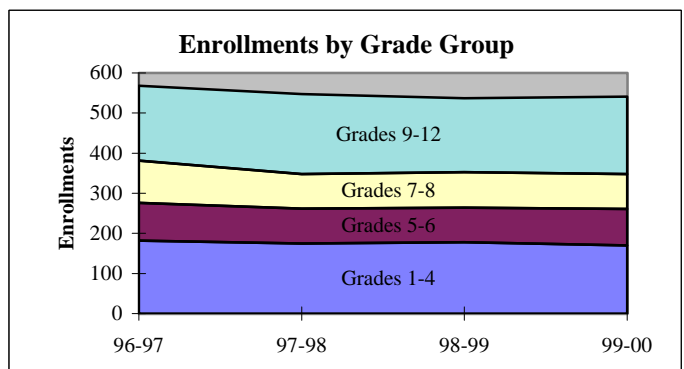
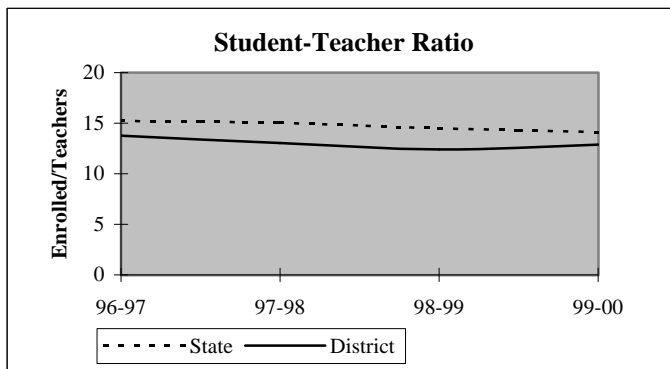
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	12.1	11.3	10.8	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	13.8	13.0	12.4	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	2	1	-1	-	-	-	-	-
% Change in Educators	0.0%	2.0%	4.0%	1.9%	-1.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	-13	-20	-15	8	-	-	-	-	-
% Change in Enrollments	0.5%	-2.1%	-3.3%	-2.6%	1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.1%	4.0%	1.9%	5.7%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.2%	8.0%	7.7%	7.5%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.1%	4.0%	5.8%	5.7%	5.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	43.5	43.2	43.8	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	13.8	13.6	14.1	15.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,662	28,705	29,104	29,615	30,009	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.8%	72.7%	75.6%	73.9%	73.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.3%	9.1%	8.9%	8.7%	8.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.9%	9.4%	9.9%	9.8%	9.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	11	12	11	22.4%	20.0%	21.2%	22.6%	21.2%
Attrition	1	1	2	1	0					
Attrition Rate	9.1%	10.0%	18.2%	8.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	34	34	34	34	35	69.4%	68.0%	65.4%	64.2%	67.3%
Attrition	1	1	0	1	0					
Attrition Rate	2.9%	2.9%	0.0%	2.9%	0.0%					
At Retirement Age	4	6	7	7	6	8.2%	12.0%	13.5%	13.2%	11.5%
Attrition	1	0	1	1	0					
Attrition Rate	25.0%	0.0%	14.3%	14.3%	0.0%					
At Retirement in 5 yrs.	7	7	8	7	7	14.3%	14.0%	15.4%	13.2%	13.5%



## District Report for: RUSH SPRINGS

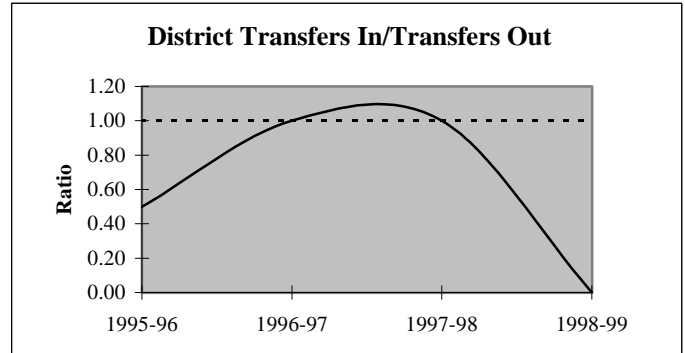
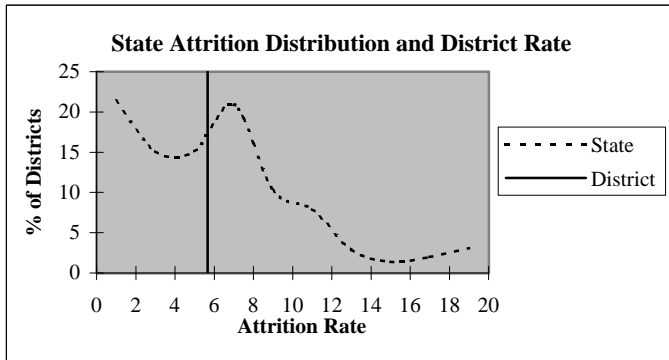
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	49	50	52	53	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	8.2%	8.0%	7.7%	7.5%	7.7%
Professional Staff	2	2	3	3	3	4.1%	4.0%	5.8%	5.7%	5.8%
<b>Total Teachers</b>	43	44	45	46	45	87.8%	88.0%	86.5%	86.8%	86.5%
Special Education	4	4	4	4	4	9.3%	9.1%	8.9%	8.7%	8.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	16	16	18	18	34.9%	36.4%	35.6%	39.1%	40.0%
<b>Middle School</b>	8	8	8	8	8	18.6%	18.2%	17.8%	17.4%	17.8%
Language Arts	4	2	3	4	3	9.3%	4.5%	6.7%	8.7%	6.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	0	2.3%	4.5%	2.2%	2.2%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	1	2	2.3%	4.5%	4.4%	2.2%	4.4%
Science	2	2	2	2	2	4.7%	4.5%	4.4%	4.3%	4.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.2%
<b>High School (9-12)</b>	16	16	17	16	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	3	2	4.7%	4.5%	6.7%	6.5%	4.4%
Art & Music	1	1	2	2	2	2.3%	2.3%	4.4%	4.3%	4.4%
Social Studies	3	2	2	2	2	7.0%	4.5%	4.4%	4.3%	4.4%
Foreign Language	1	1	1	1	1	2.3%	2.3%	2.2%	2.2%	2.2%
Math	3	3	2	2	2	7.0%	6.8%	4.4%	4.3%	4.4%
<b>Science</b>	1	1	1	1	1	2.3%	2.3%	2.2%	2.2%	2.2%
Biology	0	0	1	0	0	0.0%	0.0%	2.2%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	1	2.3%	2.3%	0.0%	2.2%	2.2%
Vocational Education	4	3	2	2	3	9.3%	6.8%	4.4%	4.3%	6.7%
Other	1	3	4	3	2	2.3%	6.8%	8.9%	6.5%	4.4%
<b>Total Enrollments</b>	619	606	586	571	579	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	41	38	39	34	38	6.6%	6.3%	6.7%	6.0%	6.6%
Grades 1-4	190	182	175	178	170	30.7%	30.0%	29.9%	31.2%	29.4%
Grades 5-6	91	94	87	86	91	14.7%	15.5%	14.8%	15.1%	15.7%
Grades 7-8	105	105	86	89	87	17.0%	17.3%	14.7%	15.6%	15.0%
Grades 9-12	192	187	199	184	193	31.0%	30.9%	34.0%	32.2%	33.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: RUSH SPRINGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	49	50	52	53	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	45	46	48	49	50	91.8%	92.0%	92.3%	92.5%	96.2%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>8.2%</b>	<b>8.0%</b>	<b>7.7%</b>	<b>7.5%</b>	<b>3.8%</b>
Transfers In	1	2	2	0	2	25.0%	50.0%	50.0%	0.0%	100.0%
Reentrants	2	0	0	1	0	50.0%	0.0%	0.0%	25.0%	0.0%
First Time Educators	1	2	2	3	0	25.0%	50.0%	50.0%	75.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>6.1%</b>	<b>4.0%</b>	<b>5.8%</b>	<b>5.7%</b>	<b>-</b>
Transfers Out	2	2	2	2	-	66.7%	100.0%	66.7%	66.7%	-
Leave Oklahoma Educ.	1	0	1	1	-	33.3%	0.0%	33.3%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	4.0%	5.8%	5.7%	-
Transfers In/Out	0.50	1.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	6
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	13	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>49</b>

## District Report for: RUSH SPRINGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	8.2%	8.0%	7.7%	7.5%	7.7%
White - Females	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	4	4	4	4	75.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	3	3	4.1%	4.0%	5.8%	5.7%	5.8%
White - Females	1	1	1	1	1	50.0%	50.0%	33.3%	33.3%	33.3%
White - Males	1	1	2	2	2	50.0%	50.0%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	44	45	46	45	87.8%	88.0%	86.5%	86.8%	86.5%
White - Females	30	32	34	34	33	69.8%	72.7%	75.6%	73.9%	73.3%
White - Males	13	12	11	12	12	30.2%	27.3%	24.4%	26.1%	26.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	0	2.3%	0.0%	2.3%	0.0%	0.0%
25-29	3	5	3	5	4	7.0%	11.4%	6.8%	11.1%	9.1%
30-34	2	1	4	4	4	4.7%	2.3%	9.1%	8.9%	9.1%
35-39	9	8	8	6	5	20.9%	18.2%	18.2%	13.3%	11.4%
40-44	8	9	8	9	7	18.6%	20.5%	18.2%	20.0%	15.9%
45-49	9	8	6	5	8	20.9%	18.2%	13.6%	11.1%	18.2%
50-54	9	11	11	11	7	20.9%	25.0%	25.0%	24.4%	15.9%
55+	2	2	3	5	9	4.7%	4.5%	6.8%	11.1%	20.5%
<b>Average Age</b>	42.7	43.5	43.2	43.8	44.7					

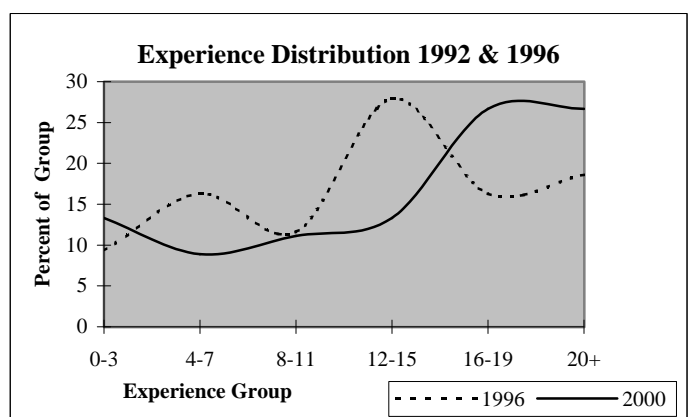
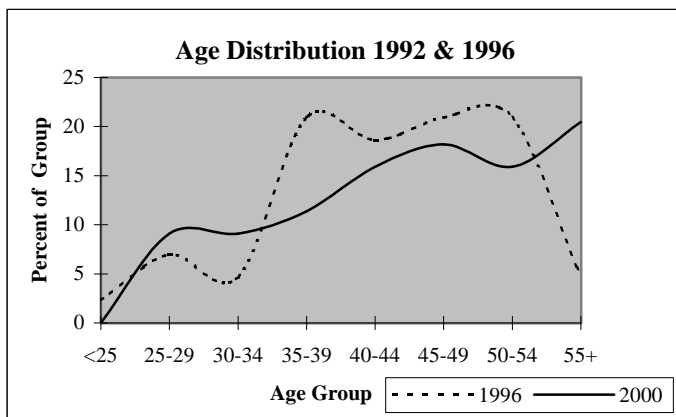
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	6	8	8	6	9.3%	13.6%	17.8%	17.4%	13.3%
4-7 Years	7	4	3	3	4	16.3%	9.1%	6.7%	6.5%	8.9%
8-11 Years	5	5	6	6	5	11.6%	11.4%	13.3%	13.0%	11.1%
12-15 Years	12	13	9	6	6	27.9%	29.5%	20.0%	13.0%	13.3%
16-19 Years	7	7	10	11	12	16.3%	15.9%	22.2%	23.9%	26.7%
20+ Years	8	9	9	12	12	18.6%	20.5%	20.0%	26.1%	26.7%
<b>Average Experience</b>	13.2	13.8	13.6	14.1	15.0					

## District Report for: RUSH SPRINGS

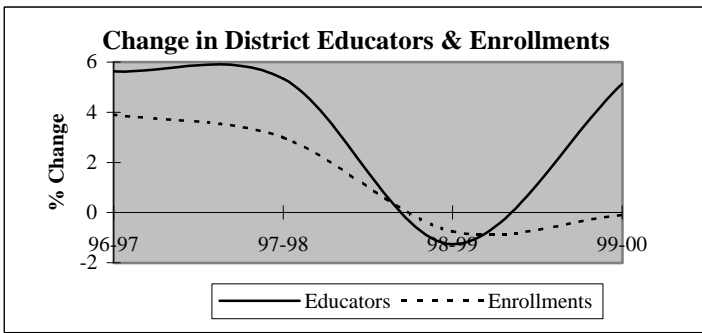
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	3	3	-	6.1%	4.0%	5.8%	5.7%	-
Attrition from Transfers	2	2	2	2	-	4.1%	4.0%	3.8%	3.8%	-
Attrition from Exits	1	0	1	1	-	2.0%	0.0%	1.9%	1.9%	-
<b>Teacher Attrition</b>	1	2	2	2	-	2.3%	4.5%	4.4%	4.3%	-
Attrition from Transfers	1	2	2	2	-	2.3%	4.5%	4.4%	4.3%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	46	48	49	50	-	93.9%	96.0%	94.2%	94.3%	-
Teacher Retention	42	42	43	44	-	97.7%	95.5%	95.6%	95.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	78.6%	14.3%	92.9%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	12.5%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.0%	2.0%	1.9%	3.8%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.8%	94.0%	94.2%	88.7%	94.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.9%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.1%	4.0%	3.8%	7.5%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BRIDGE CREEK

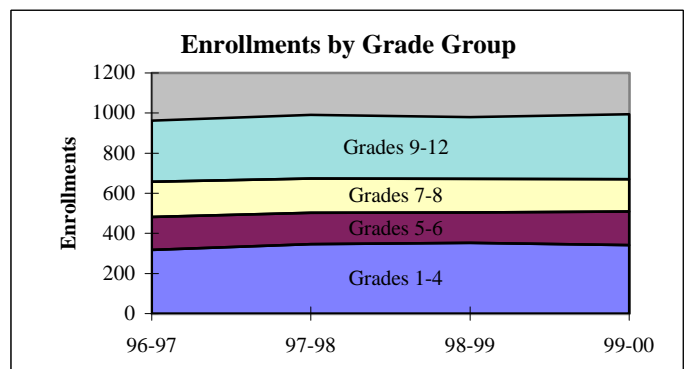
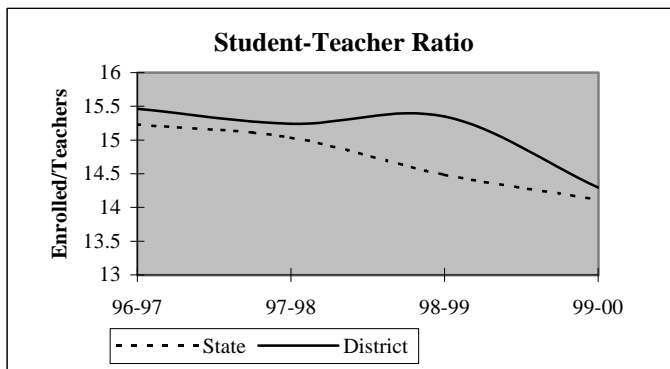


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	13.8	13.5	13.6	12.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.5	15.2	15.3	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	4	4	-1	4	-	-	-	-	-
% Change in Educators	-2.7%	5.6%	5.3%	-1.3%	5.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	39	31	-8	-1	-	-	-	-	-
% Change in Enrollments	-1.5%	3.9%	3.0%	-0.7%	-0.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	1.3%	3.8%	1.3%	4.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	6.7%	6.3%	5.1%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.8%	4.0%	5.1%	6.4%	4.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	1.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.8%	4.0%	2.5%	1.3%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	41.1	41.7	42.8	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	9.1	9.9	10.6	10.1	12.1	12.3	12.3	12.2	12.2
Average Salary	27,926	27,746	27,475	29,115	28,763	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	1.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	77.6%	77.1%	78.3%	81.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	6.0%	8.6%	7.2%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.5%	11.6%	11.3%	11.3%	8.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	33	36	34	29	33	46.5%	48.0%	43.0%	37.2%	40.2%
Attrition	3	2	1	2	0					
Attrition Rate	9.1%	5.6%	2.9%	6.9%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	36	37	43	46	46	50.7%	49.3%	54.4%	59.0%	56.1%
Attrition	2	1	1	2	0					
Attrition Rate	5.6%	2.7%	2.3%	4.3%	0.0%					
At Retirement Age	2	2	2	3	3	2.8%	2.7%	2.5%	3.8%	3.7%
Attrition	1	0	0	1	0					
Attrition Rate	50.0%	0.0%	0.0%	33.3%	0.0%					
At Retirement in 5 yrs.	4	2	4	4	5	5.6%	2.7%	5.1%	5.1%	6.1%

## District Report for: BRIDGE CREEK

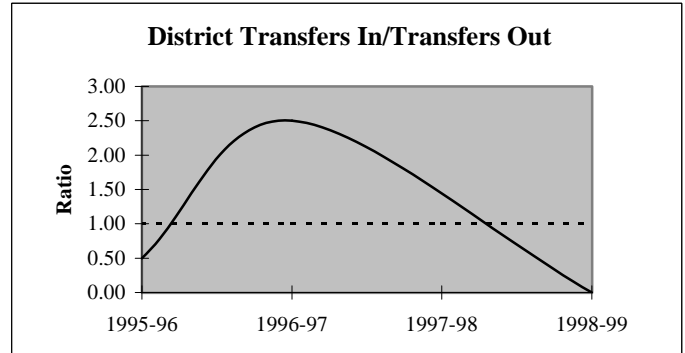
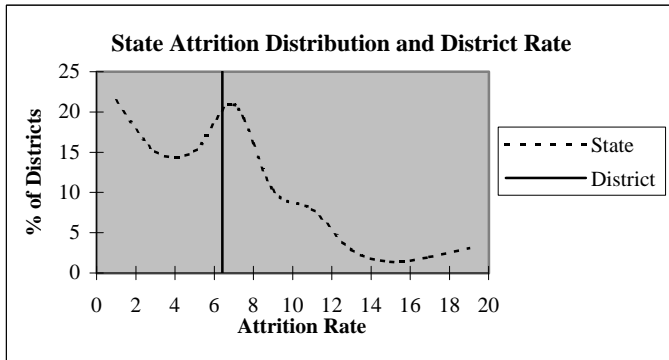
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	71	75	79	78	82	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	5	5	4	4	5.6%	6.7%	6.3%	5.1%	4.9%
Professional Staff	2	3	4	5	4	2.8%	4.0%	5.1%	6.4%	4.9%
<b>Total Teachers</b>	65	67	70	69	74	91.5%	89.3%	88.6%	88.5%	90.2%
Special Education	5	4	6	5	7	7.7%	6.0%	8.6%	7.2%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	34	30	30	29	30	52.3%	44.8%	42.9%	42.0%	40.5%
<b>Middle School</b>	3	14	16	17	19	4.6%	20.9%	22.9%	24.6%	25.7%
Language Arts	1	3	3	3	3	1.5%	4.5%	4.3%	4.3%	4.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	3	4	4	4	1.5%	4.5%	5.7%	5.8%	5.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	2	2	2	3	0.0%	3.0%	2.9%	2.9%	4.1%
Science	1	4	4	4	4	1.5%	6.0%	5.7%	5.8%	5.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	2	3	4	5	0.0%	3.0%	4.3%	5.8%	6.8%
<b>High School (9-12)</b>	23	19	18	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	7	6	5	5	5	10.8%	9.0%	7.1%	7.2%	6.8%
Art & Music	3	3	3	3	3	4.6%	4.5%	4.3%	4.3%	4.1%
Social Studies	2	2	2	2	2	3.1%	3.0%	2.9%	2.9%	2.7%
Foreign Language	1	1	1	1	1	1.5%	1.5%	1.4%	1.4%	1.4%
Math	4	3	3	3	3	6.2%	4.5%	4.3%	4.3%	4.1%
<b>Science</b>	4	2	2	1	2	6.2%	3.0%	2.9%	1.4%	2.7%
Biology	1	0	1	0	1	1.5%	0.0%	1.4%	0.0%	1.4%
Chemistry	0	1	1	1	0	0.0%	1.5%	1.4%	1.4%	0.0%
Physics	1	0	0	0	1	1.5%	0.0%	0.0%	0.0%	1.4%
Other Science	2	1	0	0	0	3.1%	1.5%	0.0%	0.0%	0.0%
Vocational Education	1	1	1	1	1	1.5%	1.5%	1.4%	1.4%	1.4%
Other	1	1	1	2	1	1.5%	1.5%	1.4%	2.9%	1.4%
<b>Total Enrollments</b>	997	1,036	1,067	1,059	1,058	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	71	74	77	59	6.3%	6.9%	6.9%	7.3%	5.6%
Grades 1-4	307	318	347	353	342	30.8%	30.7%	32.5%	33.3%	32.3%
Grades 5-6	161	164	155	151	167	16.1%	15.8%	14.5%	14.3%	15.8%
Grades 7-8	188	175	172	168	161	18.9%	16.9%	16.1%	15.9%	15.2%
Grades 9-12	275	306	317	308	324	27.6%	29.5%	29.7%	29.1%	30.6%
Ungraded	3	2	2	2	5	0.3%	0.2%	0.2%	0.2%	0.5%



## District Report for: BRIDGE CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	71	75	79	78	82	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	61	65	72	77	73	85.9%	86.7%	91.1%	98.7%	89.0%
<b>Newly Hired</b>	<b>10</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>9</b>	<b>14.1%</b>	<b>13.3%</b>	<b>8.9%</b>	<b>1.3%</b>	<b>11.0%</b>
Transfers In	1	5	1	0	2	10.0%	50.0%	14.3%	0.0%	22.2%
Reentrants	5	0	3	0	2	50.0%	0.0%	42.9%	0.0%	22.2%
First Time Educators	4	5	3	1	5	40.0%	50.0%	42.9%	100.0%	55.6%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>8.5%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>6.4%</b>	<b>-</b>
Transfers Out	2	2	0	4	-	33.3%	66.7%	0.0%	80.0%	-
Leave Oklahoma Educ.	4	1	2	1	-	66.7%	33.3%	100.0%	20.0%	-

Dynamics Rates	District Rates				
District Attrition	8.5%	4.0%	2.5%	6.4%	-
Transfers In/Out	0.50	2.50	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	23	OBU, Shawnee	2
ECU, Ada	2	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	17	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>71</b>

## District Report for: BRIDGE CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	5	5	4	4	5.6%	6.7%	6.3%	5.1%	4.9%
White - Females	2	3	2	1	1	50.0%	60.0%	40.0%	25.0%	25.0%
White - Males	2	2	3	3	3	50.0%	40.0%	60.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	4	5	4	2.8%	4.0%	5.1%	6.4%	4.9%
White - Females	2	3	4	5	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	65	67	70	69	74	91.5%	89.3%	88.6%	88.5%	90.2%
White - Females	50	52	54	54	59	76.9%	77.6%	77.1%	78.3%	79.7%
White - Males	15	15	16	15	14	23.1%	22.4%	22.9%	21.7%	18.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	1	1.5%	1.5%	1.4%	0.0%	1.4%
25-29	8	9	10	8	8	12.3%	13.6%	14.5%	11.8%	11.3%
30-34	12	10	9	8	9	18.5%	15.2%	13.0%	11.8%	12.7%
35-39	8	9	10	12	13	12.3%	13.6%	14.5%	17.6%	18.3%
40-44	8	9	10	10	11	12.3%	13.6%	14.5%	14.7%	15.5%
45-49	12	8	8	7	5	18.5%	12.1%	11.6%	10.3%	7.0%
50-54	10	16	13	15	15	15.4%	24.2%	18.8%	22.1%	21.1%
55+	6	4	8	8	9	9.2%	6.1%	11.6%	11.8%	12.7%
<b>Average Age</b>	41.3	41.1	41.7	42.8	42.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	18	19	16	13	14	27.7%	28.4%	22.9%	18.8%	18.9%
4-7 Years	14	15	17	15	19	21.5%	22.4%	24.3%	21.7%	25.7%
8-11 Years	13	11	12	13	13	20.0%	16.4%	17.1%	18.8%	17.6%
12-15 Years	6	10	10	13	11	9.2%	14.9%	14.3%	18.8%	14.9%
16-19 Years	7	4	4	4	7	10.8%	6.0%	5.7%	5.8%	9.5%
20+ Years	7	8	11	11	10	10.8%	11.9%	15.7%	15.9%	13.5%
<b>Average Experience</b>	9.2	9.1	9.9	10.6	10.1					

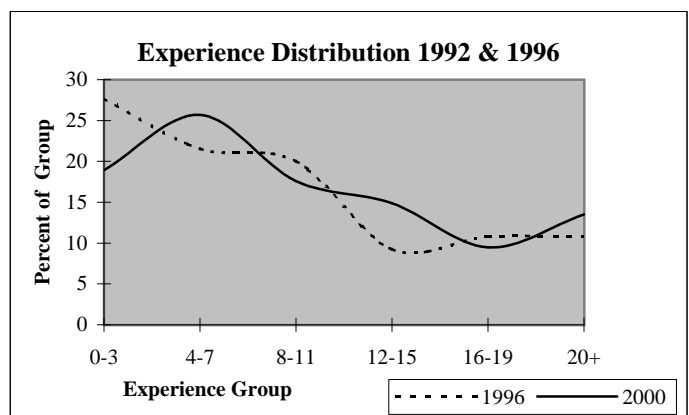
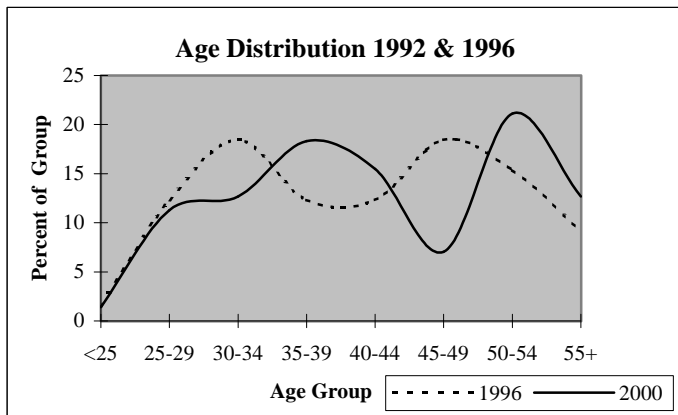


## District Report for: BRIDGE CREEK

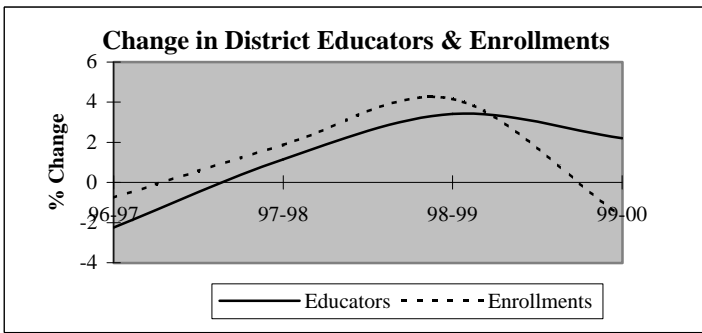
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	3	2	5	-	8.5%	4.0%	2.5%	6.4%	-
Attrition from Transfers	2	2	0	4	-	2.8%	2.7%	0.0%	5.1%	-
Attrition from Exits	4	1	2	1	-	5.6%	1.3%	2.5%	1.3%	-
<b>Teacher Attrition</b>	6	2	2	4	-	9.2%	3.0%	2.9%	5.8%	-
Attrition from Transfers	2	1	0	3	-	3.1%	1.5%	0.0%	4.3%	-
Attrition from Exits	4	1	2	1	-	6.2%	1.5%	2.9%	1.4%	-
<b>District Retention</b>										
Educator Retention	65	72	77	73	-	91.5%	96.0%	97.5%	93.6%	-
Teacher Retention	59	65	68	65	-	90.8%	97.0%	97.1%	94.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	94.1%	5.9%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	85.0%	5.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	91.3%	4.3%	95.7%	85.2%	5.9%	91.1%
3 Years of Experience	95.2%	4.8%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	94.7%	0.0%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	1.3%	1.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.3%	93.3%	91.1%	96.2%	90.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.7%	6.7%	7.6%	2.6%	8.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TUTTLE

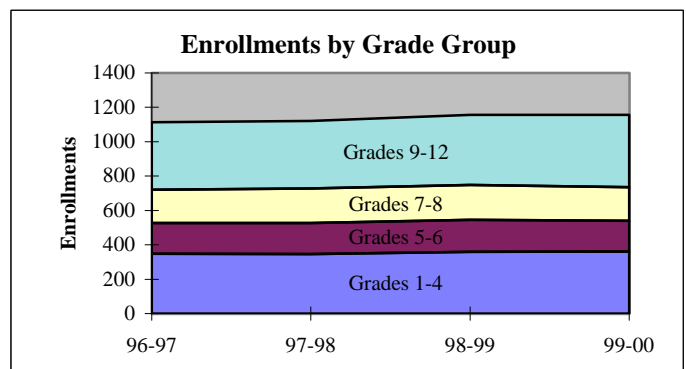
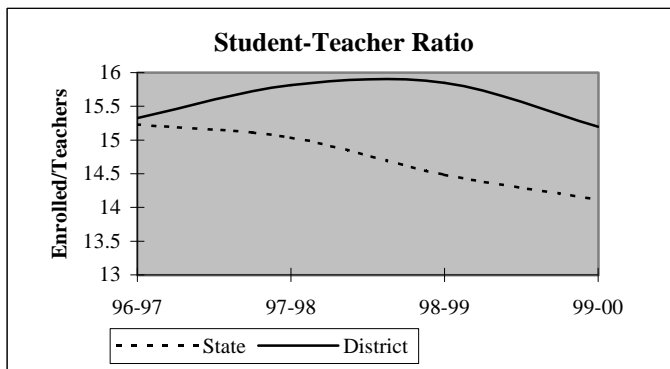


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	13.6	13.7	13.8	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.3	15.8	15.8	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	1	3	2	-	-	-	-	-
% Change in Educators	1.1%	-2.2%	1.1%	3.4%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	-9	22	50	-21	-	-	-	-	-
% Change in Enrollments	-0.3%	-0.8%	1.9%	4.2%	-1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.2%	1.1%	3.4%	4.4%	1.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	5.7%	6.8%	6.6%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	5.7%	6.8%	6.6%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.2%	2.3%	3.4%	3.3%	3.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	0.0%	1.1%	1.1%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	41.9	41.8	42.2	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	13.6	13.2	13.2	13.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,254	29,549	29,007	29,701	29,613	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.6%	2.6%	3.9%	3.8%	3.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	74.0%	73.7%	74.7%	74.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.8%	7.8%	6.6%	6.3%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.7%	15.6%	16.2%	14.5%	11.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	24	23	26	30	34	27.0%	26.4%	29.5%	33.0%	36.6%
Attrition	4	3	4	2	0					
Attrition Rate	16.7%	13.0%	15.4%	6.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	58	60	57	54	50	65.2%	69.0%	64.8%	59.3%	53.8%
Attrition	2	7	2	3	0					
Attrition Rate	3.4%	11.7%	3.5%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	4	5	7	9	7.9%	4.6%	5.7%	7.7%	9.7%
Attrition Rate	42.9%	0.0%	40.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	8	5	9	10	13	9.0%	5.7%	10.2%	11.0%	14.0%

## District Report for: TUTTLE

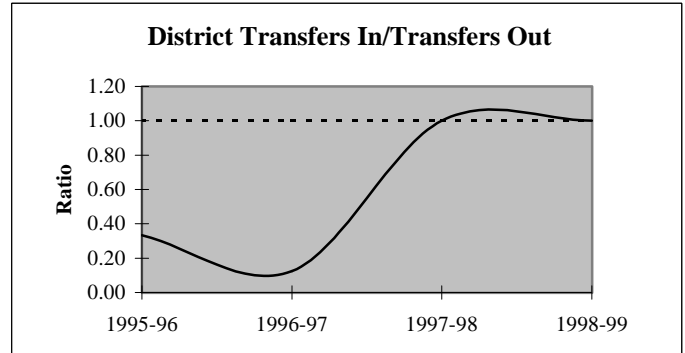
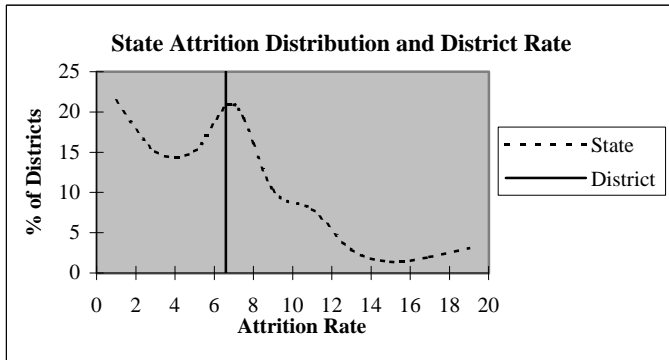
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	89	87	88	91	93	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	5	6	6	6	6.7%	5.7%	6.8%	6.6%	6.5%
Professional Staff	6	5	6	6	6	6.7%	5.7%	6.8%	6.6%	6.5%
<b>Total Teachers</b>	77	77	76	79	81	86.5%	88.5%	86.4%	86.8%	87.1%
Special Education	6	6	5	5	6	7.8%	7.8%	6.6%	6.3%	7.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	28	29	27	29	29	36.4%	37.7%	35.5%	36.7%	35.8%
<b>Middle School</b>	13	13	15	14	14	16.9%	16.9%	19.7%	17.7%	17.3%
Language Arts	4	4	5	4	4	5.2%	5.2%	6.6%	5.1%	4.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	2.6%	2.6%	2.6%	2.5%	2.5%
Foreign Language	0	0	1	1	1	0.0%	0.0%	1.3%	1.3%	1.2%
Math	3	3	4	3	4	3.9%	3.9%	5.3%	3.8%	4.9%
Science	3	3	3	3	3	3.9%	3.9%	3.9%	3.8%	3.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	0	1	0	1.3%	1.3%	0.0%	1.3%	0.0%
<b>High School (9-12)</b>	30	29	29	31	32	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	6	5	5	5	6.5%	7.8%	6.6%	6.3%	6.2%
Art & Music	3	3	3	3	3	3.9%	3.9%	3.9%	3.8%	3.7%
Social Studies	5	2	3	3	3	6.5%	2.6%	3.9%	3.8%	3.7%
Foreign Language	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.2%
Math	4	3	2	3	4	5.2%	3.9%	2.6%	3.8%	4.9%
<b>Science</b>	3	1	2	3	3	3.9%	1.3%	2.6%	3.8%	3.7%
Biology	1	0	1	1	1	1.3%	0.0%	1.3%	1.3%	1.2%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	1.3%	0.0%
Physics	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%
Other Science	2	1	1	1	1	2.6%	1.3%	1.3%	1.3%	1.2%
Vocational Education	7	7	5	3	4	9.1%	9.1%	6.6%	3.8%	4.9%
Other	2	6	8	10	9	2.6%	7.8%	10.5%	12.7%	11.1%
<b>Total Enrollments</b>	1,189	1,180	1,202	1,252	1,231	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	78	67	75	88	69	6.6%	5.7%	6.2%	7.0%	5.6%
Grades 1-4	338	349	346	359	362	28.4%	29.6%	28.8%	28.7%	29.4%
Grades 5-6	183	178	180	187	177	15.4%	15.1%	15.0%	14.9%	14.4%
Grades 7-8	200	193	202	203	196	16.8%	16.4%	16.8%	16.2%	15.9%
Grades 9-12	390	393	393	408	422	32.8%	33.3%	32.7%	32.6%	34.3%
Ungraded	0	0	6	7	5	0.0%	0.0%	0.5%	0.6%	0.4%



## District Report for: TUTTLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	89	87	88	91	93	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	86	80	77	80	85	96.6%	92.0%	87.5%	87.9%	91.4%
<b>Newly Hired</b>	<b>3</b>	<b>7</b>	<b>11</b>	<b>11</b>	<b>8</b>	<b>3.4%</b>	<b>8.0%</b>	<b>12.5%</b>	<b>12.1%</b>	<b>8.6%</b>
Transfers In	1	1	3	4	5	33.3%	14.3%	27.3%	36.4%	62.5%
Reentrants	0	1	3	2	0	0.0%	14.3%	27.3%	18.2%	0.0%
First Time Educators	2	5	5	5	3	66.7%	71.4%	45.5%	45.5%	37.5%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>10</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>10.1%</b>	<b>11.5%</b>	<b>9.1%</b>	<b>6.6%</b>	<b>-</b>
Transfers Out	3	8	3	4	-	33.3%	80.0%	37.5%	66.7%	-
Leave Oklahoma Educ.	6	2	5	2	-	66.7%	20.0%	62.5%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	10.1%	11.5%	9.1%	6.6%	-
Transfers In/Out	0.33	0.13	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	10	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	17	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	2
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	15	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	17	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>89</b>

## District Report for: TUTTLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	5	6	6	6	6.7%	5.7%	6.8%	6.6%	6.5%
White - Females	1	0	1	1	1	16.7%	0.0%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	83.3%	100.0%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	5	6	6	6	6.7%	5.7%	6.8%	6.6%	6.5%
White - Females	6	5	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	77	77	76	79	81	86.5%	88.5%	86.4%	86.8%	87.1%
White - Females	54	56	54	57	58	70.1%	72.7%	71.1%	72.2%	71.6%
White - Males	21	19	19	19	20	27.3%	24.7%	25.0%	24.1%	24.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	2	2	1.3%	1.3%	2.6%	2.5%	2.5%
Other - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	1	1.3%	1.3%	1.3%	0.0%	1.3%
25-29	8	10	9	6	9	10.4%	13.0%	12.0%	7.7%	11.4%
30-34	8	6	11	15	10	10.4%	7.8%	14.7%	19.2%	12.7%
35-39	11	10	6	10	15	14.3%	13.0%	8.0%	12.8%	19.0%
40-44	19	20	18	13	9	24.7%	26.0%	24.0%	16.7%	11.4%
45-49	16	12	10	15	16	20.8%	15.6%	13.3%	19.2%	20.3%
50-54	10	14	13	12	11	13.0%	18.2%	17.3%	15.4%	13.9%
55+	4	4	7	7	8	5.2%	5.2%	9.3%	9.0%	10.1%
<b>Average Age</b>	41.6	41.9	41.8	42.2	41.8					

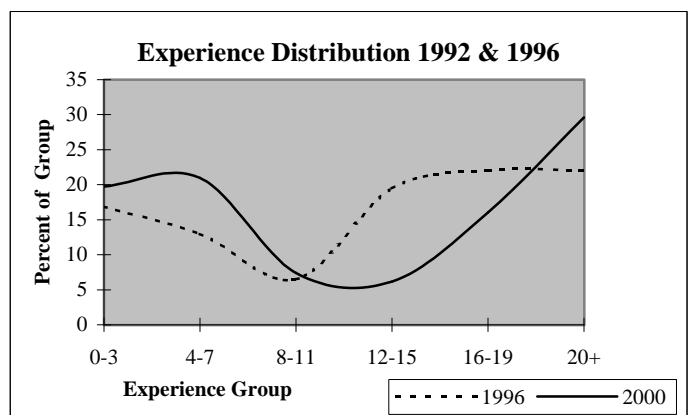
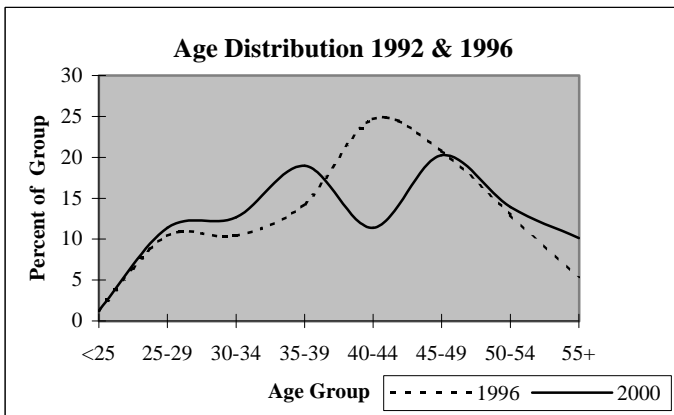
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	15	20	15	16	16.9%	19.5%	26.3%	19.0%	19.8%
4-7 Years	10	7	6	14	17	13.0%	9.1%	7.9%	17.7%	21.0%
8-11 Years	5	7	8	6	6	6.5%	9.1%	10.5%	7.6%	7.4%
12-15 Years	15	14	3	6	5	19.5%	18.2%	3.9%	7.6%	6.2%
16-19 Years	17	15	18	16	13	22.1%	19.5%	23.7%	20.3%	16.0%
20+ Years	17	19	21	22	24	22.1%	24.7%	27.6%	27.8%	29.6%
<b>Average Experience</b>	13.6	13.6	13.2	13.2	13.0					

## District Report for: TUTTLE

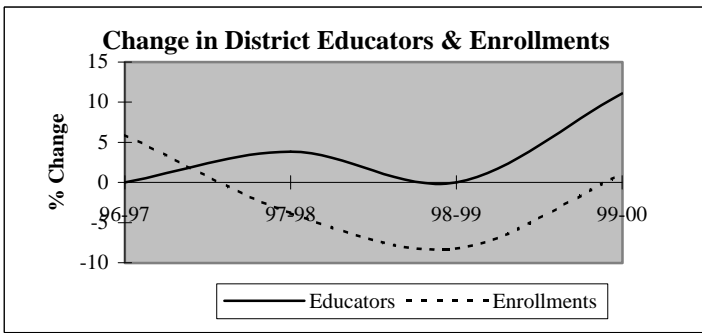
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	10	8	6	-	10.1%	11.5%	9.1%	6.6%	-
Attrition from Transfers	3	8	3	4	-	3.4%	9.2%	3.4%	4.4%	-
Attrition from Exits	6	2	5	2	-	6.7%	2.3%	5.7%	2.2%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>5</b>	<b>-</b>	<b>9.1%</b>	<b>10.4%</b>	<b>10.5%</b>	<b>6.3%</b>	<b>-</b>
Attrition from Transfers	3	6	3	3	-	3.9%	7.8%	3.9%	3.8%	-
Attrition from Exits	4	2	5	2	-	5.2%	2.6%	6.6%	2.5%	-
<b>District Retention</b>										
Educator Retention	80	77	80	85	-	89.9%	88.5%	90.9%	93.4%	-
Teacher Retention	70	69	68	74	-	90.9%	89.6%	89.5%	93.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.0%	8.0%	96.0%	78.2%	9.6%	87.8%
1 Year of Experience	84.2%	5.3%	89.5%	84.2%	6.9%	91.1%
2 Years of Experience	94.1%	5.9%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	6.3%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	84.6%	15.4%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	0.0%	88.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	0.0%	1.1%	1.1%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.5%	93.1%	88.6%	90.1%	93.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.2%	6.9%	10.2%	8.8%	3.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VERDEN

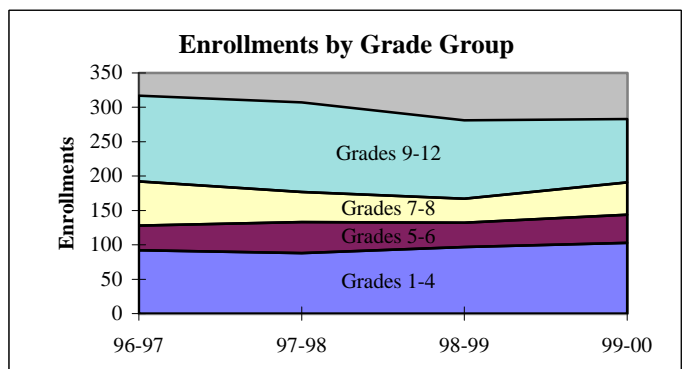
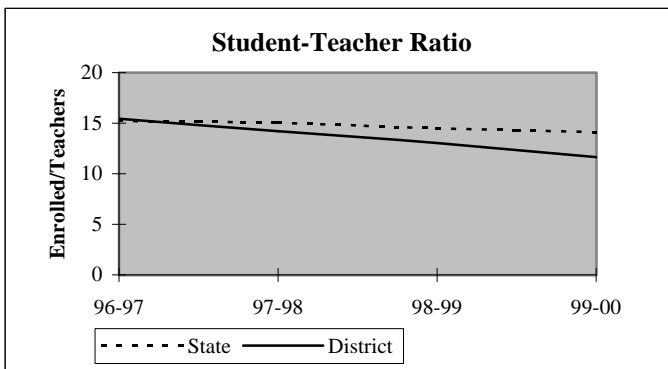


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	13.1	12.1	11.1	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	15.5	14.2	13.0	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	1	0	3	-	-	-	-	-
% Change in Educators	4.0%	0.0%	3.8%	0.0%	11.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-18	19	-13	-27	3	-	-	-	-	-
% Change in Enrollments	-5.3%	5.9%	-3.8%	-8.3%	1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.7%	0.0%	7.4%	0.0%	13.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.5%	11.5%	11.1%	11.1%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.8%	3.8%	3.7%	3.7%	3.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.8%	0.0%	0.0%	3.7%	6.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.8%	3.8%	3.7%	3.7%	3.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.3	39.5	39.7	40.2	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	10.5	10.8	10.4	9.7	12.1	12.3	12.3	12.2	12.2
Average Salary	27,314	28,354	27,757	29,088	27,170	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	0.0%	0.0%	4.3%	7.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	77.3%	78.3%	78.3%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.5%	4.3%	4.3%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.3%	15.0%	15.6%	18.3%	17.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	11	11	11	12	42.3%	42.3%	40.7%	40.7%	40.0%
Attrition	6	2	4	3	0					
Attrition Rate	54.5%	18.2%	36.4%	27.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	15	14	15	15	17	57.7%	53.8%	55.6%	55.6%	56.7%
Attrition	3	0	2	0	0					
Attrition Rate	20.0%	0.0%	13.3%	0.0%	0.0%					
At Retirement Age	0	1	1	1	1	0.0%	3.8%	3.7%	3.7%	3.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	1	1	1	1	0.0%	3.8%	3.7%	3.7%	3.3%

## District Report for: VERDEN

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	26	26	27	27	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	11.5%	11.5%	11.1%	11.1%	10.0%
Professional Staff	1	1	1	1	1	3.8%	3.8%	3.7%	3.7%	3.3%
<b>Total Teachers</b>	22	22	23	23	26	84.6%	84.6%	85.2%	85.2%	86.7%
Special Education	1	1	1	1	2	4.5%	4.5%	4.3%	4.3%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	11	12	12	14	45.5%	50.0%	52.2%	52.2%	53.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	10	10	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	9.1%	9.1%	8.7%	8.7%	7.7%
Art & Music	1	1	1	1	1	4.5%	4.5%	4.3%	4.3%	3.8%
Social Studies	1	2	1	1	1	4.5%	9.1%	4.3%	4.3%	3.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	2	2	2	4.5%	4.5%	8.7%	8.7%	7.7%
<b>Science</b>	2	2	1	2	2	9.1%	9.1%	4.3%	8.7%	7.7%
Biology	1	1	0	1	0	4.5%	4.5%	0.0%	4.3%	0.0%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.5%	4.5%	4.3%	4.3%	3.8%
Vocational Education	2	2	2	2	2	9.1%	9.1%	8.7%	8.7%	7.7%
Other	2	0	1	0	0	9.1%	0.0%	4.3%	0.0%	0.0%
<b>Total Enrollments</b>	321	340	327	300	303	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	23	23	20	19	20	7.2%	6.8%	6.1%	6.3%	6.6%
Grades 1-4	84	92	88	97	103	26.2%	27.1%	26.9%	32.3%	34.0%
Grades 5-6	49	36	45	35	41	15.3%	10.6%	13.8%	11.7%	13.5%
Grades 7-8	57	64	44	35	47	17.8%	18.8%	13.5%	11.7%	15.5%
Grades 9-12	108	125	130	114	92	33.6%	36.8%	39.8%	38.0%	30.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

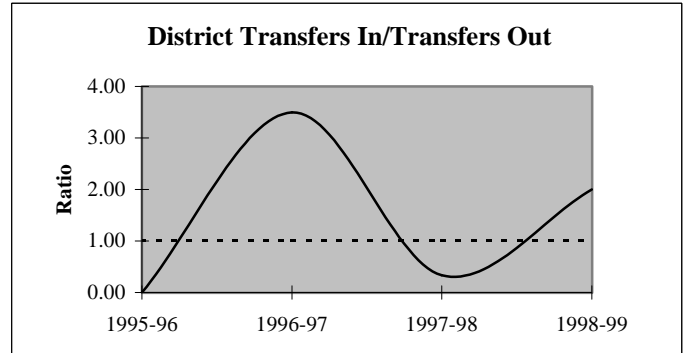
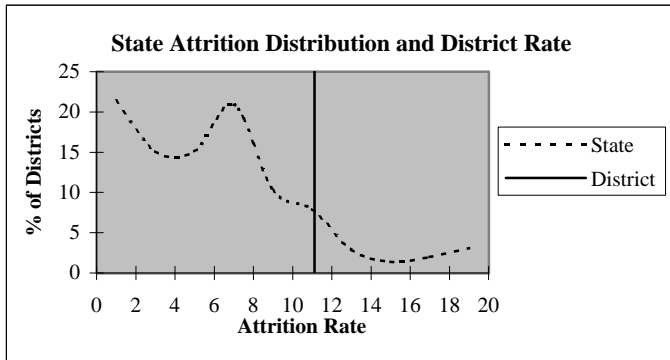




## District Report for: VERDEN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	26	26	27	27	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	17	24	21	24	92.3%	65.4%	88.9%	77.8%	80.0%
<b>Newly Hired</b>	<b>2</b>	<b>9</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>7.7%</b>	<b>34.6%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>20.0%</b>
Transfers In	0	7	1	2	0	0.0%	77.8%	33.3%	33.3%	0.0%
Reentrants	2	1	0	0	0	100.0%	11.1%	0.0%	0.0%	0.0%
First Time Educators	0	1	2	4	6	0.0%	11.1%	66.7%	66.7%	100.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>34.6%</b>	<b>7.7%</b>	<b>22.2%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	6	2	3	1	-	66.7%	100.0%	50.0%	33.3%	-
Leave Oklahoma Educ.	3	0	3	2	-	33.3%	0.0%	50.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	34.6%	7.7%	22.2%	11.1%	-
Transfers In/Out	0.00	3.50	0.33	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	5	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>26</b>

## District Report for: VERDEN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	11.5%	11.5%	11.1%	11.1%	10.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.8%	3.8%	3.7%	3.7%	3.3%
White - Females	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	22	23	23	26	84.6%	84.6%	85.2%	85.2%	86.7%
White - Females	15	17	18	17	18	68.2%	77.3%	78.3%	73.9%	69.2%
White - Males	6	5	5	5	6	27.3%	22.7%	21.7%	21.7%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	1	2	4.5%	0.0%	0.0%	4.3%	7.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	2	1	0	4.5%	4.5%	8.7%	4.3%	0.0%
25-29	1	1	1	2	3	4.5%	4.5%	4.3%	8.7%	12.5%
30-34	6	4	3	3	1	27.3%	18.2%	13.0%	13.0%	4.2%
35-39	3	5	6	5	5	13.6%	22.7%	26.1%	21.7%	20.8%
40-44	8	4	3	3	4	36.4%	18.2%	13.0%	13.0%	16.7%
45-49	2	3	4	6	7	9.1%	13.6%	17.4%	26.1%	29.2%
50-54	0	4	4	3	4	0.0%	18.2%	17.4%	13.0%	16.7%
55+	1	0	0	0	0	4.5%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.3	39.5	39.7	40.2	41.9					

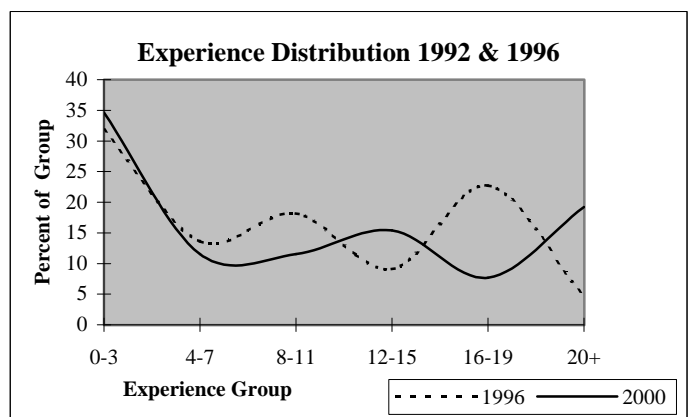
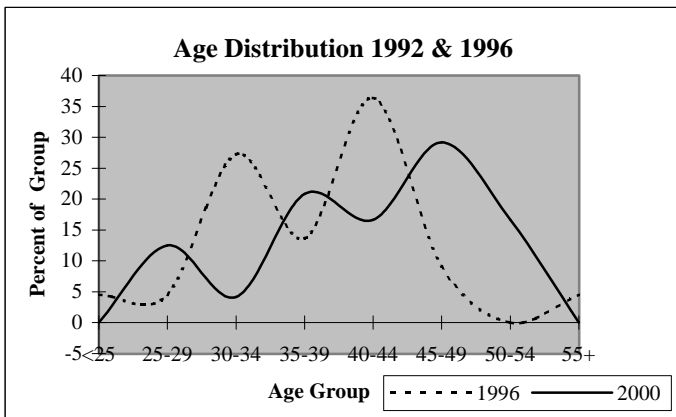
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	4	4	5	9	31.8%	18.2%	17.4%	21.7%	34.6%
4-7 Years	3	6	6	5	3	13.6%	27.3%	26.1%	21.7%	11.5%
8-11 Years	4	2	2	3	3	18.2%	9.1%	8.7%	13.0%	11.5%
12-15 Years	2	4	5	4	4	9.1%	18.2%	21.7%	17.4%	15.4%
16-19 Years	5	1	0	1	2	22.7%	4.5%	0.0%	4.3%	7.7%
20+ Years	1	5	6	5	5	4.5%	22.7%	26.1%	21.7%	19.2%
<b>Average Experience</b>	9.4	10.5	10.8	10.4	9.7					

# District Report for: VERDEN

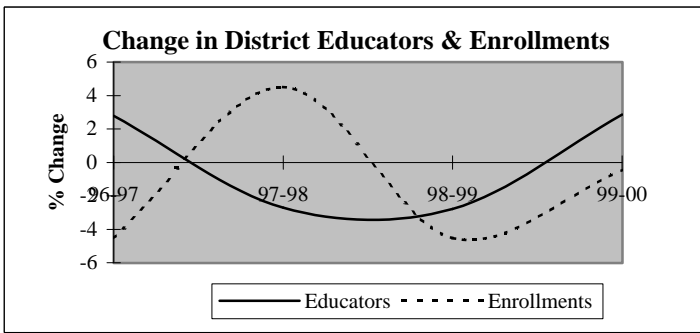
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	2	6	3	-	34.6%	7.7%	22.2%	11.1%	-
Attrition from Transfers	6	2	3	1	-	23.1%	7.7%	11.1%	3.7%	-
Attrition from Exits	3	0	3	2	-	11.5%	0.0%	11.1%	7.4%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>31.8%</b>	<b>4.5%</b>	<b>21.7%</b>	<b>13.0%</b>	<b>-</b>
Attrition from Transfers	4	1	3	1	-	18.2%	4.5%	13.0%	4.3%	-
Attrition from Exits	3	0	2	2	-	13.6%	0.0%	8.7%	8.7%	-
<b>District Retention</b>										
Educator Retention	17	24	21	24	-	65.4%	92.3%	77.8%	88.9%	-
Teacher Retention	15	21	18	20	-	68.2%	95.5%	78.3%	87.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	10.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	33.3%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	42.9%	28.6%	71.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	92.3%	92.6%	85.2%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	7.7%	7.4%	14.8%	20.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: AMBER-POCASSET

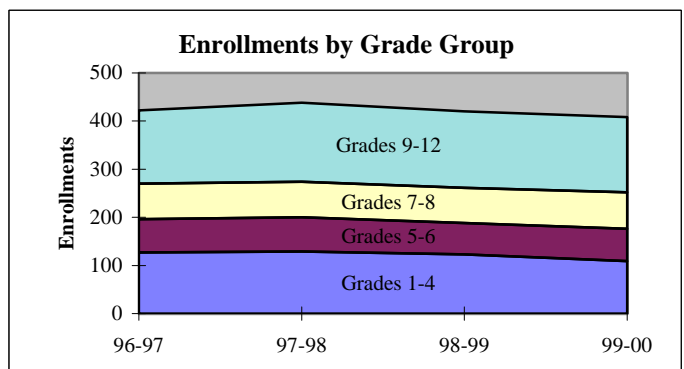
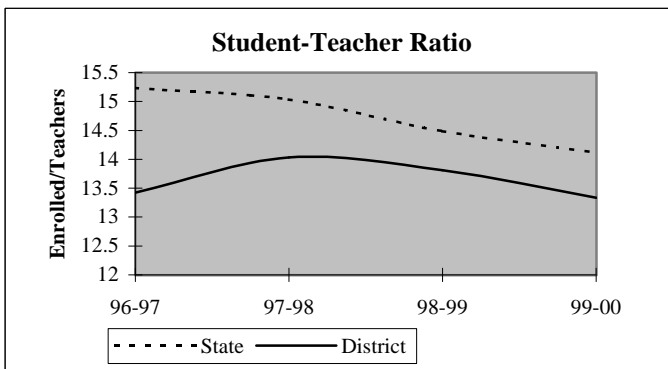


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.0	12.9	12.6	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	13.4	14.0	13.8	13.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-1	-1	1	-	-	-	-	-
% Change in Educators	2.9%	2.8%	-2.7%	-2.8%	2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	-21	20	-21	-2	-	-	-	-	-
% Change in Enrollments	3.3%	-4.5%	4.5%	-4.5%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	8.1%	2.8%	2.9%	2.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.4%	5.6%	5.7%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.4%	2.8%	2.9%	2.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	41.7	43.5	43.4	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	13.5	14.3	14.7	13.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,204	28,198	29,931	30,197	29,987	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	72.7%	72.7%	68.8%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	9.1%	9.1%	6.3%	6.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.7%	2.5%	3.9%	2.9%	2.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	12	11	11	10	33.3%	32.4%	30.6%	31.4%	27.8%
Attrition	2	5	0	1	0					
Attrition Rate	16.7%	41.7%	0.0%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	23	22	20	24	63.9%	62.2%	61.1%	57.1%	66.7%
Attrition	1	0	1	0	0					
Attrition Rate	4.3%	0.0%	4.5%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	3	4	2	2.8%	5.4%	8.3%	11.4%	5.6%
Attrition	0	0	1	3	0					
Attrition Rate	0.0%	0.0%	33.3%	75.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	5	5	4	5.6%	8.1%	13.9%	14.3%	11.1%

## District Report for: AMBER-POCASSET

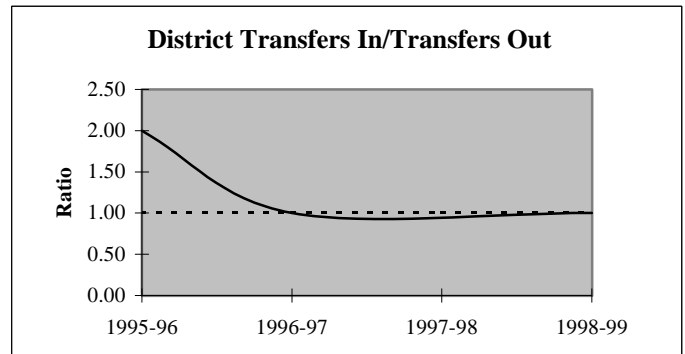
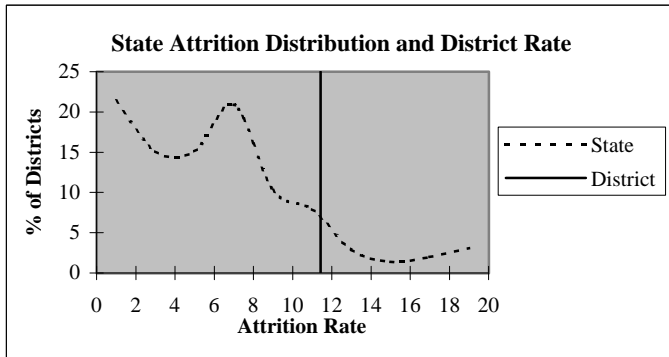
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	36	37	36	35	36	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.6%	5.4%	5.6%	5.7%	5.6%
Professional Staff	2	2	1	1	1	5.6%	5.4%	2.8%	2.9%	2.8%
<b>Total Teachers</b>	32	33	33	32	33	88.9%	89.2%	91.7%	91.4%	91.7%
Special Education	2	3	3	2	2	6.3%	9.1%	9.1%	6.3%	6.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	16	17	16	17	53.1%	48.5%	51.5%	50.0%	51.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	13	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	2	3	6.3%	9.1%	9.1%	6.3%	9.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	1	3	3	6.3%	6.1%	3.0%	9.4%	9.1%
Foreign Language	1	1	1	1	1	3.1%	3.0%	3.0%	3.1%	3.0%
Math	2	2	2	2	2	6.3%	6.1%	6.1%	6.3%	6.1%
<b>Science</b>	2	1	1	2	1	6.3%	3.0%	3.0%	6.3%	3.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	2	1	6.3%	3.0%	3.0%	6.3%	3.0%
Vocational Education	4	4	3	3	3	12.5%	12.1%	9.1%	9.4%	9.1%
Other	0	1	2	1	1	0.0%	3.0%	6.1%	3.1%	3.0%
<b>Total Enrollments</b>	464	443	463	442	440	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	30	21	25	22	32	6.5%	4.7%	5.4%	5.0%	7.3%
Grades 1-4	146	127	129	123	109	31.5%	28.7%	27.9%	27.8%	24.8%
Grades 5-6	70	69	71	65	67	15.1%	15.6%	15.3%	14.7%	15.2%
Grades 7-8	69	74	74	73	76	14.9%	16.7%	16.0%	16.5%	17.3%
Grades 9-12	149	152	164	159	156	32.1%	34.3%	35.4%	36.0%	35.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: AMBER-POCASSET

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	36	37	36	35	36	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	33	32	34	31	88.9%	89.2%	88.9%	97.1%	86.1%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>11.1%</b>	<b>10.8%</b>	<b>11.1%</b>	<b>2.9%</b>	<b>13.9%</b>
Transfers In	2	1	1	1	3	50.0%	25.0%	25.0%	100.0%	60.0%
Reentrants	1	2	1	0	2	25.0%	50.0%	25.0%	0.0%	40.0%
First Time Educators	1	1	2	0	0	25.0%	25.0%	50.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>8.3%</b>	<b>13.5%</b>	<b>5.6%</b>	<b>11.4%</b>	<b>-</b>
Transfers Out	1	1	0	1	-	33.3%	20.0%	0.0%	25.0%	-
Leave Oklahoma Educ.	2	4	2	3	-	66.7%	80.0%	100.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	13.5%	5.6%	11.4%	-
Transfers In/Out	2.00	1.00	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	9	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	13	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>36</b>

## District Report for: AMBER-POCASSET

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.6%	5.4%	5.6%	5.7%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	1	1	1	5.6%	5.4%	2.8%	2.9%	2.8%
White - Females	2	2	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	33	33	32	33	88.9%	89.2%	91.7%	91.4%	91.7%
White - Females	24	24	24	22	24	75.0%	72.7%	72.7%	68.8%	72.7%
White - Males	8	9	9	10	9	25.0%	27.3%	27.3%	31.3%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	5	2	2	1	15.6%	15.2%	6.3%	6.5%	3.1%
30-34	2	2	2	3	4	6.3%	6.1%	6.3%	9.7%	12.5%
35-39	6	4	5	3	4	18.8%	12.1%	15.6%	9.7%	12.5%
40-44	8	10	8	9	7	25.0%	30.3%	25.0%	29.0%	21.9%
45-49	6	6	8	5	10	18.8%	18.2%	25.0%	16.1%	31.3%
50-54	2	4	5	7	6	6.3%	12.1%	15.6%	22.6%	18.8%
55+	3	2	2	2	0	9.4%	6.1%	6.3%	6.5%	0.0%
<b>Average Age</b>	41.1	41.7	43.5	43.4	43.2					

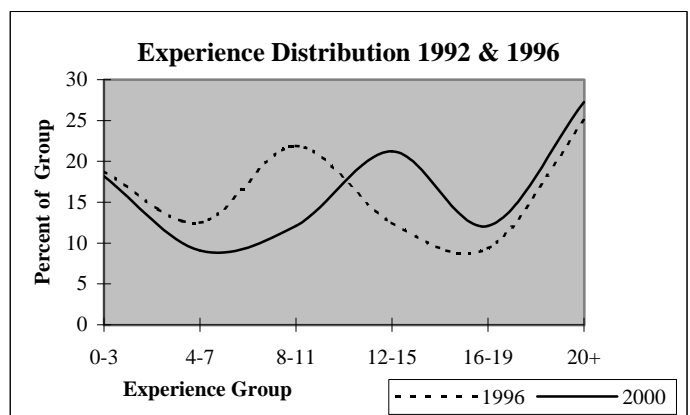
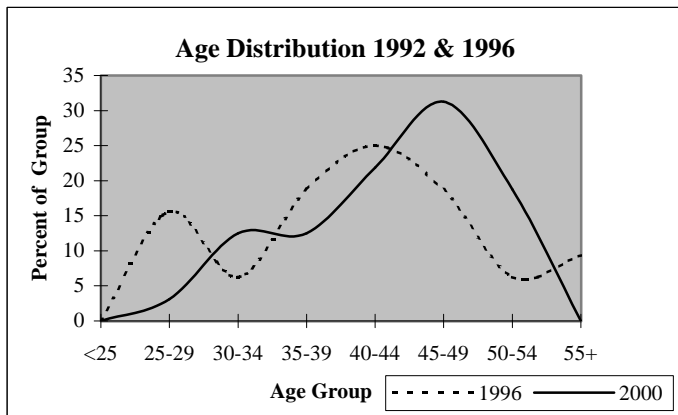
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	5	5	6	18.8%	15.2%	15.2%	15.6%	18.2%
4-7 Years	4	5	5	5	3	12.5%	15.2%	15.2%	15.6%	9.1%
8-11 Years	7	3	2	2	4	21.9%	9.1%	6.1%	6.3%	12.1%
12-15 Years	4	8	8	7	7	12.5%	24.2%	24.2%	21.9%	21.2%
16-19 Years	3	0	1	2	4	9.4%	0.0%	3.0%	6.3%	12.1%
20+ Years	8	12	12	11	9	25.0%	36.4%	36.4%	34.4%	27.3%
<b>Average Experience</b>	12.2	13.5	14.3	14.7	13.6					

## District Report for: AMBER-POCASSET

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	5	2	4	-	8.3%	13.5%	5.6%	11.4%	-
Attrition from Transfers	1	1	0	1	-	2.8%	2.7%	0.0%	2.9%	-
Attrition from Exits	2	4	2	3	-	5.6%	10.8%	5.6%	8.6%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>9.4%</b>	<b>12.1%</b>	<b>6.1%</b>	<b>12.5%</b>	<b>-</b>
Attrition from Transfers	1	1	0	1	-	3.1%	3.0%	0.0%	3.1%	-
Attrition from Exits	2	3	2	3	-	6.3%	9.1%	6.1%	9.4%	-
<b>District Retention</b>										
Educator Retention	33	32	34	31	-	91.7%	86.5%	94.4%	88.6%	-
Teacher Retention	29	29	31	28	-	90.6%	87.9%	93.9%	87.5%	-

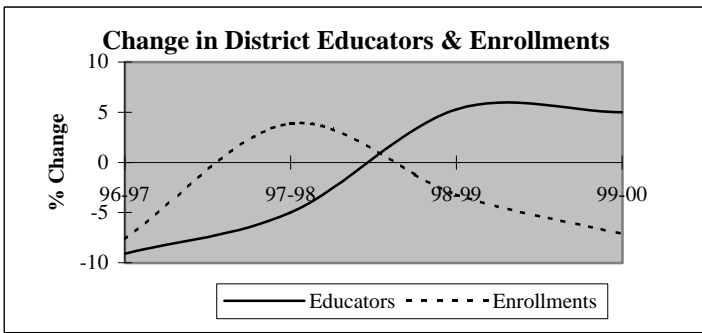
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	0.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	25.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.8%	0.0%	2.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	91.9%	88.9%	100.0%	91.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	8.1%	8.3%	0.0%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: WAKITA

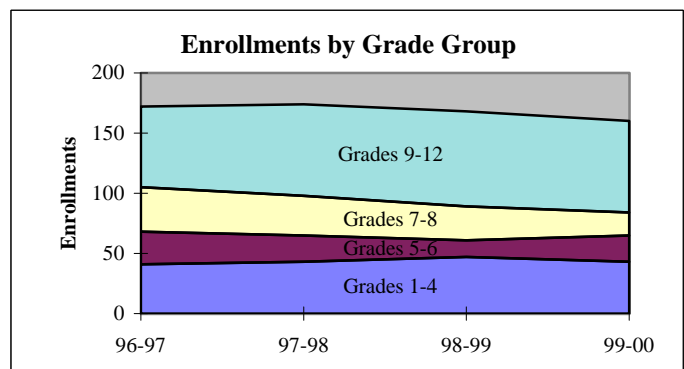
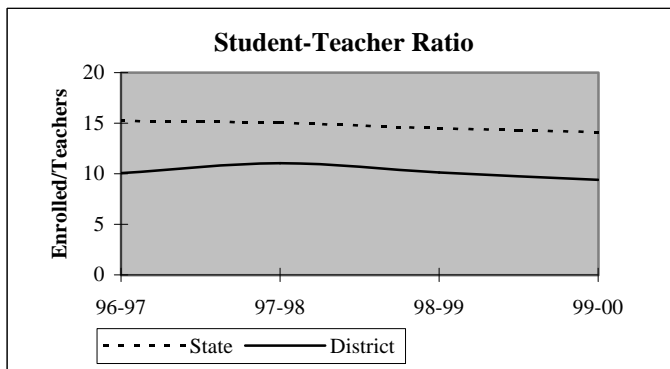


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.9	9.1	9.9	9.1	8.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	10.1	11.1	10.1	9.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	-1	1	1	-	-	-	-	-
% Change in Educators	10.0%	-9.1%	-5.0%	5.3%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	-15	7	-6	-13	-	-	-	-	-
% Change in Enrollments	1.6%	-7.7%	3.9%	-3.2%	-7.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	5.0%	15.8%	10.0%	9.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	5.0%	5.3%	5.0%	9.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	5.0%	5.3%	5.0%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	44.5	43.3	43.6	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	12.4	12.1	12.6	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,733	28,183	28,621	30,422	30,033	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	66.7%	70.6%	72.2%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.1%	0.0%	4.8%	5.5%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	6	7	7	7	36.4%	30.0%	36.8%	35.0%	33.3%
Attrition	2	3	0	2	0					
Attrition Rate	25.0%	50.0%	0.0%	28.6%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	13	12	11	11	12	59.1%	60.0%	57.9%	55.0%	57.1%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	8.3%	0.0%	9.1%	0.0%					
At Retirement Age	1	2	1	2	2	4.5%	10.0%	5.3%	10.0%	9.5%
Attrition	1	1	0	0	0					
Attrition Rate	100.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	2	2	2	2	13.6%	10.0%	10.5%	10.0%	9.5%

## District Report for: WAKITA

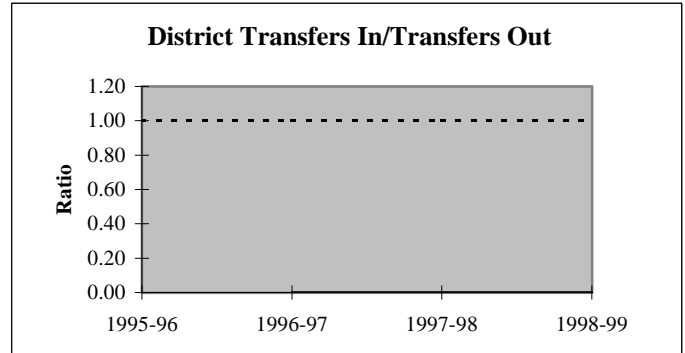
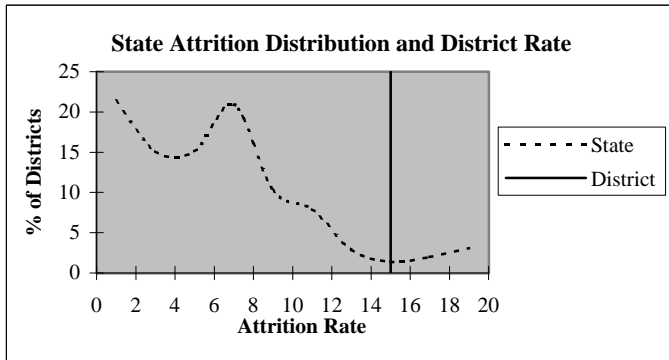
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	20	19	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	4.5%	5.0%	5.3%	5.0%	9.5%
Professional Staff	2	1	1	1	1	9.1%	5.0%	5.3%	5.0%	4.8%
<b>Total Teachers</b>	19	18	17	18	18	86.4%	90.0%	89.5%	90.0%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	10	10	10	63.2%	61.1%	58.8%	55.6%	55.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	7	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	1	1	1	1	0.0%	5.6%	5.9%	5.6%	5.6%
Social Studies	1	1	2	1	1	5.3%	5.6%	11.8%	5.6%	5.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	5.3%	5.6%	5.9%	5.6%	11.1%
<b>Science</b>	1	1	1	1	1	5.3%	5.6%	5.9%	5.6%	5.6%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.3%	5.6%	5.9%	5.6%	5.6%
Vocational Education	2	2	2	2	3	10.5%	11.1%	11.8%	11.1%	16.7%
Other	2	1	0	2	0	10.5%	5.6%	0.0%	11.1%	0.0%
<b>Total Enrollments</b>	196	181	188	182	169	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	9	14	14	9	5.1%	5.0%	7.4%	7.7%	5.3%
Grades 1-4	47	41	43	47	43	24.0%	22.7%	22.9%	25.8%	25.4%
Grades 5-6	30	27	22	14	22	15.3%	14.9%	11.7%	7.7%	13.0%
Grades 7-8	42	37	33	28	19	21.4%	20.4%	17.6%	15.4%	11.2%
Grades 9-12	67	67	76	79	76	34.2%	37.0%	40.4%	43.4%	45.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WAKITA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	20	19	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	19	15	19	17	72.7%	95.0%	78.9%	95.0%	81.0%
<b>Newly Hired</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>27.3%</b>	<b>5.0%</b>	<b>21.1%</b>	<b>5.0%</b>	<b>19.0%</b>
Transfers In	1	0	1	0	3	16.7%	0.0%	25.0%	0.0%	75.0%
Reentrants	4	0	1	1	1	66.7%	0.0%	25.0%	100.0%	25.0%
First Time Educators	1	1	2	0	0	16.7%	100.0%	50.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>13.6%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>15.0%</b>	<b>-</b>
Transfers Out	0	1	0	1	-	0.0%	20.0%	0.0%	33.3%	-
Leave Oklahoma Educ.	3	4	0	2	-	100.0%	80.0%	0.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	13.6%	25.0%	0.0%	15.0%	-
Transfers In/Out	nc	0.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	8	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	22

## District Report for: WAKITA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	4.5%	5.0%	5.3%	5.0%	9.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	1	1	1	9.1%	5.0%	5.3%	5.0%	4.8%
White - Females	1	1	1	1	1	50.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	18	17	18	18	86.4%	90.0%	89.5%	90.0%	85.7%
White - Females	13	12	12	13	14	68.4%	66.7%	70.6%	72.2%	77.8%
White - Males	6	6	5	5	4	31.6%	33.3%	29.4%	27.8%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	1	1	1	10.5%	5.6%	5.9%	5.6%	5.6%
30-34	1	1	2	2	1	5.3%	5.6%	11.8%	11.1%	5.6%
35-39	3	4	2	3	4	15.8%	22.2%	11.8%	16.7%	22.2%
40-44	5	4	4	3	3	26.3%	22.2%	23.5%	16.7%	16.7%
45-49	2	3	4	5	5	10.5%	16.7%	23.5%	27.8%	27.8%
50-54	3	3	2	1	1	15.8%	16.7%	11.8%	5.6%	5.6%
55+	3	2	2	3	3	15.8%	11.1%	11.8%	16.7%	16.7%
<b>Average Age</b>	43.9	44.5	43.3	43.6	43.8					

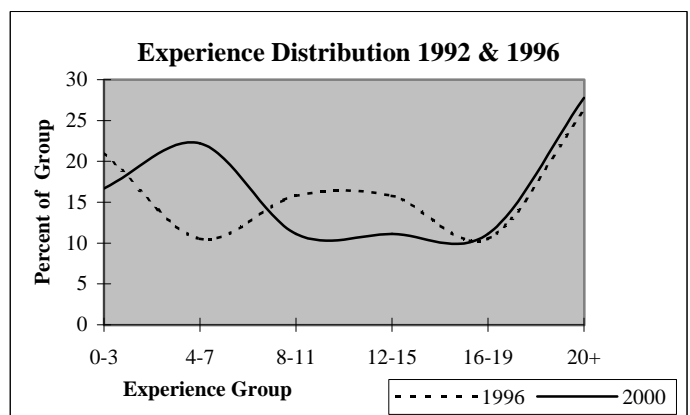
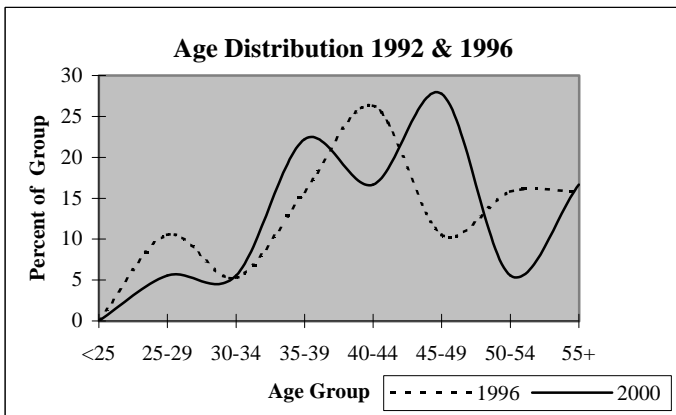
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	3	3	3	21.1%	22.2%	17.6%	16.7%	16.7%
4-7 Years	2	2	4	4	4	10.5%	11.1%	23.5%	22.2%	22.2%
8-11 Years	3	1	1	1	2	15.8%	5.6%	5.9%	5.6%	11.1%
12-15 Years	3	4	2	3	2	15.8%	22.2%	11.8%	16.7%	11.1%
16-19 Years	2	3	4	3	2	10.5%	16.7%	23.5%	16.7%	11.1%
20+ Years	5	4	3	4	5	26.3%	22.2%	17.6%	22.2%	27.8%
<b>Average Experience</b>	12.4	12.4	12.1	12.6	12.8					

# District Report for: WAKITA

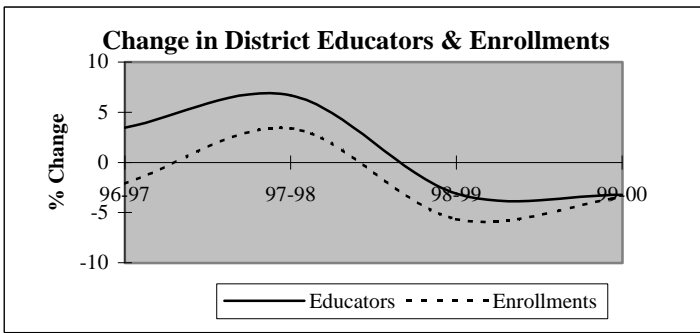
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	5	0	3	-	13.6%	25.0%	0.0%	15.0%	-
Attrition from Transfers	0	1	0	1	-	0.0%	5.0%	0.0%	5.0%	-
Attrition from Exits	3	4	0	2	-	13.6%	20.0%	0.0%	10.0%	-
Teacher Attrition	2	5	0	3	-	10.5%	27.8%	0.0%	16.7%	-
Attrition from Transfers	0	1	0	1	-	0.0%	5.6%	0.0%	5.6%	-
Attrition from Exits	2	4	0	2	-	10.5%	22.2%	0.0%	11.1%	-
<b>District Retention</b>										
Educator Retention	19	15	19	17	-	86.4%	75.0%	100.0%	85.0%	-
Teacher Retention	17	13	17	15	-	89.5%	72.2%	100.0%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	0.0%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	33.3%	33.3%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	33.3%	0.0%	33.3%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.3%	95.0%	78.9%	95.0%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	22.7%	5.0%	15.8%	5.0%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MEDFORD

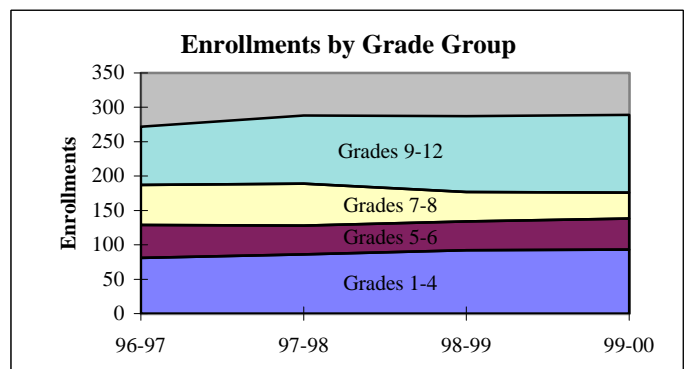
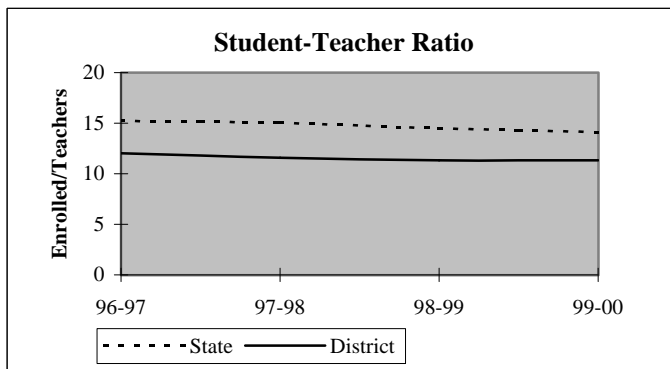


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	10.8	10.5	10.2	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.9	12.0	11.6	11.3	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	2	-1	-1	-	-	-	-	-
% Change in Educators	3.6%	3.4%	6.7%	-3.1%	-3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	52	-7	11	-19	-11	-	-	-	-	-
% Change in Enrollments	18.6%	-2.1%	3.4%	-5.7%	-3.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.9%	13.3%	12.5%	6.5%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.4%	6.7%	6.3%	6.5%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	3.3%	3.1%	3.2%	3.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.4%	3.3%	3.1%	3.2%	3.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	50.0%	50.0%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	42.8	41.1	41.1	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	12.4	11.3	11.8	12.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,794	27,295	28,280	29,224	29,500	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	77.8%	79.3%	78.6%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.4%	6.9%	7.1%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.2%	7.4%	5.1%	7.2%	8.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	10	10	10	31.0%	30.0%	31.3%	32.3%	33.3%
Attrition	4	2	1	1	0					
Attrition Rate	44.4%	22.2%	10.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	17	20	19	17	55.2%	56.7%	62.5%	61.3%	56.7%
Attrition	1	3	3	2	0					
Attrition Rate	6.3%	17.6%	15.0%	10.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	2	2	3	13.8%	13.3%	6.3%	6.5%	10.0%
Attrition	1	2	0	0	0					
Attrition Rate	25.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	4	2	3	5	20.7%	13.3%	6.3%	9.7%	16.7%

## District Report for: MEDFORD

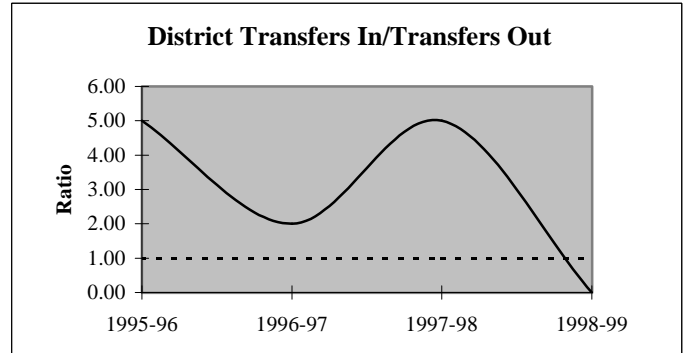
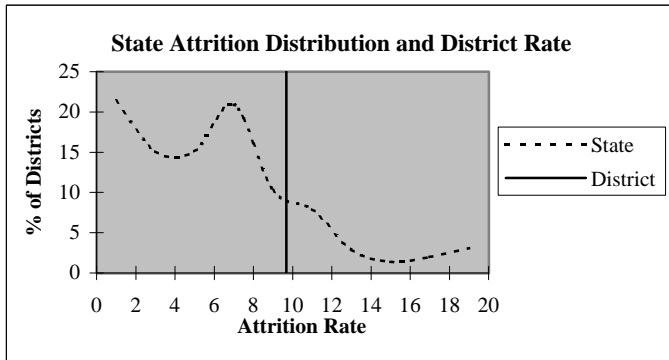
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	30	32	31	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	3.4%	6.7%	6.3%	6.5%	6.7%
Professional Staff	0	1	1	1	1	0.0%	3.3%	3.1%	3.2%	3.3%
<b>Total Teachers</b>	28	27	29	28	27	96.6%	90.0%	90.6%	90.3%	90.0%
Special Education	2	2	2	2	2	7.1%	7.4%	6.9%	7.1%	7.4%
Pre-K & Kindergarten	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	12	11	10	42.9%	40.7%	41.4%	39.3%	37.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	15	15	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	7.1%	7.4%	6.9%	7.1%	7.4%
Art & Music	1	1	2	2	2	3.6%	3.7%	6.9%	7.1%	7.4%
Social Studies	3	2	3	1	2	10.7%	7.4%	10.3%	3.6%	7.4%
Foreign Language	1	1	1	1	1	3.6%	3.7%	3.4%	3.6%	3.7%
Math	1	1	2	2	2	3.6%	3.7%	6.9%	7.1%	7.4%
<b>Science</b>	2	1	2	2	2	7.1%	3.7%	6.9%	7.1%	7.4%
Biology	1	1	1	0	0	3.6%	3.7%	3.4%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	2	2	3.6%	0.0%	3.4%	7.1%	7.4%
Vocational Education	2	2	2	2	2	7.1%	7.4%	6.9%	7.1%	7.4%
Other	1	4	1	3	2	3.6%	14.8%	3.4%	10.7%	7.4%
<b>Total Enrollments</b>	332	325	336	317	306	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	58	50	46	26	17	17.5%	15.4%	13.7%	8.2%	5.6%
Grades 1-4	78	81	86	92	93	23.5%	24.9%	25.6%	29.0%	30.4%
Grades 5-6	57	48	42	42	45	17.2%	14.8%	12.5%	13.2%	14.7%
Grades 7-8	51	58	61	43	38	15.4%	17.8%	18.2%	13.6%	12.4%
Grades 9-12	84	85	99	110	113	25.3%	26.2%	29.5%	34.7%	36.9%
Ungraded	4	3	2	4	0	1.2%	0.9%	0.6%	1.3%	0.0%



## District Report for: MEDFORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	30	32	31	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	23	23	28	28	79.3%	76.7%	71.9%	90.3%	93.3%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>9</b>	<b>3</b>	<b>2</b>	<b>20.7%</b>	<b>23.3%</b>	<b>28.1%</b>	<b>9.7%</b>	<b>6.7%</b>
Transfers In	5	2	5	0	0	83.3%	28.6%	55.6%	0.0%	0.0%
Reentrants	0	3	1	2	1	0.0%	42.9%	11.1%	66.7%	50.0%
First Time Educators	1	2	3	1	1	16.7%	28.6%	33.3%	33.3%	50.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>20.7%</b>	<b>23.3%</b>	<b>12.5%</b>	<b>9.7%</b>	<b>-</b>
Transfers Out	1	1	1	3	-	16.7%	14.3%	25.0%	100.0%	-
Leave Oklahoma Educ.	5	6	3	0	-	83.3%	85.7%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	20.7%	23.3%	12.5%	9.7%	-
Transfers In/Out	5.00	2.00	5.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	15	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>29</b>



## District Report for: MEDFORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	3.4%	6.7%	6.3%	6.5%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
<b>Professional Staff</b>	0	1	1	1	1	0.0%	3.3%	3.1%	3.2%	3.3%
White - Females	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	27	29	28	27	96.6%	90.0%	90.6%	90.3%	90.0%
White - Females	21	21	23	22	21	75.0%	77.8%	79.3%	78.6%	77.8%
White - Males	7	6	6	6	6	25.0%	22.2%	20.7%	21.4%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	3.8%	0.0%	0.0%	0.0%
25-29	3	3	4	4	4	11.5%	11.5%	14.8%	14.8%	15.4%
30-34	4	2	3	5	5	15.4%	7.7%	11.1%	18.5%	19.2%
35-39	2	3	4	2	1	7.7%	11.5%	14.8%	7.4%	3.8%
40-44	6	7	8	8	4	23.1%	26.9%	29.6%	29.6%	15.4%
45-49	2	3	4	4	8	7.7%	11.5%	14.8%	14.8%	30.8%
50-54	4	2	1	1	1	15.4%	7.7%	3.7%	3.7%	3.8%
55+	5	5	3	3	3	19.2%	19.2%	11.1%	11.1%	11.5%
<b>Average Age</b>	43.5	42.8	41.1	41.1	42.0					

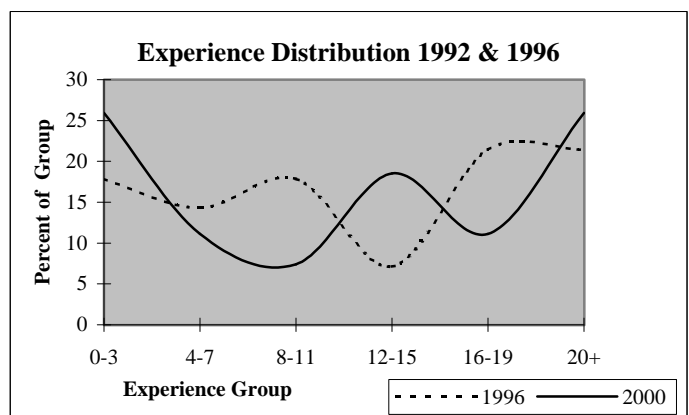
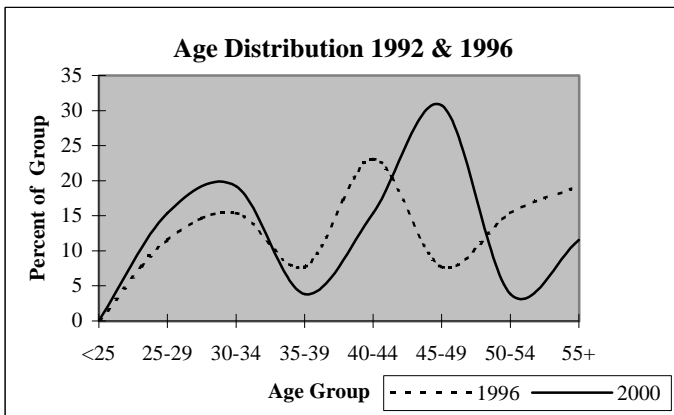
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	7	7	7	17.9%	18.5%	24.1%	25.0%	25.9%
4-7 Years	4	4	3	3	3	14.3%	14.8%	10.3%	10.7%	11.1%
8-11 Years	5	4	3	3	2	17.9%	14.8%	10.3%	10.7%	7.4%
12-15 Years	2	4	7	7	5	7.1%	14.8%	24.1%	25.0%	18.5%
16-19 Years	6	5	4	2	3	21.4%	18.5%	13.8%	7.1%	11.1%
20+ Years	6	5	5	6	7	21.4%	18.5%	17.2%	21.4%	25.9%
<b>Average Experience</b>	12.9	12.4	11.3	11.8	12.6					

## District Report for: MEDFORD

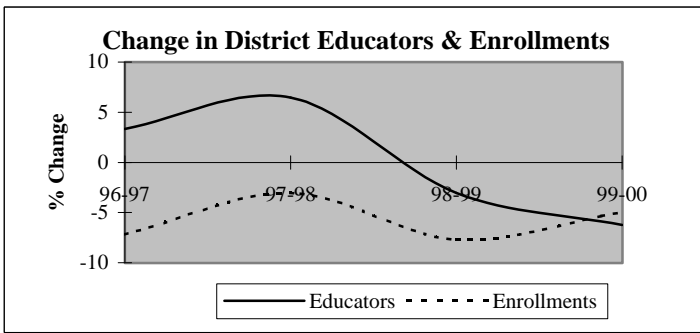
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	7	4	3	-	20.7%	23.3%	12.5%	9.7%	-
Attrition from Transfers	1	1	1	3	-	3.4%	3.3%	3.1%	9.7%	-
Attrition from Exits	5	6	3	0	-	17.2%	20.0%	9.4%	0.0%	-
<b>Teacher Attrition</b>	6	7	3	2	-	21.4%	25.9%	10.3%	7.1%	-
Attrition from Transfers	1	1	1	2	-	3.6%	3.7%	3.4%	7.1%	-
Attrition from Exits	5	6	2	0	-	17.9%	22.2%	6.9%	0.0%	-
<b>District Retention</b>										
Educator Retention	23	23	28	28	-	79.3%	76.7%	87.5%	90.3%	-
Teacher Retention	22	20	26	26	-	78.6%	74.1%	89.7%	92.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	10.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	0.0%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.3%	3.1%	3.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	80.0%	81.3%	87.1%	93.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	16.7%	15.6%	9.7%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: POND CREEK-HUNTER

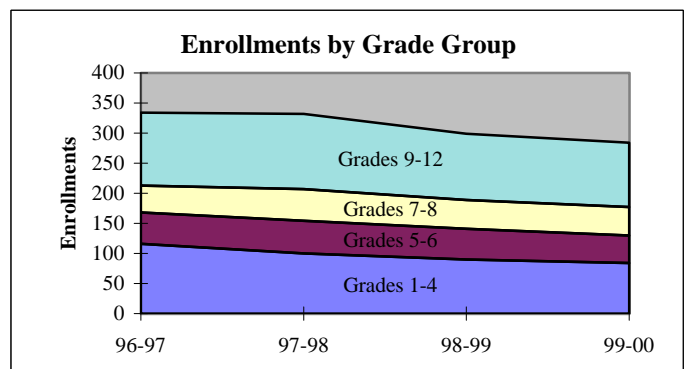
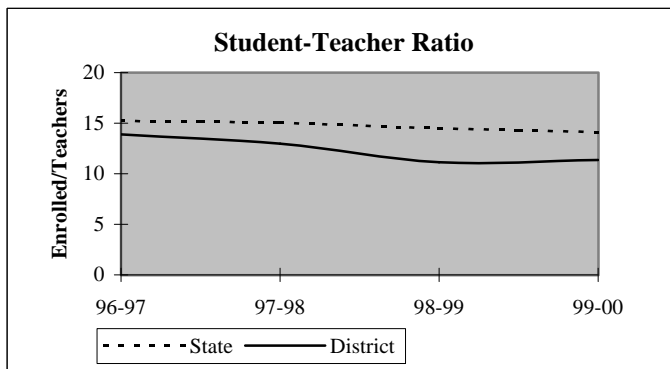


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	11.6	10.6	10.1	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	13.9	13.0	11.1	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	2	-1	-2	-	-	-	-	-
% Change in Educators	7.1%	3.3%	6.5%	-3.0%	-6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	-28	-11	-27	-16	-	-	-	-	-
% Change in Enrollments	4.6%	-7.2%	-3.0%	-7.7%	-5.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	0.0%	0.0%	3.1%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	9.7%	12.1%	3.1%	3.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	6.5%	6.1%	6.3%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	41.7	41.7	42.5	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	13.6	13.7	13.1	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,091	29,460	30,736	31,502	31,609	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	73.1%	66.7%	65.5%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	7.7%	7.4%	6.9%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.1%	2.2%	2.3%	1.2%	1.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	12	12	14	13	33.3%	38.7%	36.4%	43.8%	43.3%
Attrition	0	5	2	4	0					
Attrition Rate	0.0%	41.7%	16.7%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	15	15	15	11	9	50.0%	48.4%	45.5%	34.4%	30.0%
Attrition	0	2	3	1	0					
Attrition Rate	0.0%	13.3%	20.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	4	6	7	8	16.7%	12.9%	18.2%	21.9%	26.7%
Attrition	1	0	2	1	0					
Attrition Rate	20.0%	0.0%	33.3%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	6	8	9	8	16.7%	19.4%	24.2%	28.1%	26.7%

## District Report for: POND CREEK-HUNTER

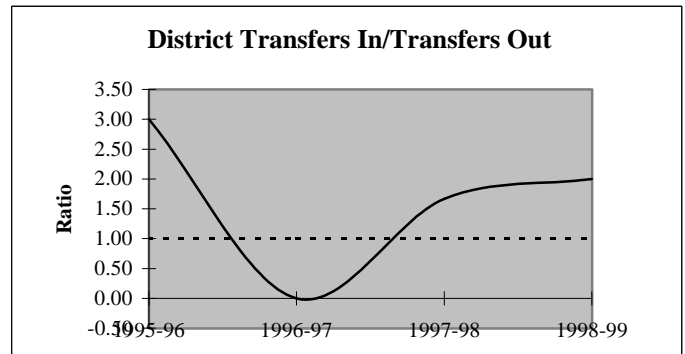
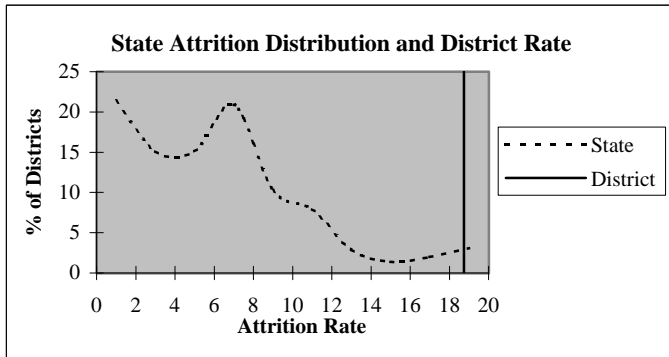
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	31	33	32	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	4	1	1	10.0%	9.7%	12.1%	3.1%	3.3%
Professional Staff	1	2	2	2	2	3.3%	6.5%	6.1%	6.3%	6.7%
<b>Total Teachers</b>	26	26	27	29	27	86.7%	83.9%	81.8%	90.6%	90.0%
Special Education	2	2	2	2	2	7.7%	7.7%	7.4%	6.9%	7.4%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.7%
Elementary	12	12	11	13	12	46.2%	46.2%	40.7%	44.8%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	14	13	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	2	11.5%	7.7%	7.4%	6.9%	7.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	3	2	7.7%	7.7%	7.4%	10.3%	7.4%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.7%
Math	1	1	1	1	1	3.8%	3.8%	3.7%	3.4%	3.7%
<b>Science</b>	1	2	1	2	1	3.8%	7.7%	3.7%	6.9%	3.7%
Biology	0	1	1	1	0	0.0%	3.8%	3.7%	3.4%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	1	3.8%	3.8%	0.0%	3.4%	3.7%
Vocational Education	2	2	2	2	1	7.7%	7.7%	7.4%	6.9%	3.7%
Other	3	3	6	2	4	11.5%	11.5%	22.2%	6.9%	14.8%
<b>Total Enrollments</b>	389	361	350	323	307	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	25	17	23	21	8.7%	6.9%	4.9%	7.1%	6.8%
Grades 1-4	115	116	100	90	84	29.6%	32.1%	28.6%	27.9%	27.4%
Grades 5-6	55	52	54	51	46	14.1%	14.4%	15.4%	15.8%	15.0%
Grades 7-8	61	45	53	48	47	15.7%	12.5%	15.1%	14.9%	15.3%
Grades 9-12	124	121	125	110	107	31.9%	33.5%	35.7%	34.1%	34.9%
Ungraded	0	2	1	1	2	0.0%	0.6%	0.3%	0.3%	0.7%



## District Report for: POND CREEK-HUNTER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	31	33	32	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	29	24	26	26	76.7%	93.5%	72.7%	81.3%	86.7%
<b>Newly Hired</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>4</b>	<b>23.3%</b>	<b>6.5%</b>	<b>27.3%</b>	<b>18.8%</b>	<b>13.3%</b>
Transfers In	3	0	5	4	1	42.9%	0.0%	55.6%	66.7%	25.0%
Reentrants	1	1	3	0	1	14.3%	50.0%	33.3%	0.0%	25.0%
First Time Educators	3	1	1	2	2	42.9%	50.0%	11.1%	33.3%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>3.3%</b>	<b>22.6%</b>	<b>21.2%</b>	<b>18.8%</b>	<b>-</b>
Transfers Out	1	5	3	2	-	100.0%	71.4%	42.9%	33.3%	-
Leave Oklahoma Educ.	0	2	4	4	-	0.0%	28.6%	57.1%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	3.3%	22.6%	21.2%	18.8%	-
Transfers In/Out	3.00	0.00	1.67	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	10	Phillips Univ., Enid	5
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>30</b>

## District Report for: POND CREEK-HUNTER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	4	1	1	10.0%	9.7%	12.1%	3.1%	3.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	4	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	3.3%	6.5%	6.1%	6.3%	6.7%
White - Females	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	26	27	29	27	86.7%	83.9%	81.8%	90.6%	90.0%
White - Females	20	19	18	19	18	76.9%	73.1%	66.7%	65.5%	66.7%
White - Males	6	7	9	10	9	23.1%	26.9%	33.3%	34.5%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	7.7%	3.8%	0.0%	0.0%	0.0%
25-29	5	6	6	6	4	19.2%	23.1%	22.2%	20.7%	15.4%
30-34	2	3	5	6	7	7.7%	11.5%	18.5%	20.7%	26.9%
35-39	1	1	2	0	0	3.8%	3.8%	7.4%	0.0%	0.0%
40-44	4	3	1	1	1	15.4%	11.5%	3.7%	3.4%	3.8%
45-49	4	3	3	5	4	15.4%	11.5%	11.1%	17.2%	15.4%
50-54	2	4	5	7	6	7.7%	15.4%	18.5%	24.1%	23.1%
55+	6	5	5	4	4	23.1%	19.2%	18.5%	13.8%	15.4%
<b>Average Age</b>	41.8	41.7	41.7	42.5	43.1					

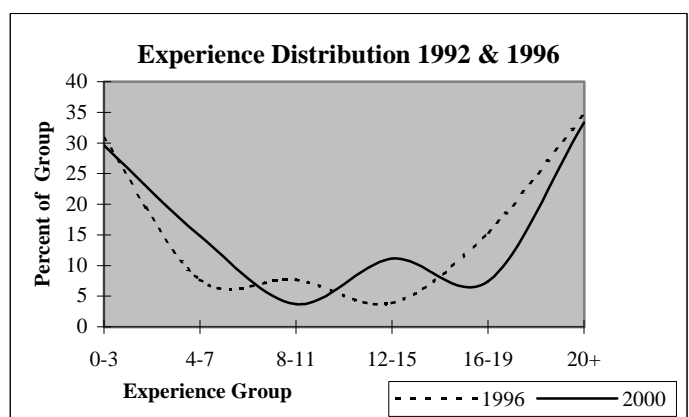
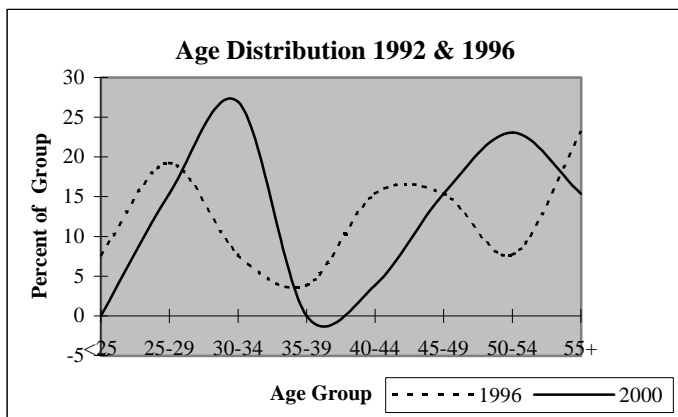
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	9	7	9	8	30.8%	34.6%	25.9%	31.0%	29.6%
4-7 Years	2	2	4	4	4	7.7%	7.7%	14.8%	13.8%	14.8%
8-11 Years	2	1	3	1	1	7.7%	3.8%	11.1%	3.4%	3.7%
12-15 Years	1	1	1	3	3	3.8%	3.8%	3.7%	10.3%	11.1%
16-19 Years	4	3	3	2	2	15.4%	11.5%	11.1%	6.9%	7.4%
20+ Years	9	10	9	10	9	34.6%	38.5%	33.3%	34.5%	33.3%
<b>Average Experience</b>	13.7	13.6	13.7	13.1	13.3					

## District Report for: POND CREEK-HUNTER

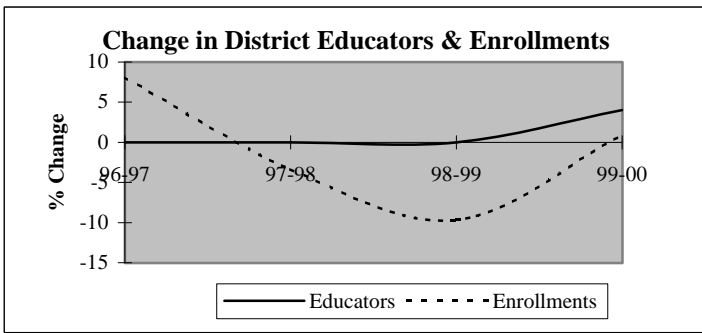
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	7	7	6	-	3.3%	22.6%	21.2%	18.8%	-
Attrition from Transfers	1	5	3	2	-	3.3%	16.1%	9.1%	6.3%	-
Attrition from Exits	0	2	4	4	-	0.0%	6.5%	12.1%	12.5%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>-</b>	<b>3.8%</b>	<b>23.1%</b>	<b>14.8%</b>	<b>20.7%</b>	<b>-</b>
Attrition from Transfers	1	5	1	2	-	3.8%	19.2%	3.7%	6.9%	-
Attrition from Exits	0	1	3	4	-	0.0%	3.8%	11.1%	13.8%	-
<b>District Retention</b>										
Educator Retention	29	24	26	26	-	96.7%	77.4%	78.8%	81.3%	-
Teacher Retention	25	20	23	23	-	96.2%	76.9%	85.2%	79.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	16.7%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	72.7%	9.1%	81.8%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	20.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.2%	0.0%	3.1%	3.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.7%	90.3%	87.9%	90.6%	86.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	13.3%	6.5%	12.1%	6.3%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DEER CREEK-LAMONT



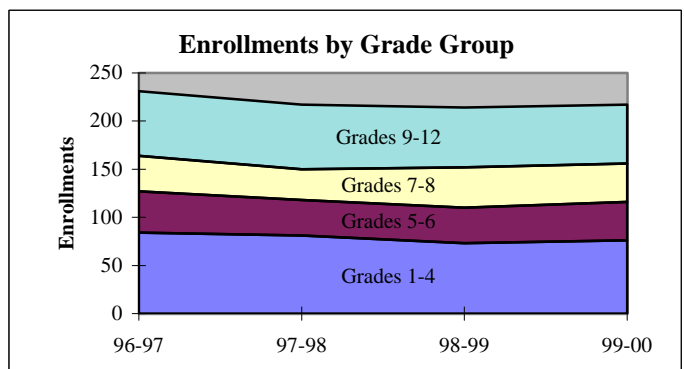
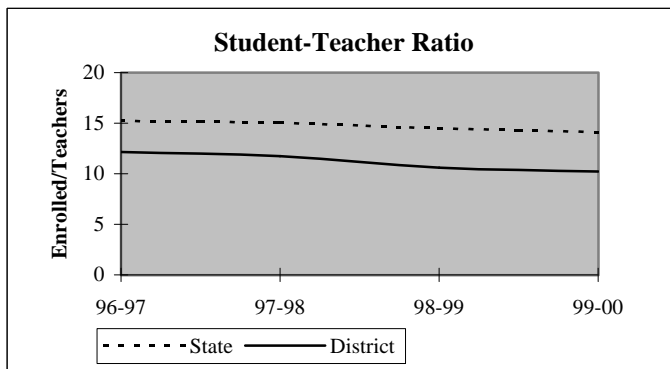
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	10.7	10.3	9.3	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.2	12.1	11.7	10.6	10.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	31	20	-9	-25	2	-	-	-	-	-
% Change in Enrollments	14.4%	8.1%	-3.4%	-9.7%	0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	8.0%	8.0%	8.0%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.0%	4.0%	4.0%	4.0%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	8.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	42.8	42.7	43.4	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	14.0	13.4	14.3	12.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,393	28,821	30,088	30,762	30,382	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	9.1%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.3%	77.3%	72.7%	72.7%	69.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.5%	4.5%	4.5%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.4%	3.4%	1.9%	2.4%	2.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	7	7	6	8	36.0%	28.0%	28.0%	24.0%	30.8%
Attrition	1	2	3	0	0					
Attrition Rate	11.1%	28.6%	42.9%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	15	15	14	15	52.0%	60.0%	60.0%	56.0%	57.7%
Attrition	0	2	0	1	0					
Attrition Rate	0.0%	13.3%	0.0%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	5	3	12.0%	12.0%	12.0%	20.0%	11.5%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	33.3%	0.0%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	5	5	3	12.0%	16.0%	20.0%	20.0%	11.5%



## District Report for: DEER CREEK-LAMONT

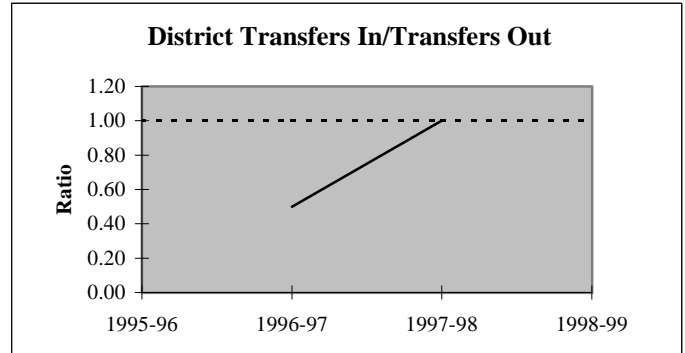
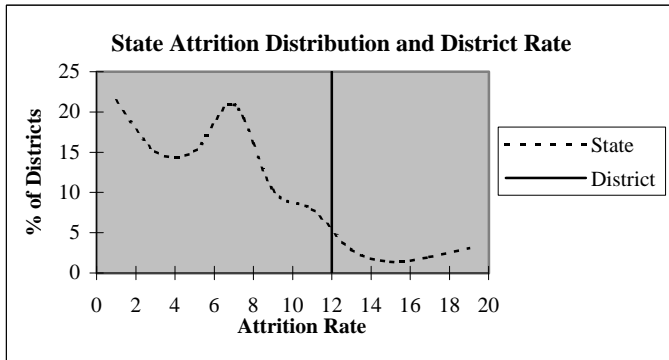
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	25	25	25	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	8.0%	8.0%	8.0%	8.0%	7.7%
Professional Staff	1	1	1	1	1	4.0%	4.0%	4.0%	4.0%	3.8%
<b>Total Teachers</b>	22	22	22	22	23	88.0%	88.0%	88.0%	88.0%	88.5%
Special Education	1	1	1	1	2	4.5%	4.5%	4.5%	4.5%	8.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	10	10	10	40.9%	40.9%	45.5%	45.5%	43.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	11	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.5%	4.5%	4.5%	4.5%	4.3%
Art & Music	2	2	1	1	1	9.1%	9.1%	4.5%	4.5%	4.3%
Social Studies	2	2	2	2	2	9.1%	9.1%	9.1%	9.1%	8.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	9.1%	9.1%	9.1%	9.1%	8.7%
<b>Science</b>	1	1	1	1	1	4.5%	4.5%	4.5%	4.5%	4.3%
Biology	1	1	0	0	0	4.5%	4.5%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	1	0	0	0.0%	0.0%	4.5%	0.0%	0.0%
Other Science	0	0	0	1	1	0.0%	0.0%	0.0%	4.5%	4.3%
Vocational Education	3	3	3	3	2	13.6%	13.6%	13.6%	13.6%	8.7%
Other	1	1	1	1	2	4.5%	4.5%	4.5%	4.5%	8.7%
<b>Total Enrollments</b>	247	267	258	233	235	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	24	36	41	19	17	9.7%	13.5%	15.9%	8.2%	7.2%
Grades 1-4	91	84	81	73	76	36.8%	31.5%	31.4%	31.3%	32.3%
Grades 5-6	40	43	37	37	40	16.2%	16.1%	14.3%	15.9%	17.0%
Grades 7-8	33	37	32	42	40	13.4%	13.9%	12.4%	18.0%	17.0%
Grades 9-12	59	67	67	62	61	23.9%	25.1%	26.0%	26.6%	26.0%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%



## District Report for: DEER CREEK-LAMONT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	25	25	25	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	24	20	22	22	96.0%	96.0%	80.0%	88.0%	84.6%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>4.0%</b>	<b>4.0%</b>	<b>20.0%</b>	<b>12.0%</b>	<b>15.4%</b>
Transfers In	1	1	2	2	2	100.0%	100.0%	40.0%	66.7%	50.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	20.0%	33.3%	0.0%
First Time Educators	0	0	2	0	2	0.0%	0.0%	40.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>4.0%</b>	<b>20.0%</b>	<b>12.0%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	0	2	2	0	-	0.0%	40.0%	66.7%	0.0%	-
Leave Oklahoma Educ.	1	3	1	3	-	100.0%	60.0%	33.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	4.0%	20.0%	12.0%	12.0%	-
Transfers In/Out	nc	0.50	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	15	Phillips Univ., Enid	1
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>25</b>

## District Report for: DEER CREEK-LAMONT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	8.0%	8.0%	8.0%	8.0%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.0%	4.0%	4.0%	4.0%	3.8%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	22	22	22	23	88.0%	88.0%	88.0%	88.0%	88.5%
White - Females	17	17	15	16	16	77.3%	77.3%	68.2%	72.7%	69.6%
White - Males	5	5	5	6	7	22.7%	22.7%	22.7%	27.3%	30.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	0	0	0.0%	0.0%	4.5%	0.0%	0.0%
Other - Males	0	0	1	0	0	0.0%	0.0%	4.5%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	1	1	2	9.1%	4.5%	4.5%	4.5%	9.1%
30-34	3	3	4	4	2	13.6%	13.6%	18.2%	18.2%	9.1%
35-39	4	2	3	3	5	18.2%	9.1%	13.6%	13.6%	22.7%
40-44	1	5	5	4	4	4.5%	22.7%	22.7%	18.2%	18.2%
45-49	8	7	5	5	6	36.4%	31.8%	22.7%	22.7%	27.3%
50-54	1	1	1	2	1	4.5%	4.5%	4.5%	9.1%	4.5%
55+	3	3	3	3	2	13.6%	13.6%	13.6%	13.6%	9.1%
<b>Average Age</b>	42.1	42.8	42.7	43.4	42.3					

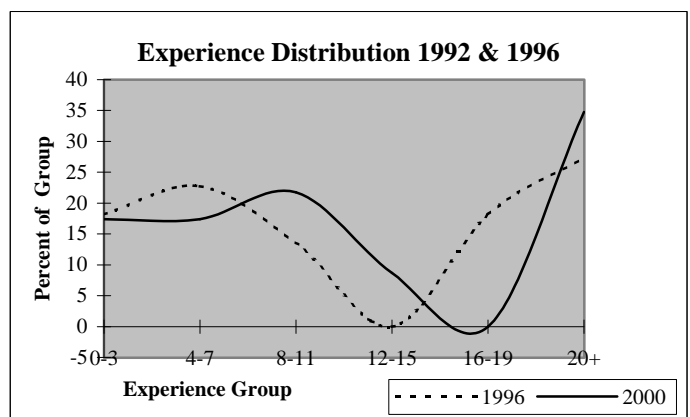
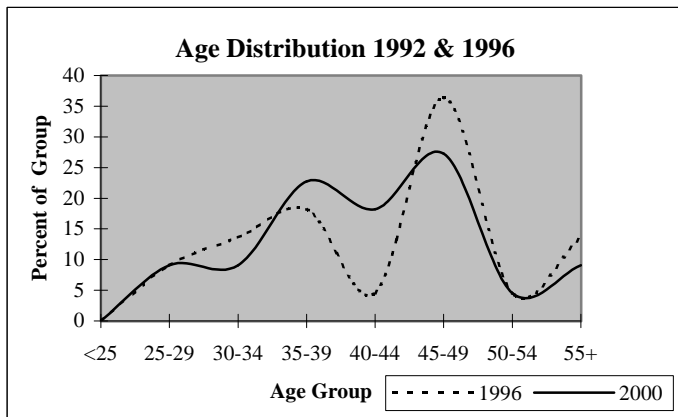
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	4	4	4	18.2%	9.1%	18.2%	18.2%	17.4%
4-7 Years	5	5	3	2	4	22.7%	22.7%	13.6%	9.1%	17.4%
8-11 Years	3	4	3	4	5	13.6%	18.2%	13.6%	18.2%	21.7%
12-15 Years	0	0	2	2	2	0.0%	0.0%	9.1%	9.1%	8.7%
16-19 Years	4	5	3	2	0	18.2%	22.7%	13.6%	9.1%	0.0%
20+ Years	6	6	7	8	8	27.3%	27.3%	31.8%	36.4%	34.8%
<b>Average Experience</b>	12.3	14.0	13.4	14.3	12.4					

## District Report for: DEER CREEK-LAMONT

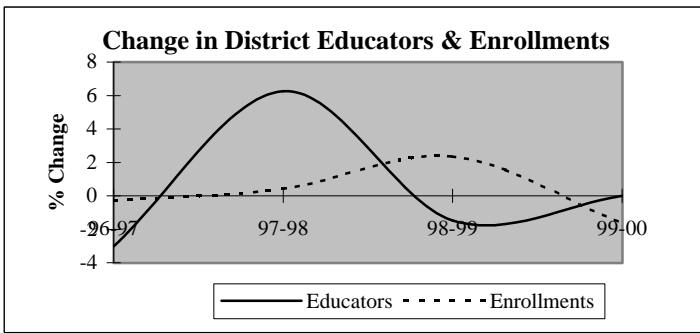
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	3	3	-	4.0%	20.0%	12.0%	12.0%	-
Attrition from Transfers	0	2	2	0	-	0.0%	8.0%	8.0%	0.0%	-
Attrition from Exits	1	3	1	3	-	4.0%	12.0%	4.0%	12.0%	-
<b>Teacher Attrition</b>	1	4	3	3	-	4.5%	18.2%	13.6%	13.6%	-
Attrition from Transfers	0	2	2	0	-	0.0%	9.1%	9.1%	0.0%	-
Attrition from Exits	1	2	1	3	-	4.5%	9.1%	4.5%	13.6%	-
<b>District Retention</b>										
Educator Retention	24	20	22	22	-	96.0%	80.0%	88.0%	88.0%	-
Teacher Retention	21	18	19	19	-	95.5%	81.8%	86.4%	86.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	25.0%	0.0%	25.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	20.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.0%	8.0%	4.0%	8.0%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.0%	92.0%	84.0%	88.0%	88.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	12.0%	4.0%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MANGUM

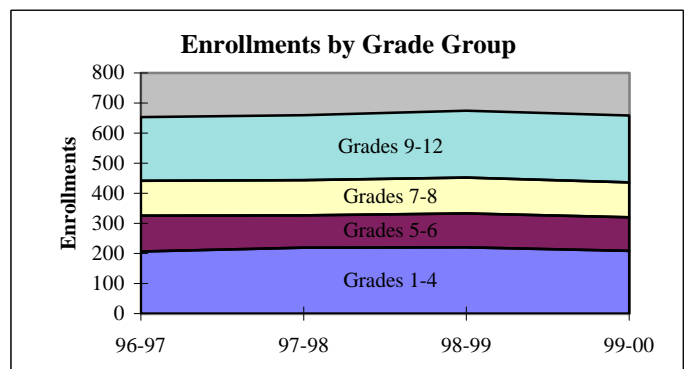
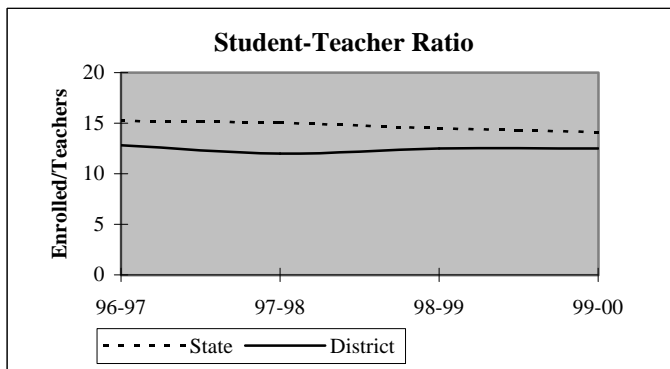


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	11.2	10.6	11.0	10.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	12.8	12.0	12.5	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	4	-1	0	-	-	-	-	-
% Change in Educators	3.1%	-3.0%	6.3%	-1.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	-2	3	17	-12	-	-	-	-	-
% Change in Enrollments	1.3%	-0.3%	0.4%	2.4%	-1.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.0%	4.7%	5.9%	3.0%	6.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.6%	6.3%	5.9%	6.0%	6.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.6%	6.3%	5.9%	6.0%	7.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.5%	1.6%	2.9%	1.5%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	3.1%	2.9%	1.5%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.3	44.3	42.4	42.5	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.9	13.9	12.5	13.4	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,020	29,752	29,049	29,822	30,505	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.8%	1.8%	3.3%	1.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.2%	71.4%	71.7%	69.5%	70.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.1%	8.3%	8.5%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.7%	25.8%	27.5%	25.1%	24.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	16	21	22	19	22.7%	25.0%	30.9%	32.8%	28.4%
Attrition	1	3	8	2	0					
Attrition Rate	6.7%	18.8%	38.1%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	44	47	44	42	41	66.7%	73.4%	64.7%	62.7%	61.2%
Attrition	3	5	6	3	0					
Attrition Rate	6.8%	10.6%	13.6%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	1	3	3	7	10.6%	1.6%	4.4%	4.5%	10.4%
Attrition Rate	85.7%	100.0%	66.7%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	8	5	4	6	13	12.1%	7.8%	5.9%	9.0%	19.4%

## District Report for: MANGUM

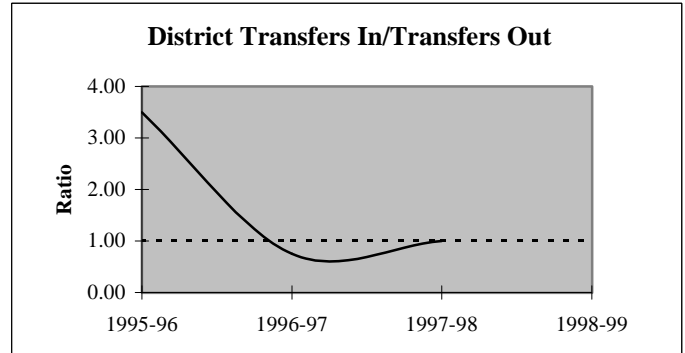
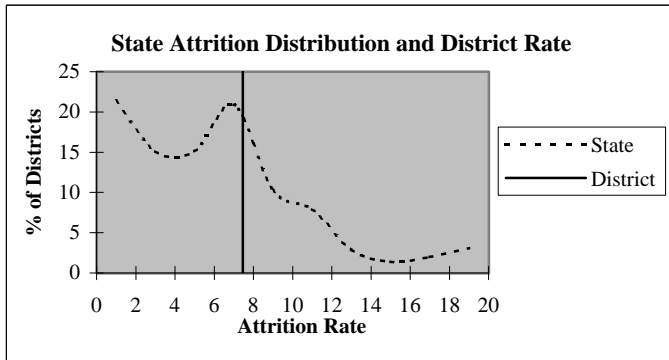
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	66	64	68	67	67	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	4	4	4	7.6%	6.3%	5.9%	6.0%	6.0%
Professional Staff	5	4	4	4	5	7.6%	6.3%	5.9%	6.0%	7.5%
<b>Total Teachers</b>	56	56	60	59	58	84.8%	87.5%	88.2%	88.1%	86.6%
Special Education	4	4	5	5	5	7.1%	7.1%	8.3%	8.5%	8.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	24	23	26	26	26	42.9%	41.1%	43.3%	44.1%	44.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	28	29	29	28	27	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	7	4	6	6	6	12.5%	7.1%	10.0%	10.2%	10.3%
Art & Music	3	3	2	1	1	5.4%	5.4%	3.3%	1.7%	1.7%
Social Studies	4	5	5	5	5	7.1%	8.9%	8.3%	8.5%	8.6%
Foreign Language	0	1	1	1	1	0.0%	1.8%	1.7%	1.7%	1.7%
Math	3	3	3	3	3	5.4%	5.4%	5.0%	5.1%	5.2%
<b>Science</b>	3	3	3	3	3	5.4%	5.4%	5.0%	5.1%	5.2%
Biology	2	1	1	1	1	3.6%	1.8%	1.7%	1.7%	1.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	2	1.8%	3.6%	3.3%	3.4%	3.4%
Vocational Education	4	4	5	5	5	7.1%	7.1%	8.3%	8.5%	8.6%
Other	4	6	4	4	3	7.1%	10.7%	6.7%	6.8%	5.2%
<b>Total Enrollments</b>	719	717	720	737	725	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	51	56	51	56	58	7.1%	7.8%	7.1%	7.6%	8.0%
Grades 1-4	221	206	219	220	208	30.7%	28.7%	30.4%	29.9%	28.7%
Grades 5-6	124	120	108	113	112	17.2%	16.7%	15.0%	15.3%	15.4%
Grades 7-8	122	115	117	119	116	17.0%	16.0%	16.3%	16.1%	16.0%
Grades 9-12	201	212	216	222	222	28.0%	29.6%	30.0%	30.1%	30.6%
Ungraded	0	8	9	7	9	0.0%	1.1%	1.3%	0.9%	1.2%



## District Report for: MANGUM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	66	64	68	67	67	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	59	56	55	52	62	89.4%	87.5%	80.9%	77.6%	92.5%
<b>Newly Hired</b>	<b>7</b>	<b>8</b>	<b>13</b>	<b>15</b>	<b>5</b>	<b>10.6%</b>	<b>12.5%</b>	<b>19.1%</b>	<b>22.4%</b>	<b>7.5%</b>
Transfers In	7	3	6	6	2	100.0%	37.5%	46.2%	40.0%	40.0%
Reentrants	0	2	2	4	2	0.0%	25.0%	15.4%	26.7%	40.0%
First Time Educators	0	3	5	5	1	0.0%	37.5%	38.5%	33.3%	20.0%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>9</b>	<b>16</b>	<b>5</b>	<b>-</b>	<b>15.2%</b>	<b>14.1%</b>	<b>23.5%</b>	<b>7.5%</b>	<b>-</b>
Transfers Out	2	4	6	0	-	20.0%	44.4%	37.5%	0.0%	-
Leave Oklahoma Educ.	8	5	10	5	-	80.0%	55.6%	62.5%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	15.2%	14.1%	23.5%	7.5%	-
Transfers In/Out	3.50	0.75	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	39	Cameron, Lawton	3
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>65</b>

## District Report for: MANGUM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	4	4	4	4	7.6%	6.3%	5.9%	6.0%	6.0%
White - Females	0	2	2	1	1	0.0%	50.0%	50.0%	25.0%	25.0%
White - Males	5	2	2	3	3	100.0%	50.0%	50.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	4	4	4	5	7.6%	6.3%	5.9%	6.0%	7.5%
White - Females	3	3	3	4	5	60.0%	75.0%	75.0%	100.0%	100.0%
White - Males	2	1	1	0	0	40.0%	25.0%	25.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	56	56	60	59	58	84.8%	87.5%	88.2%	88.1%	86.6%
White - Females	41	40	43	41	41	73.2%	71.4%	71.7%	69.5%	70.7%
White - Males	14	15	15	17	17	25.0%	26.8%	25.0%	28.8%	29.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	2	1	0	1.8%	1.8%	3.3%	1.7%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	2	0	0.0%	1.8%	1.7%	3.5%	0.0%
25-29	2	4	9	6	7	3.6%	7.1%	15.3%	10.5%	12.3%
30-34	5	5	7	7	8	8.9%	8.9%	11.9%	12.3%	14.0%
35-39	7	6	4	7	6	12.5%	10.7%	6.8%	12.3%	10.5%
40-44	10	8	9	6	6	17.9%	14.3%	15.3%	10.5%	10.5%
45-49	16	14	14	15	10	28.6%	25.0%	23.7%	26.3%	17.5%
50-54	8	11	9	9	12	14.3%	19.6%	15.3%	15.8%	21.1%
55+	8	7	6	5	8	14.3%	12.5%	10.2%	8.8%	14.0%
<b>Average Age</b>	45.3	44.3	42.4	42.5	43.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	11	11	11	7.1%	8.9%	18.3%	18.6%	19.0%
4-7 Years	10	11	10	9	6	17.9%	19.6%	16.7%	15.3%	10.3%
8-11 Years	5	8	7	8	9	8.9%	14.3%	11.7%	13.6%	15.5%
12-15 Years	8	4	6	4	3	14.3%	7.1%	10.0%	6.8%	5.2%
16-19 Years	14	11	9	8	7	25.0%	19.6%	15.0%	13.6%	12.1%
20+ Years	15	17	17	19	22	26.8%	30.4%	28.3%	32.2%	37.9%
<b>Average Experience</b>	14.9	13.9	12.5	13.4	14.5					

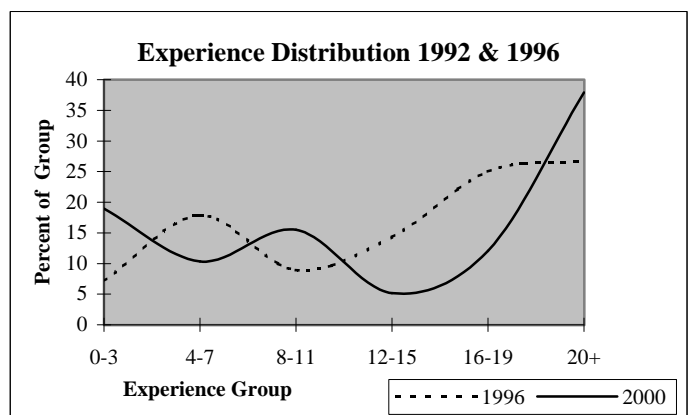
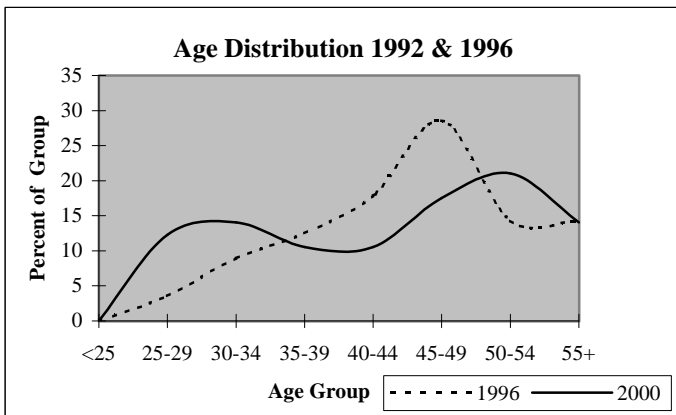


## District Report for: MANGUM

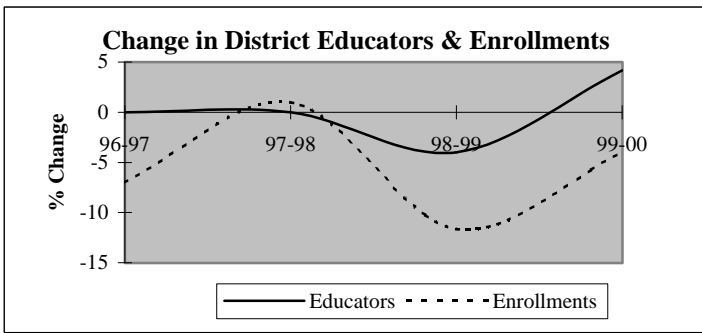
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	9	16	5	-	15.2%	14.1%	23.5%	7.5%	-
Attrition from Transfers	2	4	6	0	-	3.0%	6.3%	8.8%	0.0%	-
Attrition from Exits	8	5	10	5	-	12.1%	7.8%	14.7%	7.5%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>9</b>	<b>12</b>	<b>5</b>	<b>-</b>	<b>8.9%</b>	<b>16.1%</b>	<b>20.0%</b>	<b>8.5%</b>	<b>-</b>
Attrition from Transfers	2	4	4	0	-	3.6%	7.1%	6.7%	0.0%	-
Attrition from Exits	3	5	8	5	-	5.4%	8.9%	13.3%	8.5%	-
<b>District Retention</b>										
Educator Retention	56	55	52	62	-	84.8%	85.9%	76.5%	92.5%	-
Teacher Retention	51	47	48	54	-	91.1%	83.9%	80.0%	91.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	7.1%	78.6%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	9.1%	90.9%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	76.9%	15.4%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.5%	1.6%	1.5%	1.5%	3.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.0%	90.6%	86.8%	85.1%	89.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.5%	0.0%	1.5%	0.0%	1.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	7.8%	10.3%	13.4%	6.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: GRANITE

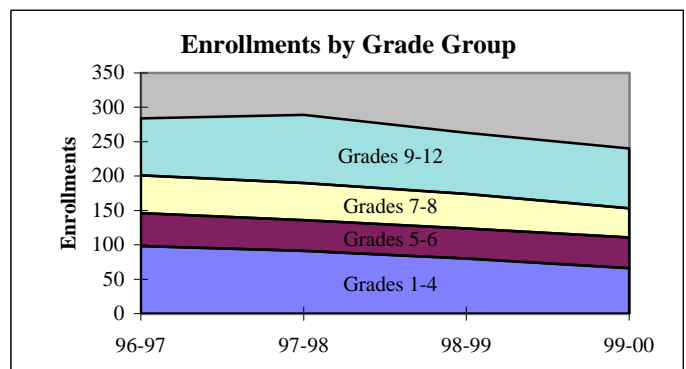
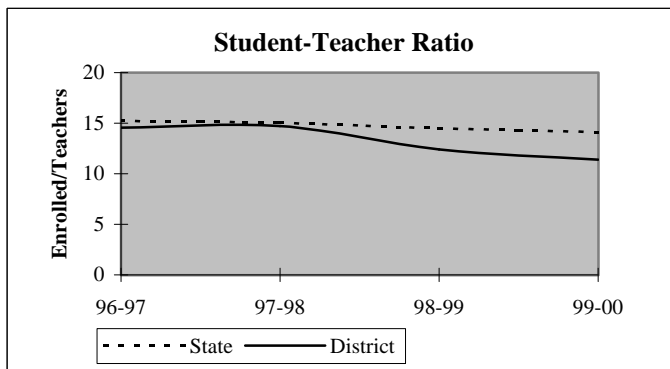


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	12.2	12.4	11.4	10.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	14.6	14.7	12.4	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	-1	1	-	-	-	-	-
% Change in Educators	-3.8%	0.0%	0.0%	-4.0%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	21	-23	3	-36	-11	-	-	-	-	-
% Change in Enrollments	6.8%	-7.0%	1.0%	-11.7%	-4.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.0%	4.0%	4.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.0%	8.0%	8.0%	4.2%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.0%	8.0%	8.0%	4.2%	4.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	8.0%	4.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.0	45.0	45.1	45.1	45.8	42.0	42.3	42.5	42.7	43.0
Average Experience	16.4	15.4	15.4	15.0	15.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,888	29,598	30,206	31,924	32,933	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	76.2%	76.2%	72.7%	73.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	9.5%	9.5%	9.1%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.6%	15.0%	15.5%	12.1%	12.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	5	6	6	5	16.0%	20.0%	24.0%	25.0%	20.0%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	16.7%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	15	13	15	18	64.0%	60.0%	52.0%	62.5%	72.0%
Attrition	2	2	0	0	0					
Attrition Rate	12.5%	13.3%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	6	3	2	20.0%	20.0%	24.0%	12.5%	8.0%
Attrition	0	1	3	1	0					
Attrition Rate	0.0%	20.0%	50.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	8	6	3	3	20.0%	32.0%	24.0%	12.5%	12.0%

## District Report for: GRANITE

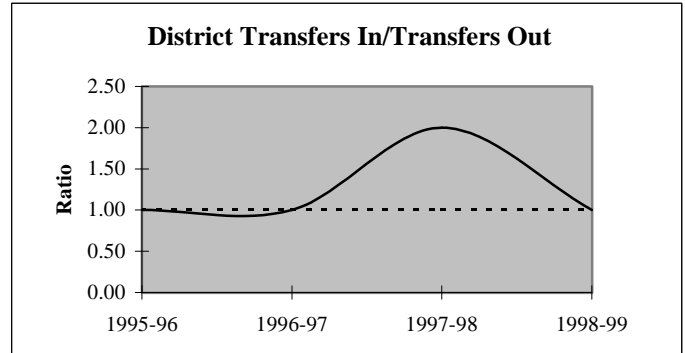
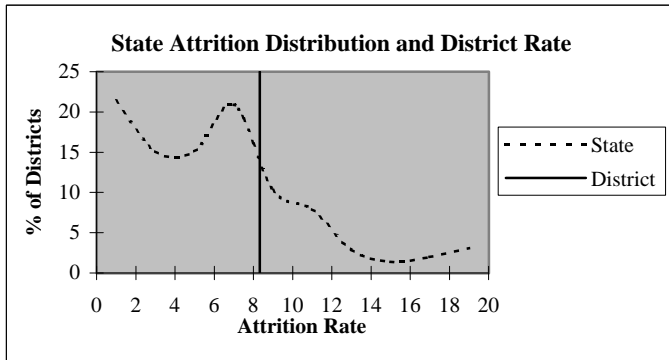
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	25	25	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	1	1	4.0%	8.0%	8.0%	4.2%	4.0%
Professional Staff	2	2	2	1	1	8.0%	8.0%	8.0%	4.2%	4.0%
<b>Total Teachers</b>	22	21	21	22	23	88.0%	84.0%	84.0%	91.7%	92.0%
Special Education	1	2	2	2	2	4.5%	9.5%	9.5%	9.1%	8.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	11	10	10	12	50.0%	52.4%	47.6%	45.5%	52.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	8	9	10	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	1	2	1	1	13.6%	4.8%	9.5%	4.5%	4.3%
Art & Music	1	1	0	1	0	4.5%	4.8%	0.0%	4.5%	0.0%
Social Studies	1	1	1	2	1	4.5%	4.8%	4.8%	9.1%	4.3%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.3%
Math	1	1	1	1	1	4.5%	4.8%	4.8%	4.5%	4.3%
<b>Science</b>	1	1	1	1	1	4.5%	4.8%	4.8%	4.5%	4.3%
Biology	0	0	1	1	1	0.0%	0.0%	4.8%	4.5%	4.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	4.5%	4.8%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	2	3	13.6%	14.3%	14.3%	9.1%	13.0%
Other	0	0	1	2	1	0.0%	0.0%	4.8%	9.1%	4.3%
<b>Total Enrollments</b>	329	306	309	273	262	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	22	20	10	19	5.2%	7.2%	6.5%	3.7%	7.3%
Grades 1-4	111	98	91	80	66	33.7%	32.0%	29.4%	29.3%	25.2%
Grades 5-6	50	48	45	44	45	15.2%	15.7%	14.6%	16.1%	17.2%
Grades 7-8	60	55	54	50	42	18.2%	18.0%	17.5%	18.3%	16.0%
Grades 9-12	91	83	99	89	87	27.7%	27.1%	32.0%	32.6%	33.2%
Ungraded	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	1.1%



## District Report for: GRANITE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	25	25	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	23	22	21	22	92.0%	92.0%	88.0%	87.5%	88.0%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>8.0%</b>	<b>8.0%</b>	<b>12.0%</b>	<b>12.5%</b>	<b>12.0%</b>
Transfers In	1	1	2	2	3	50.0%	50.0%	66.7%	66.7%	100.0%
Reentrants	1	0	0	1	0	50.0%	0.0%	0.0%	33.3%	0.0%
First Time Educators	0	1	1	0	0	0.0%	50.0%	33.3%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>8.0%</b>	<b>12.0%</b>	<b>16.0%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	50.0%	33.3%	25.0%	100.0%	-
Leave Oklahoma Educ.	1	2	3	0	-	50.0%	66.7%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	12.0%	16.0%	8.3%	-
Transfers In/Out	1.00	1.00	2.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	15	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	25

## District Report for: GRANITE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	1	1	4.0%	8.0%	8.0%	4.2%	4.0%
White - Females	1	2	1	0	0	100.0%	100.0%	50.0%	0.0%	0.0%
White - Males	0	0	1	1	1	0.0%	0.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	1	1	8.0%	8.0%	8.0%	4.2%	4.0%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	100.0%	100.0%
White - Males	1	1	1	0	0	50.0%	50.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	21	21	22	23	88.0%	84.0%	84.0%	91.7%	92.0%
White - Females	16	16	16	16	17	72.7%	76.2%	76.2%	72.7%	73.9%
White - Males	6	5	5	6	6	27.3%	23.8%	23.8%	27.3%	26.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	1	1	1	13.6%	9.5%	4.8%	4.5%	4.3%
30-34	0	1	3	3	2	0.0%	4.8%	14.3%	13.6%	8.7%
35-39	3	3	2	2	2	13.6%	14.3%	9.5%	9.1%	8.7%
40-44	5	5	2	2	2	22.7%	23.8%	9.5%	9.1%	8.7%
45-49	2	1	5	7	9	9.1%	4.8%	23.8%	31.8%	39.1%
50-54	4	5	4	4	3	18.2%	23.8%	19.0%	18.2%	13.0%
55+	5	4	4	3	4	22.7%	19.0%	19.0%	13.6%	17.4%
<b>Average Age</b>	45.0	45.0	45.1	45.1	45.8					

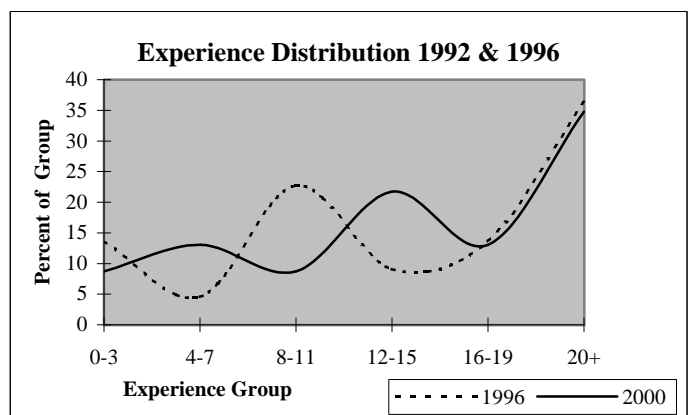
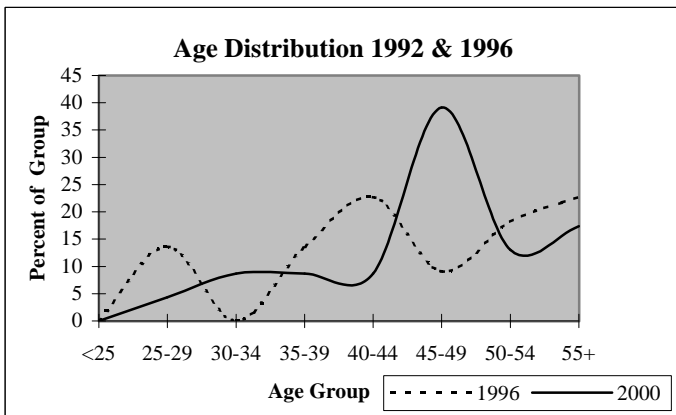
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	3	3	2	13.6%	9.5%	14.3%	13.6%	8.7%
4-7 Years	1	3	3	3	3	4.5%	14.3%	14.3%	13.6%	13.0%
8-11 Years	5	4	1	1	2	22.7%	19.0%	4.8%	4.5%	8.7%
12-15 Years	2	2	3	5	5	9.1%	9.5%	14.3%	22.7%	21.7%
16-19 Years	3	3	4	4	3	13.6%	14.3%	19.0%	18.2%	13.0%
20+ Years	8	7	7	6	8	36.4%	33.3%	33.3%	27.3%	34.8%
<b>Average Experience</b>	16.4	15.4	15.4	15.0	15.5					

## District Report for: GRANITE

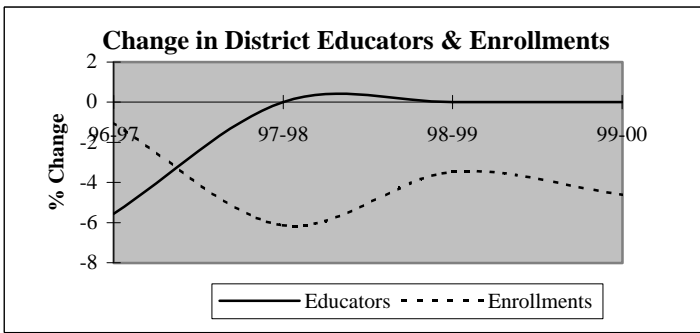
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	4	2	-	8.0%	12.0%	16.0%	8.3%	-
Attrition from Transfers	1	1	1	2	-	4.0%	4.0%	4.0%	8.3%	-
Attrition from Exits	1	2	3	0	-	4.0%	8.0%	12.0%	0.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>9.1%</b>	<b>9.5%</b>	<b>9.5%</b>	<b>9.1%</b>	<b>-</b>
Attrition from Transfers	1	1	1	2	-	4.5%	4.8%	4.8%	9.1%	-
Attrition from Exits	1	1	1	0	-	4.5%	4.8%	4.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	23	22	21	22	-	92.0%	88.0%	84.0%	91.7%	-
Teacher Retention	20	19	19	20	-	90.9%	90.5%	90.5%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.0%	0.0%	4.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.0%	92.0%	96.0%	91.7%	96.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	4.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.0%	4.0%	4.0%	4.2%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HOLLIS

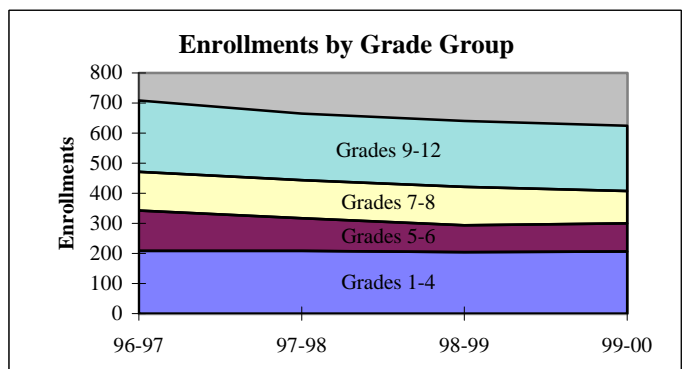
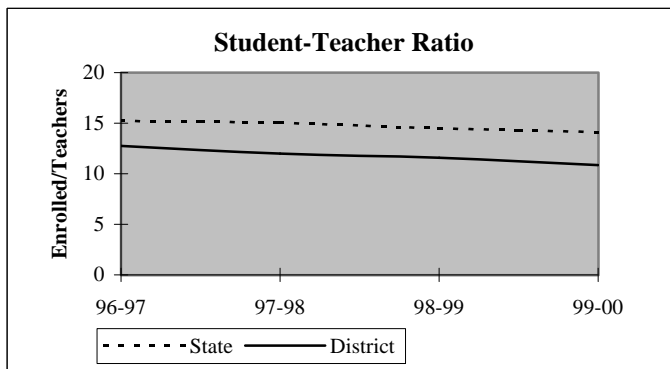


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.8	11.3	10.6	10.2	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	12.8	12.0	11.6	10.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	-4	0	0	0	-	-	-	-	-
% Change in Educators	7.5%	-5.6%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-22	-8	-47	-25	-32	-	-	-	-	-
% Change in Enrollments	-2.8%	-1.0%	-6.1%	-3.5%	-4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	2.9%	2.9%	2.9%	4.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.9%	7.4%	7.4%	7.4%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.2%	4.4%	4.4%	4.4%	4.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.8%	2.9%	2.9%	1.5%	1.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.5%	1.5%	1.5%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	43.4	44.4	44.6	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.9	14.9	15.0	15.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,148	30,411	30,784	31,178	31,372	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	3.3%	3.3%	1.7%	1.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.1%	75.0%	75.0%	75.0%	77.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	15.6%	11.7%	11.7%	11.7%	11.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.2%	44.8%	44.1%	43.8%	46.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	20	18	15	14	31.9%	29.4%	26.5%	22.1%	20.6%
Attrition	3	0	0	0	0					
Attrition Rate	13.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	45	43	44	46	48	62.5%	63.2%	64.7%	67.6%	70.6%
Attrition	3	0	2	2	0					
Attrition Rate	6.7%	0.0%	4.5%	4.3%	0.0%					
At Retirement Age	4	5	6	7	6	5.6%	7.4%	8.8%	10.3%	8.8%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	16.7%	14.3%	0.0%					
At Retirement in 5 yrs.	6	6	8	7	13	8.3%	8.8%	11.8%	10.3%	19.1%

## District Report for: HOLLIS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	72	68	68	68	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	4	6.9%	7.4%	7.4%	7.4%	5.9%
Professional Staff	3	3	3	3	3	4.2%	4.4%	4.4%	4.4%	4.4%
<b>Total Teachers</b>	64	60	60	60	61	88.9%	88.2%	88.2%	88.2%	89.7%
Special Education	10	7	7	7	7	15.6%	11.7%	11.7%	11.7%	11.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	25	25	26	27	39.1%	41.7%	41.7%	43.3%	44.3%
<b>Middle School</b>	14	15	15	15	15	21.9%	25.0%	25.0%	25.0%	24.6%
Language Arts	6	6	6	5	5	9.4%	10.0%	10.0%	8.3%	8.2%
Art & Music	1	1	1	0	0	1.6%	1.7%	1.7%	0.0%	0.0%
Social Studies	0	1	1	2	3	0.0%	1.7%	1.7%	3.3%	4.9%
Foreign Language	0	1	1	1	1	0.0%	1.7%	1.7%	1.7%	1.6%
Math	2	2	2	2	1	3.1%	3.3%	3.3%	3.3%	1.6%
Science	2	2	2	2	1	3.1%	3.3%	3.3%	3.3%	1.6%
Vocational Education	0	1	0	0	1	0.0%	1.7%	0.0%	0.0%	1.6%
Other	3	1	2	3	3	4.7%	1.7%	3.3%	5.0%	4.9%
<b>High School (9-12)</b>	15	13	13	12	12	1500.0%	1300.0%	1300.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	1.6%	1.7%	1.7%	1.7%	1.6%
Art & Music	1	1	1	1	1	1.6%	1.7%	1.7%	1.7%	1.6%
Social Studies	3	3	3	2	2	4.7%	5.0%	5.0%	3.3%	3.3%
Foreign Language	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	1.6%	1.7%	1.7%	1.7%	1.6%
<b>Science</b>	2	2	2	2	1	3.1%	3.3%	3.3%	3.3%	1.6%
Biology	1	1	1	1	1	1.6%	1.7%	1.7%	1.7%	1.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	1	1	1	1	0	1.6%	1.7%	1.7%	1.7%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	5	5	5	4	5	7.8%	8.3%	8.3%	6.7%	8.2%
Other	1	0	0	1	1	1.6%	0.0%	0.0%	1.7%	1.6%
<b>Total Enrollments</b>	774	766	719	694	662	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	61	57	54	54	38	7.9%	7.4%	7.5%	7.8%	5.7%
Grades 1-4	219	209	209	204	206	28.3%	27.3%	29.1%	29.4%	31.1%
Grades 5-6	134	134	108	90	94	17.3%	17.5%	15.0%	13.0%	14.2%
Grades 7-8	132	128	127	127	107	17.1%	16.7%	17.7%	18.3%	16.2%
Grades 9-12	228	238	221	219	217	29.5%	31.1%	30.7%	31.6%	32.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

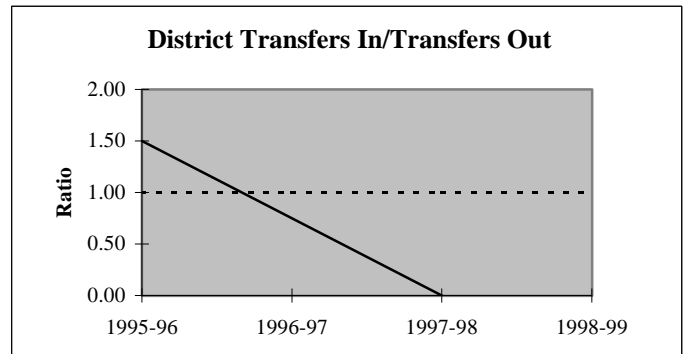
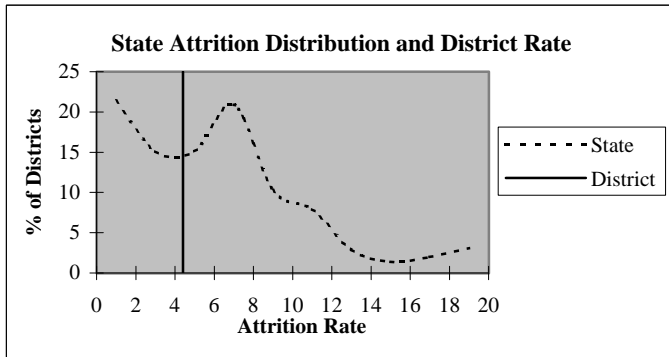




## District Report for: HOLLIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	72	68	68	68	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	65	66	68	65	65	90.3%	97.1%	100.0%	95.6%	95.6%
<b>Newly Hired</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>9.7%</b>	<b>2.9%</b>	<b>0.0%</b>	<b>4.4%</b>	<b>4.4%</b>
Transfers In	3	1	0	1	0	42.9%	50.0%	0.0%	33.3%	0.0%
Reentrants	2	0	0	1	2	28.6%	0.0%	0.0%	33.3%	66.7%
First Time Educators	2	1	0	1	1	28.6%	50.0%	0.0%	33.3%	33.3%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>8.3%</b>	<b>0.0%</b>	<b>4.4%</b>	<b>4.4%</b>	<b>-</b>
Transfers Out	2	0	1	0	-	33.3%	0.0%	33.3%	0.0%	-
Leave Oklahoma Educ.	4	0	2	3	-	66.7%	0.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	0.0%	4.4%	4.4%	-
Transfers In/Out	1.50	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	39	Cameron, Lawton	13
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>72</b>

## District Report for: HOLLIS

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	5	5	5	5	4	6.9%	7.4%	7.4%	7.4%	5.9%
White - Females	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	25.0%
White - Males	4	4	4	4	3	80.0%	80.0%	80.0%	80.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	4.2%	4.4%	4.4%	4.4%	4.4%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	64	60	60	60	61	88.9%	88.2%	88.2%	88.2%	89.7%
White - Females	49	44	44	44	46	76.6%	73.3%	73.3%	73.3%	75.4%
White - Males	13	14	14	15	14	20.3%	23.3%	23.3%	25.0%	23.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.6%	1.7%	1.7%	1.7%	1.6%
Other - Males	1	1	1	0	0	1.6%	1.7%	1.7%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	2	2	3	4.7%	3.3%	3.3%	3.3%	4.9%
30-34	17	15	11	10	5	26.6%	25.0%	18.3%	16.7%	8.2%
35-39	6	7	8	9	14	9.4%	11.7%	13.3%	15.0%	23.0%
40-44	8	7	10	12	9	12.5%	11.7%	16.7%	20.0%	14.8%
45-49	12	11	9	5	6	18.8%	18.3%	15.0%	8.3%	9.8%
50-54	11	11	11	13	14	17.2%	18.3%	18.3%	21.7%	23.0%
55+	6	7	9	9	10	9.4%	11.7%	15.0%	15.0%	16.4%
Average Age	42.2	43.4	44.4	44.6	45.0					

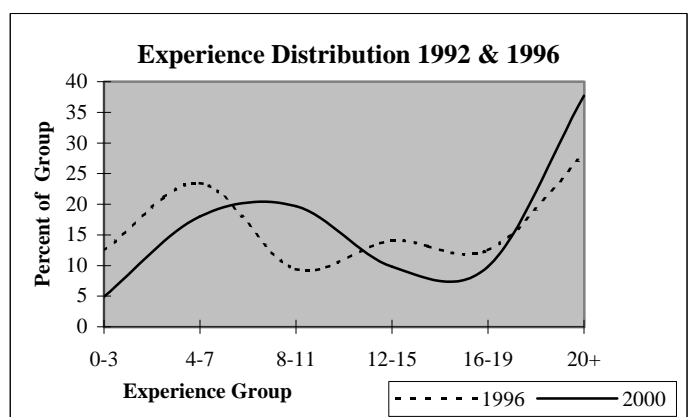
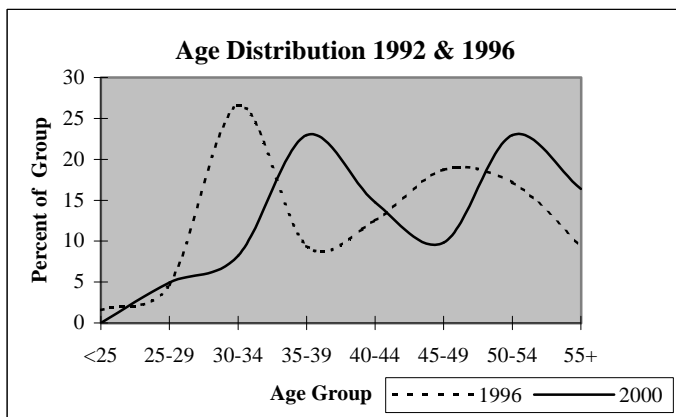
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	8	5	5	5	3	12.5%	8.3%	8.3%	8.3%	4.9%
4-7 Years	15	15	13	10	11	23.4%	25.0%	21.7%	16.7%	18.0%
8-11 Years	6	8	8	9	12	9.4%	13.3%	13.3%	15.0%	19.7%
12-15 Years	9	4	4	7	6	14.1%	6.7%	6.7%	11.7%	9.8%
16-19 Years	8	10	9	8	6	12.5%	16.7%	15.0%	13.3%	9.8%
20+ Years	18	18	21	21	23	28.1%	30.0%	35.0%	35.0%	37.7%
Average Experience	13.1	13.9	14.9	15.0	15.2					

## District Report for: HOLLIS

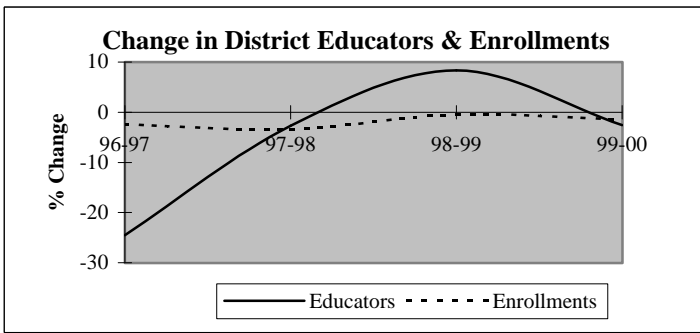
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	0	3	3	-	8.3%	0.0%	4.4%	4.4%	-
Attrition from Transfers	2	0	1	0	-	2.8%	0.0%	1.5%	0.0%	-
Attrition from Exits	4	0	2	3	-	5.6%	0.0%	2.9%	4.4%	-
<b>Teacher Attrition</b>	6	0	3	2	-	9.4%	0.0%	5.0%	3.3%	-
Attrition from Transfers	2	0	1	0	-	3.1%	0.0%	1.7%	0.0%	-
Attrition from Exits	4	0	2	2	-	6.3%	0.0%	3.3%	3.3%	-
<b>District Retention</b>										
Educator Retention	66	68	65	65	-	91.7%	100.0%	95.6%	95.6%	-
Teacher Retention	58	60	57	58	-	90.6%	100.0%	95.0%	96.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	14.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	94.1%	0.0%	94.1%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.8%	1.5%	1.5%	1.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	97.1%	98.5%	95.6%	95.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	1.5%	0.0%	2.9%	4.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LAVERNE

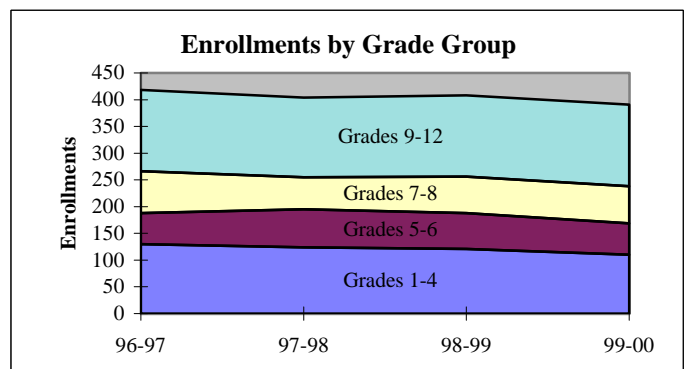
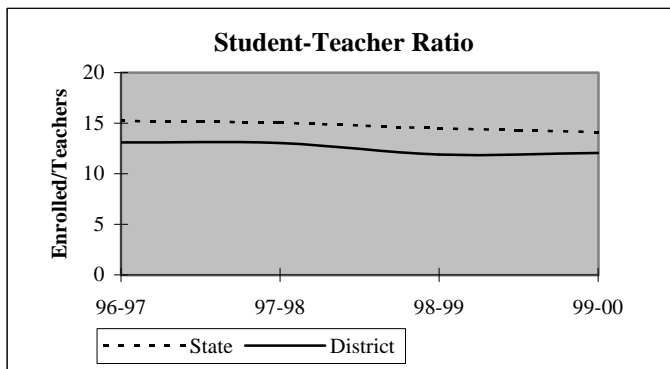


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.3	12.0	11.9	11.0	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.6	13.1	13.0	11.9	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-12	-1	3	-1	-	-	-	-	-
% Change in Educators	-3.9%	-24.5%	-2.7%	8.3%	-2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	-11	-15	-2	-6	-	-	-	-	-
% Change in Enrollments	0.7%	-2.4%	-3.4%	-0.5%	-1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.2%	8.1%	5.6%	7.7%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	2.7%	2.8%	2.6%	2.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	5.4%	5.6%	5.1%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	46.4	46.7	44.1	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	16.1	17.8	18.2	16.7	15.5	12.1	12.3	12.3	12.2	12.2
Average Salary	33,205	31,708	32,876	31,715	33,063	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.4%	67.6%	69.7%	66.7%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.0%	8.8%	9.1%	8.3%	5.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.6%	3.8%	3.7%	4.2%	4.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	4	3	7	10	14.3%	10.8%	8.3%	17.9%	26.3%
Attrition	3	1	1	0	0					
Attrition Rate	42.9%	25.0%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	37	28	26	24	22	75.5%	75.7%	72.2%	61.5%	57.9%
Attrition	10	0	2	2	0					
Attrition Rate	27.0%	0.0%	7.7%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	7	8	6	10.2%	13.5%	19.4%	20.5%	15.8%
Attrition	1	1	1	2	0					
Attrition Rate	20.0%	20.0%	14.3%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	8	10	8	7	14.3%	21.6%	27.8%	20.5%	18.4%

## District Report for: LAVERNE

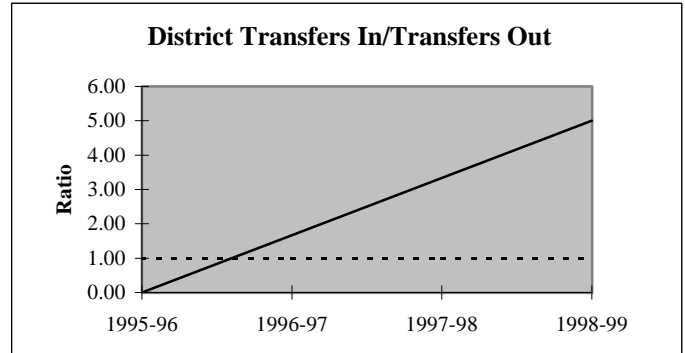
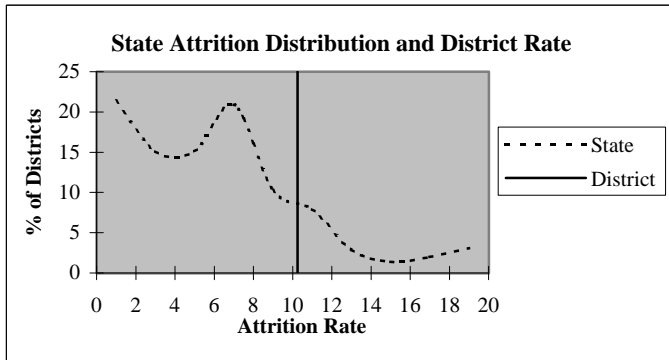
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	49	37	36	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	1	1	1	1	6.1%	2.7%	2.8%	2.6%	2.6%
Professional Staff	3	2	2	2	2	6.1%	5.4%	5.6%	5.1%	5.3%
<b>Total Teachers</b>	43	34	33	36	35	87.8%	91.9%	91.7%	92.3%	92.1%
Special Education	3	3	3	3	2	7.0%	8.8%	9.1%	8.3%	5.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	13	13	14	15	34.9%	38.2%	39.4%	38.9%	42.9%
<b>Middle School</b>	6	2	2	2	2	14.0%	5.9%	6.1%	5.6%	5.7%
Language Arts	2	1	1	1	1	4.7%	2.9%	3.0%	2.8%	2.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	0	1	1	2.3%	2.9%	0.0%	2.8%	2.9%
Science	1	0	1	0	0	2.3%	0.0%	3.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	0	0	0	0	4.7%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	16	15	17	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	1	7.0%	5.9%	6.1%	5.6%	2.9%
Art & Music	2	2	2	1	2	4.7%	5.9%	6.1%	2.8%	5.7%
Social Studies	1	0	0	2	2	2.3%	0.0%	0.0%	5.6%	5.7%
Foreign Language	1	1	1	1	1	2.3%	2.9%	3.0%	2.8%	2.9%
Math	3	1	1	2	2	7.0%	2.9%	3.0%	5.6%	5.7%
<b>Science</b>	1	1	1	2	2	2.3%	2.9%	3.0%	5.6%	5.7%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	2.3%	2.9%	3.0%	5.6%	2.9%
Vocational Education	4	3	3	3	4	9.3%	8.8%	9.1%	8.3%	11.4%
Other	4	6	5	4	2	9.3%	17.6%	15.2%	11.1%	5.7%
<b>Total Enrollments</b>	456	445	430	428	422	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	27	26	20	31	4.8%	6.1%	6.0%	4.7%	7.3%
Grades 1-4	135	130	124	121	110	29.6%	29.2%	28.8%	28.3%	26.1%
Grades 5-6	59	58	71	67	59	12.9%	13.0%	16.5%	15.7%	14.0%
Grades 7-8	81	78	60	68	69	17.8%	17.5%	14.0%	15.9%	16.4%
Grades 9-12	159	152	149	152	153	34.9%	34.2%	34.7%	35.5%	36.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LAVERNE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	49	37	36	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	49	35	35	32	35	100.0%	94.6%	97.2%	82.1%	92.1%
<b>Newly Hired</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>0.0%</b>	<b>5.4%</b>	<b>2.8%</b>	<b>17.9%</b>	<b>7.9%</b>
Transfers In	0	0	1	5	0	0.0%	0.0%	100.0%	71.4%	0.0%
Reentrants	0	2	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	2	3	0.0%	0.0%	0.0%	28.6%	100.0%
<b>Total Exiting Next Year</b>	<b>14</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>28.6%</b>	<b>5.4%</b>	<b>11.1%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	5	0	0	1	-	35.7%	0.0%	0.0%	25.0%	-
Leave Oklahoma Educ.	9	2	4	3	-	64.3%	100.0%	100.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	28.6%	5.4%	11.1%	10.3%	-
Transfers In/Out	0.00	nc	nc	5.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	28	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>49</b>

## District Report for: LAVERNE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	1	1	1	1	6.1%	2.7%	2.8%	2.6%	2.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	2	2	6.1%	5.4%	5.6%	5.1%	5.3%
White - Females	2	2	2	2	2	66.7%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	34	33	36	35	87.8%	91.9%	91.7%	92.3%	92.1%
White - Females	29	23	23	24	25	67.4%	67.6%	69.7%	66.7%	71.4%
White - Males	14	11	10	12	10	32.6%	32.4%	30.3%	33.3%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
25-29	0	1	1	3	3	0.0%	3.0%	3.1%	8.6%	9.1%
30-34	5	2	1	2	4	11.9%	6.1%	3.1%	5.7%	12.1%
35-39	4	3	3	3	3	9.5%	9.1%	9.4%	8.6%	9.1%
40-44	17	10	8	6	3	40.5%	30.3%	25.0%	17.1%	9.1%
45-49	6	7	9	11	13	14.3%	21.2%	28.1%	31.4%	39.4%
50-54	4	4	5	4	3	9.5%	12.1%	15.6%	11.4%	9.1%
55+	6	6	5	5	4	14.3%	18.2%	15.6%	14.3%	12.1%
<b>Average Age</b>	44.8	46.4	46.7	44.1	43.5					

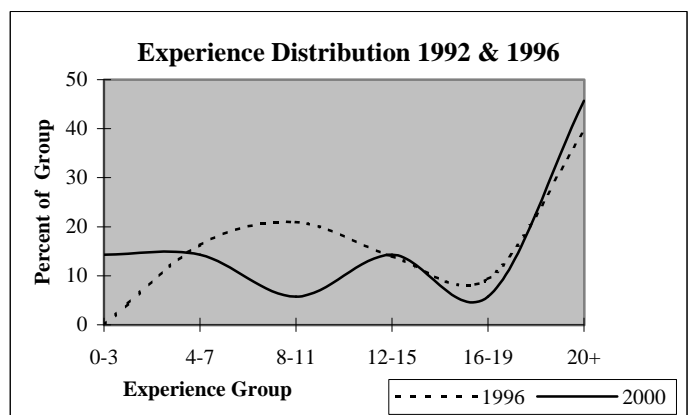
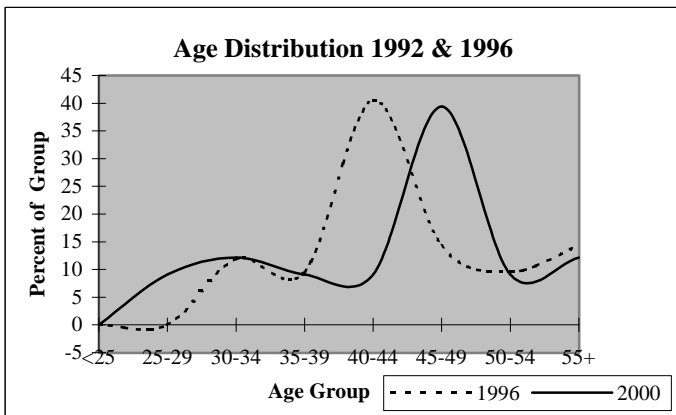
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	2	1	4	5	0.0%	5.9%	3.0%	11.1%	14.3%
4-7 Years	7	2	2	3	5	16.3%	5.9%	6.1%	8.3%	14.3%
8-11 Years	9	3	3	3	2	20.9%	8.8%	9.1%	8.3%	5.7%
12-15 Years	6	6	7	6	5	14.0%	17.6%	21.2%	16.7%	14.3%
16-19 Years	4	5	5	4	2	9.3%	14.7%	15.2%	11.1%	5.7%
20+ Years	17	16	15	16	16	39.5%	47.1%	45.5%	44.4%	45.7%
<b>Average Experience</b>	16.1	17.8	18.2	16.7	15.5					

## District Report for: LAVERNE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	14	2	4	4	-	28.6%	5.4%	11.1%	10.3%	-
Attrition from Transfers	5	0	0	1	-	10.2%	0.0%	0.0%	2.6%	-
Attrition from Exits	9	2	4	3	-	18.4%	5.4%	11.1%	7.7%	-
<b>Teacher Attrition</b>	13	2	4	4	-	30.2%	5.9%	12.1%	11.1%	-
Attrition from Transfers	4	0	0	1	-	9.3%	0.0%	0.0%	2.8%	-
Attrition from Exits	9	2	4	3	-	20.9%	5.9%	12.1%	8.3%	-
<b>District Retention</b>										
Educator Retention	35	35	32	35	-	71.4%	94.6%	88.9%	89.7%	-
Teacher Retention	30	32	29	32	-	69.8%	94.1%	87.9%	88.9%	-

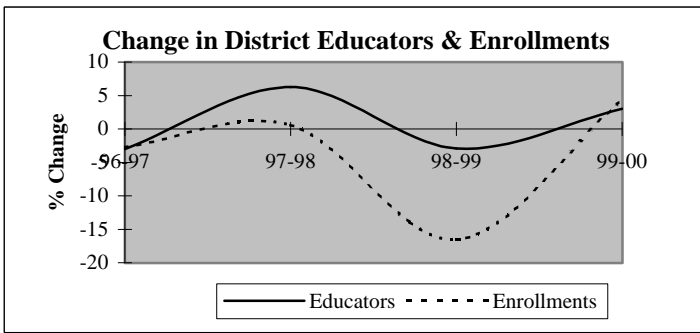
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	0.0%	0.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.1%	8.1%	5.6%	2.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.9%	86.5%	94.4%	92.3%	89.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.6%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	5.4%	0.0%	5.1%	7.9%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: BUFFALO

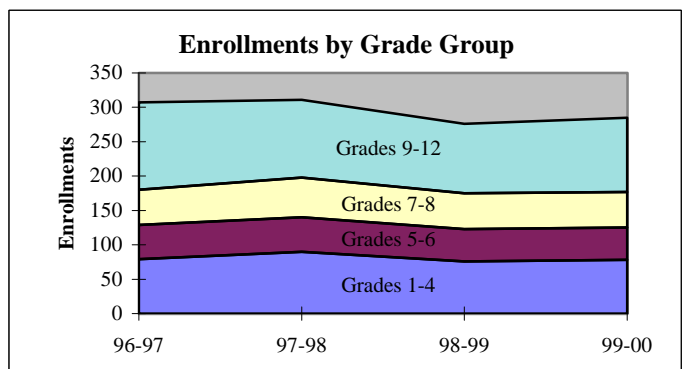
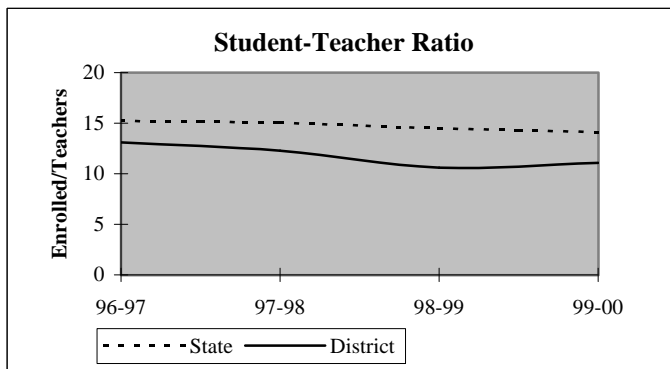


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	11.1	10.5	9.0	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	13.1	12.3	10.6	11.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	2	-1	1	-	-	-	-	-
% Change in Educators	0.0%	-3.0%	6.3%	-2.9%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-10	2	-59	13	-	-	-	-	-
% Change in Enrollments	-1.6%	-2.7%	0.6%	-16.6%	4.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	6.3%	5.9%	3.0%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.3%	5.9%	6.1%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	9.4%	8.8%	9.1%	11.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	43.6	42.9	44.6	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	15.5	15.9	14.9	16.8	17.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,356	27,835	29,411	32,148	30,981	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.6%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.9%	66.7%	65.5%	71.4%	67.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.4%	10.3%	7.1%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.5%	11.9%	12.9%	13.8%	15.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	7	9	7	9	27.3%	21.9%	26.5%	21.2%	26.5%
Attrition	3	1	3	1	0					
Attrition Rate	33.3%	14.3%	33.3%	14.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	20	21	20	20	20	60.6%	65.6%	58.8%	60.6%	58.8%
Attrition	1	1	1	0	0					
Attrition Rate	5.0%	4.8%	5.0%	0.0%	0.0%					
At Retirement Age	4	4	5	6	5	12.1%	12.5%	14.7%	18.2%	14.7%
Attrition	1	0	0	1	0					
Attrition Rate	25.0%	0.0%	0.0%	16.7%	0.0%					
At Retirement in 5 yrs.	5	5	7	6	8	15.2%	15.6%	20.6%	18.2%	23.5%

## District Report for: BUFFALO

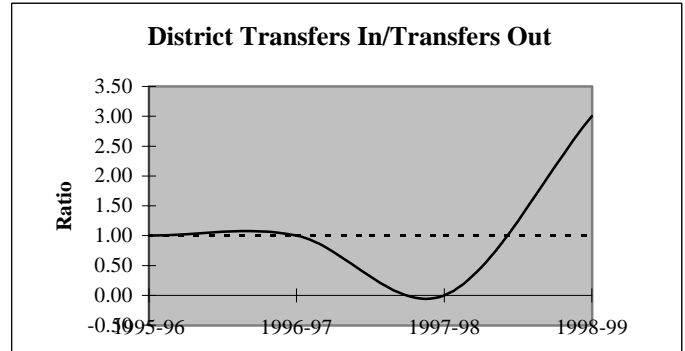
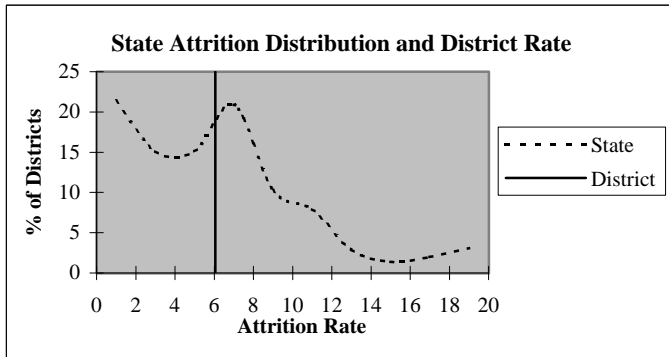
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	32	34	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	6.1%	6.3%	5.9%	6.1%	5.9%
Professional Staff	3	3	3	3	4	9.1%	9.4%	8.8%	9.1%	11.8%
<b>Total Teachers</b>	28	27	29	28	28	84.8%	84.4%	85.3%	84.8%	82.4%
Special Education	2	2	3	2	2	7.1%	7.4%	10.3%	7.1%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	15	14	13	57.1%	59.3%	51.7%	50.0%	46.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	11	12	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	1	3.6%	7.4%	6.9%	7.1%	3.6%
Art & Music	1	1	0	1	1	3.6%	3.7%	0.0%	3.6%	3.6%
Social Studies	1	0	1	0	1	3.6%	0.0%	3.4%	0.0%	3.6%
Foreign Language	1	0	0	1	1	3.6%	0.0%	0.0%	3.6%	3.6%
Math	2	1	2	2	3	7.1%	3.7%	6.9%	7.1%	10.7%
<b>Science</b>	1	1	2	2	2	3.6%	3.7%	6.9%	7.1%	7.1%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	3.6%	0.0%
Physics	0	0	1	0	1	0.0%	0.0%	3.4%	0.0%	3.6%
Other Science	1	1	1	1	1	3.6%	3.7%	3.4%	3.6%	3.6%
Vocational Education	3	3	3	3	3	10.7%	11.1%	10.3%	10.7%	10.7%
Other	0	1	1	1	1	0.0%	3.7%	3.4%	3.6%	3.6%
<b>Total Enrollments</b>	364	354	356	297	310	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	40	45	43	21	23	11.0%	12.7%	12.1%	7.1%	7.4%
Grades 1-4	88	79	90	76	78	24.2%	22.3%	25.3%	25.6%	25.2%
Grades 5-6	62	50	50	47	47	17.0%	14.1%	14.0%	15.8%	15.2%
Grades 7-8	56	51	58	52	52	15.4%	14.4%	16.3%	17.5%	16.8%
Grades 9-12	118	127	113	101	108	32.4%	35.9%	31.7%	34.0%	34.8%
Ungraded	0	2	2	0	2	0.0%	0.6%	0.6%	0.0%	0.6%



## District Report for: BUFFALO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	32	34	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	28	30	30	31	81.8%	87.5%	88.2%	90.9%	91.2%
<b>Newly Hired</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>18.2%</b>	<b>12.5%</b>	<b>11.8%</b>	<b>9.1%</b>	<b>8.8%</b>
Transfers In	3	2	0	3	0	50.0%	50.0%	0.0%	100.0%	0.0%
Reentrants	0	1	0	0	2	0.0%	25.0%	0.0%	0.0%	66.7%
First Time Educators	3	1	4	0	1	50.0%	25.0%	100.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>15.2%</b>	<b>6.3%</b>	<b>11.8%</b>	<b>6.1%</b>	<b>-</b>
Transfers Out	3	2	1	1	-	60.0%	100.0%	25.0%	50.0%	-
Leave Oklahoma Educ.	2	0	3	1	-	40.0%	0.0%	75.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	15.2%	6.3%	11.8%	6.1%	-
Transfers In/Out	1.00	1.00	0.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	2
NWOSU, Alva	15	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	33

## District Report for: BUFFALO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	6.1%	6.3%	5.9%	6.1%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	4	9.1%	9.4%	8.8%	9.1%	11.8%
White - Females	3	3	3	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	27	29	28	28	84.8%	84.4%	85.3%	84.8%	82.4%
White - Females	19	18	19	20	19	67.9%	66.7%	65.5%	71.4%	67.9%
White - Males	8	9	10	8	9	28.6%	33.3%	34.5%	28.6%	32.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	1	0.0%	0.0%	3.6%	0.0%	3.6%
25-29	4	5	3	2	1	14.3%	18.5%	10.7%	7.1%	3.6%
30-34	2	2	5	6	5	7.1%	7.4%	17.9%	21.4%	17.9%
35-39	2	3	2	1	3	7.1%	11.1%	7.1%	3.6%	10.7%
40-44	4	2	2	2	2	14.3%	7.4%	7.1%	7.1%	7.1%
45-49	8	8	4	5	5	28.6%	29.6%	14.3%	17.9%	17.9%
50-54	3	3	7	8	7	10.7%	11.1%	25.0%	28.6%	25.0%
55+	5	4	4	4	4	17.9%	14.8%	14.3%	14.3%	14.3%
<b>Average Age</b>	44.3	43.6	42.9	44.6	44.5					

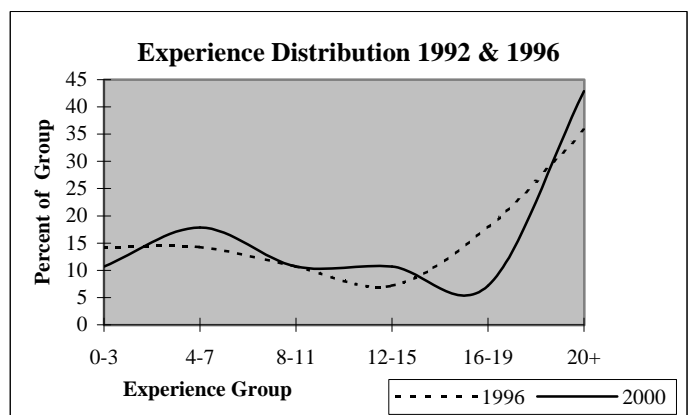
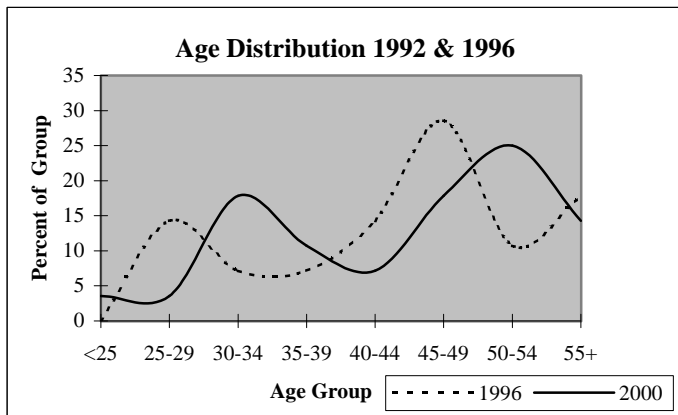
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	7	4	3	14.3%	14.8%	24.1%	14.3%	10.7%
4-7 Years	4	3	2	3	5	14.3%	11.1%	6.9%	10.7%	17.9%
8-11 Years	3	4	2	3	3	10.7%	14.8%	6.9%	10.7%	10.7%
12-15 Years	2	1	3	3	3	7.1%	3.7%	10.3%	10.7%	10.7%
16-19 Years	5	5	5	4	2	17.9%	18.5%	17.2%	14.3%	7.1%
20+ Years	10	10	10	11	12	35.7%	37.0%	34.5%	39.3%	42.9%
<b>Average Experience</b>	15.5	15.9	14.9	16.8	17.0					

## District Report for: BUFFALO

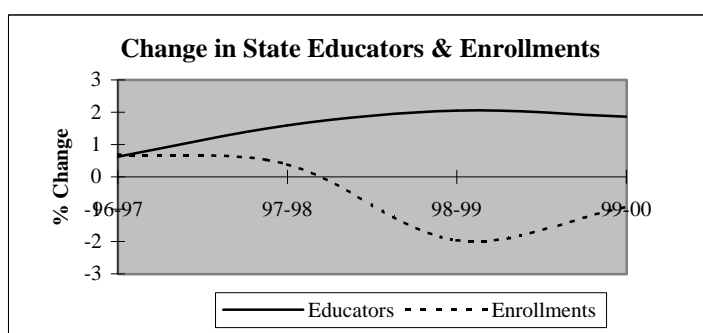
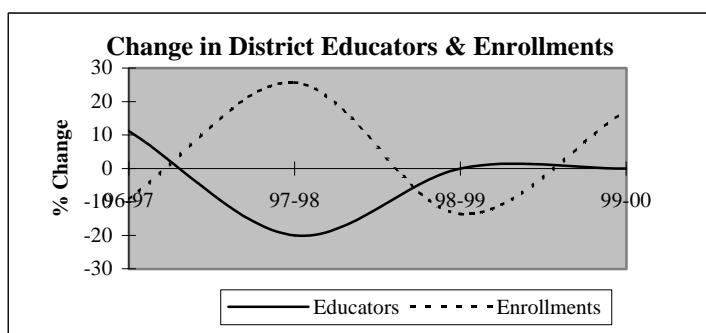
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	4	2	-	15.2%	6.3%	11.8%	6.1%	-
Attrition from Transfers	3	2	1	1	-	9.1%	6.3%	2.9%	3.0%	-
Attrition from Exits	2	0	3	1	-	6.1%	0.0%	8.8%	3.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>17.9%</b>	<b>7.4%</b>	<b>10.3%</b>	<b>7.1%</b>	<b>-</b>
Attrition from Transfers	3	2	1	1	-	10.7%	7.4%	3.4%	3.6%	-
Attrition from Exits	2	0	2	1	-	7.1%	0.0%	6.9%	3.6%	-
<b>District Retention</b>										
Educator Retention	28	30	30	31	-	84.8%	93.8%	88.2%	93.9%	-
Teacher Retention	23	25	26	26	-	82.1%	92.6%	89.7%	92.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	40.0%	20.0%	60.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.9%	3.0%	2.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	93.8%	82.4%	97.0%	88.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	6.3%	11.8%	0.0%	8.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WHITEFIELD

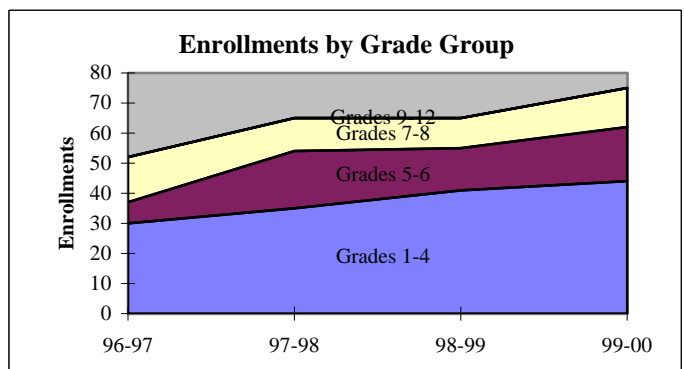
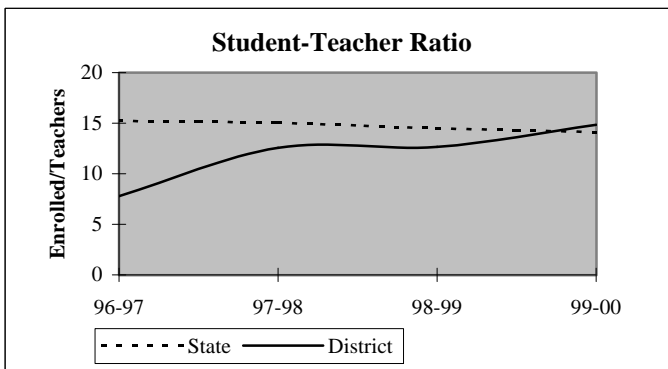


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.6	7.0	11.0	9.5	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.6	7.8	12.6	12.7	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	-2	0	0	-	-	-	-	-
% Change in Educators	0.0%	11.1%	-20.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	-7	18	-12	13	-	-	-	-	-
% Change in Enrollments	1.3%	-9.1%	25.7%	-13.6%	17.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	22.2%	20.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	10.0%	12.5%	12.5%	12.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	12.5%	12.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	22.2%	20.0%	0.0%	0.0%	12.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	0.0%	0.0%	0.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	41.6	43.1	46.5	47.5	42.0	42.3	42.5	42.7	43.0
Average Experience	14.5	10.4	12.1	14.8	15.8	12.1	12.3	12.3	12.2	12.2
Average Salary	26,858	26,662	29,803	31,005	31,490	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.5%	22.2%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.5%	88.9%	85.7%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	25.0%	33.3%	14.3%	16.7%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	51.9%	60.0%	52.3%	55.6%	42.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	5	4	3	3	22.2%	50.0%	50.0%	37.5%	37.5%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	20.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	5	4	5	5	66.7%	50.0%	50.0%	62.5%	62.5%
Attrition	1	1	0	1	0					
Attrition Rate	16.7%	20.0%	0.0%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	0	0	0	2	11.1%	0.0%	0.0%	0.0%	25.0%

## District Report for: WHITEFIELD

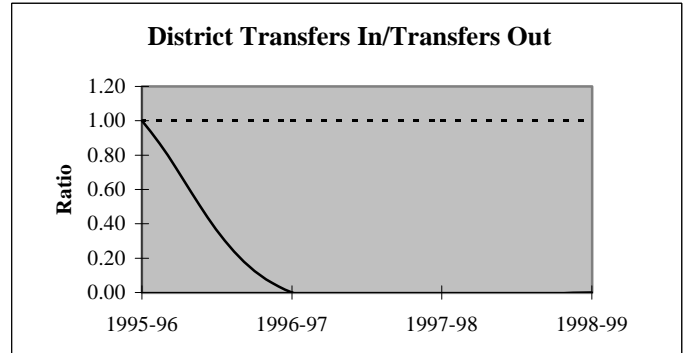
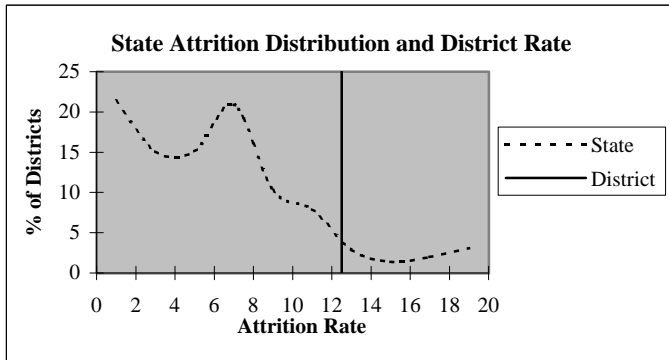
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	9	10	8	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	11.1%	10.0%	12.5%	12.5%	12.5%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	12.5%	12.5%
<b>Total Teachers</b>	8	9	7	6	6	88.9%	90.0%	87.5%	75.0%	75.0%
Special Education	2	3	1	1	1	25.0%	33.3%	14.3%	16.7%	16.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	5	5	75.0%	66.7%	85.7%	83.3%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	77	70	88	76	89	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	18	23	9	14	20.8%	25.7%	26.1%	11.8%	15.7%
Grades 1-4	30	30	35	41	44	39.0%	42.9%	39.8%	53.9%	49.4%
Grades 5-6	15	7	19	14	18	19.5%	10.0%	21.6%	18.4%	20.2%
Grades 7-8	15	15	11	10	13	19.5%	21.4%	12.5%	13.2%	14.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	0	0	2	0	1.3%	0.0%	0.0%	2.6%	0.0%



## District Report for: WHITEFIELD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	9	10	8	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	7	8	8	7	77.8%	70.0%	100.0%	100.0%	87.5%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>22.2%</b>	<b>30.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>
Transfers In	1	0	0	0	1	50.0%	0.0%	0.0%	0.0%	100.0%
Reentrants	0	1	0	0	0	0.0%	33.3%	0.0%	0.0%	0.0%
First Time Educators	1	2	0	0	0	50.0%	66.7%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>22.2%</b>	<b>20.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	1	2	0	1	-	50.0%	100.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	22.2%	20.0%	0.0%	12.5%	-
Transfers In/Out	1.00	0.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	6	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>8</b>



## District Report for: WHITEFIELD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	11.1%	10.0%	12.5%	12.5%	12.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	0	0.0%	100.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	100.0%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	12.5%	12.5%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	8	9	7	6	6	88.9%	90.0%	87.5%	75.0%	75.0%
White - Females	6	6	6	5	5	75.0%	66.7%	85.7%	83.3%	83.3%
White - Males	1	1	1	1	1	12.5%	11.1%	14.3%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	0	0	0	12.5%	22.2%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	0	0	12.5%	11.1%	14.3%	0.0%	0.0%
30-34	0	1	0	0	0	0.0%	11.1%	0.0%	0.0%	0.0%
35-39	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
40-44	1	3	3	2	2	12.5%	33.3%	42.9%	33.3%	33.3%
45-49	4	3	2	2	2	50.0%	33.3%	28.6%	33.3%	33.3%
50-54	1	1	1	2	2	12.5%	11.1%	14.3%	33.3%	33.3%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	43.6	41.6	43.1	46.5	47.5					

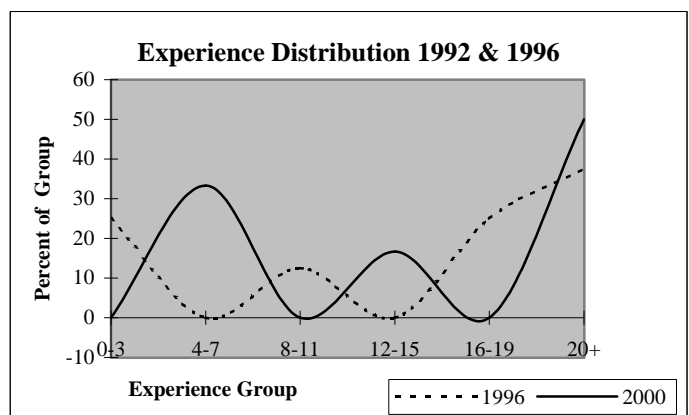
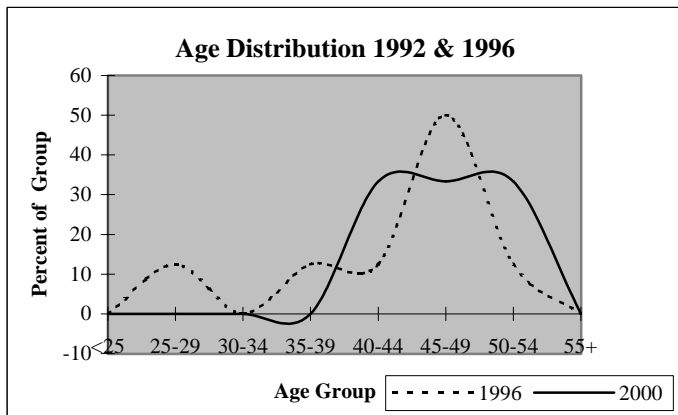
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	4	3	2	0	25.0%	44.4%	42.9%	33.3%	0.0%
4-7 Years	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	33.3%
8-11 Years	1	1	0	0	0	12.5%	11.1%	0.0%	0.0%	0.0%
12-15 Years	0	0	1	1	1	0.0%	0.0%	14.3%	16.7%	16.7%
16-19 Years	2	2	1	1	0	25.0%	22.2%	14.3%	16.7%	0.0%
20+ Years	3	2	2	2	3	37.5%	22.2%	28.6%	33.3%	50.0%
<b>Average Experience</b>	14.5	10.4	12.1	14.8	15.8					

## District Report for: WHITEFIELD

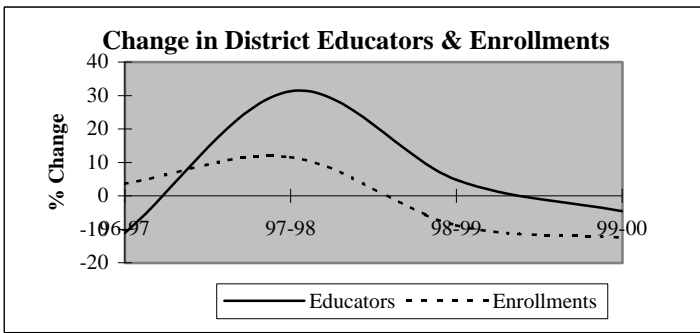
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	0	1	-	22.2%	20.0%	0.0%	12.5%	-
Attrition from Transfers	1	2	0	1	-	11.1%	20.0%	0.0%	12.5%	-
Attrition from Exits	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	2	0	0	-	12.5%	22.2%	0.0%	0.0%	-
Attrition from Transfers	0	2	0	0	-	0.0%	22.2%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	12.5%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	8	8	7	-	77.8%	80.0%	100.0%	87.5%	-
Teacher Retention	7	7	7	6	-	87.5%	77.8%	100.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	10.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	60.0%	87.5%	87.5%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	12.5%	12.5%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	30.0%	0.0%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KINTA

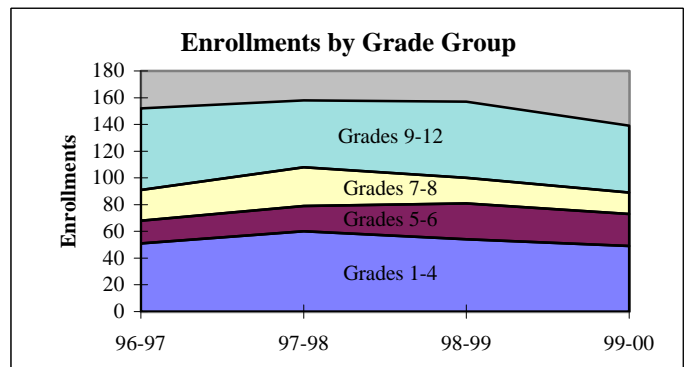
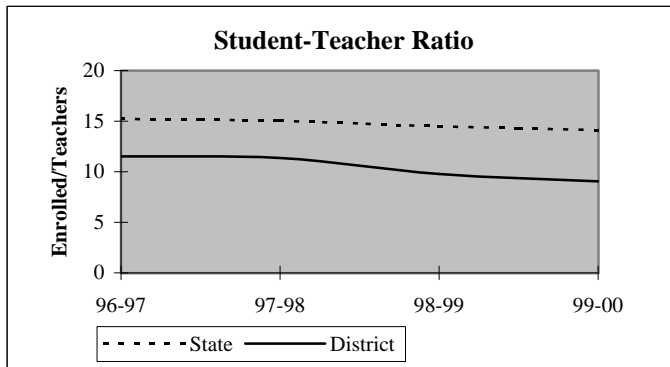


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.3	10.8	9.2	8.0	7.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.4	11.5	11.4	9.8	9.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	-2	5	1	-1	-	-	-	-	-
% Change in Educators	-18.2%	-11.1%	31.3%	4.8%	-4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	6	20	-17	-22	-	-	-	-	-
% Change in Enrollments	-4.6%	3.6%	11.6%	-8.8%	-12.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	18.8%	38.1%	27.3%	19.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	6.3%	9.5%	9.1%	9.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	9.5%	9.1%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	12.5%	14.3%	22.7%	23.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	100.0%	50.0%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	41.0	39.8	41.7	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	9.0	11.5	10.0	11.5	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,367	26,514	24,562	25,832	26,891	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.5%	6.7%	11.8%	22.2%	23.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	62.5%	60.0%	70.6%	72.2%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.7%	5.9%	5.6%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.5%	30.1%	38.3%	46.7%	47.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	9	12	11	8	61.1%	56.3%	57.1%	50.0%	38.1%
Attrition	3	2	4	2	0					
Attrition Rate	27.3%	22.2%	33.3%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	6	7	8	11	33.3%	37.5%	33.3%	36.4%	52.4%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	16.7%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	3	2	5.6%	6.3%	9.5%	13.6%	9.5%
Attrition Rate	100.0%	100.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	2	1	3	3	2	11.1%	6.3%	14.3%	13.6%	9.5%

## District Report for: KINTA

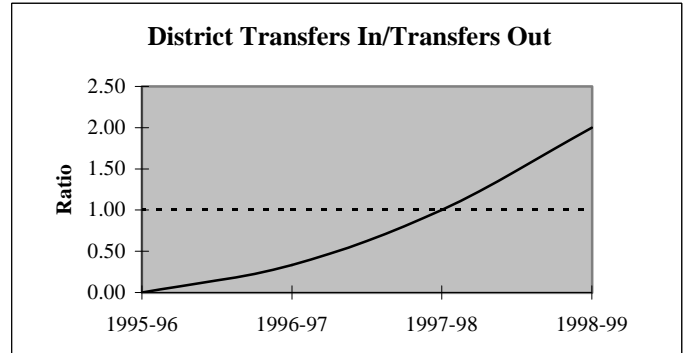
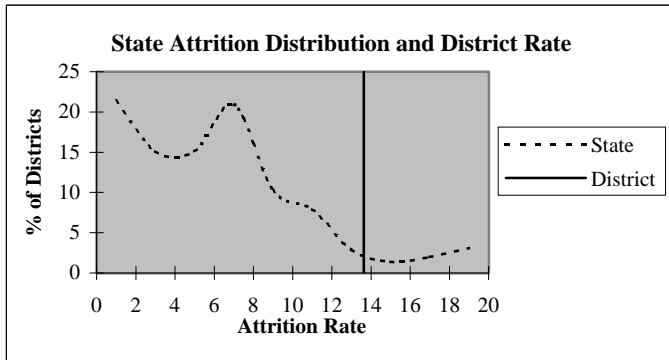
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	16	21	22	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	2	2	2	11.1%	6.3%	9.5%	9.1%	9.5%
Professional Staff	0	0	2	2	2	0.0%	0.0%	9.5%	9.1%	9.5%
<b>Total Teachers</b>	16	15	17	18	17	88.9%	93.8%	81.0%	81.8%	81.0%
Special Education	1	1	1	1	1	6.3%	6.7%	5.9%	5.6%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	7	8	9	8	50.0%	46.7%	47.1%	50.0%	47.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	8	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	6.7%	5.9%	5.6%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	1	6.3%	6.7%	5.9%	11.1%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.7%	5.9%	5.6%	5.9%
<b>Science</b>	1	1	0	1	1	6.3%	6.7%	0.0%	5.6%	5.9%
Biology	1	1	0	1	1	6.3%	6.7%	0.0%	5.6%	5.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	3	2	2	2	18.8%	20.0%	11.8%	11.1%	11.8%
Other	0	0	3	1	2	0.0%	0.0%	17.6%	5.6%	11.8%
<b>Total Enrollments</b>	167	173	193	176	154	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	13	21	33	18	15	7.8%	12.1%	17.1%	10.2%	9.7%
Grades 1-4	51	51	60	54	49	30.5%	29.5%	31.1%	30.7%	31.8%
Grades 5-6	20	17	19	27	24	12.0%	9.8%	9.8%	15.3%	15.6%
Grades 7-8	25	23	29	19	16	15.0%	13.3%	15.0%	10.8%	10.4%
Grades 9-12	58	61	50	57	50	34.7%	35.3%	25.9%	32.4%	32.5%
Ungraded	0	0	2	1	0	0.0%	0.0%	1.0%	0.6%	0.0%



## District Report for: KINTA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	16	21	22	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	14	12	17	19	83.3%	87.5%	57.1%	77.3%	90.5%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>16.7%</b>	<b>12.5%</b>	<b>42.9%</b>	<b>22.7%</b>	<b>9.5%</b>
Transfers In	0	1	2	2	1	0.0%	50.0%	22.2%	40.0%	50.0%
Reentrants	2	0	4	1	0	66.7%	0.0%	44.4%	20.0%	0.0%
First Time Educators	1	1	3	2	1	33.3%	50.0%	33.3%	40.0%	50.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>22.2%</b>	<b>25.0%</b>	<b>19.0%</b>	<b>13.6%</b>	<b>-</b>
Transfers Out	1	3	2	1	-	25.0%	75.0%	50.0%	33.3%	-
Leave Oklahoma Educ.	3	1	2	2	-	75.0%	25.0%	50.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	22.2%	25.0%	19.0%	13.6%	-
Transfers In/Out	0.00	0.33	1.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	10	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>18</b>

## District Report for: KINTA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	2	2	2	11.1%	6.3%	9.5%	9.1%	9.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	0	1	1	1	50.0%	0.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	50.0%	100.0%	50.0%	50.0%	50.0%
<b>Professional Staff</b>	0	0	2	2	2	0.0%	0.0%	9.5%	9.1%	9.5%
White - Females	0	0	2	2	2	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	15	17	18	17	88.9%	93.8%	81.0%	81.8%	81.0%
White - Females	8	8	10	10	10	50.0%	53.3%	58.8%	55.6%	58.8%
White - Males	6	6	5	4	3	37.5%	40.0%	29.4%	22.2%	17.6%
Black - Females	0	0	1	1	1	0.0%	0.0%	5.9%	5.6%	5.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	2	2	12.5%	6.7%	5.9%	11.1%	11.8%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	0	0	6.3%	0.0%	11.8%	0.0%	0.0%
25-29	3	3	2	2	0	18.8%	20.0%	11.8%	11.1%	0.0%
30-34	0	1	1	3	4	0.0%	6.7%	5.9%	16.7%	25.0%
35-39	4	1	3	2	2	25.0%	6.7%	17.6%	11.1%	12.5%
40-44	2	4	3	4	3	12.5%	26.7%	17.6%	22.2%	18.8%
45-49	4	1	1	2	3	25.0%	6.7%	5.9%	11.1%	18.8%
50-54	1	5	4	4	3	6.3%	33.3%	23.5%	22.2%	18.8%
55+	1	0	1	1	1	6.3%	0.0%	5.9%	5.6%	6.3%
<b>Average Age</b>	40.8	41.0	39.8	41.7	43.1					

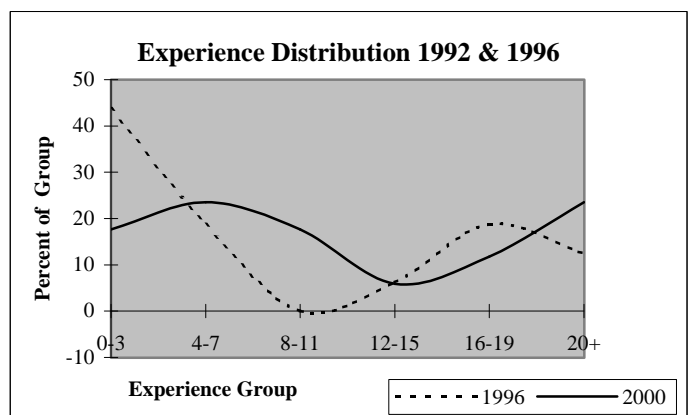
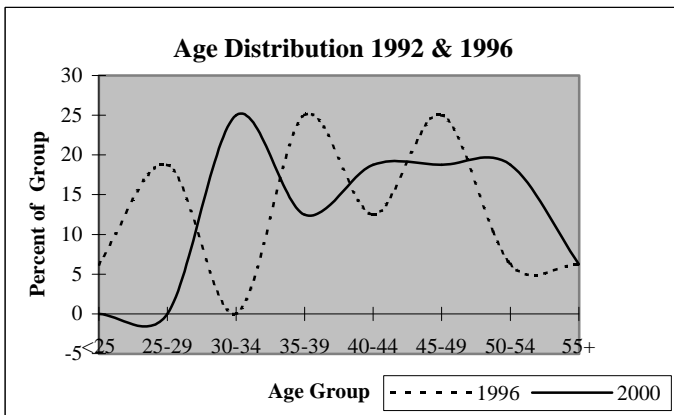
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	4	6	3	3	43.8%	26.7%	35.3%	16.7%	17.6%
4-7 Years	3	4	3	6	4	18.8%	26.7%	17.6%	33.3%	23.5%
8-11 Years	0	0	2	2	3	0.0%	0.0%	11.8%	11.1%	17.6%
12-15 Years	1	0	0	0	1	6.3%	0.0%	0.0%	0.0%	5.9%
16-19 Years	3	5	3	4	2	18.8%	33.3%	17.6%	22.2%	11.8%
20+ Years	2	2	3	3	4	12.5%	13.3%	17.6%	16.7%	23.5%
<b>Average Experience</b>	9.0	11.5	10.0	11.5	11.4					

## District Report for: KINTA

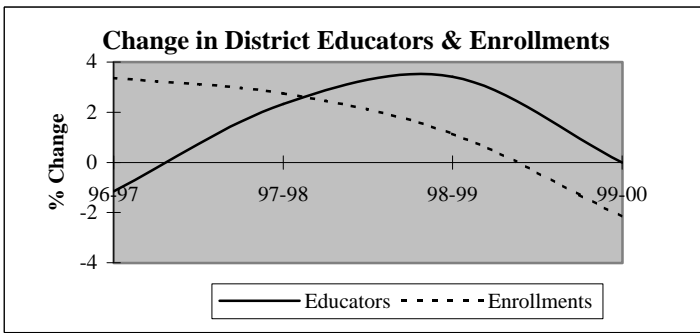
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	4	3	-	22.2%	25.0%	19.0%	13.6%	-
Attrition from Transfers	1	3	2	1	-	5.6%	18.8%	9.5%	4.5%	-
Attrition from Exits	3	1	2	2	-	16.7%	6.3%	9.5%	9.1%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>18.8%</b>	<b>26.7%</b>	<b>17.6%</b>	<b>16.7%</b>	<b>-</b>
Attrition from Transfers	1	3	2	1	-	6.3%	20.0%	11.8%	5.6%	-
Attrition from Exits	2	1	1	2	-	12.5%	6.7%	5.9%	11.1%	-
<b>District Retention</b>										
Educator Retention	14	12	17	19	-	77.8%	75.0%	81.0%	86.4%	-
Teacher Retention	13	11	14	15	-	81.3%	73.3%	82.4%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	33.3%	33.3%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	33.3%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	62.5%	12.5%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	9.1%	4.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	93.8%	66.7%	77.3%	90.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	6.3%	33.3%	13.6%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: STIGLER



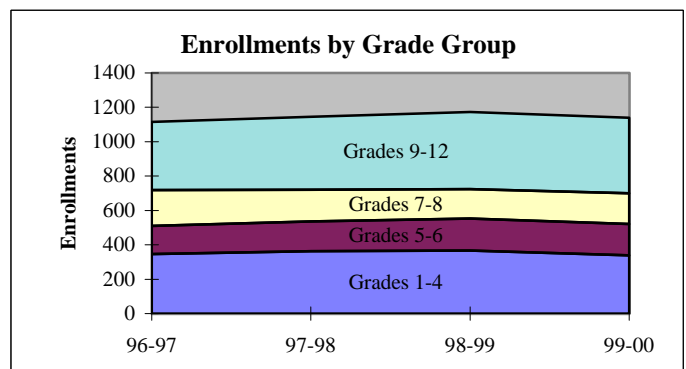
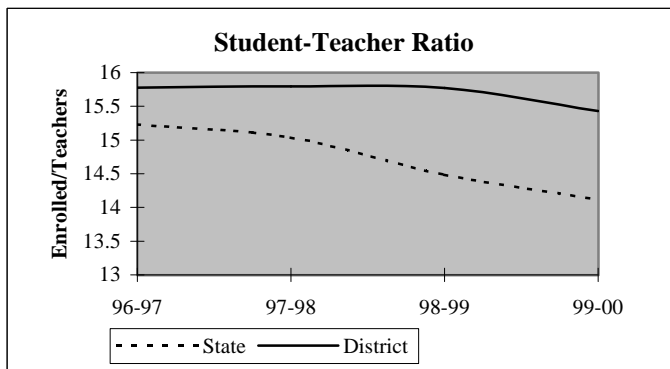
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.9	14.0	13.7	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	15.8	15.8	15.8	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	2	3	0	-	-	-	-	-
% Change in Educators	2.4%	-1.1%	2.3%	3.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-20	39	33	14	-27	-	-	-	-	-
% Change in Enrollments	-1.7%	3.4%	2.8%	1.1%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.0%	4.7%	6.8%	4.4%	1.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.8%	5.7%	5.5%	6.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.7%	5.8%	5.7%	7.7%	6.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.6%	4.7%	3.4%	3.3%	4.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	43.4	43.9	45.0	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	14.5	15.1	14.6	15.2	15.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,592	29,954	29,867	31,473	31,695	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.2%	5.3%	3.8%	3.8%	5.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	67.1%	65.4%	63.3%	64.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.4%	11.8%	10.3%	10.1%	10.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.3%	31.4%	32.3%	32.4%	30.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	22	25	23	22	26.4%	25.6%	28.4%	25.3%	24.2%
Attrition	1	3	4	4	0					
Attrition Rate	4.3%	13.6%	16.0%	17.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	53	52	50	56	55	60.9%	60.5%	56.8%	61.5%	60.4%
Attrition	4	4	0	1	0					
Attrition Rate	7.5%	7.7%	0.0%	1.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	11	12	13	12	14	12.6%	14.0%	14.8%	13.2%	15.4%
Attrition	2	1	3	3	0					
Attrition Rate	18.2%	8.3%	23.1%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	13	14	14	16	20	14.9%	16.3%	15.9%	17.6%	22.0%



## District Report for: STIGLER

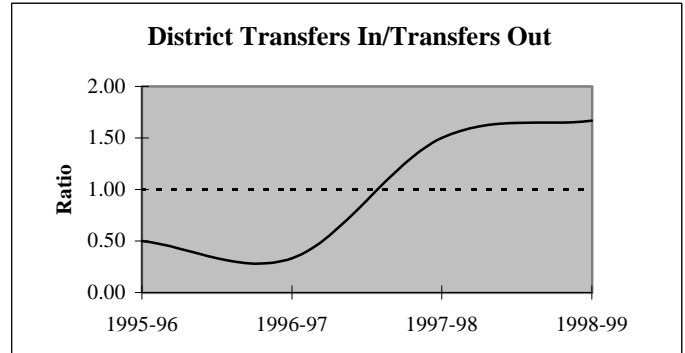
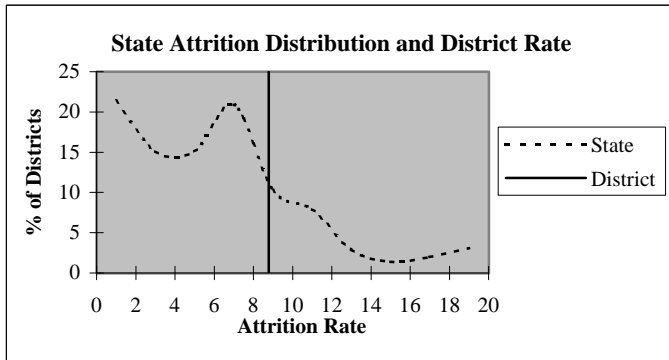
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	87	86	88	91	91	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	6	5.7%	5.8%	5.7%	5.5%	6.6%
Professional Staff	5	5	5	7	6	5.7%	5.8%	5.7%	7.7%	6.6%
<b>Total Teachers</b>	77	76	78	79	79	88.5%	88.4%	88.6%	86.8%	86.8%
Special Education	8	9	8	8	8	10.4%	11.8%	10.3%	10.1%	10.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	26	26	25	26	25	33.8%	34.2%	32.1%	32.9%	31.6%
<b>Middle School</b>	14	14	16	14	14	18.2%	18.4%	20.5%	17.7%	17.7%
Language Arts	5	4	5	5	5	6.5%	5.3%	6.4%	6.3%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	4	3	2	1	3.9%	5.3%	3.8%	2.5%	1.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	2	3	3.9%	3.9%	3.8%	2.5%	3.8%
Science	2	2	2	2	2	2.6%	2.6%	2.6%	2.5%	2.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	3	3	3	1.3%	1.3%	3.8%	3.8%	3.8%
<b>High School (9-12)</b>	29	27	29	31	32	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	5	5	5	5	6.5%	6.6%	6.4%	6.3%	6.3%
Art & Music	3	2	3	3	3	3.9%	2.6%	3.8%	3.8%	3.8%
Social Studies	5	5	4	5	4	6.5%	6.6%	5.1%	6.3%	5.1%
Foreign Language	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%
Math	3	3	3	3	3	3.9%	3.9%	3.8%	3.8%	3.8%
<b>Science</b>	2	3	4	3	4	2.6%	3.9%	5.1%	3.8%	5.1%
Biology	1	1	2	2	2	1.3%	1.3%	2.6%	2.5%	2.5%
Chemistry	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	0	1	0.0%	1.3%	1.3%	0.0%	1.3%
Vocational Education	5	5	5	4	4	6.5%	6.6%	6.4%	5.1%	5.1%
Other	5	3	4	7	8	6.5%	3.9%	5.1%	8.9%	10.1%
<b>Total Enrollments</b>	1,160	1,199	1,232	1,246	1,219	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	75	82	81	74	74	6.5%	6.8%	6.6%	5.9%	6.1%
Grades 1-4	331	346	363	366	339	28.5%	28.9%	29.5%	29.4%	27.8%
Grades 5-6	169	165	174	186	183	14.6%	13.8%	14.1%	14.9%	15.0%
Grades 7-8	215	207	184	172	178	18.5%	17.3%	14.9%	13.8%	14.6%
Grades 9-12	368	398	424	448	440	31.7%	33.2%	34.4%	36.0%	36.1%
Ungraded	2	1	6	0	5	0.2%	0.1%	0.5%	0.0%	0.4%



## District Report for: STIGLER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	87	86	88	91	91	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	82	80	78	81	83	94.3%	93.0%	88.6%	89.0%	91.2%
<b>Newly Hired</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>10</b>	<b>8</b>	<b>5.7%</b>	<b>7.0%</b>	<b>11.4%</b>	<b>11.0%</b>	<b>8.8%</b>
Transfers In	2	2	3	5	5	40.0%	33.3%	30.0%	50.0%	62.5%
Reentrants	2	2	2	1	1	40.0%	33.3%	20.0%	10.0%	12.5%
First Time Educators	1	2	5	4	2	20.0%	33.3%	50.0%	40.0%	25.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>8.0%</b>	<b>9.3%</b>	<b>8.0%</b>	<b>8.8%</b>	<b>-</b>
Transfers Out	4	6	2	3	-	57.1%	75.0%	28.6%	37.5%	-
Leave Oklahoma Educ.	3	2	5	5	-	42.9%	25.0%	71.4%	62.5%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	9.3%	8.0%	8.8%	-
Transfers In/Out	0.50	0.33	1.50	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	63	University of Tulsa, Tulsa	1
SEOSU, Durant	7	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	85

## District Report for: STIGLER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	5	6	5.7%	5.8%	5.7%	5.5%	6.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	5	5	5	5	6	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	7	6	5.7%	5.8%	5.7%	7.7%	6.6%
White - Females	5	5	5	7	6	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	77	76	78	79	79	88.5%	88.4%	88.6%	86.8%	86.8%
White - Females	51	49	49	48	49	66.2%	64.5%	62.8%	60.8%	62.0%
White - Males	22	23	26	28	26	28.6%	30.3%	33.3%	35.4%	32.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%
Other - Females	2	2	2	2	2	2.6%	2.6%	2.6%	2.5%	2.5%
Other - Males	1	1	0	0	1	1.3%	1.3%	0.0%	0.0%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	1.3%	0.0%	0.0%	0.0%	0.0%
25-29	9	11	10	6	4	11.8%	14.7%	13.2%	7.8%	5.3%
30-34	8	5	6	8	10	10.5%	6.7%	7.9%	10.4%	13.2%
35-39	11	10	8	8	9	14.5%	13.3%	10.5%	10.4%	11.8%
40-44	10	9	9	8	8	13.2%	12.0%	11.8%	10.4%	10.5%
45-49	18	19	20	19	15	23.7%	25.3%	26.3%	24.7%	19.7%
50-54	13	11	13	16	18	17.1%	14.7%	17.1%	20.8%	23.7%
55+	6	10	10	12	12	7.9%	13.3%	13.2%	15.6%	15.8%
<b>Average Age</b>	42.7	43.4	43.9	45.0	45.4					

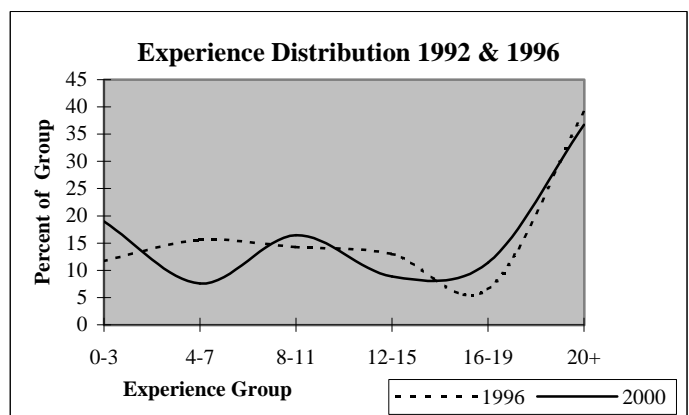
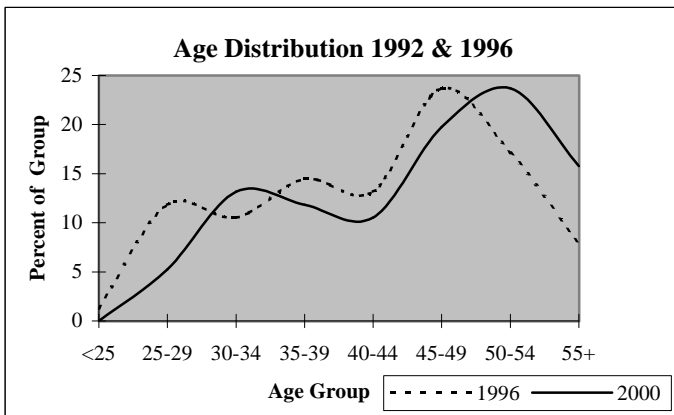
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	10	13	14	15	11.7%	13.2%	16.7%	17.7%	19.0%
4-7 Years	12	11	12	7	6	15.6%	14.5%	15.4%	8.9%	7.6%
8-11 Years	11	8	9	11	13	14.3%	10.5%	11.5%	13.9%	16.5%
12-15 Years	10	11	7	8	7	13.0%	14.5%	9.0%	10.1%	8.9%
16-19 Years	5	5	8	9	9	6.5%	6.6%	10.3%	11.4%	11.4%
20+ Years	30	31	29	30	29	39.0%	40.8%	37.2%	38.0%	36.7%
<b>Average Experience</b>	14.5	15.1	14.6	15.2	15.2					

## District Report for: STIGLER

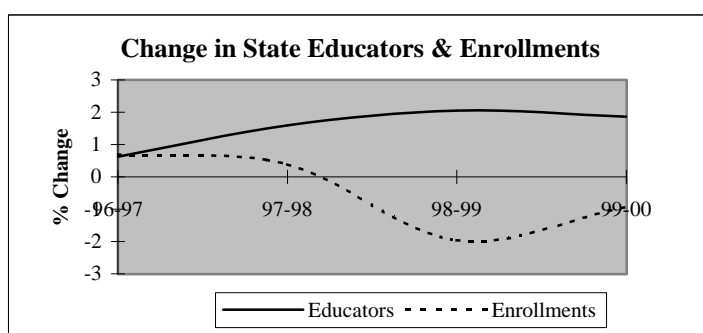
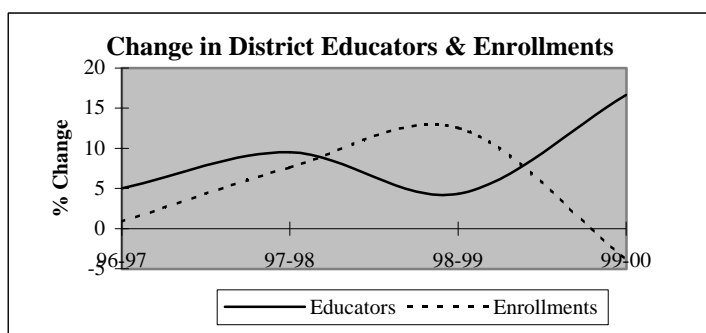
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	8	7	8	-	8.0%	9.3%	8.0%	8.8%	-
Attrition from Transfers	4	6	2	3	-	4.6%	7.0%	2.3%	3.3%	-
Attrition from Exits	3	2	5	5	-	3.4%	2.3%	5.7%	5.5%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>9.1%</b>	<b>7.9%</b>	<b>7.7%</b>	<b>7.6%</b>	<b>-</b>
Attrition from Transfers	4	4	2	3	-	5.2%	5.3%	2.6%	3.8%	-
Attrition from Exits	3	2	4	3	-	3.9%	2.6%	5.1%	3.8%	-
<b>District Retention</b>										
Educator Retention	80	78	81	83	-	92.0%	90.7%	92.0%	91.2%	-
Teacher Retention	70	70	72	73	-	90.9%	92.1%	92.3%	92.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	6.3%	93.8%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	6.3%	93.8%	84.2%	6.9%	91.1%
2 Years of Experience	91.7%	8.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	77.8%	16.7%	94.4%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	9.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.3%	3.4%	2.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	93.0%	88.6%	92.3%	96.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	4.7%	8.0%	5.5%	3.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MC CURTAIN

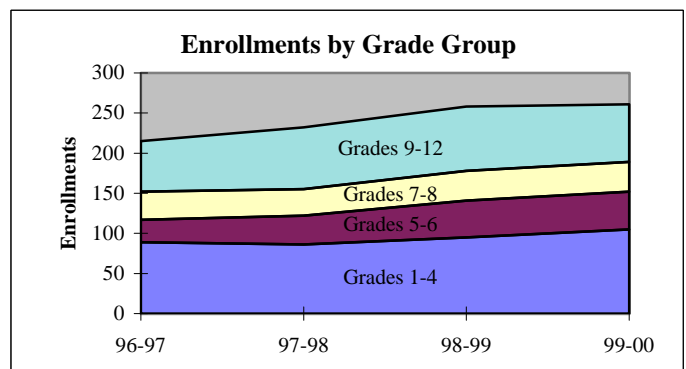
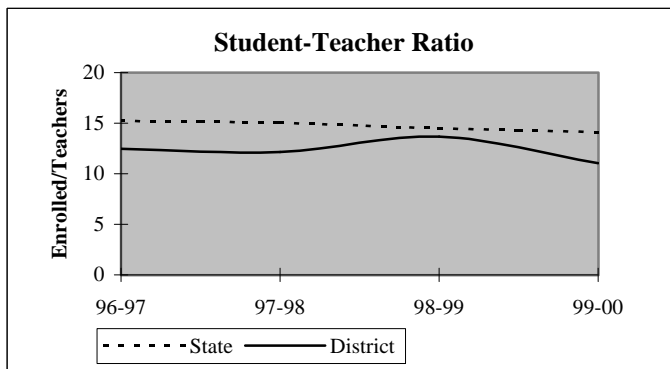


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.8	11.3	11.1	12.0	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.1	12.5	12.1	13.7	11.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	2	1	4	-	-	-	-	-
% Change in Educators	5.3%	5.0%	9.5%	4.3%	16.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	2	18	32	-11	-	-	-	-	-
% Change in Enrollments	6.8%	0.9%	7.6%	12.5%	-3.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.0%	4.8%	8.7%	4.2%	14.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	4.8%	4.3%	8.3%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	4.8%	4.3%	4.2%	3.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.0%	4.8%	13.0%	8.3%	7.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.3	41.5	42.9	43.2	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	10.3	12.0	11.6	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,891	27,687	28,275	29,286	27,332	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	5.3%	14.3%	9.5%	8.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.1%	57.9%	61.9%	66.7%	72.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.3%	14.3%	14.3%	12.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	61.7%	53.2%	50.2%	43.6%	40.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	7	7	5	8	45.0%	33.3%	30.4%	20.8%	28.6%
Attrition	1	1	1	0	0					
Attrition Rate	11.1%	14.3%	14.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	14	15	19	19	55.0%	66.7%	65.2%	79.2%	67.9%
Attrition	0	1	2	1	0					
Attrition Rate	0.0%	7.1%	13.3%	5.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	1	0.0%	0.0%	4.3%	0.0%	3.6%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	1	1	3	0.0%	0.0%	4.3%	4.2%	10.7%

## District Report for: MC CURTAIN

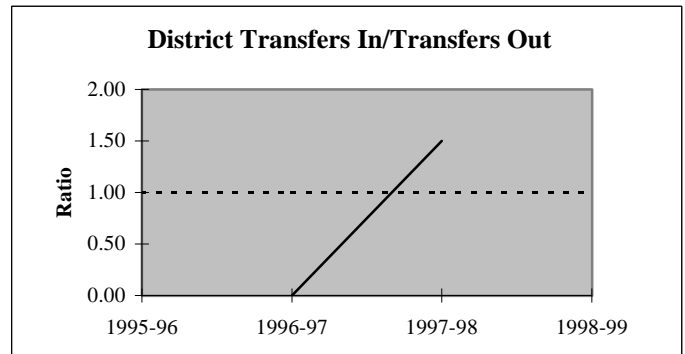
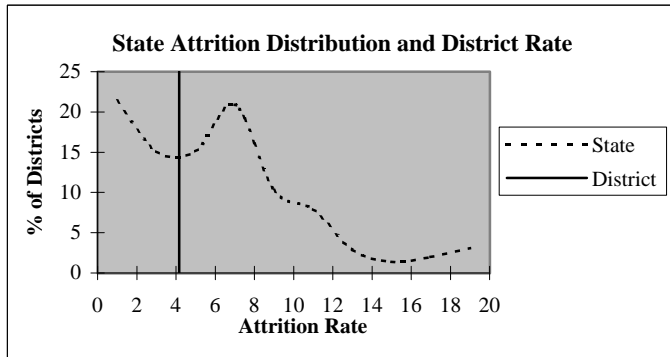
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	21	23	24	28	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	5.0%	4.8%	4.3%	8.3%	7.1%
Professional Staff	1	1	1	1	1	5.0%	4.8%	4.3%	4.2%	3.6%
<b>Total Teachers</b>	18	19	21	21	25	90.0%	90.5%	91.3%	87.5%	89.3%
Special Education	1	1	3	3	3	5.6%	5.3%	14.3%	14.3%	12.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	7	7	7	11	44.4%	36.8%	33.3%	33.3%	44.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	11	11	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	11.1%	10.5%	9.5%	9.5%	8.0%
Art & Music	1	1	1	1	1	5.6%	5.3%	4.8%	4.8%	4.0%
Social Studies	1	2	2	1	1	5.6%	10.5%	9.5%	4.8%	4.0%
Foreign Language	1	1	0	1	1	5.6%	5.3%	0.0%	4.8%	4.0%
Math	1	1	1	1	1	5.6%	5.3%	4.8%	4.8%	4.0%
<b>Science</b>	1	1	1	1	1	5.6%	5.3%	4.8%	4.8%	4.0%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	5.6%	5.3%	4.8%	4.8%	0.0%
Vocational Education	1	1	2	2	2	5.6%	5.3%	9.5%	9.5%	8.0%
Other	1	2	2	2	2	5.6%	10.5%	9.5%	9.5%	8.0%
<b>Total Enrollments</b>	235	237	255	287	276	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	22	20	29	15	13.2%	9.3%	7.8%	10.1%	5.4%
Grades 1-4	75	89	86	95	105	31.9%	37.6%	33.7%	33.1%	38.0%
Grades 5-6	29	28	36	46	47	12.3%	11.8%	14.1%	16.0%	17.0%
Grades 7-8	39	35	33	37	37	16.6%	14.8%	12.9%	12.9%	13.4%
Grades 9-12	61	63	77	80	72	26.0%	26.6%	30.2%	27.9%	26.1%
Ungraded	0	0	3	0	0	0.0%	0.0%	1.2%	0.0%	0.0%



## District Report for: MC CURTAIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	21	23	24	28	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	19	19	19	23	95.0%	90.5%	82.6%	79.2%	82.1%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5.0%</b>	<b>9.5%</b>	<b>17.4%</b>	<b>20.8%</b>	<b>17.9%</b>
Transfers In	0	0	3	2	2	0.0%	0.0%	75.0%	40.0%	40.0%
Reentrants	1	0	1	2	1	100.0%	0.0%	25.0%	40.0%	20.0%
First Time Educators	0	2	0	1	2	0.0%	100.0%	0.0%	20.0%	40.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>5.0%</b>	<b>9.5%</b>	<b>17.4%</b>	<b>4.2%</b>	<b>-</b>
Transfers Out	0	1	2	0	-	0.0%	50.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	1	1	2	1	-	100.0%	50.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	5.0%	9.5%	17.4%	4.2%	-
Transfers In/Out	nc	0.00	1.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>20</b>

## District Report for: MC CURTAIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	5.0%	4.8%	4.3%	8.3%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.0%	4.8%	4.3%	4.2%	3.6%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	19	21	21	25	90.0%	90.5%	91.3%	87.5%	89.3%
White - Females	11	11	11	12	16	61.1%	57.9%	52.4%	57.1%	64.0%
White - Males	6	7	7	7	7	33.3%	36.8%	33.3%	33.3%	28.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	2	2	2	0.0%	0.0%	9.5%	9.5%	8.0%
Other - Males	1	1	1	0	0	5.6%	5.3%	4.8%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	3	4	11.1%	10.5%	9.5%	14.3%	16.0%
30-34	4	4	5	3	2	22.2%	21.1%	23.8%	14.3%	8.0%
35-39	3	1	1	1	2	16.7%	5.3%	4.8%	4.8%	8.0%
40-44	2	3	3	4	5	11.1%	15.8%	14.3%	19.0%	20.0%
45-49	4	6	3	2	2	22.2%	31.6%	14.3%	9.5%	8.0%
50-54	3	3	5	6	6	16.7%	15.8%	23.8%	28.6%	24.0%
55+	0	0	2	2	4	0.0%	0.0%	9.5%	9.5%	16.0%
<b>Average Age</b>	40.3	41.5	42.9	43.2	44.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	2	4	6	11.1%	15.8%	9.5%	19.0%	24.0%
4-7 Years	7	4	5	1	2	38.9%	21.1%	23.8%	4.8%	8.0%
8-11 Years	3	4	4	7	6	16.7%	21.1%	19.0%	33.3%	24.0%
12-15 Years	1	2	2	2	3	5.6%	10.5%	9.5%	9.5%	12.0%
16-19 Years	4	4	4	4	1	22.2%	21.1%	19.0%	19.0%	4.0%
20+ Years	1	2	4	3	7	5.6%	10.5%	19.0%	14.3%	28.0%
<b>Average Experience</b>	10.2	10.3	12.0	11.6	11.7					

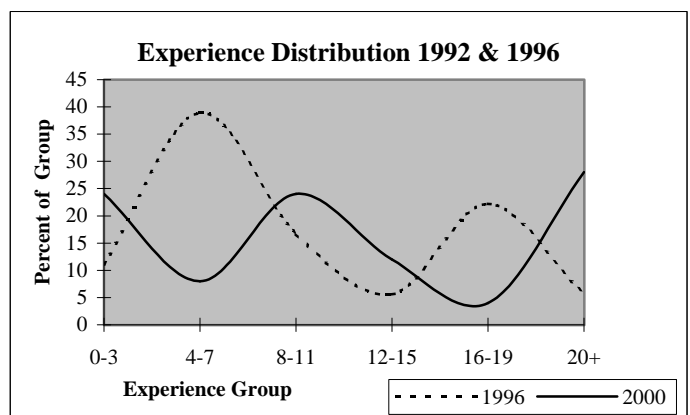
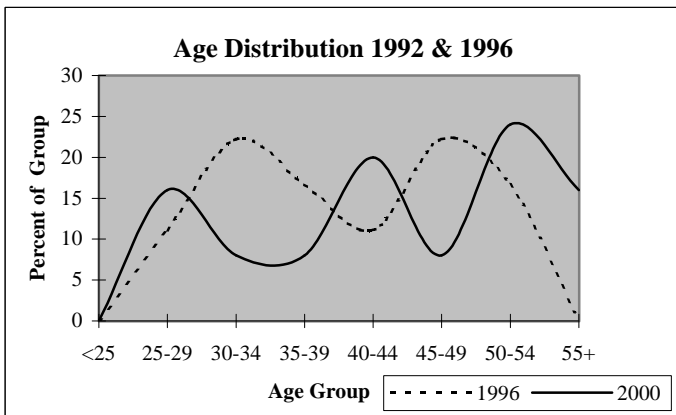


# District Report for: MC CURTAIN

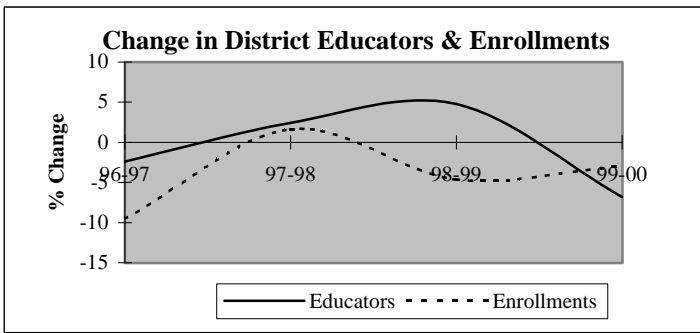
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	2	4	1	-	5.0%	9.5%	17.4%	4.2%	-
Attrition from Transfers	0	1	2	0	-	0.0%	4.8%	8.7%	0.0%	-
Attrition from Exits	1	1	2	1	-	5.0%	4.8%	8.7%	4.2%	-
<b>Teacher Attrition</b>	1	2	4	0	-	5.6%	10.5%	19.0%	0.0%	-
Attrition from Transfers	0	1	2	0	-	0.0%	5.3%	9.5%	0.0%	-
Attrition from Exits	1	1	2	0	-	5.6%	5.3%	9.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	19	19	19	23	-	95.0%	90.5%	82.6%	95.8%	-
Teacher Retention	17	17	17	21	-	94.4%	89.5%	81.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	5.0%	4.8%	4.3%	0.0%	7.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	85.7%	91.3%	87.5%	82.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.0%	9.5%	4.3%	12.5%	10.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KEOTA

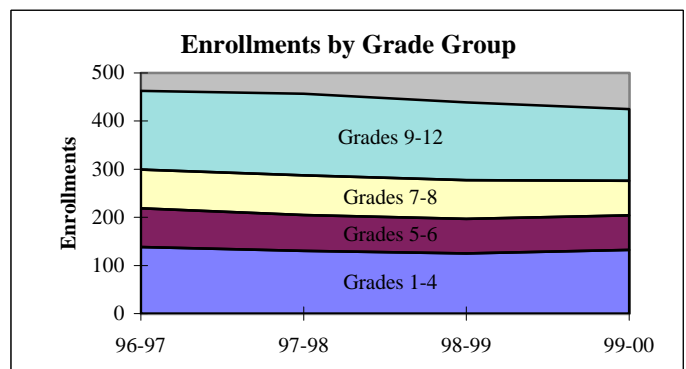
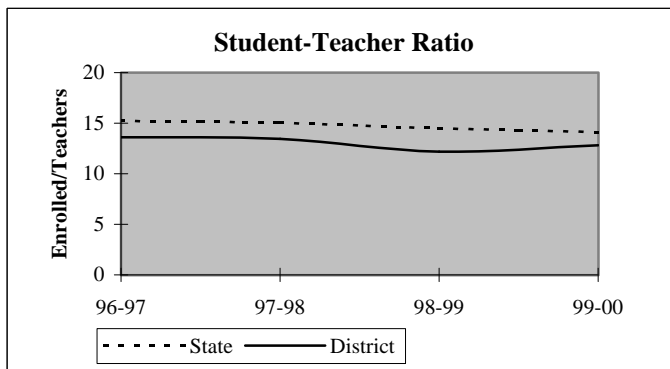


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.0	11.9	10.8	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	13.6	13.5	12.2	12.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	1	2	-3	-	-	-	-	-
% Change in Educators	2.4%	-2.4%	2.4%	4.8%	-6.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	35	-52	8	-23	-14	-	-	-	-	-
% Change in Enrollments	6.9%	-9.6%	1.6%	-4.6%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	4.8%	4.5%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.3%	7.1%	6.8%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.9%	4.8%	4.5%	4.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.4%	2.4%	2.3%	2.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	43.1	43.9	44.3	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	14.6	15.3	16.4	16.9	17.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,391	29,006	30,127	29,854	31,195	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.9%	61.1%	64.9%	69.2%	69.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.4%	2.8%	2.7%	2.6%	2.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.1%	21.6%	25.7%	23.9%	24.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	12	8	7	5	33.3%	29.3%	19.0%	15.9%	12.2%
Attrition	1	1	3	2	0					
Attrition Rate	7.1%	8.3%	37.5%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	26	25	27	28	27	61.9%	61.0%	64.3%	63.6%	65.9%
Attrition	1	0	1	0	0					
Attrition Rate	3.8%	0.0%	3.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	4	7	9	9	4.8%	9.8%	16.7%	20.5%	22.0%
Attrition Rate	0.0%	0.0%	14.3%	22.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	4	7	10	11	11	9.5%	17.1%	23.8%	25.0%	26.8%

## District Report for: KEOTA

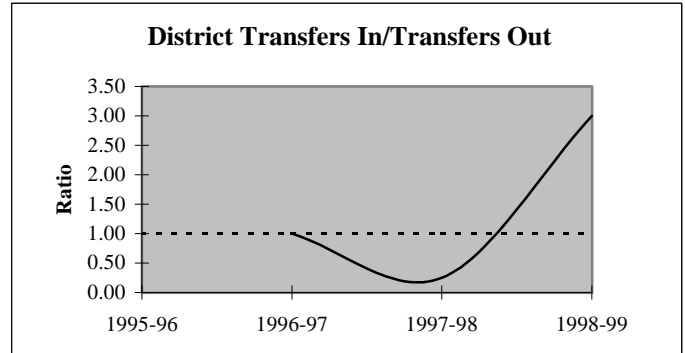
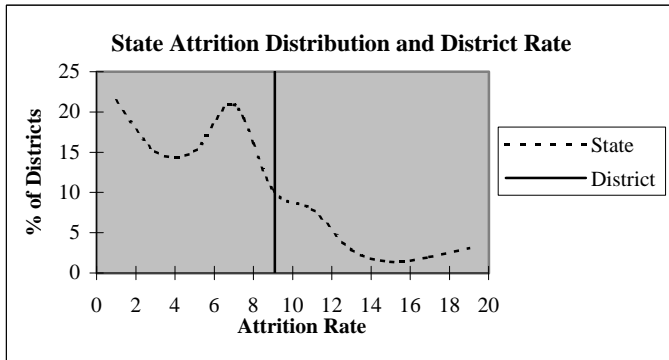
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	41	42	44	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.3%	7.1%	6.8%	7.3%
Professional Staff	2	2	2	2	2	4.8%	4.9%	4.8%	4.5%	4.9%
<b>Total Teachers</b>	37	36	37	39	36	88.1%	87.8%	88.1%	88.6%	87.8%
Special Education	2	1	1	1	1	5.4%	2.8%	2.7%	2.6%	2.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	18	18	19	22	20	48.6%	50.0%	51.4%	56.4%	55.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	17	16	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	2	8.1%	5.6%	5.4%	5.1%	5.6%
Art & Music	1	1	1	1	1	2.7%	2.8%	2.7%	2.6%	2.8%
Social Studies	2	2	4	1	2	5.4%	5.6%	10.8%	2.6%	5.6%
Foreign Language	1	1	0	1	1	2.7%	2.8%	0.0%	2.6%	2.8%
Math	2	2	1	1	1	5.4%	5.6%	2.7%	2.6%	2.8%
<b>Science</b>	1	2	2	2	2	2.7%	5.6%	5.4%	5.1%	5.6%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	2	2.7%	5.6%	5.4%	5.1%	5.6%
Vocational Education	5	5	5	5	4	13.5%	13.9%	13.5%	12.8%	11.1%
Other	2	2	2	3	2	5.4%	5.6%	5.4%	7.7%	5.6%
<b>Total Enrollments</b>	542	490	498	475	461	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	27	37	36	36	5.9%	5.5%	7.4%	7.6%	7.8%
Grades 1-4	154	138	130	125	132	28.4%	28.2%	26.1%	26.3%	28.6%
Grades 5-6	89	81	75	72	72	16.4%	16.5%	15.1%	15.2%	15.6%
Grades 7-8	86	80	82	80	72	15.9%	16.3%	16.5%	16.8%	15.6%
Grades 9-12	181	164	170	162	149	33.4%	33.5%	34.1%	34.1%	32.3%
Ungraded	0	0	4	0	0	0.0%	0.0%	0.8%	0.0%	0.0%



## District Report for: KEOTA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	41	42	44	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	40	40	37	40	92.9%	97.6%	95.2%	84.1%	97.6%
<b>Newly Hired</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>7.1%</b>	<b>2.4%</b>	<b>4.8%</b>	<b>15.9%</b>	<b>2.4%</b>
Transfers In	2	1	1	3	0	66.7%	100.0%	50.0%	42.9%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	14.3%	0.0%
First Time Educators	1	0	1	3	1	33.3%	0.0%	50.0%	42.9%	100.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>4.8%</b>	<b>2.4%</b>	<b>11.9%</b>	<b>9.1%</b>	<b>-</b>
Transfers Out	0	1	4	1	-	0.0%	100.0%	80.0%	25.0%	-
Leave Oklahoma Educ.	2	0	1	3	-	100.0%	0.0%	20.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	2.4%	11.9%	9.1%	-
Transfers In/Out	nc	1.00	0.25	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	32	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	42

## District Report for: KEOTA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.3%	7.1%	6.8%	7.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
<b>Professional Staff</b>	2	2	2	2	2	4.8%	4.9%	4.8%	4.5%	4.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	36	37	39	36	88.1%	87.8%	88.1%	88.6%	87.8%
White - Females	24	22	24	27	25	64.9%	61.1%	64.9%	69.2%	69.4%
White - Males	13	14	13	12	11	35.1%	38.9%	35.1%	30.8%	30.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	2	2	2	8.1%	5.6%	5.4%	5.1%	5.6%
30-34	4	5	6	4	4	10.8%	13.9%	16.2%	10.3%	11.1%
35-39	5	5	4	4	4	13.5%	13.9%	10.8%	10.3%	11.1%
40-44	9	8	8	10	8	24.3%	22.2%	21.6%	25.6%	22.2%
45-49	9	6	6	8	5	24.3%	16.7%	16.2%	20.5%	13.9%
50-54	3	6	7	9	10	8.1%	16.7%	18.9%	23.1%	27.8%
55+	4	4	4	2	3	10.8%	11.1%	10.8%	5.1%	8.3%
<b>Average Age</b>	42.8	43.1	43.9	44.3	44.7					

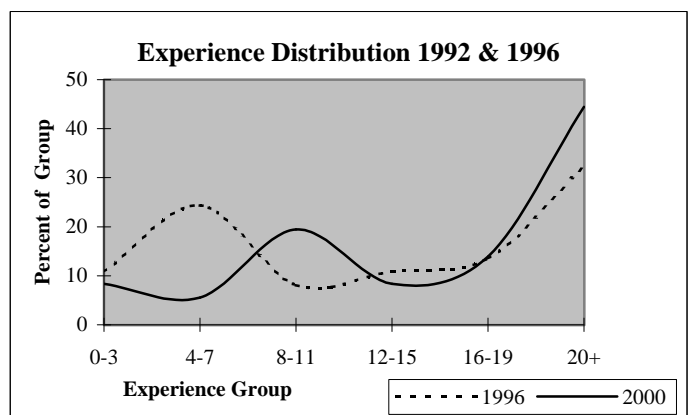
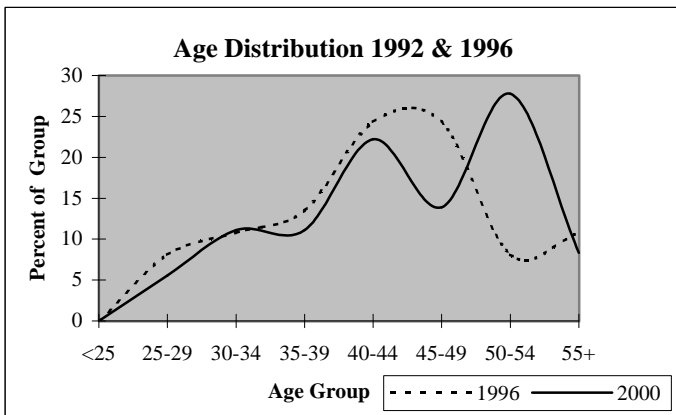
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	2	4	3	10.8%	5.6%	5.4%	10.3%	8.3%
4-7 Years	9	10	6	3	2	24.3%	27.8%	16.2%	7.7%	5.6%
8-11 Years	3	3	6	6	7	8.1%	8.3%	16.2%	15.4%	19.4%
12-15 Years	4	4	4	4	3	10.8%	11.1%	10.8%	10.3%	8.3%
16-19 Years	5	5	5	6	5	13.5%	13.9%	13.5%	15.4%	13.9%
20+ Years	12	12	14	16	16	32.4%	33.3%	37.8%	41.0%	44.4%
<b>Average Experience</b>	14.6	15.3	16.4	16.9	17.6					

## District Report for: KEOTA

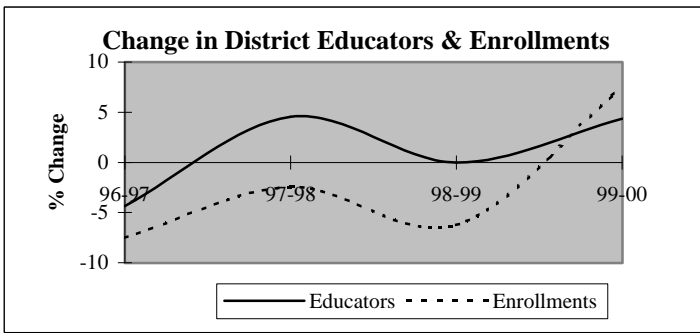
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	5	4	-	4.8%	2.4%	11.9%	9.1%	-
Attrition from Transfers	0	1	4	1	-	0.0%	2.4%	9.5%	2.3%	-
Attrition from Exits	2	0	1	3	-	4.8%	0.0%	2.4%	6.8%	-
<b>Teacher Attrition</b>	1	1	5	4	-	2.7%	2.8%	13.5%	10.3%	-
Attrition from Transfers	0	1	4	1	-	0.0%	2.8%	10.8%	2.6%	-
Attrition from Exits	1	0	1	3	-	2.7%	0.0%	2.7%	7.7%	-
<b>District Retention</b>										
Educator Retention	40	40	37	40	-	95.2%	97.6%	88.1%	90.9%	-
Teacher Retention	36	35	32	35	-	97.3%	97.2%	86.5%	89.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	40.0%	40.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	100.0%	97.6%	90.9%	97.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	0.0%	2.4%	9.1%	2.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOSS

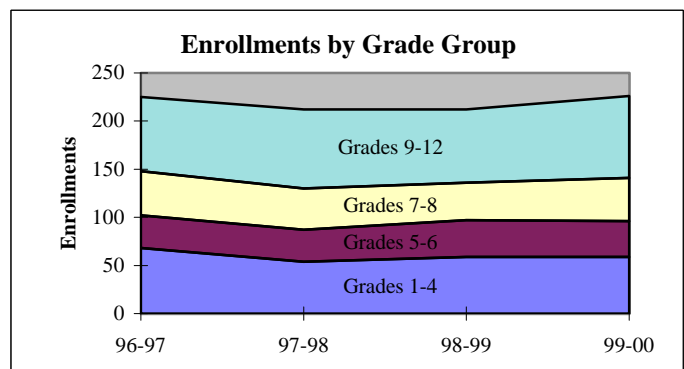
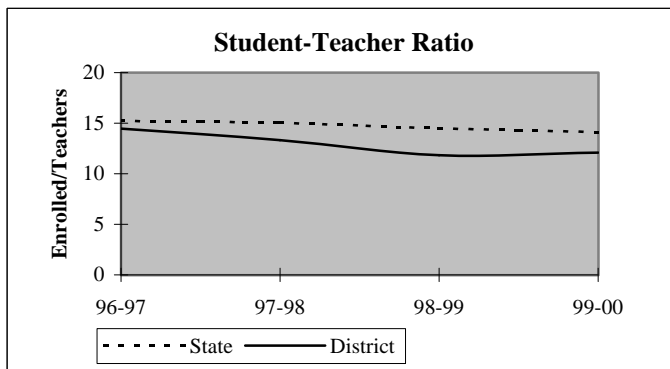


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	11.2	10.4	9.8	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.5	13.3	11.8	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	1	0	1	-	-	-	-	-
% Change in Educators	4.5%	-4.3%	4.5%	0.0%	4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	-20	-6	-15	17	-	-	-	-	-
% Change in Enrollments	3.1%	-7.5%	-2.4%	-6.3%	7.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	4.5%	4.3%	0.0%	4.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	13.0%	13.6%	13.0%	8.7%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.7%	9.1%	8.7%	8.7%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	9.1%	8.7%	13.0%	16.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.3%	4.5%	4.3%	4.3%	4.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	40.8	42.5	43.3	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.1	10.1	10.4	11.9	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,137	28,729	28,402	30,293	28,512	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	11.8%	11.1%	15.8%	20.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	70.6%	66.7%	57.9%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	5.9%	5.6%	5.3%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.4%	49.2%	48.3%	46.4%	55.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	9	10	10	39.1%	36.4%	39.1%	43.5%	41.7%
Attrition	2	1	3	0	0					
Attrition Rate	22.2%	12.5%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	12	11	12	56.5%	59.1%	52.2%	47.8%	50.0%
Attrition	1	0	1	1	0					
Attrition Rate	7.7%	0.0%	8.3%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	2	2	4.3%	4.5%	8.7%	8.7%	8.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	2	3	3	4.3%	9.1%	8.7%	13.0%	12.5%

## District Report for: MOSS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	22	23	23	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	13.0%	13.6%	13.0%	8.7%	8.3%
Professional Staff	2	2	2	2	2	8.7%	9.1%	8.7%	8.7%	8.3%
<b>Total Teachers</b>	18	17	18	19	20	78.3%	77.3%	78.3%	82.6%	83.3%
Special Education	2	1	1	1	1	11.1%	5.9%	5.6%	5.3%	5.0%
Pre-K & Kindergarten	0	0	1	0	0	0.0%	0.0%	5.6%	0.0%	0.0%
Elementary	8	8	7	7	8	44.4%	47.1%	38.9%	36.8%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	8	9	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	1	1	2	2	0.0%	5.9%	5.6%	10.5%	10.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	3	2	5.6%	11.8%	11.1%	15.8%	10.0%
Foreign Language	0	0	1	1	1	0.0%	0.0%	5.6%	5.3%	5.0%
Math	1	1	1	1	1	5.6%	5.9%	5.6%	5.3%	5.0%
<b>Science</b>	1	1	1	0	1	5.6%	5.9%	5.6%	0.0%	5.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	1	5.6%	5.9%	5.6%	0.0%	5.0%
Vocational Education	2	1	2	1	1	11.1%	5.9%	11.1%	5.3%	5.0%
Other	3	2	1	3	3	16.7%	11.8%	5.6%	15.8%	15.0%
<b>Total Enrollments</b>	266	246	240	225	242	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	20	27	13	16	9.8%	8.1%	11.3%	5.8%	6.6%
Grades 1-4	82	68	54	59	59	30.8%	27.6%	22.5%	26.2%	24.4%
Grades 5-6	48	34	33	38	37	18.0%	13.8%	13.8%	16.9%	15.3%
Grades 7-8	36	46	43	39	45	13.5%	18.7%	17.9%	17.3%	18.6%
Grades 9-12	74	77	82	76	85	27.8%	31.3%	34.2%	33.8%	35.1%
Ungraded	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%

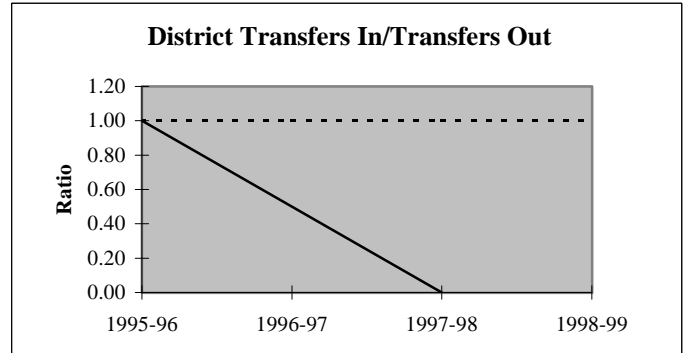
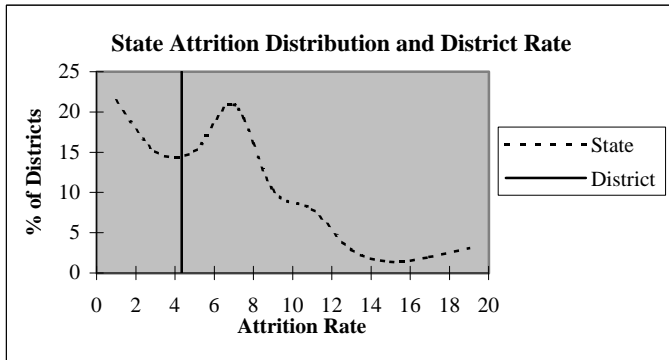




## District Report for: MOSS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	22	23	23	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	20	21	19	22	91.3%	90.9%	91.3%	82.6%	91.7%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>8.7%</b>	<b>9.1%</b>	<b>8.7%</b>	<b>17.4%</b>	<b>8.3%</b>
Transfers In	2	0	0	2	0	100.0%	0.0%	0.0%	50.0%	0.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	50.0%	25.0%	0.0%
First Time Educators	0	2	1	1	2	0.0%	100.0%	50.0%	25.0%	100.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>13.0%</b>	<b>4.5%</b>	<b>17.4%</b>	<b>4.3%</b>	<b>-</b>
Transfers Out	2	0	3	0	-	66.7%	0.0%	75.0%	0.0%	-
Leave Oklahoma Educ.	1	1	1	1	-	33.3%	100.0%	25.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	13.0%	4.5%	17.4%	4.3%	-
Transfers In/Out	1.00	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	19	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>23</b>

## District Report for: MOSS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	13.0%	13.6%	13.0%	8.7%	8.3%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	50.0%	50.0%
White - Males	2	2	2	1	1	66.7%	66.7%	66.7%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	8.7%	9.1%	8.7%	8.7%	8.3%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	17	18	19	20	78.3%	77.3%	78.3%	82.6%	83.3%
White - Females	11	10	10	9	9	61.1%	58.8%	55.6%	47.4%	45.0%
White - Males	6	5	6	7	7	33.3%	29.4%	33.3%	36.8%	35.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	3	5.6%	11.8%	11.1%	10.5%	15.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	5.9%	0.0%	0.0%	0.0%
25-29	3	3	3	3	3	16.7%	17.6%	17.6%	15.8%	15.8%
30-34	2	1	1	2	2	11.1%	5.9%	5.9%	10.5%	10.5%
35-39	2	2	2	1	1	11.1%	11.8%	11.8%	5.3%	5.3%
40-44	3	3	3	3	2	16.7%	17.6%	17.6%	15.8%	10.5%
45-49	4	3	4	5	6	22.2%	17.6%	23.5%	26.3%	31.6%
50-54	2	2	2	3	2	11.1%	11.8%	11.8%	15.8%	10.5%
55+	2	2	2	2	3	11.1%	11.8%	11.8%	10.5%	15.8%
<b>Average Age</b>	40.8	40.8	42.5	43.3	43.5					

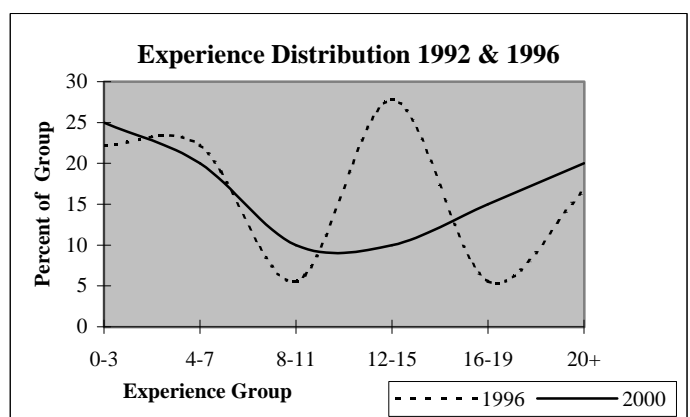
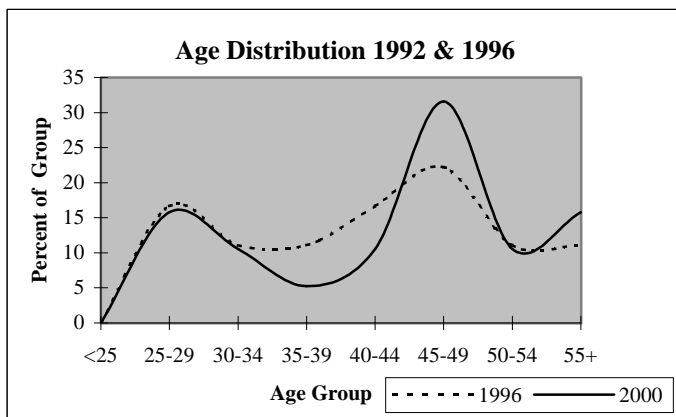
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	5	4	5	22.2%	29.4%	27.8%	21.1%	25.0%
4-7 Years	4	3	4	5	4	22.2%	17.6%	22.2%	26.3%	20.0%
8-11 Years	1	1	0	0	2	5.6%	5.9%	0.0%	0.0%	10.0%
12-15 Years	5	3	3	3	2	27.8%	17.6%	16.7%	15.8%	10.0%
16-19 Years	1	2	3	3	3	5.6%	11.8%	16.7%	15.8%	15.0%
20+ Years	3	3	3	4	4	16.7%	17.6%	16.7%	21.1%	20.0%
<b>Average Experience</b>	10.1	10.1	10.4	11.9	11.0					

## District Report for: MOSS

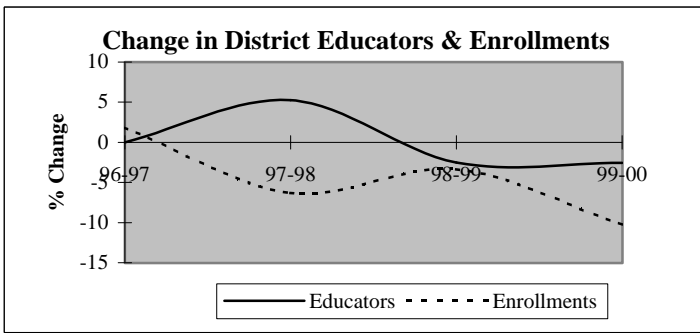
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	4	1	-	13.0%	4.5%	17.4%	4.3%	-
Attrition from Transfers	2	0	3	0	-	8.7%	0.0%	13.0%	0.0%	-
Attrition from Exits	1	1	1	1	-	4.3%	4.5%	4.3%	4.3%	-
<b>Teacher Attrition</b>	3	1	4	1	-	16.7%	5.9%	22.2%	5.3%	-
Attrition from Transfers	2	0	3	0	-	11.1%	0.0%	16.7%	0.0%	-
Attrition from Exits	1	1	1	1	-	5.6%	5.9%	5.6%	5.3%	-
<b>District Retention</b>										
Educator Retention	20	21	19	22	-	87.0%	95.5%	82.6%	95.7%	-
Teacher Retention	15	16	14	18	-	83.3%	94.1%	77.8%	94.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	0.0%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	20.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.3%	0.0%	0.0%	0.0%	4.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.7%	90.9%	91.3%	91.3%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	9.1%	8.7%	8.7%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WETUMKA

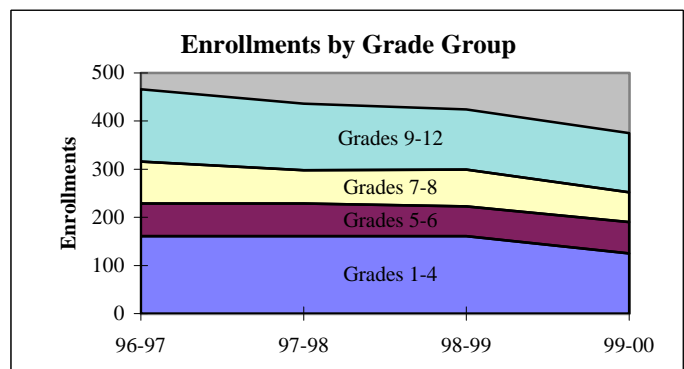
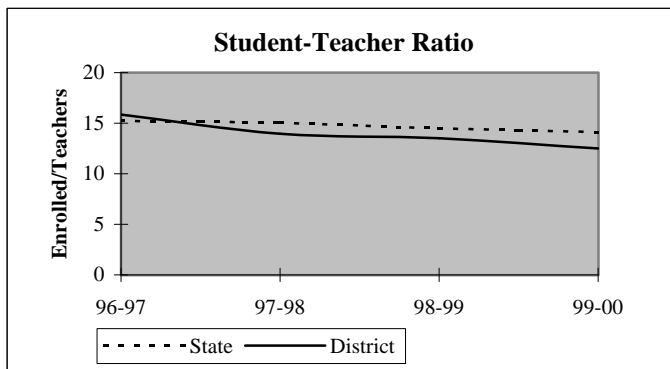


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	13.3	11.9	11.8	10.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	15.8	14.0	13.5	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	0	2	-1	-1	-	-	-	-	-
% Change in Educators	-9.5%	0.0%	5.3%	-2.5%	-2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	9	-32	-16	-47	-	-	-	-	-
% Change in Enrollments	0.6%	1.8%	-6.3%	-3.4%	-10.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.6%	2.5%	7.7%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.9%	10.5%	10.0%	7.7%	7.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.3%	5.0%	5.1%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.9%	10.5%	12.5%	10.3%	5.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	25.0%	33.3%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.6%	2.5%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.8	39.5	40.0	41.1	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	10.7	9.7	9.6	10.1	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	31,378	29,269	30,996	30,389	32,123	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	12.5%	11.8%	8.8%	6.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	75.0%	76.5%	73.5%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	9.4%	8.8%	8.8%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	47.6%	44.6%	47.8%	47.8%	49.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	13	15	14	14	39.5%	34.2%	37.5%	35.9%	36.8%
Attrition	2	2	4	2	0					
Attrition Rate	13.3%	15.4%	26.7%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	24	23	23	21	57.9%	63.2%	57.5%	59.0%	55.3%
Attrition	4	3	5	4	0					
Attrition Rate	18.2%	12.5%	21.7%	17.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	2	3	2.6%	2.6%	5.0%	5.1%	7.9%
Attrition Rate	0.0%	100.0%	50.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	100.0%	50.0%	100.0%	0.0%					

## District Report for: WETUMKA

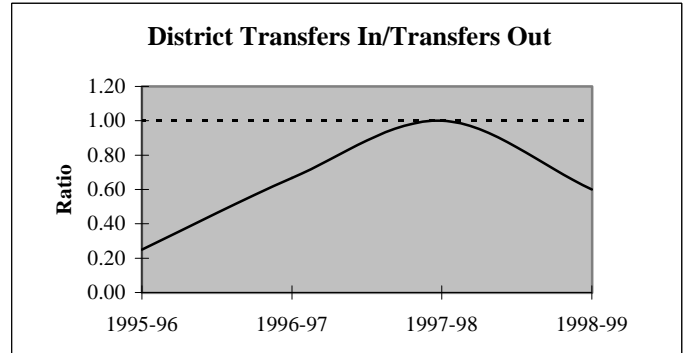
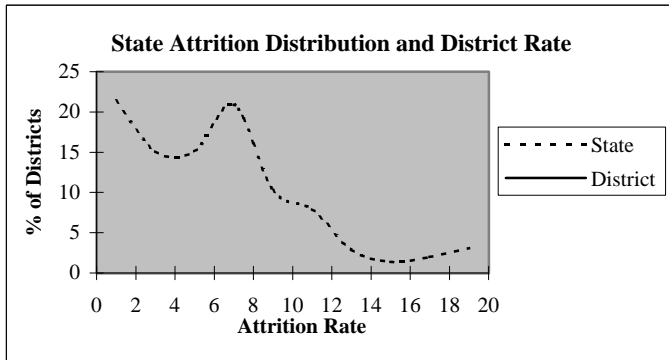
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	38	40	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	4	3	3	7.9%	10.5%	10.0%	7.7%	7.9%
Professional Staff	2	2	2	2	2	5.3%	5.3%	5.0%	5.1%	5.3%
<b>Total Teachers</b>	33	32	34	34	33	86.8%	84.2%	85.0%	87.2%	86.8%
Special Education	3	3	3	3	3	9.1%	9.4%	8.8%	8.8%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	15	19	19	18	48.5%	46.9%	55.9%	55.9%	54.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	14	12	12	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	1	6.1%	6.3%	5.9%	5.9%	3.0%
Art & Music	1	1	0	0	1	3.0%	3.1%	0.0%	0.0%	3.0%
Social Studies	3	2	0	1	1	9.1%	6.3%	0.0%	2.9%	3.0%
Foreign Language	0	0	1	1	1	0.0%	0.0%	2.9%	2.9%	3.0%
Math	3	2	1	1	1	9.1%	6.3%	2.9%	2.9%	3.0%
<b>Science</b>	2	2	1	2	1	6.1%	6.3%	2.9%	5.9%	3.0%
Biology	1	0	1	1	0	3.0%	0.0%	2.9%	2.9%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	0	1	1	3.0%	6.3%	0.0%	2.9%	3.0%
Vocational Education	3	3	2	1	1	9.1%	9.4%	5.9%	2.9%	3.0%
Other	0	2	5	4	5	0.0%	6.3%	14.7%	11.8%	15.2%
<b>Total Enrollments</b>	498	507	475	459	412	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	41	39	35	37	8.4%	8.1%	8.2%	7.6%	9.0%
Grades 1-4	139	161	161	161	125	27.9%	31.8%	33.9%	35.1%	30.3%
Grades 5-6	71	68	68	62	65	14.3%	13.4%	14.3%	13.5%	15.8%
Grades 7-8	80	87	69	76	62	16.1%	17.2%	14.5%	16.6%	15.0%
Grades 9-12	153	150	138	125	123	30.7%	29.6%	29.1%	27.2%	29.9%
Ungraded	13	0	0	0	0	2.6%	0.0%	0.0%	0.0%	0.0%



## District Report for: WETUMKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	38	40	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	32	32	30	31	89.5%	84.2%	80.0%	76.9%	81.6%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>9</b>	<b>7</b>	<b>10.5%</b>	<b>15.8%</b>	<b>20.0%</b>	<b>23.1%</b>	<b>18.4%</b>
Transfers In	1	2	4	3	4	25.0%	33.3%	50.0%	33.3%	57.1%
Reentrants	2	3	0	5	3	50.0%	50.0%	0.0%	55.6%	42.9%
First Time Educators	1	1	4	1	0	25.0%	16.7%	50.0%	11.1%	0.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>6</b>	<b>10</b>	<b>8</b>	<b>-</b>	<b>15.8%</b>	<b>15.8%</b>	<b>25.0%</b>	<b>20.5%</b>	<b>-</b>
Transfers Out	4	3	4	5	-	66.7%	50.0%	40.0%	62.5%	-
Leave Oklahoma Educ.	2	3	6	3	-	33.3%	50.0%	60.0%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	15.8%	15.8%	25.0%	20.5%	-
Transfers In/Out	0.25	0.67	1.00	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	24	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	38

## District Report for: WETUMKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	4	3	3	7.9%	10.5%	10.0%	7.7%	7.9%
White - Females	1	1	1	0	0	33.3%	25.0%	25.0%	0.0%	0.0%
White - Males	2	3	2	2	3	66.7%	75.0%	50.0%	66.7%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	0	0.0%	0.0%	25.0%	33.3%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.3%	5.3%	5.0%	5.1%	5.3%
White - Females	1	1	2	2	2	50.0%	50.0%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	32	34	34	33	86.8%	84.2%	85.0%	87.2%	86.8%
White - Females	21	20	22	23	22	63.6%	62.5%	64.7%	67.6%	66.7%
White - Males	9	8	8	8	9	27.3%	25.0%	23.5%	23.5%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	2	2	9.1%	12.5%	11.8%	5.9%	6.1%
Other - Males	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	0	3.0%	0.0%	2.9%	0.0%	0.0%
25-29	5	6	4	2	2	15.2%	18.8%	11.8%	5.9%	6.3%
30-34	4	6	5	4	4	12.1%	18.8%	14.7%	11.8%	12.5%
35-39	7	7	10	8	4	21.2%	21.9%	29.4%	23.5%	12.5%
40-44	6	3	3	9	11	18.2%	9.4%	8.8%	26.5%	34.4%
45-49	6	4	4	6	5	18.2%	12.5%	11.8%	17.6%	15.6%
50-54	3	5	5	3	4	9.1%	15.6%	14.7%	8.8%	12.5%
55+	1	1	2	2	2	3.0%	3.1%	5.9%	5.9%	6.3%
<b>Average Age</b>	39.8	39.5	40.0	41.1	42.6					

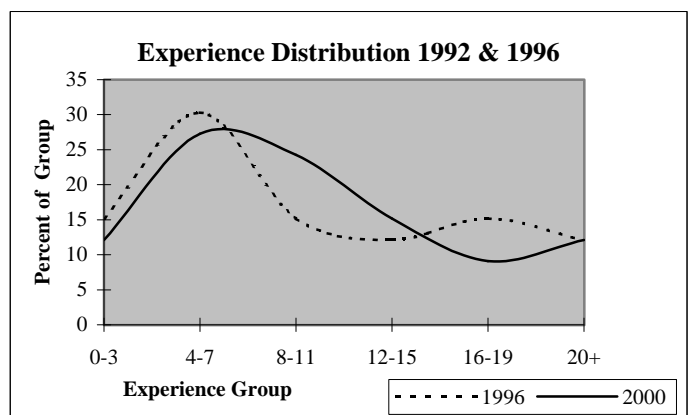
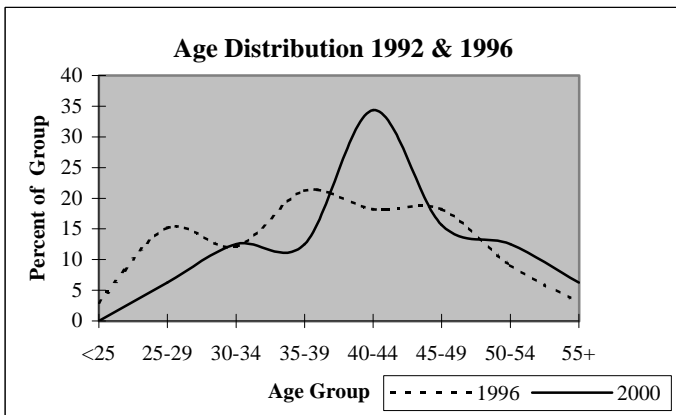
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	9	9	6	4	15.2%	28.1%	26.5%	17.6%	12.1%
4-7 Years	10	4	5	8	9	30.3%	12.5%	14.7%	23.5%	27.3%
8-11 Years	5	10	8	9	8	15.2%	31.3%	23.5%	26.5%	24.2%
12-15 Years	4	1	3	4	5	12.1%	3.1%	8.8%	11.8%	15.2%
16-19 Years	5	3	5	3	3	15.2%	9.4%	14.7%	8.8%	9.1%
20+ Years	4	5	4	4	4	12.1%	15.6%	11.8%	11.8%	12.1%
<b>Average Experience</b>	10.7	9.7	9.6	10.1	10.6					

## District Report for: WETUMKA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	6	10	8	-	15.8%	15.8%	25.0%	20.5%	-
Attrition from Transfers	4	3	4	5	-	10.5%	7.9%	10.0%	12.8%	-
Attrition from Exits	2	3	6	3	-	5.3%	7.9%	15.0%	7.7%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>-</b>	<b>18.2%</b>	<b>12.5%</b>	<b>23.5%</b>	<b>14.7%</b>	<b>-</b>
Attrition from Transfers	4	2	3	3	-	12.1%	6.3%	8.8%	8.8%	-
Attrition from Exits	2	2	5	2	-	6.1%	6.3%	14.7%	5.9%	-
<b>District Retention</b>										
Educator Retention	32	32	30	31	-	84.2%	84.2%	75.0%	79.5%	-
Teacher Retention	27	28	26	29	-	81.8%	87.5%	76.5%	85.3%	-

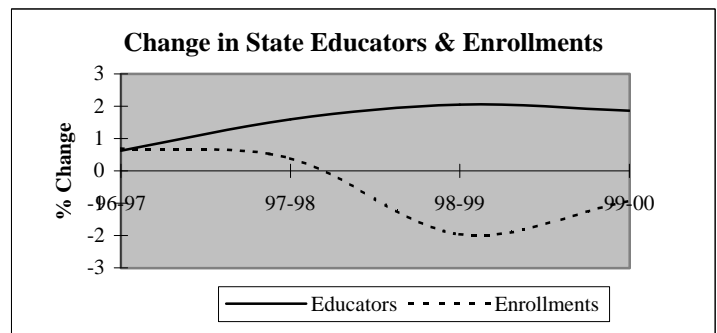
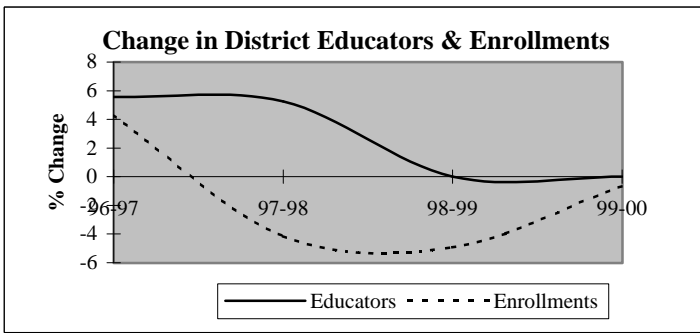
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	10.0%	70.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.0%	0.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	2.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.1%	89.5%	87.5%	84.6%	89.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.9%	10.5%	12.5%	15.4%	7.9%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: DUSTIN

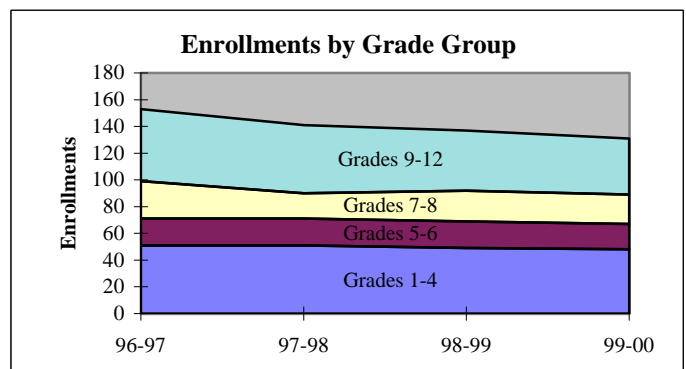
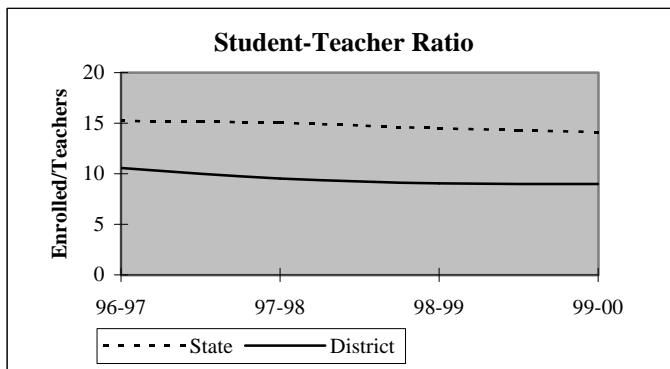


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.0	8.9	8.1	7.7	7.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.8	10.6	9.5	9.1	9.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	0	0	-	-	-	-	-
% Change in Educators	-5.3%	5.6%	5.3%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	7	-7	-8	-1	-	-	-	-	-
% Change in Enrollments	13.3%	4.3%	-4.1%	-4.9%	-0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	5.3%	5.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	10.5%	10.0%	10.0%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.3%	5.0%	5.0%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	10.5%	15.0%	10.0%	10.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	5.6%	5.3%	5.0%	5.0%	5.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	39.9	36.6	38.1	40.2	42.0	42.3	42.5	42.7	43.0
Average Experience	8.5	8.7	6.2	6.6	6.9	12.1	12.3	12.3	12.2	12.2
Average Salary	26,005	26,563	26,987	27,752	27,862	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.3%	12.5%	17.6%	11.8%	11.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	75.0%	64.7%	64.7%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	6.3%	5.9%	5.9%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	63.6%	68.0%	67.3%	84.4%	85.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	10	11	11	11	50.0%	52.6%	55.0%	55.0%	55.0%
Attrition	2	4	2	4	0					
Attrition Rate	22.2%	40.0%	18.2%	36.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	8	7	7	7	7	44.4%	36.8%	35.0%	35.0%	35.0%
Attrition	1	2	0	0	0					
Attrition Rate	12.5%	28.6%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	2	2	5.6%	10.5%	10.0%	10.0%	10.0%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	5	2	2	2	11.1%	26.3%	10.0%	10.0%	10.0%

## District Report for: DUSTIN

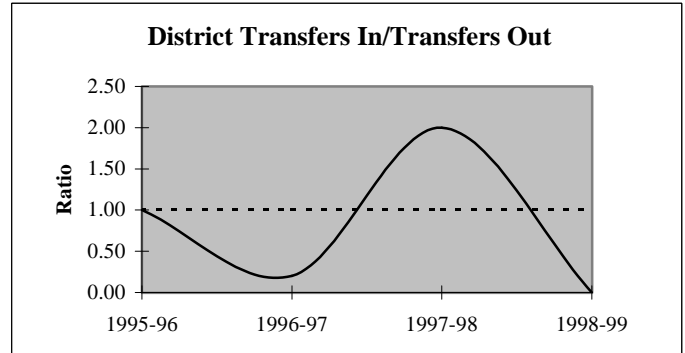
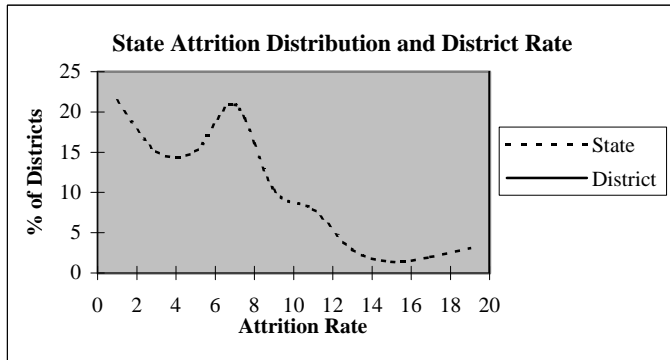
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	19	20	20	20	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	11.1%	10.5%	10.0%	10.0%	10.0%
Professional Staff	1	1	1	1	1	5.6%	5.3%	5.0%	5.0%	5.0%
<b>Total Teachers</b>	15	16	17	17	17	83.3%	84.2%	85.0%	85.0%	85.0%
Special Education	1	1	1	1	1	6.7%	6.3%	5.9%	5.9%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	8	9	9	9	46.7%	50.0%	52.9%	52.9%	52.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	7	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.7%	6.3%	5.9%	5.9%	5.9%
Art & Music	1	1	1	1	1	6.7%	6.3%	5.9%	5.9%	5.9%
Social Studies	0	1	1	1	1	0.0%	6.3%	5.9%	5.9%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.7%	6.3%	5.9%	5.9%	5.9%
<b>Science</b>	1	1	1	1	1	6.7%	6.3%	5.9%	5.9%	5.9%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	6.7%	6.3%	5.9%	5.9%	5.9%
Vocational Education	2	2	1	2	2	13.3%	12.5%	5.9%	11.8%	11.8%
Other	1	0	1	0	0	6.7%	0.0%	5.9%	0.0%	0.0%
<b>Total Enrollments</b>	162	169	162	154	153	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	16	21	17	22	8.6%	9.5%	13.0%	11.0%	14.4%
Grades 1-4	49	51	51	49	48	30.2%	30.2%	31.5%	31.8%	31.4%
Grades 5-6	17	20	20	20	19	10.5%	11.8%	12.3%	13.0%	12.4%
Grades 7-8	24	28	19	23	22	14.8%	16.6%	11.7%	14.9%	14.4%
Grades 9-12	58	54	51	45	42	35.8%	32.0%	31.5%	29.2%	27.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DUSTIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	19	20	20	20	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	15	11	18	16	77.8%	78.9%	55.0%	90.0%	80.0%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>9</b>	<b>2</b>	<b>4</b>	<b>22.2%</b>	<b>21.1%</b>	<b>45.0%</b>	<b>10.0%</b>	<b>20.0%</b>
Transfers In	1	1	4	0	1	25.0%	25.0%	44.4%	0.0%	25.0%
Reentrants	2	0	1	0	1	50.0%	0.0%	11.1%	0.0%	25.0%
First Time Educators	1	3	4	2	2	25.0%	75.0%	44.4%	100.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>16.7%</b>	<b>42.1%</b>	<b>10.0%</b>	<b>20.0%</b>	<b>-</b>
Transfers Out	1	5	2	2	-	33.3%	62.5%	100.0%	50.0%	-
Leave Oklahoma Educ.	2	3	0	2	-	66.7%	37.5%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	42.1%	10.0%	20.0%	-
Transfers In/Out	1.00	0.20	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	18

## District Report for: DUSTIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	11.1%	10.5%	10.0%	10.0%	10.0%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.6%	5.3%	5.0%	5.0%	5.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	16	17	17	17	83.3%	84.2%	85.0%	85.0%	85.0%
White - Females	8	10	9	10	11	53.3%	62.5%	52.9%	58.8%	64.7%
White - Males	5	4	5	5	4	33.3%	25.0%	29.4%	29.4%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	1	1	13.3%	12.5%	11.8%	5.9%	5.9%
Other - Males	0	0	1	1	1	0.0%	0.0%	5.9%	5.9%	5.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%
25-29	5	3	4	4	3	33.3%	18.8%	25.0%	25.0%	20.0%
30-34	1	3	4	4	3	6.7%	18.8%	25.0%	25.0%	20.0%
35-39	1	2	3	2	2	6.7%	12.5%	18.8%	12.5%	13.3%
40-44	1	2	1	0	0	6.7%	12.5%	6.3%	0.0%	0.0%
45-49	2	2	1	3	2	13.3%	12.5%	6.3%	18.8%	13.3%
50-54	5	3	1	1	1	33.3%	18.8%	6.3%	6.3%	6.7%
55+	0	1	2	2	3	0.0%	6.3%	12.5%	12.5%	20.0%
<b>Average Age</b>	40.0	39.9	36.6	38.1	40.2					

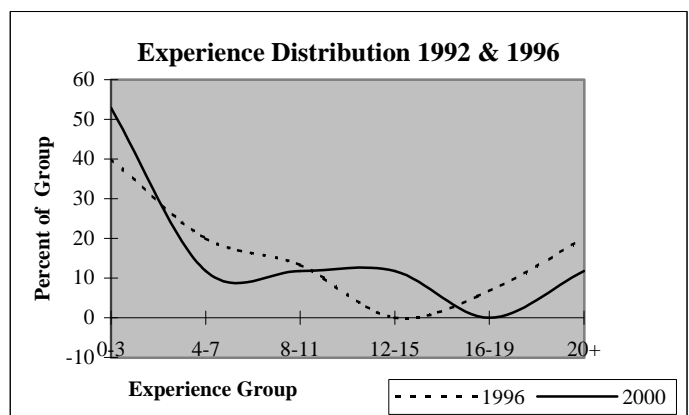
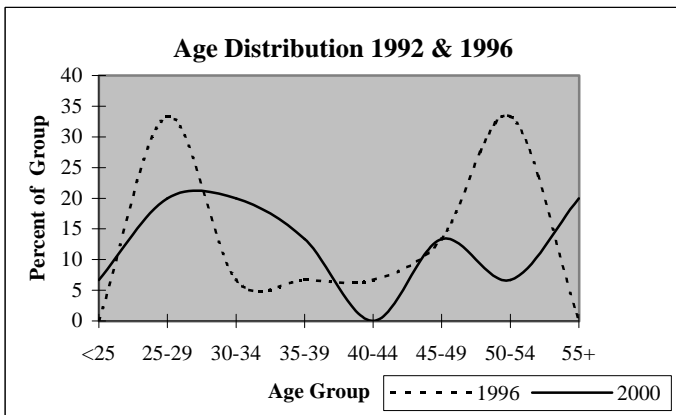
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	7	9	7	9	40.0%	43.8%	52.9%	41.2%	52.9%
4-7 Years	3	3	2	4	2	20.0%	18.8%	11.8%	23.5%	11.8%
8-11 Years	2	2	3	2	2	13.3%	12.5%	17.6%	11.8%	11.8%
12-15 Years	0	0	1	2	2	0.0%	0.0%	5.9%	11.8%	11.8%
16-19 Years	1	1	1	1	0	6.7%	6.3%	5.9%	5.9%	0.0%
20+ Years	3	3	1	1	2	20.0%	18.8%	5.9%	5.9%	11.8%
<b>Average Experience</b>	8.5	8.7	6.2	6.6	6.9					

## District Report for: DUSTIN

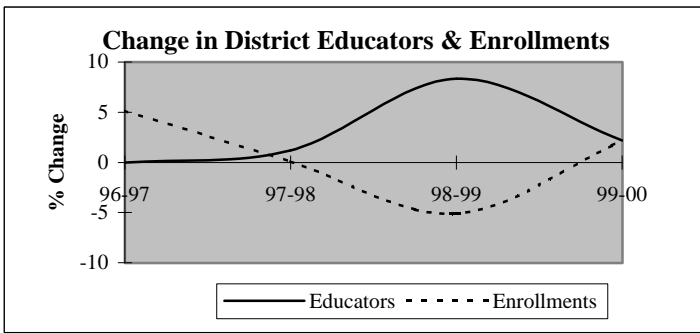
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	8	2	4	-	16.7%	42.1%	10.0%	20.0%	-
Attrition from Transfers	1	5	2	2	-	5.6%	26.3%	10.0%	10.0%	-
Attrition from Exits	2	3	0	2	-	11.1%	15.8%	0.0%	10.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>20.0%</b>	<b>43.8%</b>	<b>11.8%</b>	<b>23.5%</b>	<b>-</b>
Attrition from Transfers	1	4	2	2	-	6.7%	25.0%	11.8%	11.8%	-
Attrition from Exits	2	3	0	2	-	13.3%	18.8%	0.0%	11.8%	-
<b>District Retention</b>										
Educator Retention	15	11	18	16	-	83.3%	57.9%	90.0%	80.0%	-
Teacher Retention	12	9	15	13	-	80.0%	56.3%	88.2%	76.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	61.5%	23.1%	84.6%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	0.0%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	71.4%	28.6%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	16.7%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	84.2%	75.0%	85.0%	85.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	5.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	15.8%	25.0%	10.0%	15.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HOLDENVILLE

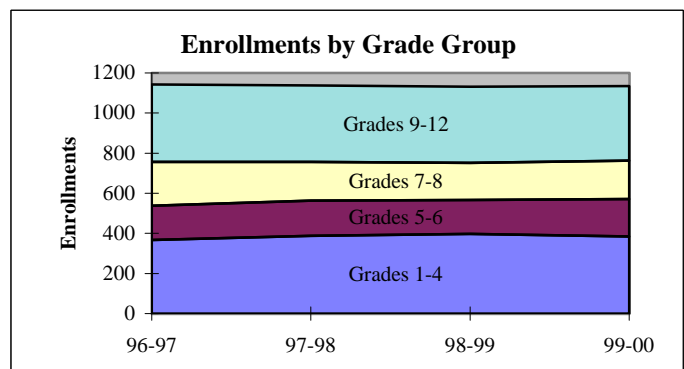
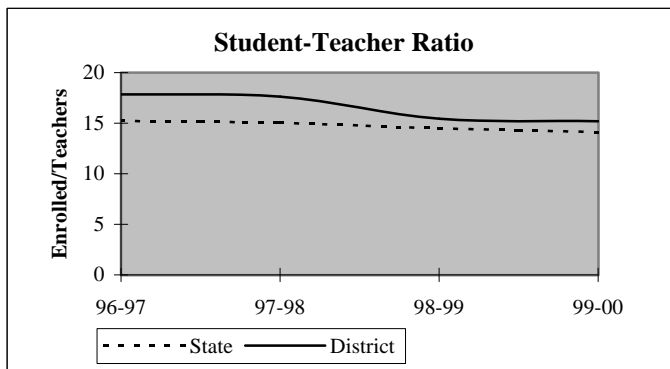


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.5	15.3	15.1	13.2	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.0	17.9	17.6	15.4	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	7	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	1.2%	8.3%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	18	62	1	-65	26	-	-	-	-	-
% Change in Enrollments	1.5%	5.1%	0.1%	-5.1%	2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.4%	2.4%	4.8%	5.5%	5.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.2%	7.2%	7.1%	7.7%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.2%	7.2%	7.1%	6.6%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.6%	3.6%	3.6%	3.3%	7.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.2%	1.2%	1.1%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	43.2	43.1	40.3	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	13.5	13.2	10.8	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	31,792	31,478	30,109	29,114	28,745	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	4.2%	4.2%	3.8%	8.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.9%	78.9%	79.2%	83.3%	82.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.5%	8.5%	8.3%	9.0%	9.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.3%	31.0%	31.4%	32.6%	33.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	24	28	39	40	27.7%	28.9%	33.3%	42.9%	43.0%
Attrition	0	2	4	3	0					
Attrition Rate	0.0%	8.3%	14.3%	7.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	45	41	42	46	60.2%	54.2%	48.8%	46.2%	49.5%
Attrition	1	3	3	1	0					
Attrition Rate	2.0%	6.7%	7.3%	2.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	14	15	10	7	12.0%	16.9%	17.9%	11.0%	7.5%
Attrition	1	1	5	6	0					
Attrition Rate	10.0%	7.1%	33.3%	60.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	15	17	15	12	12	18.1%	20.5%	17.9%	13.2%	12.9%

## District Report for: HOLDENVILLE

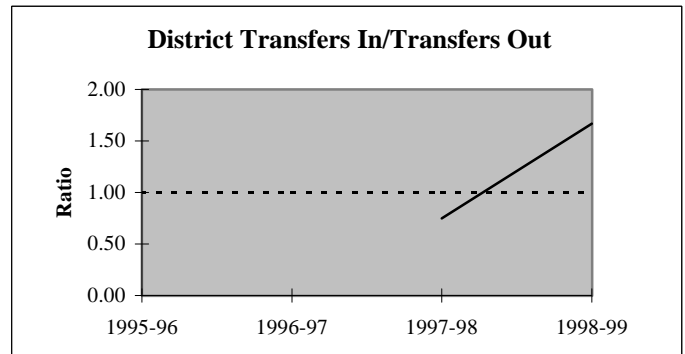
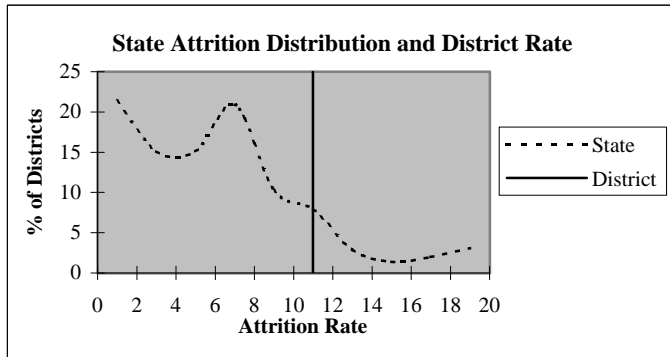
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	83	83	84	91	93	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	7	6	7.2%	7.2%	7.1%	7.7%	6.5%
Professional Staff	6	6	6	6	6	7.2%	7.2%	7.1%	6.6%	6.5%
<b>Total Teachers</b>	71	71	72	78	81	85.5%	85.5%	85.7%	85.7%	87.1%
Special Education	6	6	6	7	8	8.5%	8.5%	8.3%	9.0%	9.9%
Pre-K & Kindergarten	0	0	0	3	4	0.0%	0.0%	0.0%	3.8%	4.9%
Elementary	33	33	34	35	34	46.5%	46.5%	47.2%	44.9%	42.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	32	32	32	33	35	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	5	5	5	7	8.5%	7.0%	6.9%	6.4%	8.6%
Art & Music	3	2	3	3	3	4.2%	2.8%	4.2%	3.8%	3.7%
Social Studies	5	6	4	5	3	7.0%	8.5%	5.6%	6.4%	3.7%
Foreign Language	1	1	1	1	1	1.4%	1.4%	1.4%	1.3%	1.2%
Math	5	5	4	4	5	7.0%	7.0%	5.6%	5.1%	6.2%
<b>Science</b>	5	5	6	6	6	7.0%	7.0%	8.3%	7.7%	7.4%
Biology	2	2	2	2	2	2.8%	2.8%	2.8%	2.6%	2.5%
Chemistry	0	0	0	1	1	0.0%	0.0%	0.0%	1.3%	1.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	4	3	3	4.2%	4.2%	5.6%	3.8%	3.7%
Vocational Education	5	5	3	3	4	7.0%	7.0%	4.2%	3.8%	4.9%
Other	2	3	6	6	6	2.8%	4.2%	8.3%	7.7%	7.4%
<b>Total Enrollments</b>	1,206	1,268	1,269	1,204	1,230	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	98	107	117	72	94	8.1%	8.4%	9.2%	6.0%	7.6%
Grades 1-4	339	367	387	398	384	28.1%	28.9%	30.5%	33.1%	31.2%
Grades 5-6	179	170	177	169	188	14.8%	13.4%	13.9%	14.0%	15.3%
Grades 7-8	228	219	193	185	190	18.9%	17.3%	15.2%	15.4%	15.4%
Grades 9-12	340	386	380	380	373	28.2%	30.4%	29.9%	31.6%	30.3%
Ungraded	22	19	15	0	1	1.8%	1.5%	1.2%	0.0%	0.1%



## District Report for: HOLDENVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	83	83	84	91	93	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	78	81	77	72	81	94.0%	97.6%	91.7%	79.1%	87.1%
Newly Hired	5	2	7	19	12	6.0%	2.4%	8.3%	20.9%	12.9%
Transfers In	2	0	3	5	3	40.0%	0.0%	42.9%	26.3%	25.0%
Reentrants	0	1	0	0	3	0.0%	50.0%	0.0%	0.0%	25.0%
First Time Educators	3	1	4	14	6	60.0%	50.0%	57.1%	73.7%	50.0%
Total Exiting Next Year	2	6	12	10	-	2.4%	7.2%	14.3%	11.0%	-
Transfers Out	0	0	4	3	-	0.0%	0.0%	33.3%	30.0%	-
Leave Oklahoma Educ.	2	6	8	7	-	100.0%	100.0%	66.7%	70.0%	-

Dynamics Rates	District Rates				
District Attrition	2.4%	7.2%	14.3%	11.0%	-
Transfers In/Out	nc	nc	0.75	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	1
ECU, Ada	49	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>83</b>



## District Report for: HOLDENVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	7	6	7.2%	7.2%	7.1%	7.7%	6.5%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	14.3%	16.7%
White - Males	5	5	5	6	5	83.3%	83.3%	83.3%	85.7%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	6	6	6	6	7.2%	7.2%	7.1%	6.6%	6.5%
White - Females	5	5	5	5	6	83.3%	83.3%	83.3%	83.3%	100.0%
White - Males	1	1	1	1	0	16.7%	16.7%	16.7%	16.7%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	71	71	72	78	81	85.5%	85.5%	85.7%	85.7%	87.1%
White - Females	53	53	54	62	60	74.6%	74.6%	75.0%	79.5%	74.1%
White - Males	15	15	15	13	14	21.1%	21.1%	20.8%	16.7%	17.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	7	4.2%	4.2%	4.2%	3.8%	8.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	5	3	1.4%	0.0%	0.0%	6.4%	3.8%
25-29	7	7	7	11	14	9.9%	9.9%	9.9%	14.1%	17.7%
30-34	11	7	8	11	10	15.5%	9.9%	11.3%	14.1%	12.7%
35-39	9	12	10	13	15	12.7%	16.9%	14.1%	16.7%	19.0%
40-44	9	7	10	6	8	12.7%	9.9%	14.1%	7.7%	10.1%
45-49	14	17	16	14	13	19.7%	23.9%	22.5%	17.9%	16.5%
50-54	12	13	12	11	9	16.9%	18.3%	16.9%	14.1%	11.4%
55+	8	8	8	7	7	11.3%	11.3%	11.3%	9.0%	8.9%
<b>Average Age</b>	42.3	43.2	43.1	40.3	40.3					

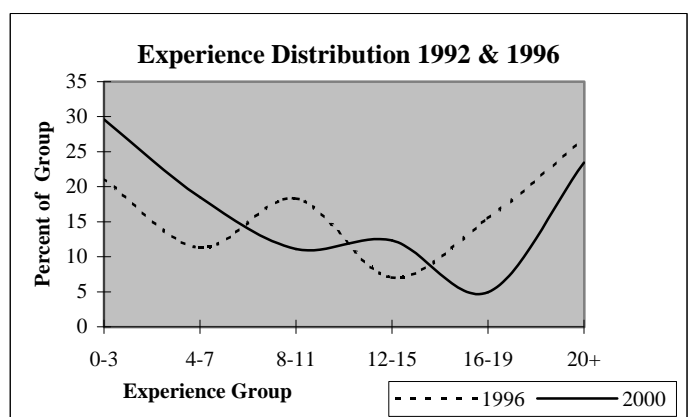
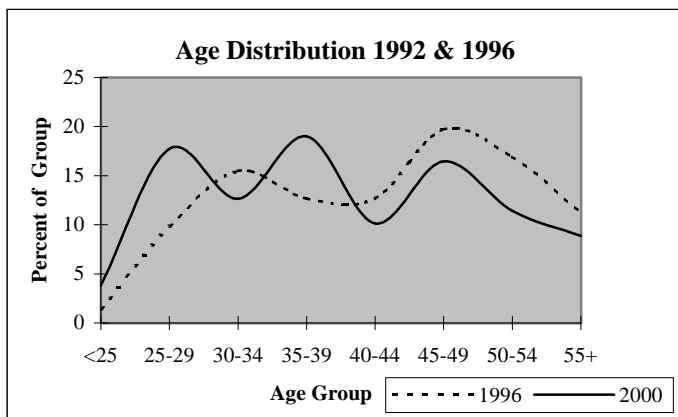
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	13	17	24	24	21.1%	18.3%	23.6%	30.8%	29.6%
4-7 Years	8	11	11	15	15	11.3%	15.5%	15.3%	19.2%	18.5%
8-11 Years	13	12	7	8	9	18.3%	16.9%	9.7%	10.3%	11.1%
12-15 Years	5	4	6	6	10	7.0%	5.6%	8.3%	7.7%	12.3%
16-19 Years	11	8	8	3	4	15.5%	11.3%	11.1%	3.8%	4.9%
20+ Years	19	23	23	22	19	26.8%	32.4%	31.9%	28.2%	23.5%
<b>Average Experience</b>	12.9	13.5	13.2	10.8	10.4					

## District Report for: HOLDENVILLE

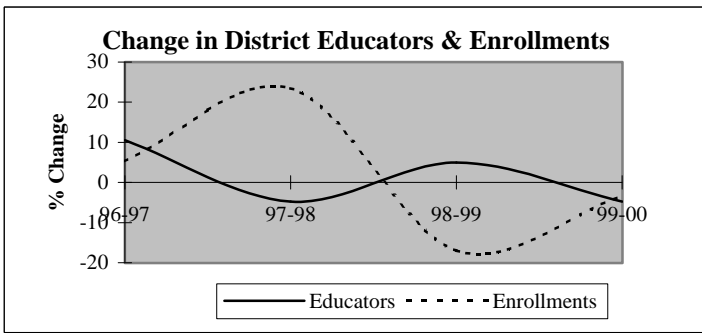
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	6	12	10	-	2.4%	7.2%	14.3%	11.0%	-
Attrition from Transfers	0	0	4	3	-	0.0%	0.0%	4.8%	3.3%	-
Attrition from Exits	2	6	8	7	-	2.4%	7.2%	9.5%	7.7%	-
Teacher Attrition	2	6	11	8	-	2.8%	8.5%	15.3%	10.3%	-
Attrition from Transfers	0	0	4	3	-	0.0%	0.0%	5.6%	3.8%	-
Attrition from Exits	2	6	7	5	-	2.8%	8.5%	9.7%	6.4%	-
<b>District Retention</b>										
Educator Retention	81	77	72	81	-	97.6%	92.8%	85.7%	89.0%	-
Teacher Retention	69	65	61	70	-	97.2%	91.5%	84.7%	89.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	90.3%	6.5%	96.8%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	12.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.0%	10.0%	95.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	1.2%	0.0%	1.2%	2.2%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	97.6%	94.0%	81.3%	87.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.1%	1.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	2.4%	4.8%	15.4%	9.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CALVIN

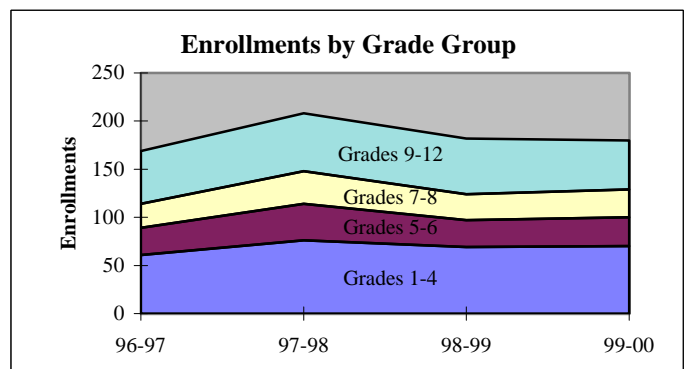
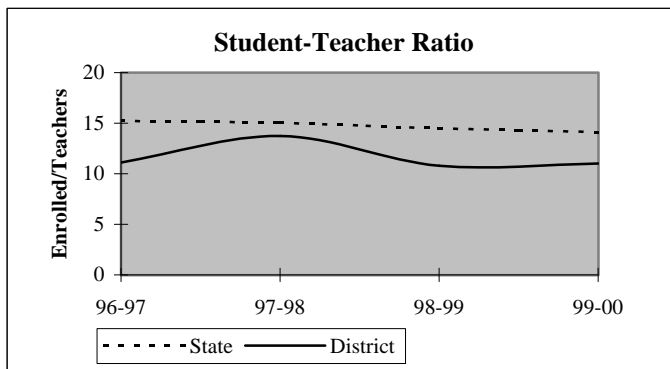


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	9.5	12.4	9.8	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.6	11.1	13.7	10.8	11.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	-1	1	-1	-	-	-	-	-
% Change in Educators	0.0%	10.5%	-4.8%	5.0%	-4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	10	47	-42	-7	-	-	-	-	-
% Change in Enrollments	-4.0%	5.3%	23.5%	-17.0%	-3.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	14.3%	15.0%	9.5%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	4.8%	5.0%	4.8%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	9.5%	5.0%	4.8%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	4.8%	5.0%	4.8%	5.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	42.2	42.2	38.6	39.9	42.0	42.3	42.5	42.7	43.0
Average Experience	14.2	12.1	12.8	12.3	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,250	25,761	26,788	26,820	28,073	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	5.6%	5.6%	5.3%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.2%	72.2%	66.7%	68.4%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.6%	5.6%	5.3%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.5%	17.5%	17.4%	17.7%	13.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	6	6	6	7	21.1%	28.6%	30.0%	28.6%	35.0%
Attrition	1	2	2	1	0					
Attrition Rate	25.0%	33.3%	33.3%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	13	10	11	10	73.7%	61.9%	50.0%	52.4%	50.0%
Attrition	1	3	1	1	0					
Attrition Rate	7.1%	23.1%	10.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	4	4	3	5.3%	9.5%	20.0%	19.0%	15.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	4	5	4	3	10.5%	19.0%	25.0%	19.0%	15.0%

## District Report for: CALVIN

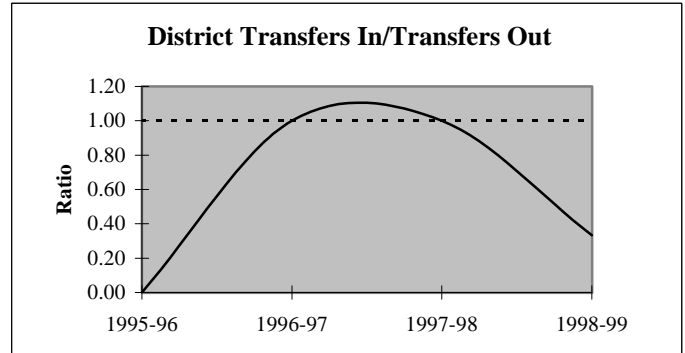
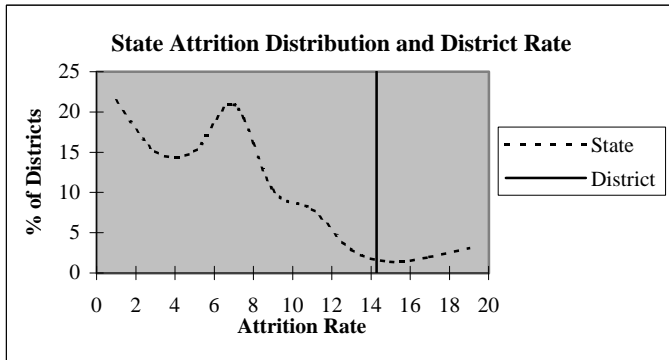
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	21	20	21	20	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.3%	4.8%	5.0%	4.8%	5.0%
Professional Staff	0	2	1	1	1	0.0%	9.5%	5.0%	4.8%	5.0%
<b>Total Teachers</b>	18	18	18	19	18	94.7%	85.7%	90.0%	90.5%	90.0%
Special Education	1	1	1	1	1	5.6%	5.6%	5.6%	5.3%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	8	9	10	44.4%	44.4%	44.4%	47.4%	55.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	9	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.6%	5.6%	5.6%	5.3%	5.6%
Art & Music	0	0	0	1	0	0.0%	0.0%	0.0%	5.3%	0.0%
Social Studies	1	1	1	1	0	5.6%	5.6%	5.6%	5.3%	0.0%
Foreign Language	0	1	0	0	0	0.0%	5.6%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.6%	5.6%	5.6%	5.3%	5.6%
<b>Science</b>	1	0	1	1	1	5.6%	0.0%	5.6%	5.3%	5.6%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	5.6%	0.0%	5.6%	5.3%	5.6%
Vocational Education	4	4	3	2	3	22.2%	22.2%	16.7%	10.5%	16.7%
Other	1	1	2	2	1	5.6%	5.6%	11.1%	10.5%	5.6%
<b>Total Enrollments</b>	190	200	247	205	198	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	31	39	23	18	15.3%	15.5%	15.8%	11.2%	9.1%
Grades 1-4	53	61	76	69	70	27.9%	30.5%	30.8%	33.7%	35.4%
Grades 5-6	26	28	38	28	30	13.7%	14.0%	15.4%	13.7%	15.2%
Grades 7-8	24	25	34	27	29	12.6%	12.5%	13.8%	13.2%	14.6%
Grades 9-12	57	55	60	58	51	30.0%	27.5%	24.3%	28.3%	25.8%
Ungraded	1	0	0	0	0	0.5%	0.0%	0.0%	0.0%	0.0%



## District Report for: CALVIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	21	20	21	20	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	17	16	17	18	100.0%	81.0%	80.0%	81.0%	90.0%
<b>Newly Hired</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>0.0%</b>	<b>19.0%</b>	<b>20.0%</b>	<b>19.0%</b>	<b>10.0%</b>
Transfers In	0	2	2	1	0	0.0%	50.0%	50.0%	25.0%	0.0%
Reentrants	0	0	1	0	1	0.0%	0.0%	25.0%	0.0%	50.0%
First Time Educators	0	2	1	3	1	0.0%	50.0%	25.0%	75.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>10.5%</b>	<b>23.8%</b>	<b>15.0%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	2	2	2	3	-	100.0%	40.0%	66.7%	100.0%	-
Leave Oklahoma Educ.	0	3	1	0	-	0.0%	60.0%	33.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	10.5%	23.8%	15.0%	14.3%	-
Transfers In/Out	0.00	1.00	1.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1
OSU, Stillwater	1
UCO, Edmond	1
ECU, Ada	7
NWOSU, Alva	-
NESU, Tahlequah	3
SEOSU, Durant	6
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 19

## District Report for: CALVIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.3%	4.8%	5.0%	4.8%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	2	1	1	1	0.0%	9.5%	5.0%	4.8%	5.0%
White - Females	0	2	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	18	18	19	18	94.7%	85.7%	90.0%	90.5%	90.0%
White - Females	13	13	12	13	13	72.2%	72.2%	66.7%	68.4%	72.2%
White - Males	5	4	5	5	4	27.8%	22.2%	27.8%	26.3%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	5.6%	5.6%	5.3%	5.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	3	1	0.0%	0.0%	0.0%	15.8%	5.9%
25-29	2	0	1	1	2	11.1%	0.0%	5.9%	5.3%	11.8%
30-34	2	4	2	2	2	11.1%	22.2%	11.8%	10.5%	11.8%
35-39	5	5	3	4	2	27.8%	27.8%	17.6%	21.1%	11.8%
40-44	2	3	5	4	5	11.1%	16.7%	29.4%	21.1%	29.4%
45-49	2	3	2	2	2	11.1%	16.7%	11.8%	10.5%	11.8%
50-54	3	2	2	2	2	16.7%	11.1%	11.8%	10.5%	11.8%
55+	2	1	2	1	1	11.1%	5.6%	11.8%	5.3%	5.9%
<b>Average Age</b>	42.8	42.2	42.2	38.6	39.9					

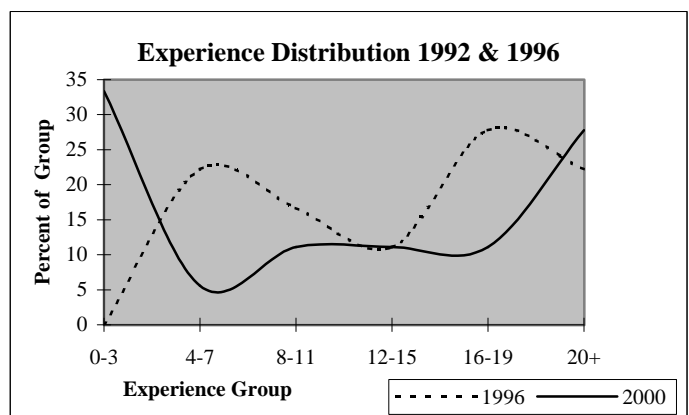
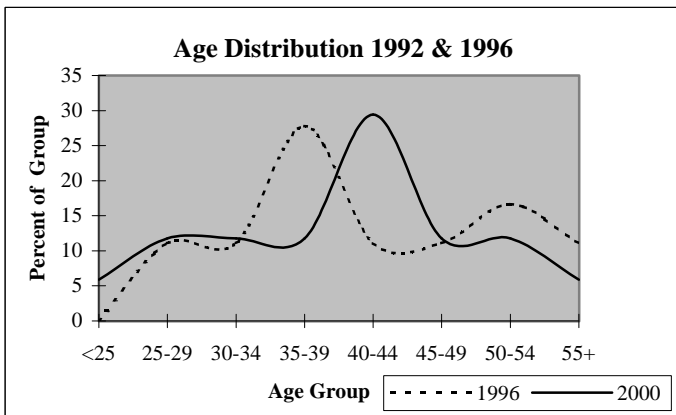
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	2	3	5	6	0.0%	11.1%	16.7%	26.3%	33.3%
4-7 Years	4	4	3	1	1	22.2%	22.2%	16.7%	5.3%	5.6%
8-11 Years	3	3	1	2	2	16.7%	16.7%	5.6%	10.5%	11.1%
12-15 Years	2	1	3	3	2	11.1%	5.6%	16.7%	15.8%	11.1%
16-19 Years	5	5	5	4	2	27.8%	27.8%	27.8%	21.1%	11.1%
20+ Years	4	3	3	4	5	22.2%	16.7%	16.7%	21.1%	27.8%
<b>Average Experience</b>	14.2	12.1	12.8	12.3	11.7					

## District Report for: CALVIN

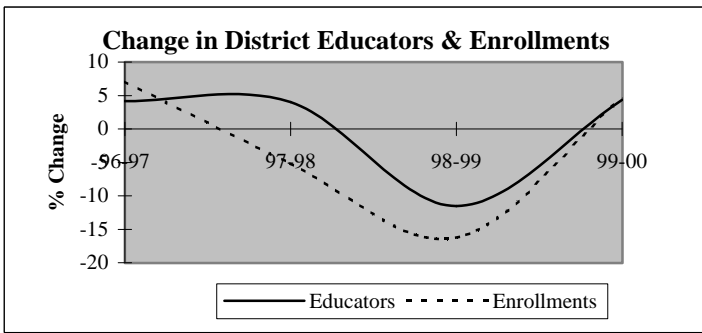
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	3	3	-	10.5%	23.8%	15.0%	14.3%	-
Attrition from Transfers	2	2	2	3	-	10.5%	9.5%	10.0%	14.3%	-
Attrition from Exits	0	3	1	0	-	0.0%	14.3%	5.0%	0.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>11.1%</b>	<b>27.8%</b>	<b>16.7%</b>	<b>15.8%</b>	<b>-</b>
Attrition from Transfers	2	2	2	3	-	11.1%	11.1%	11.1%	15.8%	-
Attrition from Exits	0	3	1	0	-	0.0%	16.7%	5.6%	0.0%	-
<b>District Retention</b>										
Educator Retention	17	16	17	18	-	89.5%	76.2%	85.0%	85.7%	-
Teacher Retention	16	13	15	16	-	88.9%	72.2%	83.3%	84.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	62.5%	25.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	60.0%	40.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.8%	5.0%	9.5%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	85.7%	80.0%	76.2%	85.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	5.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	9.5%	10.0%	14.3%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: STUART



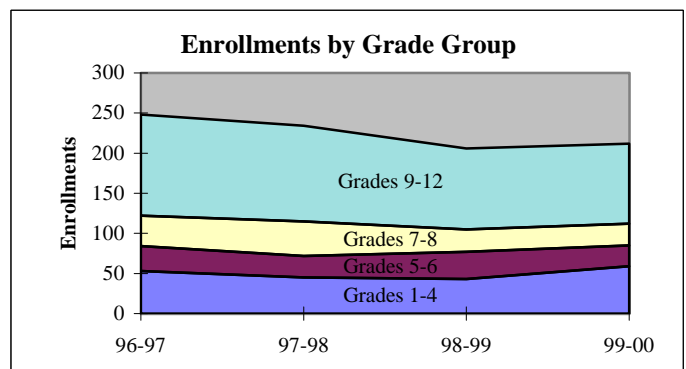
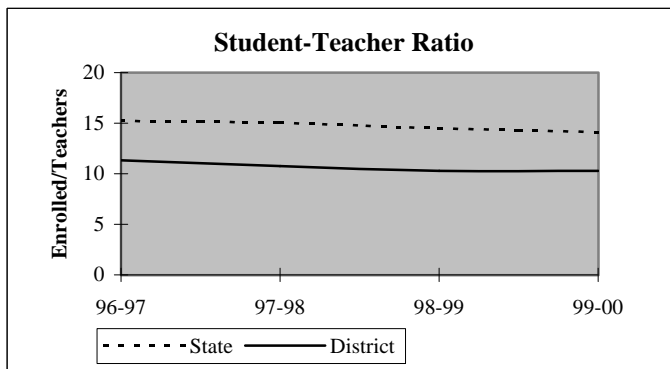
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	10.9	9.9	9.4	9.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	11.3	10.8	10.3	10.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	1	-3	1	-	-	-	-	-
% Change in Educators	0.0%	4.2%	4.0%	-11.5%	4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-12	18	-14	-42	10	-	-	-	-	-
% Change in Enrollments	-4.5%	7.1%	-5.1%	-16.3%	4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.0%	7.7%	0.0%	4.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	4.0%	3.8%	4.3%	4.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	3.8%	4.3%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	8.0%	11.5%	17.4%	16.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.2	38.6	39.5	39.4	40.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	11.3	10.3	11.1	10.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,434	29,474	28,585	30,575	30,557	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	4.2%	8.3%	14.3%	13.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.6%	70.8%	70.8%	81.0%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	8.3%	8.3%	9.5%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.5%	22.1%	34.5%	42.6%	40.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	12	12	7	9	45.8%	48.0%	46.2%	30.4%	37.5%
Attrition	0	2	3	0	0					
Attrition Rate	0.0%	16.7%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	11	13	14	13	45.8%	44.0%	50.0%	60.9%	54.2%
Attrition	1	1	2	1	0					
Attrition Rate	9.1%	9.1%	15.4%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	1	2	2	8.3%	8.0%	3.8%	8.7%	8.3%
Attrition Rate	100.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	2	2	2	2	16.7%	8.0%	7.7%	8.7%	8.3%



## District Report for: STUART

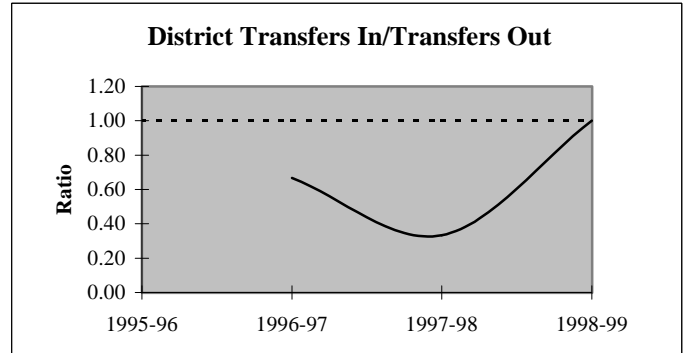
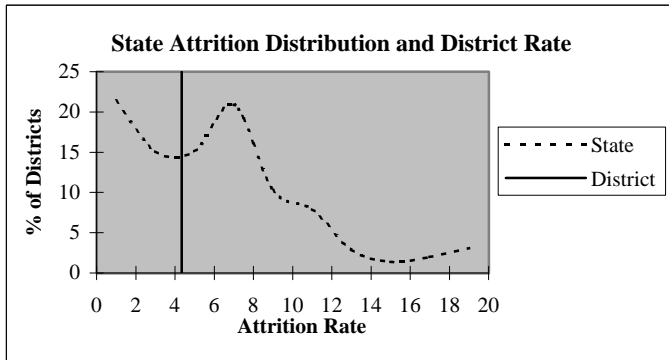
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	25	26	23	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.2%	4.0%	3.8%	4.3%	4.2%
Professional Staff	0	0	1	1	1	0.0%	0.0%	3.8%	4.3%	4.2%
<b>Total Teachers</b>	23	24	24	21	22	95.8%	96.0%	92.3%	91.3%	91.7%
Special Education	2	2	2	2	2	8.7%	8.3%	8.3%	9.5%	9.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
Elementary	10	11	11	11	11	43.5%	45.8%	45.8%	52.4%	50.0%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	11	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	1	1	8.7%	8.3%	8.3%	4.8%	4.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	2	1	2	13.0%	12.5%	8.3%	4.8%	9.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.3%	4.2%	4.2%	4.8%	4.5%
Science	1	2	2	2	1	4.3%	8.3%	8.3%	9.5%	4.5%
Biology	1	0	1	0	0	4.3%	0.0%	4.2%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	2	1	2	1	0.0%	8.3%	4.2%	9.5%	4.5%
Vocational Education	3	3	3	2	2	13.0%	12.5%	12.5%	9.5%	9.1%
Other	1	0	1	1	1	4.3%	0.0%	4.2%	4.8%	4.5%
<b>Total Enrollments</b>	254	272	258	216	226	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	24	24	10	14	4.3%	8.8%	9.3%	4.6%	6.2%
Grades 1-4	43	53	45	43	59	16.9%	19.5%	17.4%	19.9%	26.1%
Grades 5-6	37	31	27	34	26	14.6%	11.4%	10.5%	15.7%	11.5%
Grades 7-8	35	38	43	28	27	13.8%	14.0%	16.7%	13.0%	11.9%
Grades 9-12	128	126	119	101	100	50.4%	46.3%	46.1%	46.8%	44.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STUART

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	25	26	23	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	21	21	21	22	100.0%	84.0%	80.8%	91.3%	91.7%
<b>Newly Hired</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0.0%</b>	<b>16.0%</b>	<b>19.2%</b>	<b>8.7%</b>	<b>8.3%</b>
Transfers In	0	2	1	1	0	0.0%	50.0%	20.0%	50.0%	0.0%
Reentrants	0	1	1	0	1	0.0%	25.0%	20.0%	0.0%	50.0%
First Time Educators	0	1	3	1	1	0.0%	25.0%	60.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>12.5%</b>	<b>16.0%</b>	<b>19.2%</b>	<b>4.3%</b>	<b>-</b>
Transfers Out	0	3	3	1	-	0.0%	75.0%	60.0%	100.0%	-
Leave Oklahoma Educ.	3	1	2	0	-	100.0%	25.0%	40.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	16.0%	19.2%	4.3%	-
Transfers In/Out	nc	0.67	0.33	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	15	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	24

## District Report for: STUART

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.2%	4.0%	3.8%	4.3%	4.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	1	1	1	0.0%	0.0%	3.8%	4.3%	4.2%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	1	1	0	0.0%	0.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	24	24	21	22	95.8%	96.0%	92.3%	91.3%	91.7%
White - Females	16	16	16	15	14	69.6%	66.7%	66.7%	71.4%	63.6%
White - Males	7	7	6	3	5	30.4%	29.2%	25.0%	14.3%	22.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	2	2	0.0%	4.2%	4.2%	9.5%	9.1%
Other - Males	0	0	1	1	1	0.0%	0.0%	4.2%	4.8%	4.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	4	3	3	1	17.4%	16.7%	12.5%	14.3%	4.5%
30-34	3	5	5	4	5	13.0%	20.8%	20.8%	19.0%	22.7%
35-39	4	4	4	4	4	17.4%	16.7%	16.7%	19.0%	18.2%
40-44	5	4	4	4	5	21.7%	16.7%	16.7%	19.0%	22.7%
45-49	3	5	5	4	5	13.0%	20.8%	20.8%	19.0%	22.7%
50-54	2	0	1	1	2	8.7%	0.0%	4.2%	4.8%	9.1%
55+	2	2	2	1	0	8.7%	8.3%	8.3%	4.8%	0.0%
<b>Average Age</b>	40.2	38.6	39.5	39.4	40.1					

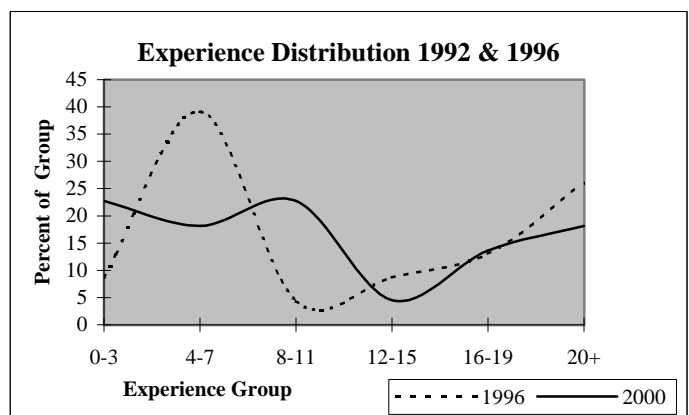
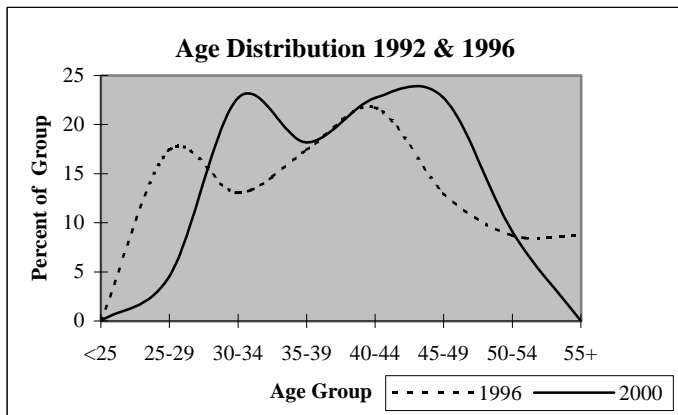
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	4	4	5	8.7%	12.5%	16.7%	19.0%	22.7%
4-7 Years	9	9	8	3	4	39.1%	37.5%	33.3%	14.3%	18.2%
8-11 Years	1	1	3	6	5	4.3%	4.2%	12.5%	28.6%	22.7%
12-15 Years	2	4	3	0	1	8.7%	16.7%	12.5%	0.0%	4.5%
16-19 Years	3	2	2	3	3	13.0%	8.3%	8.3%	14.3%	13.6%
20+ Years	6	5	4	5	4	26.1%	20.8%	16.7%	23.8%	18.2%
<b>Average Experience</b>	12.4	11.3	10.3	11.1	10.9					

## District Report for: STUART

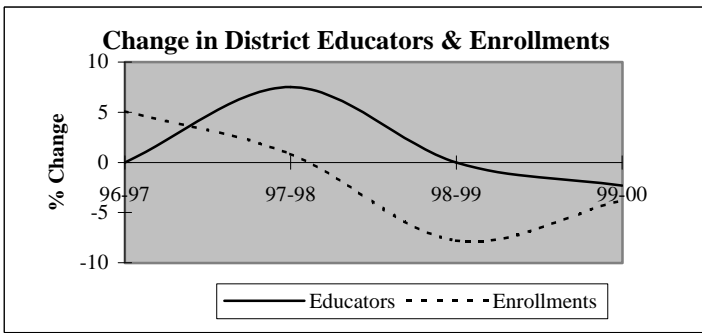
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	5	1	-	12.5%	16.0%	19.2%	4.3%	-
Attrition from Transfers	0	3	3	1	-	0.0%	12.0%	11.5%	4.3%	-
Attrition from Exits	3	1	2	0	-	12.5%	4.0%	7.7%	0.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>8.7%</b>	<b>16.7%</b>	<b>20.8%</b>	<b>4.8%</b>	<b>-</b>
Attrition from Transfers	0	3	3	1	-	0.0%	12.5%	12.5%	4.8%	-
Attrition from Exits	2	1	2	0	-	8.7%	4.2%	8.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	21	21	21	22	-	87.5%	84.0%	80.8%	95.7%	-
Teacher Retention	21	20	19	20	-	91.3%	83.3%	79.2%	95.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	0.0%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	4.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	92.0%	84.6%	91.3%	91.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.0%	15.4%	4.3%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: NAVAJO

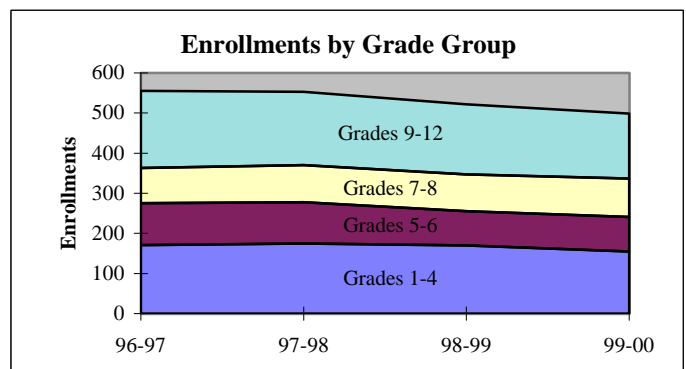
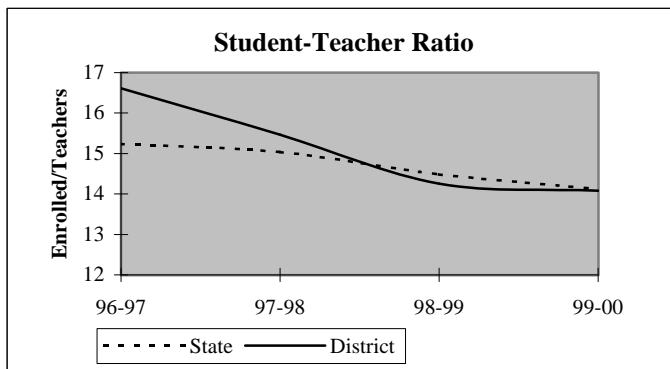


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	15.0	14.0	12.9	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	16.6	15.5	14.3	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	0	3	0	-1	-	-	-	-	-
% Change in Educators	8.1%	0.0%	7.5%	0.0%	-2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	29	5	-47	-21	-	-	-	-	-
% Change in Enrollments	2.7%	5.1%	0.8%	-7.8%	-3.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	5.0%	7.0%	7.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.0%	4.7%	4.7%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	5.0%	4.7%	4.7%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	2.5%	2.3%	2.3%	2.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	39.6	40.2	39.6	40.7	42.0	42.3	42.5	42.7	43.0
Average Experience	9.0	9.5	10.3	9.9	10.7	12.1	12.3	12.3	12.2	12.2
Average Salary	27,877	28,174	28,289	28,918	30,097	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.8%	2.8%	2.6%	2.6%	2.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	77.8%	79.5%	79.5%	76.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.6%	7.7%	7.7%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.6%	11.2%	14.3%	14.7%	14.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	21	19	18	17	14	52.5%	47.5%	41.9%	39.5%	33.3%
Attrition	2	0	2	2	0					
Attrition Rate	9.5%	0.0%	11.1%	11.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	21	23	25	27	47.5%	52.5%	53.5%	58.1%	64.3%
Attrition	1	1	1	1	0					
Attrition Rate	5.3%	4.8%	4.3%	4.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	2	1	1	0.0%	0.0%	4.7%	2.3%	2.4%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	3	1	2	0.0%	2.5%	7.0%	2.3%	4.8%

## District Report for: NAVAJO

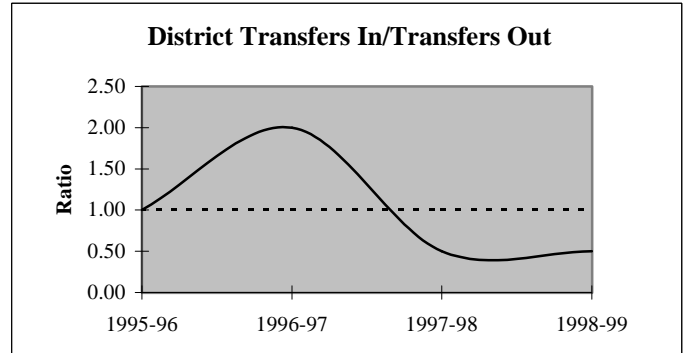
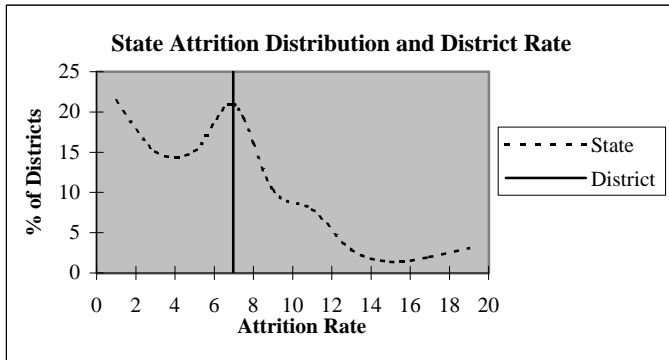
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	40	43	43	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.0%	5.0%	4.7%	4.7%	4.8%
Professional Staff	2	2	2	2	2	5.0%	5.0%	4.7%	4.7%	4.8%
<b>Total Teachers</b>	36	36	39	39	38	90.0%	90.0%	90.7%	90.7%	90.5%
Special Education	2	2	3	3	3	5.6%	5.6%	7.7%	7.7%	7.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	15	16	16	16	44.4%	41.7%	41.0%	41.0%	42.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	19	20	20	19	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	4	4	3	11.1%	11.1%	10.3%	10.3%	7.9%
Art & Music	2	2	2	2	2	5.6%	5.6%	5.1%	5.1%	5.3%
Social Studies	2	2	1	3	4	5.6%	5.6%	2.6%	7.7%	10.5%
Foreign Language	1	1	1	1	1	2.8%	2.8%	2.6%	2.6%	2.6%
Math	2	2	2	2	2	5.6%	5.6%	5.1%	5.1%	5.3%
<b>Science</b>	2	2	2	2	2	5.6%	5.6%	5.1%	5.1%	5.3%
Biology	0	1	0	0	2	0.0%	2.8%	0.0%	0.0%	5.3%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	2.6%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	1	0	5.6%	2.8%	5.1%	2.6%	0.0%
Vocational Education	4	4	4	4	4	11.1%	11.1%	10.3%	10.3%	10.5%
Other	1	2	4	2	1	2.8%	5.6%	10.3%	5.1%	2.6%
<b>Total Enrollments</b>	569	598	603	556	535	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	37	41	49	33	34	6.5%	6.9%	8.1%	5.9%	6.4%
Grades 1-4	161	171	175	170	155	28.3%	28.6%	29.0%	30.6%	29.0%
Grades 5-6	92	104	103	85	86	16.2%	17.4%	17.1%	15.3%	16.1%
Grades 7-8	100	88	92	92	96	17.6%	14.7%	15.3%	16.5%	17.9%
Grades 9-12	179	192	183	175	162	31.5%	32.1%	30.3%	31.5%	30.3%
Ungraded	0	2	1	1	2	0.0%	0.3%	0.2%	0.2%	0.4%



## District Report for: NAVAJO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	40	43	43	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	36	37	39	38	40	90.0%	92.5%	90.7%	88.4%	95.2%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>10.0%</b>	<b>7.5%</b>	<b>9.3%</b>	<b>11.6%</b>	<b>4.8%</b>
Transfers In	1	2	1	1	1	25.0%	66.7%	25.0%	20.0%	50.0%
Reentrants	1	1	1	4	0	25.0%	33.3%	25.0%	80.0%	0.0%
First Time Educators	2	0	2	0	1	50.0%	0.0%	50.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>7.5%</b>	<b>2.5%</b>	<b>11.6%</b>	<b>7.0%</b>	<b>-</b>
Transfers Out	1	1	2	2	-	33.3%	100.0%	40.0%	66.7%	-
Leave Oklahoma Educ.	2	0	3	1	-	66.7%	0.0%	60.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	2.5%	11.6%	7.0%	-
Transfers In/Out	1.00	2.00	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	16	Cameron, Lawton	15
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>40</b>

## District Report for: NAVAJO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.0%	5.0%	4.7%	4.7%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.0%	5.0%	4.7%	4.7%	4.8%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	36	39	39	38	90.0%	90.0%	90.7%	90.7%	90.5%
White - Females	28	28	31	31	29	77.8%	77.8%	79.5%	79.5%	76.3%
White - Males	7	7	7	7	8	19.4%	19.4%	17.9%	17.9%	21.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	2.8%	2.8%	2.6%	2.6%	2.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	2.9%	2.6%	0.0%	0.0%
25-29	4	2	2	2	0	11.4%	5.7%	5.3%	5.3%	0.0%
30-34	9	10	9	8	6	25.7%	28.6%	23.7%	21.1%	16.7%
35-39	7	4	7	11	12	20.0%	11.4%	18.4%	28.9%	33.3%
40-44	5	8	7	6	7	14.3%	22.9%	18.4%	15.8%	19.4%
45-49	7	7	6	8	5	20.0%	20.0%	15.8%	21.1%	13.9%
50-54	3	1	3	2	5	8.6%	2.9%	7.9%	5.3%	13.9%
55+	0	2	3	1	1	0.0%	5.7%	7.9%	2.6%	2.8%
<b>Average Age</b>	39.1	39.6	40.2	39.6	40.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	7	7	7	5	25.0%	19.4%	17.9%	17.9%	13.2%
4-7 Years	12	12	11	10	9	33.3%	33.3%	28.2%	25.6%	23.7%
8-11 Years	4	6	7	9	11	11.1%	16.7%	17.9%	23.1%	28.9%
12-15 Years	3	4	7	5	6	8.3%	11.1%	17.9%	12.8%	15.8%
16-19 Years	2	2	1	3	2	5.6%	5.6%	2.6%	7.7%	5.3%
20+ Years	6	5	6	5	5	16.7%	13.9%	15.4%	12.8%	13.2%
<b>Average Experience</b>	9.0	9.5	10.3	9.9	10.7					

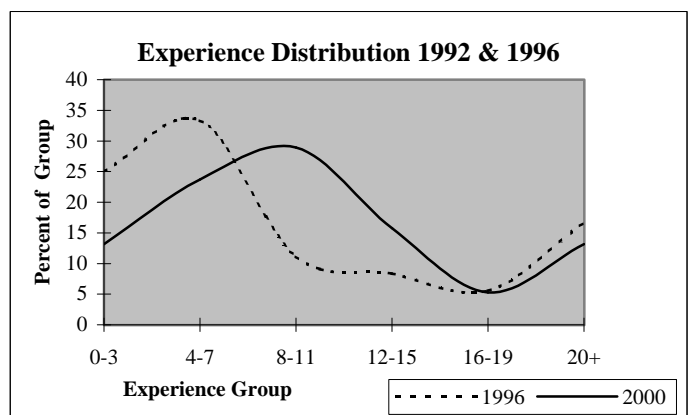
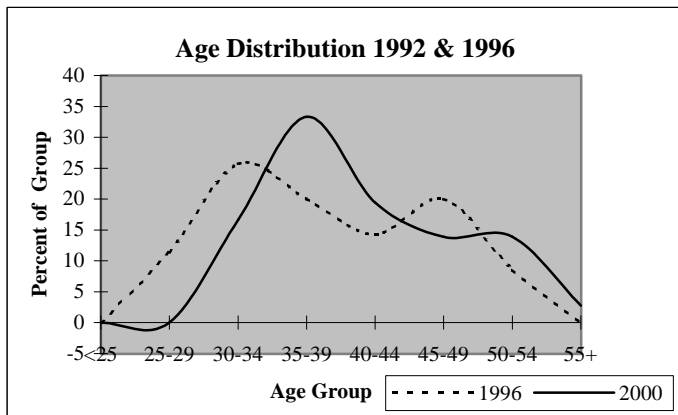


## District Report for: NAVAJO

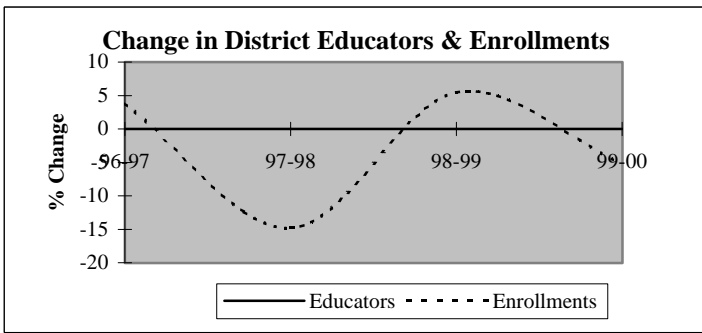
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	5	3	-	7.5%	2.5%	11.6%	7.0%	-
Attrition from Transfers	1	1	2	2	-	2.5%	2.5%	4.7%	4.7%	-
Attrition from Exits	2	0	3	1	-	5.0%	0.0%	7.0%	2.3%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>5.6%</b>	<b>2.8%</b>	<b>10.3%</b>	<b>7.7%</b>	<b>-</b>
Attrition from Transfers	0	1	1	2	-	0.0%	2.8%	2.6%	5.1%	-
Attrition from Exits	2	0	3	1	-	5.6%	0.0%	7.7%	2.6%	-
<b>District Retention</b>										
Educator Retention	37	39	38	40	-	92.5%	97.5%	88.4%	93.0%	-
Teacher Retention	34	35	35	36	-	94.4%	97.2%	89.7%	92.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	20.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.0%	10.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.0%	0.0%	2.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.5%	92.5%	93.0%	88.4%	97.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.5%	2.5%	7.0%	9.3%	2.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DUKE

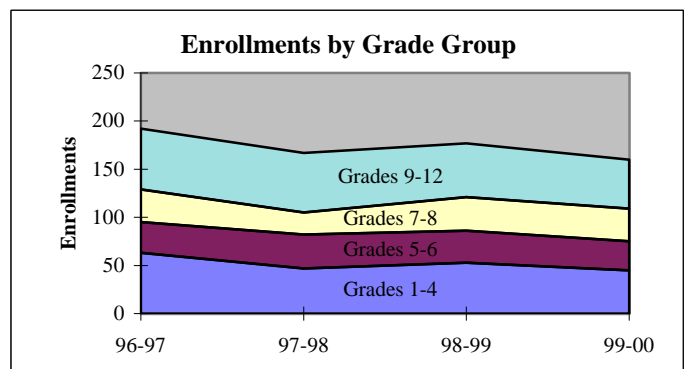
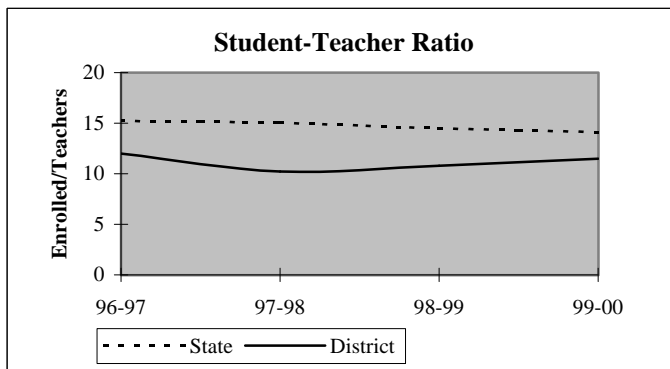


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	11.4	9.7	10.2	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.6	12.0	10.2	10.8	11.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	0	0	-	-	-	-	-
% Change in Educators	-5.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	8	-32	10	-10	-	-	-	-	-
% Change in Enrollments	0.0%	3.8%	-14.8%	5.4%	-5.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.5%	5.3%	10.5%	5.3%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.3%	5.3%	5.3%	15.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	5.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.2	40.2	40.8	40.9	40.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	13.3	13.7	11.7	10.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,298	28,352	28,252	28,817	29,253	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.1%	61.1%	66.7%	72.2%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.2%	19.0%	13.0%	16.0%	16.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	5	6	6	26.3%	26.3%	26.3%	31.6%	31.6%
Attrition	0	0	2	1	0					
Attrition Rate	0.0%	0.0%	40.0%	16.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	13	12	12	11	10	68.4%	63.2%	63.2%	57.9%	52.6%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	8.3%	8.3%	18.2%	0.0%					
At Retirement Age	1	2	2	2	3	5.3%	10.5%	10.5%	10.5%	15.8%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	50.0%	50.0%	0.0%					
At Retirement in 5 yrs.	2	2	3	2	4	10.5%	10.5%	15.8%	10.5%	21.1%

## District Report for: DUKE

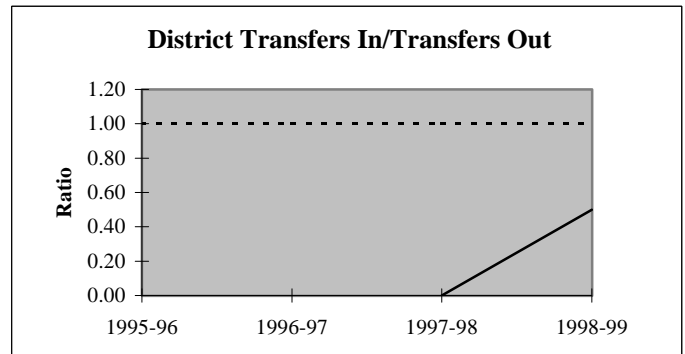
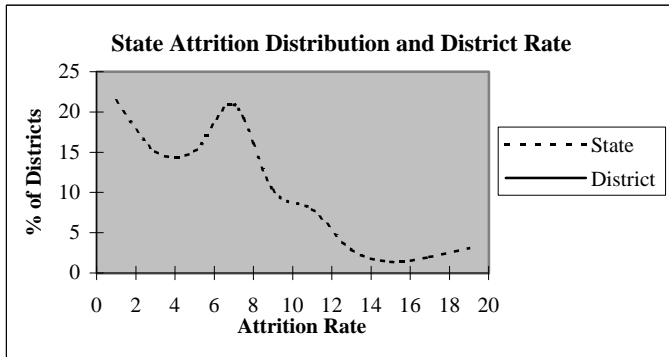
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	19	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	3	5.3%	5.3%	5.3%	5.3%	15.8%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	18	18	18	18	16	94.7%	94.7%	94.7%	94.7%	84.2%
Special Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	10	9	50.0%	50.0%	50.0%	55.6%	56.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	8	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.6%	5.6%	5.6%	5.6%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	1	5.6%	11.1%	5.6%	5.6%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.6%	5.6%	5.6%	5.6%	6.3%
<b>Science</b>	1	1	1	1	0	5.6%	5.6%	5.6%	5.6%	0.0%
Biology	0	0	1	0	0	0.0%	0.0%	5.6%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	0	5.6%	5.6%	0.0%	5.6%	0.0%
Vocational Education	3	2	3	2	2	16.7%	11.1%	16.7%	11.1%	12.5%
Other	2	2	2	2	1	11.1%	11.1%	11.1%	11.1%	6.3%
<b>Total Enrollments</b>	208	216	184	194	184	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	24	17	17	24	4.3%	11.1%	9.2%	8.8%	13.0%
Grades 1-4	61	63	47	53	45	29.3%	29.2%	25.5%	27.3%	24.5%
Grades 5-6	26	32	35	33	30	12.5%	14.8%	19.0%	17.0%	16.3%
Grades 7-8	40	34	23	35	34	19.2%	15.7%	12.5%	18.0%	18.5%
Grades 9-12	72	63	62	56	51	34.6%	29.2%	33.7%	28.9%	27.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DUKE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	19	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	19	18	15	15	68.4%	100.0%	94.7%	78.9%	78.9%
<b>Newly Hired</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>31.6%</b>	<b>0.0%</b>	<b>5.3%</b>	<b>21.1%</b>	<b>21.1%</b>
Transfers In	3	0	0	1	1	50.0%	0.0%	0.0%	25.0%	25.0%
Reentrants	2	0	1	1	1	33.3%	0.0%	100.0%	25.0%	25.0%
First Time Educators	1	0	0	2	2	16.7%	0.0%	0.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>5.3%</b>	<b>21.1%</b>	<b>21.1%</b>	<b>-</b>
Transfers Out	0	0	2	2	-	0.0%	0.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	0	1	2	2	-	0.0%	100.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	5.3%	21.1%	21.1%	-
Transfers In/Out	nc	nc	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	11	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	19

## District Report for: DUKE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	3	5.3%	5.3%	5.3%	5.3%	15.8%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	18	18	18	16	94.7%	94.7%	94.7%	94.7%	84.2%
White - Females	11	11	12	13	12	61.1%	61.1%	66.7%	72.2%	75.0%
White - Males	7	7	6	5	4	38.9%	38.9%	33.3%	27.8%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	3	1	2	16.7%	16.7%	16.7%	5.6%	13.3%
30-34	3	2	2	4	3	16.7%	11.1%	11.1%	22.2%	20.0%
35-39	5	3	3	2	1	27.8%	16.7%	16.7%	11.1%	6.7%
40-44	1	4	4	4	4	5.6%	22.2%	22.2%	22.2%	26.7%
45-49	4	3	3	4	1	22.2%	16.7%	16.7%	22.2%	6.7%
50-54	1	2	2	3	4	5.6%	11.1%	11.1%	16.7%	26.7%
55+	1	1	1	0	0	5.6%	5.6%	5.6%	0.0%	0.0%
<b>Average Age</b>	39.2	40.2	40.8	40.9	40.8					

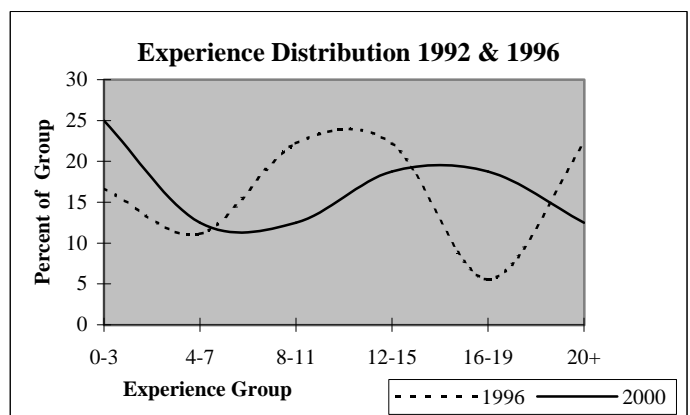
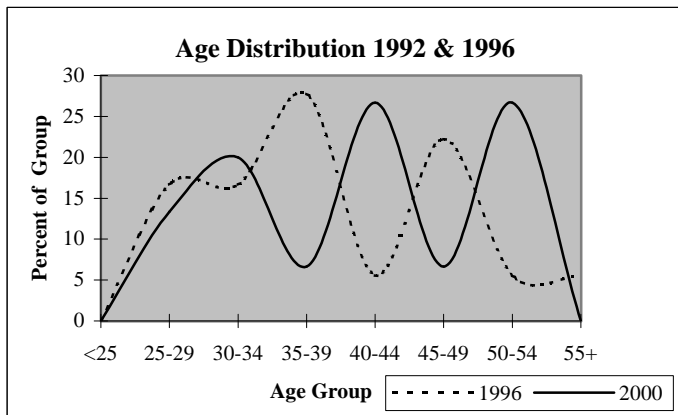
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	2	4	4	16.7%	11.1%	11.1%	22.2%	25.0%
4-7 Years	2	3	3	2	2	11.1%	16.7%	16.7%	11.1%	12.5%
8-11 Years	4	3	3	3	2	22.2%	16.7%	16.7%	16.7%	12.5%
12-15 Years	4	5	3	2	3	22.2%	27.8%	16.7%	11.1%	18.8%
16-19 Years	1	1	3	4	3	5.6%	5.6%	16.7%	22.2%	18.8%
20+ Years	4	4	4	3	2	22.2%	22.2%	22.2%	16.7%	12.5%
<b>Average Experience</b>	12.3	13.3	13.7	11.7	10.8					

## District Report for: DUKE

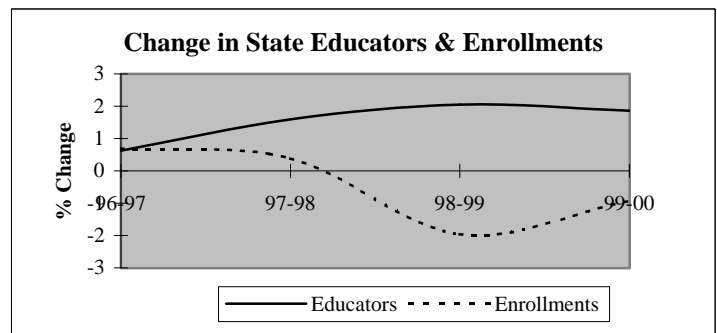
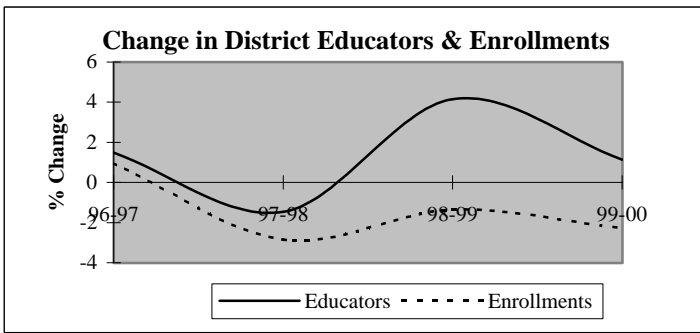
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	4	4	-	0.0%	5.3%	21.1%	21.1%	-
Attrition from Transfers	0	0	2	2	-	0.0%	0.0%	10.5%	10.5%	-
Attrition from Exits	0	1	2	2	-	0.0%	5.3%	10.5%	10.5%	-
<b>Teacher Attrition</b>	0	1	4	3	-	0.0%	5.6%	22.2%	16.7%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	11.1%	5.6%	-
Attrition from Exits	0	1	2	2	-	0.0%	5.6%	11.1%	11.1%	-
<b>District Retention</b>										
Educator Retention	19	18	15	15	-	100.0%	94.7%	78.9%	78.9%	-
Teacher Retention	18	17	14	15	-	100.0%	94.4%	77.8%	83.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.3%	10.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.2%	100.0%	89.5%	73.7%	84.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	15.8%	0.0%	5.3%	15.8%	15.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALTUS

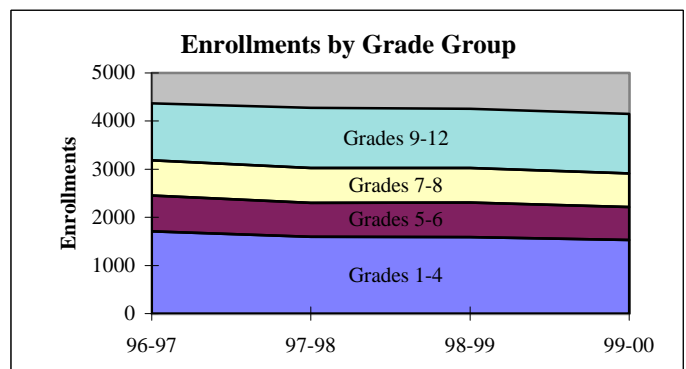
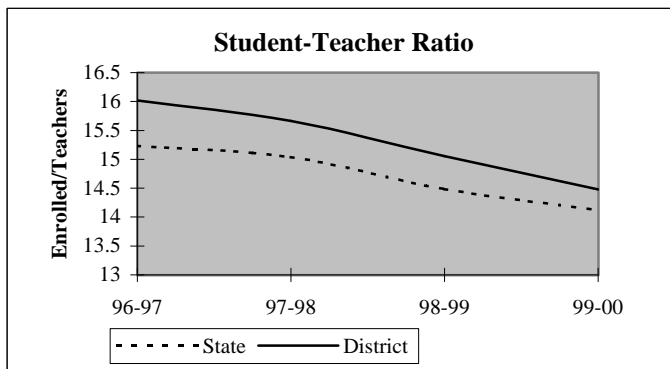


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.2	14.0	13.3	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	16.0	15.7	15.1	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	5	-5	14	4	-	-	-	-	-
% Change in Educators	-1.2%	1.5%	-1.5%	4.1%	1.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	216	46	-139	-64	-106	-	-	-	-	-
% Change in Enrollments	4.7%	1.0%	-2.9%	-1.4%	-2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.2%	4.7%	3.3%	3.4%	2.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.4%	4.4%	4.4%	4.5%	3.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.2%	7.0%	6.2%	7.4%	7.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.3%	5.2%	5.3%	6.0%	5.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	0.6%	0.6%	0.9%	0.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.1	43.1	43.4	43.3	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	14.6	14.7	15.0	14.6	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	33,312	32,656	33,479	32,914	35,258	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	5.3%	5.3%	6.1%	5.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.5%	74.3%	74.2%	75.5%	75.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.0%	6.9%	7.0%	7.1%	7.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.2%	35.4%	36.0%	36.6%	37.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	85	86	83	98	87	25.1%	25.1%	24.6%	27.8%	24.4%
Attrition	10	6	6	11	0					
Attrition Rate	11.8%	7.0%	7.2%	11.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	229	228	215	218	224	67.8%	66.5%	63.6%	61.9%	62.9%
Attrition	6	12	3	8	0					
Attrition Rate	2.6%	5.3%	1.4%	3.7%	0.0%					
At Retirement Age	24	29	40	37	45	7.1%	8.5%	11.8%	10.5%	12.6%
Attrition	6	5	9	8	0					
Attrition Rate	25.0%	17.2%	22.5%	21.6%	0.0%					
At Retirement in 5 yrs.	33	47	47	52	62	9.8%	13.7%	13.9%	14.8%	17.4%

## District Report for: ALTUS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	338	343	338	352	356	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	15	15	16	14	4.4%	4.4%	4.4%	4.5%	3.9%
Professional Staff	21	24	21	26	27	6.2%	7.0%	6.2%	7.4%	7.6%
<b>Total Teachers</b>	302	304	302	310	315	89.3%	88.6%	89.3%	88.1%	88.5%
Special Education	21	21	21	22	22	7.0%	6.9%	7.0%	7.1%	7.0%
Pre-K & Kindergarten	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Elementary	133	134	131	135	136	44.0%	44.1%	43.4%	43.5%	43.2%
<b>Middle School</b>	38	40	40	44	42	12.6%	13.2%	13.2%	14.2%	13.3%
Language Arts	12	12	11	12	12	4.0%	3.9%	3.6%	3.9%	3.8%
Art & Music	3	3	3	3	3	1.0%	1.0%	1.0%	1.0%	1.0%
Social Studies	6	6	7	7	6	2.0%	2.0%	2.3%	2.3%	1.9%
Foreign Language	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Math	7	7	7	7	7	2.3%	2.3%	2.3%	2.3%	2.2%
Science	5	5	5	5	6	1.7%	1.6%	1.7%	1.6%	1.9%
Vocational Education	3	2	2	2	2	1.0%	0.7%	0.7%	0.6%	0.6%
Other	1	4	4	7	5	0.3%	1.3%	1.3%	2.3%	1.6%
<b>High School (9-12)</b>	109	108	109	108	114	3633.3%	3600.0%	3633.3%	3600.0%	3800.0%
Language Arts	19	19	22	11	21	6.3%	6.3%	7.3%	3.5%	6.7%
Art & Music	8	9	9	6	9	2.6%	3.0%	3.0%	1.9%	2.9%
Social Studies	14	15	15	9	15	4.6%	4.9%	5.0%	2.9%	4.8%
Foreign Language	4	5	4	3	4	1.3%	1.6%	1.3%	1.0%	1.3%
Math	15	16	16	10	16	5.0%	5.3%	5.3%	3.2%	5.1%
<b>Science</b>	12	13	13	8	13	4.0%	4.3%	4.3%	2.6%	4.1%
Biology	2	4	3	2	5	0.7%	1.3%	1.0%	0.6%	1.6%
Chemistry	2	1	1	0	1	0.7%	0.3%	0.3%	0.0%	0.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	8	8	9	6	7	2.6%	2.6%	3.0%	1.9%	2.2%
Vocational Education	15	14	15	12	14	5.0%	4.6%	5.0%	3.9%	4.4%
Other	22	17	15	49	22	7.3%	5.6%	5.0%	15.8%	7.0%
<b>Total Enrollments</b>	4,824	4,870	4,731	4,667	4,561	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	512	475	439	396	381	10.6%	9.8%	9.3%	8.5%	8.4%
Grades 1-4	1,691	1,711	1,599	1,588	1,527	35.1%	35.1%	33.8%	34.0%	33.5%
Grades 5-6	738	742	700	721	689	15.3%	15.2%	14.8%	15.4%	15.1%
Grades 7-8	715	735	729	714	695	14.8%	15.1%	15.4%	15.3%	15.2%
Grades 9-12	1,150	1,182	1,245	1,231	1,237	23.8%	24.3%	26.3%	26.4%	27.1%
Ungraded	18	25	19	17	32	0.4%	0.5%	0.4%	0.4%	0.7%

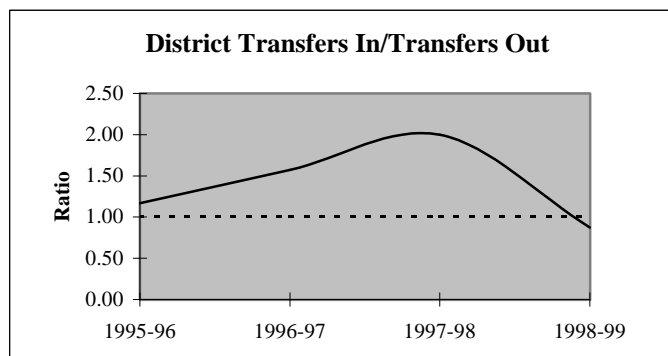
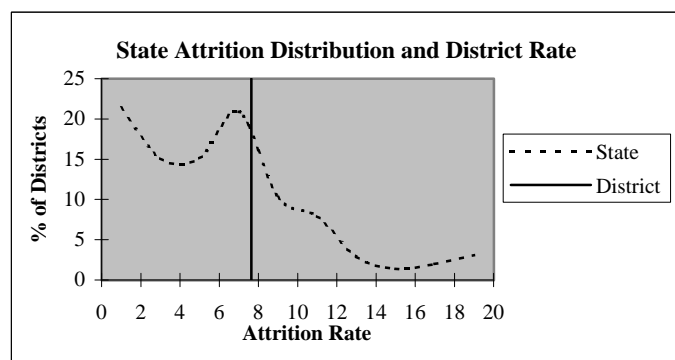




## District Report for: ALTUS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	338	343	338	353	356	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	322	316	320	320	326	95.3%	92.1%	94.7%	90.7%	91.6%
<b>Newly Hired</b>	<b>16</b>	<b>27</b>	<b>18</b>	<b>33</b>	<b>30</b>	<b>4.7%</b>	<b>7.9%</b>	<b>5.3%</b>	<b>9.3%</b>	<b>8.4%</b>
Transfers In	7	11	8	7	10	43.8%	40.7%	44.4%	21.2%	33.3%
Reentrants	5	9	4	13	6	31.3%	33.3%	22.2%	39.4%	20.0%
First Time Educators	4	7	6	13	14	25.0%	25.9%	33.3%	39.4%	46.7%
<b>Total Exiting Next Year</b>	<b>22</b>	<b>23</b>	<b>18</b>	<b>27</b>	<b>-</b>	<b>6.5%</b>	<b>6.7%</b>	<b>5.3%</b>	<b>7.6%</b>	<b>-</b>
Transfers Out	6	7	4	8	-	27.3%	30.4%	22.2%	29.6%	-
Leave Oklahoma Educ.	16	16	14	19	-	72.7%	69.6%	77.8%	70.4%	-

Dynamics Rates	District Rates				
District Attrition	6.5%	6.7%	5.3%	7.6%	-
Transfers In/Out	1.17	1.57	2.00	0.88	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	12	Benedictine Heights, Tulsa	-
OSU, Stillwater	24	Southern Nazarene Univ., Bethany	1
UCO, Edmond	16	OBU, Shawnee	2
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	7	OCUSA, Oklahoma City	2
SWOSU, Weatherford	162	Cameron, Lawton	64
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	33
		<b>Total</b>	<b>339</b>

## District Report for: ALTUS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	15	15	15	16	14	4.4%	4.4%	4.4%	4.5%	3.9%
White - Females	2	2	2	3	1	13.3%	13.3%	13.3%	18.8%	7.1%
White - Males	13	13	13	13	13	86.7%	86.7%	86.7%	81.3%	92.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	21	24	21	26	27	6.2%	7.0%	6.2%	7.4%	7.6%
White - Females	13	12	11	14	18	61.9%	50.0%	52.4%	53.8%	66.7%
White - Males	6	10	8	10	8	28.6%	41.7%	38.1%	38.5%	29.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	4.8%	4.2%	4.8%	3.8%	0.0%
Other - Females	1	1	1	1	1	4.8%	4.2%	4.8%	3.8%	3.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	302	304	302	310	315	89.3%	88.6%	89.3%	88.1%	88.5%
White - Females	216	217	215	223	227	71.5%	71.4%	71.2%	71.9%	72.1%
White - Males	70	71	71	68	70	23.2%	23.4%	23.5%	21.9%	22.2%
Black - Females	5	5	5	7	6	1.7%	1.6%	1.7%	2.3%	1.9%
Black - Males	3	3	3	4	4	1.0%	1.0%	1.0%	1.3%	1.3%
Other - Females	4	4	4	4	4	1.3%	1.3%	1.3%	1.3%	1.3%
Other - Males	4	4	4	4	4	1.3%	1.3%	1.3%	1.3%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	2	1	1	0.7%	0.3%	0.7%	0.3%	0.3%
25-29	18	29	30	30	29	6.0%	9.6%	10.1%	9.8%	9.5%
30-34	34	30	24	29	27	11.4%	10.0%	8.1%	9.5%	8.8%
35-39	45	45	46	38	36	15.1%	15.0%	15.4%	12.5%	11.8%
40-44	59	53	48	54	56	19.7%	17.6%	16.1%	17.7%	18.3%
45-49	72	60	59	62	62	24.1%	19.9%	19.8%	20.3%	20.3%
50-54	43	58	60	62	62	14.4%	19.3%	20.1%	20.3%	20.3%
55+	26	25	29	29	33	8.7%	8.3%	9.7%	9.5%	10.8%
<b>Average Age</b>	43.1	43.1	43.4	43.3	43.8					

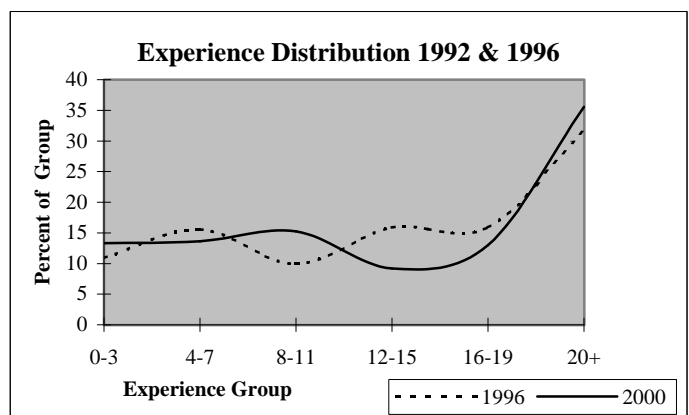
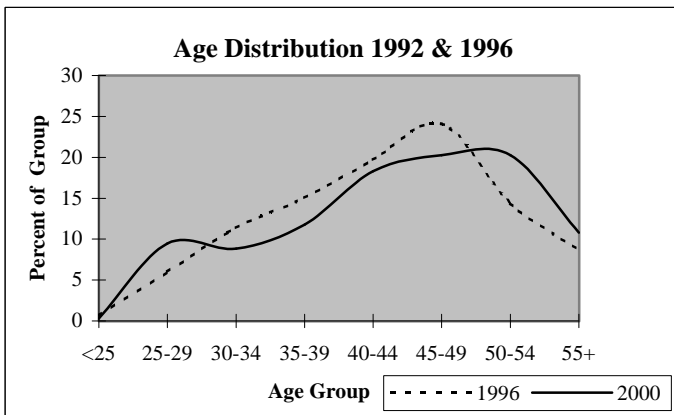
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	33	26	30	35	42	10.9%	8.6%	9.9%	11.3%	13.3%
4-7 Years	47	57	51	60	43	15.6%	18.8%	16.9%	19.4%	13.7%
8-11 Years	30	30	33	34	48	9.9%	9.9%	10.9%	11.0%	15.2%
12-15 Years	48	41	35	29	29	15.9%	13.5%	11.6%	9.4%	9.2%
16-19 Years	48	50	52	48	41	15.9%	16.4%	17.2%	15.5%	13.0%
20+ Years	96	100	101	104	112	31.8%	32.9%	33.4%	33.5%	35.6%
<b>Average Experience</b>	14.6	14.7	15.0	14.6	14.8					

## District Report for: ALTUS

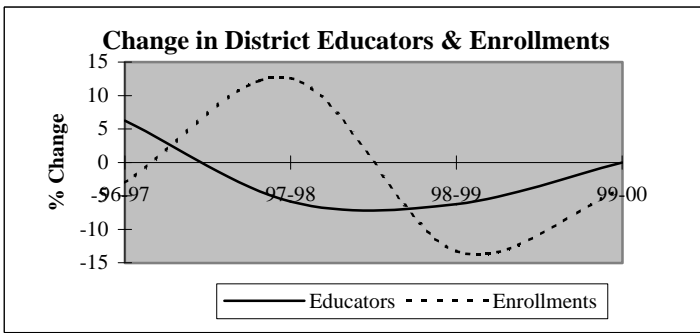
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	22	23	18	27	-	6.5%	6.7%	5.3%	7.7%	-
Attrition from Transfers	6	7	4	8	-	1.8%	2.0%	1.2%	2.3%	-
Attrition from Exits	16	16	14	19	-	4.7%	4.7%	4.1%	5.4%	-
<b>Teacher Attrition</b>	19	19	16	21	-	6.3%	6.3%	5.3%	6.8%	-
Attrition from Transfers	4	7	3	6	-	1.3%	2.3%	1.0%	1.9%	-
Attrition from Exits	15	12	13	15	-	5.0%	3.9%	4.3%	4.8%	-
<b>District Retention</b>										
Educator Retention	316	320	320	325	-	93.5%	93.3%	94.7%	92.3%	-
Teacher Retention	283	285	286	289	-	93.7%	93.8%	94.7%	93.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	89.5%	2.6%	92.1%	78.2%	9.6%	87.8%
1 Year of Experience	92.9%	0.0%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	89.1%	6.5%	95.7%	85.2%	5.9%	91.1%
3 Years of Experience	89.8%	3.4%	93.2%	86.1%	5.6%	91.7%
4 Years of Experience	92.1%	3.2%	95.2%	87.9%	4.7%	92.6%
5 Years of Experience	95.2%	1.6%	96.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.6%	0.3%	0.3%	0.3%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.9%	95.0%	95.9%	92.3%	93.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.6%	0.0%	0.6%	0.3%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.0%	4.7%	3.3%	7.1%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ELDORADO

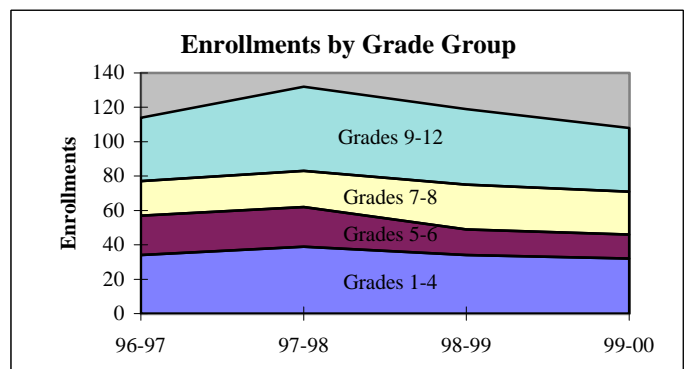
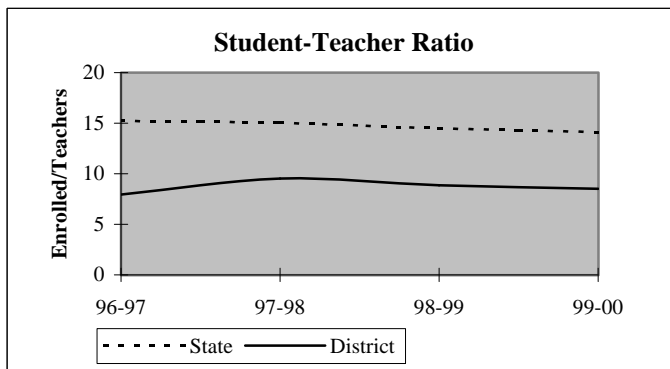


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.2	7.5	8.9	8.3	7.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.7	7.9	9.5	8.9	8.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-1	-1	0	-	-	-	-	-
% Change in Educators	6.7%	6.3%	-5.9%	-6.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-18	-4	16	-19	-5	-	-	-	-	-
% Change in Enrollments	-12.1%	-3.1%	12.6%	-13.3%	-4.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	5.9%	0.0%	6.7%	13.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	5.9%	6.3%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.3%	5.9%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	43.3	41.1	40.4	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	9.7	11.1	11.6	12.0	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,403	27,805	30,186	28,907	27,540	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.7%	6.3%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.3%	75.0%	80.0%	78.6%	78.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	6.3%	0.0%	7.1%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.8%	18.1%	18.9%	19.4%	22.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	7	7	6	56.3%	52.9%	43.8%	46.7%	40.0%
Attrition	1	4	2	2	0					
Attrition Rate	11.1%	44.4%	28.6%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	5	7	5	4	37.5%	29.4%	43.8%	33.3%	26.7%
Attrition	0	0	2	1	0					
Attrition Rate	0.0%	0.0%	28.6%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	3	2	3	5	6.3%	17.6%	12.5%	20.0%	33.3%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	33.3%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	3	4	5	18.8%	17.6%	18.8%	26.7%	33.3%

## District Report for: ELDORADO

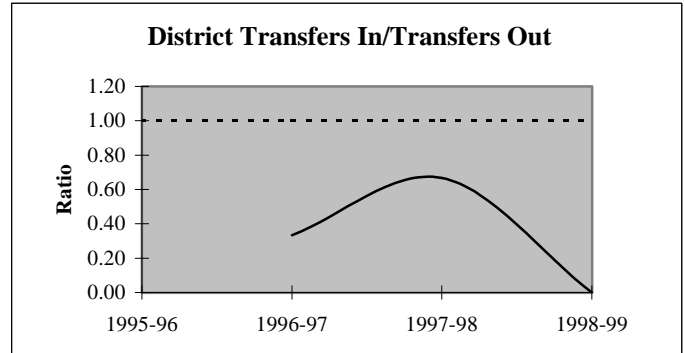
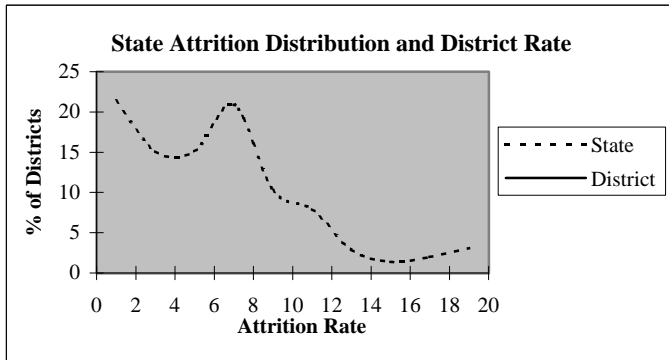
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	17	16	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.3%	5.9%	6.3%	6.7%	6.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	15	16	15	14	14	93.8%	94.1%	93.8%	93.3%	93.3%
Special Education	0	1	0	1	1	0.0%	6.3%	0.0%	7.1%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	7	7	60.0%	56.3%	60.0%	50.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	6	6	6	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.7%	6.3%	6.7%	7.1%	7.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.7%	6.3%	6.7%	7.1%	7.1%
<b>Science</b>	1	1	0	1	1	6.7%	6.3%	0.0%	7.1%	7.1%
Biology	0	1	0	1	1	0.0%	6.3%	0.0%	7.1%	7.1%
Chemistry	1	0	0	0	0	6.7%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	2	2	2	1	13.3%	12.5%	13.3%	14.3%	7.1%
Other	1	1	2	1	1	6.7%	6.3%	13.3%	7.1%	7.1%
<b>Total Enrollments</b>	131	127	143	124	119	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	13	11	4	11	6.9%	10.2%	7.7%	3.2%	9.2%
Grades 1-4	37	34	39	34	32	28.2%	26.8%	27.3%	27.4%	26.9%
Grades 5-6	22	23	23	15	14	16.8%	18.1%	16.1%	12.1%	11.8%
Grades 7-8	23	20	21	26	25	17.6%	15.7%	14.7%	21.0%	21.0%
Grades 9-12	40	37	49	44	37	30.5%	29.1%	34.3%	35.5%	31.1%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.8%	0.0%



## District Report for: ELDORADO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	17	16	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	15	12	12	11	81.3%	88.2%	75.0%	80.0%	73.3%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>18.8%</b>	<b>11.8%</b>	<b>25.0%</b>	<b>20.0%</b>	<b>26.7%</b>
Transfers In	1	1	2	0	1	33.3%	50.0%	50.0%	0.0%	25.0%
Reentrants	2	1	0	2	1	66.7%	50.0%	0.0%	66.7%	25.0%
First Time Educators	0	0	2	1	2	0.0%	0.0%	50.0%	33.3%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>6.3%</b>	<b>29.4%</b>	<b>25.0%</b>	<b>26.7%</b>	<b>-</b>
Transfers Out	0	3	3	3	-	0.0%	60.0%	75.0%	75.0%	-
Leave Oklahoma Educ.	1	2	1	1	-	100.0%	40.0%	25.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	6.3%	29.4%	25.0%	26.7%	-
Transfers In/Out	nc	0.33	0.67	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>16</b>

## District Report for: ELDORADO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.3%	5.9%	6.3%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	16	15	14	14	93.8%	94.1%	93.8%	93.3%	93.3%
White - Females	10	11	12	11	11	66.7%	68.8%	80.0%	78.6%	78.6%
White - Males	4	4	3	3	3	26.7%	25.0%	20.0%	21.4%	21.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	6.7%	6.3%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	6.7%	0.0%	0.0%
25-29	2	1	2	3	3	13.3%	6.3%	13.3%	21.4%	23.1%
30-34	3	2	1	2	1	20.0%	12.5%	6.7%	14.3%	7.7%
35-39	1	3	3	2	2	6.7%	18.8%	20.0%	14.3%	15.4%
40-44	3	4	3	1	0	20.0%	25.0%	20.0%	7.1%	0.0%
45-49	1	1	1	3	2	6.7%	6.3%	6.7%	21.4%	15.4%
50-54	3	3	2	2	3	20.0%	18.8%	13.3%	14.3%	23.1%
55+	2	2	2	1	2	13.3%	12.5%	13.3%	7.1%	15.4%
<b>Average Age</b>	42.1	43.3	41.1	40.4	43.3					

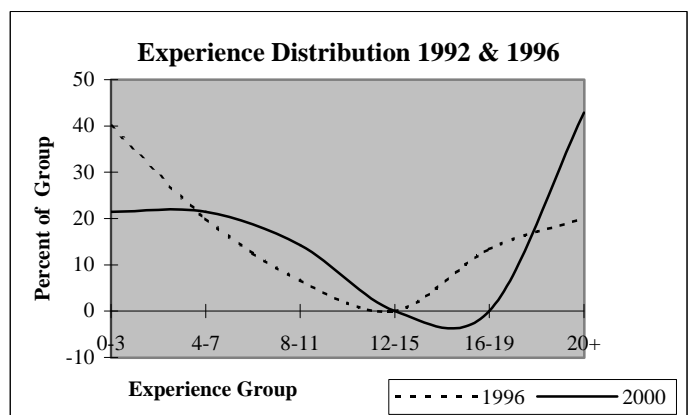
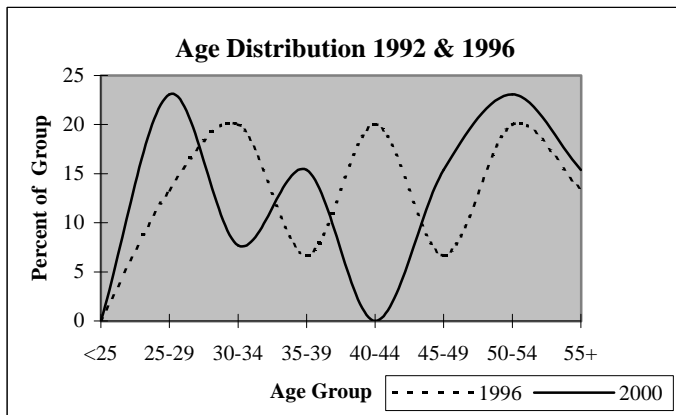
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	4	3	3	40.0%	25.0%	26.7%	21.4%	21.4%
4-7 Years	3	5	3	4	3	20.0%	31.3%	20.0%	28.6%	21.4%
8-11 Years	1	1	2	2	2	6.7%	6.3%	13.3%	14.3%	14.3%
12-15 Years	0	1	1	0	0	0.0%	6.3%	6.7%	0.0%	0.0%
16-19 Years	2	2	2	1	0	13.3%	12.5%	13.3%	7.1%	0.0%
20+ Years	3	3	3	4	6	20.0%	18.8%	20.0%	28.6%	42.9%
<b>Average Experience</b>	9.7	11.1	11.6	12.0	13.8					

## District Report for: ELDORADO

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	4	4	-	6.3%	29.4%	25.0%	26.7%	-
Attrition from Transfers	0	3	3	3	-	0.0%	17.6%	18.8%	20.0%	-
Attrition from Exits	1	2	1	1	-	6.3%	11.8%	6.3%	6.7%	-
<b>Teacher Attrition</b>	1	5	4	3	-	6.7%	31.3%	26.7%	21.4%	-
Attrition from Transfers	0	3	3	2	-	0.0%	18.8%	20.0%	14.3%	-
Attrition from Exits	1	2	1	1	-	6.7%	12.5%	6.7%	7.1%	-
<b>District Retention</b>										
Educator Retention	15	12	12	11	-	93.8%	70.6%	75.0%	73.3%	-
Teacher Retention	14	11	11	11	-	93.3%	68.8%	73.3%	78.6%	-

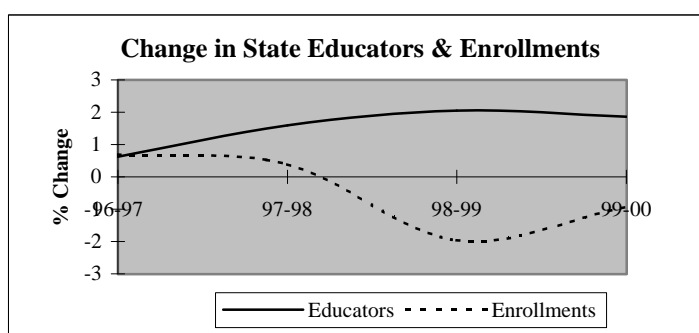
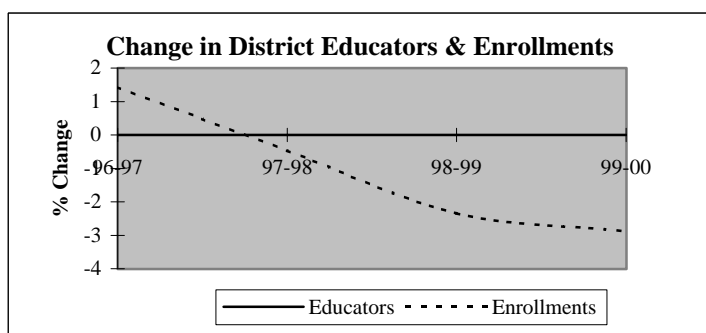
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	94.1%	87.5%	80.0%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	5.9%	12.5%	20.0%	20.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: OLUSTEE

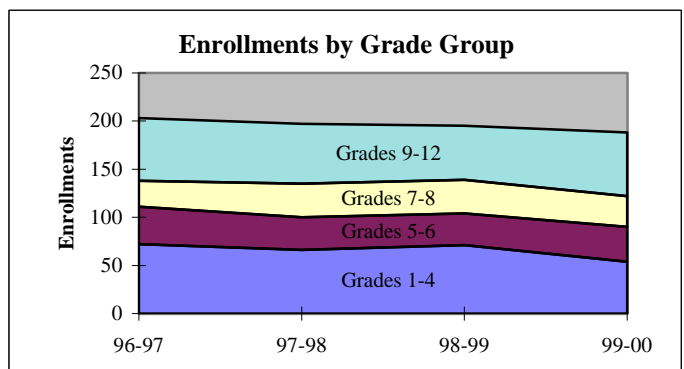
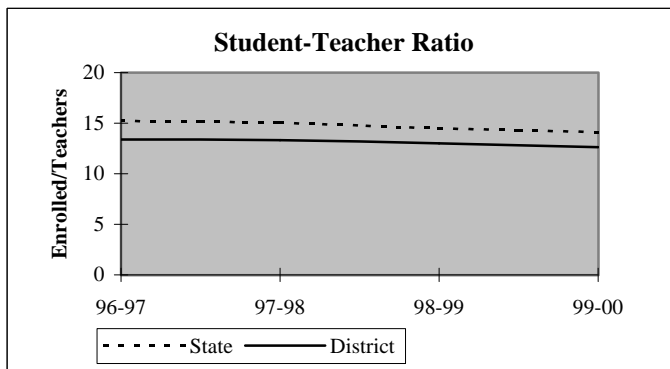


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	11.3	11.2	10.9	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	13.4	13.3	13.0	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	3	-1	-5	-6	-	-	-	-	-
% Change in Enrollments	-4.1%	1.4%	-0.5%	-2.3%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.3%	5.3%	5.3%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.5%	10.5%	10.5%	10.5%	10.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	43.6	44.6	45.1	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	14.5	15.5	15.2	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,196	29,851	30,940	31,275	31,106	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	68.8%	68.8%	68.8%	68.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.8%	40.7%	34.7%	31.3%	37.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	4	4	3	4	31.6%	21.1%	21.1%	15.8%	21.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	13	15	15	16	15	68.4%	78.9%	78.9%	84.2%	78.9%
Attrition	1	0	2	1	0					
Attrition Rate	7.7%	0.0%	13.3%	6.3%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	0	0	1	1	5.3%	0.0%	0.0%	5.3%	5.3%

## District Report for: OLUSTEE

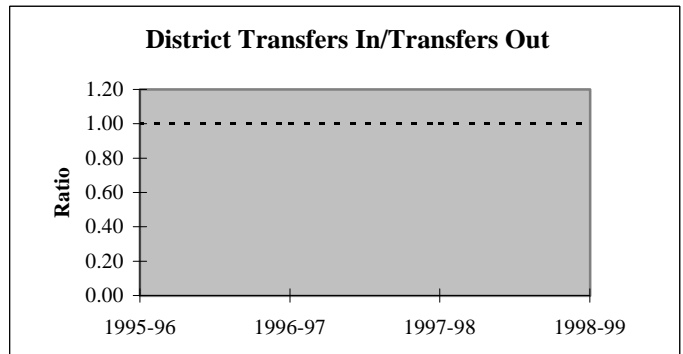
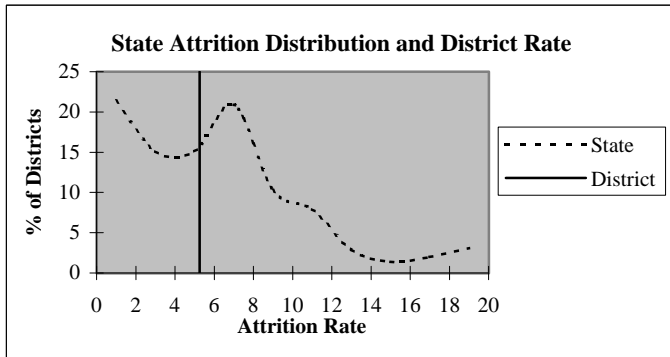
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	19	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.3%	5.3%	5.3%	5.3%	5.3%
Professional Staff	2	2	2	2	2	10.5%	10.5%	10.5%	10.5%	10.5%
<b>Total Teachers</b>	16	16	16	16	16	84.2%	84.2%	84.2%	84.2%	84.2%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	9	56.3%	56.3%	56.3%	56.3%	56.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	7	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	12.5%	12.5%	12.5%	12.5%	12.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	6.3%
<b>Science</b>	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	6.3%
Biology	0	1	0	1	0	0.0%	6.3%	0.0%	6.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	1	6.3%	0.0%	6.3%	0.0%	6.3%
Vocational Education	2	2	2	1	2	12.5%	12.5%	12.5%	6.3%	12.5%
Other	0	0	0	1	0	0.0%	0.0%	0.0%	6.3%	0.0%
<b>Total Enrollments</b>	211	214	213	208	202	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	13	11	16	13	14	6.2%	5.1%	7.5%	6.3%	6.9%
Grades 1-4	66	72	66	71	54	31.3%	33.6%	31.0%	34.1%	26.7%
Grades 5-6	32	39	34	33	36	15.2%	18.2%	16.0%	15.9%	17.8%
Grades 7-8	29	27	35	35	32	13.7%	12.6%	16.4%	16.8%	15.8%
Grades 9-12	71	65	62	56	66	33.6%	30.4%	29.1%	26.9%	32.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OLUSTEE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	19	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	18	19	17	18	100.0%	94.7%	100.0%	89.5%	94.7%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0.0%</b>	<b>5.3%</b>	<b>0.0%</b>	<b>10.5%</b>	<b>5.3%</b>
Transfers In	0	1	0	1	0	0.0%	100.0%	0.0%	50.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>5.3%</b>	<b>0.0%</b>	<b>10.5%</b>	<b>5.3%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	1	0	1	1	-	100.0%	0.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	5.3%	0.0%	10.5%	5.3%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	13	Cameron, Lawton	5
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	19

## District Report for: OLUSTEE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.3%	5.3%	5.3%	5.3%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	10.5%	10.5%	10.5%	10.5%	10.5%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	16	16	16	16	84.2%	84.2%	84.2%	84.2%	84.2%
White - Females	11	11	11	11	11	68.8%	68.8%	68.8%	68.8%	68.8%
White - Males	5	5	5	5	5	31.3%	31.3%	31.3%	31.3%	31.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%
30-34	2	2	1	2	1	12.5%	12.5%	6.3%	13.3%	6.7%
35-39	1	2	2	1	2	6.3%	12.5%	12.5%	6.7%	13.3%
40-44	5	5	4	2	2	31.3%	31.3%	25.0%	13.3%	13.3%
45-49	5	5	6	7	6	31.3%	31.3%	37.5%	46.7%	40.0%
50-54	1	1	2	2	3	6.3%	6.3%	12.5%	13.3%	20.0%
55+	2	1	1	1	0	12.5%	6.3%	6.3%	6.7%	0.0%
<b>Average Age</b>	43.9	43.6	44.6	45.1	43.9					

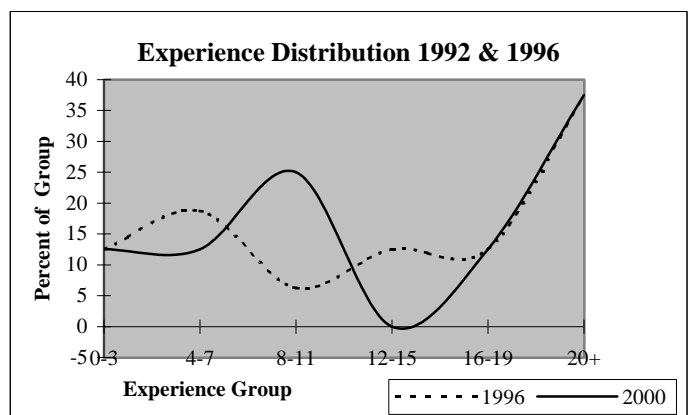
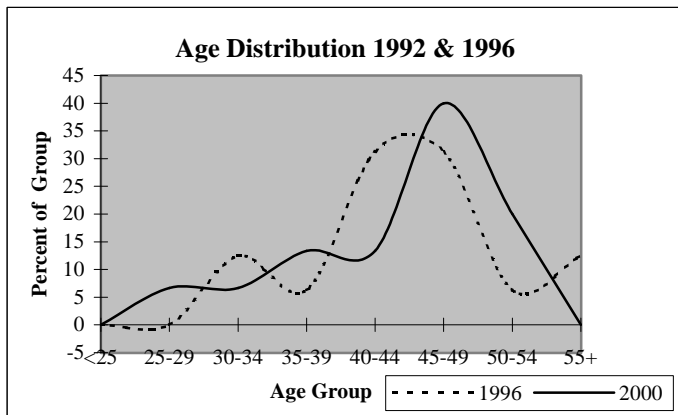
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	0	1	2	12.5%	6.3%	0.0%	6.3%	12.5%
4-7 Years	3	2	3	2	2	18.8%	12.5%	18.8%	12.5%	12.5%
8-11 Years	1	2	2	4	4	6.3%	12.5%	12.5%	25.0%	25.0%
12-15 Years	2	2	2	0	0	12.5%	12.5%	12.5%	0.0%	0.0%
16-19 Years	2	4	3	2	2	12.5%	25.0%	18.8%	12.5%	12.5%
20+ Years	6	5	6	7	6	37.5%	31.3%	37.5%	43.8%	37.5%
<b>Average Experience</b>	13.8	14.5	15.5	15.2	14.9					

## District Report for: OLUSTEE

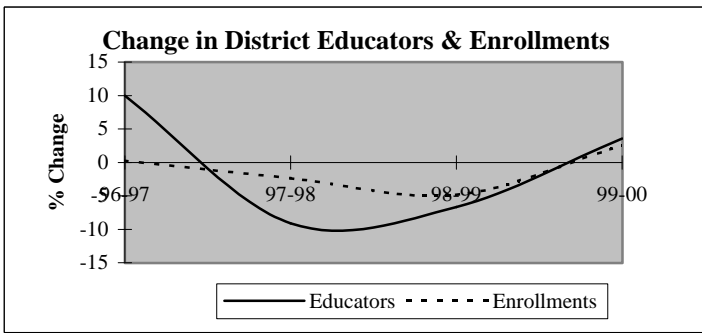
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	2	1	-	5.3%	0.0%	10.5%	5.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	5.3%	0.0%	-
Attrition from Exits	1	0	1	1	-	5.3%	0.0%	5.3%	5.3%	-
Teacher Attrition	1	0	2	1	-	6.3%	0.0%	12.5%	6.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	6.3%	0.0%	-
Attrition from Exits	1	0	1	1	-	6.3%	0.0%	6.3%	6.3%	-
<b>District Retention</b>										
Educator Retention	18	19	17	18	-	94.7%	100.0%	89.5%	94.7%	-
Teacher Retention	15	16	14	15	-	93.8%	100.0%	87.5%	93.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	94.7%	94.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	5.3%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BLAIR

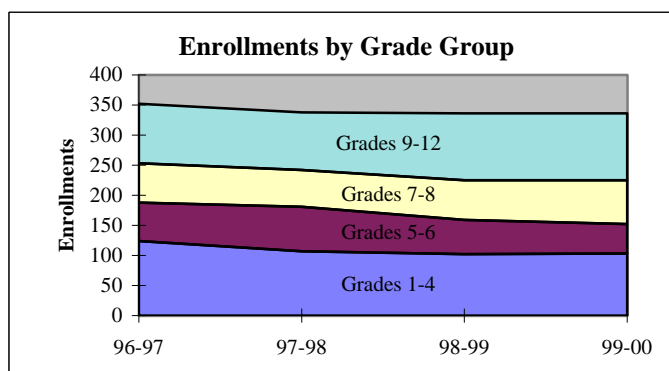
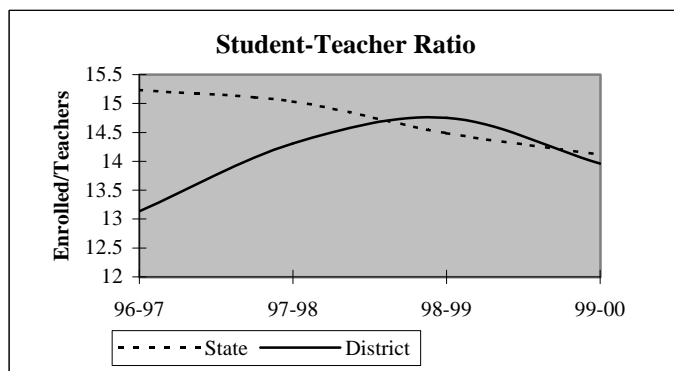


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	11.5	12.4	12.6	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	13.1	14.3	14.8	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	3	-3	-2	1	-	-	-	-	-
% Change in Educators	3.4%	10.0%	-9.1%	-6.7%	3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	1	-9	-18	9	-	-	-	-	-
% Change in Enrollments	3.0%	0.3%	-2.4%	-4.8%	2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	9.1%	0.0%	0.0%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.1%	6.7%	7.1%	6.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	6.1%	6.7%	7.1%	3.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	41.4	41.2	43.1	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	11.2	12.4	14.2	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,523	28,988	30,162	30,937	29,095	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.8%	82.8%	84.6%	83.3%	84.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.8%	6.9%	7.7%	4.2%	3.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.5%	17.3%	15.6%	15.0%	20.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	9	5	4	7	16.7%	27.3%	16.7%	14.3%	24.1%
Attrition	1	3	2	0	0					
Attrition Rate	20.0%	33.3%	40.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	24	20	21	21	20	80.0%	60.6%	70.0%	75.0%	69.0%
Attrition	1	2	1	2	0					
Attrition Rate	4.2%	10.0%	4.8%	9.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	4	4	3	2	3.3%	12.1%	13.3%	10.7%	6.9%
Attrition Rate	0.0%	0.0%	25.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	4	4	4	4	16.7%	12.1%	13.3%	14.3%	13.8%

## District Report for: BLAIR

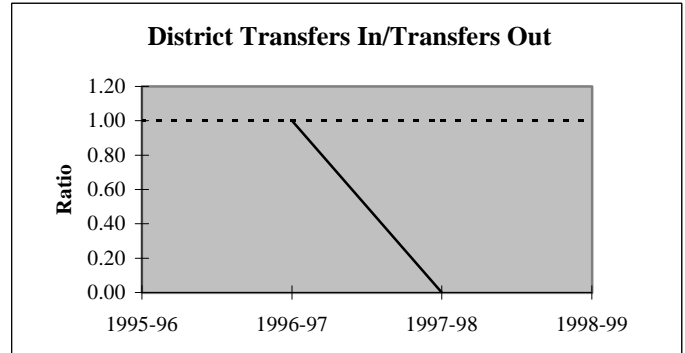
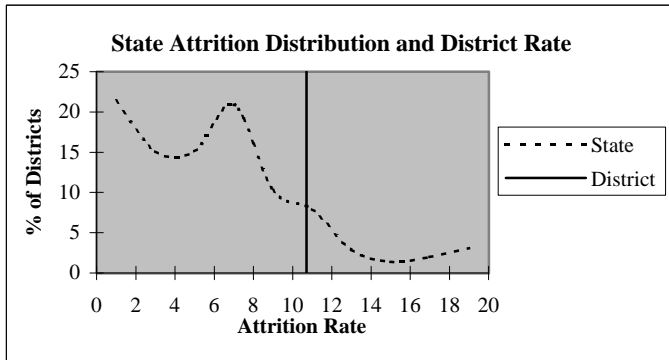
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	33	30	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	6.7%	6.1%	6.7%	7.1%	6.9%
Professional Staff	2	2	2	2	1	6.7%	6.1%	6.7%	7.1%	3.4%
<b>Total Teachers</b>	26	29	26	24	26	86.7%	87.9%	86.7%	85.7%	89.7%
Special Education	1	2	2	1	1	3.8%	6.9%	7.7%	4.2%	3.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	12	12	14	50.0%	41.4%	46.2%	50.0%	53.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	15	12	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	4	3	2	11.5%	10.3%	15.4%	12.5%	7.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	3	7.7%	6.9%	7.7%	8.3%	11.5%
<b>Science</b>	2	2	2	1	2	7.7%	6.9%	7.7%	4.2%	7.7%
Biology	1	1	0	0	1	3.8%	3.4%	0.0%	0.0%	3.8%
Chemistry	1	0	0	0	0	3.8%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	2	1	1	0.0%	3.4%	7.7%	4.2%	3.8%
Vocational Education	2	2	1	1	1	7.7%	6.9%	3.8%	4.2%	3.8%
Other	3	6	3	4	2	11.5%	20.7%	11.5%	16.7%	7.7%
<b>Total Enrollments</b>	380	381	372	354	363	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	29	33	18	27	6.6%	7.6%	8.9%	5.1%	7.4%
Grades 1-4	140	124	107	102	103	36.8%	32.5%	28.8%	28.8%	28.4%
Grades 5-6	49	64	74	57	49	12.9%	16.8%	19.9%	16.1%	13.5%
Grades 7-8	51	65	61	66	73	13.4%	17.1%	16.4%	18.6%	20.1%
Grades 9-12	115	99	96	111	111	30.3%	26.0%	25.8%	31.4%	30.6%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.3%	0.0%	0.0%



## District Report for: BLAIR

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	33	30	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	28	28	26	25	96.7%	84.8%	93.3%	92.9%	86.2%
<b>Newly Hired</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>3.3%</b>	<b>15.2%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>13.8%</b>
Transfers In	0	1	0	2	3	0.0%	20.0%	0.0%	100.0%	75.0%
Reentrants	1	2	1	0	1	100.0%	40.0%	50.0%	0.0%	25.0%
First Time Educators	0	2	1	0	0	0.0%	40.0%	50.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>6.7%</b>	<b>15.2%</b>	<b>13.3%</b>	<b>10.7%</b>	<b>-</b>
Transfers Out	0	1	2	0	-	0.0%	20.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	2	4	2	3	-	100.0%	80.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	15.2%	13.3%	10.7%	-
Transfers In/Out	nc	1.00	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	19	Cameron, Lawton	5
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>30</b>



## District Report for: BLAIR

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	6.7%	6.1%	6.7%	7.1%	6.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	1	6.7%	6.1%	6.7%	7.1%	3.4%
White - Females	2	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	29	26	24	26	86.7%	87.9%	86.7%	85.7%	89.7%
White - Females	21	24	22	20	22	80.8%	82.8%	84.6%	83.3%	84.6%
White - Males	5	5	4	4	4	19.2%	17.2%	15.4%	16.7%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	3.8%	3.4%	3.8%	0.0%	0.0%
25-29	1	3	2	3	2	3.8%	10.3%	7.7%	12.5%	7.7%
30-34	2	3	5	1	4	7.7%	10.3%	19.2%	4.2%	15.4%
35-39	8	6	3	3	3	30.8%	20.7%	11.5%	12.5%	11.5%
40-44	4	4	5	6	7	15.4%	13.8%	19.2%	25.0%	26.9%
45-49	4	6	4	4	4	15.4%	20.7%	15.4%	16.7%	15.4%
50-54	4	3	4	5	3	15.4%	10.3%	15.4%	20.8%	11.5%
55+	2	3	2	2	3	7.7%	10.3%	7.7%	8.3%	11.5%
<b>Average Age</b>	42.0	41.4	41.2	43.1	42.6					

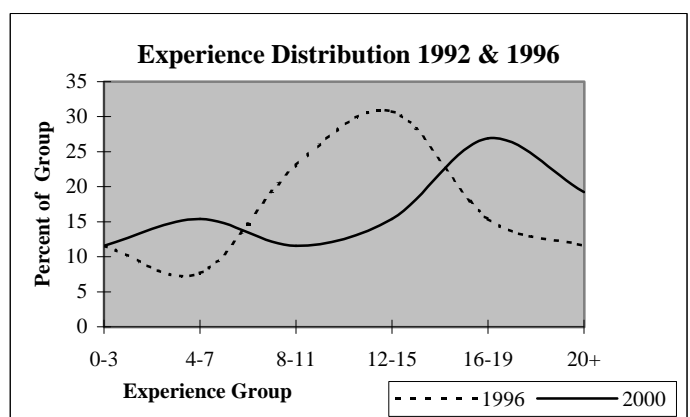
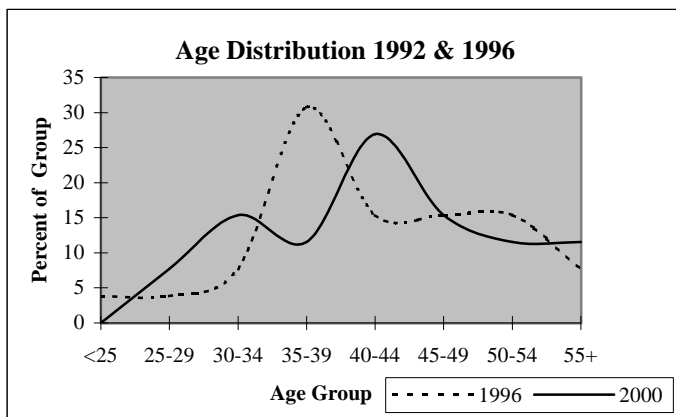
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	6	5	1	3	11.5%	20.7%	19.2%	4.2%	11.5%
4-7 Years	2	3	0	3	4	7.7%	10.3%	0.0%	12.5%	15.4%
8-11 Years	6	4	7	4	3	23.1%	13.8%	26.9%	16.7%	11.5%
12-15 Years	8	9	5	5	4	30.8%	31.0%	19.2%	20.8%	15.4%
16-19 Years	4	5	6	6	7	15.4%	17.2%	23.1%	25.0%	26.9%
20+ Years	3	2	3	5	5	11.5%	6.9%	11.5%	20.8%	19.2%
<b>Average Experience</b>	12.4	11.2	12.4	14.2	13.5					

## District Report for: BLAIR

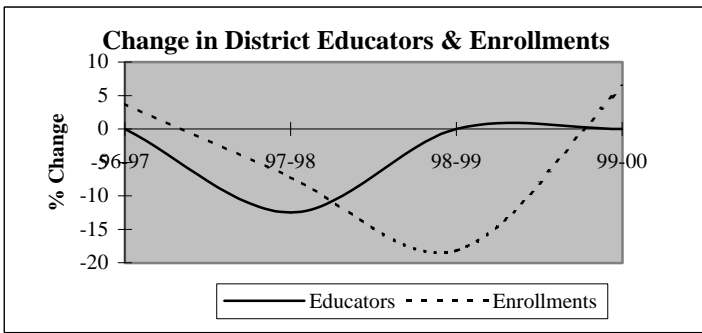
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	4	3	-	6.7%	15.2%	13.3%	10.7%	-
Attrition from Transfers	0	1	2	0	-	0.0%	3.0%	6.7%	0.0%	-
Attrition from Exits	2	4	2	3	-	6.7%	12.1%	6.7%	10.7%	-
<b>Teacher Attrition</b>	2	5	3	2	-	7.7%	17.2%	11.5%	8.3%	-
Attrition from Transfers	0	1	2	0	-	0.0%	3.4%	7.7%	0.0%	-
Attrition from Exits	2	4	1	2	-	7.7%	13.8%	3.8%	8.3%	-
<b>District Retention</b>										
Educator Retention	28	28	26	25	-	93.3%	84.8%	86.7%	89.3%	-
Teacher Retention	24	24	23	22	-	92.3%	82.8%	88.5%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	0.0%	60.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	3.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.7%	87.9%	90.0%	100.0%	96.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.3%	12.1%	6.7%	0.0%	3.4%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: TERRAL

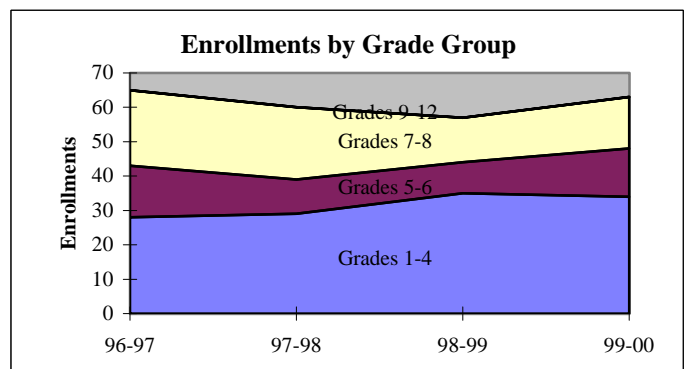
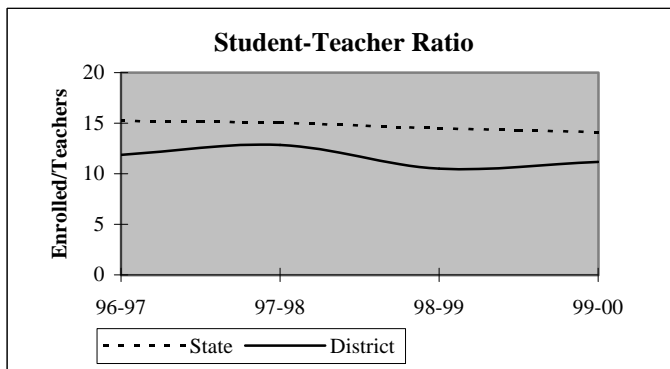


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	10.4	11.0	9.0	9.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.4	11.9	12.8	10.5	11.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-12.5%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	3	-6	-14	4	-	-	-	-	-
% Change in Enrollments	-3.6%	3.8%	-7.2%	-18.2%	6.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	14.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	12.5%	14.3%	14.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.9	38.9	39.8	44.0	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	5.6	6.6	7.0	7.5	8.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,093	29,096	29,118	30,440	28,559	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	85.7%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	14.3%	16.7%	16.7%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.3%	33.7%	37.7%	32.3%	31.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	4	4	4	4	75.0%	50.0%	57.1%	57.1%	57.1%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	25.0%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	1	3	2	2	2	12.5%	37.5%	28.6%	28.6%	28.6%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	14.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	14.3%

## District Report for: TERRAL

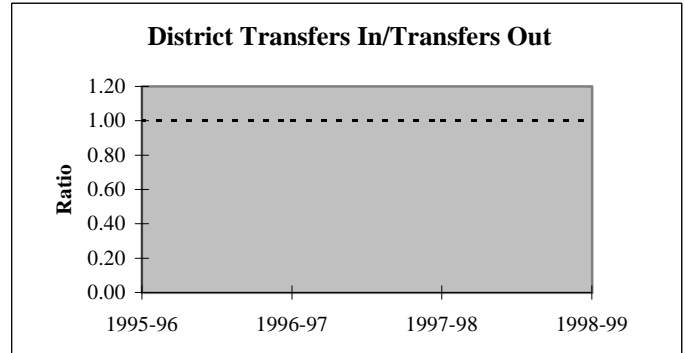
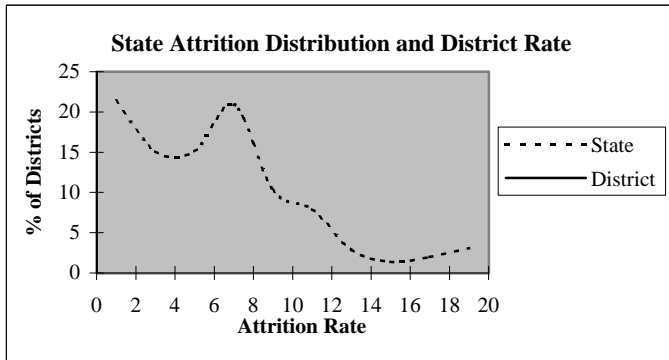
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	8	8	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	7	7	6	6	6	87.5%	87.5%	85.7%	85.7%	85.7%
Special Education	1	1	1	1	1	14.3%	14.3%	16.7%	16.7%	16.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	5	5	5	85.7%	85.7%	83.3%	83.3%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	80	83	77	63	67	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	2	18	17	6	4	2.5%	21.7%	22.1%	9.5%	6.0%
Grades 1-4	33	28	29	35	34	41.3%	33.7%	37.7%	55.6%	50.7%
Grades 5-6	18	15	10	9	14	22.5%	18.1%	13.0%	14.3%	20.9%
Grades 7-8	27	22	21	13	15	33.8%	26.5%	27.3%	20.6%	22.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TERRAL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	8	8	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	8	6	6	7	100.0%	100.0%	85.7%	85.7%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	100.0%	100.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>25.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	0	0	-	0.0%	50.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	1	0	-	0.0%	50.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	25.0%	14.3%	0.0%	-
Transfers In/Out	nc	0.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	8

## District Report for: TERRAL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	7	7	6	6	6	87.5%	87.5%	85.7%	85.7%	85.7%
White - Females	6	6	5	5	5	85.7%	85.7%	83.3%	83.3%	83.3%
White - Males	1	1	1	1	1	14.3%	14.3%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	2	1	0	14.3%	14.3%	33.3%	16.7%	0.0%
30-34	3	3	0	0	1	42.9%	42.9%	0.0%	0.0%	16.7%
35-39	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	16.7%
40-44	2	2	1	1	0	28.6%	28.6%	16.7%	16.7%	0.0%
45-49	0	0	1	2	2	0.0%	0.0%	16.7%	33.3%	33.3%
50-54	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
55+	1	1	1	1	1	14.3%	14.3%	16.7%	16.7%	16.7%
<b>Average Age</b>	37.9	38.9	39.8	44.0	45.0					

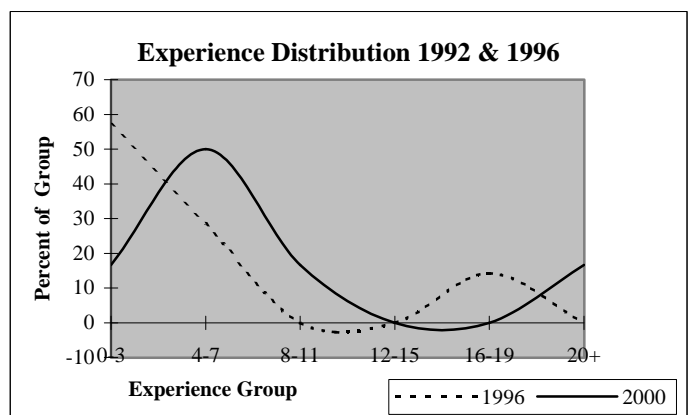
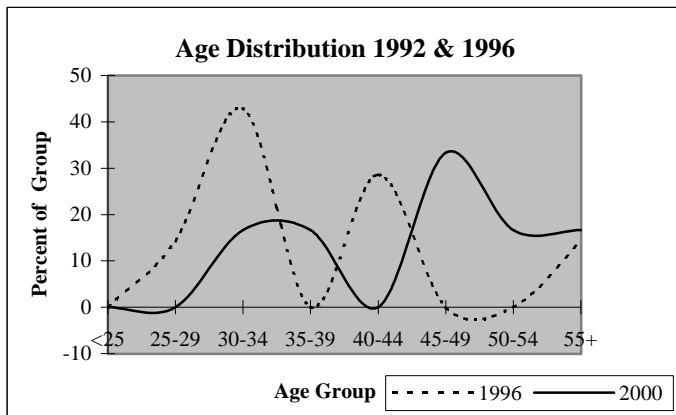
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	2	2	1	57.1%	42.9%	33.3%	33.3%	16.7%
4-7 Years	2	1	2	2	3	28.6%	14.3%	33.3%	33.3%	50.0%
8-11 Years	0	2	1	1	1	0.0%	28.6%	16.7%	16.7%	16.7%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	1	0	0	0	14.3%	14.3%	0.0%	0.0%	0.0%
20+ Years	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	16.7%
<b>Average Experience</b>	5.6	6.6	7.0	7.5	8.5					

## District Report for: TERRAL

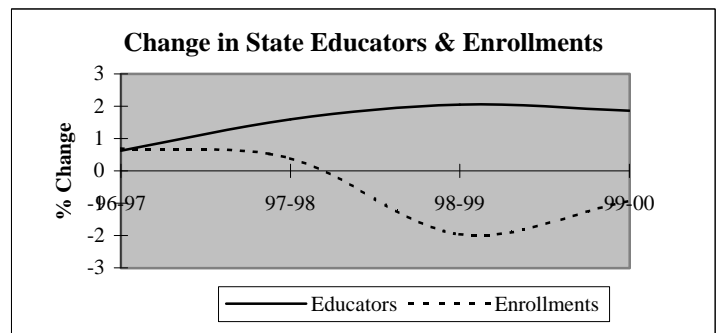
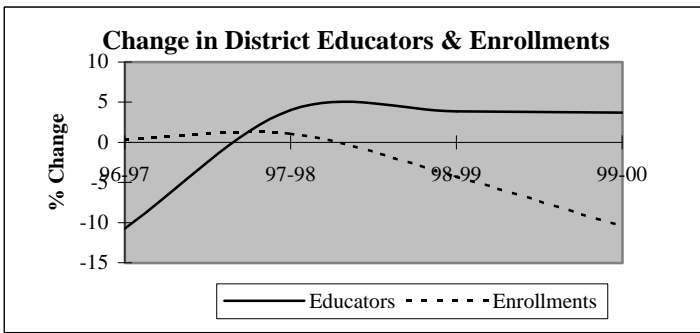
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	1	0	-	0.0%	25.0%	14.3%	0.0%	-
Attrition from Transfers	0	1	0	0	-	0.0%	12.5%	0.0%	0.0%	-
Attrition from Exits	0	1	1	0	-	0.0%	12.5%	14.3%	0.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>28.6%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	0	1	0	0	-	0.0%	14.3%	0.0%	0.0%	-
Attrition from Exits	0	1	1	0	-	0.0%	14.3%	16.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	8	6	6	7	-	100.0%	75.0%	85.7%	100.0%	-
Teacher Retention	7	5	5	6	-	100.0%	71.4%	83.3%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	0.0%	50.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	85.7%	85.7%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	14.3%	14.3%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RYAN



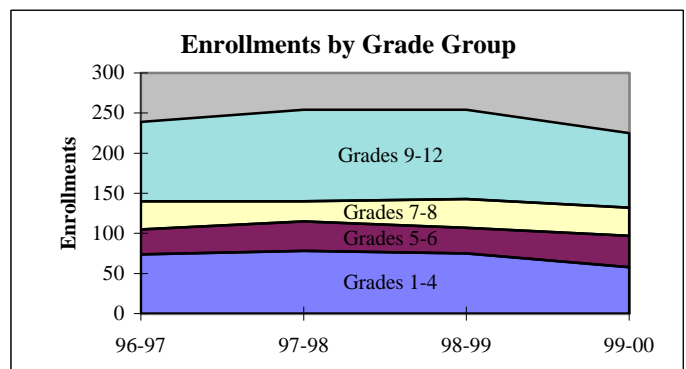
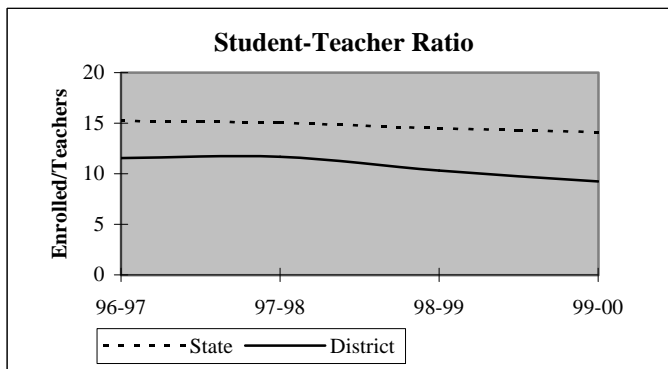
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	11.1	10.8	9.9	8.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.2	11.5	11.7	10.3	9.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-3	1	1	1	-	-	-	-	-
% Change in Educators	0.0%	-10.7%	4.0%	3.8%	3.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	1	3	-12	-28	-	-	-	-	-
% Change in Enrollments	-2.8%	0.4%	1.1%	-4.3%	-10.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	3.8%	0.0%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.6%	4.0%	7.7%	3.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	3.8%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	42.0	40.0	40.1	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	12.3	9.8	10.1	9.3	12.1	12.3	12.3	12.2	12.2
Average Salary	32,326	31,682	31,079	31,463	29,364	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	75.0%	70.8%	69.2%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.7%	4.2%	8.3%	7.7%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.1%	20.9%	18.9%	20.7%	22.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	8	10	12	15	39.3%	32.0%	38.5%	44.4%	53.6%
Attrition	5	3	3	6	0					
Attrition Rate	45.5%	37.5%	30.0%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	14	15	14	13	50.0%	56.0%	57.7%	51.9%	46.4%
Attrition	1	1	1	1	0					
Attrition Rate	7.1%	7.1%	6.7%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	1	1	0	10.7%	12.0%	3.8%	3.7%	0.0%
Attrition	1	2	0	1	0					
Attrition Rate	33.3%	66.7%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	3	1	1	1	17.9%	12.0%	3.8%	3.7%	3.6%



## District Report for: RYAN

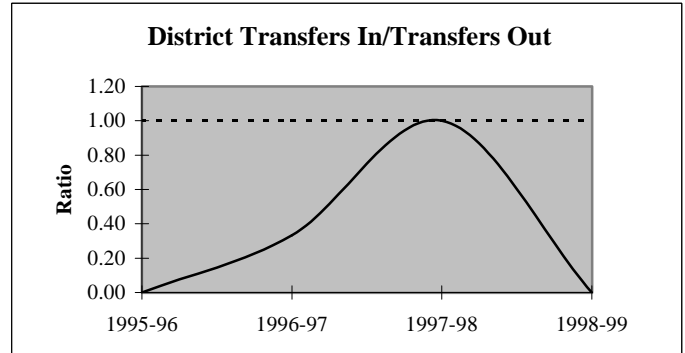
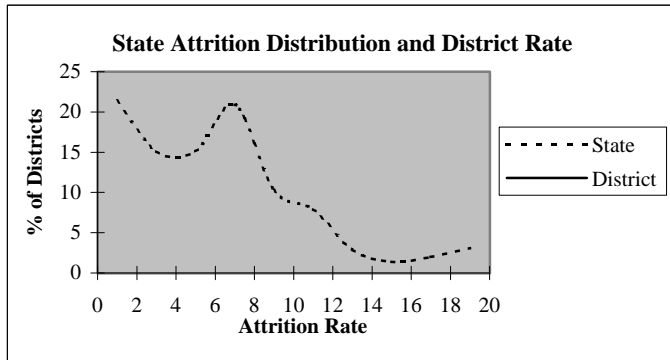
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	25	26	27	28	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	2	3.6%	4.0%	7.7%	3.7%	7.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	27	24	24	26	26	96.4%	96.0%	92.3%	96.3%	92.9%
Special Education	1	1	2	2	2	3.7%	4.2%	8.3%	7.7%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	13	11	10	11	48.1%	54.2%	45.8%	38.5%	42.3%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	10	11	14	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	1	2	2	11.1%	8.3%	4.2%	7.7%	7.7%
Art & Music	0	0	1	1	1	0.0%	0.0%	4.2%	3.8%	3.8%
Social Studies	3	1	1	1	1	11.1%	4.2%	4.2%	3.8%	3.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	2	2	2	7.4%	4.2%	8.3%	7.7%	7.7%
Science	1	0	0	0	1	3.7%	0.0%	0.0%	0.0%	3.8%
Biology	1	0	0	0	1	3.7%	0.0%	0.0%	0.0%	3.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	4	4	5	4	11.1%	16.7%	16.7%	19.2%	15.4%
Other	1	2	2	3	2	3.7%	8.3%	8.3%	11.5%	7.7%
<b>Total Enrollments</b>	276	277	280	268	240	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	47	38	26	14	15	17.0%	13.7%	9.3%	5.2%	6.3%
Grades 1-4	69	74	78	75	58	25.0%	26.7%	27.9%	28.0%	24.2%
Grades 5-6	26	31	37	32	39	9.4%	11.2%	13.2%	11.9%	16.3%
Grades 7-8	37	35	25	36	35	13.4%	12.6%	8.9%	13.4%	14.6%
Grades 9-12	96	99	114	111	93	34.8%	35.7%	40.7%	41.4%	38.8%
Ungraded	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%



## District Report for: RYAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	25	26	27	28	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	21	19	22	19	89.3%	84.0%	73.1%	81.5%	67.9%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>10.7%</b>	<b>16.0%</b>	<b>26.9%</b>	<b>18.5%</b>	<b>32.1%</b>
Transfers In	0	1	2	0	4	0.0%	25.0%	28.6%	0.0%	44.4%
Reentrants	0	1	1	3	2	0.0%	25.0%	14.3%	60.0%	22.2%
First Time Educators	3	2	4	2	3	100.0%	50.0%	57.1%	40.0%	33.3%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>-</b>	<b>25.0%</b>	<b>24.0%</b>	<b>15.4%</b>	<b>29.6%</b>	<b>-</b>
Transfers Out	4	3	2	6	-	57.1%	50.0%	50.0%	75.0%	-
Leave Oklahoma Educ.	3	3	2	2	-	42.9%	50.0%	50.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	24.0%	15.4%	29.6%	-
Transfers In/Out	0.00	0.33	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	5
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>28</b>

## District Report for: RYAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	2	3.6%	4.0%	7.7%	3.7%	7.1%
White - Females	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	24	24	26	26	96.4%	96.0%	92.3%	96.3%	92.9%
White - Females	18	18	17	18	20	66.7%	75.0%	70.8%	69.2%	76.9%
White - Males	9	6	7	8	6	33.3%	25.0%	29.2%	30.8%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	1	0	3.7%	4.2%	4.2%	3.8%	0.0%
25-29	5	4	5	6	5	18.5%	16.7%	20.8%	23.1%	20.0%
30-34	2	2	3	3	3	7.4%	8.3%	12.5%	11.5%	12.0%
35-39	3	2	1	2	2	11.1%	8.3%	4.2%	7.7%	8.0%
40-44	4	3	5	3	4	14.8%	12.5%	20.8%	11.5%	16.0%
45-49	5	4	4	5	2	18.5%	16.7%	16.7%	19.2%	8.0%
50-54	5	5	4	4	7	18.5%	20.8%	16.7%	15.4%	28.0%
55+	2	3	1	2	2	7.4%	12.5%	4.2%	7.7%	8.0%
<b>Average Age</b>	41.0	42.0	40.0	40.1	41.8					

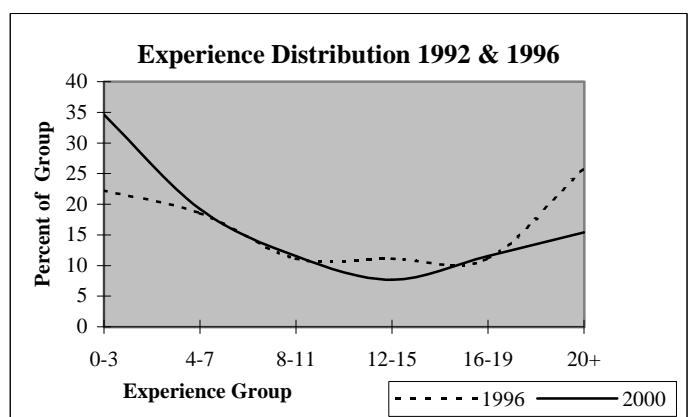
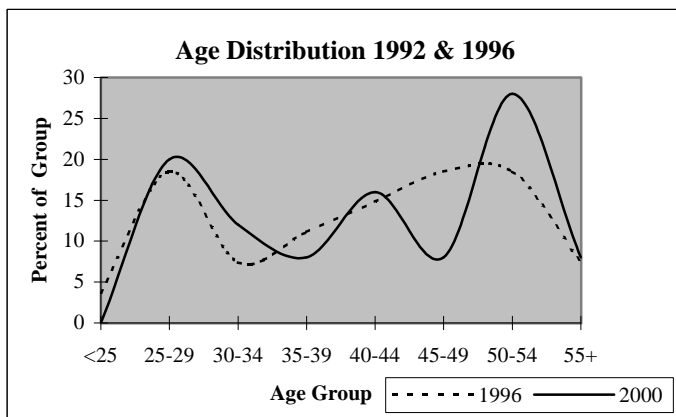
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	8	8	9	22.2%	25.0%	33.3%	30.8%	34.6%
4-7 Years	5	2	2	4	5	18.5%	8.3%	8.3%	15.4%	19.2%
8-11 Years	3	4	5	5	3	11.1%	16.7%	20.8%	19.2%	11.5%
12-15 Years	3	3	3	3	2	11.1%	12.5%	12.5%	11.5%	7.7%
16-19 Years	3	3	2	1	3	11.1%	12.5%	8.3%	3.8%	11.5%
20+ Years	7	6	4	5	4	25.9%	25.0%	16.7%	19.2%	15.4%
<b>Average Experience</b>	12.0	12.3	9.8	10.1	9.3					

## District Report for: RYAN

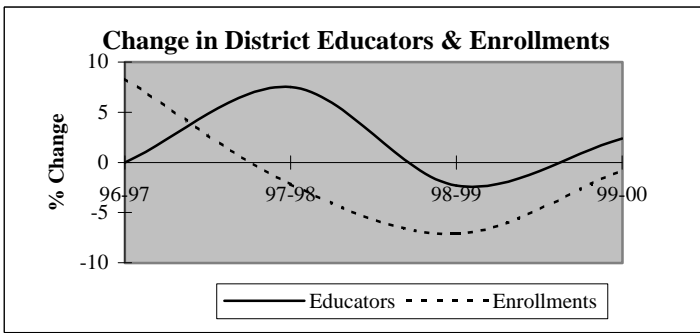
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	6	4	8	-	25.0%	24.0%	15.4%	29.6%	-
Attrition from Transfers	4	3	2	6	-	14.3%	12.0%	7.7%	22.2%	-
Attrition from Exits	3	3	2	2	-	10.7%	12.0%	7.7%	7.4%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>22.2%</b>	<b>25.0%</b>	<b>12.5%</b>	<b>30.8%</b>	<b>-</b>
Attrition from Transfers	3	3	2	6	-	11.1%	12.5%	8.3%	23.1%	-
Attrition from Exits	3	3	1	2	-	11.1%	12.5%	4.2%	7.7%	-
<b>District Retention</b>										
Educator Retention	21	19	22	19	-	75.0%	76.0%	84.6%	70.4%	-
Teacher Retention	21	18	21	18	-	77.8%	75.0%	87.5%	69.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	61.5%	38.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	20.0%	70.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	33.3%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	50.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.3%	88.0%	80.8%	81.5%	78.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.7%	12.0%	19.2%	18.5%	21.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RINGLING

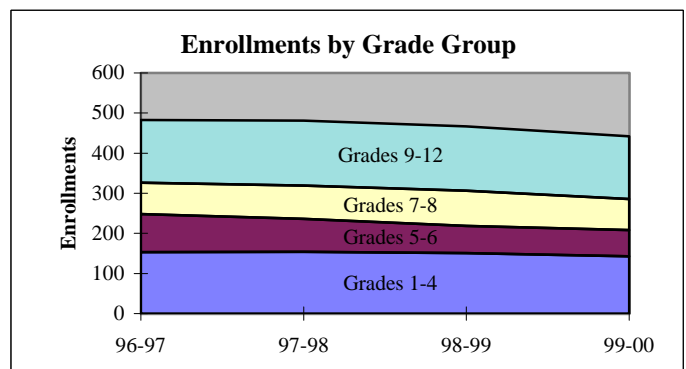
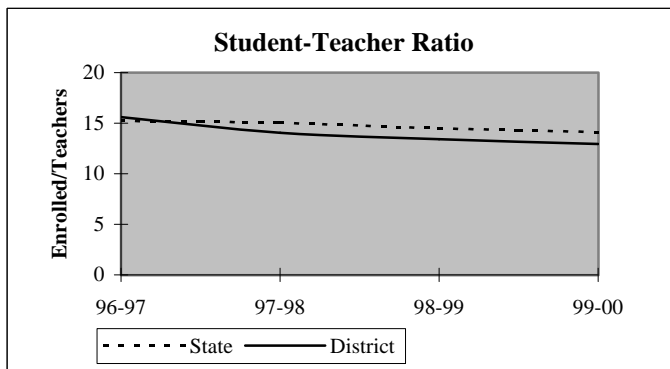


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	13.7	12.4	11.8	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	15.6	14.1	13.4	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	3	-1	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	7.5%	-2.3%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	42	-12	-38	-4	-	-	-	-	-
% Change in Enrollments	1.4%	8.3%	-2.2%	-7.1%	-0.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.5%	4.7%	7.1%	11.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.0%	4.7%	4.8%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.5%	7.5%	7.0%	7.1%	7.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	2.5%	4.7%	4.8%	4.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	43.1	42.5	43.2	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	13.5	12.0	13.4	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,542	29,024	29,077	29,327	28,992	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.7%	2.9%	5.3%	5.4%	5.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.6%	68.6%	71.1%	70.3%	71.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.4%	5.7%	5.3%	2.7%	2.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.8%	18.1%	17.4%	20.9%	20.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	13	17	14	15	27.5%	32.5%	39.5%	33.3%	34.9%
Attrition	1	2	2	1	0					
Attrition Rate	9.1%	15.4%	11.8%	7.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	28	25	24	26	23	70.0%	62.5%	55.8%	61.9%	53.5%
Attrition	2	2	0	3	0					
Attrition Rate	7.1%	8.0%	0.0%	11.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	2	5	2.5%	5.0%	4.7%	4.8%	11.6%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	6	7	5.0%	5.0%	4.7%	14.3%	16.3%

## District Report for: RINGLING

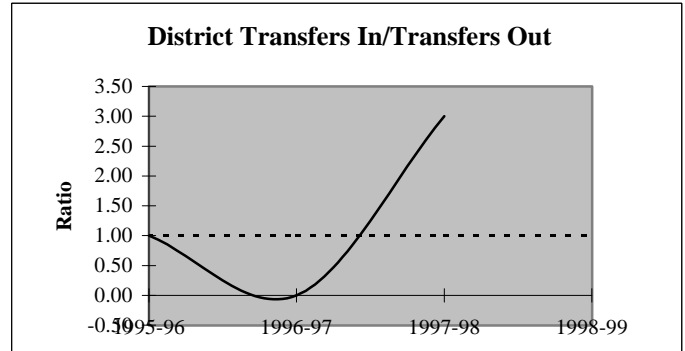
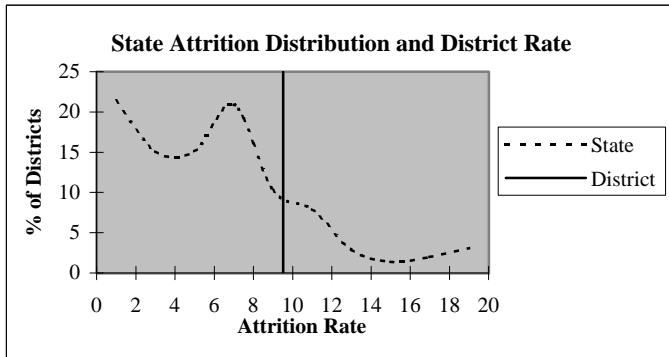
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	40	43	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.0%	5.0%	4.7%	4.8%	4.7%
Professional Staff	1	3	3	3	3	2.5%	7.5%	7.0%	7.1%	7.0%
<b>Total Teachers</b>	37	35	38	37	38	92.5%	87.5%	88.4%	88.1%	88.4%
Special Education	2	2	2	1	1	5.4%	5.7%	5.3%	2.7%	2.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	14	18	19	19	35.1%	40.0%	47.4%	51.4%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	22	19	18	17	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	3	2	2	2	10.8%	8.6%	5.3%	5.4%	5.3%
Art & Music	2	2	2	2	2	5.4%	5.7%	5.3%	5.4%	5.3%
Social Studies	3	3	3	3	1	8.1%	8.6%	7.9%	8.1%	2.6%
Foreign Language	1	0	1	0	1	2.7%	0.0%	2.6%	0.0%	2.6%
Math	2	2	2	3	2	5.4%	5.7%	5.3%	8.1%	5.3%
<b>Science</b>	3	4	3	1	2	8.1%	11.4%	7.9%	2.7%	5.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	1	1	0	0	0.0%	2.9%	2.6%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	2	1	2	8.1%	8.6%	5.3%	2.7%	5.3%
Vocational Education	3	3	3	4	3	8.1%	8.6%	7.9%	10.8%	7.9%
Other	4	2	2	2	5	10.8%	5.7%	5.3%	5.4%	13.2%
<b>Total Enrollments</b>	504	546	534	496	492	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	63	53	29	49	5.0%	11.5%	9.9%	5.8%	10.0%
Grades 1-4	153	153	154	151	143	30.4%	28.0%	28.8%	30.4%	29.1%
Grades 5-6	85	95	82	68	65	16.9%	17.4%	15.4%	13.7%	13.2%
Grades 7-8	77	78	83	87	78	15.3%	14.3%	15.5%	17.5%	15.9%
Grades 9-12	164	157	162	161	156	32.5%	28.8%	30.3%	32.5%	31.7%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%



## District Report for: RINGLING

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	40	43	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	37	36	41	38	97.5%	92.5%	83.7%	97.6%	88.4%
Newly Hired	1	3	7	1	5	2.5%	7.5%	16.3%	2.4%	11.6%
Transfers In	1	0	3	0	2	100.0%	0.0%	42.9%	0.0%	40.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	3	4	1	3	0.0%	100.0%	57.1%	100.0%	60.0%
Total Exiting Next Year	3	4	2	4	-	7.5%	10.0%	4.7%	9.5%	-
Transfers Out	1	1	1	0	-	33.3%	25.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	2	3	1	4	-	66.7%	75.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	10.0%	4.7%	9.5%	-
Transfers In/Out	1.00	0.00	3.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	1
ECU, Ada	14	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	14	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>40</b>

## District Report for: RINGLING

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.0%	5.0%	4.7%	4.8%	4.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	3	3	3	3	2.5%	7.5%	7.0%	7.1%	7.0%
White - Females	1	2	2	2	2	100.0%	66.7%	66.7%	66.7%	66.7%
White - Males	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	35	38	37	38	92.5%	87.5%	88.4%	88.1%	88.4%
White - Females	24	23	25	24	25	64.9%	65.7%	65.8%	64.9%	65.8%
White - Males	12	11	11	11	11	32.4%	31.4%	28.9%	29.7%	28.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	2	2	2.7%	2.9%	5.3%	5.4%	5.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	2.8%	2.7%
25-29	2	1	3	3	5	5.4%	2.9%	8.3%	8.3%	13.5%
30-34	5	3	5	4	3	13.5%	8.6%	13.9%	11.1%	8.1%
35-39	6	8	6	4	6	16.2%	22.9%	16.7%	11.1%	16.2%
40-44	7	4	3	5	4	18.9%	11.4%	8.3%	13.9%	10.8%
45-49	12	11	10	9	4	32.4%	31.4%	27.8%	25.0%	10.8%
50-54	3	7	7	7	12	8.1%	20.0%	19.4%	19.4%	32.4%
55+	2	1	2	3	2	5.4%	2.9%	5.6%	8.3%	5.4%
<b>Average Age</b>	42.9	43.1	42.5	43.2	42.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	9	8	9	10.8%	11.4%	23.7%	21.6%	23.7%
4-7 Years	7	8	7	5	5	18.9%	22.9%	18.4%	13.5%	13.2%
8-11 Years	4	2	2	3	5	10.8%	5.7%	5.3%	8.1%	13.2%
12-15 Years	5	5	6	5	2	13.5%	14.3%	15.8%	13.5%	5.3%
16-19 Years	9	8	4	4	5	24.3%	22.9%	10.5%	10.8%	13.2%
20+ Years	8	8	10	12	12	21.6%	22.9%	26.3%	32.4%	31.6%
<b>Average Experience</b>	13.2	13.5	12.0	13.4	13.1					

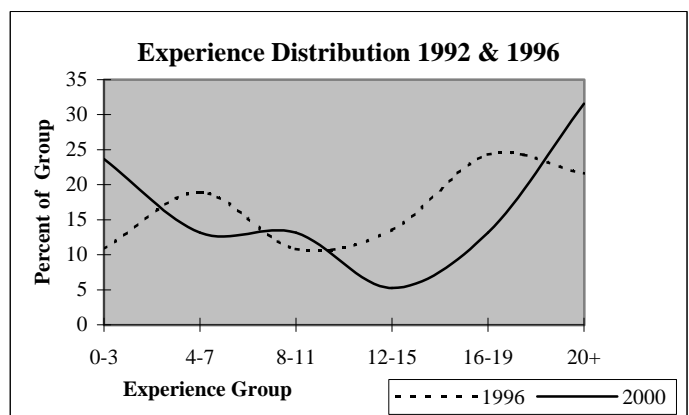
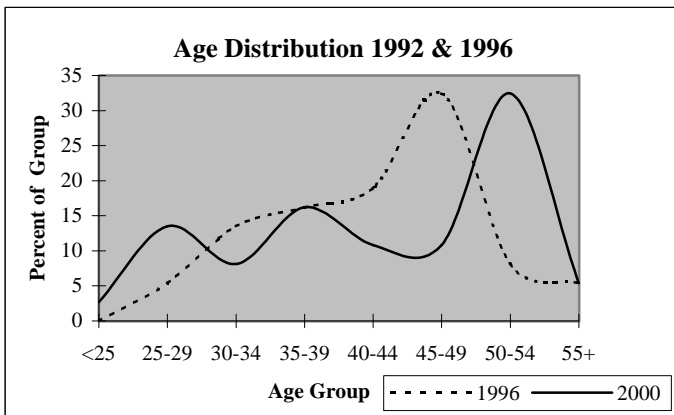


## District Report for: RINGLING

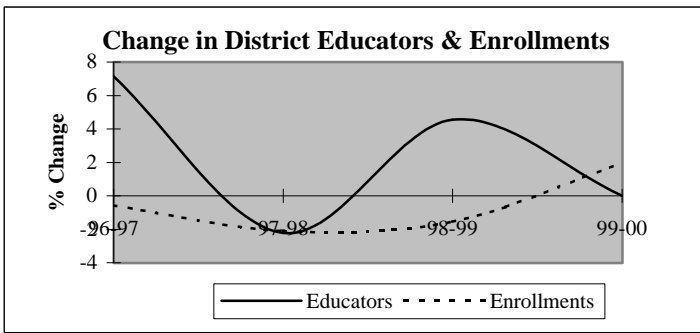
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	2	4	-	7.5%	10.0%	4.7%	9.5%	-
Attrition from Transfers	1	1	1	0	-	2.5%	2.5%	2.3%	0.0%	-
Attrition from Exits	2	3	1	4	-	5.0%	7.5%	2.3%	9.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>8.1%</b>	<b>11.4%</b>	<b>5.3%</b>	<b>10.8%</b>	<b>-</b>
Attrition from Transfers	1	1	1	0	-	2.7%	2.9%	2.6%	0.0%	-
Attrition from Exits	2	3	1	4	-	5.4%	8.6%	2.6%	10.8%	-
<b>District Retention</b>										
Educator Retention	37	36	41	38	-	92.5%	90.0%	95.3%	90.5%	-
Teacher Retention	34	31	36	33	-	91.9%	88.6%	94.7%	89.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	11.1%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	0.0%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.3%	2.4%	2.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	92.5%	88.4%	95.2%	90.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	7.5%	9.3%	2.4%	7.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: WAURIKA

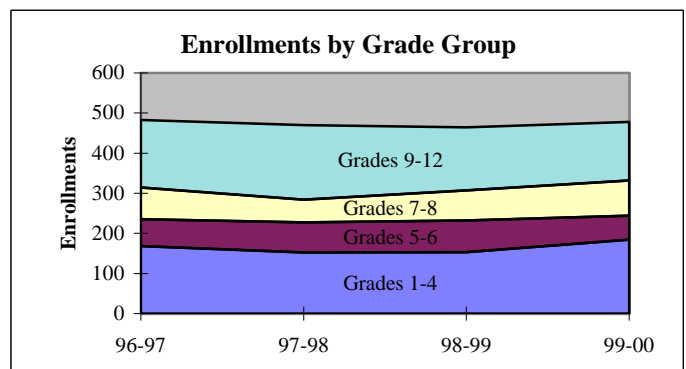
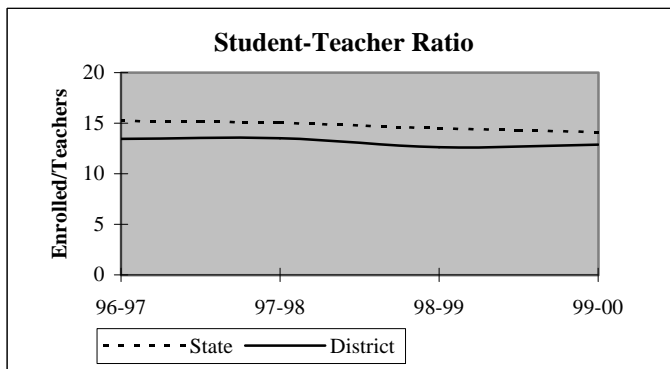


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	11.6	11.7	11.0	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	13.4	13.5	12.6	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	3	-1	2	0	-	-	-	-	-
% Change in Educators	-2.3%	7.1%	-2.2%	4.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	16	-3	-11	-8	10	-	-	-	-	-
% Change in Enrollments	3.1%	-0.6%	-2.1%	-1.6%	2.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.5%	8.9%	2.3%	4.3%	2.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	6.7%	6.8%	6.5%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	6.7%	6.8%	6.5%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.2%	2.3%	2.2%	2.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.2%	2.3%	2.2%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	39.5	40.2	39.1	39.2	42.0	42.3	42.5	42.7	43.0
Average Experience	10.6	10.5	9.8	9.0	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,164	27,223	28,438	28,989	28,593	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.8%	2.6%	2.6%	2.5%	2.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	82.1%	81.6%	82.5%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.1%	7.9%	7.5%	7.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.8%	13.9%	17.0%	13.5%	13.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	21	20	23	20	45.2%	46.7%	45.5%	50.0%	43.5%
Attrition	3	3	3	3	0					
Attrition Rate	15.8%	14.3%	15.0%	13.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	18	18	20	22	47.6%	40.0%	40.9%	43.5%	47.8%
Attrition	1	5	2	2	0					
Attrition Rate	5.0%	27.8%	11.1%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	6	6	3	4	7.1%	13.3%	13.6%	6.5%	8.7%
Attrition	0	1	3	1	0					
Attrition Rate	0.0%	16.7%	50.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	7	6	4	5	11.9%	15.6%	13.6%	8.7%	10.9%

# District Report for: WAURIKA

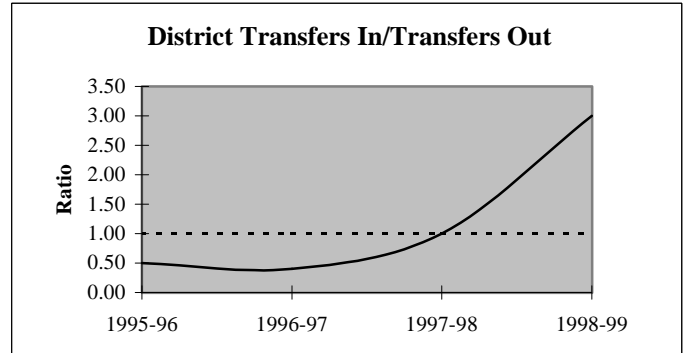
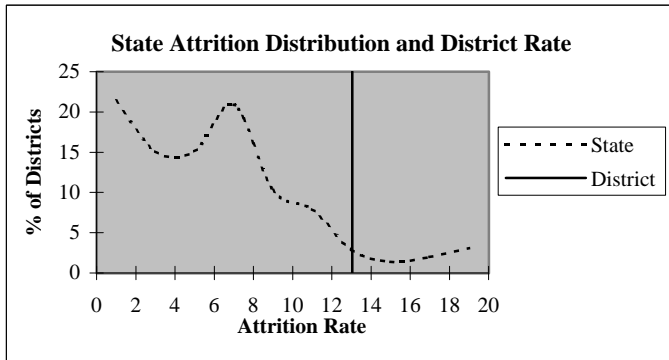
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	45	44	46	46	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	6.7%	6.8%	6.5%	6.5%
Professional Staff	3	3	3	3	3	7.1%	6.7%	6.8%	6.5%	6.5%
<b>Total Teachers</b>	36	39	38	40	40	85.7%	86.7%	86.4%	87.0%	87.0%
Special Education	2	2	3	3	3	5.6%	5.1%	7.9%	7.5%	7.5%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.5%
Elementary	17	19	18	18	17	47.2%	48.7%	47.4%	45.0%	42.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	18	17	19	19	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	2	3	3	8.3%	7.7%	5.3%	7.5%	7.5%
Art & Music	1	1	1	1	1	2.8%	2.6%	2.6%	2.5%	2.5%
Social Studies	0	3	3	3	1	0.0%	7.7%	7.9%	7.5%	2.5%
Foreign Language	1	1	1	1	1	2.8%	2.6%	2.6%	2.5%	2.5%
Math	3	2	3	3	2	8.3%	5.1%	7.9%	7.5%	5.0%
<b>Science</b>	2	2	2	2	2	5.6%	5.1%	5.3%	5.0%	5.0%
Biology	0	1	1	0	1	0.0%	2.6%	2.6%	0.0%	2.5%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	2.5%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	1	5.6%	2.6%	2.6%	2.5%	2.5%
Vocational Education	3	4	3	4	3	8.3%	10.3%	7.9%	10.0%	7.5%
Other	4	2	2	2	6	11.1%	5.1%	5.3%	5.0%	15.0%
<b>Total Enrollments</b>	527	524	513	505	515	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	40	41	39	36	8.0%	7.6%	8.0%	7.7%	7.0%
Grades 1-4	157	168	152	153	184	29.8%	32.1%	29.6%	30.3%	35.7%
Grades 5-6	70	67	75	79	60	13.3%	12.8%	14.6%	15.6%	11.7%
Grades 7-8	85	79	57	75	88	16.1%	15.1%	11.1%	14.9%	17.1%
Grades 9-12	173	169	186	157	146	32.8%	32.3%	36.3%	31.1%	28.3%
Ungraded	0	1	2	2	1	0.0%	0.2%	0.4%	0.4%	0.2%



## District Report for: WAURIKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	45	44	46	46	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	38	36	36	40	88.1%	84.4%	81.8%	78.3%	87.0%
<b>Newly Hired</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>6</b>	<b>11.9%</b>	<b>15.6%</b>	<b>18.2%</b>	<b>21.7%</b>	<b>13.0%</b>
Transfers In	1	2	3	3	4	20.0%	28.6%	37.5%	30.0%	66.7%
Reentrants	1	1	2	4	2	20.0%	14.3%	25.0%	40.0%	33.3%
First Time Educators	3	4	3	3	0	60.0%	57.1%	37.5%	30.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>9</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>9.5%</b>	<b>20.0%</b>	<b>18.2%</b>	<b>13.0%</b>	<b>-</b>
Transfers Out	2	5	3	1	-	50.0%	55.6%	37.5%	16.7%	-
Leave Oklahoma Educ.	2	4	5	5	-	50.0%	44.4%	62.5%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	9.5%	20.0%	18.2%	13.0%	-
Transfers In/Out	0.50	0.40	1.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	1
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	7	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	12
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>42</b>

## District Report for: WAURIKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	6.7%	6.8%	6.5%	6.5%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	7.1%	6.7%	6.8%	6.5%	6.5%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	39	38	40	40	85.7%	86.7%	86.4%	87.0%	87.0%
White - Females	27	31	30	32	31	75.0%	79.5%	78.9%	80.0%	77.5%
White - Males	8	7	7	7	8	22.2%	17.9%	18.4%	17.5%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.8%	2.6%	2.6%	2.5%	2.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	9	8	7	7	7	25.0%	20.5%	18.4%	17.5%	17.5%
30-34	3	6	6	10	10	8.3%	15.4%	15.8%	25.0%	25.0%
35-39	5	5	6	3	3	13.9%	12.8%	15.8%	7.5%	7.5%
40-44	5	6	4	5	6	13.9%	15.4%	10.5%	12.5%	15.0%
45-49	8	8	10	10	9	22.2%	20.5%	26.3%	25.0%	22.5%
50-54	4	3	1	2	3	11.1%	7.7%	2.6%	5.0%	7.5%
55+	2	3	4	3	2	5.6%	7.7%	10.5%	7.5%	5.0%
<b>Average Age</b>	39.6	39.5	40.2	39.1	39.2					

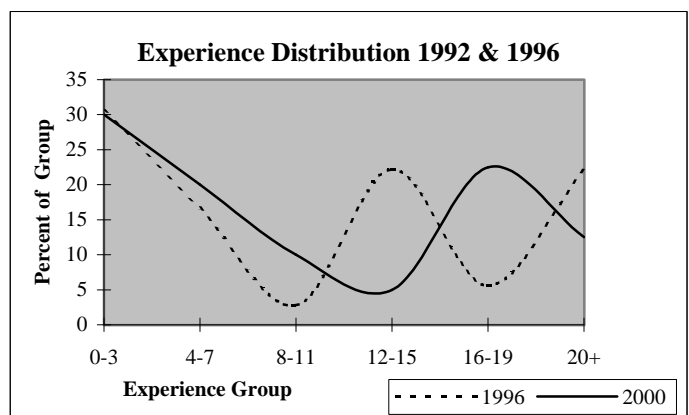
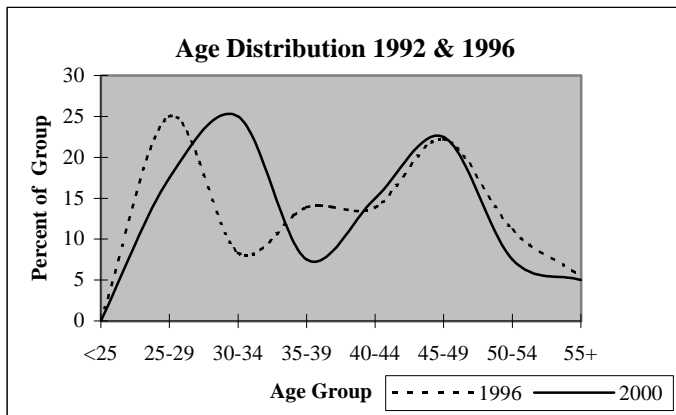
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	13	13	15	12	30.6%	33.3%	34.2%	37.5%	30.0%
4-7 Years	6	6	6	7	8	16.7%	15.4%	15.8%	17.5%	20.0%
8-11 Years	1	1	3	4	4	2.8%	2.6%	7.9%	10.0%	10.0%
12-15 Years	8	9	5	3	2	22.2%	23.1%	13.2%	7.5%	5.0%
16-19 Years	2	2	5	7	9	5.6%	5.1%	13.2%	17.5%	22.5%
20+ Years	8	8	6	4	5	22.2%	20.5%	15.8%	10.0%	12.5%
<b>Average Experience</b>	10.6	10.5	9.8	9.0	10.3					

## District Report for: WAURIKA

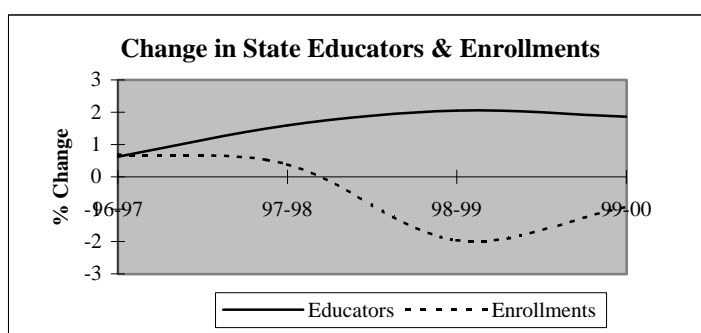
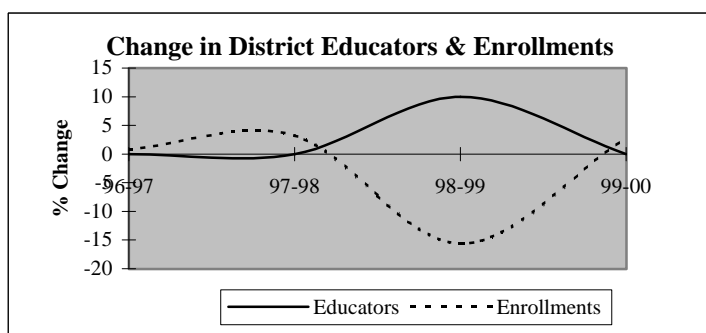
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	9	8	6	-	9.5%	20.0%	18.2%	13.0%	-
Attrition from Transfers	2	5	3	1	-	4.8%	11.1%	6.8%	2.2%	-
Attrition from Exits	2	4	5	5	-	4.8%	8.9%	11.4%	10.9%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>8.3%</b>	<b>23.1%</b>	<b>18.4%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	1	5	3	1	-	2.8%	12.8%	7.9%	2.5%	-
Attrition from Exits	2	4	4	3	-	5.6%	10.3%	10.5%	7.5%	-
<b>District Retention</b>										
Educator Retention	38	36	36	40	-	90.5%	80.0%	81.8%	87.0%	-
Teacher Retention	33	30	31	36	-	91.7%	76.9%	81.6%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	4.8%	90.5%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	7.1%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	93.8%	6.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	18.8%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	77.8%	11.1%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.8%	2.2%	2.3%	2.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	86.7%	86.4%	82.6%	95.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.5%	11.1%	11.4%	15.2%	4.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MANNSVILLE

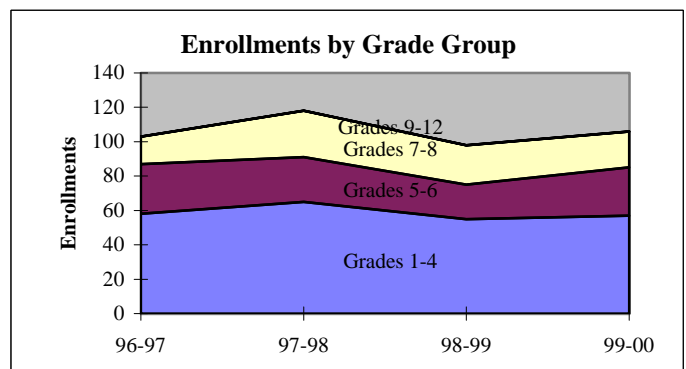
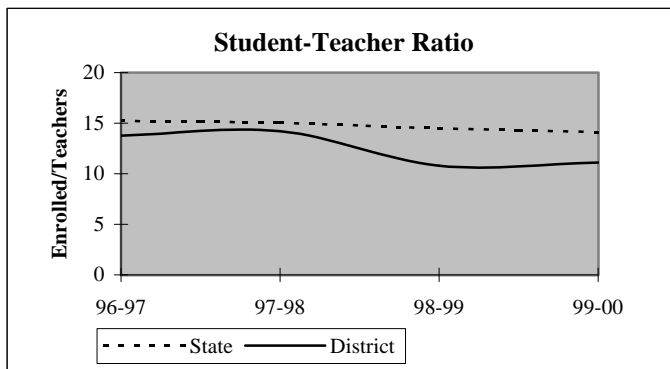


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.4	12.8	9.8	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	13.8	14.2	10.8	11.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	10.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	1	4	-20	3	-	-	-	-	-
% Change in Enrollments	4.2%	0.8%	3.2%	-15.6%	2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.0%	10.0%	9.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.9	45.9	46.9	45.4	46.4	42.0	42.3	42.5	42.7	43.0
Average Experience	17.3	18.3	19.3	18.3	19.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,113	31,671	31,971	32,290	33,096	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	77.8%	77.8%	80.0%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.1%	24.2%	10.9%	13.9%	10.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	2	2	1	20.0%	20.0%	20.0%	18.2%	9.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	8	8	8	9	9	80.0%	80.0%	80.0%	81.8%	81.8%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	1	3	0.0%	0.0%	0.0%	9.1%	27.3%

## District Report for: MANNSVILLE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	10	10	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	10.0%	10.0%	9.1%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	9	9	10	10	90.0%	90.0%	90.0%	90.9%	90.9%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	10	10	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	123	124	128	108	111	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	20	10	9	5	8.1%	16.1%	7.8%	8.3%	4.5%
Grades 1-4	66	58	65	55	57	53.7%	46.8%	50.8%	50.9%	51.4%
Grades 5-6	30	29	26	20	28	24.4%	23.4%	20.3%	18.5%	25.2%
Grades 7-8	17	16	27	23	21	13.8%	12.9%	21.1%	21.3%	18.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	0	1	0	0.0%	0.8%	0.0%	0.9%	0.0%

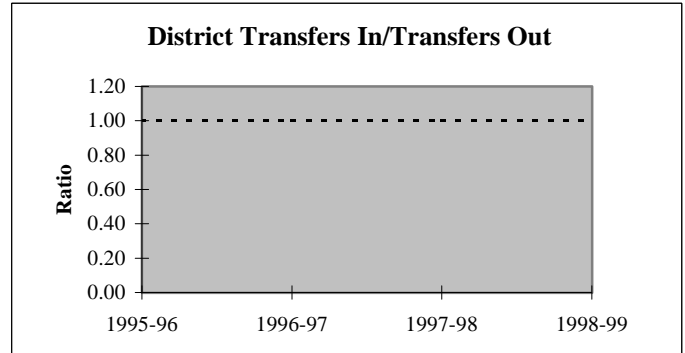
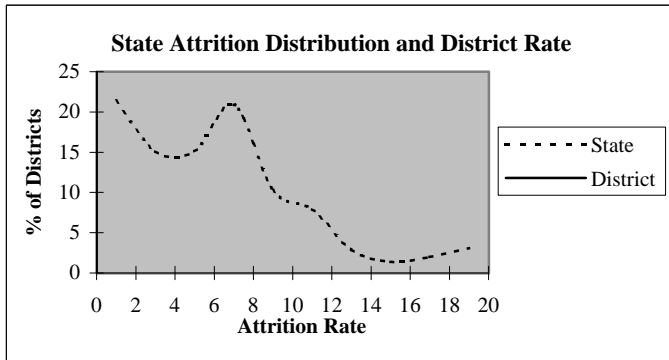




## District Report for: MANNSVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	10	10	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	10	10	11	100.0%	100.0%	100.0%	90.9%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	0.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	9	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>10</b>

## District Report for: MANNSVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	10.0%	10.0%	9.1%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	9	9	10	10	90.0%	90.0%	90.0%	90.9%	90.9%
White - Females	7	7	7	8	8	77.8%	77.8%	77.8%	80.0%	80.0%
White - Males	2	2	2	2	2	22.2%	22.2%	22.2%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	10.0%
25-29	1	1	1	0	0	11.1%	11.1%	11.1%	0.0%	0.0%
30-34	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	10.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	1	1	1	1	0	11.1%	11.1%	11.1%	10.0%	0.0%
45-49	6	6	6	2	3	66.7%	66.7%	66.7%	20.0%	30.0%
50-54	0	0	0	4	4	0.0%	0.0%	0.0%	40.0%	40.0%
55+	1	1	1	1	1	11.1%	11.1%	11.1%	10.0%	10.0%
<b>Average Age</b>	44.9	45.9	46.9	45.4	46.4					

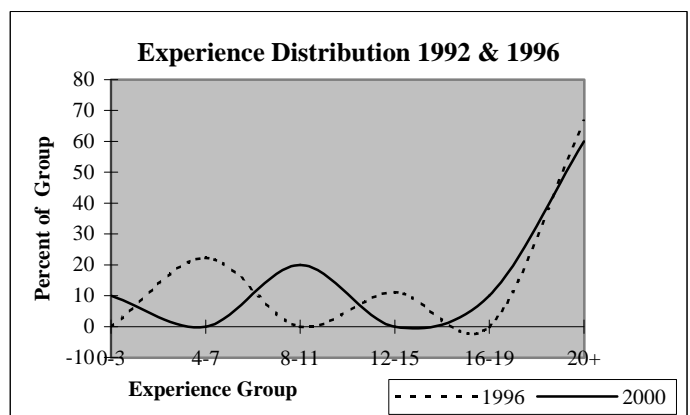
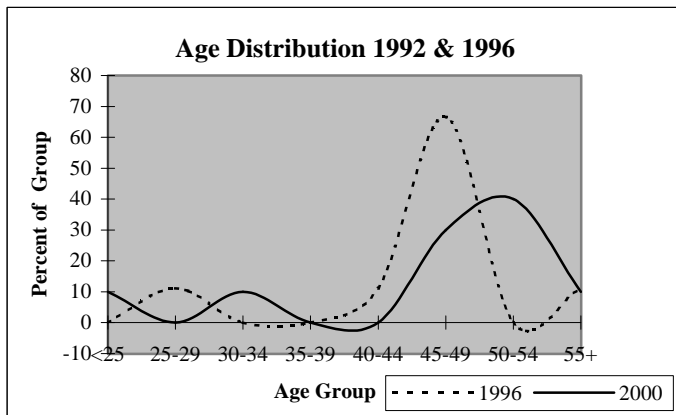
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	10.0%
4-7 Years	2	2	2	1	0	22.2%	22.2%	22.2%	10.0%	0.0%
8-11 Years	0	0	0	1	2	0.0%	0.0%	0.0%	10.0%	20.0%
12-15 Years	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	1	1	1	1	0.0%	11.1%	11.1%	10.0%	10.0%
20+ Years	6	6	6	6	6	66.7%	66.7%	66.7%	60.0%	60.0%
<b>Average Experience</b>	17.3	18.3	19.3	18.3	19.3					

## District Report for: MANNSVILLE

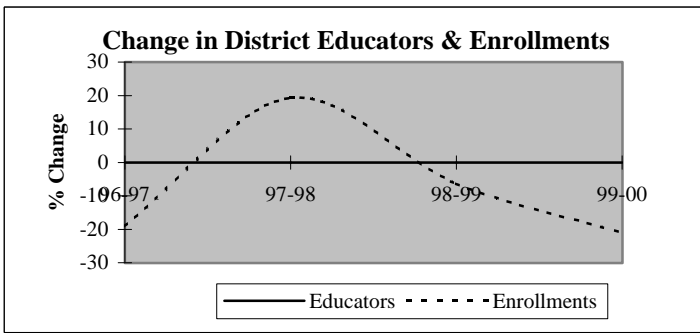
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	10	10	10	11	-	100.0%	100.0%	100.0%	100.0%	-
Teacher Retention	9	9	9	10	-	100.0%	100.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	90.9%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	9.1%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RAVIA

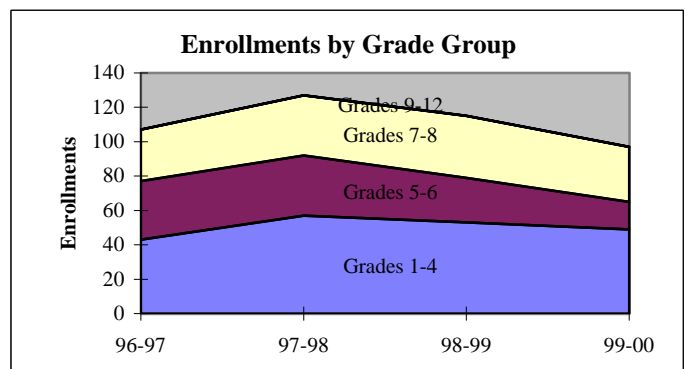
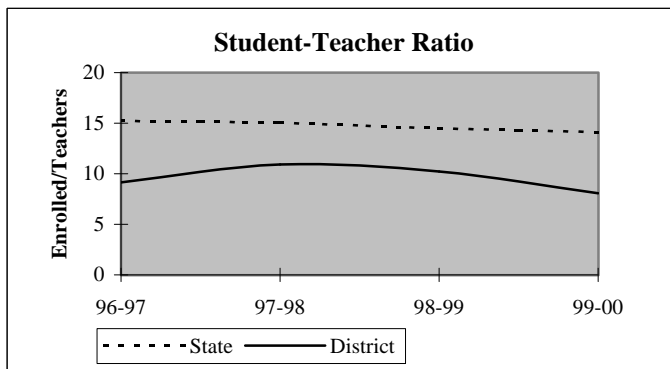


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	8.5	10.1	9.5	7.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.3	9.2	10.9	10.2	8.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	-28	23	-9	-28	-	-	-	-	-
% Change in Enrollments	5.8%	-19.0%	19.3%	-6.3%	-21.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	7.1%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	7.1%	7.1%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.1%	7.1%	7.1%	7.1%	7.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	39.0	40.0	41.0	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	7.9	8.9	9.9	10.9	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,865	30,223	30,038	30,752	31,105	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.7%	7.7%	7.7%	7.7%	7.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	84.6%	84.6%	84.6%	84.6%	84.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	7.7%	7.7%	7.7%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.4%	16.8%	19.7%	40.6%	19.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	6	5	4	57.1%	57.1%	42.9%	35.7%	28.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	6	6	8	9	10	42.9%	42.9%	57.1%	64.3%	71.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%

## District Report for: RAVIA

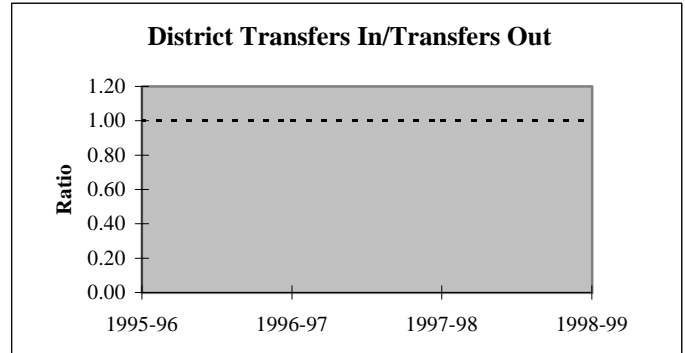
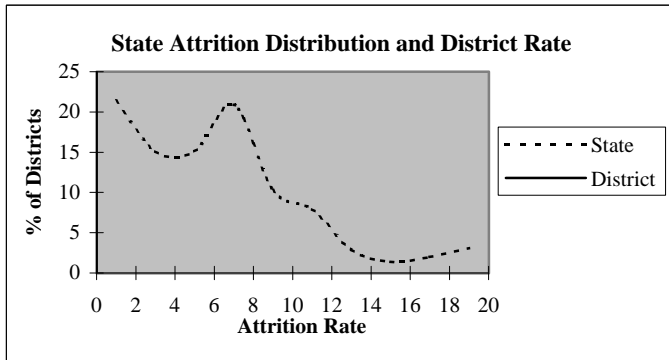
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	14	14	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	7.1%	7.1%	7.1%	7.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	13	13	13	13	13	92.9%	92.9%	92.9%	92.9%	92.9%
Special Education	1	1	1	1	1	7.7%	7.7%	7.7%	7.7%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	12	12	12	12	92.3%	92.3%	92.3%	92.3%	92.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	147	119	142	133	105	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	12	15	16	7	9.5%	10.1%	10.6%	12.0%	6.7%
Grades 1-4	67	43	57	53	49	45.6%	36.1%	40.1%	39.8%	46.7%
Grades 5-6	29	34	35	26	16	19.7%	28.6%	24.6%	19.5%	15.2%
Grades 7-8	37	30	35	36	32	25.2%	25.2%	24.6%	27.1%	30.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	2	1	0.0%	0.0%	0.0%	1.5%	1.0%



## District Report for: RAVIA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	14	14	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	14	14	14	14	92.9%	100.0%	100.0%	100.0%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	0.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	14

## District Report for: RAVIA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	7.1%	7.1%	7.1%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	13	13	13	13	92.9%	92.9%	92.9%	92.9%	92.9%
White - Females	11	11	11	11	11	84.6%	84.6%	84.6%	84.6%	84.6%
White - Males	1	1	1	1	1	7.7%	7.7%	7.7%	7.7%	7.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	7.7%	7.7%	7.7%	7.7%	7.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	2	1	1	23.1%	23.1%	15.4%	7.7%	7.7%
30-34	2	2	3	4	3	15.4%	15.4%	23.1%	30.8%	23.1%
35-39	2	1	1	0	1	15.4%	7.7%	7.7%	0.0%	7.7%
40-44	2	2	2	3	3	15.4%	15.4%	15.4%	23.1%	23.1%
45-49	3	4	3	2	1	23.1%	30.8%	23.1%	15.4%	7.7%
50-54	1	1	2	2	3	7.7%	7.7%	15.4%	15.4%	23.1%
55+	0	0	0	1	1	0.0%	0.0%	0.0%	7.7%	7.7%
<b>Average Age</b>	38.0	39.0	40.0	41.0	42.0					

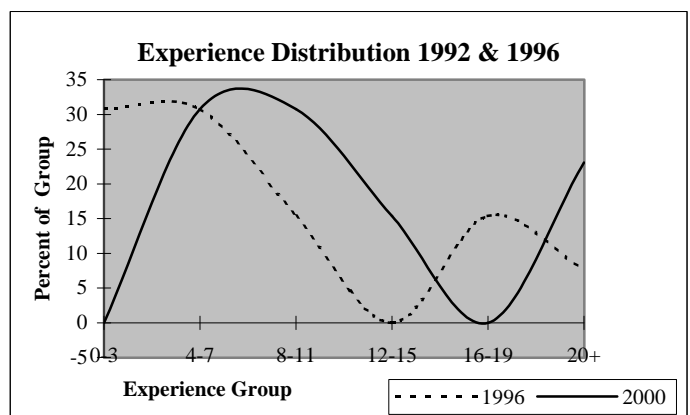
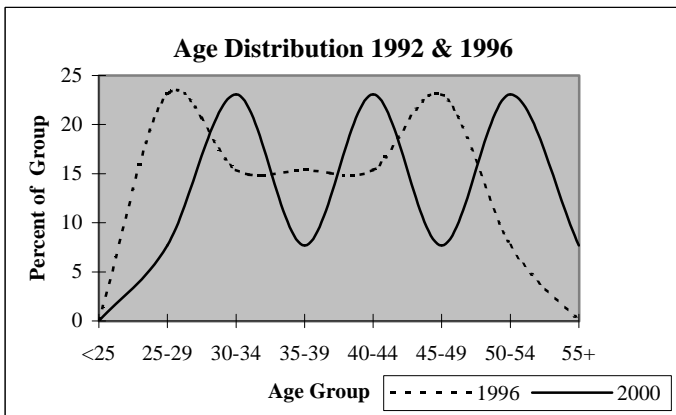
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	2	1	0	30.8%	23.1%	15.4%	7.7%	0.0%
4-7 Years	4	5	4	4	4	30.8%	38.5%	30.8%	30.8%	30.8%
8-11 Years	2	2	2	3	4	15.4%	15.4%	15.4%	23.1%	30.8%
12-15 Years	0	0	2	2	2	0.0%	0.0%	15.4%	15.4%	15.4%
16-19 Years	2	2	0	0	0	15.4%	15.4%	0.0%	0.0%	0.0%
20+ Years	1	1	3	3	3	7.7%	7.7%	23.1%	23.1%	23.1%
<b>Average Experience</b>	7.9	8.9	9.9	10.9	11.9					

## District Report for: RAVIA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	14	14	14	-	100.0%	100.0%	100.0%	100.0%	-
Teacher Retention	13	13	13	13	-	100.0%	100.0%	100.0%	100.0%	-

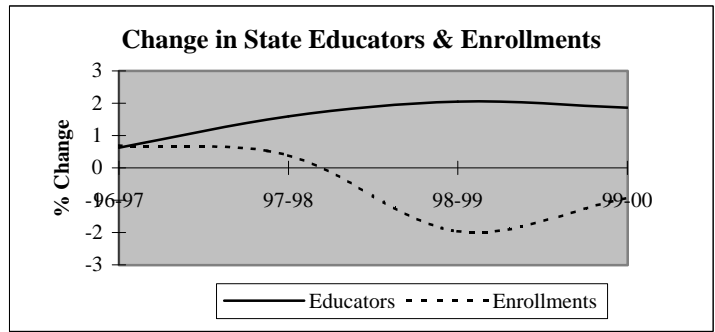
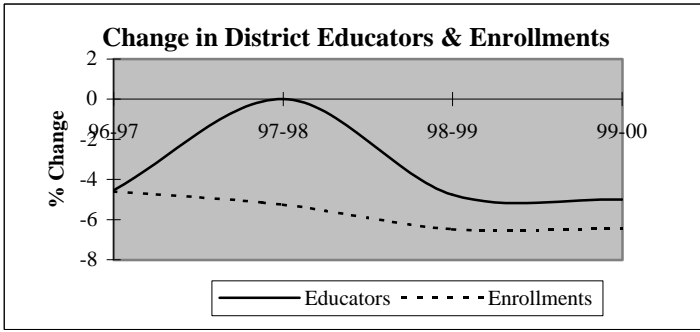
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	100.0%	100.0%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	0.0%	0.0%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: MILL CREEK

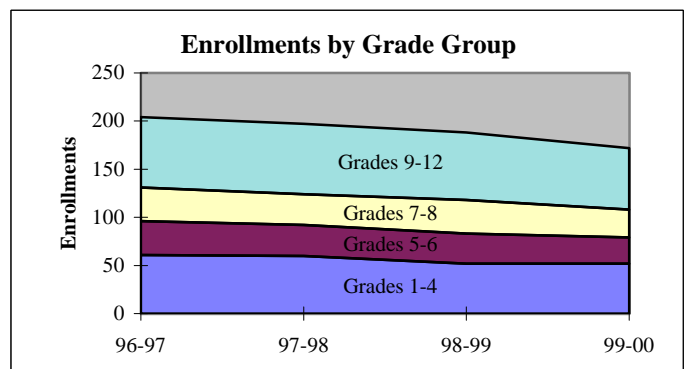
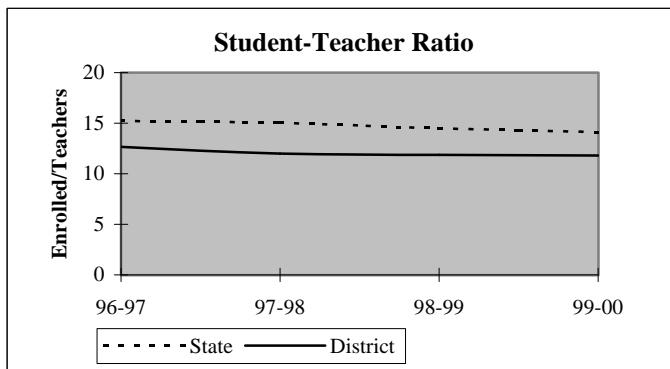


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	10.9	10.3	10.1	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.0	12.7	12.0	11.9	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	0	-1	-1	-	-	-	-	-
% Change in Educators	10.0%	-4.5%	0.0%	-4.8%	-5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-11	-12	-14	-13	-	-	-	-	-
% Change in Enrollments	-1.6%	-4.6%	-5.3%	-6.5%	-6.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.8%	4.8%	5.0%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	9.5%	9.5%	10.0%	10.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.5%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	45.4	45.1	45.2	46.4	42.0	42.3	42.5	42.7	43.0
Average Experience	14.9	14.8	14.4	14.8	15.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,810	28,693	31,993	32,072	31,278	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	72.2%	66.7%	64.7%	62.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	47.7%	40.4%	33.8%	34.7%	31.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	3	4	4	4	18.2%	14.3%	19.0%	20.0%	21.1%
Attrition	1	0	1	0	0					
Attrition Rate	25.0%	0.0%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	15	13	12	10	63.6%	71.4%	61.9%	60.0%	52.6%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	6.7%	7.7%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	4	4	5	18.2%	14.3%	19.0%	20.0%	26.3%
Attrition	1	0	0	0	0					
Attrition Rate	25.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	5	5	6	18.2%	19.0%	23.8%	25.0%	31.6%

## District Report for: MILL CREEK

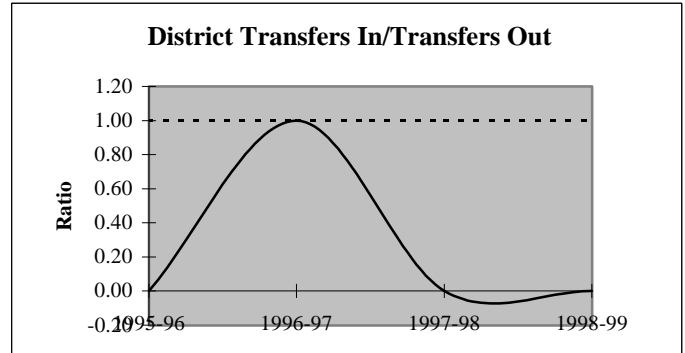
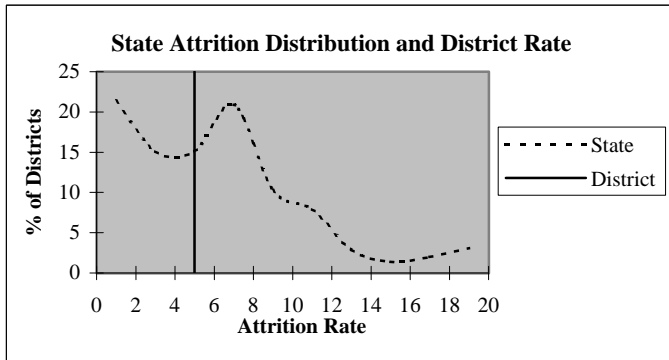
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	21	21	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.5%	4.8%	4.8%	5.0%	5.3%
Professional Staff	1	2	2	2	2	4.5%	9.5%	9.5%	10.0%	10.5%
<b>Total Teachers</b>	20	18	18	17	16	90.9%	85.7%	85.7%	85.0%	84.2%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	10	10	9	8	55.0%	55.6%	55.6%	52.9%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	8	8	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	2	3	2	10.0%	16.7%	11.1%	17.6%	12.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	2	5.0%	5.6%	5.6%	11.8%	12.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	10.0%	11.1%	11.1%	11.8%	12.5%
<b>Science</b>	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	3	2	2	1	1	15.0%	11.1%	11.1%	5.9%	6.3%
Other	0	0	1	0	1	0.0%	0.0%	5.6%	0.0%	6.3%
<b>Total Enrollments</b>	239	228	216	202	189	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	23	18	19	14	17	9.6%	7.9%	8.8%	6.9%	9.0%
Grades 1-4	66	61	60	52	52	27.6%	26.8%	27.8%	25.7%	27.5%
Grades 5-6	33	35	32	31	27	13.8%	15.4%	14.8%	15.3%	14.3%
Grades 7-8	44	35	32	35	29	18.4%	15.4%	14.8%	17.3%	15.3%
Grades 9-12	69	73	73	70	64	28.9%	32.0%	33.8%	34.7%	33.9%
Ungraded	4	6	0	0	0	1.7%	2.6%	0.0%	0.0%	0.0%



## District Report for: MILL CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	21	21	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	20	20	19	19	90.9%	95.2%	95.2%	95.0%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>9.1%</b>	<b>4.8%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
Reentrants	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	1	1	0	50.0%	0.0%	100.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>9.1%</b>	<b>4.8%</b>	<b>9.5%</b>	<b>5.0%</b>	<b>-</b>
Transfers Out	1	1	1	1	-	50.0%	100.0%	50.0%	100.0%	-
Leave Oklahoma Educ.	1	0	1	0	-	50.0%	0.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	4.8%	9.5%	5.0%	-
Transfers In/Out	0.00	1.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	1
ECU, Ada	14
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	5
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	1
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flamming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	1

Total 22

## District Report for: MILL CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.5%	4.8%	4.8%	5.0%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	4.5%	9.5%	9.5%	10.0%	10.5%
White - Females	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	18	18	17	16	90.9%	85.7%	85.7%	85.0%	84.2%
White - Females	15	13	12	11	10	75.0%	72.2%	66.7%	64.7%	62.5%
White - Males	4	5	6	6	6	20.0%	27.8%	33.3%	35.3%	37.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	2	2	2	10.0%	5.6%	11.1%	11.8%	12.5%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	3	2	1	1	1	15.0%	11.1%	5.6%	5.9%	6.3%
40-44	5	5	4	3	2	25.0%	27.8%	22.2%	17.6%	12.5%
45-49	4	5	6	7	6	20.0%	27.8%	33.3%	41.2%	37.5%
50-54	2	2	1	1	2	10.0%	11.1%	5.6%	5.9%	12.5%
55+	4	3	4	3	3	20.0%	16.7%	22.2%	17.6%	18.8%
<b>Average Age</b>	44.8	45.4	45.1	45.2	46.4					

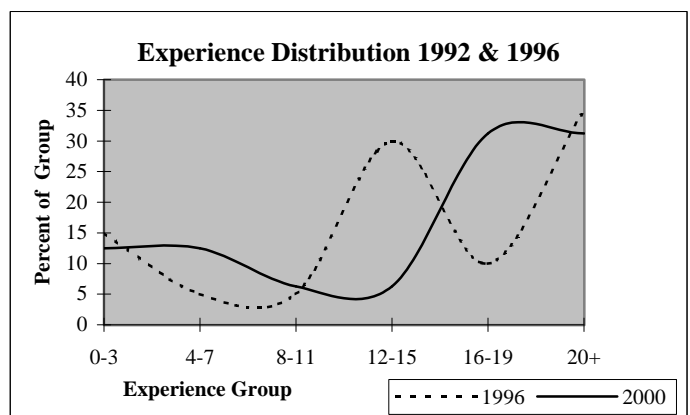
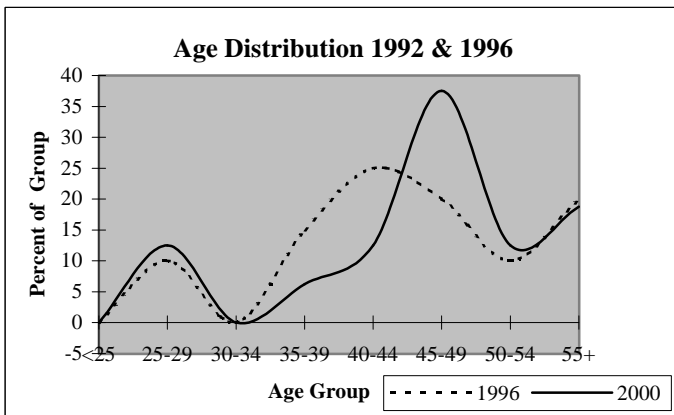
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	3	3	2	15.0%	11.1%	16.7%	17.6%	12.5%
4-7 Years	1	1	1	1	2	5.0%	5.6%	5.6%	5.9%	12.5%
8-11 Years	1	2	2	2	1	5.0%	11.1%	11.1%	11.8%	6.3%
12-15 Years	6	5	3	2	1	30.0%	27.8%	16.7%	11.8%	6.3%
16-19 Years	2	3	3	4	5	10.0%	16.7%	16.7%	23.5%	31.3%
20+ Years	7	5	6	5	5	35.0%	27.8%	33.3%	29.4%	31.3%
<b>Average Experience</b>	14.9	14.8	14.4	14.8	15.7					

## District Report for: MILL CREEK

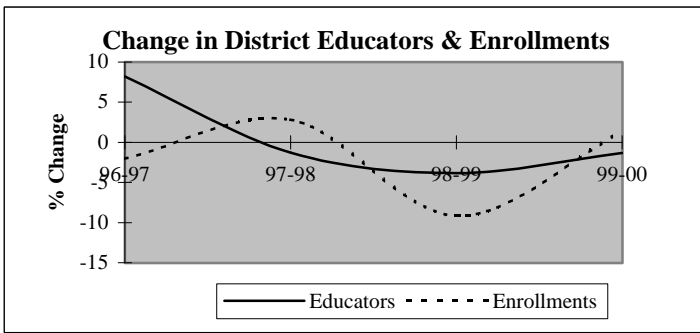
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	2	1	-	9.1%	4.8%	9.5%	5.0%	-
Attrition from Transfers	1	1	1	1	-	4.5%	4.8%	4.8%	5.0%	-
Attrition from Exits	1	0	1	0	-	4.5%	0.0%	4.8%	0.0%	-
Teacher Attrition	2	1	2	1	-	10.0%	5.6%	11.1%	5.9%	-
Attrition from Transfers	1	1	1	1	-	5.0%	5.6%	5.6%	5.9%	-
Attrition from Exits	1	0	1	0	-	5.0%	0.0%	5.6%	0.0%	-
<b>District Retention</b>										
Educator Retention	20	20	19	19	-	90.9%	95.2%	90.5%	95.0%	-
Teacher Retention	18	17	16	16	-	90.0%	94.4%	88.9%	94.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	5.0%	5.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	100.0%	95.2%	90.0%	94.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	0.0%	4.8%	5.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TISHOMINGO

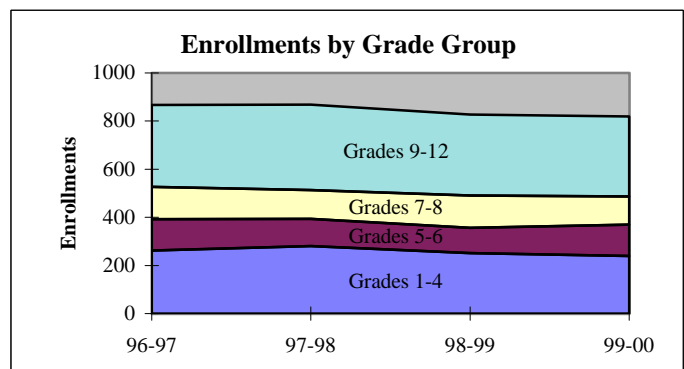
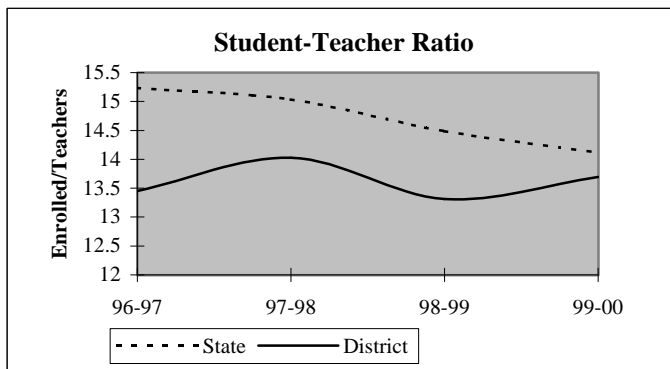


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	12.1	12.6	11.9	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	13.5	14.0	13.3	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	6	-1	-3	-1	-	-	-	-	-
% Change in Educators	-3.9%	8.2%	-1.3%	-3.8%	-1.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	21	-20	27	-90	12	-	-	-	-	-
% Change in Enrollments	2.2%	-2.1%	2.8%	-9.2%	1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.7%	8.9%	2.6%	2.7%	2.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	6.3%	6.4%	6.7%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.1%	3.8%	3.8%	4.0%	4.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.2%	7.6%	7.7%	8.0%	10.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	43.5	44.5	45.3	45.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.3	13.7	14.7	14.5	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,631	28,669	29,771	30,355	30,230	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.7%	7.0%	7.1%	7.5%	10.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.7%	69.0%	68.6%	67.2%	65.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.2%	7.0%	7.1%	6.0%	7.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.7%	34.9%	36.7%	37.2%	36.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	23	20	20	20	23.3%	29.1%	25.6%	26.7%	27.0%
Attrition	1	4	2	2	0					
Attrition Rate	5.9%	17.4%	10.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	47	47	47	47	47	64.4%	59.5%	60.3%	62.7%	63.5%
Attrition	0	1	1	4	0					
Attrition Rate	0.0%	2.1%	2.1%	8.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	9	11	8	7	12.3%	11.4%	14.1%	10.7%	9.5%
Attrition Rate	11.1%	11.1%	36.4%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	10	12	13	11	11	13.7%	15.2%	16.7%	14.7%	14.9%

## District Report for: TISHOMINGO

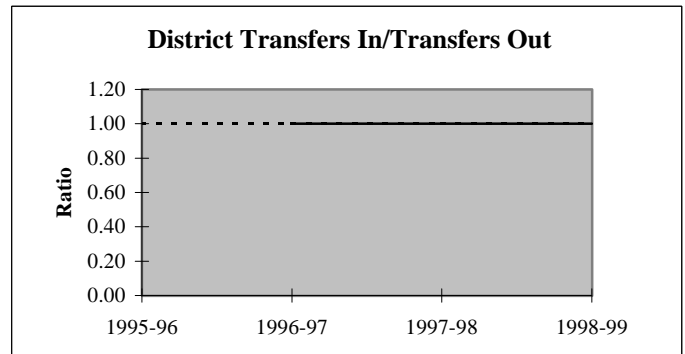
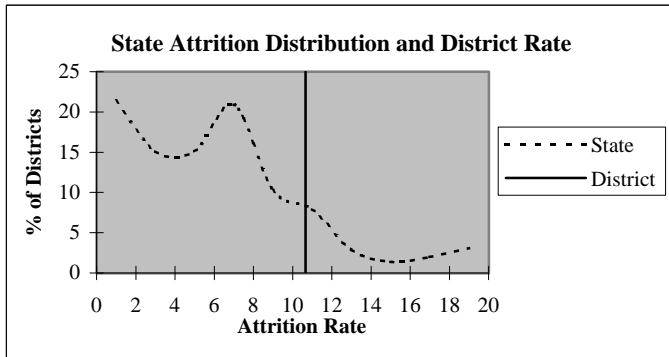
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	73	79	78	75	74	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	6.8%	6.3%	6.4%	6.7%	6.8%
Professional Staff	3	3	3	3	3	4.1%	3.8%	3.8%	4.0%	4.1%
<b>Total Teachers</b>	65	71	70	67	66	89.0%	89.9%	89.7%	89.3%	89.2%
Special Education	4	5	5	4	5	6.2%	7.0%	7.1%	6.0%	7.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	23	23	22	21	33.8%	32.4%	32.9%	32.8%	31.8%
<b>Middle School</b>	17	17	18	17	15	26.2%	23.9%	25.7%	25.4%	22.7%
Language Arts	4	6	5	4	3	6.2%	8.5%	7.1%	6.0%	4.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	2	2	2	4.6%	4.2%	2.9%	3.0%	3.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	2	3	3	3.1%	4.2%	2.9%	4.5%	4.5%
Science	3	2	3	3	2	4.6%	2.8%	4.3%	4.5%	3.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	5	3	6	5	5	7.7%	4.2%	8.6%	7.5%	7.6%
<b>High School (9-12)</b>	22	26	24	24	25	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	4	4	4	4.6%	4.2%	5.7%	6.0%	6.1%
Art & Music	2	2	2	2	2	3.1%	2.8%	2.9%	3.0%	3.0%
Social Studies	3	3	4	4	3	4.6%	4.2%	5.7%	6.0%	4.5%
Foreign Language	1	1	1	1	1	1.5%	1.4%	1.4%	1.5%	1.5%
Math	3	3	3	3	3	4.6%	4.2%	4.3%	4.5%	4.5%
<b>Science</b>	2	2	2	2	3	3.1%	2.8%	2.9%	3.0%	4.5%
Biology	1	0	1	1	1	1.5%	0.0%	1.4%	1.5%	1.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	1	2	1.5%	2.8%	1.4%	1.5%	3.0%
Vocational Education	5	5	5	4	5	7.7%	7.0%	7.1%	6.0%	7.6%
Other	3	7	3	4	4	4.6%	9.9%	4.3%	6.0%	6.1%
<b>Total Enrollments</b>	975	955	982	892	904	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	81	82	98	52	73	8.3%	8.6%	10.0%	5.8%	8.1%
Grades 1-4	272	262	281	251	239	27.9%	27.4%	28.6%	28.1%	26.4%
Grades 5-6	133	130	112	106	131	13.6%	13.6%	11.4%	11.9%	14.5%
Grades 7-8	155	135	120	134	117	15.9%	14.1%	12.2%	15.0%	12.9%
Grades 9-12	311	340	356	336	332	31.9%	35.6%	36.3%	37.7%	36.7%
Ungraded	23	6	15	13	12	2.4%	0.6%	1.5%	1.5%	1.3%



## District Report for: TISHOMINGO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	73	79	78	75	74	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	72	71	73	71	67	98.6%	89.9%	93.6%	94.7%	90.5%
<b>Newly Hired</b>	<b>1</b>	<b>8</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>1.4%</b>	<b>10.1%</b>	<b>6.4%</b>	<b>5.3%</b>	<b>9.5%</b>
Transfers In	1	1	2	1	4	100.0%	12.5%	40.0%	25.0%	57.1%
Reentrants	0	3	0	1	2	0.0%	37.5%	0.0%	25.0%	28.6%
First Time Educators	0	4	3	2	1	0.0%	50.0%	60.0%	50.0%	14.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>2.7%</b>	<b>7.6%</b>	<b>9.0%</b>	<b>10.7%</b>	<b>-</b>
Transfers Out	0	1	0	1	-	0.0%	16.7%	0.0%	12.5%	-
Leave Oklahoma Educ.	2	5	7	7	-	100.0%	83.3%	100.0%	87.5%	-

Dynamics Rates	District Rates				
District Attrition	2.7%	7.6%	9.0%	10.7%	-
Transfers In/Out	nc	1.00	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	11	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	48	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>73</b>



## District Report for: TISHOMINGO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	5	5	6.8%	6.3%	6.4%	6.7%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	4.1%	3.8%	3.8%	4.0%	4.1%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
<b>Teachers</b>	65	71	70	67	66	89.0%	89.9%	89.7%	89.3%	89.2%
White - Females	40	44	43	40	37	61.5%	62.0%	61.4%	59.7%	56.1%
White - Males	20	22	22	22	22	30.8%	31.0%	31.4%	32.8%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	5	5	5	6	6.2%	7.0%	7.1%	7.5%	9.1%
Other - Males	1	0	0	0	1	1.5%	0.0%	0.0%	0.0%	1.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	1	0	0.0%	2.9%	1.4%	1.5%	0.0%
25-29	2	3	4	2	3	3.1%	4.3%	5.8%	3.0%	4.7%
30-34	8	7	6	6	7	12.3%	10.0%	8.7%	9.1%	10.9%
35-39	9	6	3	3	4	13.8%	8.6%	4.3%	4.5%	6.3%
40-44	20	24	24	19	15	30.8%	34.3%	34.8%	28.8%	23.4%
45-49	9	9	12	15	15	13.8%	12.9%	17.4%	22.7%	23.4%
50-54	11	10	7	9	10	16.9%	14.3%	10.1%	13.6%	15.6%
55+	6	9	12	11	10	9.2%	12.9%	17.4%	16.7%	15.6%
<b>Average Age</b>	43.6	43.5	44.5	45.3	45.3					

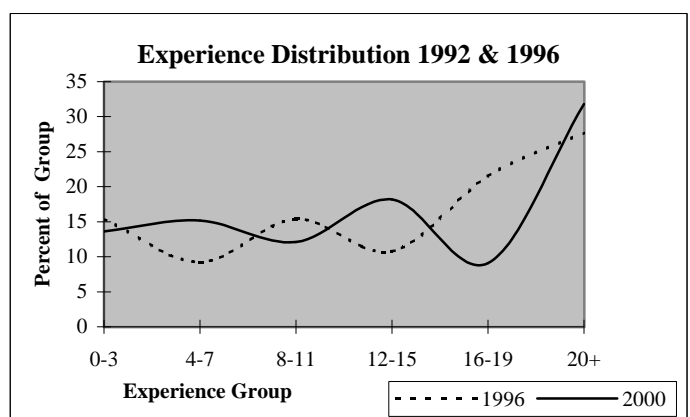
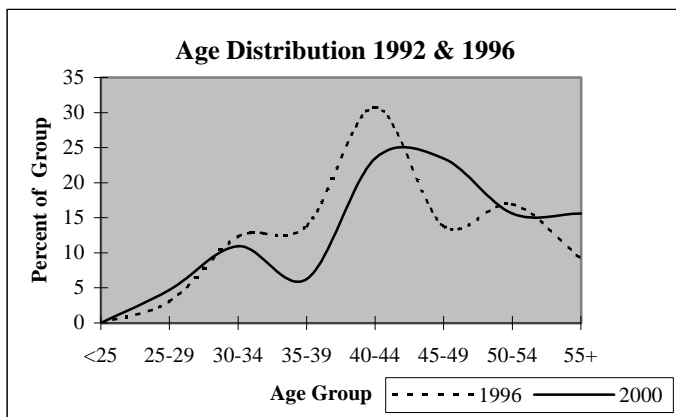
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	11	9	9	9	15.4%	15.5%	12.9%	13.4%	13.6%
4-7 Years	6	11	10	10	10	9.2%	15.5%	14.3%	14.9%	15.2%
8-11 Years	10	9	7	6	8	15.4%	12.7%	10.0%	9.0%	12.1%
12-15 Years	7	7	8	9	12	10.8%	9.9%	11.4%	13.4%	18.2%
16-19 Years	14	15	16	11	6	21.5%	21.1%	22.9%	16.4%	9.1%
20+ Years	18	18	20	22	21	27.7%	25.4%	28.6%	32.8%	31.8%
<b>Average Experience</b>	14.3	13.7	14.7	14.5	13.7					

## District Report for: TISHOMINGO

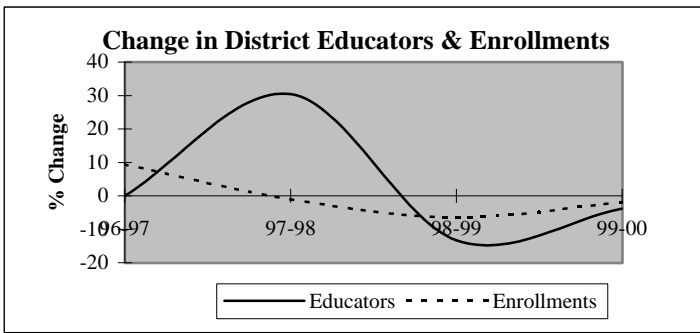
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	6	7	8	-	2.7%	7.6%	9.0%	10.7%	-
Attrition from Transfers	0	1	0	1	-	0.0%	1.3%	0.0%	1.3%	-
Attrition from Exits	2	5	7	7	-	2.7%	6.3%	9.0%	9.3%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>3.1%</b>	<b>8.5%</b>	<b>10.0%</b>	<b>11.9%</b>	<b>-</b>
Attrition from Transfers	0	1	0	1	-	0.0%	1.4%	0.0%	1.5%	-
Attrition from Exits	2	5	7	7	-	3.1%	7.0%	10.0%	10.4%	-
<b>District Retention</b>										
Educator Retention	71	73	71	67	-	97.3%	92.4%	91.0%	89.3%	-
Teacher Retention	63	65	63	59	-	96.9%	91.5%	90.0%	88.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.6%	0.0%	84.6%	78.2%	9.6%	87.8%
1 Year of Experience	92.3%	0.0%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	8.3%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	8.3%	91.7%	86.1%	5.6%	91.7%
4 Years of Experience	90.0%	0.0%	90.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.3%	2.6%	1.3%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	89.9%	92.3%	94.7%	93.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.9%	3.8%	4.0%	4.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MILBURN

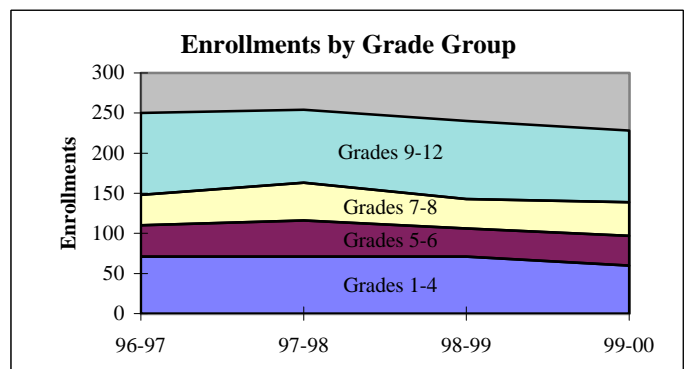
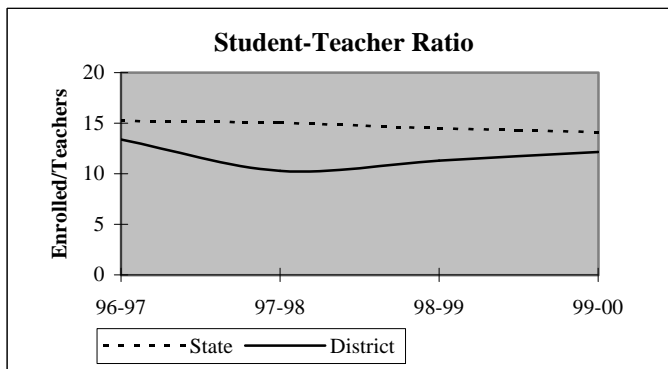


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	12.2	9.3	10.0	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	13.4	10.3	11.3	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	7	-4	-1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	30.4%	-13.3%	-3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	24	-3	-18	-5	-	-	-	-	-
% Change in Enrollments	0.4%	9.3%	-1.1%	-6.5%	-1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	17.4%	13.0%	33.3%	11.5%	8.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.7%	8.7%	10.0%	7.7%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	3.8%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	8.7%	10.0%	7.7%	8.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	33.3%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.3%	4.3%	3.3%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	41.5	40.7	41.0	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	8.1	9.0	8.3	8.1	9.6	12.1	12.3	12.3	12.2	12.2
Average Salary	26,162	25,891	21,269	25,649	28,564	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.8%	9.5%	7.4%	4.3%	4.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.9%	66.7%	70.4%	69.6%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	4.8%	3.7%	4.3%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	56.0%	44.5%	41.0%	40.0%	31.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	14	19	16	14	65.2%	60.9%	63.3%	61.5%	56.0%
Attrition	1	1	3	1	0					
Attrition Rate	6.7%	7.1%	15.8%	6.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	8	8	8	8	30.4%	34.8%	26.7%	30.8%	32.0%
Attrition	0	1	3	2	0					
Attrition Rate	0.0%	12.5%	37.5%	25.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	2	3	4.3%	4.3%	10.0%	7.7%	12.0%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	4	3	3	4.3%	8.7%	13.3%	11.5%	12.0%

## District Report for: MILBURN

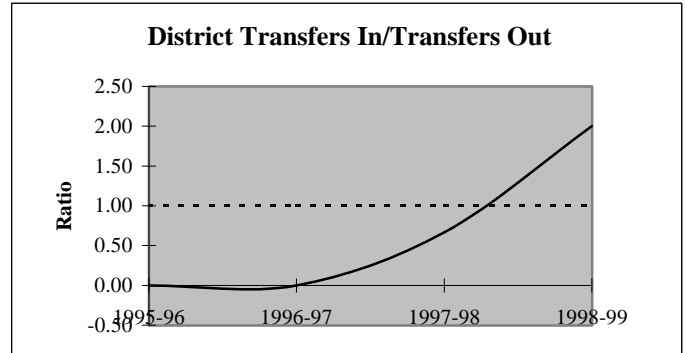
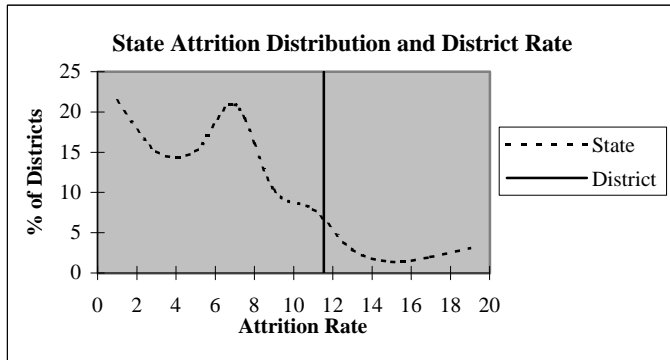
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	23	30	26	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	2	2	8.7%	8.7%	10.0%	7.7%	8.0%
Professional Staff	0	0	0	1	2	0.0%	0.0%	0.0%	3.8%	8.0%
<b>Total Teachers</b>	21	21	27	23	21	91.3%	91.3%	90.0%	88.5%	84.0%
Special Education	1	1	1	1	1	4.8%	4.8%	3.7%	4.3%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	12	15	12	13	52.4%	57.1%	55.6%	52.2%	61.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	8	11	10	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	2	4.8%	4.8%	3.7%	4.3%	9.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	2	1	1	1	14.3%	9.5%	3.7%	4.3%	4.8%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	4.3%	0.0%
Math	1	1	2	2	1	4.8%	4.8%	7.4%	8.7%	4.8%
<b>Science</b>	1	1	0	1	0	4.8%	4.8%	0.0%	4.3%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	0	4.8%	4.8%	0.0%	4.3%	0.0%
Vocational Education	2	3	3	3	3	9.5%	14.3%	11.1%	13.0%	14.3%
Other	1	0	4	1	0	4.8%	0.0%	14.8%	4.3%	0.0%
<b>Total Enrollments</b>	257	281	278	260	255	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	29	24	19	27	6.2%	10.3%	8.6%	7.3%	10.6%
Grades 1-4	65	71	71	71	60	25.3%	25.3%	25.5%	27.3%	23.5%
Grades 5-6	31	39	45	35	37	12.1%	13.9%	16.2%	13.5%	14.5%
Grades 7-8	50	38	47	37	42	19.5%	13.5%	16.9%	14.2%	16.5%
Grades 9-12	92	102	91	97	89	35.8%	36.3%	32.7%	37.3%	34.9%
Ungraded	3	2	0	1	0	1.2%	0.7%	0.0%	0.4%	0.0%



## District Report for: MILBURN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	23	30	26	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	22	21	23	23	82.6%	95.7%	70.0%	88.5%	92.0%
<b>Newly Hired</b>	<b>4</b>	<b>1</b>	<b>9</b>	<b>3</b>	<b>2</b>	<b>17.4%</b>	<b>4.3%</b>	<b>30.0%</b>	<b>11.5%</b>	<b>8.0%</b>
Transfers In	0	0	2	2	1	0.0%	0.0%	22.2%	66.7%	50.0%
Reentrants	1	0	4	0	1	25.0%	0.0%	44.4%	0.0%	50.0%
First Time Educators	3	1	3	1	0	75.0%	100.0%	33.3%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>-</b>	<b>4.3%</b>	<b>8.7%</b>	<b>23.3%</b>	<b>11.5%</b>	<b>-</b>
Transfers Out	1	2	3	1	-	100.0%	100.0%	42.9%	33.3%	-
Leave Oklahoma Educ.	0	0	4	2	-	0.0%	0.0%	57.1%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	8.7%	23.3%	11.5%	-
Transfers In/Out	0.00	0.00	0.67	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	14	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	23

## District Report for: MILBURN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	2	2	8.7%	8.7%	10.0%	7.7%	8.0%
White - Females	1	1	1	0	0	50.0%	50.0%	33.3%	0.0%	0.0%
White - Males	1	1	1	1	1	50.0%	50.0%	33.3%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	33.3%	50.0%	50.0%
<b>Professional Staff</b>	0	0	0	1	2	0.0%	0.0%	0.0%	3.8%	8.0%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	21	27	23	21	91.3%	91.3%	90.0%	88.5%	84.0%
White - Females	13	13	18	15	14	61.9%	61.9%	66.7%	65.2%	66.7%
White - Males	7	6	7	7	6	33.3%	28.6%	25.9%	30.4%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	4.8%	3.7%	4.3%	4.8%
Other - Males	1	1	1	0	0	4.8%	4.8%	3.7%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	4.8%	0.0%	0.0%	0.0%	0.0%
25-29	3	4	5	3	3	14.3%	19.0%	18.5%	13.0%	14.3%
30-34	1	1	3	4	3	4.8%	4.8%	11.1%	17.4%	14.3%
35-39	3	4	4	2	1	14.3%	19.0%	14.8%	8.7%	4.8%
40-44	5	4	7	8	6	23.8%	19.0%	25.9%	34.8%	28.6%
45-49	3	3	3	2	4	14.3%	14.3%	11.1%	8.7%	19.0%
50-54	3	3	2	1	1	14.3%	14.3%	7.4%	4.3%	4.8%
55+	2	2	3	3	3	9.5%	9.5%	11.1%	13.0%	14.3%
<b>Average Age</b>	40.8	41.5	40.7	41.0	42.5					

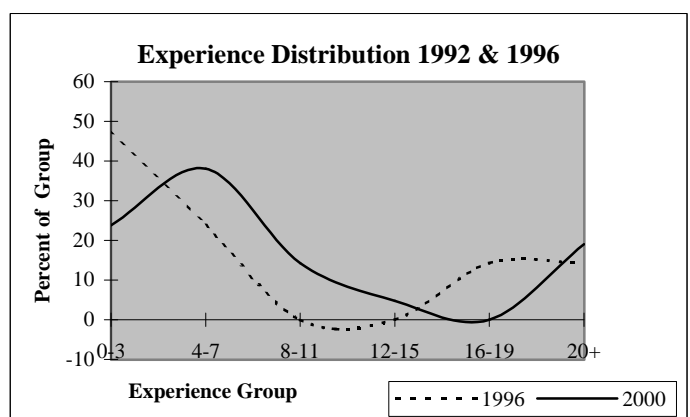
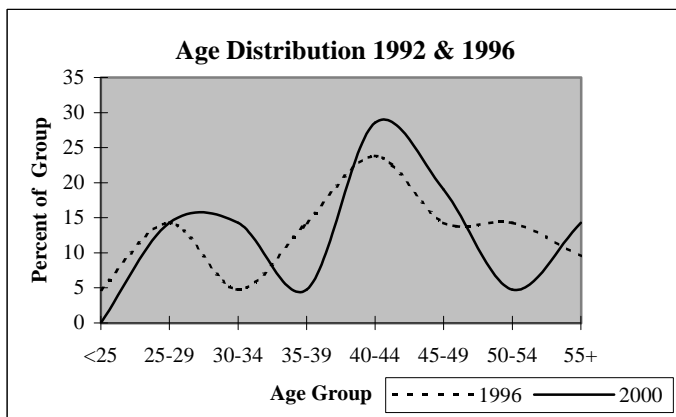
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	8	13	7	5	47.6%	38.1%	48.1%	30.4%	23.8%
4-7 Years	5	6	6	8	8	23.8%	28.6%	22.2%	34.8%	38.1%
8-11 Years	0	1	2	4	3	0.0%	4.8%	7.4%	17.4%	14.3%
12-15 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
16-19 Years	3	2	1	1	0	14.3%	9.5%	3.7%	4.3%	0.0%
20+ Years	3	4	5	3	4	14.3%	19.0%	18.5%	13.0%	19.0%
<b>Average Experience</b>	8.1	9.0	8.3	8.1	9.6					

## District Report for: MILBURN

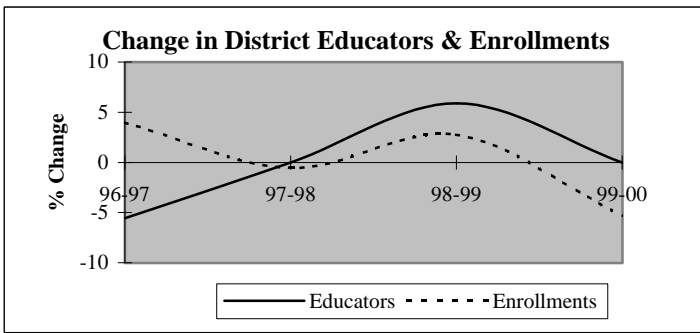
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	2	7	3	-	4.3%	8.7%	23.3%	11.5%	-
Attrition from Transfers	1	2	3	1	-	4.3%	8.7%	10.0%	3.8%	-
Attrition from Exits	0	0	4	2	-	0.0%	0.0%	13.3%	7.7%	-
<b>Teacher Attrition</b>	1	2	5	3	-	4.8%	9.5%	18.5%	13.0%	-
Attrition from Transfers	1	2	1	1	-	4.8%	9.5%	3.7%	4.3%	-
Attrition from Exits	0	0	4	2	-	0.0%	0.0%	14.8%	8.7%	-
<b>District Retention</b>										
Educator Retention	22	21	23	23	-	95.7%	91.3%	76.7%	88.5%	-
Teacher Retention	20	19	22	20	-	95.2%	90.5%	81.5%	87.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	73.3%	13.3%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	78.6%	14.3%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	10.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.3%	3.3%	7.7%	4.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	82.6%	91.3%	73.3%	84.6%	92.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	17.4%	4.3%	23.3%	7.7%	4.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COLEMAN



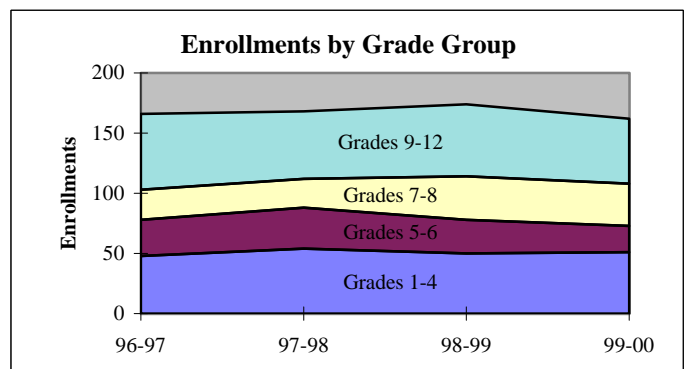
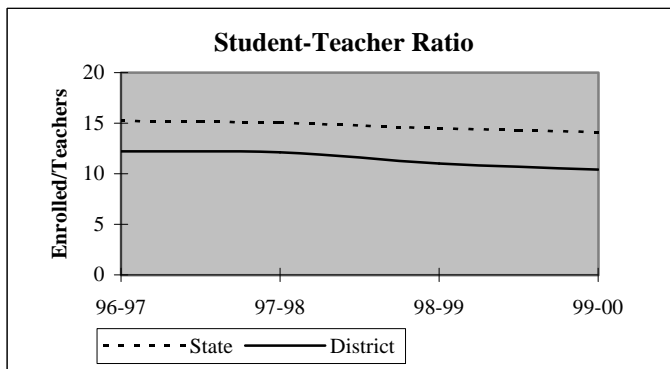
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.8	10.8	10.7	10.4	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	12.2	12.1	11.0	10.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	1	0	-	-	-	-	-
% Change in Educators	0.0%	-5.6%	0.0%	5.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	7	-1	5	-10	-	-	-	-	-
% Change in Enrollments	-4.9%	4.0%	-0.5%	2.7%	-5.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	0.0%	0.0%	11.1%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.9%	5.9%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.9%	5.9%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	11.8%	11.8%	11.1%	11.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	45.5	44.9	44.6	45.2	42.0	42.3	42.5	42.7	43.0
Average Experience	16.9	19.1	18.4	16.9	18.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,526	31,371	32,898	31,548	33,467	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.3%	6.7%	6.7%	5.9%	5.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	66.7%	66.7%	64.7%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.7%	6.7%	5.9%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.4%	4.9%	15.4%	18.4%	22.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	2	3	4	4	16.7%	11.8%	17.6%	22.2%	22.2%
Attrition	1	0	0	1	0					
Attrition Rate	33.3%	0.0%	0.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	13	13	11	72.2%	76.5%	76.5%	72.2%	61.1%
Attrition	0	0	2	1	0					
Attrition Rate	0.0%	0.0%	15.4%	7.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	1	1	3	11.1%	11.8%	5.9%	5.6%	16.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	3	5	11.1%	11.8%	11.8%	16.7%	27.8%



## District Report for: COLEMAN

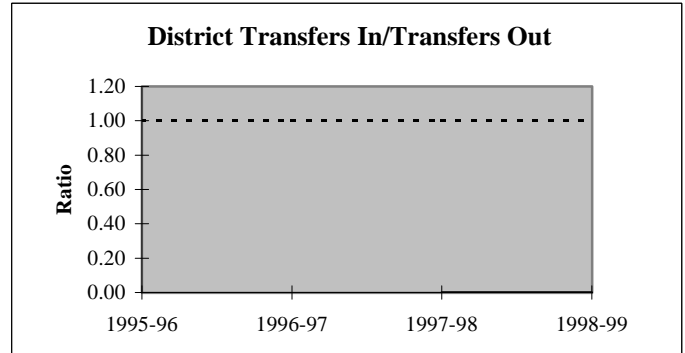
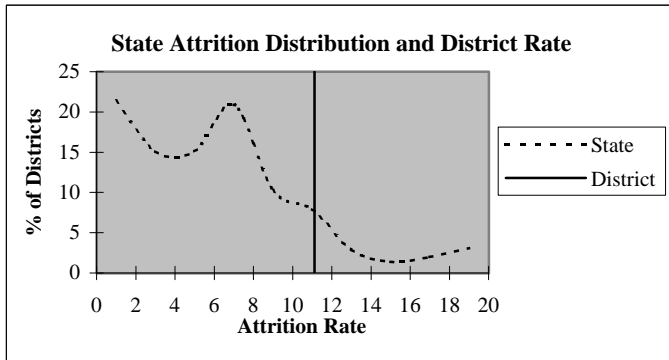
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	17	17	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.6%	5.9%	5.9%	5.6%	5.6%
Professional Staff	1	1	1	0	0	5.6%	5.9%	5.9%	0.0%	0.0%
<b>Total Teachers</b>	16	15	15	17	17	88.9%	88.2%	88.2%	94.4%	94.4%
Special Education	1	1	1	1	1	6.3%	6.7%	6.7%	5.9%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	8	9	10	50.0%	53.3%	53.3%	52.9%	58.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	6	6	7	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	6.7%	6.7%	5.9%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	0	1	1	6.3%	0.0%	0.0%	5.9%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.7%	6.7%	5.9%	5.9%
<b>Science</b>	0	1	1	1	0	0.0%	6.7%	6.7%	5.9%	0.0%
Biology	0	1	0	0	0	0.0%	6.7%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	1	0	0.0%	0.0%	6.7%	5.9%	0.0%
Vocational Education	1	2	2	2	1	6.3%	13.3%	13.3%	11.8%	5.9%
Other	3	1	1	1	2	18.8%	6.7%	6.7%	5.9%	11.8%
<b>Total Enrollments</b>	176	183	182	187	177	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	13	16	14	13	15	7.4%	8.7%	7.7%	7.0%	8.5%
Grades 1-4	53	48	54	50	51	30.1%	26.2%	29.7%	26.7%	28.8%
Grades 5-6	25	30	34	28	22	14.2%	16.4%	18.7%	15.0%	12.4%
Grades 7-8	31	25	24	36	35	17.6%	13.7%	13.2%	19.3%	19.8%
Grades 9-12	54	63	56	60	54	30.7%	34.4%	30.8%	32.1%	30.5%
Ungraded	0	1	0	0	0	0.0%	0.5%	0.0%	0.0%	0.0%



## District Report for: COLEMAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	17	17	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	17	16	15	16	94.4%	100.0%	94.1%	83.3%	88.9%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5.6%</b>	<b>0.0%</b>	<b>5.9%</b>	<b>16.7%</b>	<b>11.1%</b>
Transfers In	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	50.0%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	50.0%
First Time Educators	0	0	1	2	0	0.0%	0.0%	100.0%	66.7%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>5.6%</b>	<b>5.9%</b>	<b>11.8%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	1	1	1	1	-	100.0%	100.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	5.6%	5.9%	11.8%	11.1%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	17	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	18

## District Report for: COLEMAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.6%	5.9%	5.9%	5.6%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Professional Staff</b>	1	1	1	0	0	5.6%	5.9%	5.9%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
<b>Teachers</b>	16	15	15	17	17	88.9%	88.2%	88.2%	94.4%	94.4%
White - Females	10	9	9	10	11	62.5%	60.0%	60.0%	58.8%	64.7%
White - Males	5	5	5	6	5	31.3%	33.3%	33.3%	35.3%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	6.3%	6.7%	6.7%	5.9%	5.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	1	0	12.5%	0.0%	0.0%	5.9%	0.0%
25-29	0	1	1	1	2	0.0%	6.7%	6.7%	5.9%	11.8%
30-34	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
35-39	1	1	2	3	2	6.3%	6.7%	13.3%	17.6%	11.8%
40-44	4	4	3	2	1	25.0%	26.7%	20.0%	11.8%	5.9%
45-49	7	6	5	3	4	43.8%	40.0%	33.3%	17.6%	23.5%
50-54	1	1	3	5	4	6.3%	6.7%	20.0%	29.4%	23.5%
55+	1	2	1	2	3	6.3%	13.3%	6.7%	11.8%	17.6%
<b>Average Age</b>	43.3	45.5	44.9	44.6	45.2					

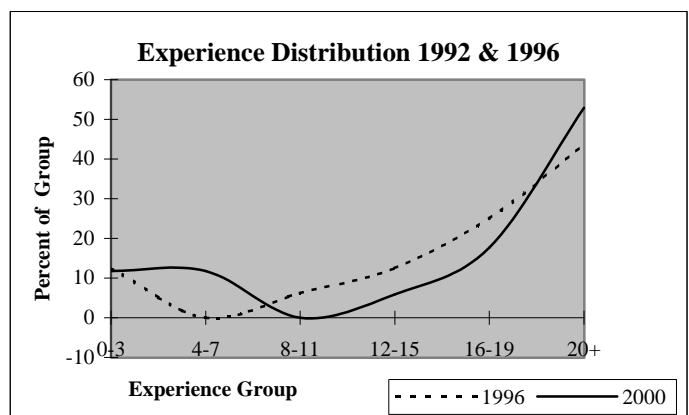
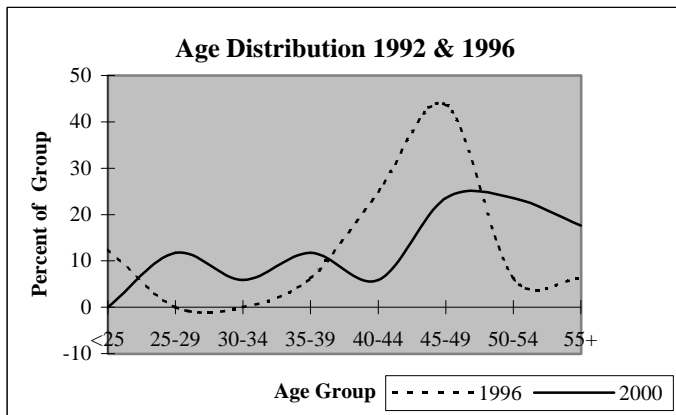
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	2	3	2	12.5%	6.7%	13.3%	17.6%	11.8%
4-7 Years	0	0	0	1	2	0.0%	0.0%	0.0%	5.9%	11.8%
8-11 Years	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
12-15 Years	2	3	2	2	1	12.5%	20.0%	13.3%	11.8%	5.9%
16-19 Years	4	4	4	3	3	25.0%	26.7%	26.7%	17.6%	17.6%
20+ Years	7	7	7	8	9	43.8%	46.7%	46.7%	47.1%	52.9%
<b>Average Experience</b>	16.9	19.1	18.4	16.9	18.0					

## District Report for: COLEMAN

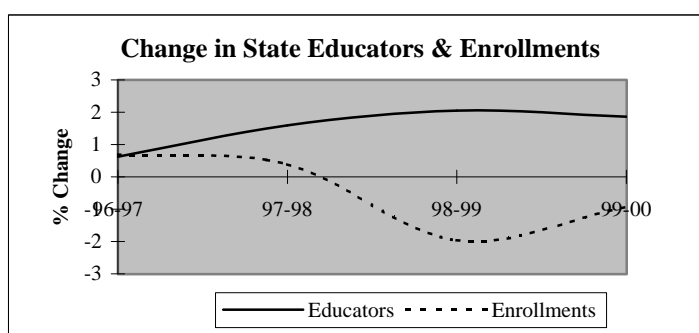
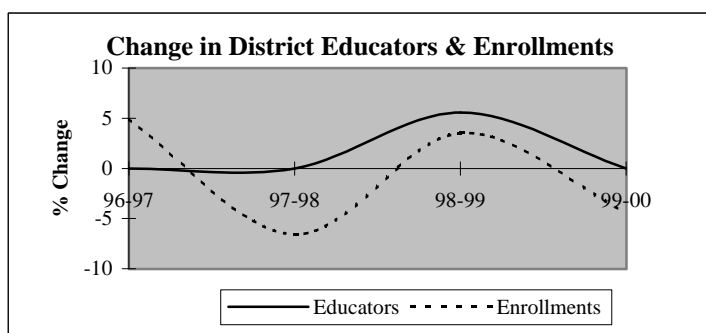
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	2	2	-	5.6%	5.9%	11.8%	11.1%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	5.9%	5.6%	-
Attrition from Exits	1	1	1	1	-	5.6%	5.9%	5.9%	5.6%	-
Teacher Attrition	1	1	1	2	-	6.3%	6.7%	6.7%	11.8%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	6.7%	5.9%	-
Attrition from Exits	1	1	0	1	-	6.3%	6.7%	0.0%	5.9%	-
<b>District Retention</b>										
Educator Retention	17	16	15	16	-	94.4%	94.1%	88.2%	88.9%	-
Teacher Retention	15	14	14	15	-	93.8%	93.3%	93.3%	88.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.0%	0.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	50.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	5.6%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	100.0%	94.1%	83.3%	94.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	5.9%	16.7%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WAPANUCKA

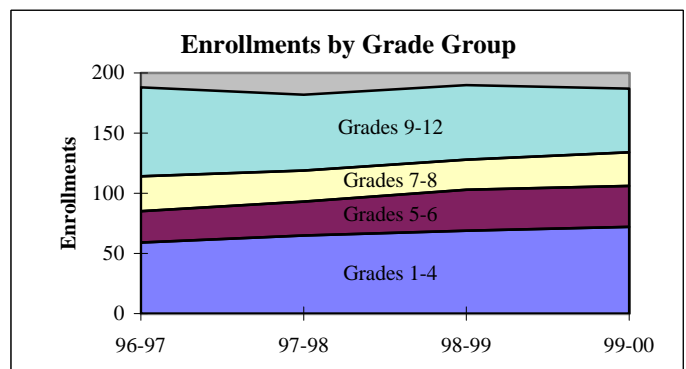
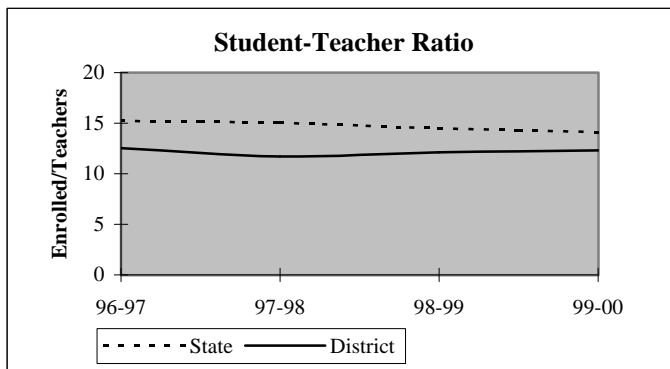


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.8	11.1	10.8	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.7	12.5	11.7	12.1	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	5.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	21	10	-14	7	-9	-	-	-	-	-
% Change in Enrollments	11.5%	4.9%	-6.6%	3.5%	-4.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	5.6%	5.6%	5.3%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.6%	5.6%	5.3%	10.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	0.0%	0.0%	5.3%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	22.2%	22.2%	22.2%	21.1%	15.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	38.9	39.4	39.3	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.0	10.8	11.8	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,782	28,449	29,186	29,750	29,929	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	25.0%	23.5%	23.5%	23.5%	12.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	70.6%	70.6%	70.6%	68.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.1%	47.9%	33.7%	46.3%	39.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	7	6	5	3	38.9%	38.9%	33.3%	26.3%	15.8%
Attrition	1	1	1	3	0					
Attrition Rate	14.3%	14.3%	16.7%	60.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	12	13	13	12	61.1%	66.7%	72.2%	68.4%	63.2%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	7.7%	7.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	2	4	0.0%	0.0%	0.0%	10.5%	21.1%
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	3	4	0.0%	0.0%	5.6%	15.8%	21.1%

## District Report for: WAPANUCKA

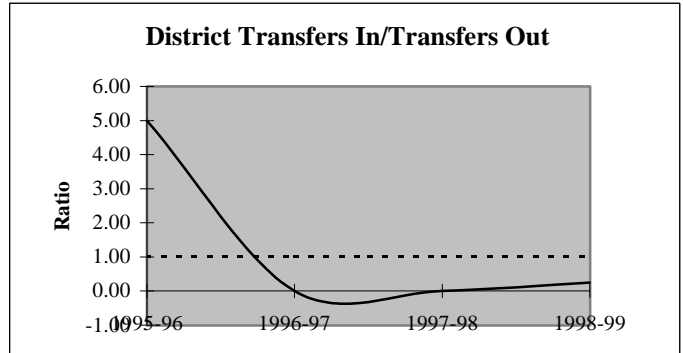
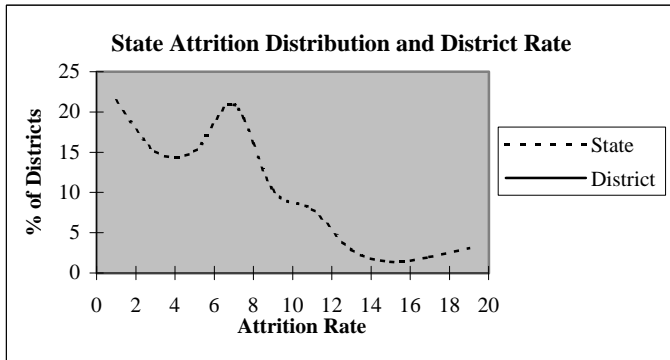
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	18	18	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	5.6%	5.6%	5.6%	5.3%	10.5%
Professional Staff	1	0	0	1	1	5.6%	0.0%	0.0%	5.3%	5.3%
<b>Total Teachers</b>	16	17	17	17	16	88.9%	94.4%	94.4%	89.5%	84.2%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	9	8	8	8	50.0%	52.9%	47.1%	47.1%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	8	9	9	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	5.9%	5.9%	5.9%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	6.3%	5.9%	5.9%	5.9%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	0	1	1	6.3%	5.9%	0.0%	5.9%	6.3%
<b>Science</b>	1	1	1	1	0	6.3%	5.9%	5.9%	5.9%	0.0%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	5.9%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	6.3%	5.9%	5.9%	0.0%	0.0%
Vocational Education	2	2	2	2	2	12.5%	11.8%	11.8%	11.8%	12.5%
Other	2	2	4	3	3	12.5%	11.8%	23.5%	17.6%	18.8%
<b>Total Enrollments</b>	203	213	199	206	197	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	25	16	16	10	5.9%	11.7%	8.0%	7.8%	5.1%
Grades 1-4	71	59	65	69	72	35.0%	27.7%	32.7%	33.5%	36.5%
Grades 5-6	25	26	28	34	34	12.3%	12.2%	14.1%	16.5%	17.3%
Grades 7-8	30	29	26	25	28	14.8%	13.6%	13.1%	12.1%	14.2%
Grades 9-12	65	74	63	62	53	32.0%	34.7%	31.7%	30.1%	26.9%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.5%	0.0%	0.0%



## District Report for: WAPANUCKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	19	19	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	17	18	17	15	72.2%	89.5%	94.7%	85.0%	78.9%
<b>Newly Hired</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>27.8%</b>	<b>10.5%</b>	<b>5.3%</b>	<b>15.0%</b>	<b>21.1%</b>
Transfers In	5	0	0	1	1	100.0%	0.0%	0.0%	33.3%	25.0%
Reentrants	0	1	0	2	2	0.0%	50.0%	0.0%	66.7%	50.0%
First Time Educators	0	1	1	0	1	0.0%	50.0%	100.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>5.6%</b>	<b>5.3%</b>	<b>10.5%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	1	1	1	4	-	100.0%	100.0%	50.0%	80.0%	-
Leave Oklahoma Educ.	0	0	1	1	-	0.0%	0.0%	50.0%	20.0%	-

Dynamics Rates	District Rates				
District Attrition	5.6%	5.3%	10.5%	25.0%	-
Transfers In/Out	5.00	0.00	0.00	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	14	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	17

## District Report for: WAPANUCKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	5.6%	5.6%	5.6%	5.3%	10.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	0	1	1	5.6%	0.0%	0.0%	5.3%	5.3%
White - Females	1	0	0	1	0	100.0%	0.0%	0.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	17	17	17	16	88.9%	94.4%	94.4%	89.5%	84.2%
White - Females	10	10	10	10	10	62.5%	58.8%	58.8%	58.8%	62.5%
White - Males	2	3	3	3	4	12.5%	17.6%	17.6%	17.6%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	1	12.5%	11.8%	11.8%	11.8%	6.3%
Other - Males	2	2	2	2	1	12.5%	11.8%	11.8%	11.8%	6.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	2	3	0	12.5%	17.6%	11.8%	17.6%	0.0%
30-34	3	3	5	4	3	18.8%	17.6%	29.4%	23.5%	20.0%
35-39	4	3	1	2	3	25.0%	17.6%	5.9%	11.8%	20.0%
40-44	4	3	4	2	1	25.0%	17.6%	23.5%	11.8%	6.7%
45-49	2	3	3	3	4	12.5%	17.6%	17.6%	17.6%	26.7%
50-54	1	2	2	3	4	6.3%	11.8%	11.8%	17.6%	26.7%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.0	38.9	39.4	39.3	42.5					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	4	4	3	2	12.5%	23.5%	23.5%	17.6%	12.5%
4-7 Years	5	3	2	1	1	31.3%	17.6%	11.8%	5.9%	6.3%
8-11 Years	4	5	6	6	3	25.0%	29.4%	35.3%	35.3%	18.8%
12-15 Years	2	1	1	2	4	12.5%	5.9%	5.9%	11.8%	25.0%
16-19 Years	1	2	2	2	2	6.3%	11.8%	11.8%	11.8%	12.5%
20+ Years	2	2	2	3	4	12.5%	11.8%	11.8%	17.6%	25.0%
<b>Average Experience</b>	10.0	10.0	10.8	11.8	14.3					

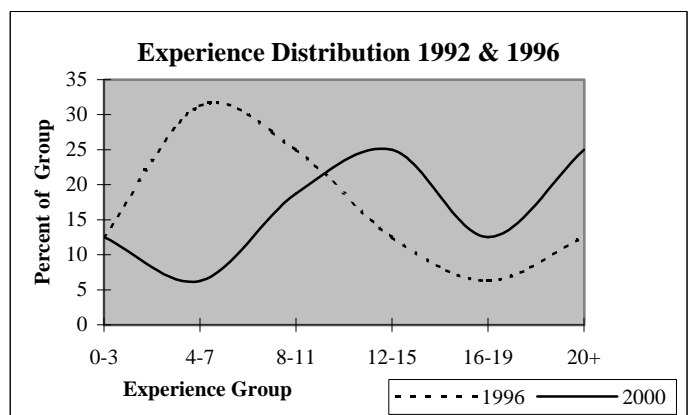
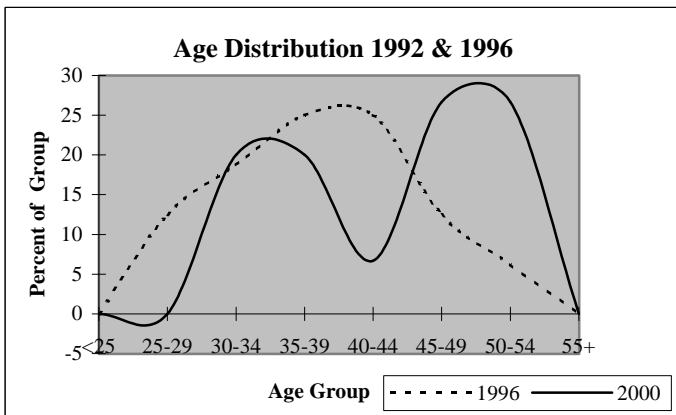


## District Report for: WAPANUCKA

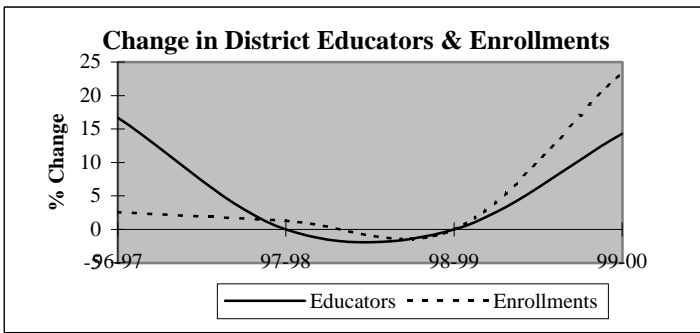
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	2	5	-	5.6%	5.6%	11.1%	26.3%	-
Attrition from Transfers	1	1	1	4	-	5.6%	5.6%	5.6%	21.1%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	5.6%	5.3%	-
Teacher Attrition	1	1	1	2	-	6.3%	5.9%	5.9%	11.8%	-
Attrition from Transfers	1	1	1	2	-	6.3%	5.9%	5.9%	11.8%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	17	17	16	14	-	94.4%	94.4%	88.9%	73.7%	-
Teacher Retention	15	16	16	15	-	93.8%	94.1%	94.1%	88.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	50.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	94.4%	100.0%	94.7%	84.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	5.6%	0.0%	5.3%	15.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PECKHAM

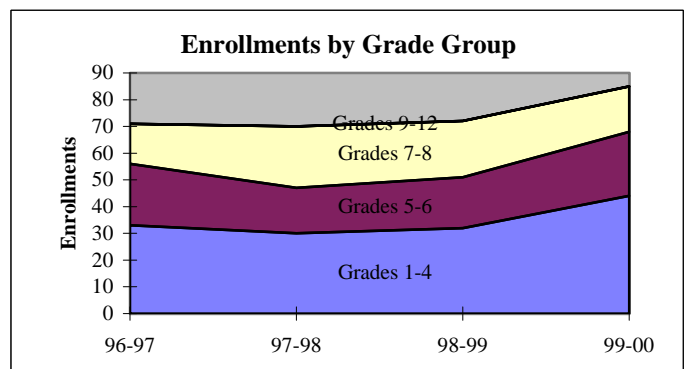
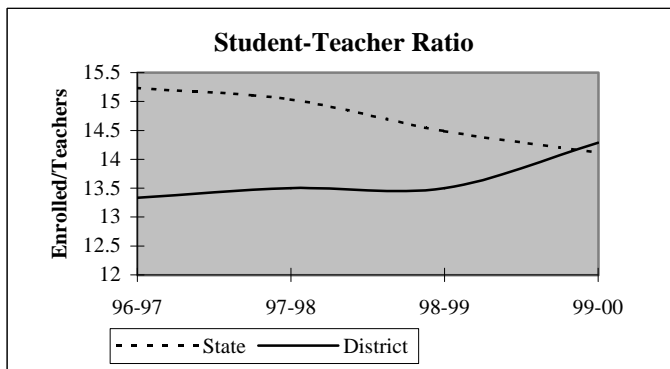


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	11.4	11.6	11.6	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	13.3	13.5	13.5	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	0	1	-	-	-	-	-
% Change in Educators	0.0%	16.7%	0.0%	0.0%	14.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	23	2	1	0	19	-	-	-	-	-
% Change in Enrollments	41.8%	2.6%	1.3%	0.0%	23.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	14.3%	14.3%	14.3%	12.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.8	39.8	28.2	31.2	32.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	10.8	3.2	5.3	5.3	12.1	12.3	12.3	12.2	12.2
Average Salary	27,642	27,303	25,904	26,983	24,557	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	4	5	5	6	50.0%	57.1%	71.4%	71.4%	75.0%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	20.0%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	2	2	2	2	33.3%	28.6%	28.6%	28.6%	25.0%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	50.0%	50.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	0	0	0	16.7%	14.3%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	0	0	0	16.7%	28.6%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					

## District Report for: PECKHAM

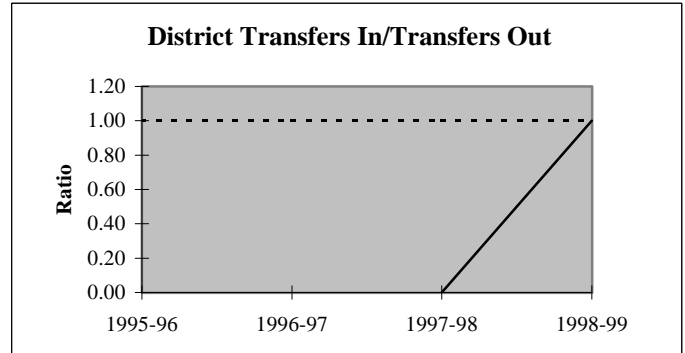
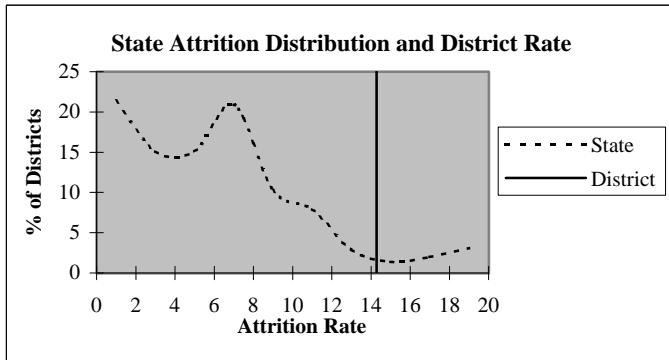
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	7	7	7	8	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	14.3%	14.3%	14.3%	12.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	6	6	6	7	83.3%	85.7%	85.7%	85.7%	87.5%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	6	6	6	7	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	78	80	81	81	100	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	7	9	11	9	15	9.0%	11.3%	13.6%	11.1%	15.0%
Grades 1-4	39	33	30	32	44	50.0%	41.3%	37.0%	39.5%	44.0%
Grades 5-6	18	23	17	19	24	23.1%	28.8%	21.0%	23.5%	24.0%
Grades 7-8	14	15	23	21	17	17.9%	18.8%	28.4%	25.9%	17.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PECKHAM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	7	7	7	8	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	6	5	5	6	100.0%	85.7%	71.4%	71.4%	75.0%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0.0%</b>	<b>14.3%</b>	<b>28.6%</b>	<b>28.6%</b>	<b>25.0%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	2	1	2	0.0%	100.0%	100.0%	50.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>28.6%</b>	<b>28.6%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	0	2	1	-	0.0%	0.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	2	0	0	-	0.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	28.6%	28.6%	14.3%	-
Transfers In/Out	nc	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	3
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	3
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 6

## District Report for: PECKHAM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	14.3%	14.3%	14.3%	12.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	6	6	6	7	83.3%	85.7%	85.7%	85.7%	87.5%
White - Females	5	6	6	6	7	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	0	0.0%	0.0%	20.0%	20.0%	0.0%
25-29	3	2	1	2	3	60.0%	40.0%	20.0%	40.0%	50.0%
30-34	0	1	3	1	2	0.0%	20.0%	60.0%	20.0%	33.3%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	1	0	0	1	0	20.0%	0.0%	0.0%	20.0%	0.0%
50-54	0	1	0	0	1	0.0%	20.0%	0.0%	0.0%	16.7%
55+	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.8	39.8	28.2	31.2	32.2					

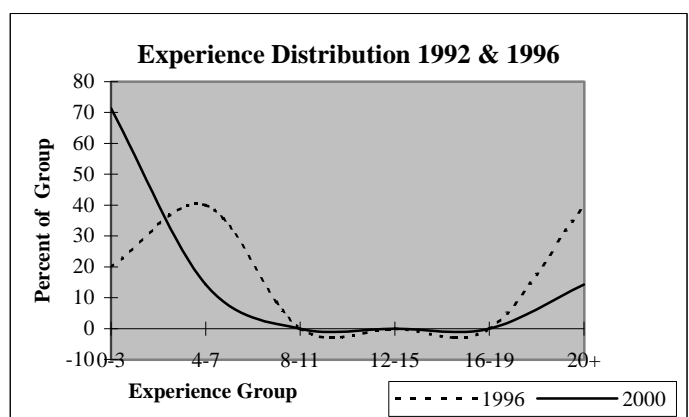
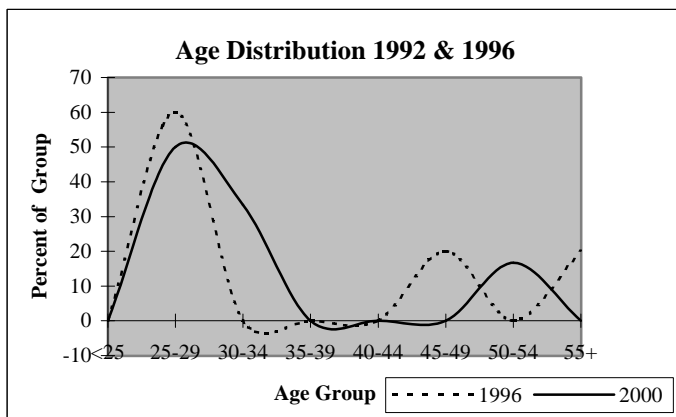
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	3	4	5	20.0%	33.3%	50.0%	66.7%	71.4%
4-7 Years	2	2	2	1	1	40.0%	33.3%	33.3%	16.7%	14.3%
8-11 Years	0	0	1	0	0	0.0%	0.0%	16.7%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	2	0	1	1	40.0%	33.3%	0.0%	16.7%	14.3%
<b>Average Experience</b>	12.0	10.8	3.2	5.3	5.3					

## District Report for: PECKHAM

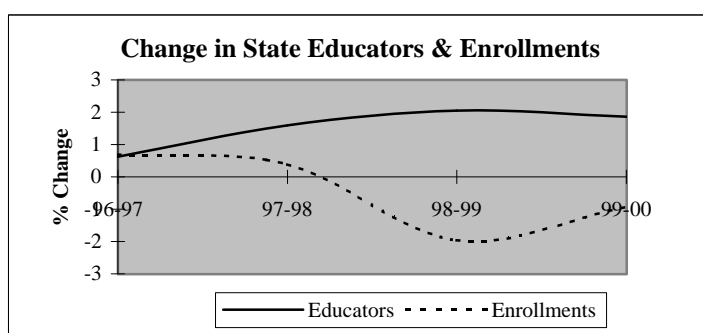
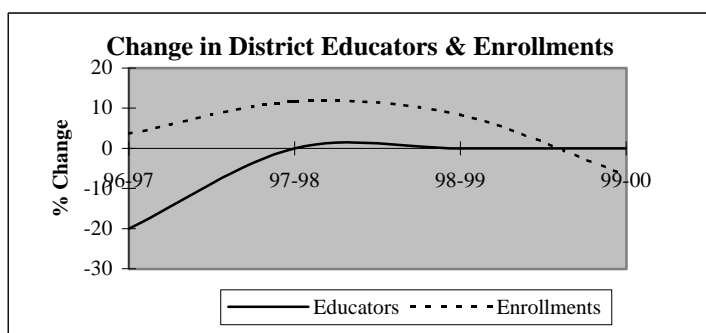
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	1	-	0.0%	28.6%	28.6%	14.3%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	28.6%	14.3%	-
Attrition from Exits	0	2	0	0	-	0.0%	28.6%	0.0%	0.0%	-
Teacher Attrition	0	2	2	1	-	0.0%	33.3%	33.3%	16.7%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	33.3%	16.7%	-
Attrition from Exits	0	2	0	0	-	0.0%	33.3%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	5	5	6	-	100.0%	71.4%	71.4%	85.7%	-
Teacher Retention	5	4	4	5	-	100.0%	66.7%	66.7%	83.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	85.7%	71.4%	85.7%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	14.3%	28.6%	14.3%	25.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KILDARE

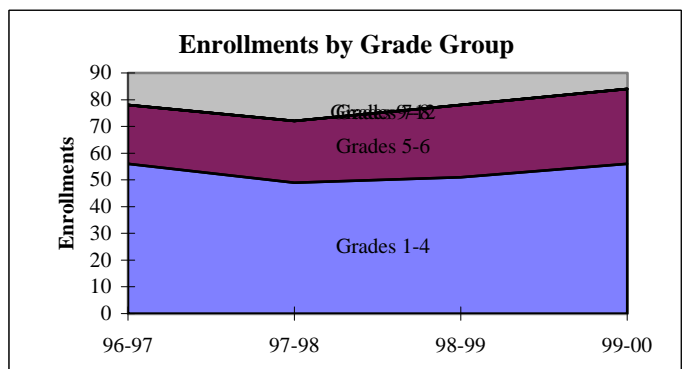
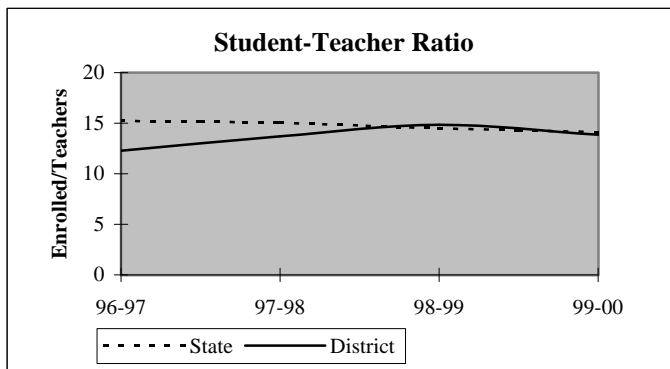


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.3	10.8	12.0	13.0	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.2	12.3	13.7	14.9	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-2	0	0	0	-	-	-	-	-
% Change in Educators	-9.1%	-20.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	3	10	8	-7	-	-	-	-	-
% Change in Enrollments	1.2%	3.6%	11.6%	8.3%	-6.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	30.0%	25.0%	25.0%	25.0%	25.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	12.5%	12.5%	12.5%	12.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.4	48.7	49.7	48.6	47.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	12.7	13.4	14.1	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	22,624	22,162	22,874	24,505	24,308	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.9%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	14.3%	14.3%	14.3%	14.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.3%	5.8%	9.4%	10.6%	24.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	2	2	2	3	30.0%	25.0%	25.0%	25.0%	37.5%
Attrition	1	0	1	0	0					
Attrition Rate	33.3%	0.0%	50.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	5	5	5	4	4	50.0%	62.5%	62.5%	50.0%	50.0%
Attrition	1	0	0	0	0					
Attrition Rate	20.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	2	1	1	2	1	20.0%	12.5%	12.5%	25.0%	12.5%
Attrition	1	0	0	1	0					
Attrition Rate	50.0%	0.0%	0.0%	50.0%	0.0%					
At Retirement in 5 yrs.	2	1	2	2	1	20.0%	12.5%	25.0%	25.0%	12.5%

# District Report for: KILDARE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	8	8	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	12.5%	12.5%	12.5%	12.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	7	7	7	7	90.0%	87.5%	87.5%	87.5%	87.5%
Special Education	1	1	1	1	1	11.1%	14.3%	14.3%	14.3%	14.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	6	6	6	6	88.9%	85.7%	85.7%	85.7%	85.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	83	86	96	104	97	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	8	24	26	12	13.3%	9.3%	25.0%	25.0%	12.4%
Grades 1-4	49	56	49	51	56	59.0%	65.1%	51.0%	49.0%	57.7%
Grades 5-6	23	22	23	27	28	27.7%	25.6%	24.0%	26.0%	28.9%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.0%

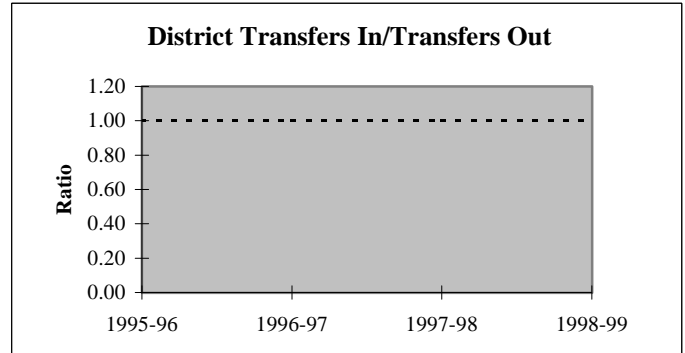
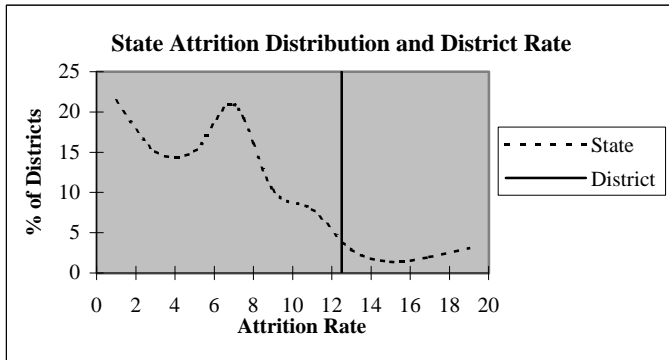




## District Report for: KILDARE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	8	8	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	7	8	7	7	100.0%	87.5%	100.0%	87.5%	87.5%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>12.5%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	0	1	1	0.0%	100.0%	0.0%	100.0%	100.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>30.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	3	0	1	1	-	100.0%	0.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	30.0%	0.0%	12.5%	12.5%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	2
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>10</b>

## District Report for: KILDARE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	12.5%	12.5%	12.5%	12.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	7	7	7	7	90.0%	87.5%	87.5%	87.5%	87.5%
White - Females	8	7	7	7	7	88.9%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
30-34	2	1	0	0	0	22.2%	14.3%	0.0%	0.0%	0.0%
35-39	0	1	2	3	3	0.0%	14.3%	28.6%	42.9%	42.9%
40-44	1	0	0	0	1	11.1%	0.0%	0.0%	0.0%	14.3%
45-49	1	2	2	0	0	11.1%	28.6%	28.6%	0.0%	0.0%
50-54	2	0	0	1	1	22.2%	0.0%	0.0%	14.3%	14.3%
55+	2	3	3	3	2	22.2%	42.9%	42.9%	42.9%	28.6%
<b>Average Age</b>	46.4	48.7	49.7	48.6	47.6					

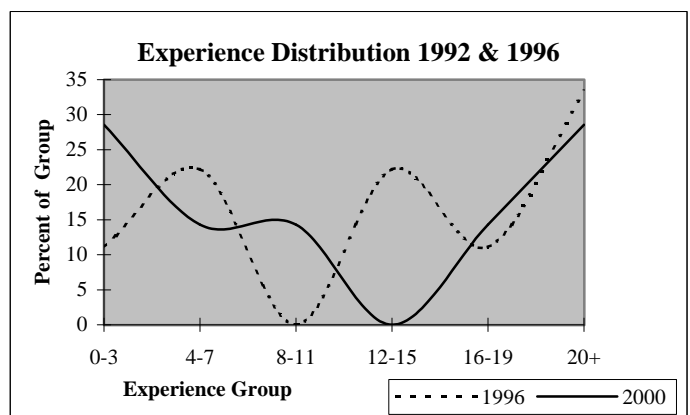
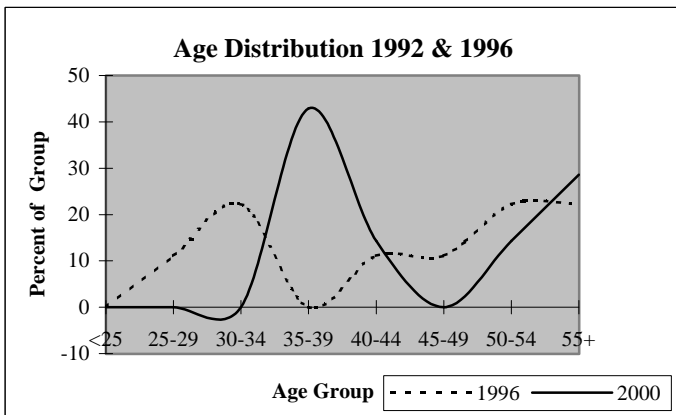
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	1	2	11.1%	14.3%	14.3%	14.3%	28.6%
4-7 Years	2	1	1	1	1	22.2%	14.3%	14.3%	14.3%	14.3%
8-11 Years	0	1	1	1	1	0.0%	14.3%	14.3%	14.3%	14.3%
12-15 Years	2	0	0	0	0	22.2%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	2	2	1	1	11.1%	28.6%	28.6%	14.3%	14.3%
20+ Years	3	2	2	3	2	33.3%	28.6%	28.6%	42.9%	28.6%
<b>Average Experience</b>	13.8	12.7	13.4	14.1	11.4					

# District Report for: KILDARE

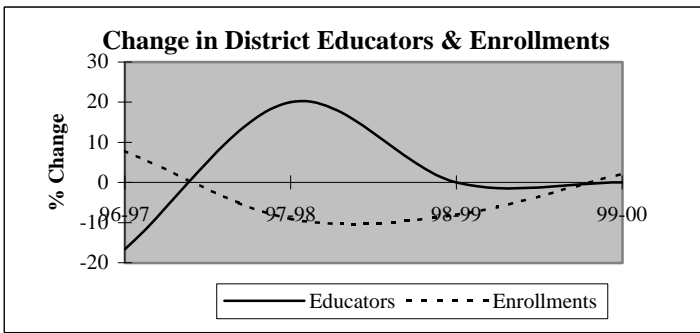
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	1	1	-	30.0%	0.0%	12.5%	12.5%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	3	0	1	1	-	30.0%	0.0%	12.5%	12.5%	-
Teacher Attrition	3	0	1	1	-	33.3%	0.0%	14.3%	14.3%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	3	0	1	1	-	33.3%	0.0%	14.3%	14.3%	-
<b>District Retention</b>										
Educator Retention	7	8	7	7	-	70.0%	100.0%	87.5%	87.5%	-
Teacher Retention	6	7	6	6	-	66.7%	100.0%	85.7%	85.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	30.0%	12.5%	25.0%	12.5%	25.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	70.0%	75.0%	75.0%	75.0%	62.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	12.5%	0.0%	12.5%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KAW CITY

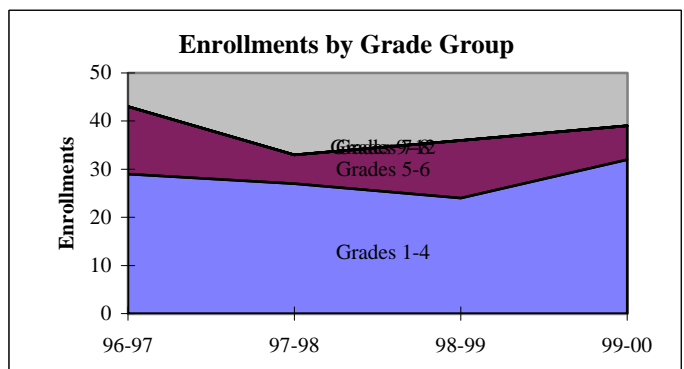
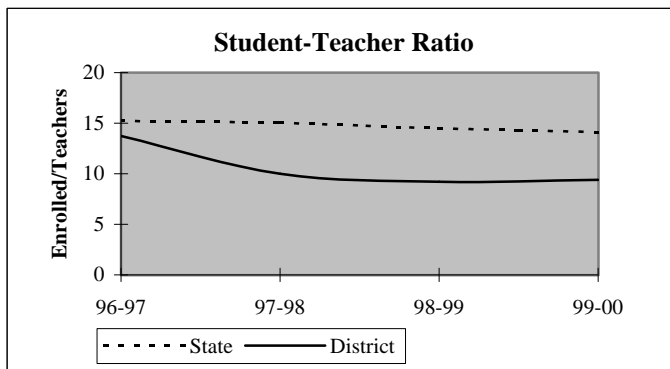


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.5	11.0	8.3	7.7	7.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.2	13.8	10.0	9.2	9.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	1	0	0	-	-	-	-	-
% Change in Educators	20.0%	-16.7%	20.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	4	-5	-4	1	-	-	-	-	-
% Change in Enrollments	4.1%	7.8%	-9.1%	-8.0%	2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	0.0%	16.7%	16.7%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	20.0%	16.7%	16.7%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	20.0%	16.7%	16.7%	16.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	47.6	46.8	48.0	47.0	48.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	12.0	13.4	12.8	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	24,798	29,006	27,990	27,913	28,247	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.9%	56.4%	46.0%	49.0%	44.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	2	1	0	33.3%	40.0%	33.3%	16.7%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	4	3	4	4	5	66.7%	60.0%	66.7%	66.7%	83.3%
Attrition	1	0	1	0	0					
Attrition Rate	25.0%	0.0%	25.0%	0.0%	0.0%					
At Retirement Age	0	0	0	1	1	0.0%	0.0%	0.0%	16.7%	16.7%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	0	1	1	2	16.7%	0.0%	16.7%	16.7%	33.3%

## District Report for: KAW CITY

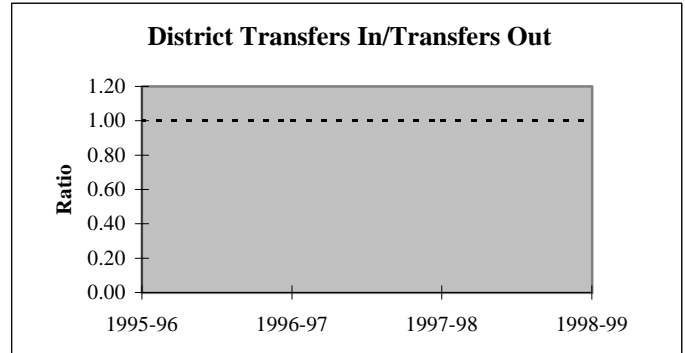
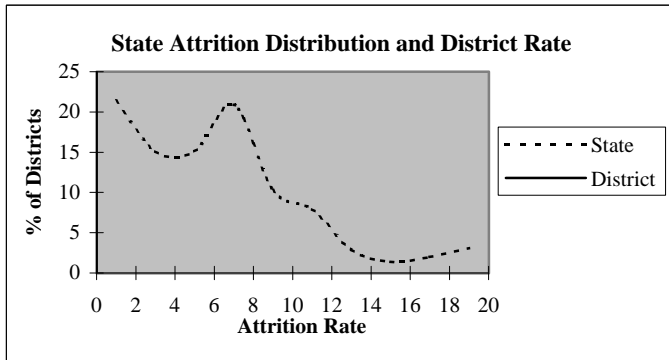
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	5	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	20.0%	16.7%	16.7%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	4	5	5	5	83.3%	80.0%	83.3%	83.3%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	4	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	51	55	50	46	47	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	5	12	17	10	8	9.8%	21.8%	34.0%	21.7%	17.0%
Grades 1-4	25	29	27	24	32	49.0%	52.7%	54.0%	52.2%	68.1%
Grades 5-6	21	14	6	12	7	41.2%	25.5%	12.0%	26.1%	14.9%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: KAW CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	5	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	5	5	5	6	66.7%	100.0%	83.3%	83.3%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>33.3%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>0.0%</b>
Transfers In	2	0	0	1	0	100.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>16.7%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	0	1	0	-	100.0%	0.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	0.0%	16.7%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>6</b>

## District Report for: KAW CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	20.0%	16.7%	16.7%	16.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	4	5	5	5	83.3%	80.0%	83.3%	83.3%	83.3%
White - Females	5	4	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	3	2	1	2	1	60.0%	50.0%	20.0%	40.0%	20.0%
45-49	0	1	3	2	3	0.0%	25.0%	60.0%	40.0%	60.0%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	2	1	1	1	1	40.0%	25.0%	20.0%	20.0%	20.0%
<b>Average Age</b>	47.6	46.8	48.0	47.0	48.0					

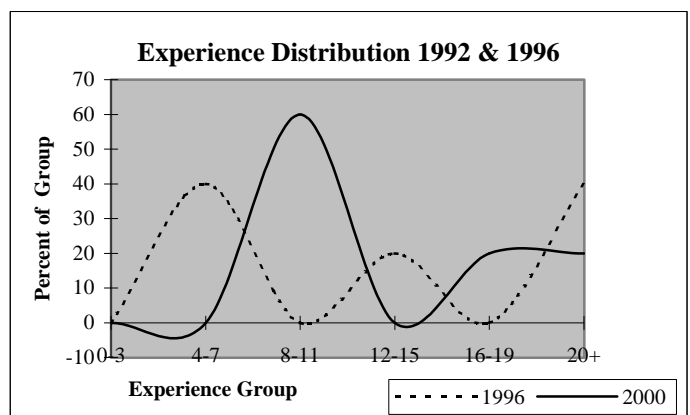
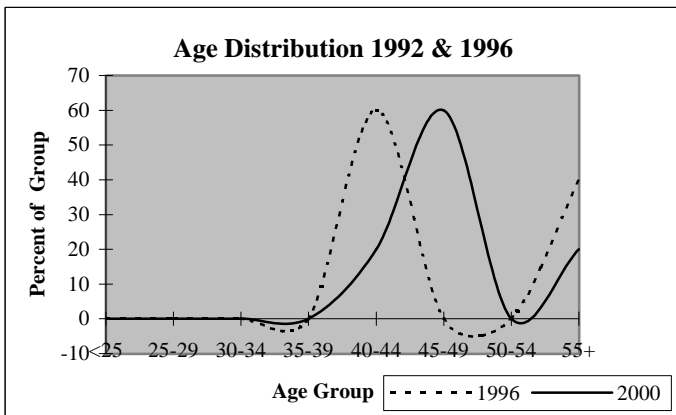
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	2	2	2	1	0	40.0%	50.0%	40.0%	20.0%	0.0%
8-11 Years	0	0	0	2	3	0.0%	0.0%	0.0%	40.0%	60.0%
12-15 Years	1	0	1	0	0	20.0%	0.0%	20.0%	0.0%	0.0%
16-19 Years	0	1	1	1	1	0.0%	25.0%	20.0%	20.0%	20.0%
20+ Years	2	1	1	1	1	40.0%	25.0%	20.0%	20.0%	20.0%
<b>Average Experience</b>	13.8	12.0	13.4	12.8	13.8					

## District Report for: KAW CITY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	1	0	-	16.7%	0.0%	16.7%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	1	0	-	16.7%	0.0%	16.7%	0.0%	-
Teacher Attrition	1	0	1	0	-	20.0%	0.0%	20.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	1	0	-	20.0%	0.0%	20.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	5	5	5	6	-	83.3%	100.0%	83.3%	100.0%	-
Teacher Retention	4	4	4	5	-	80.0%	100.0%	80.0%	100.0%	-

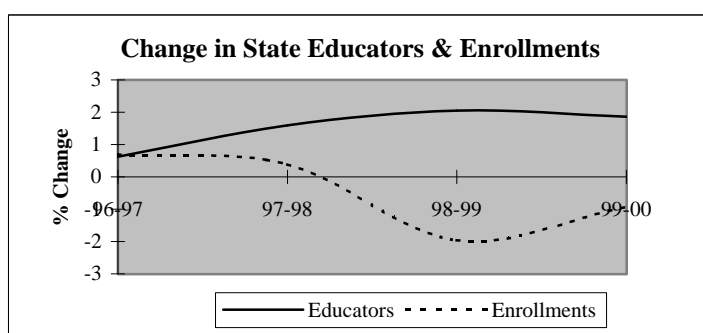
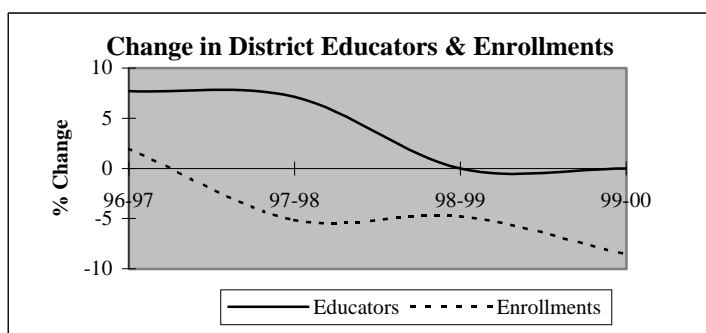
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	16.7%	20.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	80.0%	83.3%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	16.7%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: BRAMAN

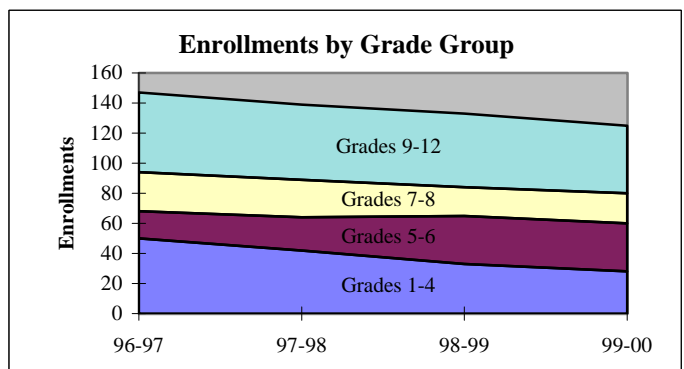
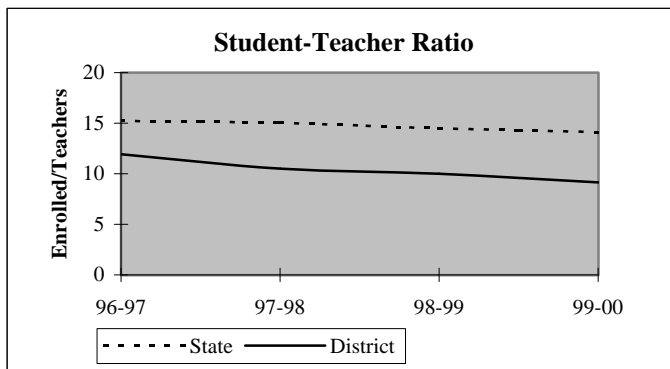


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	11.1	9.8	9.3	8.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.7	11.9	10.5	10.0	9.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	1	0	0	-	-	-	-	-
% Change in Educators	8.3%	7.7%	7.1%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	3	-8	-7	-12	-	-	-	-	-
% Change in Enrollments	7.8%	2.0%	-5.2%	-4.8%	-8.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.7%	14.3%	13.3%	13.3%	13.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.1%	6.7%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.7	41.8	40.6	41.8	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	10.4	9.4	10.2	11.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,510	26,186	25,948	27,472	27,247	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	61.5%	64.3%	64.3%	64.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	7.7%	7.1%	7.1%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	48.7%	56.1%	53.1%	27.9%	59.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	6	7	6	6	23.1%	42.9%	46.7%	40.0%	40.0%
Attrition	2	1	1	1	0					
Attrition Rate	66.7%	16.7%	14.3%	16.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	9	7	8	8	8	69.2%	50.0%	53.3%	53.3%	53.3%
Attrition	1	0	0	0	0					
Attrition Rate	11.1%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	1	1	0	1	1	7.7%	7.1%	0.0%	6.7%	6.7%
Attrition	1	1	0	0	0					
Attrition Rate	100.0%	100.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	1	1	1	1	23.1%	7.1%	6.7%	6.7%	6.7%

## District Report for: BRAMAN

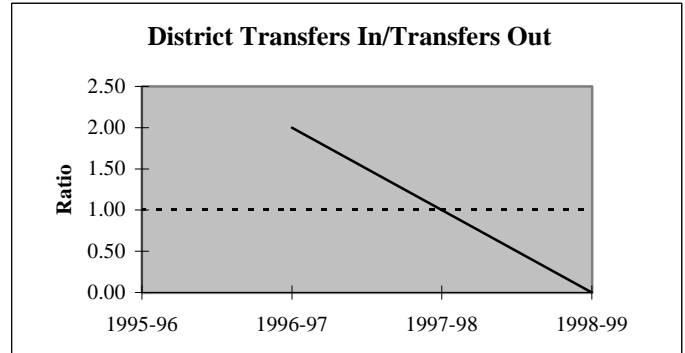
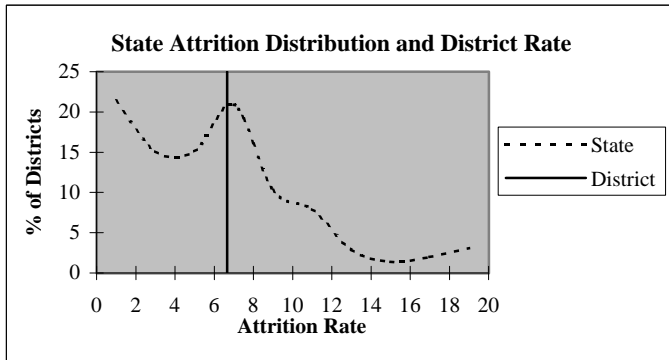
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	14	15	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.7%	7.1%	6.7%	6.7%	6.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	12	13	14	14	14	92.3%	92.9%	93.3%	93.3%	93.3%
Special Education	0	1	1	1	1	0.0%	7.7%	7.1%	7.1%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	4	5	5	5	41.7%	30.8%	35.7%	35.7%	35.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	8	8	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	8.3%	7.7%	7.1%	7.1%	7.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	1	8.3%	15.4%	7.1%	7.1%	7.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	8.3%	7.7%	7.1%	7.1%	7.1%
<b>Science</b>	1	1	1	1	1	8.3%	7.7%	7.1%	7.1%	7.1%
Biology	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	7.7%	7.1%	7.1%	7.1%
Vocational Education	3	3	2	2	2	25.0%	23.1%	14.3%	14.3%	14.3%
Other	0	0	2	2	2	0.0%	0.0%	14.3%	14.3%	14.3%
<b>Total Enrollments</b>	152	155	147	140	128	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	8	8	7	3	5.9%	5.2%	5.4%	5.0%	2.3%
Grades 1-4	48	50	42	33	28	31.6%	32.3%	28.6%	23.6%	21.9%
Grades 5-6	19	18	22	32	32	12.5%	11.6%	15.0%	22.9%	25.0%
Grades 7-8	22	26	25	19	20	14.5%	16.8%	17.0%	13.6%	15.6%
Grades 9-12	54	53	50	49	45	35.5%	34.2%	34.0%	35.0%	35.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BRAMAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	14	15	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	9	12	14	14	84.6%	64.3%	80.0%	93.3%	93.3%
<b>Newly Hired</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>15.4%</b>	<b>35.7%</b>	<b>20.0%</b>	<b>6.7%</b>	<b>6.7%</b>
Transfers In	0	2	1	0	0	0.0%	40.0%	33.3%	0.0%	0.0%
Reentrants	0	2	1	0	1	0.0%	40.0%	33.3%	0.0%	100.0%
First Time Educators	2	1	1	1	0	100.0%	20.0%	33.3%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>30.8%</b>	<b>14.3%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	0	1	0	1	-	0.0%	50.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	4	1	1	0	-	100.0%	50.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	30.8%	14.3%	6.7%	6.7%	-
Transfers In/Out	nc	2.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>13</b>

## District Report for: BRAMAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.7%	7.1%	6.7%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	13	14	14	14	92.3%	92.9%	93.3%	93.3%	93.3%
White - Females	9	8	9	9	9	75.0%	61.5%	64.3%	64.3%	64.3%
White - Males	3	5	5	5	5	25.0%	38.5%	35.7%	35.7%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	8.3%	0.0%	0.0%	0.0%
25-29	1	0	2	1	1	8.3%	0.0%	15.4%	7.7%	7.7%
30-34	0	2	1	2	2	0.0%	16.7%	7.7%	15.4%	15.4%
35-39	2	2	3	3	2	16.7%	16.7%	23.1%	23.1%	15.4%
40-44	2	1	1	0	1	16.7%	8.3%	7.7%	0.0%	7.7%
45-49	4	4	4	4	3	33.3%	33.3%	30.8%	30.8%	23.1%
50-54	0	1	2	3	4	0.0%	8.3%	15.4%	23.1%	30.8%
55+	3	1	0	0	0	25.0%	8.3%	0.0%	0.0%	0.0%
<b>Average Age</b>	46.7	41.8	40.6	41.8	42.6					

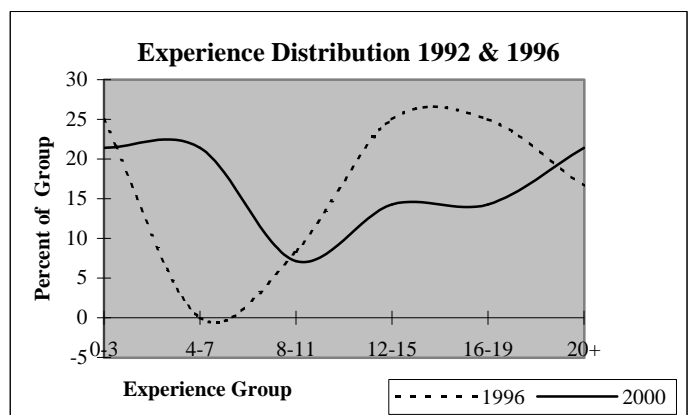
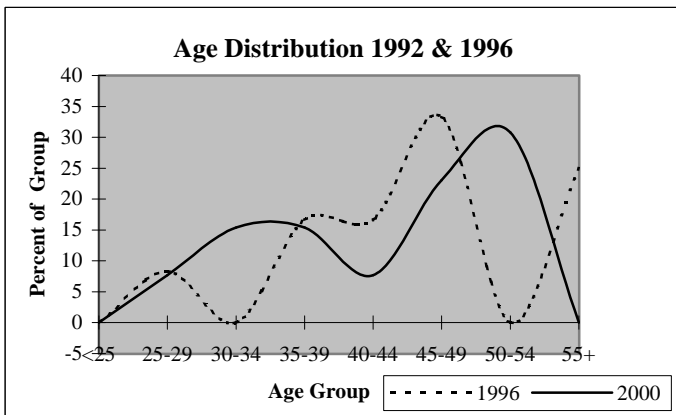
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	4	4	3	25.0%	15.4%	28.6%	28.6%	21.4%
4-7 Years	0	4	3	2	3	0.0%	30.8%	21.4%	14.3%	21.4%
8-11 Years	1	1	2	2	1	8.3%	7.7%	14.3%	14.3%	7.1%
12-15 Years	3	2	2	2	2	25.0%	15.4%	14.3%	14.3%	14.3%
16-19 Years	3	2	2	3	2	25.0%	15.4%	14.3%	21.4%	14.3%
20+ Years	2	2	1	1	3	16.7%	15.4%	7.1%	7.1%	21.4%
<b>Average Experience</b>	12.4	10.4	9.4	10.2	11.1					

# District Report for: BRAMAN

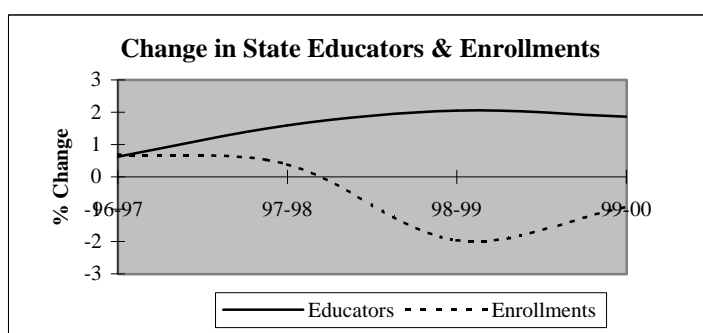
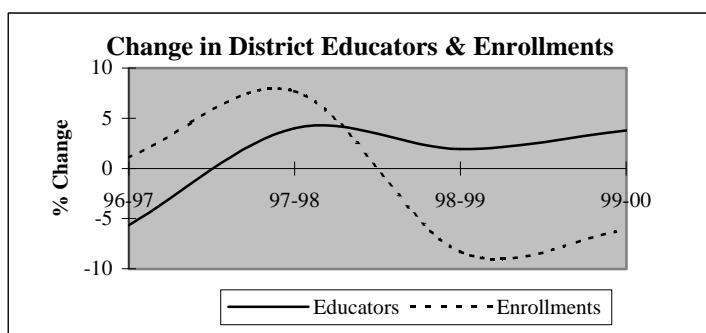
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	1	1	-	30.8%	14.3%	6.7%	6.7%	-
Attrition from Transfers	0	1	0	1	-	0.0%	7.1%	0.0%	6.7%	-
Attrition from Exits	4	1	1	0	-	30.8%	7.1%	6.7%	0.0%	-
<b>Teacher Attrition</b>	4	2	1	1	-	33.3%	15.4%	7.1%	7.1%	-
Attrition from Transfers	0	1	0	1	-	0.0%	7.7%	0.0%	7.1%	-
Attrition from Exits	4	1	1	0	-	33.3%	7.7%	7.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	9	12	14	14	-	69.2%	85.7%	93.3%	93.3%	-
Teacher Retention	8	11	13	13	-	66.7%	84.6%	92.9%	92.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	0.0%	60.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	100.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	6.7%	6.7%	13.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.6%	78.6%	80.0%	86.7%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	15.4%	21.4%	13.3%	6.7%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NEWKIRK

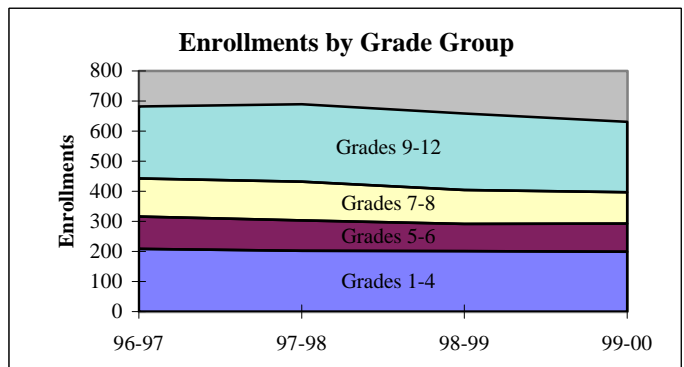
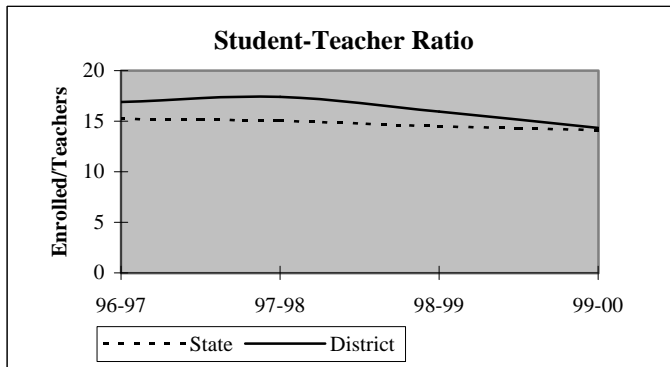


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	14.5	15.1	13.5	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	16.9	17.4	16.0	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-3	2	1	2	-	-	-	-	-
% Change in Educators	-1.9%	-5.7%	4.0%	1.9%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	8	56	-65	-44	-	-	-	-	-
% Change in Enrollments	4.1%	1.1%	7.7%	-8.3%	-6.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	2.0%	9.6%	1.9%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.5%	8.0%	7.7%	7.5%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.5%	6.0%	5.8%	7.5%	7.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	1.9%	1.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	2.0%	1.9%	1.9%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	41.0	41.3	41.3	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.7	12.7	12.5	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,186	29,261	27,642	29,222	28,671	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	2.2%	2.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.9%	69.8%	68.9%	68.9%	70.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.3%	14.0%	13.3%	11.1%	10.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.6%	14.6%	13.4%	16.8%	18.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	16	19	18	19	35.8%	32.0%	36.5%	34.0%	34.5%
Attrition	0	3	2	1	0					
Attrition Rate	0.0%	18.8%	10.5%	5.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	29	29	28	29	29	54.7%	58.0%	53.8%	54.7%	52.7%
Attrition	2	1	2	2	0					
Attrition Rate	6.9%	3.4%	7.1%	6.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	5	6	7	9.4%	10.0%	9.6%	11.3%	12.7%
Attrition	2	0	1	0	0					
Attrition Rate	40.0%	0.0%	20.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	5	7	7	8	13.2%	10.0%	13.5%	13.2%	14.5%

## District Report for: NEWKIRK

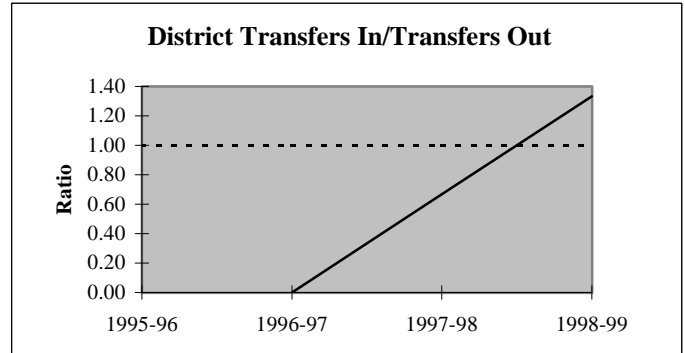
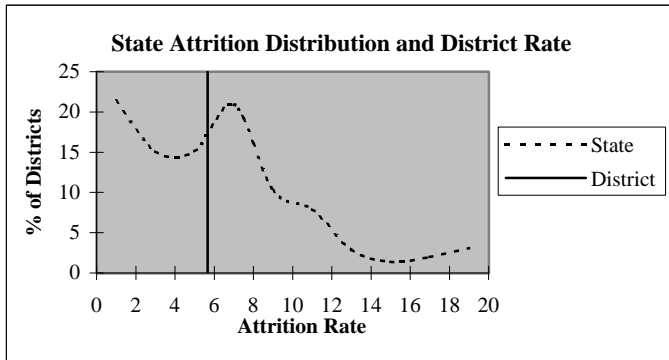
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	53	50	52	53	55	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.5%	8.0%	7.7%	7.5%	7.3%
Professional Staff	4	3	3	4	4	7.5%	6.0%	5.8%	7.5%	7.3%
<b>Total Teachers</b>	45	43	45	45	47	84.9%	86.0%	86.5%	84.9%	85.5%
Special Education	6	6	6	5	5	13.3%	14.0%	13.3%	11.1%	10.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	16	18	19	21	37.8%	37.2%	40.0%	42.2%	44.7%
<b>Middle School</b>	8	6	6	6	6	17.8%	14.0%	13.3%	13.3%	12.8%
Language Arts	2	0	0	0	0	4.4%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	2	2	2	2	6.7%	4.7%	4.4%	4.4%	4.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	2	2	2	4.4%	7.0%	4.4%	4.4%	4.3%
Science	1	1	2	2	2	2.2%	2.3%	4.4%	4.4%	4.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	15	15	15	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	3	3	3	2.2%	4.7%	6.7%	6.7%	6.4%
Art & Music	3	2	2	2	2	6.7%	4.7%	4.4%	4.4%	4.3%
Social Studies	1	2	2	3	3	2.2%	4.7%	4.4%	6.7%	6.4%
Foreign Language	1	1	0	0	0	2.2%	2.3%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	4.4%	4.7%	4.4%	4.4%	4.3%
<b>Science</b>	1	1	1	1	1	2.2%	2.3%	2.2%	2.2%	2.1%
Biology	0	0	1	0	1	0.0%	0.0%	2.2%	0.0%	2.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	0	2.2%	2.3%	0.0%	2.2%	0.0%
Vocational Education	3	4	3	3	4	6.7%	9.3%	6.7%	6.7%	8.5%
Other	2	1	2	1	0	4.4%	2.3%	4.4%	2.2%	0.0%
<b>Total Enrollments</b>	719	727	783	718	674	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	54	43	93	55	41	7.5%	5.9%	11.9%	7.7%	6.1%
Grades 1-4	196	208	202	201	199	27.3%	28.6%	25.8%	28.0%	29.5%
Grades 5-6	118	108	101	91	94	16.4%	14.9%	12.9%	12.7%	13.9%
Grades 7-8	116	127	129	112	104	16.1%	17.5%	16.5%	15.6%	15.4%
Grades 9-12	234	239	257	255	234	32.5%	32.9%	32.8%	35.5%	34.7%
Ungraded	1	2	1	4	2	0.1%	0.3%	0.1%	0.6%	0.3%



## District Report for: NEWKIRK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	53	50	52	53	55	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	50	49	46	47	50	94.3%	98.0%	88.5%	88.7%	90.9%
<b>Newly Hired</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>5.7%</b>	<b>2.0%</b>	<b>11.5%</b>	<b>11.3%</b>	<b>9.1%</b>
Transfers In	0	0	2	4	1	0.0%	0.0%	33.3%	66.7%	20.0%
Reentrants	2	1	0	1	3	66.7%	100.0%	0.0%	16.7%	60.0%
First Time Educators	1	0	4	1	1	33.3%	0.0%	66.7%	16.7%	20.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>7.5%</b>	<b>8.0%</b>	<b>9.6%</b>	<b>5.7%</b>	<b>-</b>
Transfers Out	0	2	3	3	-	0.0%	50.0%	60.0%	100.0%	-
Leave Oklahoma Educ.	4	2	2	0	-	100.0%	50.0%	40.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	8.0%	9.6%	5.7%	-
Transfers In/Out	nc	0.00	0.67	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	15	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	18	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>52</b>



## District Report for: NEWKIRK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.5%	8.0%	7.7%	7.5%	7.3%
White - Females	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	25.0%
White - Males	4	3	3	3	3	100.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	3	3	4	4	7.5%	6.0%	5.8%	7.5%	7.3%
White - Females	3	1	1	2	2	75.0%	33.3%	33.3%	50.0%	50.0%
White - Males	1	2	2	2	2	25.0%	66.7%	66.7%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	45	43	45	45	47	84.9%	86.0%	86.5%	84.9%	85.5%
White - Females	31	30	31	31	33	68.9%	69.8%	68.9%	68.9%	70.2%
White - Males	14	13	14	13	13	31.1%	30.2%	31.1%	28.9%	27.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	2.2%	2.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	2.2%	0.0%	0.0%	0.0%	0.0%
25-29	7	3	5	5	3	15.6%	7.0%	11.1%	11.1%	6.5%
30-34	4	8	7	8	11	8.9%	18.6%	15.6%	17.8%	23.9%
35-39	9	9	9	4	5	20.0%	20.9%	20.0%	8.9%	10.9%
40-44	7	5	5	10	8	15.6%	11.6%	11.1%	22.2%	17.4%
45-49	10	12	11	8	7	22.2%	27.9%	24.4%	17.8%	15.2%
50-54	5	5	5	7	9	11.1%	11.6%	11.1%	15.6%	19.6%
55+	2	1	3	3	3	4.4%	2.3%	6.7%	6.7%	6.5%
<b>Average Age</b>	40.5	41.0	41.3	41.3	42.1					

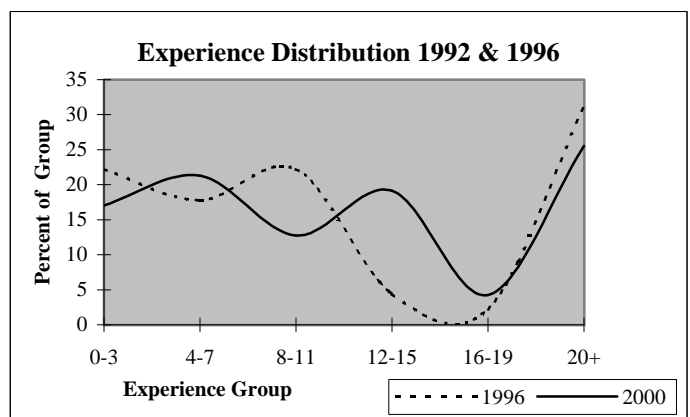
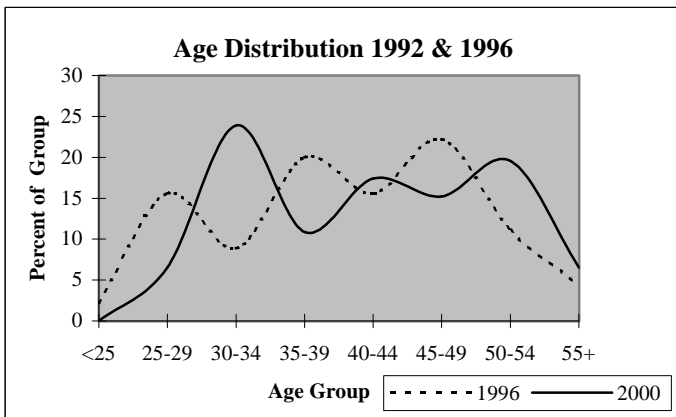
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	7	10	8	8	22.2%	16.3%	22.2%	17.8%	17.0%
4-7 Years	8	8	8	9	10	17.8%	18.6%	17.8%	20.0%	21.3%
8-11 Years	10	9	5	5	6	22.2%	20.9%	11.1%	11.1%	12.8%
12-15 Years	2	5	7	9	9	4.4%	11.6%	15.6%	20.0%	19.1%
16-19 Years	1	1	1	2	2	2.2%	2.3%	2.2%	4.4%	4.3%
20+ Years	14	13	14	12	12	31.1%	30.2%	31.1%	26.7%	25.5%
<b>Average Experience</b>	11.9	12.7	12.7	12.5	12.9					

## District Report for: NEWKIRK

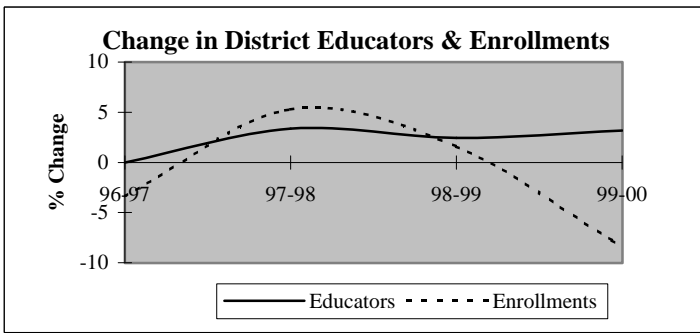
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	5	3	-	7.5%	8.0%	9.6%	5.7%	-
Attrition from Transfers	0	2	3	3	-	0.0%	4.0%	5.8%	5.7%	-
Attrition from Exits	4	2	2	0	-	7.5%	4.0%	3.8%	0.0%	-
<b>Teacher Attrition</b>	2	4	5	2	-	4.4%	9.3%	11.1%	4.4%	-
Attrition from Transfers	0	2	3	2	-	0.0%	4.7%	6.7%	4.4%	-
Attrition from Exits	2	2	2	0	-	4.4%	4.7%	4.4%	0.0%	-
<b>District Retention</b>										
Educator Retention	49	46	47	50	-	92.5%	92.0%	90.4%	94.3%	-
Teacher Retention	43	39	40	43	-	95.6%	90.7%	88.9%	95.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.3%	0.0%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	11.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	0.0%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	1.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.3%	98.0%	92.3%	92.5%	92.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.7%	2.0%	7.7%	5.7%	7.3%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: BLACKWELL

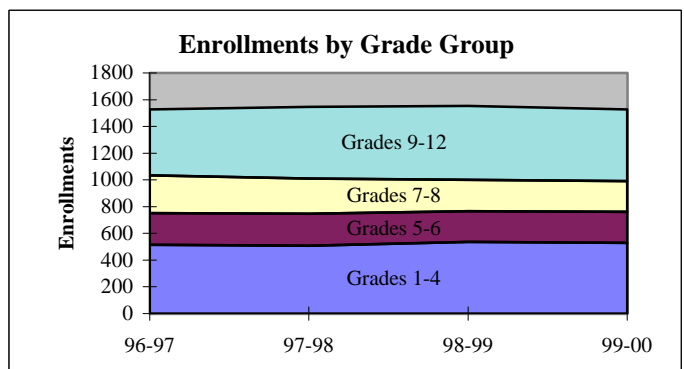
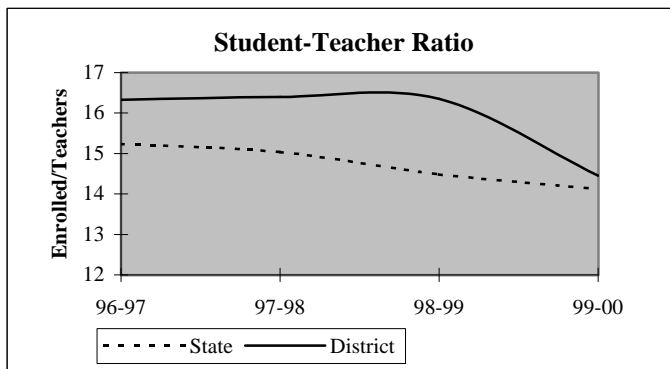


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.6	14.1	14.4	14.3	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.7	16.3	16.4	16.4	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	4	3	4	-	-	-	-	-
% Change in Educators	-1.7%	0.0%	3.4%	2.4%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	22	-59	89	28	-151	-	-	-	-	-
% Change in Enrollments	1.3%	-3.4%	5.3%	1.6%	-8.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	6.7%	5.7%	6.3%	8.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.6%	6.7%	6.5%	7.1%	6.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	6.7%	5.7%	5.6%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.7%	1.7%	0.0%	0.8%	0.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.5%	2.4%	3.2%	3.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	41.0	40.4	40.3	40.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.8	10.9	10.6	10.7	9.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,916	27,991	28,308	29,011	28,727	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.9%	1.9%	0.0%	0.9%	0.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.2%	68.0%	68.5%	73.6%	75.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.6%	9.7%	9.3%	10.9%	10.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.0%	31.5%	33.8%	33.9%	37.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	48	49	52	51	55	40.3%	41.2%	42.3%	40.5%	42.3%
Attrition	9	11	9	9	0					
Attrition Rate	18.8%	22.4%	17.3%	17.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	64	62	60	64	63	53.8%	52.1%	48.8%	50.8%	48.5%
Attrition	6	6	6	6	0					
Attrition Rate	9.4%	9.7%	10.0%	9.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	8	11	11	12	5.9%	6.7%	8.9%	8.7%	9.2%
Attrition	1	0	1	2	0					
Attrition Rate	14.3%	0.0%	9.1%	18.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	12	13	15	12	10.1%	10.1%	10.6%	11.9%	9.2%

## District Report for: BLACKWELL

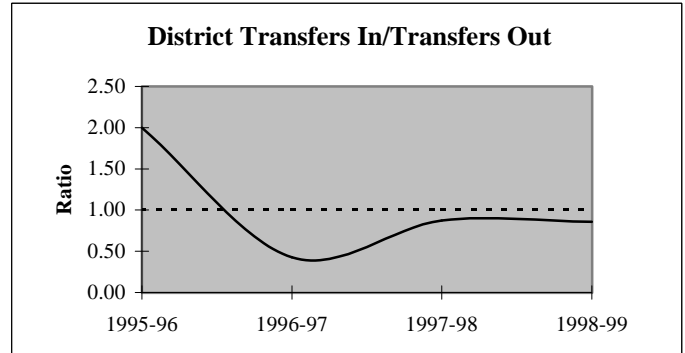
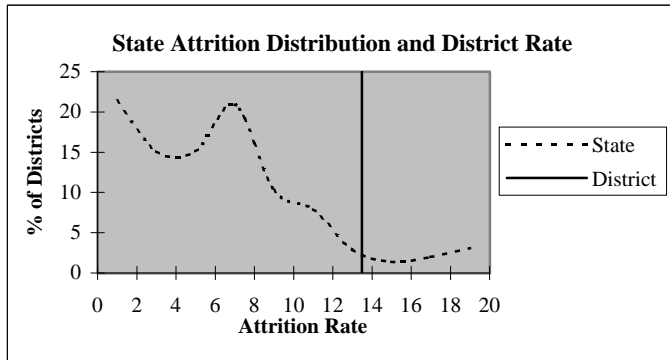
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	119	119	123	126	130	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	8	8	9	9	7.6%	6.7%	6.5%	7.1%	6.9%
Professional Staff	6	8	7	7	7	5.0%	6.7%	5.7%	5.6%	5.4%
<b>Total Teachers</b>	104	103	108	110	114	87.4%	86.6%	87.8%	87.3%	87.7%
Special Education	10	10	10	12	12	9.6%	9.7%	9.3%	10.9%	10.5%
Pre-K & Kindergarten	0	0	3	3	3	0.0%	0.0%	2.8%	2.7%	2.6%
Elementary	39	39	39	43	44	37.5%	37.9%	36.1%	39.1%	38.6%
<b>Middle School</b>	21	21	24	22	25	20.2%	20.4%	22.2%	20.0%	21.9%
Language Arts	7	6	6	5	5	6.7%	5.8%	5.6%	4.5%	4.4%
Art & Music	1	1	1	2	3	1.0%	1.0%	0.9%	1.8%	2.6%
Social Studies	3	3	3	3	3	2.9%	2.9%	2.8%	2.7%	2.6%
Foreign Language	0	1	1	1	1	0.0%	1.0%	0.9%	0.9%	0.9%
Math	4	4	5	4	4	3.8%	3.9%	4.6%	3.6%	3.5%
Science	3	3	3	3	3	2.9%	2.9%	2.8%	2.7%	2.6%
Vocational Education	1	1	1	1	2	1.0%	1.0%	0.9%	0.9%	1.8%
Other	2	2	4	3	4	1.9%	1.9%	3.7%	2.7%	3.5%
<b>High School (9-12)</b>	34	33	32	30	30	3400.0%	3300.0%	3200.0%	1500.0%	1000.0%
Language Arts	5	4	5	5	5	4.8%	3.9%	4.6%	4.5%	4.4%
Art & Music	3	3	3	2	2	2.9%	2.9%	2.8%	1.8%	1.8%
Social Studies	5	6	6	6	5	4.8%	5.8%	5.6%	5.5%	4.4%
Foreign Language	1	1	1	0	1	1.0%	1.0%	0.9%	0.0%	0.9%
Math	4	4	4	4	4	3.8%	3.9%	3.7%	3.6%	3.5%
<b>Science</b>	4	4	4	3	4	3.8%	3.9%	3.7%	2.7%	3.5%
Biology	2	2	2	2	3	1.9%	1.9%	1.9%	1.8%	2.6%
Chemistry	1	0	1	1	1	1.0%	0.0%	0.9%	0.9%	0.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	0	0	1.0%	1.9%	0.9%	0.0%	0.0%
Vocational Education	7	7	6	6	6	6.7%	6.8%	5.6%	5.5%	5.3%
Other	5	4	3	4	3	4.8%	3.9%	2.8%	3.6%	2.6%
<b>Total Enrollments</b>	1,741	1,682	1,771	1,799	1,648	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	146	141	219	236	100	8.4%	8.4%	12.4%	13.1%	6.1%
Grades 1-4	505	514	508	537	530	29.0%	30.6%	28.7%	29.8%	32.2%
Grades 5-6	264	238	238	230	231	15.2%	14.1%	13.4%	12.8%	14.0%
Grades 7-8	308	282	264	234	230	17.7%	16.8%	14.9%	13.0%	14.0%
Grades 9-12	508	492	536	553	537	29.2%	29.3%	30.3%	30.7%	32.6%
Ungraded	10	15	6	9	20	0.6%	0.9%	0.3%	0.5%	1.2%



## District Report for: BLACKWELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	119	119	123	126	130	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	107	103	102	107	109	89.9%	86.6%	82.9%	84.9%	83.8%
<b>Newly Hired</b>	<b>12</b>	<b>16</b>	<b>21</b>	<b>19</b>	<b>21</b>	<b>10.1%</b>	<b>13.4%</b>	<b>17.1%</b>	<b>15.1%</b>	<b>16.2%</b>
Transfers In	4	3	7	6	2	33.3%	18.8%	33.3%	31.6%	9.5%
Reentrants	1	5	3	6	6	8.3%	31.3%	14.3%	31.6%	28.6%
First Time Educators	7	8	11	7	13	58.3%	50.0%	52.4%	36.8%	61.9%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>17</b>	<b>16</b>	<b>17</b>	<b>-</b>	<b>13.4%</b>	<b>14.3%</b>	<b>13.0%</b>	<b>13.5%</b>	<b>-</b>
Transfers Out	2	7	8	7	-	12.5%	41.2%	50.0%	41.2%	-
Leave Oklahoma Educ.	14	10	8	10	-	87.5%	58.8%	50.0%	58.8%	-

Dynamics Rates	District Rates				
District Attrition	13.4%	14.3%	13.0%	13.5%	-
Transfers In/Out	2.00	0.43	0.88	0.86	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	39	Southern Nazarene Univ., Bethany	-
UCO, Edmond	12	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	39	Phillips Univ., Enid	1
NESU, Tahlequah	4	University of Tulsa, Tulsa	2
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	4	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	11
		<b>Total</b>	<b>119</b>

## District Report for: BLACKWELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	8	8	9	9	7.6%	6.7%	6.5%	7.1%	6.9%
White - Females	3	3	3	4	4	33.3%	37.5%	37.5%	44.4%	44.4%
White - Males	6	5	5	5	5	66.7%	62.5%	62.5%	55.6%	55.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	8	7	7	7	5.0%	6.7%	5.7%	5.6%	5.4%
White - Females	6	7	6	6	6	100.0%	87.5%	85.7%	85.7%	85.7%
White - Males	0	1	1	1	1	0.0%	12.5%	14.3%	14.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	104	103	108	110	114	87.4%	86.6%	87.8%	87.3%	87.7%
White - Females	71	68	74	80	85	68.3%	66.0%	68.5%	72.7%	74.6%
White - Males	31	33	34	29	28	29.8%	32.0%	31.5%	26.4%	24.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	0	1	1	1.9%	1.9%	0.0%	0.9%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	3	2	2	1.9%	2.0%	2.8%	1.9%	1.9%
25-29	14	16	16	20	17	13.6%	15.7%	15.1%	18.5%	16.5%
30-34	15	11	18	19	19	14.6%	10.8%	17.0%	17.6%	18.4%
35-39	11	13	11	11	13	10.7%	12.7%	10.4%	10.2%	12.6%
40-44	22	18	13	14	14	21.4%	17.6%	12.3%	13.0%	13.6%
45-49	17	20	22	19	14	16.5%	19.6%	20.8%	17.6%	13.6%
50-54	14	14	15	11	14	13.6%	13.7%	14.2%	10.2%	13.6%
55+	8	8	8	12	10	7.8%	7.8%	7.5%	11.1%	9.7%
<b>Average Age</b>	41.2	41.0	40.4	40.3	40.5					

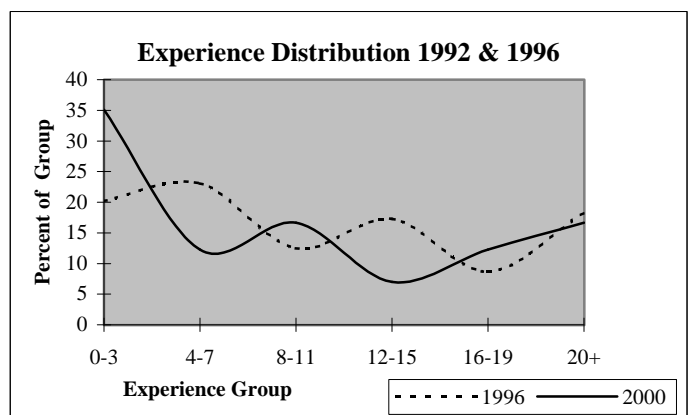
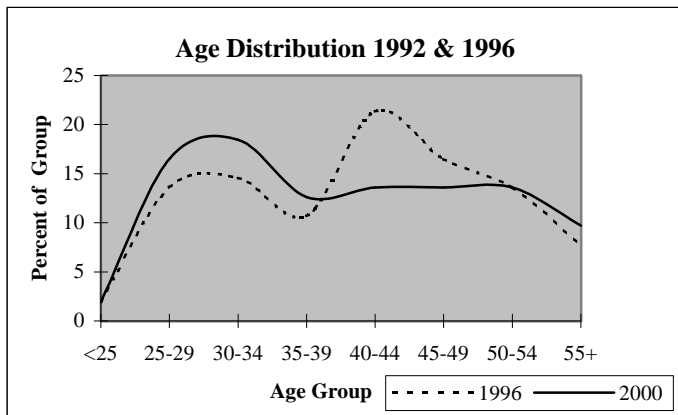
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	21	25	29	29	40	20.2%	24.3%	26.9%	26.4%	35.1%
4-7 Years	24	20	20	20	14	23.1%	19.4%	18.5%	18.2%	12.3%
8-11 Years	13	14	14	18	19	12.5%	13.6%	13.0%	16.4%	16.7%
12-15 Years	18	13	12	8	8	17.3%	12.6%	11.1%	7.3%	7.0%
16-19 Years	9	13	14	14	14	8.7%	12.6%	13.0%	12.7%	12.3%
20+ Years	19	18	19	21	19	18.3%	17.5%	17.6%	19.1%	16.7%
<b>Average Experience</b>	10.8	10.9	10.6	10.7	9.9					

## District Report for: BLACKWELL

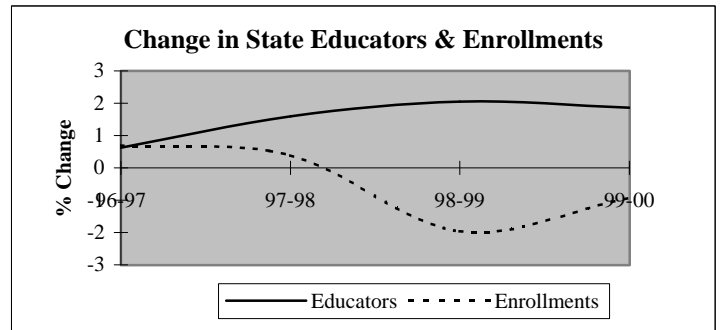
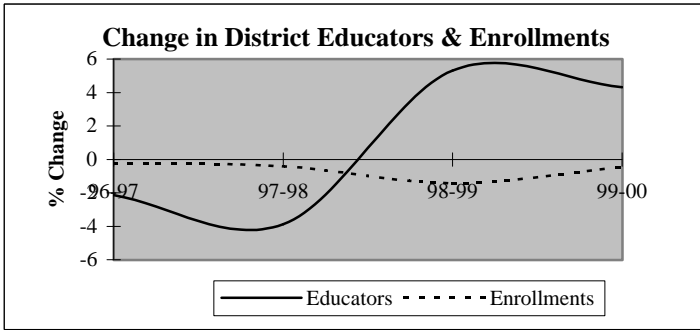
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	17	16	17	-	13.4%	14.3%	13.0%	13.5%	-
Attrition from Transfers	2	7	8	7	-	1.7%	5.9%	6.5%	5.6%	-
Attrition from Exits	14	10	8	10	-	11.8%	8.4%	6.5%	7.9%	-
<b>Teacher Attrition</b>	<b>14</b>	<b>15</b>	<b>13</b>	<b>16</b>	<b>-</b>	<b>13.5%</b>	<b>14.6%</b>	<b>12.0%</b>	<b>14.5%</b>	<b>-</b>
Attrition from Transfers	2	7	6	6	-	1.9%	6.8%	5.6%	5.5%	-
Attrition from Exits	12	8	7	10	-	11.5%	7.8%	6.5%	9.1%	-
<b>District Retention</b>										
Educator Retention	103	102	107	109	-	86.6%	85.7%	87.0%	86.5%	-
Teacher Retention	90	88	95	94	-	86.5%	85.4%	88.0%	85.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	70.7%	14.6%	85.4%	78.2%	9.6%	87.8%
1 Year of Experience	83.8%	5.4%	89.2%	84.2%	6.9%	91.1%
2 Years of Experience	84.0%	8.0%	92.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	8.0%	88.0%	86.1%	5.6%	91.7%
4 Years of Experience	82.1%	10.7%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	3.3%	93.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.5%	0.8%	3.3%	0.0%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.8%	88.2%	85.4%	89.7%	83.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	10.9%	11.4%	10.3%	14.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PONCA CITY



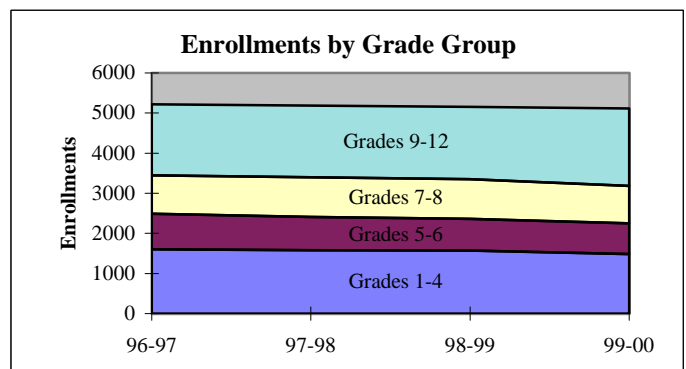
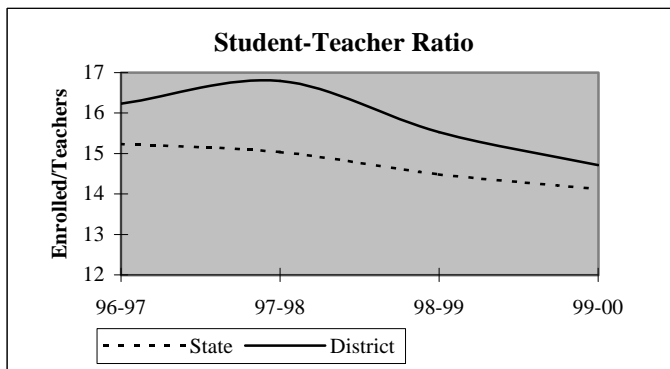
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	13.7	14.2	13.3	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.9	16.2	16.8	15.5	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-11	-9	-16	21	18	-	-	-	-	-
% Change in Educators	-2.5%	-2.1%	-3.9%	5.3%	4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-111	-12	-23	-80	-26	-	-	-	-	-
% Change in Enrollments	-1.9%	-0.2%	-0.4%	-1.4%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	6.3%	5.8%	6.2%	6.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.6%	5.1%	5.0%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.6%	11.2%	10.6%	9.6%	9.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.1%	1.7%	2.3%	2.2%	2.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	5.3%	5.0%	4.8%	4.8%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.7%	2.0%	2.2%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	43.0	44.0	43.5	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	11.7	12.4	11.7	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,756	30,460	29,758	29,709	30,655	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.3%	1.7%	2.1%	2.0%	2.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.3%	78.4%	78.4%	77.8%	80.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.3%	13.5%	12.3%	12.4%	11.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.7%	22.1%	22.7%	24.5%	25.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	153	140	124	150	162	36.3%	34.0%	31.3%	36.0%	37.2%
Attrition	23	20	18	31	0					
Attrition Rate	15.0%	14.3%	14.5%	20.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	243	247	248	232	228	57.7%	60.0%	62.6%	55.6%	52.4%
Attrition	18	19	21	12	0					
Attrition Rate	7.4%	7.7%	8.5%	5.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	25	25	24	35	45	5.9%	6.1%	6.1%	8.4%	10.3%
Attrition Rate	32.0%	24.0%	29.2%	8.6%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	36	31	45	47	60	8.6%	7.5%	11.4%	11.3%	13.8%



## District Report for: PONCA CITY

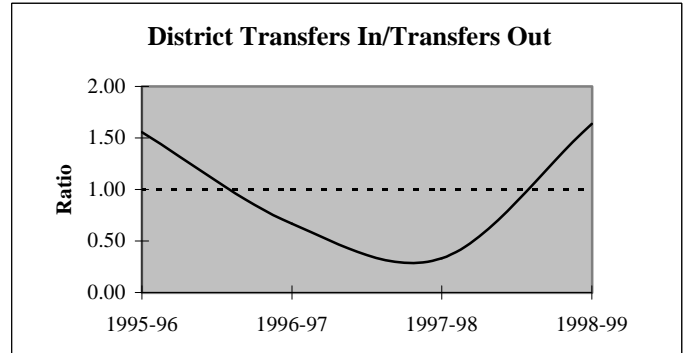
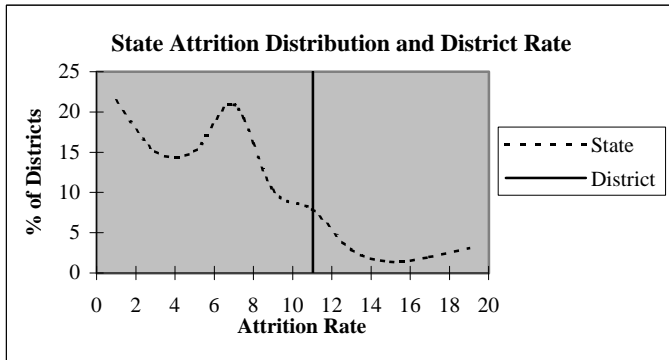
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	421	412	396	417	435	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	19	20	21	21	4.3%	4.6%	5.1%	5.0%	4.8%
Professional Staff	49	46	42	40	40	11.6%	11.2%	10.6%	9.6%	9.2%
<b>Total Teachers</b>	354	347	334	356	374	84.1%	84.2%	84.3%	85.4%	86.0%
Special Education	47	47	41	44	41	13.3%	13.5%	12.3%	12.4%	11.0%
Pre-K & Kindergarten	0	0	0	8	10	0.0%	0.0%	0.0%	2.2%	2.7%
Elementary	153	151	147	154	162	43.2%	43.5%	44.0%	43.3%	43.3%
<b>Middle School</b>	1	0	33	35	66	0.3%	0.0%	9.9%	9.8%	17.6%
Language Arts	0	0	7	10	16	0.0%	0.0%	2.1%	2.8%	4.3%
Art & Music	0	0	2	3	6	0.0%	0.0%	0.6%	0.8%	1.6%
Social Studies	0	0	6	5	9	0.0%	0.0%	1.8%	1.4%	2.4%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%
Math	0	0	5	5	10	0.0%	0.0%	1.5%	1.4%	2.7%
Science	0	0	5	5	8	0.0%	0.0%	1.5%	1.4%	2.1%
Vocational Education	0	0	4	3	7	0.0%	0.0%	1.2%	0.8%	1.9%
Other	1	0	4	4	9	0.3%	0.0%	1.2%	1.1%	2.4%
<b>High School (9-12)</b>	153	149	113	115	95	0.0%	0.0%	5650.0%	3833.3%	1583.3%
Language Arts	30	27	13	20	18	8.5%	7.8%	3.9%	5.6%	4.8%
Art & Music	12	11	10	7	7	3.4%	3.2%	3.0%	2.0%	1.9%
Social Studies	25	22	20	20	14	7.1%	6.3%	6.0%	5.6%	3.7%
Foreign Language	6	5	7	5	5	1.7%	1.4%	2.1%	1.4%	1.3%
Math	21	22	17	16	14	5.9%	6.3%	5.1%	4.5%	3.7%
<b>Science</b>	18	19	14	15	10	5.1%	5.5%	4.2%	4.2%	2.7%
Biology	2	3	3	1	3	0.6%	0.9%	0.9%	0.3%	0.8%
Chemistry	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	15	15	10	13	6	4.2%	4.3%	3.0%	3.7%	1.6%
Vocational Education	21	21	14	14	12	5.9%	6.1%	4.2%	3.9%	3.2%
Other	20	22	18	18	15	5.6%	6.3%	5.4%	5.1%	4.0%
<b>Total Enrollments</b>	5,644	5,632	5,609	5,529	5,503	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	344	402	410	360	366	6.1%	7.1%	7.3%	6.5%	6.7%
Grades 1-4	1,682	1,604	1,579	1,572	1,486	29.8%	28.5%	28.2%	28.4%	27.0%
Grades 5-6	896	888	834	792	762	15.9%	15.8%	14.9%	14.3%	13.8%
Grades 7-8	1,014	958	985	986	938	18.0%	17.0%	17.6%	17.8%	17.0%
Grades 9-12	1,695	1,766	1,786	1,806	1,932	30.0%	31.4%	31.8%	32.7%	35.1%
Ungraded	13	14	15	13	19	0.2%	0.2%	0.3%	0.2%	0.3%



## District Report for: PONCA CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	421	412	396	417	435	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	379	372	367	350	371	90.0%	90.3%	92.7%	83.9%	85.3%
<b>Newly Hired</b>	<b>42</b>	<b>40</b>	<b>29</b>	<b>67</b>	<b>64</b>	<b>10.0%</b>	<b>9.7%</b>	<b>7.3%</b>	<b>16.1%</b>	<b>14.7%</b>
Transfers In	14	10	5	18	15	33.3%	25.0%	17.2%	26.9%	23.4%
Reentrants	13	13	9	16	20	31.0%	32.5%	31.0%	23.9%	31.3%
First Time Educators	15	17	15	33	29	35.7%	42.5%	51.7%	49.3%	45.3%
<b>Total Exiting Next Year</b>	<b>49</b>	<b>45</b>	<b>46</b>	<b>46</b>	<b>-</b>	<b>11.6%</b>	<b>10.9%</b>	<b>11.6%</b>	<b>11.0%</b>	<b>-</b>
Transfers Out	9	15	15	11	-	18.4%	33.3%	32.6%	23.9%	-
Leave Oklahoma Educ.	40	30	31	35	-	81.6%	66.7%	67.4%	76.1%	-

Dynamics Rates	District Rates				
District Attrition	11.6%	10.9%	11.6%	11.0%	-
Transfers In/Out	1.56	0.67	0.33	1.64	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	15	Benedictine Heights, Tulsa	-
OSU, Stillwater	195	Southern Nazarene Univ., Bethany	-
UCO, Edmond	37	OBU, Shawnee	4
ECU, Ada	3	OCU, Oklahoma City	4
NWOSU, Alva	36	Phillips Univ., Enid	4
NESU, Tahlequah	17	University of Tulsa, Tulsa	1
SEOSU, Durant	4	OCUSA, Oklahoma City	1
SWOSU, Weatherford	14	Cameron, Lawton	2
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	80
		Total	423

## District Report for: PONCA CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	18	19	20	21	21	4.3%	4.6%	5.1%	5.0%	4.8%
White - Females	5	5	6	7	8	27.8%	26.3%	30.0%	33.3%	38.1%
White - Males	13	13	13	13	12	72.2%	68.4%	65.0%	61.9%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	5.3%	5.0%	4.8%	4.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	49	46	42	40	40	11.6%	11.2%	10.6%	9.6%	9.2%
White - Females	38	39	33	32	32	77.6%	84.8%	78.6%	80.0%	80.0%
White - Males	10	7	8	7	7	20.4%	15.2%	19.0%	17.5%	17.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	1	1	1	2.0%	0.0%	2.4%	2.5%	2.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	354	347	334	356	374	84.1%	84.2%	84.3%	85.4%	86.0%
White - Females	264	268	259	274	295	74.6%	77.2%	77.5%	77.0%	78.9%
White - Males	82	73	68	75	69	23.2%	21.0%	20.4%	21.1%	18.4%
Black - Females	2	2	2	2	3	0.6%	0.6%	0.6%	0.6%	0.8%
Black - Males	2	2	2	2	2	0.6%	0.6%	0.6%	0.6%	0.5%
Other - Females	4	2	1	1	3	1.1%	0.6%	0.3%	0.3%	0.8%
Other - Males	0	0	2	2	2	0.0%	0.0%	0.6%	0.6%	0.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	6	4	1	6	2	1.7%	1.2%	0.3%	1.7%	0.6%
25-29	37	33	33	40	37	10.5%	9.7%	10.1%	11.5%	10.5%
30-34	38	38	26	32	33	10.8%	11.2%	7.9%	9.2%	9.4%
35-39	41	38	41	40	47	11.7%	11.2%	12.5%	11.5%	13.4%
40-44	65	55	46	44	43	18.5%	16.2%	14.0%	12.7%	12.3%
45-49	78	83	80	73	68	22.2%	24.4%	24.4%	21.0%	19.4%
50-54	50	56	63	69	72	14.2%	16.5%	19.2%	19.9%	20.5%
55+	36	33	38	43	49	10.3%	9.7%	11.6%	12.4%	14.0%
<b>Average Age</b>	42.5	43.0	44.0	43.5	44.1					

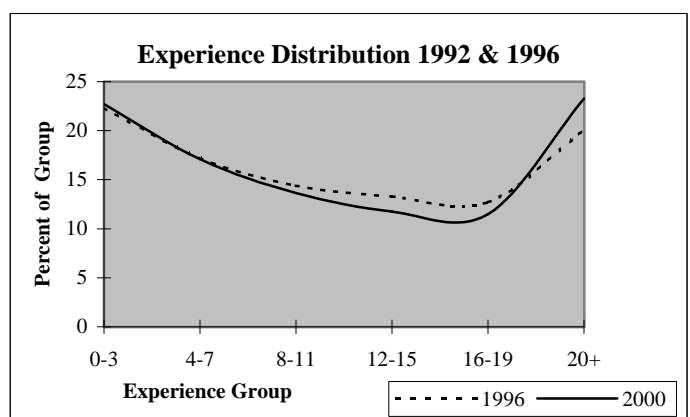
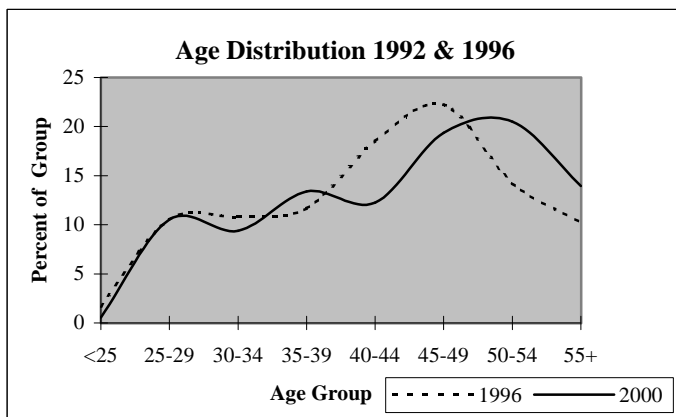
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	79	68	58	79	85	22.3%	19.6%	17.4%	22.2%	22.7%
4-7 Years	61	58	51	56	64	17.2%	16.7%	15.3%	15.7%	17.1%
8-11 Years	51	62	61	57	51	14.4%	17.9%	18.3%	16.0%	13.6%
12-15 Years	47	43	38	41	44	13.3%	12.4%	11.4%	11.5%	11.8%
16-19 Years	45	44	49	48	43	12.7%	12.7%	14.7%	13.5%	11.5%
20+ Years	71	72	77	75	87	20.1%	20.7%	23.1%	21.1%	23.3%
<b>Average Experience</b>	11.6	11.7	12.4	11.7	11.8					

## District Report for: PONCA CITY

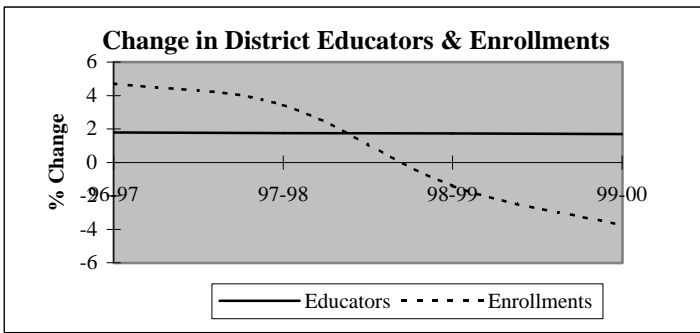
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	49	45	46	46	-	11.6%	10.9%	11.6%	11.0%	-
Attrition from Transfers	9	15	15	11	-	2.1%	3.6%	3.8%	2.6%	-
Attrition from Exits	40	30	31	35	-	9.5%	7.3%	7.8%	8.4%	-
<b>Teacher Attrition</b>	<b>37</b>	<b>36</b>	<b>38</b>	<b>41</b>	<b>-</b>	<b>10.5%</b>	<b>10.4%</b>	<b>11.4%</b>	<b>11.5%</b>	<b>-</b>
Attrition from Transfers	6	11	12	7	-	1.7%	3.2%	3.6%	2.0%	-
Attrition from Exits	31	25	26	34	-	8.8%	7.2%	7.8%	9.6%	-
<b>District Retention</b>										
Educator Retention	372	367	350	371	-	88.4%	89.1%	88.4%	89.0%	-
Teacher Retention	317	311	296	315	-	89.5%	89.6%	88.6%	88.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	79.5%	7.1%	86.6%	78.2%	9.6%	87.8%
1 Year of Experience	76.7%	6.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	82.6%	2.3%	84.9%	85.2%	5.9%	91.1%
3 Years of Experience	84.8%	3.8%	88.6%	86.1%	5.6%	91.7%
4 Years of Experience	86.3%	4.1%	90.4%	87.9%	4.7%	92.6%
5 Years of Experience	81.1%	9.5%	90.5%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.0%	2.2%	1.5%	1.7%	0.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	90.3%	91.7%	85.6%	87.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.7%	0.2%	0.5%	1.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	7.3%	6.3%	11.8%	11.5%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: TONKAWA

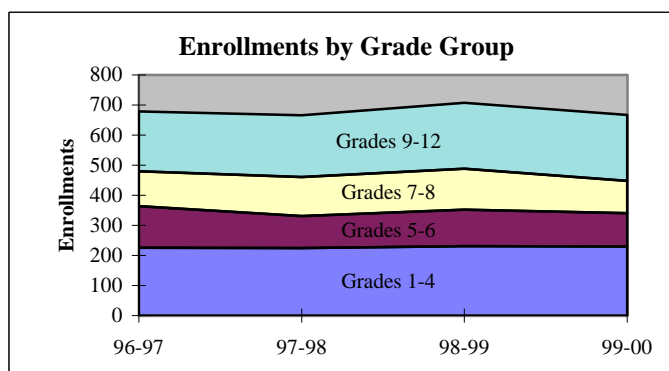
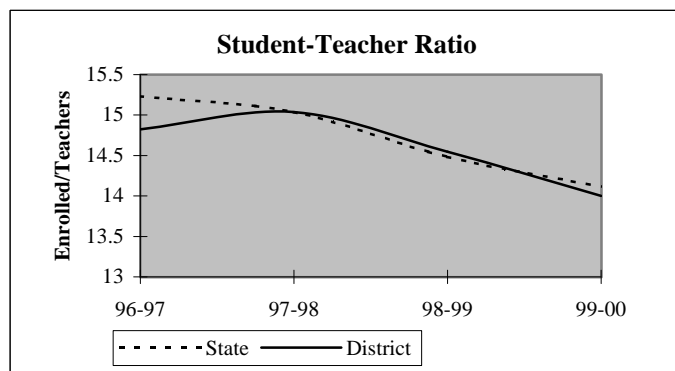


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	13.3	13.5	13.1	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	14.8	15.0	14.5	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	1	1	-	-	-	-	-
% Change in Educators	-1.8%	1.8%	1.8%	1.7%	1.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	34	26	-11	-29	-	-	-	-	-
% Change in Enrollments	-0.7%	4.7%	3.4%	-1.4%	-3.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	7.0%	6.9%	6.8%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.4%	5.3%	5.2%	5.1%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	5.3%	5.2%	5.1%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.4%	5.3%	5.2%	5.1%	6.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.8%	1.7%	1.7%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	41.6	42.3	43.7	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.4	12.8	13.7	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,130	27,483	28,873	29,515	29,710	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.0%	5.9%	5.8%	5.7%	7.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.0%	70.6%	71.2%	73.6%	75.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	7.8%	7.7%	7.5%	7.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.8%	23.8%	23.9%	22.8%	24.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	17	17	15	18	32.1%	29.8%	29.3%	25.4%	30.0%
Attrition	1	3	3	2	0					
Attrition Rate	5.6%	17.6%	17.6%	13.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	33	36	36	38	32	58.9%	63.2%	62.1%	64.4%	53.3%
Attrition	3	1	2	4	0					
Attrition Rate	9.1%	2.8%	5.6%	10.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	4	5	6	10	8.9%	7.0%	8.6%	10.2%	16.7%
Attrition	1	1	1	1	0					
Attrition Rate	20.0%	25.0%	20.0%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	6	6	12	12	8.9%	10.5%	10.3%	20.3%	20.0%

## District Report for: TONKAWA

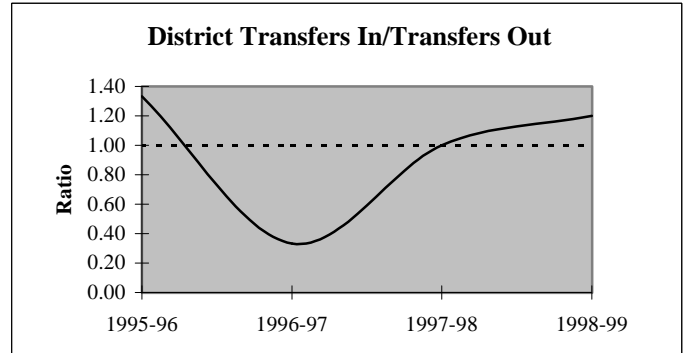
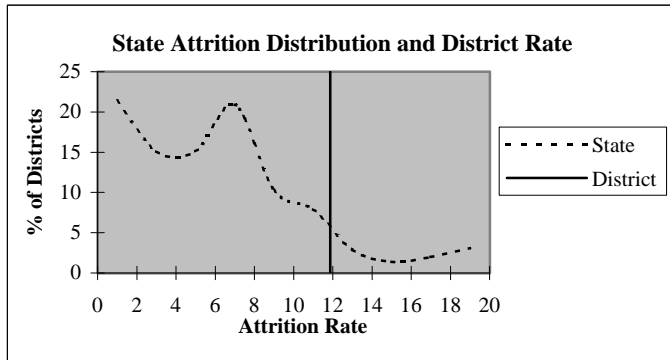
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	56	57	58	59	60	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	4	5.4%	5.3%	5.2%	5.1%	6.7%
Professional Staff	3	3	3	3	3	5.4%	5.3%	5.2%	5.1%	5.0%
<b>Total Teachers</b>	50	51	52	53	53	89.3%	89.5%	89.7%	89.8%	88.3%
Special Education	4	4	4	4	4	8.0%	7.8%	7.7%	7.5%	7.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	22	23	26	22	44.0%	43.1%	44.2%	49.1%	41.5%
<b>Middle School</b>	0	0	0	5	7	0.0%	0.0%	0.0%	9.4%	13.2%
Language Arts	0	0	0	2	2	0.0%	0.0%	0.0%	3.8%	3.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	2	1	0.0%	0.0%	0.0%	3.8%	1.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	1	2	0.0%	0.0%	0.0%	1.9%	3.8%
Science	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	3.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	24	25	25	18	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	4	1	2	6.0%	7.8%	7.7%	1.9%	3.8%
Art & Music	3	2	3	2	3	6.0%	3.9%	5.8%	3.8%	5.7%
Social Studies	4	3	4	2	3	8.0%	5.9%	7.7%	3.8%	5.7%
Foreign Language	1	1	1	1	1	2.0%	2.0%	1.9%	1.9%	1.9%
Math	4	4	4	3	3	8.0%	7.8%	7.7%	5.7%	5.7%
<b>Science</b>	2	2	4	3	2	4.0%	3.9%	7.7%	5.7%	3.8%
Biology	0	0	1	1	1	0.0%	0.0%	1.9%	1.9%	1.9%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.9%	1.9%	1.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	0	4.0%	3.9%	3.8%	1.9%	0.0%
Vocational Education	4	3	4	2	2	8.0%	5.9%	7.7%	3.8%	3.8%
Other	3	6	1	4	4	6.0%	11.8%	1.9%	7.5%	7.5%
<b>Total Enrollments</b>	722	756	782	771	742	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	65	76	115	62	74	9.0%	10.1%	14.7%	8.0%	10.0%
Grades 1-4	233	226	224	231	230	32.3%	29.9%	28.6%	30.0%	31.0%
Grades 5-6	114	138	107	121	110	15.8%	18.3%	13.7%	15.7%	14.8%
Grades 7-8	125	116	130	136	108	17.3%	15.3%	16.6%	17.6%	14.6%
Grades 9-12	185	199	205	219	219	25.6%	26.3%	26.2%	28.4%	29.5%
Ungraded	0	1	1	2	1	0.0%	0.1%	0.1%	0.3%	0.1%



## District Report for: TONKAWA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	56	57	58	59	60	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	51	51	52	52	52	91.1%	89.5%	89.7%	88.1%	86.7%
<b>Newly Hired</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>8.9%</b>	<b>10.5%</b>	<b>10.3%</b>	<b>11.9%</b>	<b>13.3%</b>
Transfers In	4	1	3	6	4	80.0%	16.7%	50.0%	85.7%	50.0%
Reentrants	1	1	1	0	3	20.0%	16.7%	16.7%	0.0%	37.5%
First Time Educators	0	4	2	1	1	0.0%	66.7%	33.3%	14.3%	12.5%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>-</b>	<b>8.9%</b>	<b>8.8%</b>	<b>10.3%</b>	<b>11.9%</b>	<b>-</b>
Transfers Out	3	3	3	5	-	60.0%	60.0%	50.0%	71.4%	-
Leave Oklahoma Educ.	2	2	3	2	-	40.0%	40.0%	50.0%	28.6%	-

Dynamics Rates	District Rates				
District Attrition	8.9%	8.8%	10.3%	11.9%	-
Transfers In/Out	1.33	0.33	1.00	1.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	22	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	9	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	56

## District Report for: TONKAWA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	4	5.4%	5.3%	5.2%	5.1%	6.7%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	25.0%
White - Males	2	2	2	2	3	66.7%	66.7%	66.7%	66.7%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	5.4%	5.3%	5.2%	5.1%	5.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	50	51	52	53	53	89.3%	89.5%	89.7%	89.8%	88.3%
White - Females	32	34	35	37	38	64.0%	66.7%	67.3%	69.8%	71.7%
White - Males	15	14	14	13	11	30.0%	27.5%	26.9%	24.5%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	4.0%	3.9%	3.8%	3.8%	3.8%
Other - Males	1	1	1	1	2	2.0%	2.0%	1.9%	1.9%	3.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	1	0	2.0%	0.0%	3.8%	1.9%	0.0%
25-29	4	6	4	4	4	8.0%	11.8%	7.7%	7.7%	7.7%
30-34	6	6	3	4	6	12.0%	11.8%	5.8%	7.7%	11.5%
35-39	12	10	11	7	7	24.0%	19.6%	21.2%	13.5%	13.5%
40-44	9	11	10	10	9	18.0%	21.6%	19.2%	19.2%	17.3%
45-49	11	9	11	14	11	22.0%	17.6%	21.2%	26.9%	21.2%
50-54	2	4	6	7	10	4.0%	7.8%	11.5%	13.5%	19.2%
55+	5	5	5	5	5	10.0%	9.8%	9.6%	9.6%	9.6%
<b>Average Age</b>	42.0	41.6	42.3	43.7	44.2					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	9	8	5	7	22.0%	17.6%	15.4%	9.4%	13.2%
4-7 Years	7	8	9	10	11	14.0%	15.7%	17.3%	18.9%	20.8%
8-11 Years	10	9	8	10	6	20.0%	17.6%	15.4%	18.9%	11.3%
12-15 Years	3	7	10	9	9	6.0%	13.7%	19.2%	17.0%	17.0%
16-19 Years	7	6	5	5	3	14.0%	11.8%	9.6%	9.4%	5.7%
20+ Years	12	12	12	14	17	24.0%	23.5%	23.1%	26.4%	32.1%
<b>Average Experience</b>	12.6	12.4	12.8	13.7	14.1					

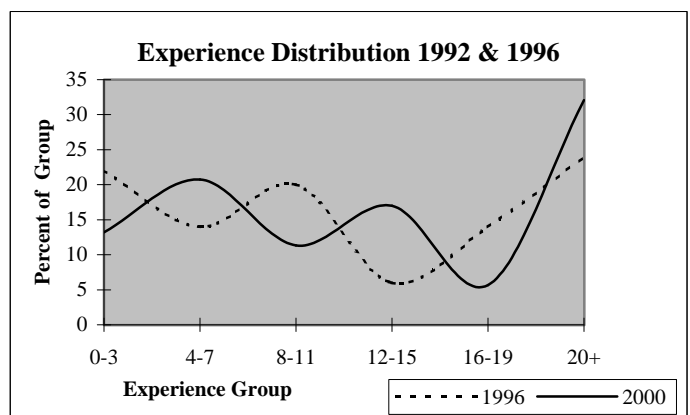
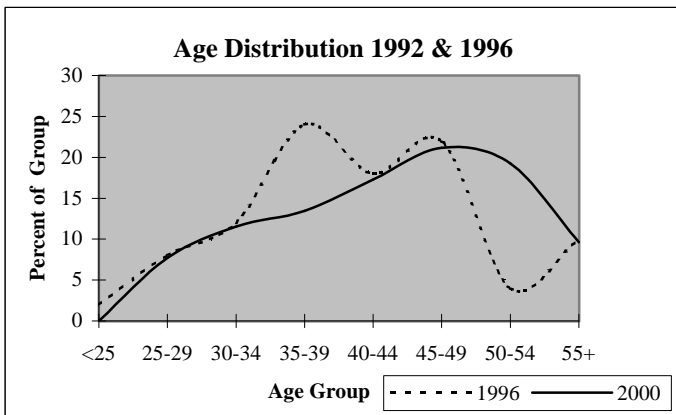


# District Report for: TONKAWA

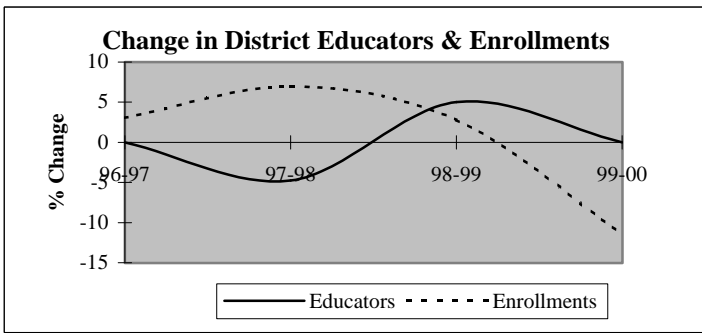
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	6	7	-	8.9%	8.8%	10.3%	11.9%	-
Attrition from Transfers	3	3	3	5	-	5.4%	5.3%	5.2%	8.5%	-
Attrition from Exits	2	2	3	2	-	3.6%	3.5%	5.2%	3.4%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>10.0%</b>	<b>9.8%</b>	<b>11.5%</b>	<b>9.4%</b>	<b>-</b>
Attrition from Transfers	3	3	3	5	-	6.0%	5.9%	5.8%	9.4%	-
Attrition from Exits	2	2	3	0	-	4.0%	3.9%	5.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	51	52	52	52	-	91.1%	91.2%	89.7%	88.1%	-
Teacher Retention	45	46	46	48	-	90.0%	90.2%	88.5%	90.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	0.0%	90.9%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	91.7%	8.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.4%	3.5%	3.4%	3.4%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	87.7%	91.4%	94.9%	88.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.8%	8.8%	5.2%	1.7%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DOVER

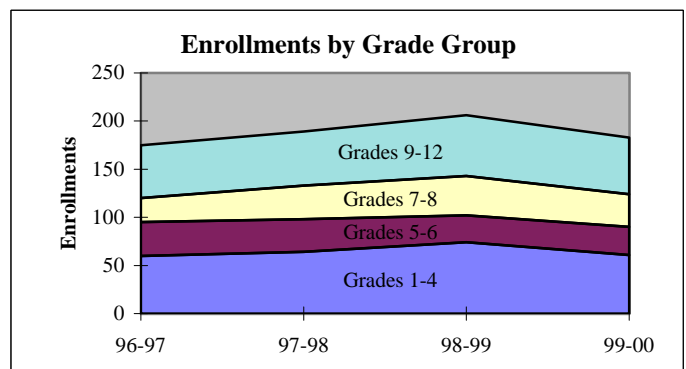
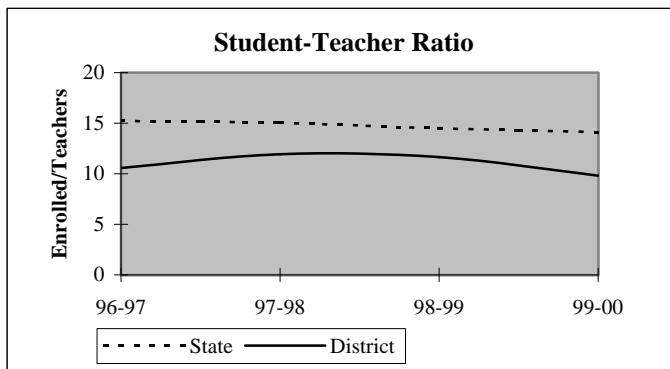


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.3	9.6	10.8	10.5	9.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	10.6	11.9	11.6	9.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-4.8%	5.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-16	6	14	6	-25	-	-	-	-	-
% Change in Enrollments	-7.6%	3.1%	7.0%	2.8%	-11.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.3%	9.5%	10.0%	9.5%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	5.0%	4.8%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.8%	5.0%	4.8%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.8	39.8	41.0	42.6	40.2	42.0	42.3	42.5	42.7	43.0
Average Experience	9.7	10.7	12.2	13.4	11.1	12.1	12.3	12.3	12.2	12.2
Average Salary	27,741	28,034	28,976	29,572	29,313	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.9%	78.9%	77.8%	78.9%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.3%	5.6%	5.3%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.4%	14.4%	15.8%	12.4%	14.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	8	5	4	8	47.6%	38.1%	25.0%	19.0%	38.1%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	12.5%	20.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	11	13	13	12	42.9%	52.4%	65.0%	61.9%	57.1%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	7.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	4	1	9.5%	9.5%	10.0%	19.0%	4.8%
Attrition	0	0	0	3	0					
Attrition Rate	0.0%	0.0%	0.0%	75.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	4	4	1	9.5%	9.5%	20.0%	19.0%	4.8%

## District Report for: DOVER

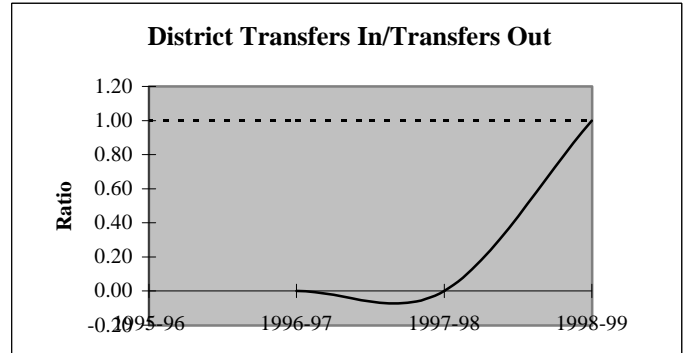
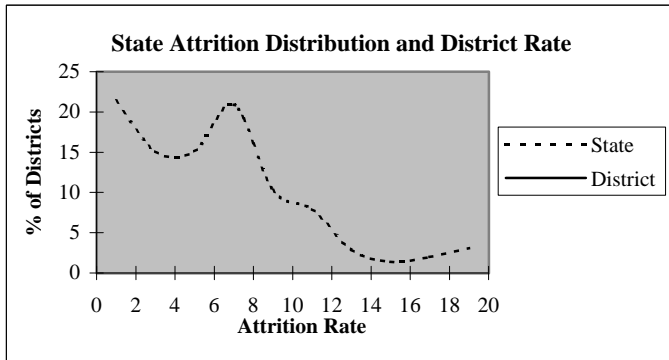
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	21	20	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.8%	4.8%	5.0%	4.8%	4.8%
Professional Staff	1	1	1	1	0	4.8%	4.8%	5.0%	4.8%	0.0%
<b>Total Teachers</b>	19	19	18	19	20	90.5%	90.5%	90.0%	90.5%	95.2%
Special Education	1	1	1	1	1	5.3%	5.3%	5.6%	5.3%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	10	10	47.4%	47.4%	50.0%	52.6%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	8	8	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.3%	5.3%	5.6%	5.3%	5.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.3%	5.3%	5.6%	5.3%	5.0%
Foreign Language	1	1	0	0	0	5.3%	5.3%	0.0%	0.0%	0.0%
Math	2	2	2	1	2	10.5%	10.5%	11.1%	5.3%	10.0%
<b>Science</b>	1	1	1	1	1	5.3%	5.3%	5.6%	5.3%	5.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.3%	5.3%	5.6%	5.3%	5.0%
Vocational Education	2	2	2	2	2	10.5%	10.5%	11.1%	10.5%	10.0%
Other	1	1	1	2	2	5.3%	5.3%	5.6%	10.5%	10.0%
<b>Total Enrollments</b>	195	201	215	221	196	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	24	23	13	13	7.2%	11.9%	10.7%	5.9%	6.6%
Grades 1-4	62	60	64	74	61	31.8%	29.9%	29.8%	33.5%	31.1%
Grades 5-6	33	35	34	28	29	16.9%	17.4%	15.8%	12.7%	14.8%
Grades 7-8	19	25	35	41	34	9.7%	12.4%	16.3%	18.6%	17.3%
Grades 9-12	64	55	56	63	59	32.8%	27.4%	26.0%	28.5%	30.1%
Ungraded	3	2	3	2	0	1.5%	1.0%	1.4%	0.9%	0.0%



## District Report for: DOVER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	21	20	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	21	20	19	16	85.7%	100.0%	100.0%	90.5%	76.2%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>14.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>23.8%</b>
Transfers In	1	0	0	1	4	33.3%	0.0%	0.0%	50.0%	80.0%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	20.0%
First Time Educators	2	0	0	0	0	66.7%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>-</b>	<b>0.0%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>23.8%</b>	<b>-</b>
Transfers Out	0	1	1	1	-	0.0%	100.0%	100.0%	20.0%	-
Leave Oklahoma Educ.	0	0	0	4	-	0.0%	0.0%	0.0%	80.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	4.8%	5.0%	23.8%	-
Transfers In/Out	nc	0.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	1
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: DOVER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.8%	4.8%	5.0%	4.8%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	0	4.8%	4.8%	5.0%	4.8%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	19	18	19	20	90.5%	90.5%	90.0%	90.5%	95.2%
White - Females	15	15	14	15	16	78.9%	78.9%	77.8%	78.9%	80.0%
White - Males	4	4	4	4	4	21.1%	21.1%	22.2%	21.1%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	5.3%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	3	2	2	10.5%	15.8%	16.7%	10.5%	10.5%
30-34	4	2	2	1	3	21.1%	10.5%	11.1%	5.3%	15.8%
35-39	4	4	3	5	5	21.1%	21.1%	16.7%	26.3%	26.3%
40-44	3	5	5	5	4	15.8%	26.3%	27.8%	26.3%	21.1%
45-49	2	2	2	2	2	10.5%	10.5%	11.1%	10.5%	10.5%
50-54	1	1	0	1	2	5.3%	5.3%	0.0%	5.3%	10.5%
55+	2	2	3	3	1	10.5%	10.5%	16.7%	15.8%	5.3%
<b>Average Age</b>	38.8	39.8	41.0	42.6	40.2					

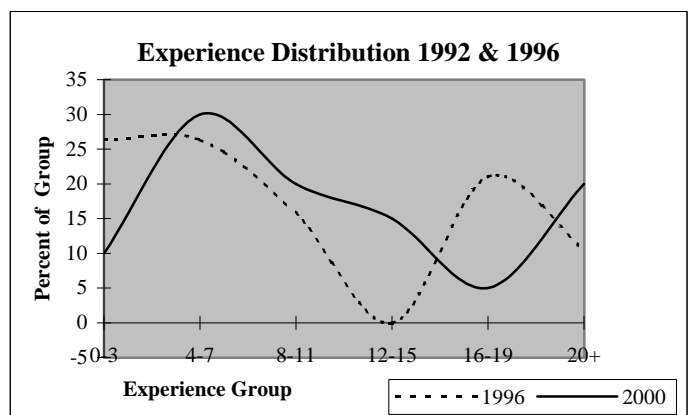
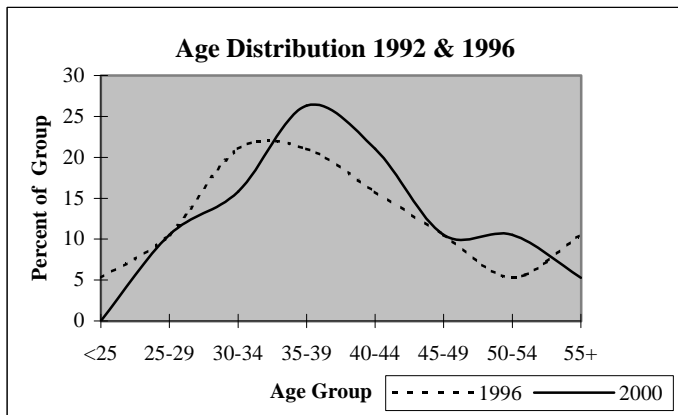
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	4	2	2	26.3%	26.3%	22.2%	10.5%	10.0%
4-7 Years	5	3	1	2	6	26.3%	15.8%	5.6%	10.5%	30.0%
8-11 Years	3	4	5	5	4	15.8%	21.1%	27.8%	26.3%	20.0%
12-15 Years	0	1	2	3	3	0.0%	5.3%	11.1%	15.8%	15.0%
16-19 Years	4	3	3	4	1	21.1%	15.8%	16.7%	21.1%	5.0%
20+ Years	2	3	3	3	4	10.5%	15.8%	16.7%	15.8%	20.0%
<b>Average Experience</b>	9.7	10.7	12.2	13.4	11.1					

## District Report for: DOVER

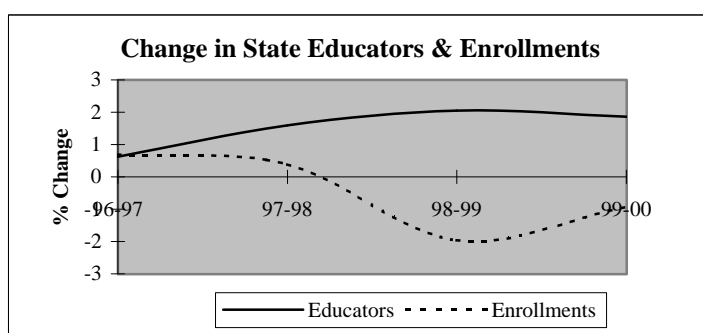
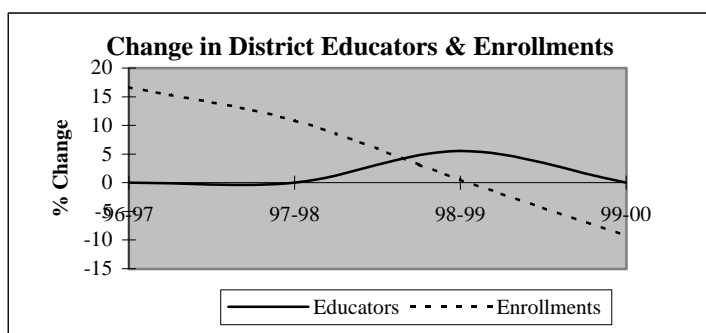
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	1	5	-	0.0%	4.8%	5.0%	23.8%	-
Attrition from Transfers	0	1	1	1	-	0.0%	4.8%	5.0%	4.8%	-
Attrition from Exits	0	0	0	4	-	0.0%	0.0%	0.0%	19.0%	-
Teacher Attrition	0	1	1	4	-	0.0%	5.3%	5.6%	21.1%	-
Attrition from Transfers	0	1	1	0	-	0.0%	5.3%	5.6%	0.0%	-
Attrition from Exits	0	0	0	4	-	0.0%	0.0%	0.0%	21.1%	-
<b>District Retention</b>										
Educator Retention	21	20	19	16	-	100.0%	95.2%	95.0%	76.2%	-
Teacher Retention	19	18	17	15	-	100.0%	94.7%	94.4%	78.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	40.0%	40.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.8%	4.8%	5.0%	4.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	95.2%	95.0%	90.5%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.5%	0.0%	0.0%	4.8%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LOMEGA

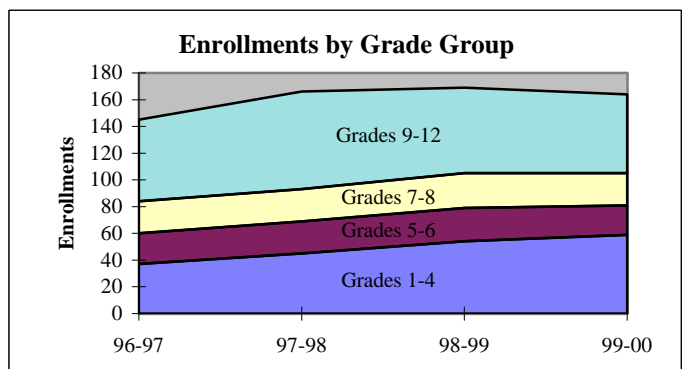
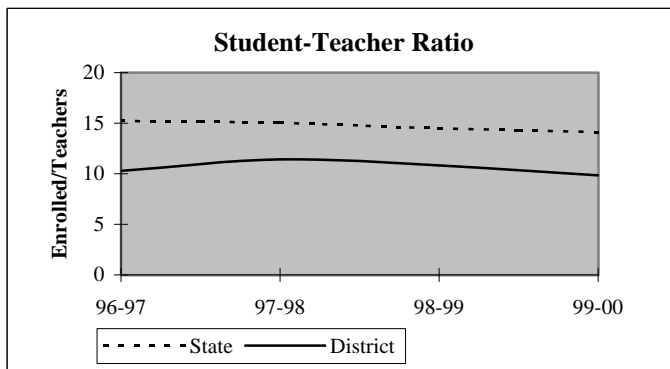


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.3	9.7	10.8	10.3	9.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.8	10.3	11.4	10.8	9.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	0	1	0	-	-	-	-	-
% Change in Educators	5.9%	0.0%	0.0%	5.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-21	25	19	1	-18	-	-	-	-	-
% Change in Enrollments	-12.3%	16.7%	10.9%	0.5%	-9.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	5.6%	5.6%	10.5%	10.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.6%	5.6%	5.3%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.2	42.8	43.2	43.2	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	18.9	17.3	16.5	16.6	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,631	29,658	30,384	30,717	31,008	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.6%	64.7%	64.7%	66.7%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.7%	3.4%	4.6%	4.3%	4.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1	3	3	4	6	5.6%	16.7%	16.7%	21.1%	31.6%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	13	15	13	12	88.9%	72.2%	83.3%	68.4%	63.2%
Attrition	3	1	0	2	0					
Attrition Rate	18.8%	7.7%	0.0%	15.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	0	2	1	5.6%	11.1%	0.0%	10.5%	5.3%
Attrition	0	2	0	1	0					
Attrition Rate	0.0%	100.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	3	2	2	3	2	16.7%	11.1%	11.1%	15.8%	10.5%

# District Report for: LOMEGA

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	18	18	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.6%	5.6%	5.6%	5.3%	5.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	17	17	17	18	18	94.4%	94.4%	94.4%	94.7%	94.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	8	8	8	8	41.2%	47.1%	47.1%	44.4%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	9	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	2	2	2	11.8%	5.9%	11.8%	11.1%	11.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	0	1	2	5.9%	5.9%	0.0%	5.6%	11.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	3	2	5.9%	11.8%	11.8%	16.7%	11.1%
<b>Science</b>	1	1	1	1	1	5.9%	5.9%	5.9%	5.6%	5.6%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.9%	5.9%	5.9%	5.6%	5.6%
Vocational Education	1	2	1	2	1	5.9%	11.8%	5.9%	11.1%	5.6%
Other	4	2	3	1	2	23.5%	11.8%	17.6%	5.6%	11.1%
<b>Total Enrollments</b>	150	175	194	195	177	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	7	30	28	13	13	4.7%	17.1%	14.4%	6.7%	7.3%
Grades 1-4	38	37	45	54	59	25.3%	21.1%	23.2%	27.7%	33.3%
Grades 5-6	23	23	24	25	22	15.3%	13.1%	12.4%	12.8%	12.4%
Grades 7-8	28	24	24	26	24	18.7%	13.7%	12.4%	13.3%	13.6%
Grades 9-12	54	61	73	64	59	36.0%	34.9%	37.6%	32.8%	33.3%
Ungraded	0	0	0	13	0	0.0%	0.0%	0.0%	6.7%	0.0%

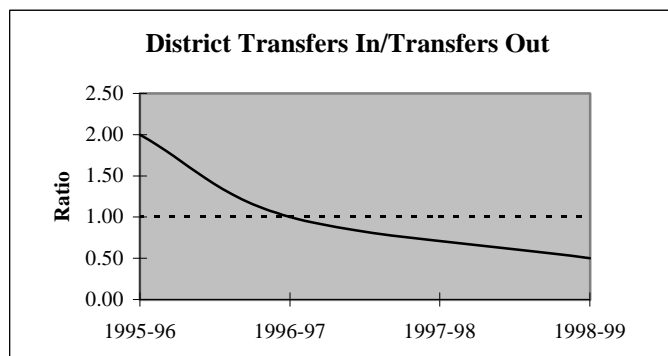
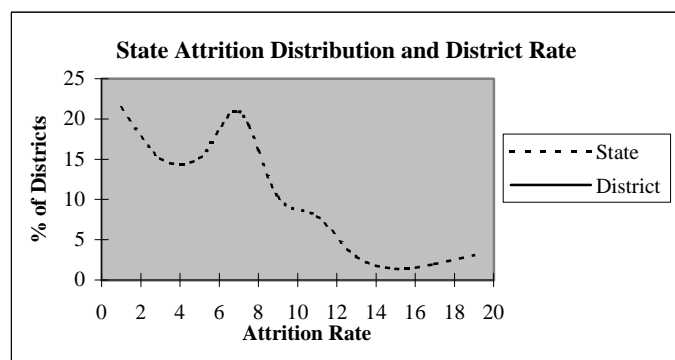




## District Report for: LOMEGA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	18	18	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	15	15	18	15	83.3%	83.3%	83.3%	94.7%	78.9%
<b>Newly Hired</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>5.3%</b>	<b>21.1%</b>
Transfers In	2	1	2	1	2	66.7%	33.3%	66.7%	100.0%	50.0%
Reentrants	1	1	1	0	0	33.3%	33.3%	33.3%	0.0%	0.0%
First Time Educators	0	1	0	0	2	0.0%	33.3%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>-</b>	<b>16.7%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>21.1%</b>	<b>-</b>
Transfers Out	1	1	0	2	-	33.3%	33.3%	0.0%	50.0%	-
Leave Oklahoma Educ.	2	2	0	2	-	66.7%	66.7%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	16.7%	0.0%	21.1%	-
Transfers In/Out	2.00	1.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	18

## District Report for: LOMEGA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.6%	5.6%	5.6%	5.3%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	17	17	18	18	94.4%	94.4%	94.4%	94.7%	94.7%
White - Females	12	11	11	12	14	70.6%	64.7%	64.7%	66.7%	77.8%
White - Males	5	6	6	6	4	29.4%	35.3%	35.3%	33.3%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	2	3	3	5.9%	11.8%	11.8%	16.7%	16.7%
30-34	1	1	1	1	2	5.9%	5.9%	5.9%	5.6%	11.1%
35-39	2	3	2	1	2	11.8%	17.6%	11.8%	5.6%	11.1%
40-44	3	2	3	4	3	17.6%	11.8%	17.6%	22.2%	16.7%
45-49	6	4	5	3	4	35.3%	23.5%	29.4%	16.7%	22.2%
50-54	3	4	4	6	3	17.6%	23.5%	23.5%	33.3%	16.7%
55+	1	1	0	0	1	5.9%	5.9%	0.0%	0.0%	5.6%
<b>Average Age</b>	44.2	42.8	43.2	43.2	41.3					

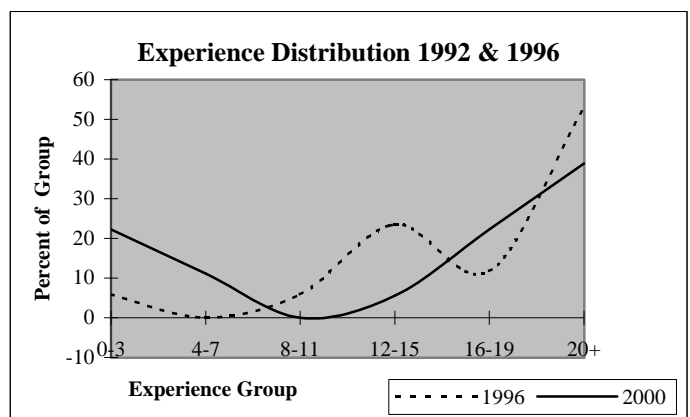
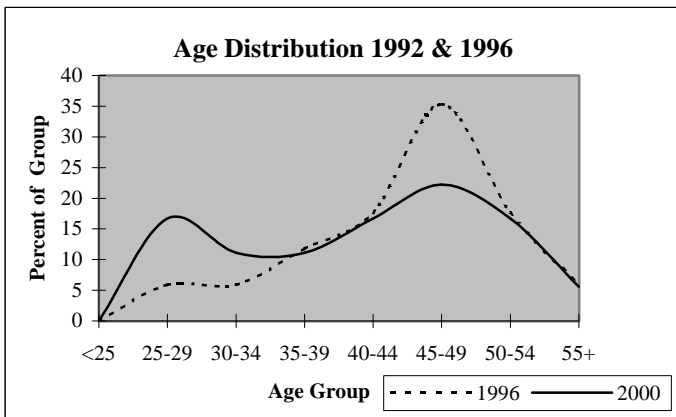
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	3	2	2	4	5.9%	17.6%	11.8%	11.1%	22.2%
4-7 Years	0	0	1	2	2	0.0%	0.0%	5.9%	11.1%	11.1%
8-11 Years	1	1	1	1	0	5.9%	5.9%	5.9%	5.6%	0.0%
12-15 Years	4	3	3	2	1	23.5%	17.6%	17.6%	11.1%	5.6%
16-19 Years	2	2	2	3	4	11.8%	11.8%	11.8%	16.7%	22.2%
20+ Years	9	8	8	8	7	52.9%	47.1%	47.1%	44.4%	38.9%
<b>Average Experience</b>	18.9	17.3	16.5	16.6	14.8					

# District Report for: LOMEGA

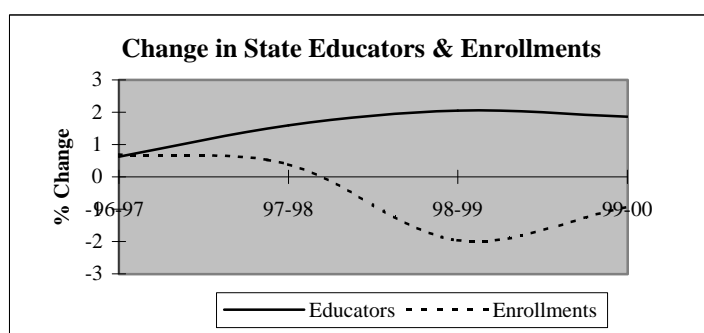
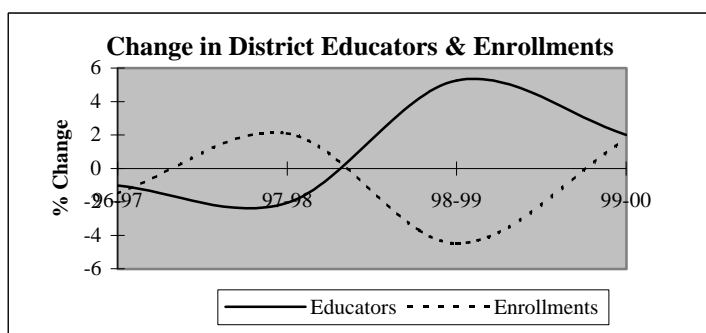
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	3	0	4	-	16.7%	16.7%	0.0%	21.1%	-
Attrition from Transfers	1	1	0	2	-	5.6%	5.6%	0.0%	10.5%	-
Attrition from Exits	2	2	0	2	-	11.1%	11.1%	0.0%	10.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>-</b>	<b>17.6%</b>	<b>17.6%</b>	<b>0.0%</b>	<b>22.2%</b>	<b>-</b>
Attrition from Transfers	1	1	0	2	-	5.9%	5.9%	0.0%	11.1%	-
Attrition from Exits	2	2	0	2	-	11.8%	11.8%	0.0%	11.1%	-
<b>District Retention</b>										
Educator Retention	15	15	18	15	-	83.3%	83.3%	100.0%	78.9%	-
Teacher Retention	14	14	17	14	-	82.4%	82.4%	100.0%	77.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	88.9%	94.4%	100.0%	89.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	11.1%	5.6%	0.0%	10.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KINGFISHER

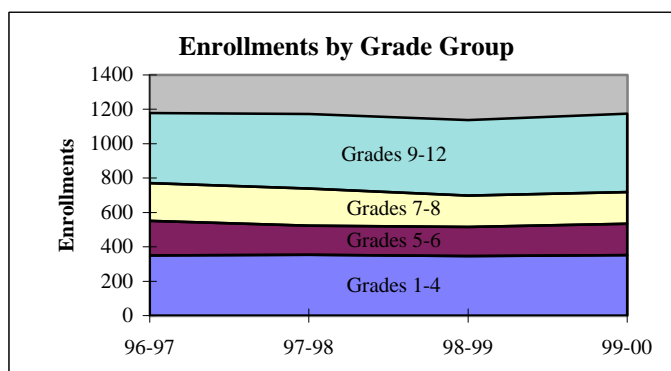
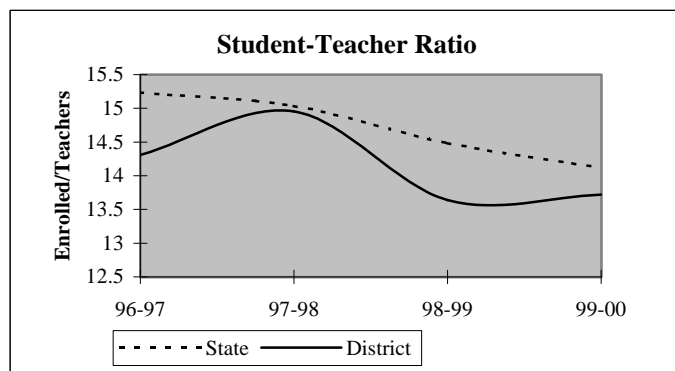


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.8	13.4	12.1	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	14.3	15.0	13.6	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-1	-2	5	2	-	-	-	-	-
% Change in Educators	3.2%	-1.0%	-2.1%	5.3%	2.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	-19	26	-57	21	-	-	-	-	-
% Change in Enrollments	0.7%	-1.5%	2.1%	-4.5%	1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.1%	7.2%	4.2%	4.0%	6.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.1%	4.1%	4.2%	4.0%	3.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	6.2%	6.3%	7.0%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	1.0%	1.1%	1.0%	1.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	44.0	44.2	44.7	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	14.4	14.2	14.7	14.7	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,414	28,629	29,494	29,676	29,911	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	1.1%	1.2%	1.1%	1.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.5%	70.1%	69.4%	71.9%	73.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.4%	11.5%	11.8%	11.2%	12.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.6%	17.5%	26.6%	26.1%	24.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	20	19	21	25	19.4%	20.6%	20.0%	21.0%	24.5%
Attrition	1	2	4	5	0					
Attrition Rate	5.3%	10.0%	21.1%	23.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	72	71	70	71	68	73.5%	73.2%	73.7%	71.0%	66.7%
Attrition	5	6	5	2	0					
Attrition Rate	6.9%	8.5%	7.1%	2.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	6	6	8	9	7.1%	6.2%	6.3%	8.0%	8.8%
Attrition	4	2	0	2	0					
Attrition Rate	57.1%	33.3%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	9	8	11	13	11.2%	9.3%	8.4%	11.0%	12.7%

## District Report for: KINGFISHER

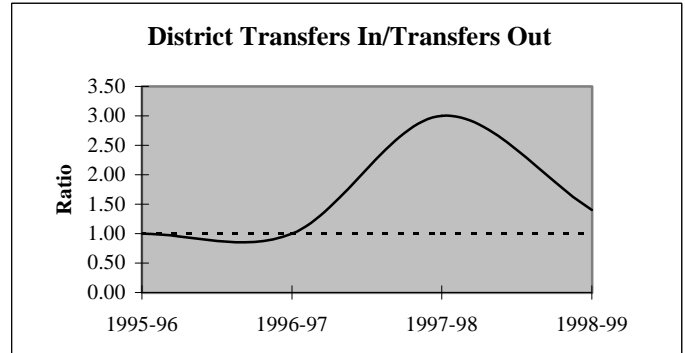
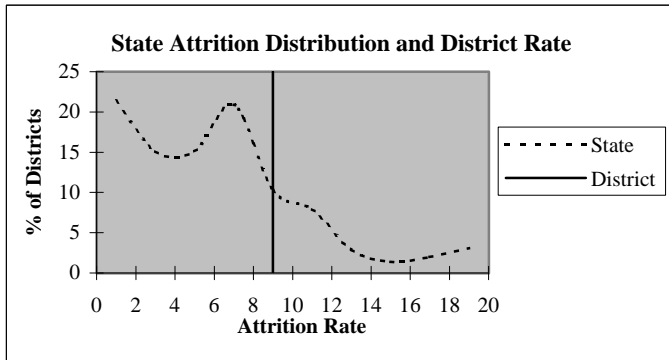
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	98	97	95	100	102	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.1%	4.1%	4.2%	4.0%	3.9%
Professional Staff	6	6	6	7	8	6.1%	6.2%	6.3%	7.0%	7.8%
<b>Total Teachers</b>	88	87	85	89	90	89.8%	89.7%	89.5%	89.0%	88.2%
Special Education	10	10	10	10	11	11.4%	11.5%	11.8%	11.2%	12.2%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Elementary	26	24	24	26	25	29.5%	27.6%	28.2%	29.2%	27.8%
<b>Middle School</b>	23	25	21	22	24	26.1%	28.7%	24.7%	24.7%	26.7%
Language Arts	6	6	6	6	6	6.8%	6.9%	7.1%	6.7%	6.7%
Art & Music	0	1	0	0	0	0.0%	1.1%	0.0%	0.0%	0.0%
Social Studies	2	2	2	3	4	2.3%	2.3%	2.4%	3.4%	4.4%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Math	3	3	3	3	2	3.4%	3.4%	3.5%	3.4%	2.2%
Science	4	4	4	4	3	4.5%	4.6%	4.7%	4.5%	3.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	8	9	6	6	8	9.1%	10.3%	7.1%	6.7%	8.9%
<b>High School (9-12)</b>	29	28	30	31	29	0.0%	2800.0%	0.0%	0.0%	0.0%
Language Arts	7	7	6	5	7	8.0%	8.0%	7.1%	5.6%	7.8%
Art & Music	3	2	3	3	3	3.4%	2.3%	3.5%	3.4%	3.3%
Social Studies	3	5	5	5	5	3.4%	5.7%	5.9%	5.6%	5.6%
Foreign Language	2	2	2	2	1	2.3%	2.3%	2.4%	2.2%	1.1%
Math	3	3	3	3	3	3.4%	3.4%	3.5%	3.4%	3.3%
<b>Science</b>	3	3	3	3	3	3.4%	3.4%	3.5%	3.4%	3.3%
Biology	1	1	1	1	1	1.1%	1.1%	1.2%	1.1%	1.1%
Chemistry	1	0	0	0	0	1.1%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	2	1.1%	2.3%	2.4%	2.2%	2.2%
Vocational Education	6	3	5	5	5	6.8%	3.4%	5.9%	5.6%	5.6%
Other	2	3	3	5	2	2.3%	3.4%	3.5%	5.6%	2.2%
<b>Total Enrollments</b>	1,264	1,245	1,271	1,214	1,235	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	86	57	92	70	58	6.8%	4.6%	7.2%	5.8%	4.7%
Grades 1-4	352	350	353	347	351	27.8%	28.1%	27.8%	28.6%	28.4%
Grades 5-6	205	201	170	169	183	16.2%	16.1%	13.4%	13.9%	14.8%
Grades 7-8	215	220	216	183	185	17.0%	17.7%	17.0%	15.1%	15.0%
Grades 9-12	397	408	433	439	456	31.4%	32.8%	34.1%	36.2%	36.9%
Ungraded	9	9	7	6	2	0.7%	0.7%	0.6%	0.5%	0.2%



## District Report for: KINGFISHER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	98	97	95	100	102	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	91	88	87	86	91	92.9%	90.7%	91.6%	86.0%	89.2%
<b>Newly Hired</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>14</b>	<b>11</b>	<b>7.1%</b>	<b>9.3%</b>	<b>8.4%</b>	<b>14.0%</b>	<b>10.8%</b>
Transfers In	3	4	6	7	4	42.9%	44.4%	75.0%	50.0%	36.4%
Reentrants	3	3	1	4	0	42.9%	33.3%	12.5%	28.6%	0.0%
First Time Educators	1	2	1	3	7	14.3%	22.2%	12.5%	21.4%	63.6%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>-</b>	<b>10.2%</b>	<b>10.3%</b>	<b>9.5%</b>	<b>9.0%</b>	<b>-</b>
Transfers Out	3	4	2	5	-	30.0%	40.0%	22.2%	55.6%	-
Leave Oklahoma Educ.	7	6	7	4	-	70.0%	60.0%	77.8%	44.4%	-

Dynamics Rates	District Rates				
District Attrition	10.2%	10.3%	9.5%	9.0%	-
Transfers In/Out	1.00	1.00	3.00	1.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	19	Southern Nazarene Univ., Bethany	1
UCO, Edmond	29	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	1
NWOSU, Alva	11	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	25	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		Total	98

## District Report for: KINGFISHER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	4.1%	4.1%	4.2%	4.0%	3.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	6	6	7	8	6.1%	6.2%	6.3%	7.0%	7.8%
White - Females	5	5	6	6	7	83.3%	83.3%	100.0%	85.7%	87.5%
White - Males	1	1	0	1	1	16.7%	16.7%	0.0%	14.3%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	88	87	85	89	90	89.8%	89.7%	89.5%	89.0%	88.2%
White - Females	62	61	59	64	66	70.5%	70.1%	69.4%	71.9%	73.3%
White - Males	26	25	25	24	23	29.5%	28.7%	29.4%	27.0%	25.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	1.1%	1.2%	1.1%	1.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	2	0.0%	0.0%	0.0%	2.3%	2.2%
25-29	5	4	6	4	7	5.7%	4.6%	7.1%	4.5%	7.9%
30-34	2	3	3	5	5	2.3%	3.4%	3.5%	5.7%	5.6%
35-39	18	15	13	7	5	20.5%	17.2%	15.3%	8.0%	5.6%
40-44	16	23	20	25	23	18.2%	26.4%	23.5%	28.4%	25.8%
45-49	24	23	24	19	21	27.3%	26.4%	28.2%	21.6%	23.6%
50-54	18	14	13	18	17	20.5%	16.1%	15.3%	20.5%	19.1%
55+	5	5	6	8	9	5.7%	5.7%	7.1%	9.1%	10.1%
<b>Average Age</b>	44.0	44.0	44.2	44.7	44.2					

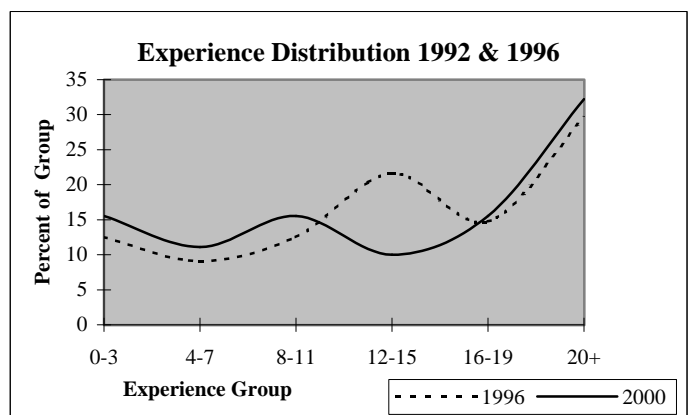
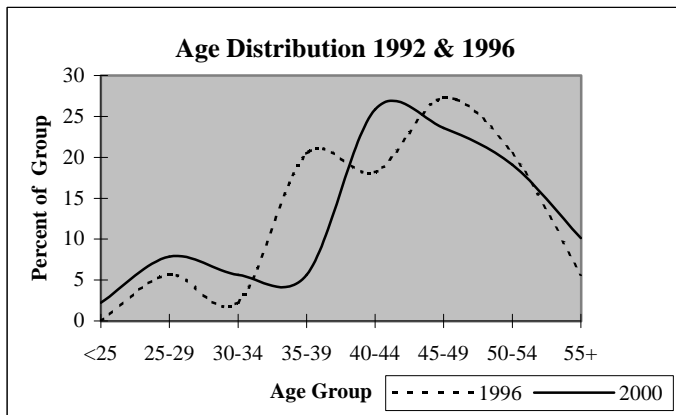
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	10	12	11	14	12.5%	11.5%	14.1%	12.4%	15.6%
4-7 Years	8	10	7	10	10	9.1%	11.5%	8.2%	11.2%	11.1%
8-11 Years	11	10	9	13	14	12.5%	11.5%	10.6%	14.6%	15.6%
12-15 Years	19	21	16	14	9	21.6%	24.1%	18.8%	15.7%	10.0%
16-19 Years	13	14	18	15	14	14.8%	16.1%	21.2%	16.9%	15.6%
20+ Years	26	22	23	26	29	29.5%	25.3%	27.1%	29.2%	32.2%
<b>Average Experience</b>	14.4	14.2	14.7	14.7	14.3					

# District Report for: KINGFISHER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	10	9	9	-	10.2%	10.3%	9.5%	9.0%	-
Attrition from Transfers	3	4	2	5	-	3.1%	4.1%	2.1%	5.0%	-
Attrition from Exits	7	6	7	4	-	7.1%	6.2%	7.4%	4.0%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>-</b>	<b>10.2%</b>	<b>9.2%</b>	<b>10.6%</b>	<b>9.0%</b>	<b>-</b>
Attrition from Transfers	3	3	2	4	-	3.4%	3.4%	2.4%	4.5%	-
Attrition from Exits	6	5	7	4	-	6.8%	5.7%	8.2%	4.5%	-
<b>District Retention</b>										
Educator Retention	88	87	86	91	-	89.8%	89.7%	90.5%	91.0%	-
Teacher Retention	79	79	76	81	-	89.8%	90.8%	89.4%	91.0%	-

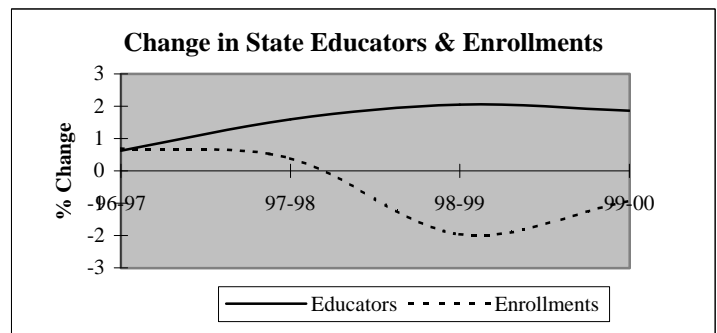
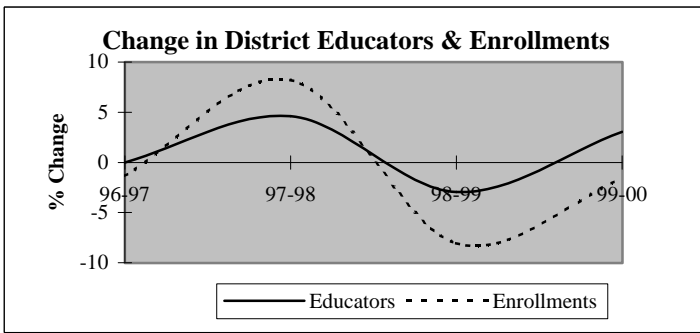
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.6%	0.0%	84.6%	78.2%	9.6%	87.8%
1 Year of Experience	84.6%	15.4%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	71.4%	14.3%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	25.0%	91.7%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	0.0%	88.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.0%	0.0%	1.1%	1.0%	2.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.9%	92.8%	96.8%	92.0%	90.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	2.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.1%	5.2%	2.1%	7.0%	6.9%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: HENNESSEY

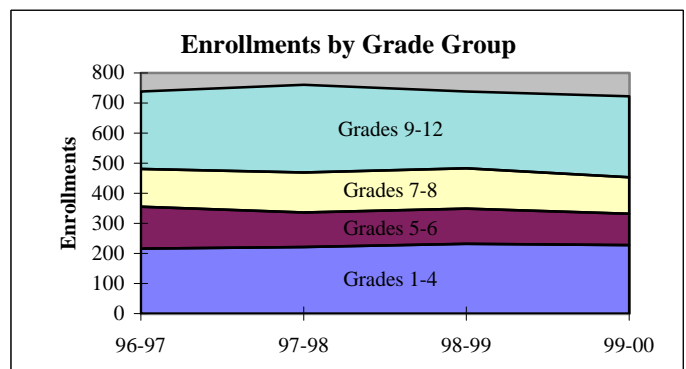
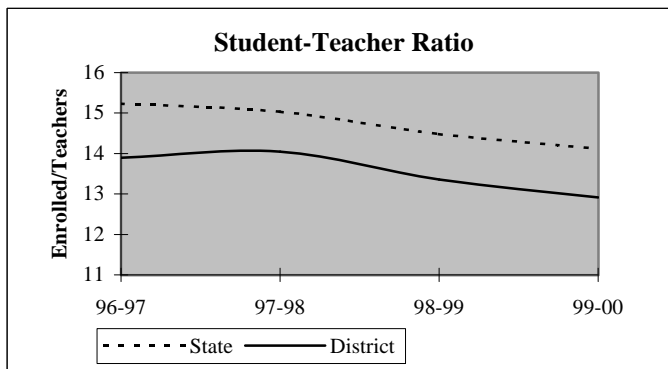


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	12.2	12.6	11.9	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	13.9	14.0	13.4	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	3	-2	2	-	-	-	-	-
% Change in Educators	-3.0%	0.0%	4.6%	-2.9%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-37	-11	65	-69	-13	-	-	-	-	-
% Change in Enrollments	-4.4%	-1.4%	8.2%	-8.1%	-1.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.6%	9.2%	10.3%	9.1%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.2%	6.2%	5.9%	6.1%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.2%	6.2%	4.4%	4.5%	4.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.1%	0.0%	0.0%	0.0%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	20.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	43.8	44.0	43.1	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	14.2	14.5	14.1	13.6	12.1	12.3	12.3	12.2	12.2
Average Salary	28,792	27,681	28,358	28,987	28,338	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.5%	0.0%	0.0%	0.0%	1.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.4%	75.4%	77.0%	74.6%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.0%	7.0%	6.6%	6.8%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.4%	14.8%	40.0%	37.6%	38.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	16	18	20	21	33.8%	24.6%	26.5%	30.3%	30.9%
Attrition	5	3	3	6	0					
Attrition Rate	22.7%	18.8%	16.7%	30.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	37	42	42	36	35	56.9%	64.6%	61.8%	54.5%	51.5%
Attrition	2	2	5	5	0					
Attrition Rate	5.4%	4.8%	11.9%	13.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	7	8	10	12	9.2%	10.8%	11.8%	15.2%	17.6%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	12.5%	10.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	7	12	11	16	10.8%	10.8%	17.6%	16.7%	23.5%

## District Report for: HENNESSEY

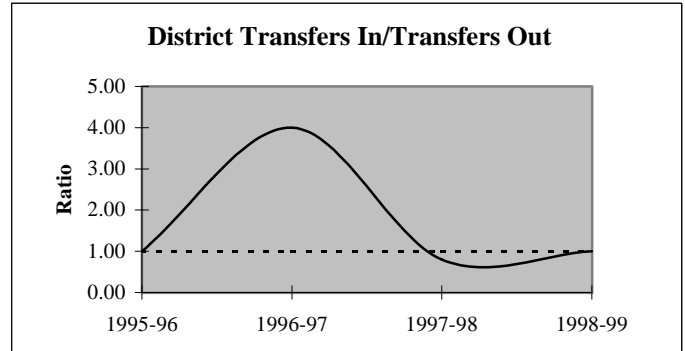
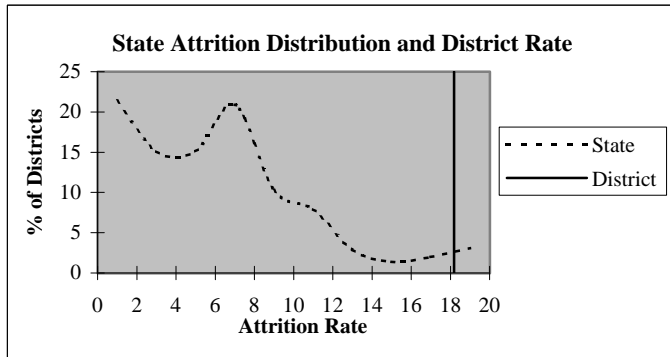
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	65	65	68	66	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	5	6.2%	6.2%	5.9%	6.1%	7.4%
Professional Staff	4	4	3	3	3	6.2%	6.2%	4.4%	4.5%	4.4%
<b>Total Teachers</b>	57	57	61	59	60	87.7%	87.7%	89.7%	89.4%	88.2%
Special Education	4	4	4	4	5	7.0%	7.0%	6.6%	6.8%	8.3%
Pre-K & Kindergarten	0	0	1	1	3	0.0%	0.0%	1.6%	1.7%	5.0%
Elementary	34	32	32	31	29	59.6%	56.1%	52.5%	52.5%	48.3%
<b>Middle School</b>	0	1	1	1	1	0.0%	1.8%	1.6%	1.7%	1.7%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	1	0	0.0%	0.0%	0.0%	1.7%	0.0%
Other	0	1	1	0	1	0.0%	1.8%	1.6%	0.0%	1.7%
<b>High School (9-12)</b>	19	20	23	22	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	3	2	2	5	8.8%	5.3%	3.3%	3.4%	8.3%
Art & Music	1	2	3	2	0	1.8%	3.5%	4.9%	3.4%	0.0%
Social Studies	3	4	4	4	5	5.3%	7.0%	6.6%	6.8%	8.3%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	1.7%	0.0%
Math	2	2	2	2	4	3.5%	3.5%	3.3%	3.4%	6.7%
<b>Science</b>	2	2	2	2	2	3.5%	3.5%	3.3%	3.4%	3.3%
Biology	1	1	1	0	1	1.8%	1.8%	1.6%	0.0%	1.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	1.8%	1.8%	1.6%	3.4%	1.7%
Vocational Education	4	4	4	3	4	7.0%	7.0%	6.6%	5.1%	6.7%
Other	2	3	6	6	2	3.5%	5.3%	9.8%	10.2%	3.3%
<b>Total Enrollments</b>	803	792	857	788	775	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	54	50	95	49	53	6.7%	6.3%	11.1%	6.2%	6.8%
Grades 1-4	226	216	221	232	228	28.1%	27.3%	25.8%	29.4%	29.4%
Grades 5-6	123	139	115	117	104	15.3%	17.6%	13.4%	14.8%	13.4%
Grades 7-8	144	126	133	134	121	17.9%	15.9%	15.5%	17.0%	15.6%
Grades 9-12	251	257	292	255	269	31.3%	32.4%	34.1%	32.4%	34.7%
Ungraded	5	4	1	1	0	0.6%	0.5%	0.1%	0.1%	0.0%



## District Report for: HENNESSEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	65	65	68	66	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	58	58	60	59	54	89.2%	89.2%	88.2%	89.4%	79.4%
<b>Newly Hired</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>14</b>	<b>10.8%</b>	<b>10.8%</b>	<b>11.8%</b>	<b>10.6%</b>	<b>20.6%</b>
Transfers In	2	4	4	3	5	28.6%	57.1%	50.0%	42.9%	35.7%
Reentrants	2	3	1	1	6	28.6%	42.9%	12.5%	14.3%	42.9%
First Time Educators	3	0	3	3	3	42.9%	0.0%	37.5%	42.9%	21.4%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>12</b>	<b>-</b>	<b>10.8%</b>	<b>7.7%</b>	<b>13.2%</b>	<b>18.2%</b>	<b>-</b>
Transfers Out	2	1	5	3	-	28.6%	20.0%	55.6%	25.0%	-
Leave Oklahoma Educ.	5	4	4	9	-	71.4%	80.0%	44.4%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	7.7%	13.2%	18.2%	-
Transfers In/Out	1.00	4.00	0.80	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	1
UCO, Edmond	5	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	11	Phillips Univ., Enid	9
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	12	Cameron, Lawton	2
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>65</b>

## District Report for: HENNESSEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	5	6.2%	6.2%	5.9%	6.1%	7.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
<b>Professional Staff</b>	4	4	3	3	3	6.2%	6.2%	4.4%	4.5%	4.4%
White - Females	3	3	2	2	2	75.0%	75.0%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	25.0%	25.0%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	57	57	61	59	60	87.7%	87.7%	89.7%	89.4%	88.2%
White - Females	41	43	47	44	45	71.9%	75.4%	77.0%	74.6%	75.0%
White - Males	14	14	14	15	14	24.6%	24.6%	23.0%	25.4%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	0	0	0	0	3.5%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	3	1	1.8%	1.8%	1.6%	5.2%	1.7%
25-29	5	4	6	5	5	8.8%	7.0%	9.8%	8.6%	8.6%
30-34	7	5	5	7	6	12.3%	8.8%	8.2%	12.1%	10.3%
35-39	9	11	10	5	11	15.8%	19.3%	16.4%	8.6%	19.0%
40-44	9	7	9	12	9	15.8%	12.3%	14.8%	20.7%	15.5%
45-49	11	13	9	5	5	19.3%	22.8%	14.8%	8.6%	8.6%
50-54	8	9	11	13	11	14.0%	15.8%	18.0%	22.4%	19.0%
55+	7	7	10	8	10	12.3%	12.3%	16.4%	13.8%	17.2%
<b>Average Age</b>	42.6	43.8	44.0	43.1	43.7					

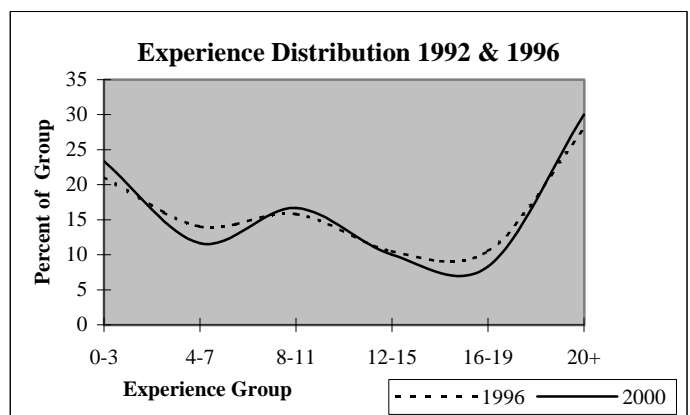
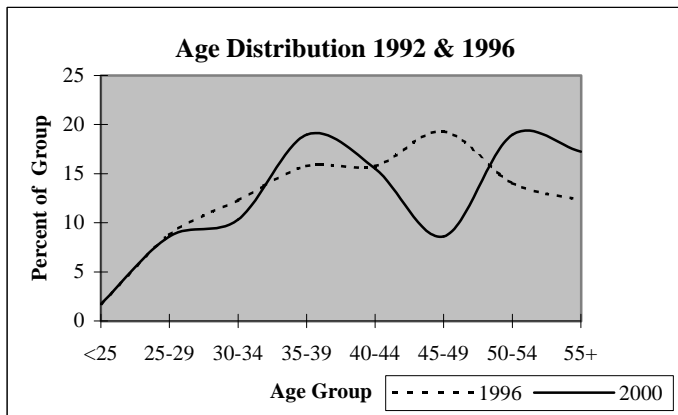
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	6	9	11	14	21.1%	10.5%	14.8%	18.6%	23.3%
4-7 Years	8	8	8	8	7	14.0%	14.0%	13.1%	13.6%	11.7%
8-11 Years	9	10	10	9	10	15.8%	17.5%	16.4%	15.3%	16.7%
12-15 Years	6	9	5	5	6	10.5%	15.8%	8.2%	8.5%	10.0%
16-19 Years	6	6	7	6	5	10.5%	10.5%	11.5%	10.2%	8.3%
20+ Years	16	18	22	20	18	28.1%	31.6%	36.1%	33.9%	30.0%
<b>Average Experience</b>	12.9	14.2	14.5	14.1	13.6					

# District Report for: HENNESSEY

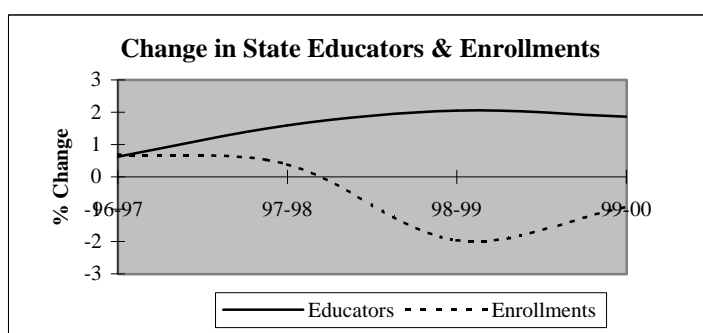
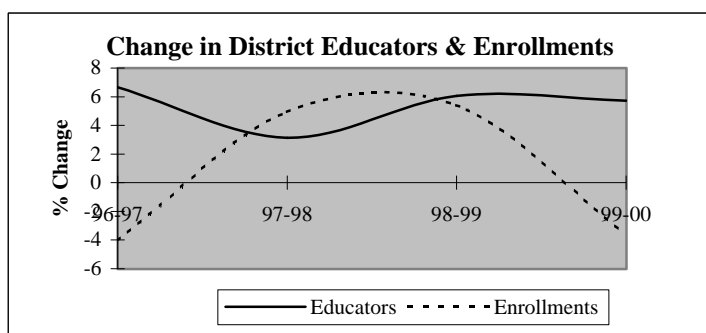
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	5	9	12	-	10.8%	7.7%	13.2%	18.2%	-
Attrition from Transfers	2	1	5	3	-	3.1%	1.5%	7.4%	4.5%	-
Attrition from Exits	5	4	4	9	-	7.7%	6.2%	5.9%	13.6%	-
<b>Teacher Attrition</b>	7	4	8	11	-	12.3%	7.0%	13.1%	18.6%	-
Attrition from Transfers	2	1	5	2	-	3.5%	1.8%	8.2%	3.4%	-
Attrition from Exits	5	3	3	9	-	8.8%	5.3%	4.9%	15.3%	-
<b>District Retention</b>										
Educator Retention	58	60	59	54	-	89.2%	92.3%	86.8%	81.8%	-
Teacher Retention	50	53	53	48	-	87.7%	93.0%	86.9%	81.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	69.2%	15.4%	84.6%	78.2%	9.6%	87.8%
1 Year of Experience	78.6%	7.1%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	61.5%	7.7%	69.2%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	8.3%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	81.8%	0.0%	81.8%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	1.5%	3.1%	1.5%	0.0%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.8%	90.8%	92.6%	93.9%	85.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	4.6%	5.9%	6.1%	13.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CASHION

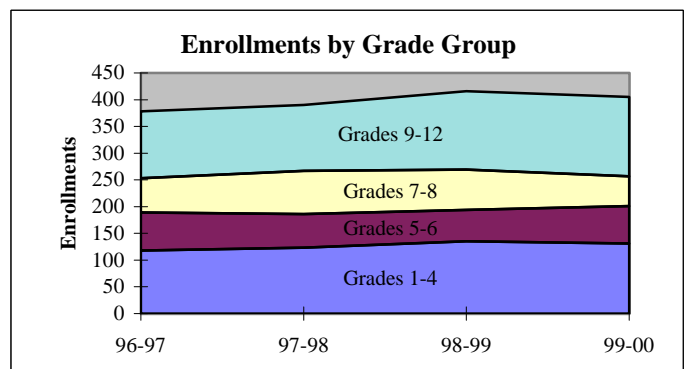
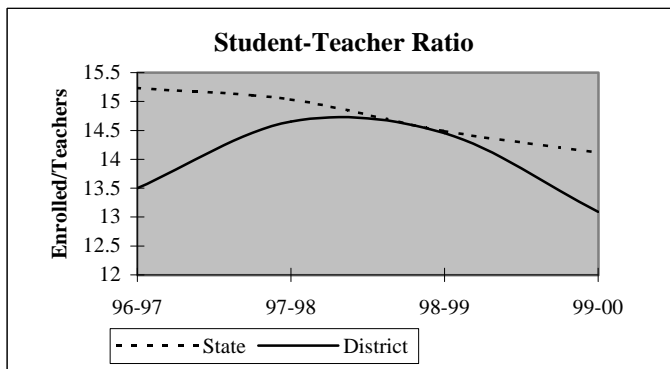


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.1	12.7	12.9	12.8	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	13.5	14.7	14.5	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	1	2	2	-	-	-	-	-
% Change in Educators	-3.2%	6.7%	3.1%	6.1%	5.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-17	20	23	-16	-	-	-	-	-
% Change in Enrollments	4.7%	-4.0%	4.9%	5.4%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	12.5%	9.1%	11.4%	21.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.3%	3.1%	6.1%	5.7%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	3.1%	6.1%	5.7%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	2.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	6.1%	2.9%	2.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	43.7	41.9	40.5	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	11.9	11.4	9.8	9.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,634	27,403	28,244	27,939	26,480	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	3.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.9%	66.7%	69.0%	71.0%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	6.7%	6.9%	6.5%	6.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	4.3%	6.2%	7.1%	5.6%	5.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	12	13	15	16	36.7%	37.5%	39.4%	42.9%	43.2%
Attrition	2	2	1	5	0					
Attrition Rate	18.2%	16.7%	7.7%	33.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	18	18	19	19	20	60.0%	56.3%	57.6%	54.3%	54.1%
Attrition	3	1	5	1	0					
Attrition Rate	16.7%	5.6%	26.3%	5.3%	0.0%					
At Retirement Age	1	2	1	1	1	3.3%	6.3%	3.0%	2.9%	2.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	2	2	1	1	3.3%	6.3%	6.1%	2.9%	2.7%

## District Report for: CASHION

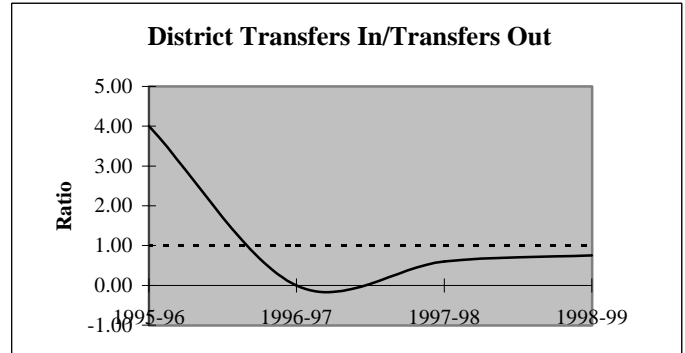
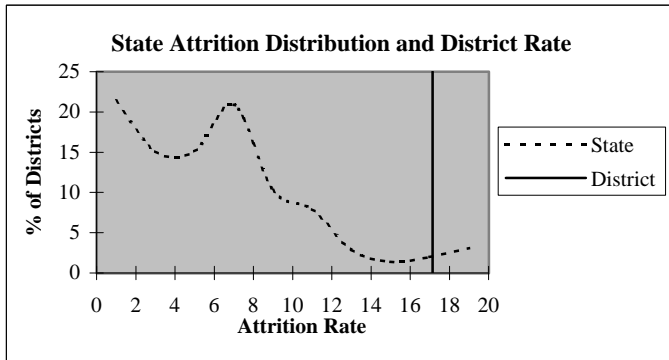
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	32	33	35	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	2	3.3%	3.1%	6.1%	5.7%	5.4%
Professional Staff	1	1	2	2	2	3.3%	3.1%	6.1%	5.7%	5.4%
<b>Total Teachers</b>	28	30	29	31	33	93.3%	93.8%	87.9%	88.6%	89.2%
Special Education	2	2	2	2	2	7.1%	6.7%	6.9%	6.5%	6.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	13	13	13	14	42.9%	43.3%	44.8%	41.9%	42.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	15	14	16	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	3	2	7.1%	6.7%	6.9%	9.7%	6.1%
Art & Music	1	1	1	2	2	3.6%	3.3%	3.4%	6.5%	6.1%
Social Studies	2	3	2	3	2	7.1%	10.0%	6.9%	9.7%	6.1%
Foreign Language	1	1	1	0	1	3.6%	3.3%	3.4%	0.0%	3.0%
Math	2	2	2	2	2	7.1%	6.7%	6.9%	6.5%	6.1%
<b>Science</b>	1	2	2	2	2	3.6%	6.7%	6.9%	6.5%	6.1%
Biology	0	1	1	1	1	0.0%	3.3%	3.4%	3.2%	3.0%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	3.6%	3.3%	3.4%	3.2%	0.0%
Vocational Education	4	3	3	3	3	14.3%	10.0%	10.3%	9.7%	9.1%
Other	1	1	1	1	3	3.6%	3.3%	3.4%	3.2%	9.1%
<b>Total Enrollments</b>	422	405	425	448	432	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	27	35	32	27	8.1%	6.7%	8.2%	7.1%	6.3%
Grades 1-4	116	118	123	135	131	27.5%	29.1%	28.9%	30.1%	30.3%
Grades 5-6	70	71	63	59	70	16.6%	17.5%	14.8%	13.2%	16.2%
Grades 7-8	65	64	81	75	56	15.4%	15.8%	19.1%	16.7%	13.0%
Grades 9-12	136	125	123	147	148	32.2%	30.9%	28.9%	32.8%	34.3%
Ungraded	1	0	0	0	0	0.2%	0.0%	0.0%	0.0%	0.0%



## District Report for: CASHION

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	32	33	35	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	25	28	27	29	83.3%	78.1%	84.8%	77.1%	78.4%
<b>Newly Hired</b>	<b>5</b>	<b>7</b>	<b>5</b>	<b>8</b>	<b>8</b>	<b>16.7%</b>	<b>21.9%</b>	<b>15.2%</b>	<b>22.9%</b>	<b>21.6%</b>
Transfers In	4	0	3	3	2	80.0%	0.0%	60.0%	37.5%	25.0%
Reentrants	1	4	1	2	3	20.0%	57.1%	20.0%	25.0%	37.5%
First Time Educators	0	3	1	3	3	0.0%	42.9%	20.0%	37.5%	37.5%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>16.7%</b>	<b>12.5%</b>	<b>18.2%</b>	<b>17.1%</b>	<b>-</b>
Transfers Out	1	2	5	4	-	20.0%	50.0%	83.3%	66.7%	-
Leave Oklahoma Educ.	4	2	1	2	-	80.0%	50.0%	16.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	12.5%	18.2%	17.1%	-
Transfers In/Out	4.00	0.00	0.60	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	18	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>30</b>



## District Report for: CASHION

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	2	3.3%	3.1%	6.1%	5.7%	5.4%
White - Females	0	0	2	1	1	0.0%	0.0%	100.0%	50.0%	50.0%
White - Males	1	1	0	1	1	100.0%	100.0%	0.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	2	2	3.3%	3.1%	6.1%	5.7%	5.4%
White - Females	1	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	30	29	31	33	93.3%	93.8%	87.9%	88.6%	89.2%
White - Females	19	20	20	22	24	67.9%	66.7%	69.0%	71.0%	72.7%
White - Males	9	10	9	9	8	32.1%	33.3%	31.0%	29.0%	24.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	2	2	1	3.6%	3.3%	6.9%	6.5%	3.1%
25-29	3	4	4	5	4	10.7%	13.3%	13.8%	16.1%	12.5%
30-34	1	1	2	3	4	3.6%	3.3%	6.9%	9.7%	12.5%
35-39	2	2	2	5	6	7.1%	6.7%	6.9%	16.1%	18.8%
40-44	4	5	3	3	3	14.3%	16.7%	10.3%	9.7%	9.4%
45-49	10	9	8	5	4	35.7%	30.0%	27.6%	16.1%	12.5%
50-54	6	5	6	5	7	21.4%	16.7%	20.7%	16.1%	21.9%
55+	1	3	2	3	3	3.6%	10.0%	6.9%	9.7%	9.4%
<b>Average Age</b>	43.7	43.7	41.9	40.5	41.6					

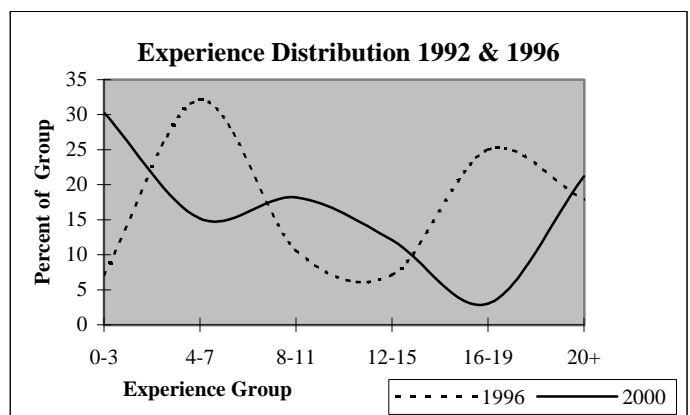
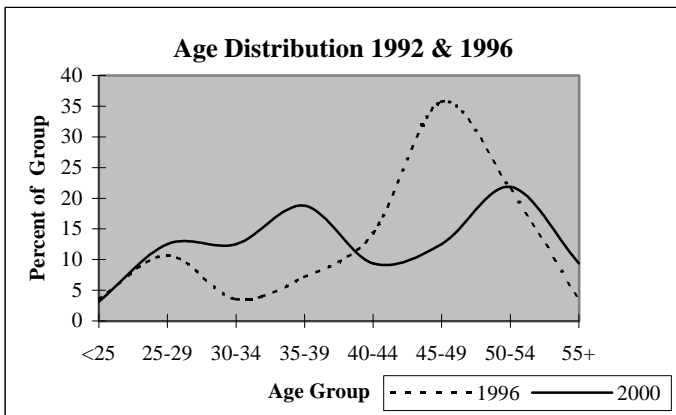
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	5	7	8	10	7.1%	16.7%	24.1%	25.8%	30.3%
4-7 Years	9	7	5	6	5	32.1%	23.3%	17.2%	19.4%	15.2%
8-11 Years	3	4	5	7	6	10.7%	13.3%	17.2%	22.6%	18.2%
12-15 Years	2	3	1	2	4	7.1%	10.0%	3.4%	6.5%	12.1%
16-19 Years	7	4	3	2	1	25.0%	13.3%	10.3%	6.5%	3.0%
20+ Years	5	7	8	6	7	17.9%	23.3%	27.6%	19.4%	21.2%
<b>Average Experience</b>	12.3	11.9	11.4	9.8	9.9					

## District Report for: CASHION

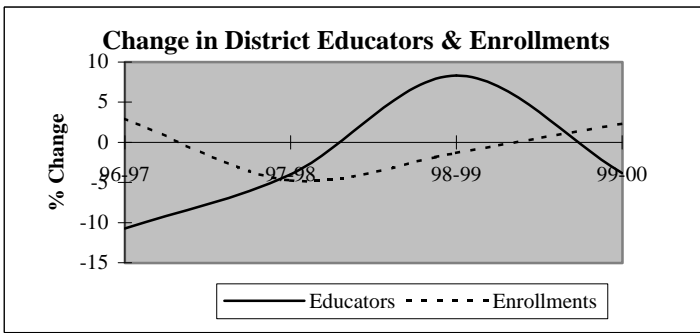
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	4	6	6	-	16.7%	12.5%	18.2%	17.1%	-
Attrition from Transfers	1	2	5	4	-	3.3%	6.3%	15.2%	11.4%	-
Attrition from Exits	4	2	1	2	-	13.3%	6.3%	3.0%	5.7%	-
<b>Teacher Attrition</b>	5	3	5	6	-	17.9%	10.0%	17.2%	19.4%	-
Attrition from Transfers	1	1	4	4	-	3.6%	3.3%	13.8%	12.9%	-
Attrition from Exits	4	2	1	2	-	14.3%	6.7%	3.4%	6.5%	-
<b>District Retention</b>										
Educator Retention	25	28	27	29	-	83.3%	87.5%	81.8%	82.9%	-
Teacher Retention	23	27	24	25	-	82.1%	90.0%	82.8%	80.6%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	77.8%	11.1%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	42.9%	57.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.3%	0.0%	3.0%	2.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	78.1%	90.9%	82.9%	83.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.3%	21.9%	6.1%	14.3%	16.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OKARCHE

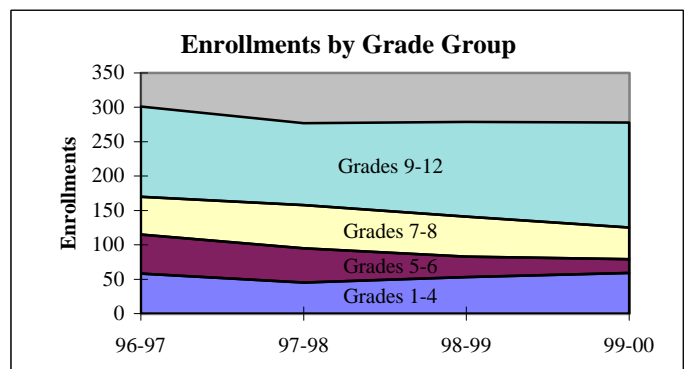
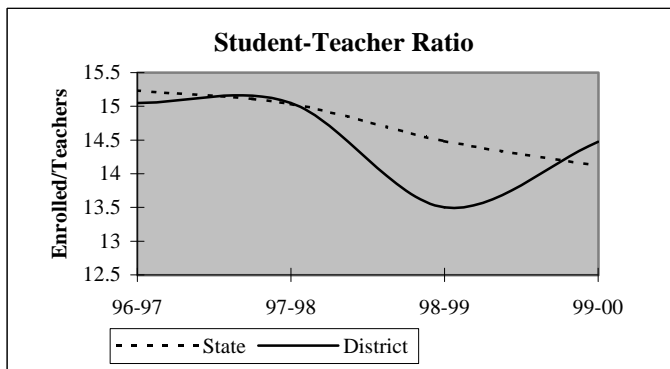


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	12.6	12.5	11.4	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	15.0	15.1	13.5	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-3	-1	2	-1	-	-	-	-	-
% Change in Educators	0.0%	-10.7%	-4.0%	8.3%	-3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-17	9	-15	-4	7	-	-	-	-	-
% Change in Enrollments	-5.2%	2.9%	-4.7%	-1.3%	2.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	21.4%	20.0%	16.7%	19.2%	4.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.7%	12.0%	8.3%	7.7%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	4.0%	8.3%	7.7%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	4.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.5	45.2	44.7	47.0	47.1	42.0	42.3	42.5	42.7	43.0
Average Experience	14.1	15.8	16.6	15.9	16.7	12.1	12.3	12.3	12.2	12.2
Average Salary	27,930	26,644	28,415	28,420	31,097	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.8%	71.4%	70.0%	68.2%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	9.5%	5.0%	4.5%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.0%	3.2%	4.3%	5.8%	4.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	5	6	8	7	25.0%	20.0%	25.0%	30.8%	28.0%
Attrition	3	1	2	2	0					
Attrition Rate	42.9%	20.0%	33.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	18	16	16	15	67.9%	72.0%	66.7%	61.5%	60.0%
Attrition	1	2	0	1	0					
Attrition Rate	5.3%	11.1%	0.0%	6.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	2	3	7.1%	8.0%	8.3%	7.7%	12.0%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	50.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	2	3	4	7.1%	12.0%	8.3%	11.5%	16.0%

## District Report for: OKARCHE

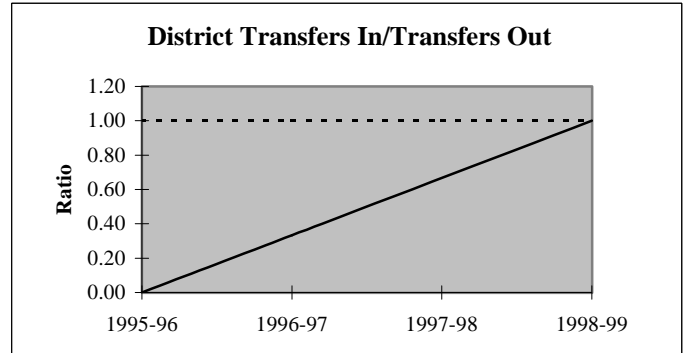
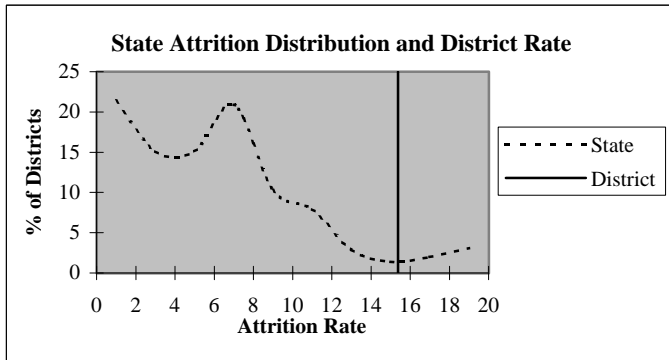
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	25	24	26	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	2	2	10.7%	12.0%	8.3%	7.7%	8.0%
Professional Staff	1	1	2	2	2	3.6%	4.0%	8.3%	7.7%	8.0%
<b>Total Teachers</b>	24	21	20	22	21	85.7%	84.0%	83.3%	84.6%	84.0%
Special Education	2	2	1	1	1	8.3%	9.5%	5.0%	4.5%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	6	7	8	9	33.3%	28.6%	35.0%	36.4%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	13	12	13	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	1	8.3%	9.5%	10.0%	9.1%	4.8%
Art & Music	1	1	1	1	1	4.2%	4.8%	5.0%	4.5%	4.8%
Social Studies	3	2	2	2	2	12.5%	9.5%	10.0%	9.1%	9.5%
Foreign Language	1	1	0	1	1	4.2%	4.8%	0.0%	4.5%	4.8%
Math	1	1	2	2	2	4.2%	4.8%	10.0%	9.1%	9.5%
<b>Science</b>	1	1	2	2	2	4.2%	4.8%	10.0%	9.1%	9.5%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	4.5%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	2	4.2%	4.8%	10.0%	4.5%	9.5%
Vocational Education	3	4	3	3	2	12.5%	19.0%	15.0%	13.6%	9.5%
Other	2	1	0	0	0	8.3%	4.8%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	307	316	301	297	304	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	15	24	18	19	3.9%	4.7%	8.0%	6.1%	6.3%
Grades 1-4	70	58	45	53	59	22.8%	18.4%	15.0%	17.8%	19.4%
Grades 5-6	58	57	50	30	20	18.9%	18.0%	16.6%	10.1%	6.6%
Grades 7-8	40	55	63	58	46	13.0%	17.4%	20.9%	19.5%	15.1%
Grades 9-12	127	131	119	138	153	41.4%	41.5%	39.5%	46.5%	50.3%
Ungraded	0	0	0	0	7	0.0%	0.0%	0.0%	0.0%	2.3%



## District Report for: OKARCHE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	25	24	26	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	24	21	22	22	96.4%	96.0%	87.5%	84.6%	88.0%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3.6%</b>	<b>4.0%</b>	<b>12.5%</b>	<b>15.4%</b>	<b>12.0%</b>
Transfers In	0	1	1	1	2	0.0%	100.0%	33.3%	25.0%	66.7%
Reentrants	1	0	1	2	0	100.0%	0.0%	33.3%	50.0%	0.0%
First Time Educators	0	0	1	1	1	0.0%	0.0%	33.3%	25.0%	33.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>14.3%</b>	<b>16.0%</b>	<b>8.3%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	1	3	0	1	-	25.0%	75.0%	0.0%	25.0%	-
Leave Oklahoma Educ.	3	1	2	3	-	75.0%	25.0%	100.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	16.0%	8.3%	15.4%	-
Transfers In/Out	0.00	0.33	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	2
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	9	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>28</b>

## District Report for: OKARCHE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	2	2	2	10.7%	12.0%	8.3%	7.7%	8.0%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
White - Males	3	3	2	2	1	100.0%	100.0%	100.0%	100.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	2	2	3.6%	4.0%	8.3%	7.7%	8.0%
White - Females	1	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	21	20	22	21	85.7%	84.0%	83.3%	84.6%	84.0%
White - Females	17	15	14	15	15	70.8%	71.4%	70.0%	68.2%	71.4%
White - Males	7	6	6	7	6	29.2%	28.6%	30.0%	31.8%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	2	0	0	4.2%	9.5%	10.0%	0.0%	0.0%
30-34	2	0	1	2	2	8.3%	0.0%	5.0%	9.1%	10.0%
35-39	1	2	1	2	2	4.2%	9.5%	5.0%	9.1%	10.0%
40-44	4	3	4	4	2	16.7%	14.3%	20.0%	18.2%	10.0%
45-49	12	9	7	6	5	50.0%	42.9%	35.0%	27.3%	25.0%
50-54	2	3	4	3	6	8.3%	14.3%	20.0%	13.6%	30.0%
55+	2	2	1	5	3	8.3%	9.5%	5.0%	22.7%	15.0%
<b>Average Age</b>	44.5	45.2	44.7	47.0	47.1					

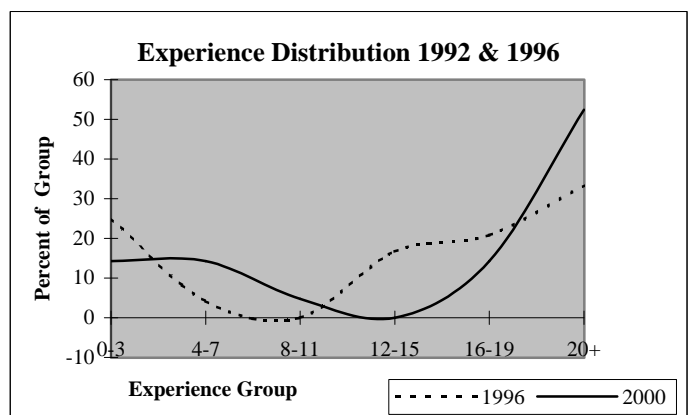
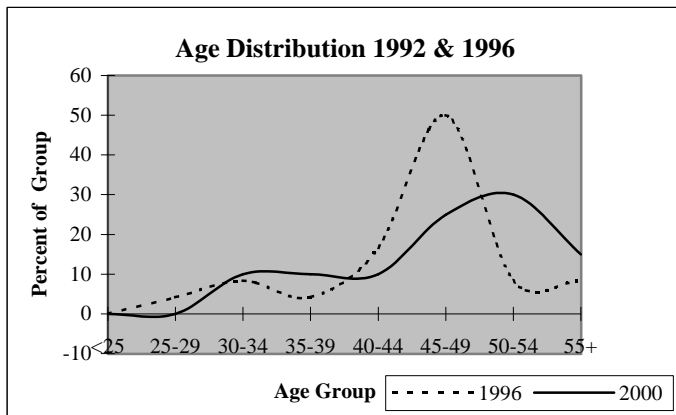
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	3	3	5	3	25.0%	14.3%	15.0%	22.7%	14.3%
4-7 Years	1	2	2	2	3	4.2%	9.5%	10.0%	9.1%	14.3%
8-11 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
12-15 Years	4	3	2	1	0	16.7%	14.3%	10.0%	4.5%	0.0%
16-19 Years	5	5	2	3	3	20.8%	23.8%	10.0%	13.6%	14.3%
20+ Years	8	8	11	11	11	33.3%	38.1%	55.0%	50.0%	52.4%
<b>Average Experience</b>	14.1	15.8	16.6	15.9	16.7					

## District Report for: OKARCHE

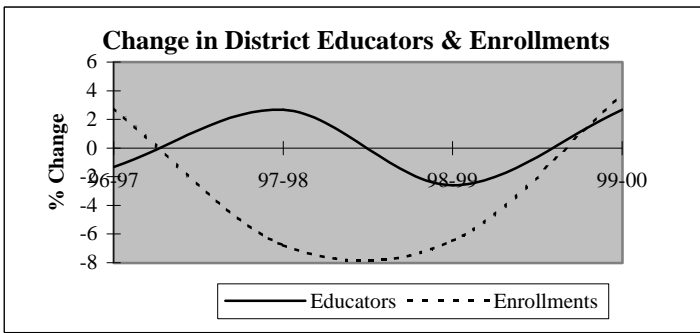
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	2	4	-	14.3%	16.0%	8.3%	15.4%	-
Attrition from Transfers	1	3	0	1	-	3.6%	12.0%	0.0%	3.8%	-
Attrition from Exits	3	1	2	3	-	10.7%	4.0%	8.3%	11.5%	-
<b>Teacher Attrition</b>	4	2	2	3	-	16.7%	9.5%	10.0%	13.6%	-
Attrition from Transfers	1	2	0	1	-	4.2%	9.5%	0.0%	4.5%	-
Attrition from Exits	3	0	2	2	-	12.5%	0.0%	10.0%	9.1%	-
<b>District Retention</b>										
Educator Retention	24	21	22	22	-	85.7%	84.0%	91.7%	84.6%	-
Teacher Retention	20	19	18	19	-	83.3%	90.5%	90.0%	86.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	12.5%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	0.0%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	0.0%	50.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	17.9%	0.0%	4.2%	11.5%	4.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	78.6%	100.0%	87.5%	76.9%	92.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	0.0%	8.3%	11.5%	4.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: HOBART



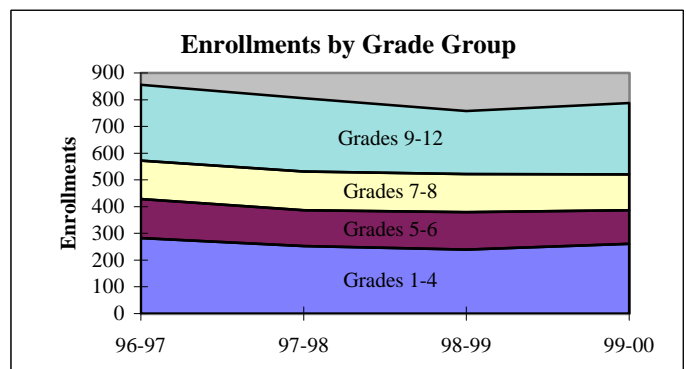
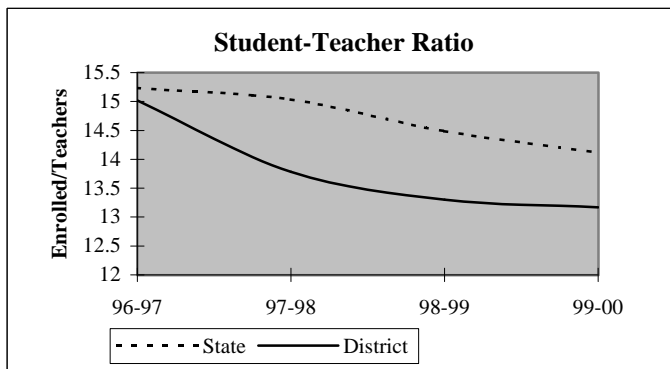
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.8	11.6	11.2	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	15.0	13.8	13.3	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	2	-2	2	-	-	-	-	-
% Change in Educators	1.3%	-1.3%	2.7%	-2.6%	2.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	26	-65	-58	31	-	-	-	-	-
% Change in Enrollments	1.6%	2.8%	-6.8%	-6.5%	3.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	1.3%	2.6%	0.0%	5.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.6%	6.7%	7.8%	5.3%	5.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	8.0%	7.8%	10.7%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.9%	4.0%	3.9%	4.0%	3.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	20.0%	20.0%	16.7%	25.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.3%	1.3%	1.3%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	41.7	41.6	41.3	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	12.1	12.1	12.3	12.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,120	28,806	29,057	30,249	28,966	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	3.1%	3.1%	3.2%	3.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.5%	76.6%	76.9%	74.6%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.2%	10.9%	9.2%	9.5%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.1%	32.3%	30.4%	31.7%	32.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	18	19	17	19	30.3%	24.0%	24.7%	22.7%	24.7%
Attrition	3	3	5	1	0					
Attrition Rate	13.0%	16.7%	26.3%	5.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	55	54	53	54	65.8%	73.3%	70.1%	70.7%	70.1%
Attrition	2	6	2	4	0					
Attrition Rate	4.0%	10.9%	3.7%	7.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	4	5	4	3.9%	2.7%	5.2%	6.7%	5.2%
Attrition	1	0	3	2	0					
Attrition Rate	33.3%	0.0%	75.0%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	8	8	6	3.9%	4.0%	10.4%	10.7%	7.8%



# District Report for: HOBART

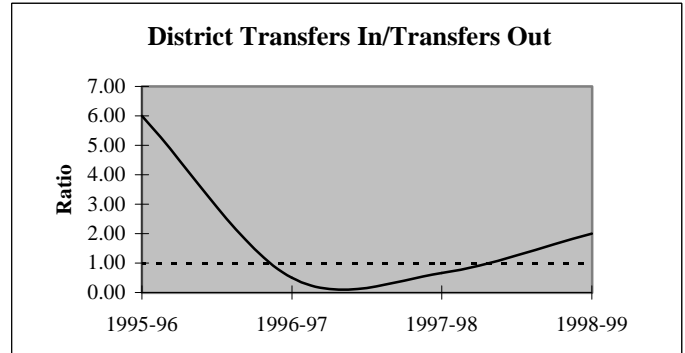
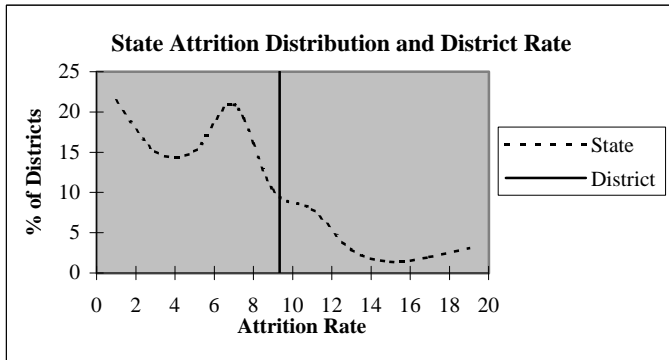
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	76	75	77	75	77	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	4	4	6.6%	6.7%	7.8%	5.3%	5.2%
Professional Staff	6	6	6	8	7	7.9%	8.0%	7.8%	10.7%	9.1%
<b>Total Teachers</b>	65	64	65	63	66	85.5%	85.3%	84.4%	84.0%	85.7%
Special Education	6	7	6	6	6	9.2%	10.9%	9.2%	9.5%	9.1%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	1.6%	1.5%	1.6%	1.5%
Elementary	29	25	28	27	28	44.6%	39.1%	43.1%	42.9%	42.4%
<b>Middle School</b>	11	11	11	10	9	16.9%	17.2%	16.9%	15.9%	13.6%
Language Arts	3	3	3	3	2	4.6%	4.7%	4.6%	4.8%	3.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	3	2	3	3.1%	4.7%	4.6%	3.2%	4.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	2	1	1.5%	1.6%	1.5%	3.2%	1.5%
Science	3	3	2	2	2	4.6%	4.7%	3.1%	3.2%	3.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	1	2	1	1	3.1%	1.6%	3.1%	1.6%	1.5%
<b>High School (9-12)</b>	19	20	19	19	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	3	3	3	4.6%	3.1%	4.6%	4.8%	4.5%
Art & Music	2	2	3	2	2	3.1%	3.1%	4.6%	3.2%	3.0%
Social Studies	3	3	2	3	3	4.6%	4.7%	3.1%	4.8%	4.5%
Foreign Language	1	1	1	1	1	1.5%	1.6%	1.5%	1.6%	1.5%
Math	3	3	2	3	3	4.6%	4.7%	3.1%	4.8%	4.5%
<b>Science</b>	2	2	2	2	2	3.1%	3.1%	3.1%	3.2%	3.0%
Biology	0	1	0	0	0	0.0%	1.6%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	2	3.1%	1.6%	3.1%	3.2%	3.0%
Vocational Education	5	5	6	5	6	7.7%	7.8%	9.2%	7.9%	9.1%
Other	0	2	0	0	2	0.0%	3.1%	0.0%	0.0%	3.0%
<b>Total Enrollments</b>	935	961	896	838	869	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	71	87	79	70	72	7.6%	9.1%	8.8%	8.4%	8.3%
Grades 1-4	288	282	252	239	261	30.8%	29.3%	28.1%	28.5%	30.0%
Grades 5-6	144	146	134	140	125	15.4%	15.2%	15.0%	16.7%	14.4%
Grades 7-8	132	144	145	143	135	14.1%	15.0%	16.2%	17.1%	15.5%
Grades 9-12	300	284	275	236	267	32.1%	29.6%	30.7%	28.2%	30.7%
Ungraded	0	18	11	10	9	0.0%	1.9%	1.2%	1.2%	1.0%



## District Report for: HOBART

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	76	75	77	75	77	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	65	70	66	67	68	85.5%	93.3%	85.7%	89.3%	88.3%
<b>Newly Hired</b>	<b>11</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>9</b>	<b>14.5%</b>	<b>6.7%</b>	<b>14.3%</b>	<b>10.7%</b>	<b>11.7%</b>
Transfers In	6	3	2	2	5	54.5%	60.0%	18.2%	25.0%	55.6%
Reentrants	4	2	5	1	2	36.4%	40.0%	45.5%	12.5%	22.2%
First Time Educators	1	0	4	5	2	9.1%	0.0%	36.4%	62.5%	22.2%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>9</b>	<b>10</b>	<b>7</b>	<b>-</b>	<b>7.9%</b>	<b>12.0%</b>	<b>13.0%</b>	<b>9.3%</b>	<b>-</b>
Transfers Out	1	6	3	1	-	16.7%	66.7%	30.0%	14.3%	-
Leave Oklahoma Educ.	5	3	7	6	-	83.3%	33.3%	70.0%	85.7%	-

Dynamics Rates	District Rates				
District Attrition	7.9%	12.0%	13.0%	9.3%	-
Transfers In/Out	6.00	0.50	0.67	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	54	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	76

## District Report for: HOBART

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	6	4	4	6.6%	6.7%	7.8%	5.3%	5.2%
White - Females	1	1	1	0	0	20.0%	20.0%	16.7%	0.0%	0.0%
White - Males	3	3	4	3	3	60.0%	60.0%	66.7%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	20.0%	20.0%	16.7%	25.0%	25.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	6	6	8	7	7.9%	8.0%	7.8%	10.7%	9.1%
White - Females	6	6	6	8	7	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	65	64	65	63	66	85.5%	85.3%	84.4%	84.0%	85.7%
White - Females	50	48	49	46	47	76.9%	75.0%	75.4%	73.0%	71.2%
White - Males	13	14	14	15	17	20.0%	21.9%	21.5%	23.8%	25.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.5%	1.6%	1.5%	1.6%	1.5%
Other - Males	1	1	1	1	1	1.5%	1.6%	1.5%	1.6%	1.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	1.6%	0.0%	0.0%
25-29	5	5	7	9	11	7.9%	8.1%	10.9%	14.5%	16.9%
30-34	14	11	11	7	4	22.2%	17.7%	17.2%	11.3%	6.2%
35-39	10	13	14	16	15	15.9%	21.0%	21.9%	25.8%	23.1%
40-44	6	7	5	5	11	9.5%	11.3%	7.8%	8.1%	16.9%
45-49	13	9	9	9	8	20.6%	14.5%	14.1%	14.5%	12.3%
50-54	9	12	10	9	10	14.3%	19.4%	15.6%	14.5%	15.4%
55+	6	5	7	7	6	9.5%	8.1%	10.9%	11.3%	9.2%
<b>Average Age</b>	41.6	41.7	41.6	41.3	41.4					

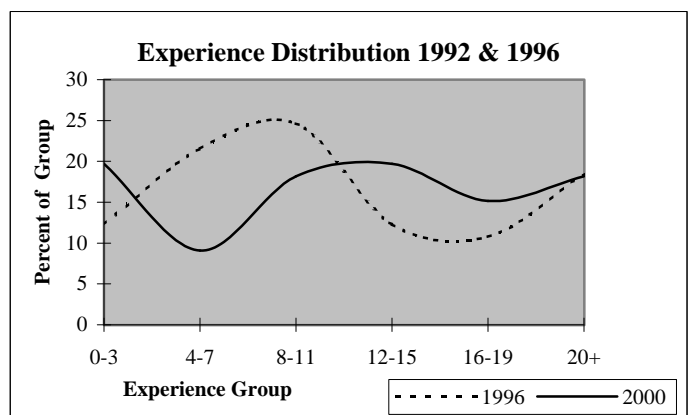
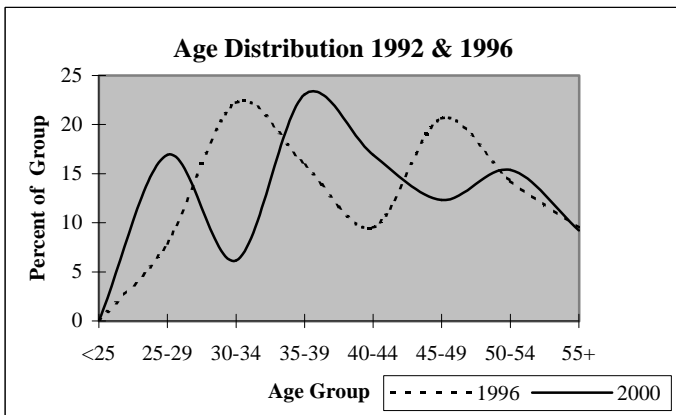
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	7	9	10	13	12.3%	10.9%	13.8%	15.9%	19.7%
4-7 Years	14	11	10	6	6	21.5%	17.2%	15.4%	9.5%	9.1%
8-11 Years	16	16	14	15	12	24.6%	25.0%	21.5%	23.8%	18.2%
12-15 Years	8	10	11	13	13	12.3%	15.6%	16.9%	20.6%	19.7%
16-19 Years	7	7	9	7	10	10.8%	10.9%	13.8%	11.1%	15.2%
20+ Years	12	13	12	12	12	18.5%	20.3%	18.5%	19.0%	18.2%
<b>Average Experience</b>	11.7	12.1	12.1	12.3	12.1					

# District Report for: HOBART

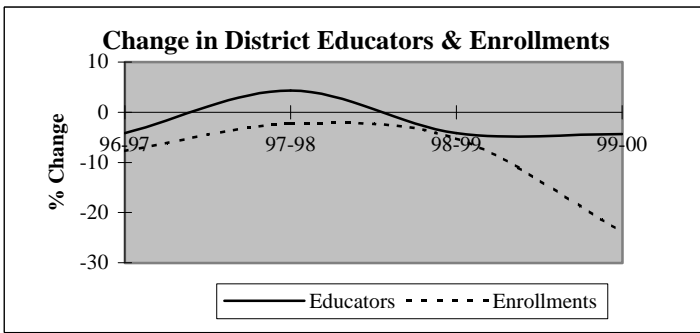
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	9	10	7	-	7.9%	12.0%	13.0%	9.3%	-
Attrition from Transfers	1	6	3	1	-	1.3%	8.0%	3.9%	1.3%	-
Attrition from Exits	5	3	7	6	-	6.6%	4.0%	9.1%	8.0%	-
<b>Teacher Attrition</b>	6	7	9	5	-	9.2%	10.9%	13.8%	7.9%	-
Attrition from Transfers	1	4	3	1	-	1.5%	6.3%	4.6%	1.6%	-
Attrition from Exits	5	3	6	4	-	7.7%	4.7%	9.2%	6.3%	-
<b>District Retention</b>										
Educator Retention	70	66	67	68	-	92.1%	88.0%	87.0%	90.7%	-
Teacher Retention	59	57	56	58	-	90.8%	89.1%	86.2%	92.1%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	62.5%	6.3%	68.8%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	9.1%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	30.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	7.1%	92.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.3%	0.0%	0.0%	1.3%	2.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.8%	97.3%	88.3%	90.7%	92.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.9%	2.7%	11.7%	8.0%	5.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LONE WOLF

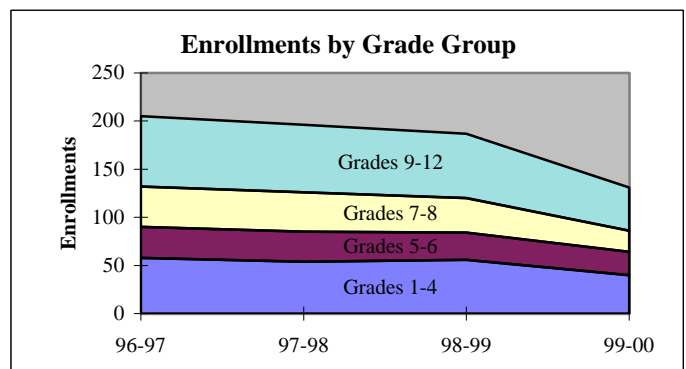
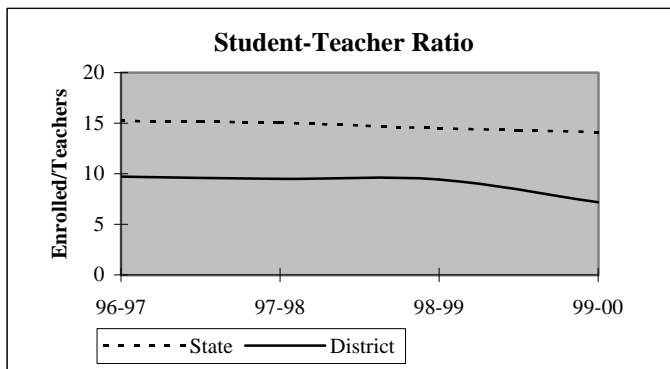


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.7	9.3	8.7	8.6	6.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.1	9.7	9.5	9.4	7.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	-1	1	-1	-1	-	-	-	-	-
% Change in Educators	-11.1%	-4.2%	4.3%	-4.2%	-4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	-18	-5	-11	-47	-	-	-	-	-
% Change in Enrollments	-1.3%	-7.8%	-2.3%	-5.3%	-23.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	13.0%	8.3%	8.7%	18.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	4.3%	8.3%	8.7%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.5	43.2	42.9	40.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	13.2	12.2	12.5	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	28,590	28,626	28,895	28,849	27,034	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.2%	63.6%	63.6%	71.4%	76.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	4.5%	4.5%	4.8%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.9%	15.0%	14.7%	19.6%	17.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	9	9	9	37.5%	39.1%	37.5%	39.1%	40.9%
Attrition	1	2	1	4	0					
Attrition Rate	11.1%	22.2%	11.1%	44.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	12	13	12	12	54.2%	52.2%	54.2%	52.2%	54.5%
Attrition	1	0	1	4	0					
Attrition Rate	7.7%	0.0%	7.7%	33.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	2	1	8.3%	8.7%	8.3%	8.7%	4.5%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	50.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	2	4	2	8.3%	13.0%	8.3%	17.4%	9.1%

## District Report for: LONE WOLF

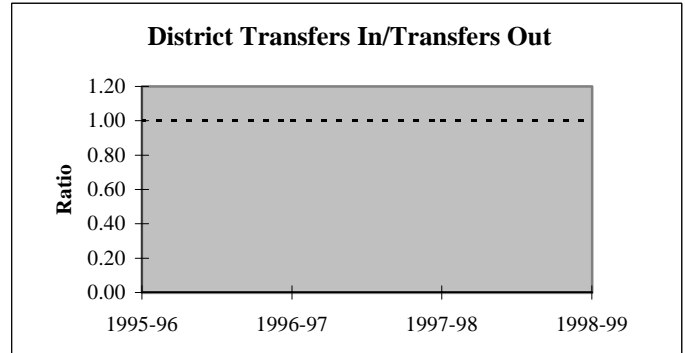
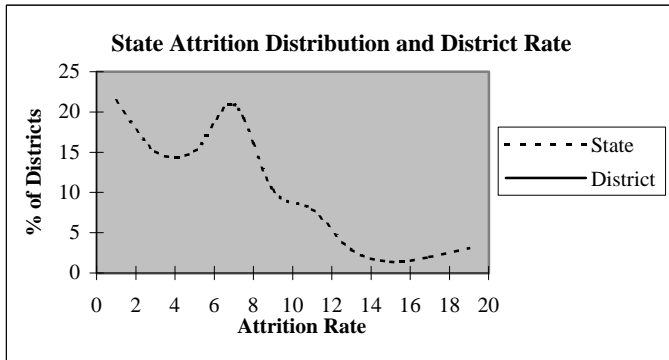
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	23	24	23	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	1	4.2%	4.3%	8.3%	8.7%	4.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	23	22	22	21	21	95.8%	95.7%	91.7%	91.3%	95.5%
Special Education	2	1	1	1	1	8.7%	4.5%	4.5%	4.8%	4.8%
Pre-K & Kindergarten	0	0	0	1	0	0.0%	0.0%	0.0%	4.8%	0.0%
Elementary	12	12	9	9	11	52.2%	54.5%	40.9%	42.9%	52.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	12	10	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	4.3%	4.5%	4.5%	9.5%	9.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	2	2	2	4.3%	4.5%	9.1%	9.5%	9.5%
Foreign Language	0	0	1	1	0	0.0%	0.0%	4.5%	4.8%	0.0%
Math	2	2	1	2	1	8.7%	9.1%	4.5%	9.5%	4.8%
<b>Science</b>	1	1	1	1	1	4.3%	4.5%	4.5%	4.8%	4.8%
Biology	1	0	0	0	0	4.3%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	4.5%	4.5%	4.8%	4.8%
Vocational Education	2	2	3	2	2	8.7%	9.1%	13.6%	9.5%	9.5%
Other	2	2	3	0	1	8.7%	9.1%	13.6%	0.0%	4.8%
<b>Total Enrollments</b>	232	214	209	198	151	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	9	13	11	20	5.2%	4.2%	6.2%	5.6%	13.2%
Grades 1-4	59	58	54	56	40	25.4%	27.1%	25.8%	28.3%	26.5%
Grades 5-6	37	32	31	28	24	15.9%	15.0%	14.8%	14.1%	15.9%
Grades 7-8	41	42	41	36	22	17.7%	19.6%	19.6%	18.2%	14.6%
Grades 9-12	83	73	70	67	45	35.8%	34.1%	33.5%	33.8%	29.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LONE WOLF

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	23	24	23	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	20	22	14	91.7%	95.7%	83.3%	95.7%	63.6%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>8.3%</b>	<b>4.3%</b>	<b>16.7%</b>	<b>4.3%</b>	<b>36.4%</b>
Transfers In	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	37.5%
Reentrants	1	0	2	0	1	50.0%	0.0%	50.0%	0.0%	12.5%
First Time Educators	1	1	2	1	4	50.0%	100.0%	50.0%	100.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>-</b>	<b>8.3%</b>	<b>13.0%</b>	<b>8.3%</b>	<b>39.1%</b>	<b>-</b>
Transfers Out	1	2	2	5	-	50.0%	66.7%	100.0%	55.6%	-
Leave Oklahoma Educ.	1	1	0	4	-	50.0%	33.3%	0.0%	44.4%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	13.0%	8.3%	39.1%	-
Transfers In/Out	0.00	0.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	14	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>24</b>

## District Report for: LONE WOLF

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	1	4.2%	4.3%	8.3%	8.7%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	22	22	21	21	95.8%	95.7%	91.7%	91.3%	95.5%
White - Females	15	14	14	15	16	65.2%	63.6%	63.6%	71.4%	76.2%
White - Males	8	8	8	6	5	34.8%	36.4%	36.4%	28.6%	23.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	4.8%	0.0%
25-29	2	2	2	2	5	8.7%	9.1%	9.1%	9.5%	23.8%
30-34	5	5	5	5	3	21.7%	22.7%	22.7%	23.8%	14.3%
35-39	1	1	1	1	3	4.3%	4.5%	4.5%	4.8%	14.3%
40-44	3	2	0	0	1	13.0%	9.1%	0.0%	0.0%	4.8%
45-49	6	4	6	4	4	26.1%	18.2%	27.3%	19.0%	19.0%
50-54	4	6	6	5	2	17.4%	27.3%	27.3%	23.8%	9.5%
55+	2	2	2	3	3	8.7%	9.1%	9.1%	14.3%	14.3%
<b>Average Age</b>	43.0	43.5	43.2	42.9	40.5					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	5	4	6	26.1%	22.7%	22.7%	19.0%	28.6%
4-7 Years	3	4	4	5	3	13.0%	18.2%	18.2%	23.8%	14.3%
8-11 Years	2	1	1	1	3	8.7%	4.5%	4.5%	4.8%	14.3%
12-15 Years	4	2	4	2	1	17.4%	9.1%	18.2%	9.5%	4.8%
16-19 Years	3	4	3	4	4	13.0%	18.2%	13.6%	19.0%	19.0%
20+ Years	5	6	5	5	4	21.7%	27.3%	22.7%	23.8%	19.0%
<b>Average Experience</b>	12.3	13.2	12.2	12.5	10.6					

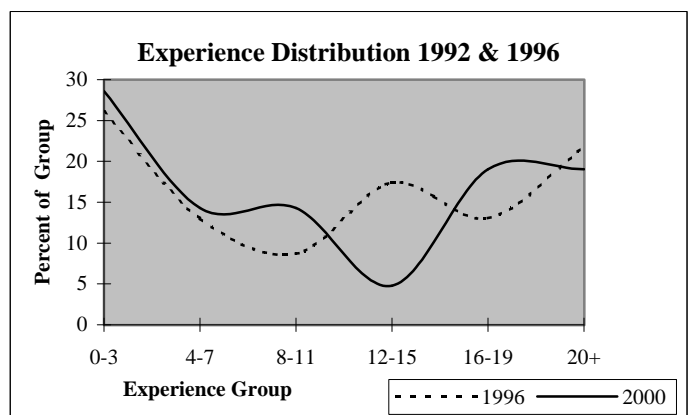
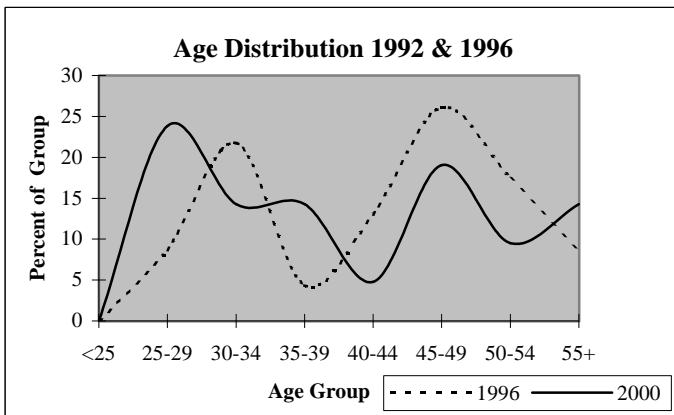


## District Report for: LONE WOLF

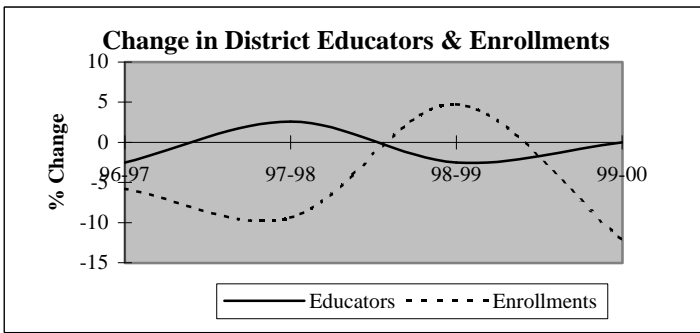
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	2	9	-	8.3%	13.0%	8.3%	39.1%	-
Attrition from Transfers	1	2	2	5	-	4.2%	8.7%	8.3%	21.7%	-
Attrition from Exits	1	1	0	4	-	4.2%	4.3%	0.0%	17.4%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>-</b>	<b>8.7%</b>	<b>13.6%</b>	<b>9.1%</b>	<b>38.1%</b>	<b>-</b>
Attrition from Transfers	1	2	2	5	-	4.3%	9.1%	9.1%	23.8%	-
Attrition from Exits	1	1	0	3	-	4.3%	4.5%	0.0%	14.3%	-
<b>District Retention</b>										
Educator Retention	22	20	22	14	-	91.7%	87.0%	91.7%	60.9%	-
Teacher Retention	21	19	20	13	-	91.3%	86.4%	90.9%	61.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	55.6%	33.3%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	57.1%	14.3%	71.4%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	62.5%	25.0%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	0.0%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	4.3%	4.2%	4.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	91.3%	79.2%	91.3%	77.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	4.3%	16.7%	4.3%	22.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOUNTAIN VIEW-GOTEB0

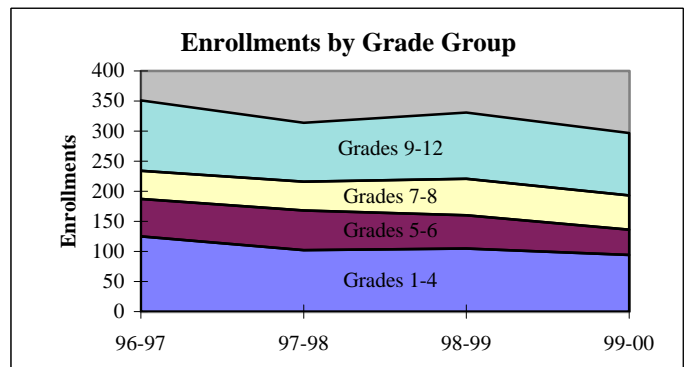
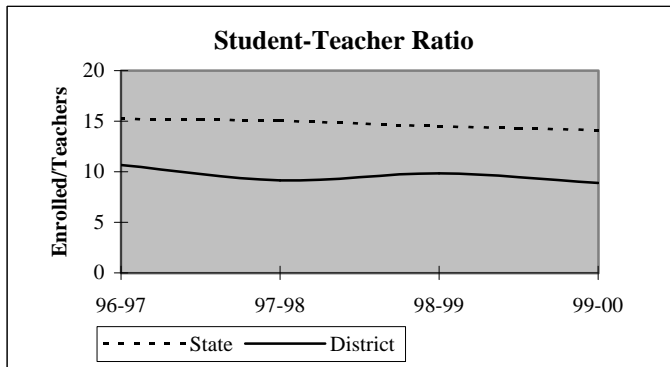


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	9.6	8.5	9.1	8.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	10.7	9.1	9.8	8.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	1	-1	0	-	-	-	-	-
% Change in Educators	-2.4%	-2.5%	2.6%	-2.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-33	-23	-35	16	-43	-	-	-	-	-
% Change in Enrollments	-7.7%	-5.8%	-9.4%	4.7%	-12.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.5%	0.0%	5.0%	5.1%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.1%	2.5%	2.6%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	5.1%	5.0%	5.1%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	44.1	44.4	44.9	46.5	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.7	12.8	13.1	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,849	29,610	29,386	30,120	29,228	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.4%	71.4%	70.3%	66.7%	68.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.7%	5.4%	5.6%	5.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	24.0%	23.3%	22.8%	25.9%	21.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	10	12	12	14	32.5%	25.6%	30.0%	30.8%	35.9%
Attrition	2	2	1	3	0					
Attrition Rate	15.4%	20.0%	8.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	24	27	24	23	19	60.0%	69.2%	60.0%	59.0%	48.7%
Attrition	0	3	2	2	0					
Attrition Rate	0.0%	11.1%	8.3%	8.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	4	4	6	7.5%	5.1%	10.0%	10.3%	15.4%
Attrition	1	1	0	1	0					
Attrition Rate	33.3%	50.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	5	7	7	7.5%	10.3%	12.5%	17.9%	17.9%

## District Report for: MOUNTAIN VIEW-GOTEB0

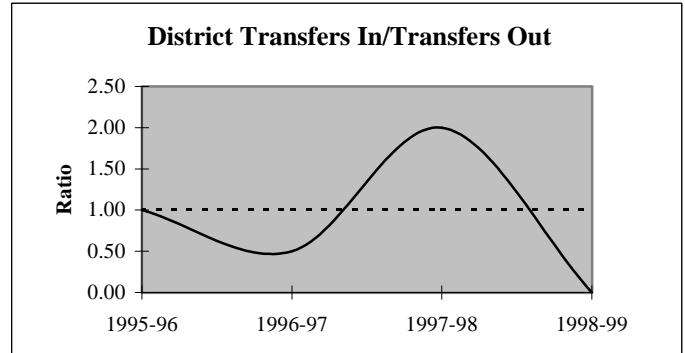
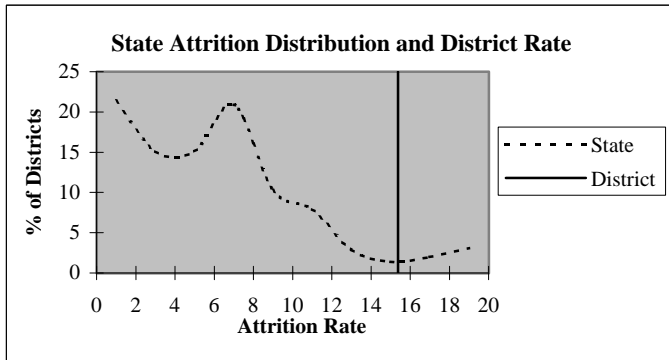
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	39	40	39	39	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	1	1	2	5.0%	5.1%	2.5%	2.6%	5.1%
Professional Staff	2	2	2	2	2	5.0%	5.1%	5.0%	5.1%	5.1%
<b>Total Teachers</b>	36	35	37	36	35	90.0%	89.7%	92.5%	92.3%	89.7%
Special Education	2	2	2	2	2	5.6%	5.7%	5.4%	5.6%	5.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	20	20	21	18	14	55.6%	57.1%	56.8%	50.0%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	13	14	16	19	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	3	5.6%	5.7%	5.4%	5.6%	8.6%
Art & Music	1	0	1	1	1	2.8%	0.0%	2.7%	2.8%	2.9%
Social Studies	2	2	2	3	3	5.6%	5.7%	5.4%	8.3%	8.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	5.6%	5.7%	5.4%	5.6%	5.7%
<b>Science</b>	1	1	1	2	3	2.8%	2.9%	2.7%	5.6%	8.6%
Biology	1	1	1	1	1	2.8%	2.9%	2.7%	2.8%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	1	0	0.0%	0.0%	0.0%	2.8%	0.0%
Other Science	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	5.7%
Vocational Education	4	4	4	4	4	11.1%	11.4%	10.8%	11.1%	11.4%
Other	2	2	2	2	3	5.6%	5.7%	5.4%	5.6%	8.6%
<b>Total Enrollments</b>	396	373	338	354	311	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	22	24	23	14	8.3%	5.9%	7.1%	6.5%	4.5%
Grades 1-4	116	125	102	105	94	29.3%	33.5%	30.2%	29.7%	30.2%
Grades 5-6	56	62	66	55	42	14.1%	16.6%	19.5%	15.5%	13.5%
Grades 7-8	55	47	48	61	57	13.9%	12.6%	14.2%	17.2%	18.3%
Grades 9-12	136	117	98	110	104	34.3%	31.4%	29.0%	31.1%	33.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MOUNTAIN VIEW-GOTEBO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	39	40	39	39	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	37	33	37	33	95.0%	94.9%	82.5%	94.9%	84.6%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>6</b>	<b>5.0%</b>	<b>5.1%</b>	<b>17.5%</b>	<b>5.1%</b>	<b>15.4%</b>
Transfers In	1	2	2	0	1	50.0%	100.0%	28.6%	0.0%	16.7%
Reentrants	0	0	3	1	2	0.0%	0.0%	42.9%	50.0%	33.3%
First Time Educators	1	0	2	1	3	50.0%	0.0%	28.6%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>7.5%</b>	<b>15.4%</b>	<b>7.5%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	1	4	1	5	-	33.3%	66.7%	33.3%	83.3%	-
Leave Oklahoma Educ.	2	2	2	1	-	66.7%	33.3%	66.7%	16.7%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	15.4%	7.5%	15.4%	-
Transfers In/Out	1.00	0.50	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	32	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>41</b>

## District Report for: MOUNTAIN VIEW-GOTEB0

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	1	1	2	5.0%	5.1%	2.5%	2.6%	5.1%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
White - Males	2	2	1	1	1	100.0%	100.0%	100.0%	100.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.0%	5.1%	5.0%	5.1%	5.1%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	35	37	36	35	90.0%	89.7%	92.5%	92.3%	89.7%
White - Females	25	25	26	24	24	69.4%	71.4%	70.3%	66.7%	68.6%
White - Males	11	10	11	12	11	30.6%	28.6%	29.7%	33.3%	31.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	2	2	3	5.7%	8.8%	5.7%	5.9%	9.4%
30-34	5	4	5	4	3	14.3%	11.8%	14.3%	11.8%	9.4%
35-39	2	3	3	4	2	5.7%	8.8%	8.6%	11.8%	6.3%
40-44	10	8	7	4	3	28.6%	23.5%	20.0%	11.8%	9.4%
45-49	4	6	6	8	8	11.4%	17.6%	17.1%	23.5%	25.0%
50-54	8	5	6	7	5	22.9%	14.7%	17.1%	20.6%	15.6%
55+	3	5	6	5	8	8.6%	14.7%	17.1%	14.7%	25.0%
<b>Average Age</b>	43.4	44.1	44.4	44.9	46.5					

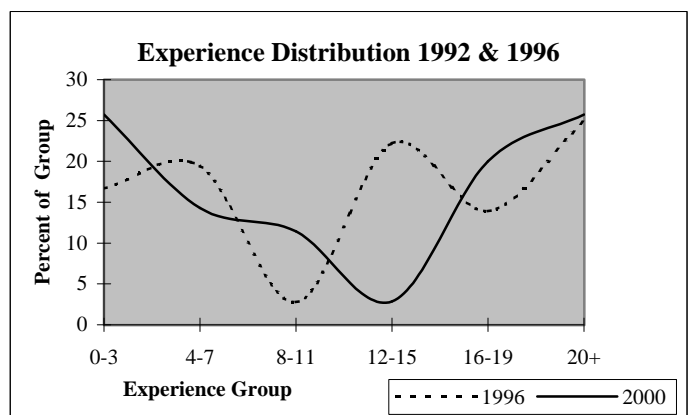
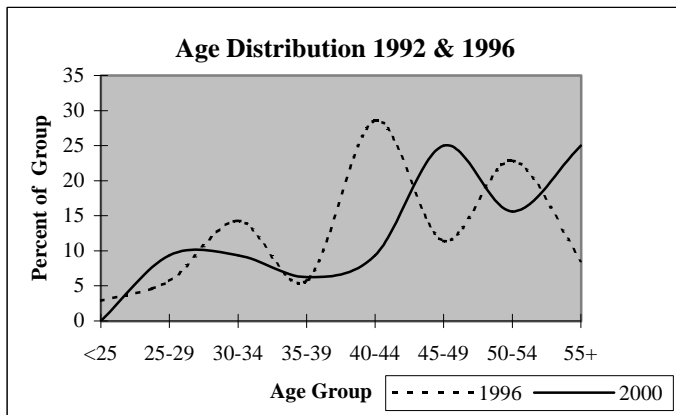
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	7	6	9	16.7%	14.3%	18.9%	16.7%	25.7%
4-7 Years	7	5	5	6	5	19.4%	14.3%	13.5%	16.7%	14.3%
8-11 Years	1	4	6	6	4	2.8%	11.4%	16.2%	16.7%	11.4%
12-15 Years	8	7	2	2	1	22.2%	20.0%	5.4%	5.6%	2.9%
16-19 Years	5	3	7	6	7	13.9%	8.6%	18.9%	16.7%	20.0%
20+ Years	9	11	10	10	9	25.0%	31.4%	27.0%	27.8%	25.7%
<b>Average Experience</b>	13.1	13.7	12.8	13.1	12.5					

## District Report for: MOUNTAIN VIEW-GOTEB0

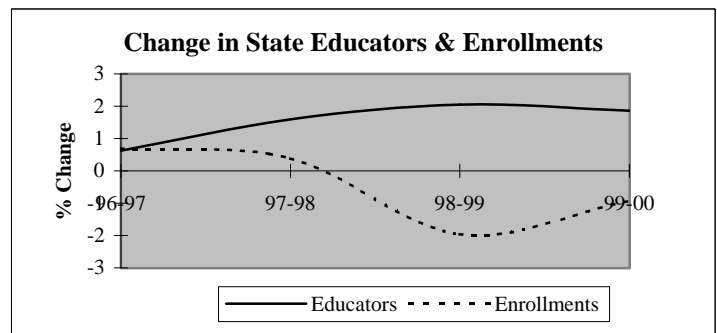
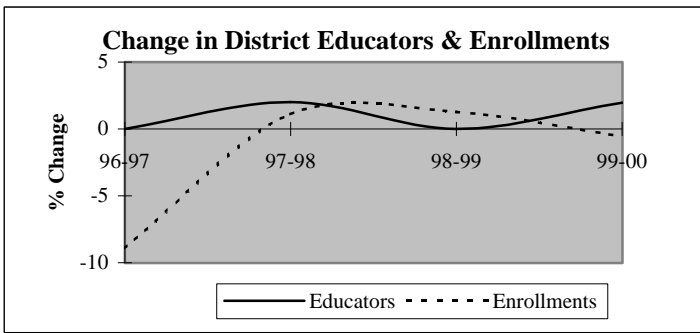
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	6	3	6	-	7.5%	15.4%	7.5%	15.4%	-
Attrition from Transfers	1	4	1	5	-	2.5%	10.3%	2.5%	12.8%	-
Attrition from Exits	2	2	2	1	-	5.0%	5.1%	5.0%	2.6%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>8.3%</b>	<b>14.3%</b>	<b>8.1%</b>	<b>16.7%</b>	<b>-</b>
Attrition from Transfers	1	3	1	5	-	2.8%	8.6%	2.7%	13.9%	-
Attrition from Exits	2	2	2	1	-	5.6%	5.7%	5.4%	2.8%	-
<b>District Retention</b>										
Educator Retention	37	33	37	33	-	92.5%	84.6%	92.5%	84.6%	-
Teacher Retention	33	30	34	30	-	91.7%	85.7%	91.9%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	28.6%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	10.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.6%	0.0%	5.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.5%	97.4%	87.5%	89.7%	87.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.5%	0.0%	12.5%	5.1%	12.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SNYDER

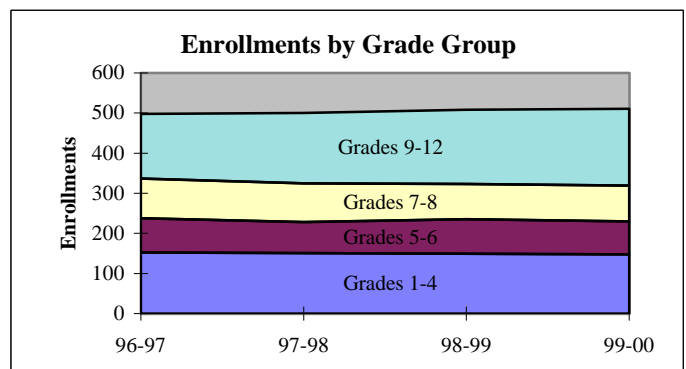
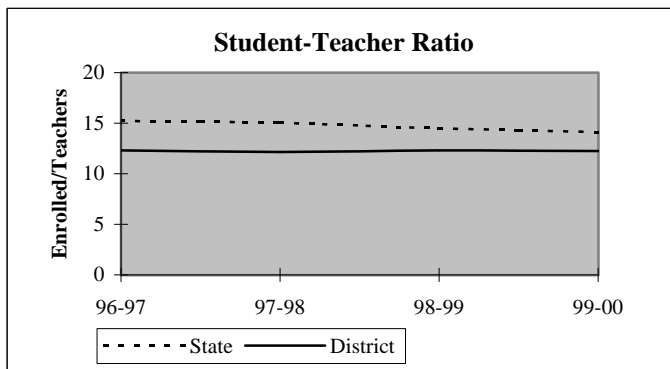


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	10.8	10.7	10.9	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	12.3	12.2	12.3	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	0	1	-	-	-	-	-
% Change in Educators	-2.0%	0.0%	2.0%	0.0%	2.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-38	-53	6	7	-3	-	-	-	-	-
% Change in Enrollments	-6.0%	-8.9%	1.1%	1.3%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.0%	10.0%	3.9%	5.9%	5.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	8.0%	7.8%	7.8%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	4.0%	3.9%	3.9%	5.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.0%	4.0%	5.9%	3.9%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	6.0%	3.9%	3.9%	3.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	41.0	41.0	42.2	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.4	10.8	10.8	11.6	12.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,649	27,727	28,788	29,131	29,324	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.3%	4.5%	6.7%	4.4%	4.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.4%	70.5%	66.7%	64.4%	68.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.0%	9.1%	8.9%	6.7%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	24.1%	22.4%	24.1%	22.1%	22.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	21	22	21	16	40.0%	42.0%	43.1%	41.2%	30.8%
Attrition	4	3	3	7	0					
Attrition Rate	20.0%	14.3%	13.6%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	27	26	27	26	32	54.0%	52.0%	52.9%	51.0%	61.5%
Attrition	2	4	1	1	0					
Attrition Rate	7.4%	15.4%	3.7%	3.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	2	4	4	6.0%	6.0%	3.9%	7.8%	7.7%
Attrition	1	1	0	1	0					
Attrition Rate	33.3%	33.3%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	4	4	5	8.0%	8.0%	7.8%	7.8%	9.6%

## District Report for: SNYDER

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	50	50	51	51	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	8.0%	8.0%	7.8%	7.8%	7.7%
Professional Staff	3	2	2	2	3	6.0%	4.0%	3.9%	3.9%	5.8%
<b>Total Teachers</b>	43	44	45	45	45	86.0%	88.0%	88.2%	88.2%	86.5%
Special Education	3	4	4	3	3	7.0%	9.1%	8.9%	6.7%	6.7%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.2%	2.2%
Elementary	23	24	22	21	21	53.5%	54.5%	48.9%	46.7%	46.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	16	19	20	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	4.7%	4.5%	4.4%	4.4%	4.4%
Art & Music	0	1	1	1	2	0.0%	2.3%	2.2%	2.2%	4.4%
Social Studies	1	3	3	4	4	2.3%	6.8%	6.7%	8.9%	8.9%
Foreign Language	1	0	1	1	1	2.3%	0.0%	2.2%	2.2%	2.2%
Math	1	2	2	2	1	2.3%	4.5%	4.4%	4.4%	2.2%
<b>Science</b>	3	3	3	3	2	7.0%	6.8%	6.7%	6.7%	4.4%
Biology	1	1	1	1	0	2.3%	2.3%	2.2%	2.2%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	4.7%	4.5%	4.4%	4.4%	4.4%
Vocational Education	4	4	4	4	5	9.3%	9.1%	8.9%	8.9%	11.1%
Other	5	1	3	3	3	11.6%	2.3%	6.7%	6.7%	6.7%
<b>Total Enrollments</b>	594	541	547	554	551	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	38	42	41	35	5.7%	7.0%	7.7%	7.4%	6.4%
Grades 1-4	171	152	151	149	148	28.8%	28.1%	27.6%	26.9%	26.9%
Grades 5-6	99	86	77	86	82	16.7%	15.9%	14.1%	15.5%	14.9%
Grades 7-8	106	99	97	88	89	17.8%	18.3%	17.7%	15.9%	16.2%
Grades 9-12	177	161	175	185	192	29.8%	29.8%	32.0%	33.4%	34.8%
Ungraded	7	5	5	5	5	1.2%	0.9%	0.9%	0.9%	0.9%

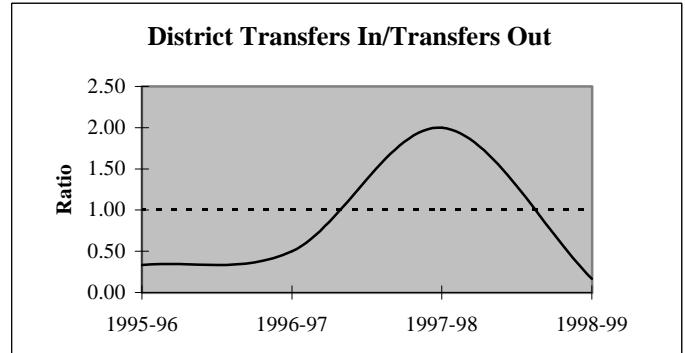
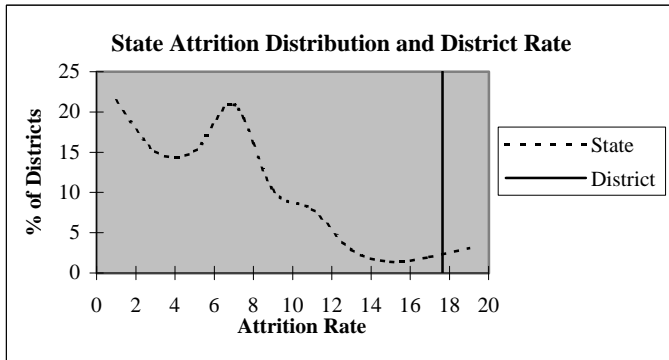




## District Report for: SNYDER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	50	50	51	51	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	45	43	42	47	42	90.0%	86.0%	82.4%	92.2%	80.8%
<b>Newly Hired</b>	<b>5</b>	<b>7</b>	<b>9</b>	<b>4</b>	<b>10</b>	<b>10.0%</b>	<b>14.0%</b>	<b>17.6%</b>	<b>7.8%</b>	<b>19.2%</b>
Transfers In	2	1	4	1	4	40.0%	14.3%	44.4%	25.0%	40.0%
Reentrants	1	2	2	1	4	20.0%	28.6%	22.2%	25.0%	40.0%
First Time Educators	2	4	3	2	2	40.0%	57.1%	33.3%	50.0%	20.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>8</b>	<b>4</b>	<b>9</b>	<b>-</b>	<b>14.0%</b>	<b>16.0%</b>	<b>7.8%</b>	<b>17.6%</b>	<b>-</b>
Transfers Out	6	2	2	6	-	85.7%	25.0%	50.0%	66.7%	-
Leave Oklahoma Educ.	1	6	2	3	-	14.3%	75.0%	50.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	14.0%	16.0%	7.8%	17.6%	-
Transfers In/Out	0.33	0.50	2.00	0.17	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	14	Cameron, Lawton	19
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>50</b>

## District Report for: SNYDER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	8.0%	8.0%	7.8%	7.8%	7.7%
White - Females	2	3	2	2	2	50.0%	75.0%	50.0%	50.0%	50.0%
White - Males	2	1	2	2	2	50.0%	25.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	2	3	6.0%	4.0%	3.9%	3.9%	5.8%
White - Females	3	2	2	2	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	44	45	45	45	86.0%	88.0%	88.2%	88.2%	86.5%
White - Females	28	30	29	28	30	65.1%	68.2%	64.4%	62.2%	66.7%
White - Males	14	12	13	15	13	32.6%	27.3%	28.9%	33.3%	28.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	1	0.0%	0.0%	2.2%	2.2%	2.2%
Other - Females	1	1	1	1	1	2.3%	2.3%	2.2%	2.2%	2.2%
Other - Males	0	1	1	0	0	0.0%	2.3%	2.2%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	1	0	4.7%	2.3%	0.0%	2.2%	0.0%
25-29	4	3	3	3	6	9.3%	6.8%	6.7%	6.7%	13.6%
30-34	8	7	8	6	3	18.6%	15.9%	17.8%	13.3%	6.8%
35-39	7	9	9	7	8	16.3%	20.5%	20.0%	15.6%	18.2%
40-44	10	8	8	9	9	23.3%	18.2%	17.8%	20.0%	20.5%
45-49	6	9	11	11	8	14.0%	20.5%	24.4%	24.4%	18.2%
50-54	3	3	4	6	8	7.0%	6.8%	8.9%	13.3%	18.2%
55+	3	4	2	2	2	7.0%	9.1%	4.4%	4.4%	4.5%
<b>Average Age</b>	39.6	41.0	41.0	42.2	42.1					

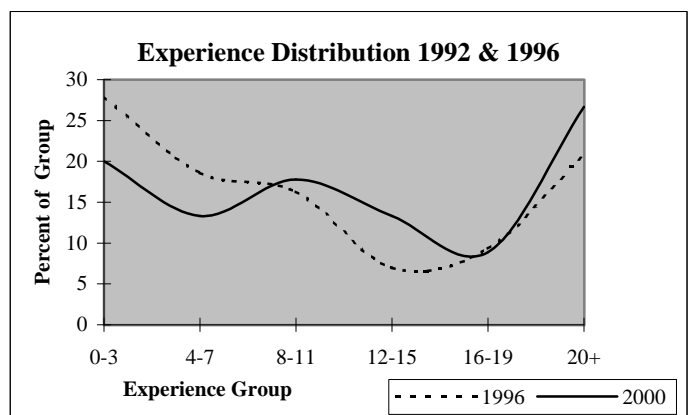
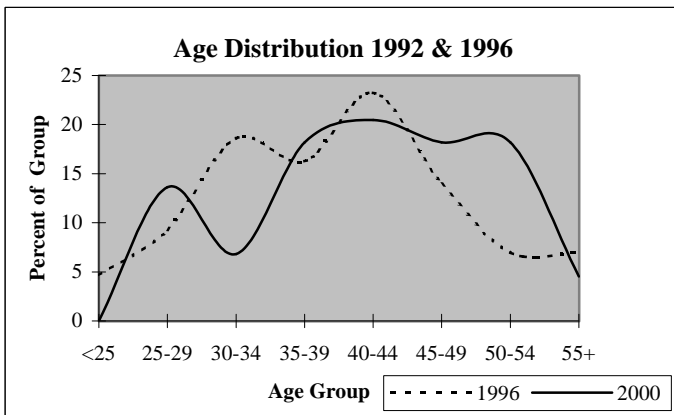
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	12	11	8	9	27.9%	27.3%	24.4%	17.8%	20.0%
4-7 Years	8	9	11	13	6	18.6%	20.5%	24.4%	28.9%	13.3%
8-11 Years	7	5	6	6	8	16.3%	11.4%	13.3%	13.3%	17.8%
12-15 Years	3	3	2	3	6	7.0%	6.8%	4.4%	6.7%	13.3%
16-19 Years	4	6	5	3	4	9.3%	13.6%	11.1%	6.7%	8.9%
20+ Years	9	9	10	12	12	20.9%	20.5%	22.2%	26.7%	26.7%
<b>Average Experience</b>	10.4	10.8	10.8	11.6	12.6					

## District Report for: SNYDER

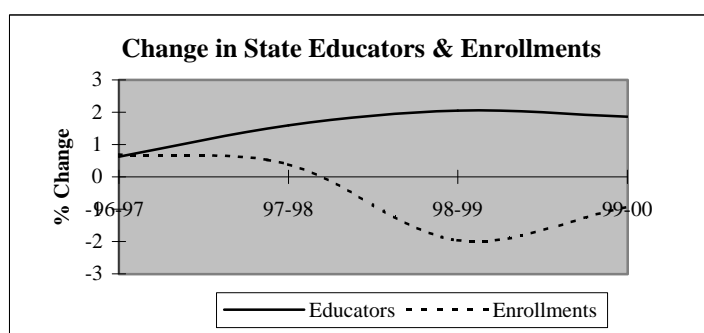
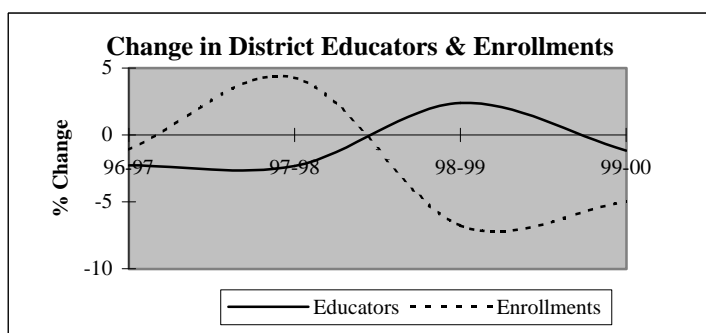
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	8	4	9	-	14.0%	16.0%	7.8%	17.6%	-
Attrition from Transfers	6	2	2	6	-	12.0%	4.0%	3.9%	11.8%	-
Attrition from Exits	1	6	2	3	-	2.0%	12.0%	3.9%	5.9%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>8</b>	<b>-</b>	<b>11.6%</b>	<b>13.6%</b>	<b>8.9%</b>	<b>17.8%</b>	<b>-</b>
Attrition from Transfers	5	1	2	6	-	11.6%	2.3%	4.4%	13.3%	-
Attrition from Exits	0	5	2	2	-	0.0%	11.4%	4.4%	4.4%	-
<b>District Retention</b>										
Educator Retention	43	42	47	42	-	86.0%	84.0%	92.2%	82.4%	-
Teacher Retention	38	38	41	37	-	88.4%	86.4%	91.1%	82.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	68.8%	18.8%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	8.3%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	68.8%	25.0%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	92.3%	7.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	16.7%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.0%	88.0%	90.2%	94.1%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.0%	12.0%	9.8%	5.9%	11.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WILBURTON

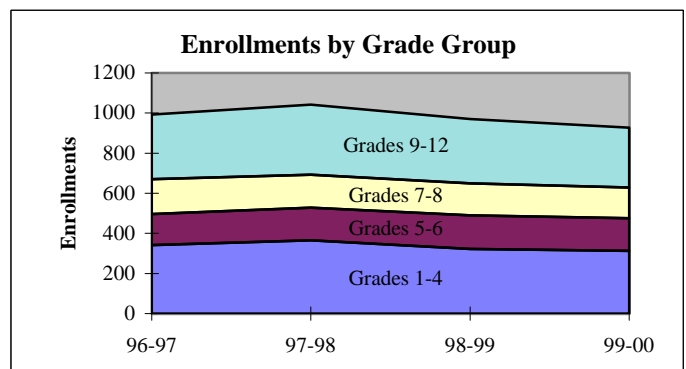
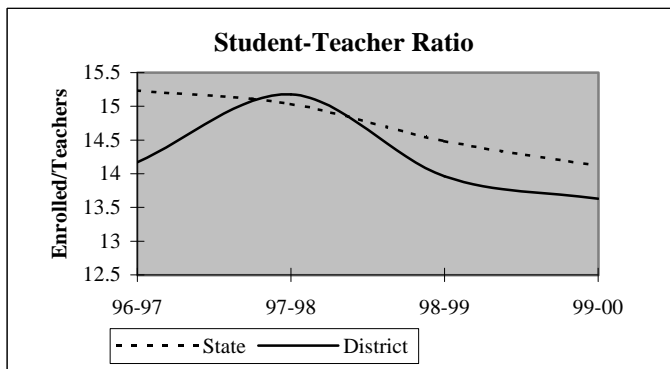


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	12.5	13.4	12.2	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.7	14.2	15.2	14.0	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	-2	-2	2	-1	-	-	-	-	-
% Change in Educators	-4.3%	-2.3%	-2.3%	2.4%	-1.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-37	-12	46	-76	-52	-	-	-	-	-
% Change in Enrollments	-3.3%	-1.1%	4.3%	-6.8%	-5.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	5.8%	2.4%	4.7%	3.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	4.7%	6.0%	5.8%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.2%	7.0%	6.0%	7.0%	8.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.5%	4.7%	4.8%	5.8%	7.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.3%	2.3%	2.4%	3.5%	4.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	42.1	42.5	42.6	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	12.6	13.3	13.0	12.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,318	30,835	30,725	30,400	29,852	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.4%	5.3%	5.4%	6.7%	8.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.9%	69.7%	71.6%	70.7%	72.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.4%	5.3%	5.4%	5.3%	6.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.9%	27.5%	29.9%	30.1%	27.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	30	28	22	22	20	34.1%	32.6%	26.2%	25.6%	23.5%
Attrition	2	3	3	3	0					
Attrition Rate	6.7%	10.7%	13.6%	13.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	55	50	56	58	58	62.5%	58.1%	66.7%	67.4%	68.2%
Attrition	5	1	5	5	0					
Attrition Rate	9.1%	2.0%	8.9%	8.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	8	6	6	7	3.4%	9.3%	7.1%	7.0%	8.2%
Attrition	0	2	2	1	0					
Attrition Rate	0.0%	25.0%	33.3%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	8	9	10	10	9	9.1%	10.5%	11.9%	11.6%	10.6%

## District Report for: WILBURTON

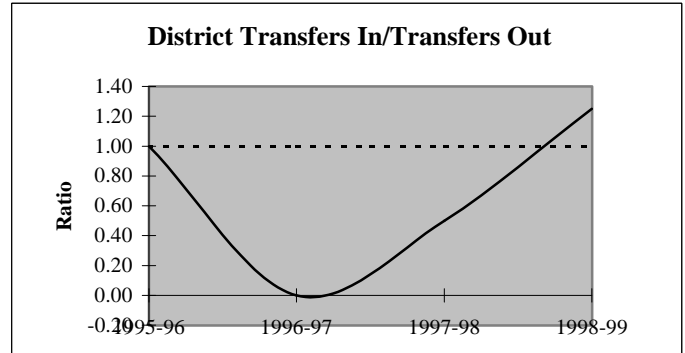
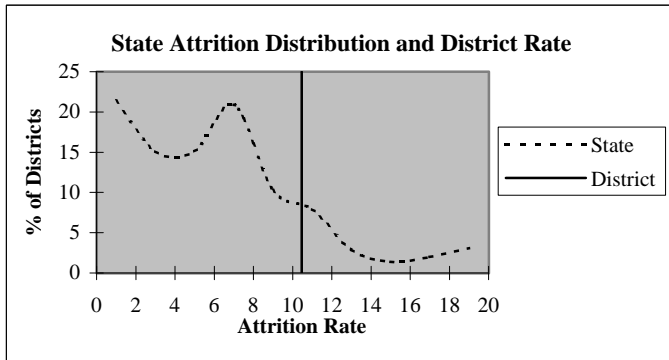
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	88	86	84	86	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	5	5	5	5.7%	4.7%	6.0%	5.8%	5.9%
Professional Staff	9	6	5	6	7	10.2%	7.0%	6.0%	7.0%	8.2%
<b>Total Teachers</b>	74	76	74	75	73	84.1%	88.4%	88.1%	87.2%	85.9%
Special Education	4	4	4	4	5	5.4%	5.3%	5.4%	5.3%	6.8%
Pre-K & Kindergarten	0	1	0	3	3	0.0%	1.3%	0.0%	4.0%	4.1%
Elementary	33	34	32	31	31	44.6%	44.7%	43.2%	41.3%	42.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	37	37	38	37	34	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	8	8	8	8	5	10.8%	10.5%	10.8%	10.7%	6.8%
Art & Music	3	3	3	3	2	4.1%	3.9%	4.1%	4.0%	2.7%
Social Studies	6	5	4	4	4	8.1%	6.6%	5.4%	5.3%	5.5%
Foreign Language	1	1	1	1	1	1.4%	1.3%	1.4%	1.3%	1.4%
Math	4	4	4	4	5	5.4%	5.3%	5.4%	5.3%	6.8%
<b>Science</b>	4	4	4	4	3	5.4%	5.3%	5.4%	5.3%	4.1%
Biology	1	1	1	1	1	1.4%	1.3%	1.4%	1.3%	1.4%
Chemistry	1	1	1	1	1	1.4%	1.3%	1.4%	1.3%	1.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	1	2.7%	2.6%	2.7%	2.7%	1.4%
Vocational Education	6	7	7	7	7	8.1%	9.2%	9.5%	9.3%	9.6%
Other	5	5	7	6	7	6.8%	6.6%	9.5%	8.0%	9.6%
<b>Total Enrollments</b>	1,089	1,077	1,123	1,047	995	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	76	78	79	70	63	7.0%	7.2%	7.0%	6.7%	6.3%
Grades 1-4	360	341	365	323	312	33.1%	31.7%	32.5%	30.9%	31.4%
Grades 5-6	141	156	163	167	163	12.9%	14.5%	14.5%	16.0%	16.4%
Grades 7-8	170	174	165	159	153	15.6%	16.2%	14.7%	15.2%	15.4%
Grades 9-12	338	321	349	322	299	31.0%	29.8%	31.1%	30.8%	30.1%
Ungraded	4	7	2	6	5	0.4%	0.6%	0.2%	0.6%	0.5%



## District Report for: WILBURTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	88	86	84	86	85	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	83	81	80	74	77	94.3%	94.2%	95.2%	86.0%	90.6%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>12</b>	<b>8</b>	<b>5.7%</b>	<b>5.8%</b>	<b>4.8%</b>	<b>14.0%</b>	<b>9.4%</b>
Transfers In	4	0	1	5	4	80.0%	0.0%	25.0%	41.7%	50.0%
Reentrants	1	4	1	2	0	20.0%	80.0%	25.0%	16.7%	0.0%
First Time Educators	0	1	2	5	4	0.0%	20.0%	50.0%	41.7%	50.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>6</b>	<b>10</b>	<b>9</b>	<b>-</b>	<b>8.0%</b>	<b>7.0%</b>	<b>11.9%</b>	<b>10.5%</b>	<b>-</b>
Transfers Out	4	1	2	4	-	57.1%	16.7%	20.0%	44.4%	-
Leave Oklahoma Educ.	3	5	8	5	-	42.9%	83.3%	80.0%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	7.0%	11.9%	10.5%	-
Transfers In/Out	1.00	0.00	0.50	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	11	OBU, Shawnee	-
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	16	University of Tulsa, Tulsa	-
SEOSU, Durant	33	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>88</b>

## District Report for: WILBURTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	4	5	5	5	5.7%	4.7%	6.0%	5.8%	5.9%
White - Females	2	2	2	3	4	40.0%	50.0%	40.0%	60.0%	80.0%
White - Males	3	2	3	2	1	60.0%	50.0%	60.0%	40.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	9	6	5	6	7	10.2%	7.0%	6.0%	7.0%	8.2%
White - Females	8	5	4	5	5	88.9%	83.3%	80.0%	83.3%	71.4%
White - Males	1	1	1	1	2	11.1%	16.7%	20.0%	16.7%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	74	76	74	75	73	84.1%	88.4%	88.1%	87.2%	85.9%
White - Females	48	50	50	49	48	64.9%	65.8%	67.6%	65.3%	65.8%
White - Males	22	22	20	21	19	29.7%	28.9%	27.0%	28.0%	26.0%
Black - Females	1	1	1	1	1	1.4%	1.3%	1.4%	1.3%	1.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	4	2.7%	2.6%	2.7%	4.0%	5.5%
Other - Males	1	1	1	1	1	1.4%	1.3%	1.4%	1.3%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	1.4%	0.0%
25-29	12	9	7	5	5	16.2%	11.8%	9.5%	6.8%	6.9%
30-34	8	9	10	12	13	10.8%	11.8%	13.5%	16.2%	18.1%
35-39	13	14	13	12	15	17.6%	18.4%	17.6%	16.2%	20.8%
40-44	9	9	8	9	7	12.2%	11.8%	10.8%	12.2%	9.7%
45-49	18	20	21	18	12	24.3%	26.3%	28.4%	24.3%	16.7%
50-54	11	8	9	11	14	14.9%	10.5%	12.2%	14.9%	19.4%
55+	3	7	6	6	6	4.1%	9.2%	8.1%	8.1%	8.3%
<b>Average Age</b>	40.9	42.1	42.5	42.6	42.4					

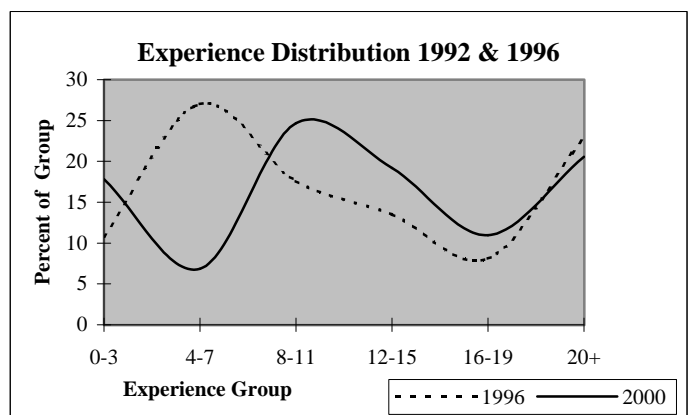
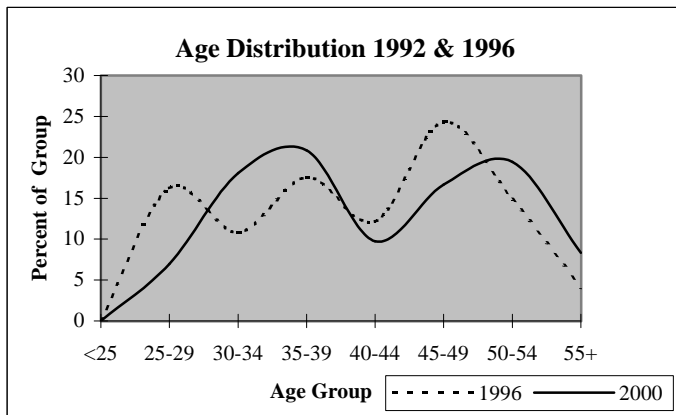
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	7	6	9	13	10.8%	9.2%	8.1%	12.0%	17.8%
4-7 Years	20	20	15	10	5	27.0%	26.3%	20.3%	13.3%	6.8%
8-11 Years	13	13	16	16	18	17.6%	17.1%	21.6%	21.3%	24.7%
12-15 Years	10	9	12	16	14	13.5%	11.8%	16.2%	21.3%	19.2%
16-19 Years	6	8	7	9	8	8.1%	10.5%	9.5%	12.0%	11.0%
20+ Years	17	19	18	15	15	23.0%	25.0%	24.3%	20.0%	20.5%
<b>Average Experience</b>	12.1	12.6	13.3	13.0	12.6					

## District Report for: WILBURTON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	6	10	9	-	8.0%	7.0%	11.9%	10.5%	-
Attrition from Transfers	4	1	2	4	-	4.5%	1.2%	2.4%	4.7%	-
Attrition from Exits	3	5	8	5	-	3.4%	5.8%	9.5%	5.8%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>6.8%</b>	<b>6.6%</b>	<b>10.8%</b>	<b>10.7%</b>	<b>-</b>
Attrition from Transfers	3	1	1	4	-	4.1%	1.3%	1.4%	5.3%	-
Attrition from Exits	2	4	7	4	-	2.7%	5.3%	9.5%	5.3%	-
<b>District Retention</b>										
Educator Retention	81	80	74	77	-	92.0%	93.0%	88.1%	89.5%	-
Teacher Retention	69	71	66	67	-	93.2%	93.4%	89.2%	89.3%	-

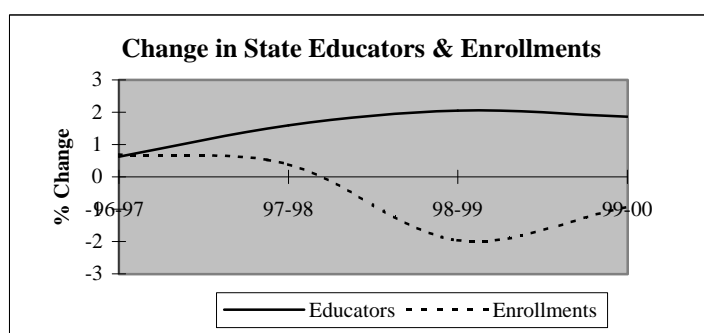
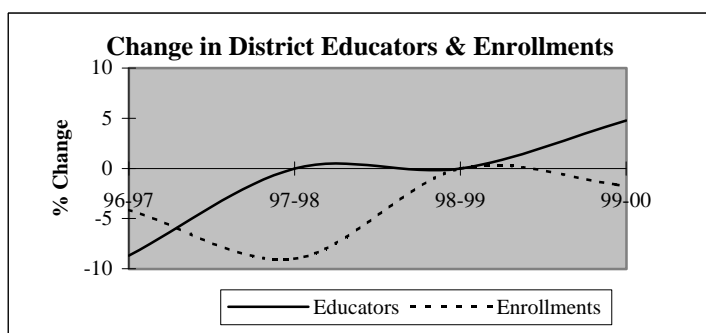
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	0.0%	70.0%	78.2%	9.6%	87.8%
1 Year of Experience	76.9%	15.4%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	63.6%	36.4%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	0.0%	81.8%	86.1%	5.6%	91.7%
4 Years of Experience	89.5%	5.3%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	95.2%	0.0%	95.2%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.1%	2.3%	1.2%	1.2%	1.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.7%	91.9%	95.2%	90.7%	94.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.1%	5.8%	3.6%	8.1%	4.7%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: RED OAK

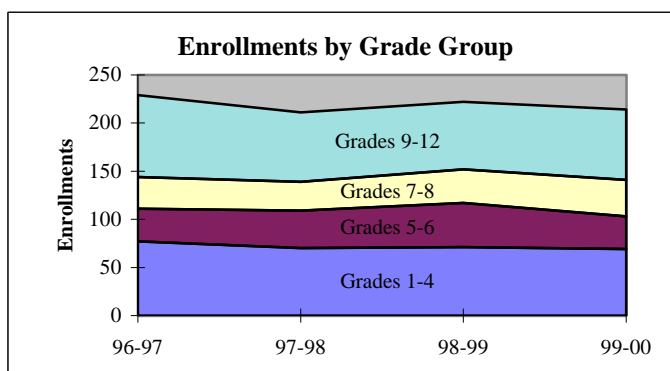
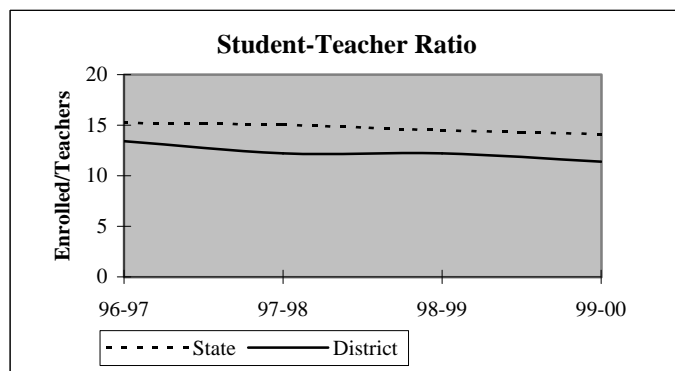


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	12.1	11.0	11.0	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.7	13.4	12.2	12.2	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-2	0	0	1	-	-	-	-	-
% Change in Educators	-4.2%	-8.7%	0.0%	0.0%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	-11	-23	0	-4	-	-	-	-	-
% Change in Enrollments	3.1%	-4.1%	-9.0%	0.0%	-1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.7%	9.5%	9.5%	9.5%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	4.8%	4.8%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	42.5	43.1	43.6	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	12.3	13.2	12.7	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,580	31,303	30,786	30,443	31,765	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.8%	5.3%	5.3%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	63.2%	68.4%	63.2%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	10.5%	10.5%	10.5%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.7%	40.0%	30.8%	39.2%	49.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	5	5	5	4	39.1%	23.8%	23.8%	23.8%	18.2%
Attrition	1	1	0	2	0					
Attrition Rate	11.1%	20.0%	0.0%	40.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	14	16	15	15	18	60.9%	76.2%	71.4%	71.4%	81.8%
Attrition	1	1	1	0	0					
Attrition Rate	7.1%	6.3%	6.7%	0.0%	0.0%					
At Retirement Age	0	0	1	1	0	0.0%	0.0%	4.8%	4.8%	0.0%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	100.0%	100.0%	0.0%					
At Retirement in 5 yrs.	1	1	2	1	1	4.3%	4.8%	9.5%	4.8%	4.5%

## District Report for: RED OAK

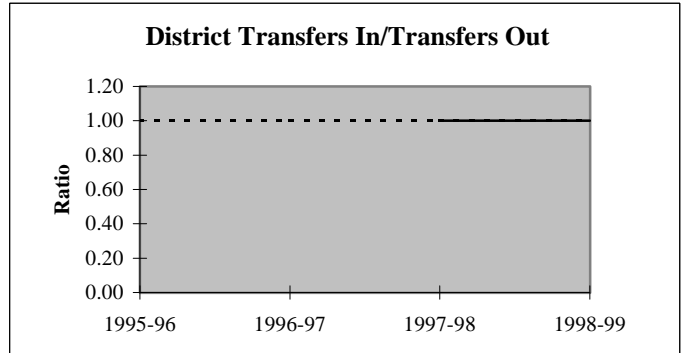
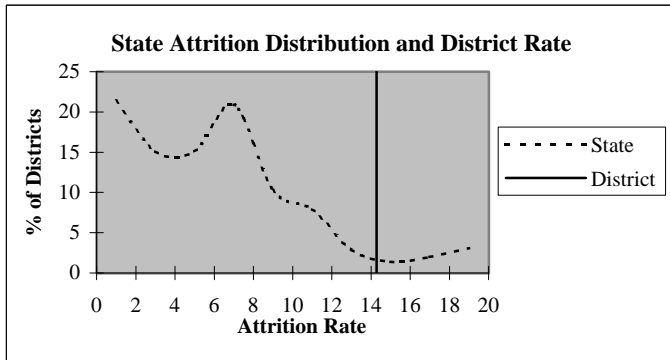
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	21	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	8.7%	9.5%	9.5%	9.5%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	21	19	19	19	20	91.3%	90.5%	90.5%	90.5%	90.9%
Special Education	2	2	2	2	2	9.5%	10.5%	10.5%	10.5%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	8	7	8	42.9%	42.1%	42.1%	36.8%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	9	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	2	2	2	9.5%	5.3%	10.5%	10.5%	10.0%
Art & Music	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.0%
Social Studies	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.0%
<b>Science</b>	1	1	1	1	1	4.8%	5.3%	5.3%	5.3%	5.0%
Biology	1	0	1	0	1	4.8%	0.0%	5.3%	0.0%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	0	0.0%	5.3%	0.0%	5.3%	0.0%
Vocational Education	3	4	3	3	3	14.3%	21.1%	15.8%	15.8%	15.0%
Other	1	0	0	1	1	4.8%	0.0%	0.0%	5.3%	5.0%
<b>Total Enrollments</b>	266	255	232	232	228	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	26	21	10	14	7.1%	10.2%	9.1%	4.3%	6.1%
Grades 1-4	83	77	70	71	69	31.2%	30.2%	30.2%	30.6%	30.3%
Grades 5-6	33	34	39	46	34	12.4%	13.3%	16.8%	19.8%	14.9%
Grades 7-8	33	33	30	35	38	12.4%	12.9%	12.9%	15.1%	16.7%
Grades 9-12	98	85	72	70	73	36.8%	33.3%	31.0%	30.2%	32.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: RED OAK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	21	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	21	19	19	18	91.3%	100.0%	90.5%	90.5%	81.8%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>8.7%</b>	<b>0.0%</b>	<b>9.5%</b>	<b>9.5%</b>	<b>18.2%</b>
Transfers In	1	0	1	1	2	50.0%	0.0%	50.0%	50.0%	50.0%
Reentrants	1	0	0	0	1	50.0%	0.0%	0.0%	0.0%	25.0%
First Time Educators	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	25.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>8.7%</b>	<b>9.5%</b>	<b>9.5%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	33.3%	-
Leave Oklahoma Educ.	2	2	1	2	-	100.0%	100.0%	50.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	8.7%	9.5%	9.5%	14.3%	-
Transfers In/Out	nc	nc	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	1
SEOSU, Durant	11	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>23</b>

## District Report for: RED OAK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	8.7%	9.5%	9.5%	9.5%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	19	19	19	20	91.3%	90.5%	90.5%	90.5%	90.9%
White - Females	13	11	12	12	12	61.9%	57.9%	63.2%	63.2%	60.0%
White - Males	7	7	6	7	8	33.3%	36.8%	31.6%	36.8%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	4.8%	5.3%	5.3%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	5.3%	0.0%	0.0%
25-29	4	2	1	1	1	19.0%	10.5%	5.3%	5.3%	5.0%
30-34	2	2	2	3	3	9.5%	10.5%	10.5%	15.8%	15.0%
35-39	3	4	3	3	3	14.3%	21.1%	15.8%	15.8%	15.0%
40-44	2	2	2	2	3	9.5%	10.5%	10.5%	10.5%	15.0%
45-49	4	3	4	5	4	19.0%	15.8%	21.1%	26.3%	20.0%
50-54	5	5	5	3	3	23.8%	26.3%	26.3%	15.8%	15.0%
55+	1	1	1	2	3	4.8%	5.3%	5.3%	10.5%	15.0%
<b>Average Age</b>	41.3	42.5	43.1	43.6	43.7					

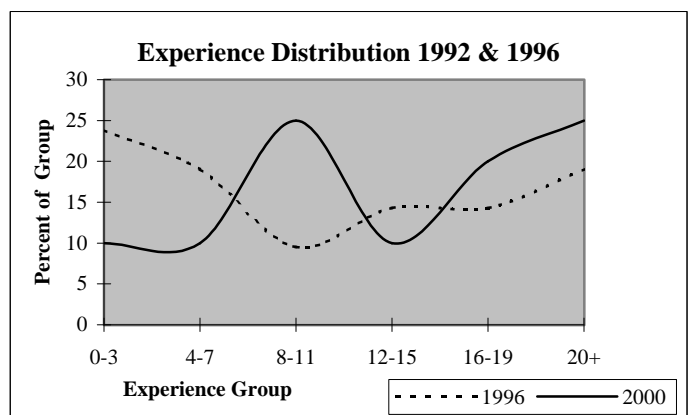
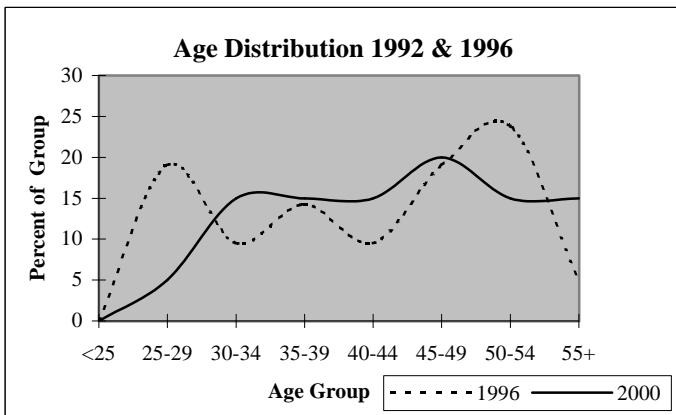
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	3	3	2	2	23.8%	15.8%	15.8%	10.5%	10.0%
4-7 Years	4	2	2	3	2	19.0%	10.5%	10.5%	15.8%	10.0%
8-11 Years	2	4	3	4	5	9.5%	21.1%	15.8%	21.1%	25.0%
12-15 Years	3	4	4	3	2	14.3%	21.1%	21.1%	15.8%	10.0%
16-19 Years	3	3	2	2	4	14.3%	15.8%	10.5%	10.5%	20.0%
20+ Years	4	3	5	5	5	19.0%	15.8%	26.3%	26.3%	25.0%
<b>Average Experience</b>	11.6	12.3	13.2	12.7	14.2					

## District Report for: RED OAK

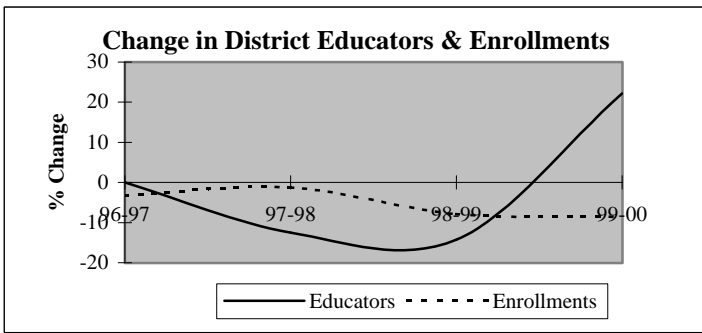
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	2	3	-	8.7%	9.5%	9.5%	14.3%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.8%	4.8%	-
Attrition from Exits	2	2	1	2	-	8.7%	9.5%	4.8%	9.5%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>9.5%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>-</b>
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	5.3%	0.0%	-
Attrition from Exits	2	2	1	2	-	9.5%	10.5%	5.3%	10.5%	-
<b>District Retention</b>										
Educator Retention	21	19	19	18	-	91.3%	90.5%	90.5%	85.7%	-
Teacher Retention	19	17	17	17	-	90.5%	89.5%	89.5%	89.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.7%	100.0%	95.2%	95.2%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	0.0%	4.8%	4.8%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BUFFALO VALLEY

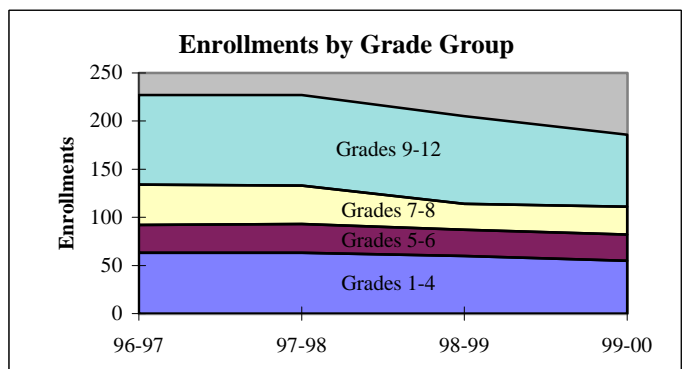
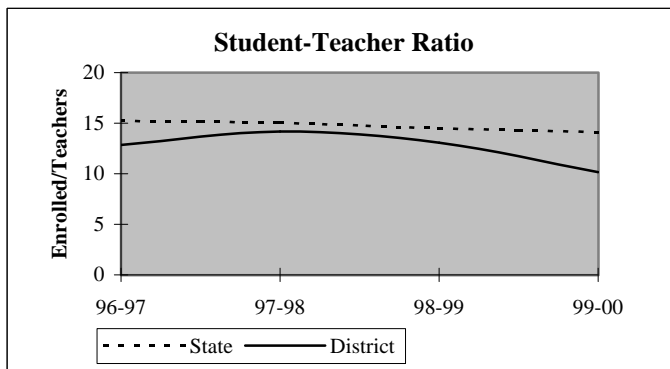


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	10.2	11.5	12.3	9.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.8	14.2	13.1	10.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-3	-3	4	-	-	-	-	-
% Change in Educators	4.3%	0.0%	-12.5%	-14.3%	22.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-11	-8	-3	-19	-19	-	-	-	-	-
% Change in Enrollments	-4.2%	-3.2%	-1.2%	-7.9%	-8.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	4.2%	14.3%	0.0%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	12.5%	9.5%	5.6%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.3%	9.5%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	12.5%	8.3%	9.5%	11.1%	13.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	4.2%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	42.3	42.3	40.6	40.4	42.0	42.3	42.5	42.7	43.0
Average Experience	9.9	9.5	9.9	10.1	9.1	12.1	12.3	12.3	12.2	12.2
Average Salary	25,858	28,326	27,216	29,797	28,223	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	10.5%	11.8%	11.8%	15.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.0%	63.2%	58.8%	58.8%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.3%	5.9%	5.9%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.2%	46.7%	46.1%	45.5%	50.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	13	10	9	10	50.0%	54.2%	47.6%	50.0%	45.5%
Attrition	0	3	1	0	0					
Attrition Rate	0.0%	23.1%	10.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	10	9	6	8	45.8%	41.7%	42.9%	33.3%	36.4%
Attrition	3	1	2	1	0					
Attrition Rate	27.3%	10.0%	22.2%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	3	4	4.2%	4.2%	9.5%	16.7%	18.2%
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	2	2	5	3	4	8.3%	8.3%	23.8%	16.7%	18.2%

## District Report for: BUFFALO VALLEY

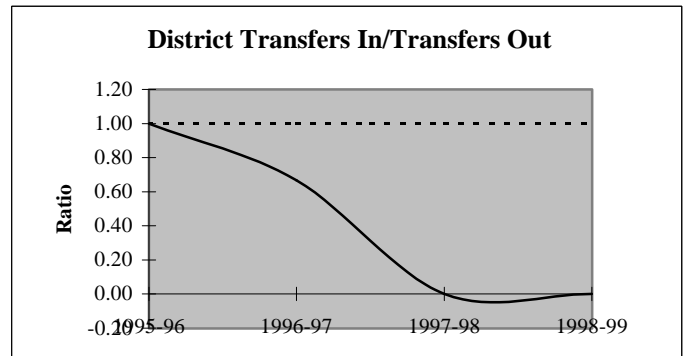
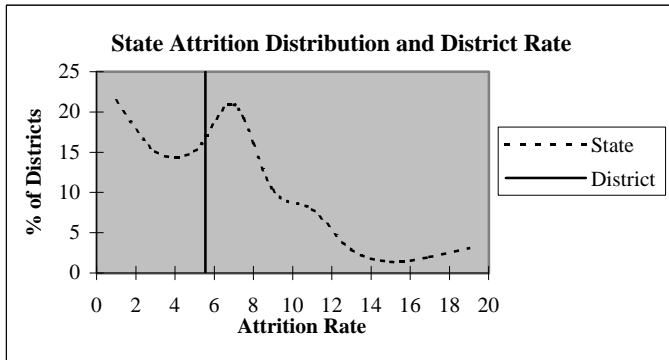
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	24	21	18	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	3	2	1	2	8.3%	12.5%	9.5%	5.6%	9.1%
Professional Staff	2	2	2	0	0	8.3%	8.3%	9.5%	0.0%	0.0%
<b>Total Teachers</b>	20	19	17	17	20	83.3%	79.2%	81.0%	94.4%	90.9%
Special Education	1	1	1	1	1	5.0%	5.3%	5.9%	5.9%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	8	7	8	45.0%	47.4%	47.1%	41.2%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	8	9	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	1	2	2	5.0%	10.5%	5.9%	11.8%	10.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.0%	5.3%	5.9%	5.9%	5.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	2	2	5.0%	5.3%	5.9%	11.8%	10.0%
<b>Science</b>	1	0	2	0	1	5.0%	0.0%	11.8%	0.0%	5.0%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	2	0	0	5.0%	0.0%	11.8%	0.0%	0.0%
Vocational Education	3	3	2	2	2	15.0%	15.8%	11.8%	11.8%	10.0%
Other	3	2	1	2	3	15.0%	10.5%	5.9%	11.8%	15.0%
<b>Total Enrollments</b>	252	244	241	222	203	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	14	12	15	17	6.3%	5.7%	5.0%	6.8%	8.4%
Grades 1-4	65	63	63	60	55	25.8%	25.8%	26.1%	27.0%	27.1%
Grades 5-6	41	29	30	27	27	16.3%	11.9%	12.4%	12.2%	13.3%
Grades 7-8	46	42	40	27	29	18.3%	17.2%	16.6%	12.2%	14.3%
Grades 9-12	83	93	94	91	75	32.9%	38.1%	39.0%	41.0%	36.9%
Ungraded	1	3	2	2	0	0.4%	1.2%	0.8%	0.9%	0.0%



## District Report for: BUFFALO VALLEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	24	21	18	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	21	20	17	17	87.5%	87.5%	95.2%	94.4%	77.3%
<b>Newly Hired</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>12.5%</b>	<b>12.5%</b>	<b>4.8%</b>	<b>5.6%</b>	<b>22.7%</b>
Transfers In	1	2	0	0	0	33.3%	66.7%	0.0%	0.0%	0.0%
Reentrants	2	1	0	0	2	66.7%	33.3%	0.0%	0.0%	40.0%
First Time Educators	0	0	1	1	3	0.0%	0.0%	100.0%	100.0%	60.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>12.5%</b>	<b>16.7%</b>	<b>19.0%</b>	<b>5.6%</b>	<b>-</b>
Transfers Out	1	3	1	1	-	33.3%	75.0%	25.0%	100.0%	-
Leave Oklahoma Educ.	2	1	3	0	-	66.7%	25.0%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	16.7%	19.0%	5.6%	-
Transfers In/Out	1.00	0.67	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	13	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>24</b>



## District Report for: BUFFALO VALLEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	3	2	1	2	8.3%	12.5%	9.5%	5.6%	9.1%
White - Females	0	1	0	0	0	0.0%	33.3%	0.0%	0.0%	0.0%
White - Males	1	2	2	1	2	50.0%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	0	0	8.3%	8.3%	9.5%	0.0%	0.0%
White - Females	2	2	2	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	19	17	17	20	83.3%	79.2%	81.0%	94.4%	90.9%
White - Females	11	11	9	9	11	55.0%	57.9%	52.9%	52.9%	55.0%
White - Males	7	6	6	6	6	35.0%	31.6%	35.3%	35.3%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	5.0%	5.3%	5.9%	5.9%	5.0%
Other - Males	1	1	1	1	2	5.0%	5.3%	5.9%	5.9%	10.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	4	3	2	15.0%	15.8%	23.5%	17.6%	10.5%
30-34	2	3	3	4	6	10.0%	15.8%	17.6%	23.5%	31.6%
35-39	4	3	2	2	1	20.0%	15.8%	11.8%	11.8%	5.3%
40-44	2	2	1	3	4	10.0%	10.5%	5.9%	17.6%	21.1%
45-49	2	1	0	0	2	10.0%	5.3%	0.0%	0.0%	10.5%
50-54	3	4	3	1	0	15.0%	21.1%	17.6%	5.9%	0.0%
55+	4	3	4	4	4	20.0%	15.8%	23.5%	23.5%	21.1%
<b>Average Age</b>	42.5	42.3	42.3	40.6	40.4					

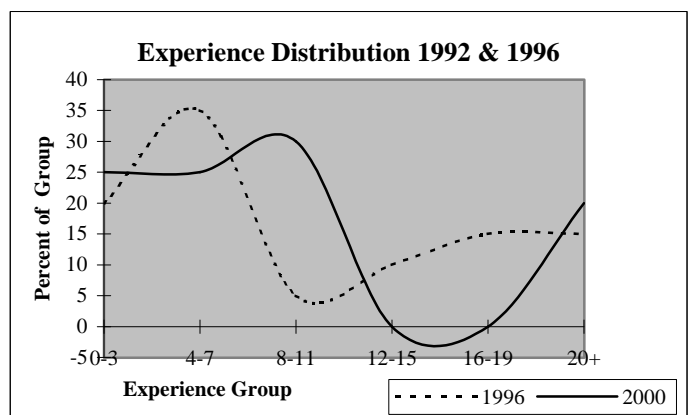
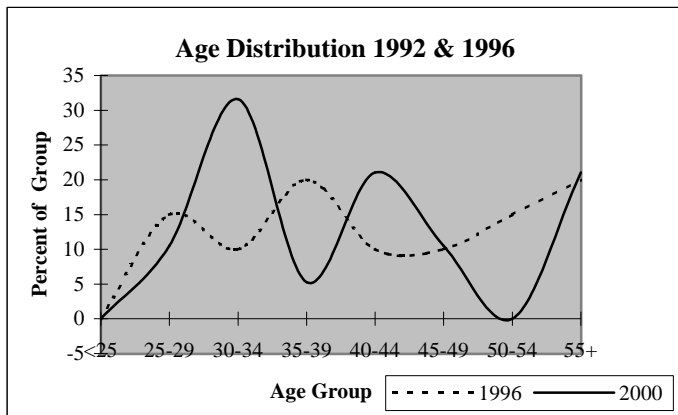
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	3	2	5	20.0%	10.5%	17.6%	11.8%	25.0%
4-7 Years	7	9	6	7	5	35.0%	47.4%	35.3%	41.2%	25.0%
8-11 Years	1	2	3	4	6	5.0%	10.5%	17.6%	23.5%	30.0%
12-15 Years	2	1	1	0	0	10.0%	5.3%	5.9%	0.0%	0.0%
16-19 Years	3	3	1	0	0	15.0%	15.8%	5.9%	0.0%	0.0%
20+ Years	3	2	3	4	4	15.0%	10.5%	17.6%	23.5%	20.0%
<b>Average Experience</b>	9.9	9.5	9.9	10.1	9.1					

## District Report for: BUFFALO VALLEY

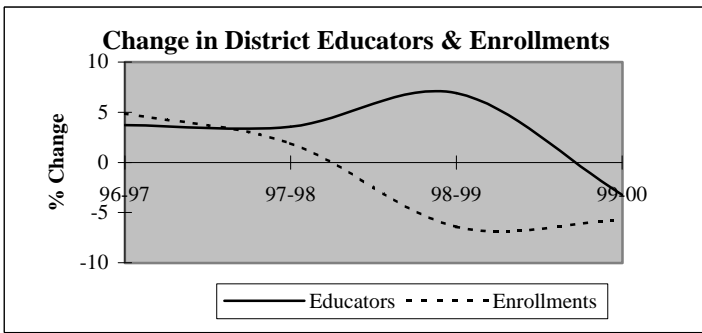
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	4	1	-	12.5%	16.7%	19.0%	5.6%	-
Attrition from Transfers	1	3	1	1	-	4.2%	12.5%	4.8%	5.6%	-
Attrition from Exits	2	1	3	0	-	8.3%	4.2%	14.3%	0.0%	-
Teacher Attrition	2	3	2	1	-	10.0%	15.8%	11.8%	5.9%	-
Attrition from Transfers	0	2	0	1	-	0.0%	10.5%	0.0%	5.9%	-
Attrition from Exits	2	1	2	0	-	10.0%	5.3%	11.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	21	20	17	17	-	87.5%	83.3%	81.0%	94.4%	-
Teacher Retention	18	16	15	16	-	90.0%	84.2%	88.2%	94.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.2%	0.0%	5.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	91.7%	95.2%	88.9%	77.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	4.2%	4.8%	5.6%	22.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: PANOLA

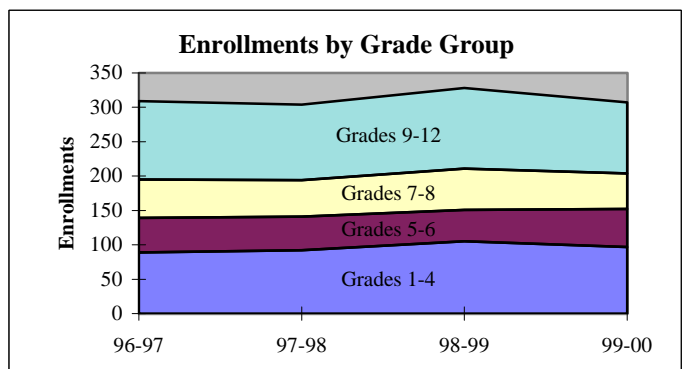
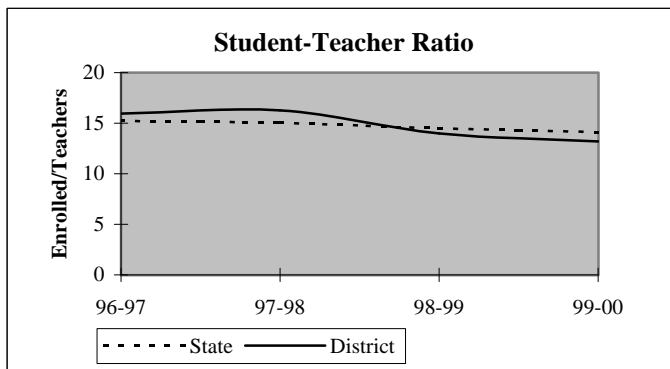


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	13.1	12.9	11.3	11.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.9	16.0	16.3	14.0	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	2	-1	-	-	-	-	-
% Change in Educators	-3.6%	3.7%	3.6%	6.9%	-3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	17	7	-24	-20	-	-	-	-	-
% Change in Enrollments	3.6%	4.9%	1.9%	-6.4%	-5.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	3.6%	13.8%	9.7%	3.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	10.7%	10.3%	9.7%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.4%	7.1%	10.3%	9.7%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.7%	3.6%	6.9%	6.5%	3.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.2	44.8	42.0	40.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	13.8	14.3	10.2	8.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,927	29,268	28,915	28,484	28,678	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	4.3%	4.3%	4.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	73.9%	73.9%	76.0%	72.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.2%	17.4%	17.4%	16.0%	16.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.0%	34.9%	31.8%	36.6%	33.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	5	6	9	13	29.6%	17.9%	20.7%	29.0%	43.3%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	22.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	22	19	18	15	66.7%	78.6%	65.5%	58.1%	50.0%
Attrition	0	1	2	3	0					
Attrition Rate	0.0%	4.5%	10.5%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	4	4	2	3.7%	3.6%	13.8%	12.9%	6.7%
Attrition Rate	0.0%	0.0%	50.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	0.0%	50.0%	50.0%	0.0%					

## District Report for: PANOLA

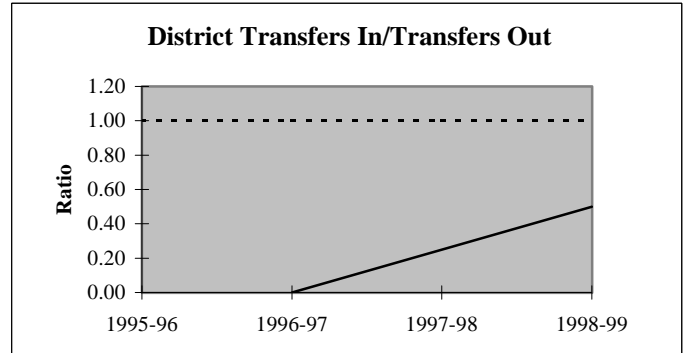
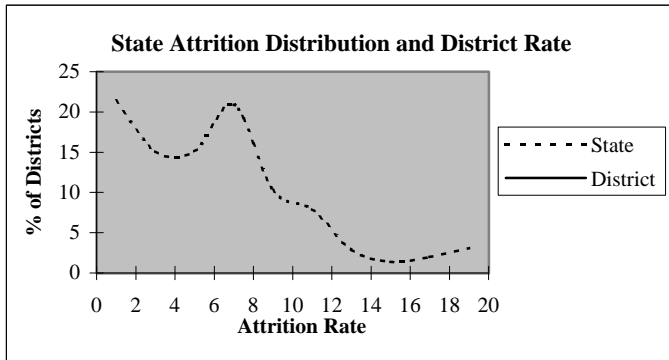
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	28	29	31	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	11.1%	10.7%	10.3%	9.7%	10.0%
Professional Staff	2	2	3	3	2	7.4%	7.1%	10.3%	9.7%	6.7%
<b>Total Teachers</b>	22	23	23	25	25	81.5%	82.1%	79.3%	80.6%	83.3%
Special Education	4	4	4	4	4	18.2%	17.4%	17.4%	16.0%	16.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	9	10	11	11	36.4%	39.1%	43.5%	44.0%	44.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	9	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.5%	4.3%	4.3%	4.0%	4.0%
Art & Music	1	1	1	1	1	4.5%	4.3%	4.3%	4.0%	4.0%
Social Studies	2	1	1	2	2	9.1%	4.3%	4.3%	8.0%	8.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	2	2	2	4.5%	4.3%	8.7%	8.0%	8.0%
<b>Science</b>	2	2	0	1	1	9.1%	8.7%	0.0%	4.0%	4.0%
Biology	1	1	0	0	0	4.5%	4.3%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	1	4.5%	4.3%	0.0%	4.0%	4.0%
Vocational Education	3	3	3	3	3	13.6%	13.0%	13.0%	12.0%	12.0%
Other	0	1	1	0	0	0.0%	4.3%	4.3%	0.0%	0.0%
<b>Total Enrollments</b>	350	367	374	350	330	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	55	68	21	21	12.6%	15.0%	18.2%	6.0%	6.4%
Grades 1-4	95	89	92	105	97	27.1%	24.3%	24.6%	30.0%	29.4%
Grades 5-6	54	50	49	46	55	15.4%	13.6%	13.1%	13.1%	16.7%
Grades 7-8	56	56	53	60	52	16.0%	15.3%	14.2%	17.1%	15.8%
Grades 9-12	101	114	110	117	103	28.9%	31.1%	29.4%	33.4%	31.2%
Ungraded	0	3	2	1	2	0.0%	0.8%	0.5%	0.3%	0.6%



## District Report for: PANOLA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	28	29	31	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	27	27	25	24	96.3%	96.4%	93.1%	80.6%	80.0%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>3.7%</b>	<b>3.6%</b>	<b>6.9%</b>	<b>19.4%</b>	<b>20.0%</b>
Transfers In	1	0	1	1	0	100.0%	0.0%	50.0%	16.7%	0.0%
Reentrants	0	0	1	0	1	0.0%	0.0%	50.0%	0.0%	16.7%
First Time Educators	0	1	0	5	5	0.0%	100.0%	0.0%	83.3%	83.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>0.0%</b>	<b>3.6%</b>	<b>13.8%</b>	<b>22.6%</b>	<b>-</b>
Transfers Out	0	1	0	2	-	0.0%	100.0%	0.0%	28.6%	-
Leave Oklahoma Educ.	0	0	4	5	-	0.0%	0.0%	100.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	3.6%	13.8%	22.6%	-
Transfers In/Out	nc	0.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	15	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>27</b>

## District Report for: PANOLA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	11.1%	10.7%	10.3%	9.7%	10.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	3	2	7.4%	7.1%	10.3%	9.7%	6.7%
White - Females	2	2	2	2	1	100.0%	100.0%	66.7%	66.7%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	23	23	25	25	81.5%	82.1%	79.3%	80.6%	83.3%
White - Females	15	16	17	19	18	68.2%	69.6%	73.9%	76.0%	72.0%
White - Males	6	6	5	5	7	27.3%	26.1%	21.7%	20.0%	28.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	4.5%	4.3%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	0	0.0%	0.0%	4.3%	4.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	4.5%	0.0%	0.0%	0.0%	0.0%
25-29	1	3	3	4	6	4.5%	13.0%	13.0%	16.7%	26.1%
30-34	3	3	3	4	4	13.6%	13.0%	13.0%	16.7%	17.4%
35-39	1	1	0	2	3	4.5%	4.3%	0.0%	8.3%	13.0%
40-44	6	4	4	2	1	27.3%	17.4%	17.4%	8.3%	4.3%
45-49	3	5	6	4	3	13.6%	21.7%	26.1%	16.7%	13.0%
50-54	6	6	2	3	2	27.3%	26.1%	8.7%	12.5%	8.7%
55+	1	1	5	5	4	4.5%	4.3%	21.7%	20.8%	17.4%
<b>Average Age</b>	43.0	43.2	44.8	42.0	40.1					

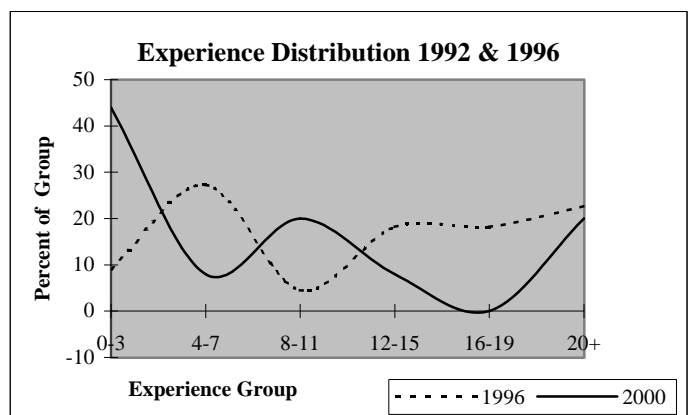
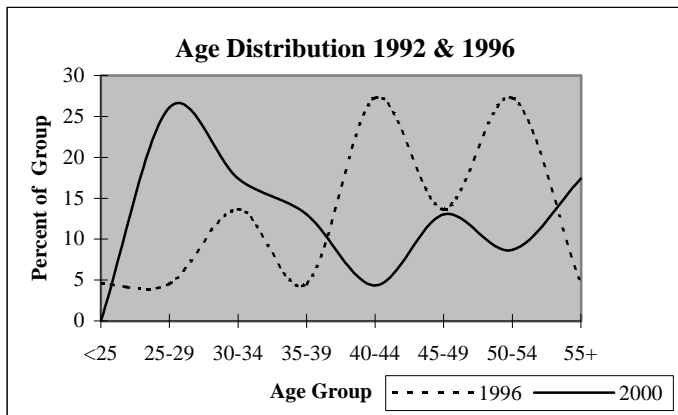
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	1	7	11	9.1%	13.0%	4.3%	28.0%	44.0%
4-7 Years	6	2	5	2	2	27.3%	8.7%	21.7%	8.0%	8.0%
8-11 Years	1	4	5	8	5	4.5%	17.4%	21.7%	32.0%	20.0%
12-15 Years	4	5	2	1	2	18.2%	21.7%	8.7%	4.0%	8.0%
16-19 Years	4	4	4	2	0	18.2%	17.4%	17.4%	8.0%	0.0%
20+ Years	5	5	6	5	5	22.7%	21.7%	26.1%	20.0%	20.0%
<b>Average Experience</b>	13.5	13.8	14.3	10.2	8.4					

## District Report for: PANOLA

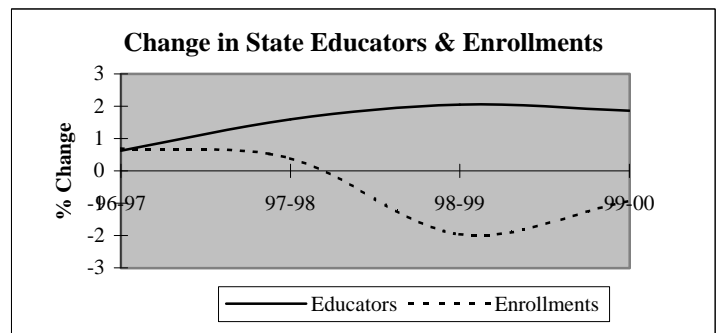
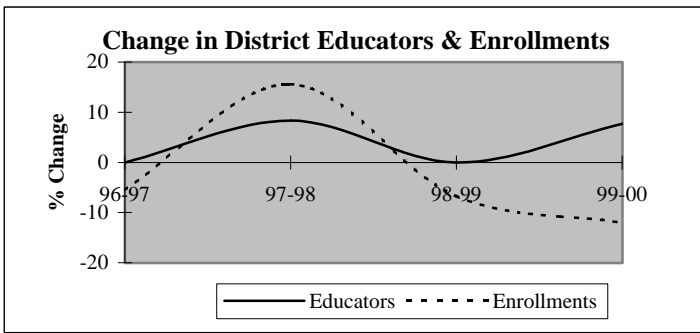
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	4	7	-	0.0%	3.6%	13.8%	22.6%	-
Attrition from Transfers	0	1	0	2	-	0.0%	3.6%	0.0%	6.5%	-
Attrition from Exits	0	0	4	5	-	0.0%	0.0%	13.8%	16.1%	-
Teacher Attrition	0	1	4	6	-	0.0%	4.3%	17.4%	24.0%	-
Attrition from Transfers	0	1	0	2	-	0.0%	4.3%	0.0%	8.0%	-
Attrition from Exits	0	0	4	4	-	0.0%	0.0%	17.4%	16.0%	-
<b>District Retention</b>										
Educator Retention	27	27	25	24	-	100.0%	96.4%	86.2%	77.4%	-
Teacher Retention	22	22	19	19	-	100.0%	95.7%	82.6%	76.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	50.0%	12.5%	62.5%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	96.4%	96.6%	83.9%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	3.6%	3.4%	16.1%	20.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SHADY POINT



Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	12.8	13.7	12.8	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.0	14.8	13.8	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	8.3%	0.0%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	-9	24	-12	-20	-	-	-	-	-
% Change in Enrollments	-1.2%	-5.5%	15.6%	-6.7%	-12.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	7.7%	7.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	7.7%	7.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	7.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	43.5	43.0	45.4	47.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	13.5	13.3	14.3	14.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,518	29,641	28,653	29,973	31,073	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.9%	90.9%	91.7%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.3%	18.2%	28.7%	16.4%	19.8%	30.6%	31.2%	31.9%	33.0%	33.8%

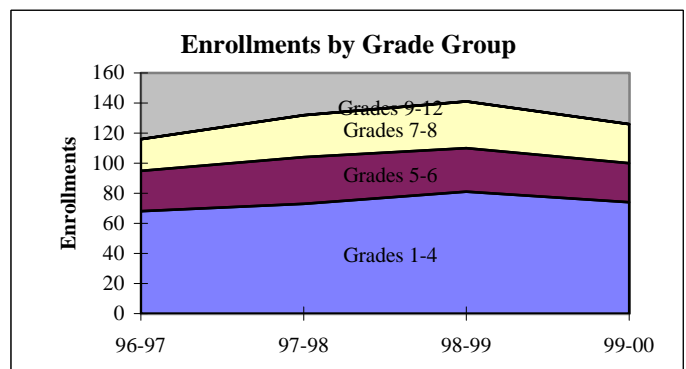
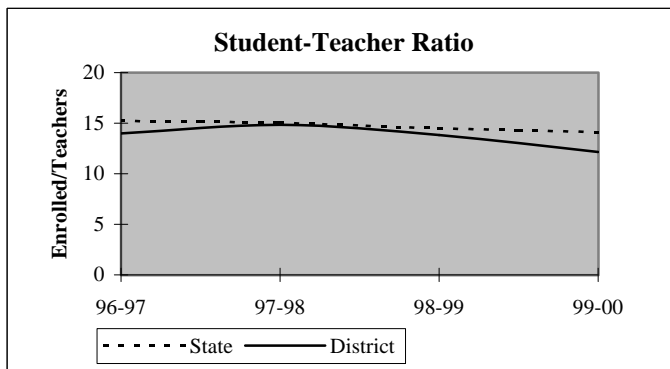
Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	3	4	2	2	25.0%	25.0%	30.8%	15.4%	14.3%
Attrition	0	0	2	1	0					
Attrition Rate	0.0%	0.0%	50.0%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	8	9	9	75.0%	75.0%	61.5%	69.2%	64.3%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	11.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	2	3	0.0%	0.0%	7.7%	15.4%	21.4%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	2	2	4	0.0%	8.3%	15.4%	15.4%	28.6%



## District Report for: SHADY POINT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	13	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	8.3%	7.7%	7.7%	7.1%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
<b>Total Teachers</b>	11	11	12	12	12	91.7%	91.7%	92.3%	92.3%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	1	1	1	1	1	9.1%	9.1%	8.3%	8.3%	8.3%
Elementary	10	10	11	11	11	90.9%	90.9%	91.7%	91.7%	91.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

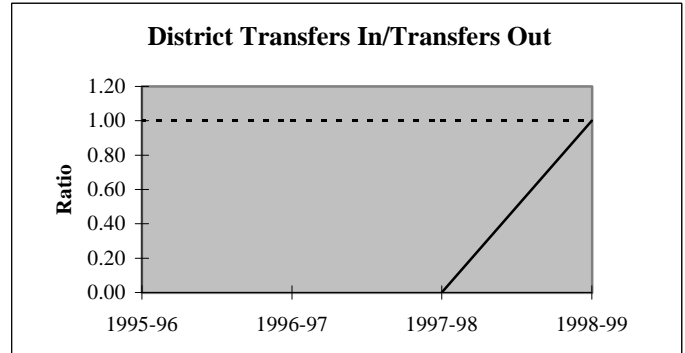
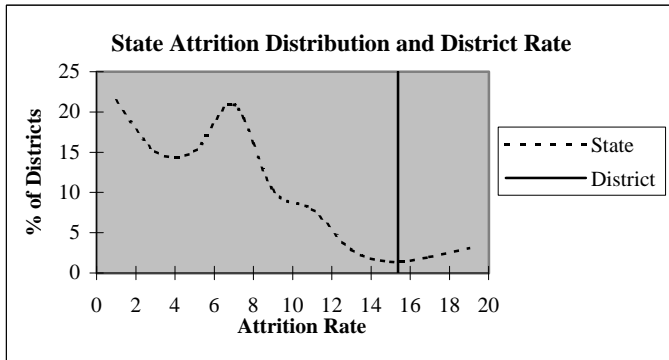
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Enrollments</b>	163	154	178	166	146	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	41	36	46	25	20	25.2%	23.4%	25.8%	15.1%	13.7%
Grades 1-4	64	68	73	81	74	39.3%	44.2%	41.0%	48.8%	50.7%
Grades 5-6	27	27	31	29	26	16.6%	17.5%	17.4%	17.5%	17.8%
Grades 7-8	31	21	28	31	26	19.0%	13.6%	15.7%	18.7%	17.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	2	0	0	0	0.0%	1.3%	0.0%	0.0%	0.0%



## District Report for: SHADY POINT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	13	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	12	12	11	11	91.7%	100.0%	92.3%	84.6%	78.6%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>8.3%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>15.4%</b>	<b>21.4%</b>
Transfers In	0	0	0	1	2	0.0%	0.0%	0.0%	50.0%	66.7%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	1	1	1	100.0%	0.0%	100.0%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>15.4%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	0	0	1	1	-	0.0%	0.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	15.4%	15.4%	-
Transfers In/Out	nc	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	8	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>12</b>

## District Report for: SHADY POINT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	8.3%	7.7%	7.7%	7.1%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	11	12	12	12	91.7%	91.7%	92.3%	92.3%	85.7%
White - Females	10	10	11	10	10	90.9%	90.9%	91.7%	83.3%	83.3%
White - Males	1	1	1	2	2	9.1%	9.1%	8.3%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	2	1	0	9.1%	9.1%	16.7%	8.3%	0.0%
30-34	1	1	1	0	1	9.1%	9.1%	8.3%	0.0%	9.1%
35-39	3	3	3	3	2	27.3%	27.3%	25.0%	25.0%	18.2%
40-44	1	1	1	2	2	9.1%	9.1%	8.3%	16.7%	18.2%
45-49	3	2	2	2	1	27.3%	18.2%	16.7%	16.7%	9.1%
50-54	0	1	1	2	3	0.0%	9.1%	8.3%	16.7%	27.3%
55+	2	2	2	2	2	18.2%	18.2%	16.7%	16.7%	18.2%
<b>Average Age</b>	42.5	43.5	43.0	45.4	47.4					

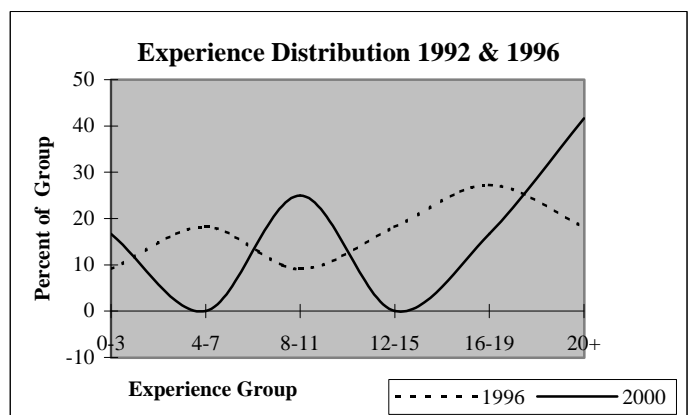
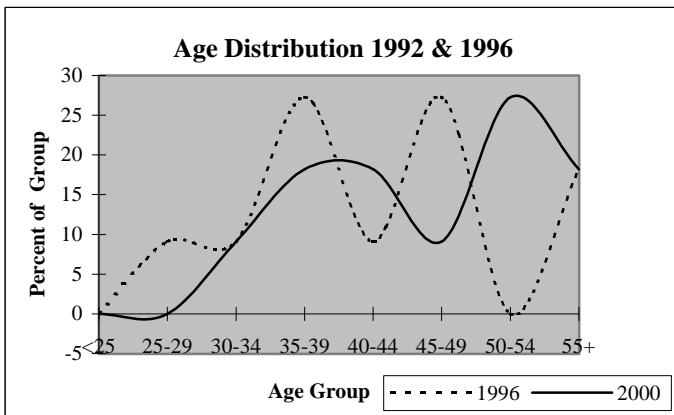
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	2	2	2	9.1%	9.1%	16.7%	16.7%	16.7%
4-7 Years	2	2	2	0	0	18.2%	18.2%	16.7%	0.0%	0.0%
8-11 Years	1	1	1	3	3	9.1%	9.1%	8.3%	25.0%	25.0%
12-15 Years	2	1	0	0	0	18.2%	9.1%	0.0%	0.0%	0.0%
16-19 Years	3	4	5	4	2	27.3%	36.4%	41.7%	33.3%	16.7%
20+ Years	2	2	2	3	5	18.2%	18.2%	16.7%	25.0%	41.7%
<b>Average Experience</b>	12.5	13.5	13.3	14.3	14.7					

## District Report for: SHADY POINT

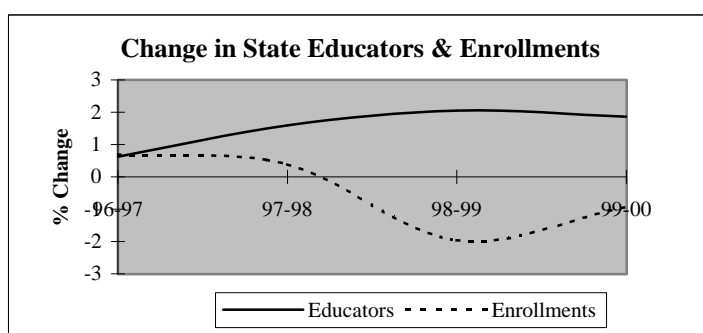
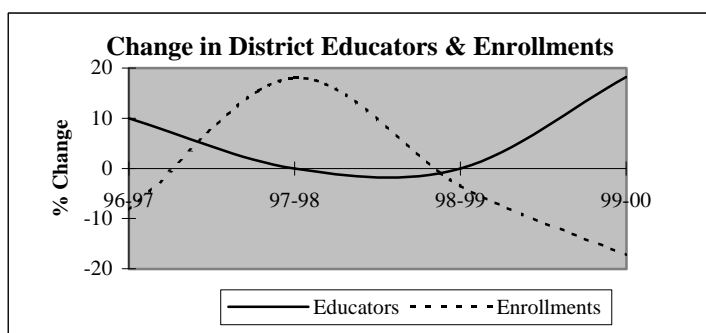
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	2	2	-	0.0%	0.0%	15.4%	15.4%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	7.7%	7.7%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	7.7%	7.7%	-
Teacher Attrition	0	0	2	1	-	0.0%	0.0%	16.7%	8.3%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	8.3%	8.3%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	8.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	12	11	11	-	100.0%	100.0%	84.6%	84.6%	-
Teacher Retention	11	11	10	11	-	100.0%	100.0%	83.3%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	100.0%	92.3%	92.3%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	0.0%	7.7%	7.7%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MONROE



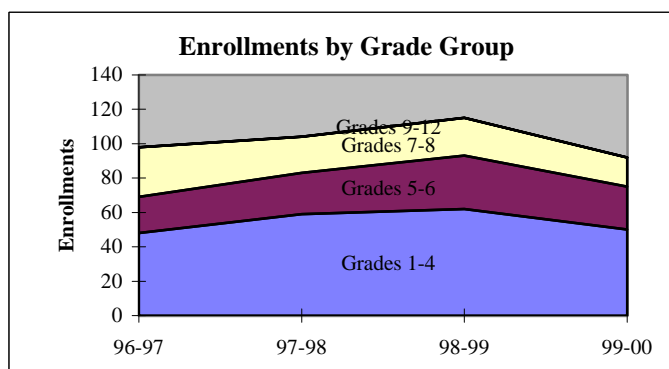
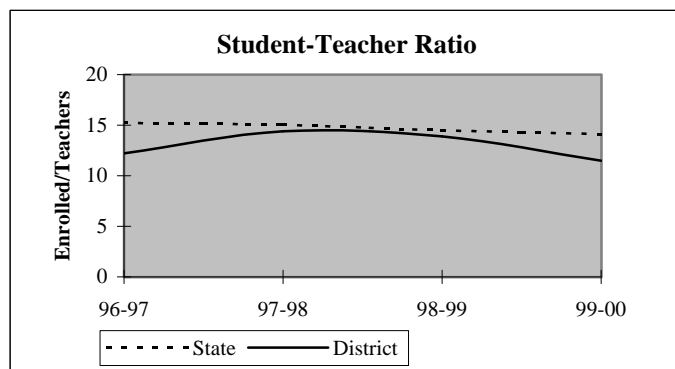
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	11.1	13.1	12.6	8.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	12.2	14.4	13.9	11.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	0	0	2	-	-	-	-	-
% Change in Educators	-9.1%	10.0%	0.0%	0.0%	18.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	-11	22	-5	-24	-	-	-	-	-
% Change in Enrollments	0.0%	-8.3%	18.0%	-3.5%	-17.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	9.1%	9.1%	9.1%	15.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	9.1%	9.1%	9.1%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	15.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.7	38.9	36.5	38.9	35.1	42.0	42.3	42.5	42.7	43.0
Average Experience	9.6	10.2	9.1	11.1	4.1	12.1	12.3	12.3	12.2	12.2
Average Salary	26,689	26,653	27,197	28,662	24,225	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	80.0%	80.0%	80.0%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.8%	18.9%	55.6%	23.8%	23.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	7	7	6	9	70.0%	63.6%	63.6%	54.5%	69.2%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	16.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	3	4	3	4	3	30.0%	36.4%	27.3%	36.4%	23.1%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	25.0%	33.3%	50.0%	0.0%					
At Retirement Age	0	0	1	1	1	0.0%	0.0%	9.1%	9.1%	7.7%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
At Retirement in 5 yrs.	0	2	1	1	1	0.0%	18.2%	9.1%	9.1%	7.7%

## District Report for: MONROE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	11	11	11	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	9.1%	9.1%	9.1%	7.7%
Professional Staff	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	15.4%
<b>Total Teachers</b>	9	10	10	10	10	90.0%	90.9%	90.9%	90.9%	76.9%
Special Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
Pre-K & Kindergarten	1	1	1	1	1	11.1%	10.0%	10.0%	10.0%	10.0%
Elementary	8	9	9	9	8	88.9%	90.0%	90.0%	90.0%	80.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

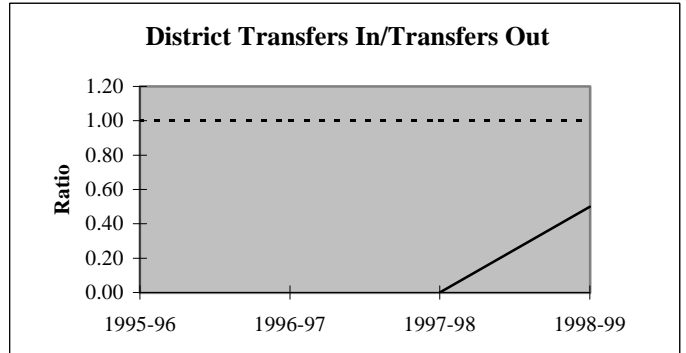
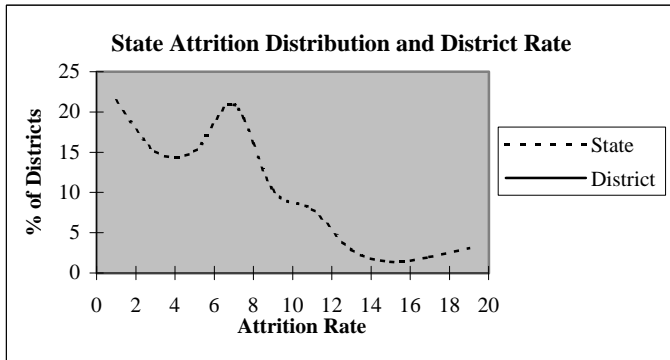
<b>Total Enrollments</b>	133	122	144	139	115	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	24	28	12	23	18.8%	19.7%	19.4%	8.6%	20.0%
Grades 1-4	52	48	59	62	50	39.1%	39.3%	41.0%	44.6%	43.5%
Grades 5-6	21	21	24	31	25	15.8%	17.2%	16.7%	22.3%	21.7%
Grades 7-8	34	29	21	22	17	25.6%	23.8%	14.6%	15.8%	14.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	0	12	12	0	0.8%	0.0%	8.3%	8.6%	0.0%



## District Report for: MONROE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	11	11	11	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	10	10	10	7	70.0%	90.9%	90.9%	90.9%	53.8%
<b>Newly Hired</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>30.0%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>46.2%</b>
Transfers In	1	1	0	1	0	33.3%	100.0%	0.0%	100.0%	0.0%
Reentrants	2	0	0	0	2	66.7%	0.0%	0.0%	0.0%	33.3%
First Time Educators	0	0	1	0	4	0.0%	0.0%	100.0%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>36.4%</b>	<b>-</b>
Transfers Out	0	0	1	2	-	0.0%	0.0%	100.0%	50.0%	-
Leave Oklahoma Educ.	0	1	0	2	-	0.0%	100.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	9.1%	9.1%	36.4%	-
Transfers In/Out	nc	nc	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	1
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	7
SEOSU, Durant	1
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	1
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 10

## District Report for: MONROE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	9.1%	9.1%	9.1%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	15.4%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	10	10	10	10	90.0%	90.9%	90.9%	90.9%	76.9%
White - Females	7	8	8	8	8	77.8%	80.0%	80.0%	80.0%	80.0%
White - Males	2	2	2	2	2	22.2%	20.0%	20.0%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	3	2	3	22.2%	20.0%	30.0%	20.0%	30.0%
30-34	3	4	3	4	3	33.3%	40.0%	30.0%	40.0%	30.0%
35-39	0	0	1	0	1	0.0%	0.0%	10.0%	0.0%	10.0%
40-44	1	1	0	0	1	11.1%	10.0%	0.0%	0.0%	10.0%
45-49	0	0	1	1	1	0.0%	0.0%	10.0%	10.0%	10.0%
50-54	2	2	2	3	1	22.2%	20.0%	20.0%	30.0%	10.0%
55+	1	1	0	0	0	11.1%	10.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.7	38.9	36.5	38.9	35.1					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	3	2	5	22.2%	20.0%	30.0%	20.0%	50.0%
4-7 Years	4	4	3	3	2	44.4%	40.0%	30.0%	30.0%	20.0%
8-11 Years	0	1	2	2	3	0.0%	10.0%	20.0%	20.0%	30.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	3	2	3	0	22.2%	30.0%	20.0%	30.0%	0.0%
<b>Average Experience</b>	9.6	10.2	9.1	11.1	4.1					

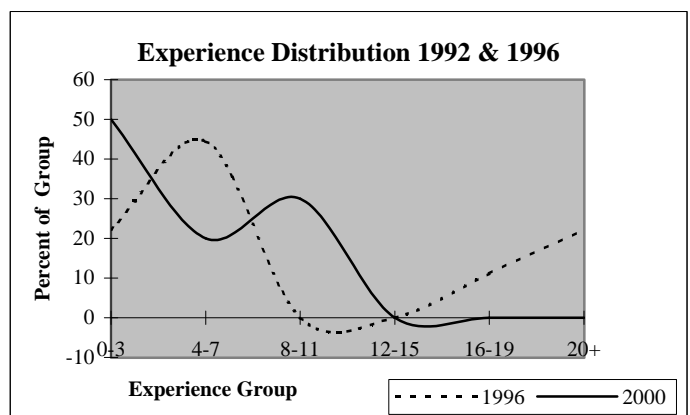
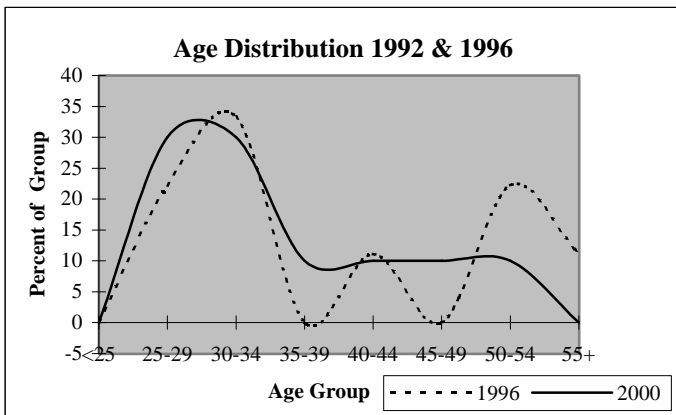


## District Report for: MONROE

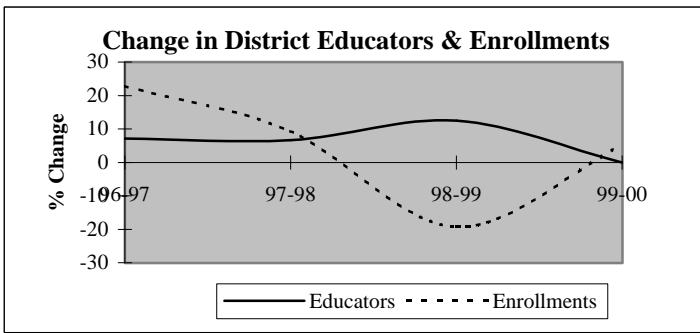
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	1	4	-	0.0%	9.1%	9.1%	36.4%	-
Attrition from Transfers	0	0	1	2	-	0.0%	0.0%	9.1%	18.2%	-
Attrition from Exits	0	1	0	2	-	0.0%	9.1%	0.0%	18.2%	-
Teacher Attrition	0	1	1	4	-	0.0%	10.0%	10.0%	40.0%	-
Attrition from Transfers	0	0	1	2	-	0.0%	0.0%	10.0%	20.0%	-
Attrition from Exits	0	1	0	2	-	0.0%	10.0%	0.0%	20.0%	-
<b>District Retention</b>										
Educator Retention	10	10	10	7	-	100.0%	90.9%	90.9%	63.6%	-
Teacher Retention	9	9	9	6	-	100.0%	90.0%	90.0%	60.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	10.0%	9.1%	0.0%	18.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	70.0%	90.9%	90.9%	81.8%	53.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	0.0%	9.1%	0.0%	46.2%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: HODGEN

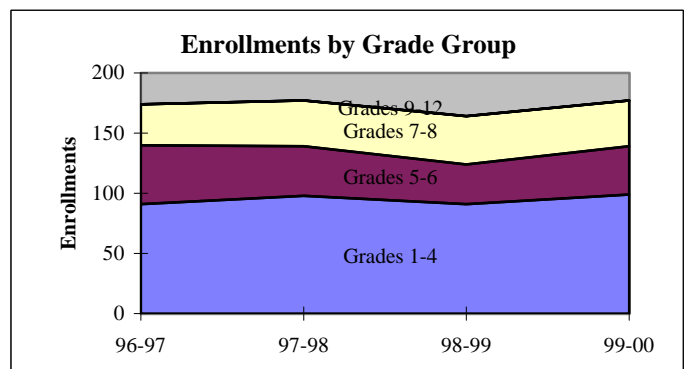
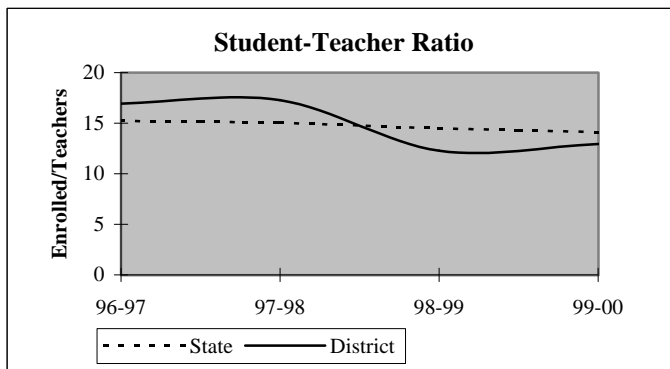


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	15.8	16.2	11.6	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	16.9	17.3	12.3	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	1	2	0	-	-	-	-	-
% Change in Educators	7.7%	7.1%	6.7%	12.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-20	44	22	-50	11	-	-	-	-	-
% Change in Enrollments	-9.4%	22.8%	9.3%	-19.3%	5.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.3%	6.7%	12.5%	5.6%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	6.7%	6.3%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.5	38.6	39.3	40.4	38.8	42.0	42.3	42.5	42.7	43.0
Average Experience	8.2	8.6	8.9	9.7	9.8	12.1	12.3	12.3	12.2	12.2
Average Salary	27,181	30,132	29,453	32,437	32,610	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	92.3%	92.9%	86.7%	88.2%	88.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	7.1%	6.7%	5.9%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	85.0%	81.0%	84.6%	85.9%	91.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	9	10	8	5	57.1%	60.0%	62.5%	44.4%	27.8%
Attrition	1	0	1	0	0					
Attrition Rate	12.5%	0.0%	10.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	5	4	7	11	42.9%	33.3%	25.0%	38.9%	61.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	2	3	2	0.0%	6.7%	12.5%	16.7%	11.1%
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	3	3	2	7.1%	13.3%	18.8%	16.7%	11.1%

## District Report for: HODGEN

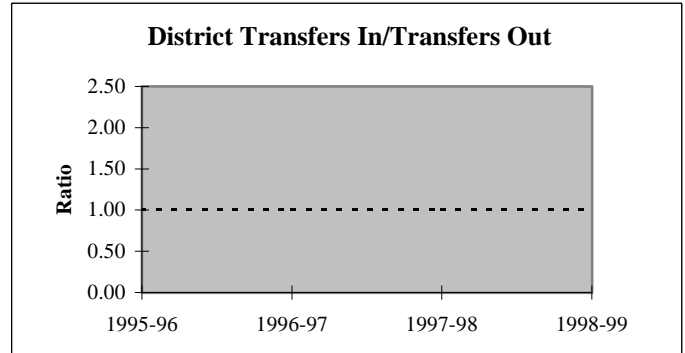
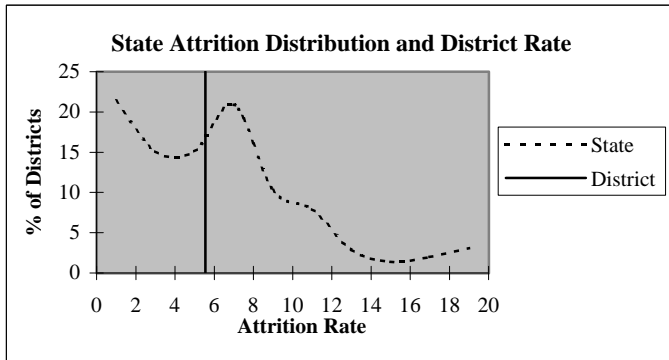
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	15	16	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	6.7%	6.3%	5.6%	5.6%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	13	14	15	17	17	92.9%	93.3%	93.8%	94.4%	94.4%
Special Education	1	1	1	1	1	7.7%	7.1%	6.7%	5.9%	5.9%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	11.8%	11.8%
Elementary	12	13	14	14	14	92.3%	92.9%	93.3%	82.4%	82.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	193	237	259	209	220	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	41	57	72	45	42	21.2%	24.1%	27.8%	21.5%	19.1%
Grades 1-4	73	91	98	91	99	37.8%	38.4%	37.8%	43.5%	45.0%
Grades 5-6	42	49	41	33	40	21.8%	20.7%	15.8%	15.8%	18.2%
Grades 7-8	37	34	38	40	38	19.2%	14.3%	14.7%	19.1%	17.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	6	10	0	1	0.0%	2.5%	3.9%	0.0%	0.5%



## District Report for: HODGEN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	15	16	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	13	15	15	17	78.6%	86.7%	93.8%	83.3%	94.4%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>21.4%</b>	<b>13.3%</b>	<b>6.3%</b>	<b>16.7%</b>	<b>5.6%</b>
Transfers In	2	1	0	1	0	66.7%	50.0%	0.0%	33.3%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	1	1	2	1	33.3%	50.0%	100.0%	66.7%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>7.1%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>5.6%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	1	1	-	0.0%	0.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	0.0%	6.3%	5.6%	-
Transfers In/Out	2.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	14

## District Report for: HODGEN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	6.7%	6.3%	5.6%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	14	15	17	17	92.9%	93.3%	93.8%	94.4%	94.4%
White - Females	12	13	13	15	15	92.3%	92.9%	86.7%	88.2%	88.2%
White - Males	1	1	2	2	2	7.7%	7.1%	13.3%	11.8%	11.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	7.7%	7.1%	0.0%	0.0%	0.0%
25-29	3	3	2	2	2	23.1%	21.4%	13.3%	12.5%	12.5%
30-34	3	3	3	4	5	23.1%	21.4%	20.0%	25.0%	31.3%
35-39	1	2	4	3	3	7.7%	14.3%	26.7%	18.8%	18.8%
40-44	2	0	1	1	1	15.4%	0.0%	6.7%	6.3%	6.3%
45-49	1	3	2	3	3	7.7%	21.4%	13.3%	18.8%	18.8%
50-54	1	1	2	1	1	7.7%	7.1%	13.3%	6.3%	6.3%
55+	1	1	1	2	1	7.7%	7.1%	6.7%	12.5%	6.3%
<b>Average Age</b>	38.5	38.6	39.3	40.4	38.8					

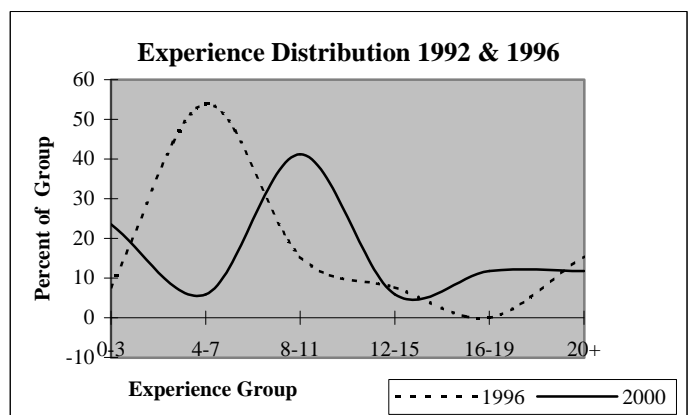
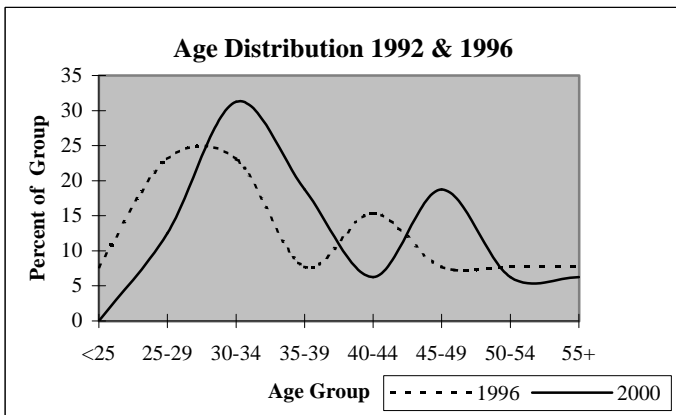
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	3	4	4	7.7%	14.3%	20.0%	23.5%	23.5%
4-7 Years	7	7	7	4	1	53.8%	50.0%	46.7%	23.5%	5.9%
8-11 Years	2	1	1	4	7	15.4%	7.1%	6.7%	23.5%	41.2%
12-15 Years	1	2	2	2	1	7.7%	14.3%	13.3%	11.8%	5.9%
16-19 Years	0	0	0	1	2	0.0%	0.0%	0.0%	5.9%	11.8%
20+ Years	2	2	2	2	2	15.4%	14.3%	13.3%	11.8%	11.8%
<b>Average Experience</b>	8.2	8.6	8.9	9.7	9.8					

## District Report for: HODGEN

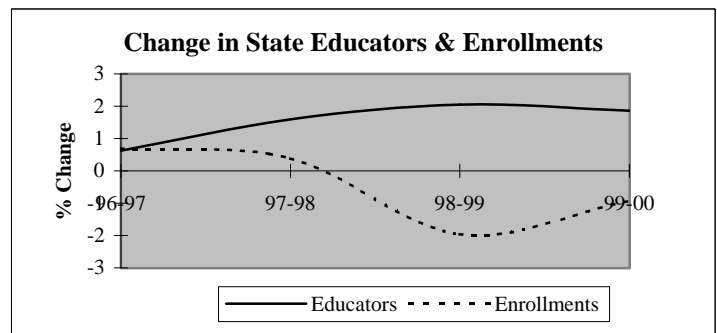
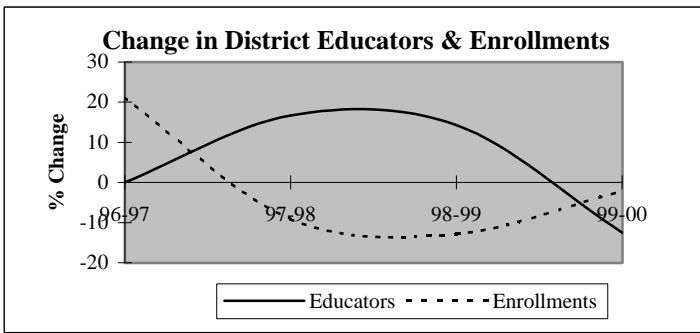
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	1	1	-	7.1%	0.0%	6.3%	5.6%	-
Attrition from Transfers	1	0	0	0	-	7.1%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	6.3%	5.6%	-
<b>Teacher Attrition</b>	1	0	1	1	-	7.7%	0.0%	6.7%	5.9%	-
Attrition from Transfers	1	0	0	0	-	7.7%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	6.7%	5.9%	-
<b>District Retention</b>										
Educator Retention	13	15	15	17	-	92.9%	100.0%	93.8%	94.4%	-
Teacher Retention	12	14	14	16	-	92.3%	100.0%	93.3%	94.1%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	93.3%	93.8%	88.9%	94.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	6.7%	6.3%	11.1%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FANSHAWE

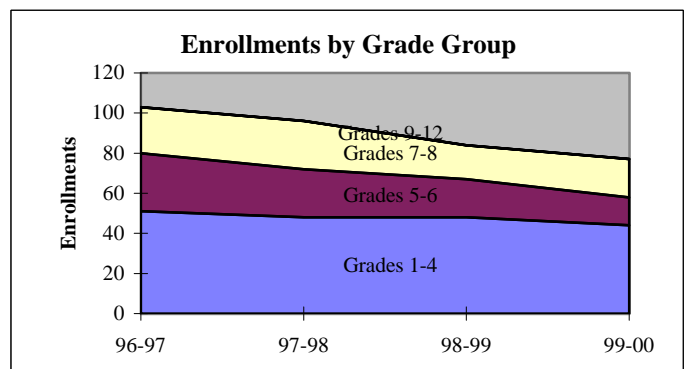
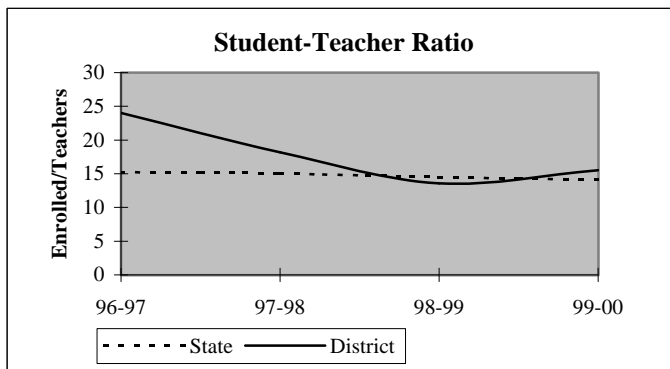


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	16.5	20.0	15.6	11.9	13.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	19.8	24.0	18.2	13.6	15.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	1	1	-1	-	-	-	-	-
% Change in Educators	-25.0%	0.0%	16.7%	14.3%	-12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	21	-11	-14	-2	-	-	-	-	-
% Change in Enrollments	5.3%	21.2%	-9.2%	-12.8%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	14.3%	25.0%	28.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	14.3%	12.5%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	14.3%	12.5%	14.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.8	40.8	43.3	41.0	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	12.4	13.5	12.7	15.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,539	30,674	28,899	25,996	26,367	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	16.7%	14.3%	16.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	85.7%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	16.7%	14.3%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.3%	27.5%	33.0%	35.8%	35.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	2	3	2	33.3%	33.3%	28.6%	37.5%	28.6%
Attrition	0	0	2	1	0					
Attrition Rate	0.0%	0.0%	100.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	4	5	4	4	66.7%	66.7%	71.4%	50.0%	57.1%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	20.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	12.5%	14.3%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	1	2	0.0%	0.0%	0.0%	12.5%	28.6%

## District Report for: FANSHAWE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	7	8	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	14.3%	12.5%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	6	7	6	83.3%	83.3%	85.7%	87.5%	85.7%
Special Education	0	0	1	1	0	0.0%	0.0%	16.7%	14.3%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	5	6	6	100.0%	100.0%	83.3%	85.7%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	99	120	109	95	93	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	13	17	13	11	16	13.1%	14.2%	11.9%	11.6%	17.2%
Grades 1-4	40	51	48	48	44	40.4%	42.5%	44.0%	50.5%	47.3%
Grades 5-6	18	29	24	19	14	18.2%	24.2%	22.0%	20.0%	15.1%
Grades 7-8	28	23	24	17	19	28.3%	19.2%	22.0%	17.9%	20.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

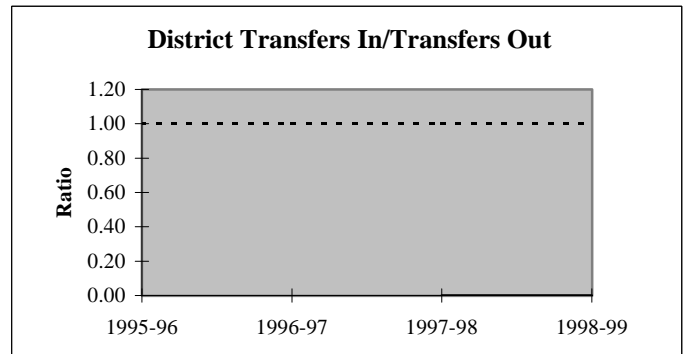
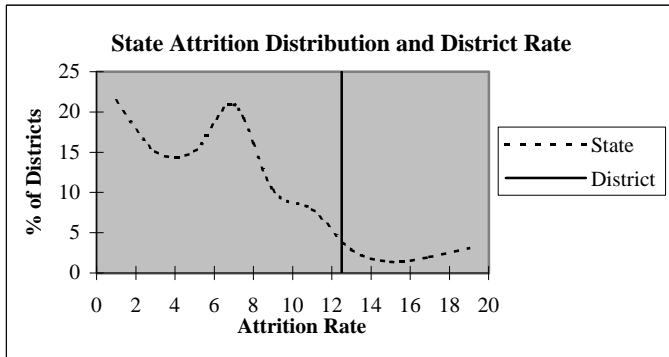




## District Report for: FANSHAWE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	7	8	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	6	6	4	7	83.3%	100.0%	85.7%	50.0%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>16.7%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>50.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	100.0%	25.0%	0.0%
First Time Educators	1	0	0	3	0	100.0%	0.0%	0.0%	75.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>42.9%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	0	0	2	1	-	0.0%	0.0%	66.7%	100.0%	-
Leave Oklahoma Educ.	0	0	1	0	-	0.0%	0.0%	33.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	42.9%	12.5%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
Total		6	

## District Report for: FANSHAWE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	14.3%	12.5%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	6	7	6	83.3%	83.3%	85.7%	87.5%	85.7%
White - Females	5	5	5	5	4	100.0%	100.0%	83.3%	71.4%	66.7%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	16.7%	14.3%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	14.3%	0.0%
25-29	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	16.7%
30-34	1	1	1	0	0	20.0%	20.0%	16.7%	0.0%	0.0%
35-39	2	1	1	0	0	40.0%	20.0%	16.7%	0.0%	0.0%
40-44	1	1	1	2	2	20.0%	20.0%	16.7%	28.6%	33.3%
45-49	1	1	1	1	1	20.0%	20.0%	16.7%	14.3%	16.7%
50-54	0	1	2	1	1	0.0%	20.0%	33.3%	14.3%	16.7%
55+	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	16.7%
<b>Average Age</b>	39.8	40.8	43.3	41.0	44.5					

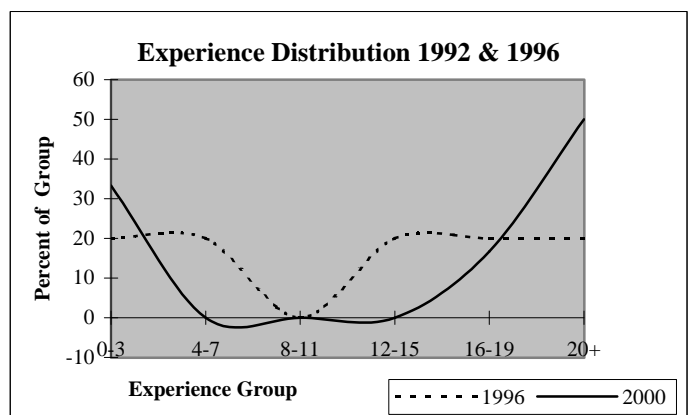
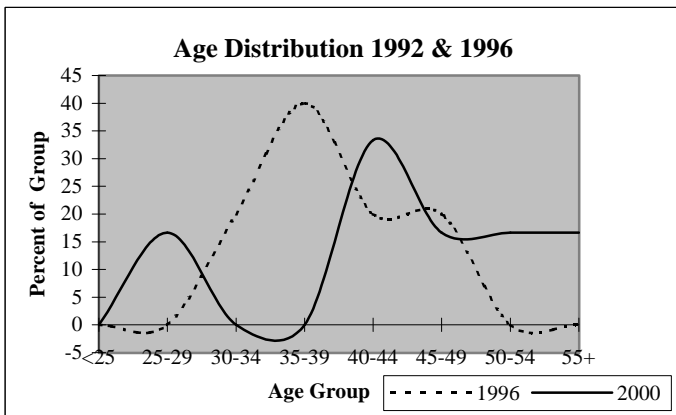
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	3	2	20.0%	20.0%	16.7%	42.9%	33.3%
4-7 Years	1	1	1	0	0	20.0%	20.0%	16.7%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	1	1	1	0	0	20.0%	20.0%	16.7%	0.0%	0.0%
16-19 Years	1	1	2	2	1	20.0%	20.0%	33.3%	28.6%	16.7%
20+ Years	1	1	1	2	3	20.0%	20.0%	16.7%	28.6%	50.0%
<b>Average Experience</b>	11.4	12.4	13.5	12.7	15.5					

## District Report for: FANSHAWE

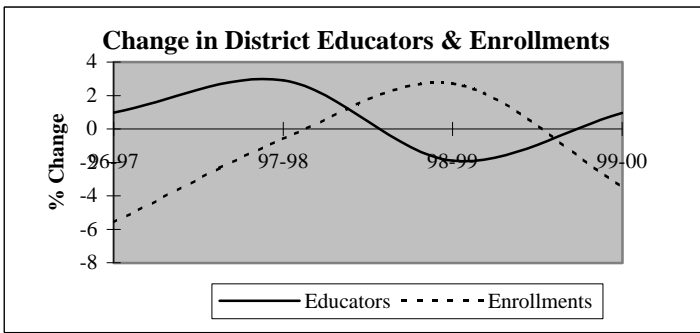
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	3	1	-	0.0%	0.0%	42.9%	12.5%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	28.6%	12.5%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Teacher Attrition	0	0	3	1	-	0.0%	0.0%	50.0%	14.3%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	33.3%	14.3%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	16.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	6	4	7	-	100.0%	100.0%	57.1%	87.5%	-
Teacher Retention	5	5	3	6	-	100.0%	100.0%	50.0%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	100.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	28.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	100.0%	85.7%	50.0%	71.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	0.0%	14.3%	50.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SPIRO

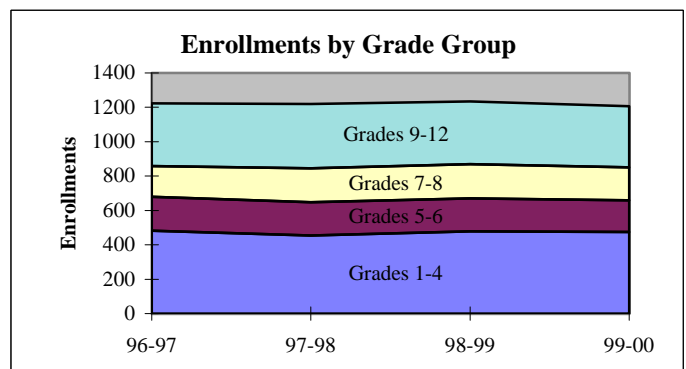
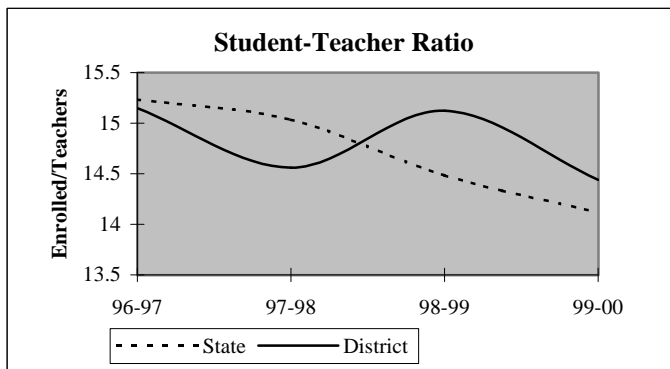


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	12.9	12.5	13.1	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.4	15.1	14.6	15.1	14.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	3	-2	1	-	-	-	-	-
% Change in Educators	-1.0%	1.0%	2.9%	-1.9%	1.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	-79	-8	36	-47	-	-	-	-	-
% Change in Enrollments	1.7%	-5.6%	-0.6%	2.7%	-3.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.0%	0.0%	2.8%	1.9%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.8%	6.8%	6.6%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.8%	7.8%	7.5%	6.7%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.8%	11.7%	12.3%	12.5%	12.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	12.5%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	40.1	39.9	40.1	40.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	12.0	11.3	11.0	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	31,756	31,098	30,575	31,115	31,660	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.8%	13.6%	14.3%	14.4%	14.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.9%	77.3%	75.8%	74.4%	72.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.8%	5.7%	5.5%	6.7%	6.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.8%	22.2%	23.8%	26.1%	24.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	32	36	39	38	37	31.4%	35.0%	36.8%	36.5%	35.2%
Attrition	1	3	4	5	0					
Attrition Rate	3.1%	8.3%	10.3%	13.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	60	61	62	61	62	58.8%	59.2%	58.5%	58.7%	59.0%
Attrition	3	2	4	2	0					
Attrition Rate	5.0%	3.3%	6.5%	3.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	6	5	5	6	9.8%	5.8%	4.7%	4.8%	5.7%
Attrition Rate	6	4	1	1	0					
Attrition Rate	60.0%	66.7%	20.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	11	9	9	9	11.8%	10.7%	8.5%	8.7%	8.6%

## District Report for: SPIRO

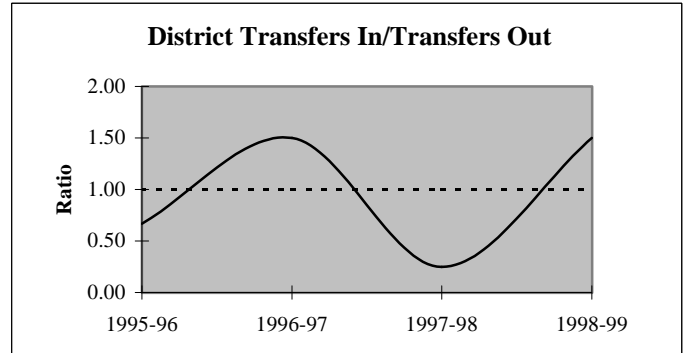
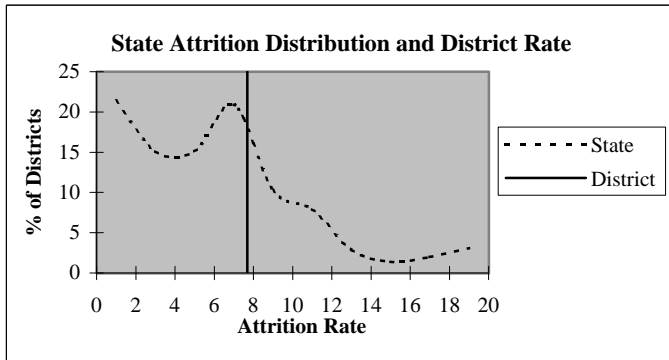
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	102	103	106	104	105	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	7	7	7	7	7.8%	6.8%	6.6%	6.7%	6.7%
Professional Staff	8	8	8	7	7	7.8%	7.8%	7.5%	6.7%	6.7%
<b>Total Teachers</b>	86	88	91	90	91	84.3%	85.4%	85.8%	86.5%	86.7%
Special Education	5	5	5	6	6	5.8%	5.7%	5.5%	6.7%	6.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	34	36	38	37	38	39.5%	40.9%	41.8%	41.1%	41.8%
<b>Middle School</b>	18	16	18	16	16	20.9%	18.2%	19.8%	17.8%	17.6%
Language Arts	4	4	4	4	4	4.7%	4.5%	4.4%	4.4%	4.4%
Art & Music	1	0	1	1	1	1.2%	0.0%	1.1%	1.1%	1.1%
Social Studies	3	3	3	3	3	3.5%	3.4%	3.3%	3.3%	3.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	2	3	3	3.5%	3.4%	2.2%	3.3%	3.3%
Science	3	3	3	1	3	3.5%	3.4%	3.3%	1.1%	3.3%
Vocational Education	2	2	2	1	1	2.3%	2.3%	2.2%	1.1%	1.1%
Other	2	1	3	3	1	2.3%	1.1%	3.3%	3.3%	1.1%
<b>High School (9-12)</b>	29	31	30	31	31	2900.0%	0.0%	3000.0%	3100.0%	3100.0%
Language Arts	4	4	4	4	4	4.7%	4.5%	4.4%	4.4%	4.4%
Art & Music	2	4	3	4	4	2.3%	4.5%	3.3%	4.4%	4.4%
Social Studies	4	3	3	2	4	4.7%	3.4%	3.3%	2.2%	4.4%
Foreign Language	1	1	1	1	1	1.2%	1.1%	1.1%	1.1%	1.1%
Math	4	4	3	3	3	4.7%	4.5%	3.3%	3.3%	3.3%
<b>Science</b>	3	3	3	4	3	3.5%	3.4%	3.3%	4.4%	3.3%
Biology	2	2	1	2	2	2.3%	2.3%	1.1%	2.2%	2.2%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.1%	1.1%	1.1%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	1.2%	1.1%	1.1%	1.1%	0.0%
Vocational Education	7	8	7	7	7	8.1%	9.1%	7.7%	7.8%	7.7%
Other	4	4	6	6	5	4.7%	4.5%	6.6%	6.7%	5.5%
<b>Total Enrollments</b>	1,412	1,333	1,325	1,361	1,314	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	140	96	99	121	104	9.9%	7.2%	7.5%	8.9%	7.9%
Grades 1-4	440	483	454	478	474	31.2%	36.2%	34.3%	35.1%	36.1%
Grades 5-6	191	196	194	192	185	13.5%	14.7%	14.6%	14.1%	14.1%
Grades 7-8	199	180	198	199	192	14.1%	13.5%	14.9%	14.6%	14.6%
Grades 9-12	442	365	373	366	355	31.3%	27.4%	28.2%	26.9%	27.0%
Ungraded	0	13	7	5	4	0.0%	1.0%	0.5%	0.4%	0.3%



## District Report for: SPIRO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	102	103	106	104	105	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	94	92	94	97	96	92.2%	89.3%	88.7%	93.3%	91.4%
<b>Newly Hired</b>	<b>8</b>	<b>11</b>	<b>12</b>	<b>7</b>	<b>9</b>	<b>7.8%</b>	<b>10.7%</b>	<b>11.3%</b>	<b>6.7%</b>	<b>8.6%</b>
Transfers In	2	3	1	3	3	25.0%	27.3%	8.3%	42.9%	33.3%
Reentrants	2	1	5	1	1	25.0%	9.1%	41.7%	14.3%	11.1%
First Time Educators	4	7	6	3	5	50.0%	63.6%	50.0%	42.9%	55.6%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>8</b>	<b>-</b>	<b>9.8%</b>	<b>8.7%</b>	<b>8.5%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	3	2	4	2	-	30.0%	22.2%	44.4%	25.0%	-
Leave Oklahoma Educ.	7	7	5	6	-	70.0%	77.8%	55.6%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	9.8%	8.7%	8.5%	7.7%	-
Transfers In/Out	0.67	1.50	0.25	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	2
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	69	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>102</b>

## District Report for: SPIRO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	7	7	7	7	7.8%	6.8%	6.6%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	7	7	7	7	7	87.5%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	8	8	7	7	7.8%	7.8%	7.5%	6.7%	6.7%
White - Females	8	7	7	6	6	100.0%	87.5%	87.5%	85.7%	85.7%
White - Males	0	1	1	1	1	0.0%	12.5%	12.5%	14.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	86	88	91	90	91	84.3%	85.4%	85.8%	86.5%	86.7%
White - Females	60	61	61	59	58	69.8%	69.3%	67.0%	65.6%	63.7%
White - Males	15	15	17	18	20	17.4%	17.0%	18.7%	20.0%	22.0%
Black - Females	3	3	3	3	3	3.5%	3.4%	3.3%	3.3%	3.3%
Black - Males	2	2	2	2	2	2.3%	2.3%	2.2%	2.2%	2.2%
Other - Females	4	4	5	5	5	4.7%	4.5%	5.5%	5.6%	5.5%
Other - Males	2	3	3	3	3	2.3%	3.4%	3.3%	3.3%	3.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	3	0	0	0.0%	2.3%	3.3%	0.0%	0.0%
25-29	13	15	13	15	11	15.1%	17.0%	14.4%	17.0%	12.2%
30-34	11	12	15	15	16	12.8%	13.6%	16.7%	17.0%	17.8%
35-39	16	14	12	10	14	18.6%	15.9%	13.3%	11.4%	15.6%
40-44	14	15	12	16	15	16.3%	17.0%	13.3%	18.2%	16.7%
45-49	16	15	19	15	16	18.6%	17.0%	21.1%	17.0%	17.8%
50-54	12	10	11	12	11	14.0%	11.4%	12.2%	13.6%	12.2%
55+	4	5	5	5	7	4.7%	5.7%	5.6%	5.7%	7.8%
<b>Average Age</b>	40.7	40.1	39.9	40.1	40.9					

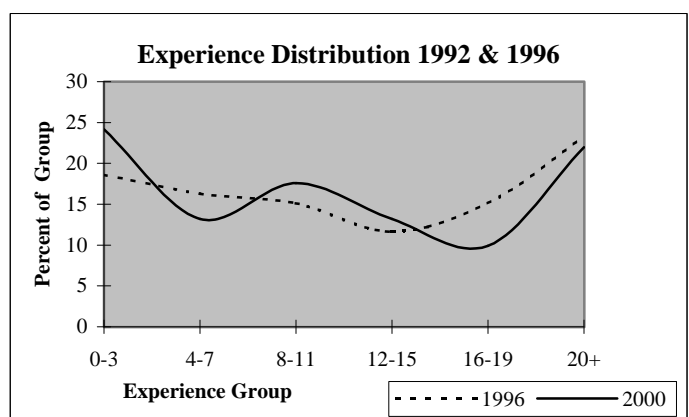
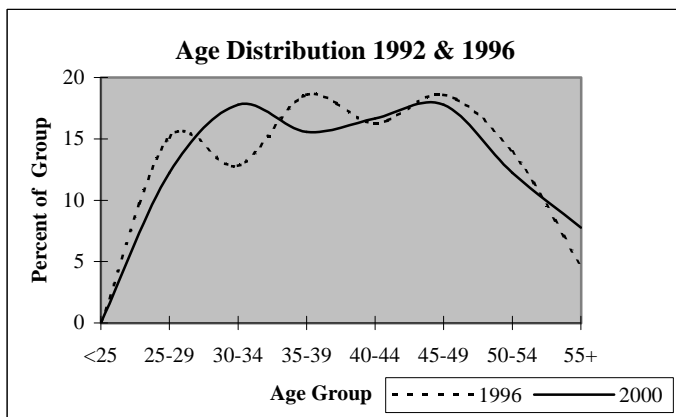
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	16	19	20	20	22	18.6%	21.6%	22.0%	22.2%	24.2%
4-7 Years	14	13	16	16	12	16.3%	14.8%	17.6%	17.8%	13.2%
8-11 Years	13	15	17	18	16	15.1%	17.0%	18.7%	20.0%	17.6%
12-15 Years	10	9	9	8	12	11.6%	10.2%	9.9%	8.9%	13.2%
16-19 Years	13	11	12	10	9	15.1%	12.5%	13.2%	11.1%	9.9%
20+ Years	20	21	17	18	20	23.3%	23.9%	18.7%	20.0%	22.0%
<b>Average Experience</b>	12.3	12.0	11.3	11.0	11.3					

## District Report for: SPIRO

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	9	9	8	-	9.8%	8.7%	8.5%	7.7%	-
Attrition from Transfers	3	2	4	2	-	2.9%	1.9%	3.8%	1.9%	-
Attrition from Exits	7	7	5	6	-	6.9%	6.8%	4.7%	5.8%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>5.8%</b>	<b>8.0%</b>	<b>8.8%</b>	<b>6.7%</b>	<b>-</b>
Attrition from Transfers	2	2	3	2	-	2.3%	2.3%	3.3%	2.2%	-
Attrition from Exits	3	5	5	4	-	3.5%	5.7%	5.5%	4.4%	-
<b>District Retention</b>										
Educator Retention	92	94	97	96	-	90.2%	91.3%	91.5%	92.3%	-
Teacher Retention	81	81	83	84	-	94.2%	92.0%	91.2%	93.3%	-

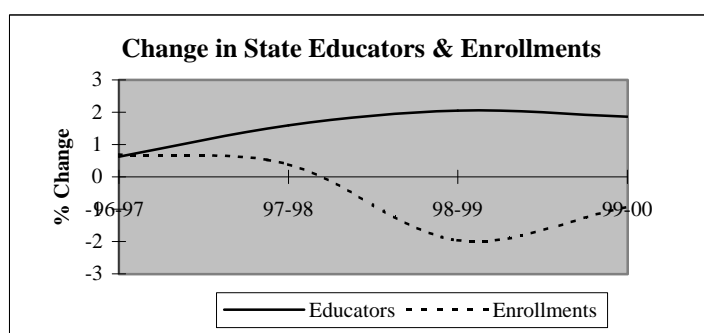
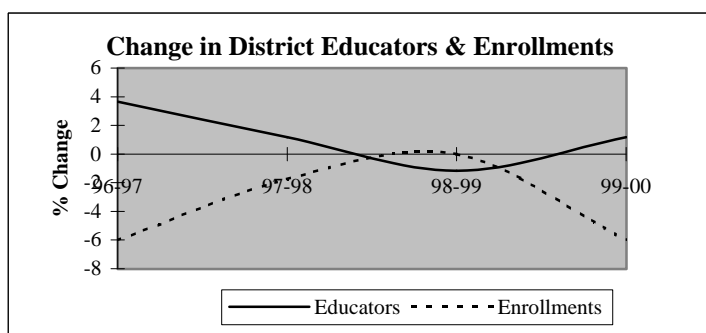
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	77.8%	7.4%	85.2%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	4.5%	95.5%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	11.1%	94.4%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	94.4%	0.0%	94.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	1.0%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	91.3%	89.6%	95.2%	93.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.9%	8.7%	10.4%	3.8%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: HEAVENER

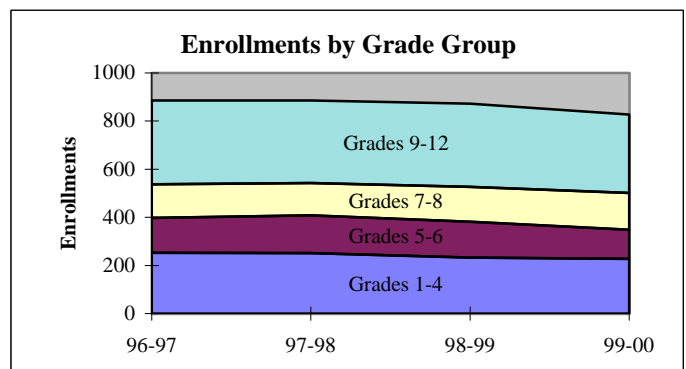
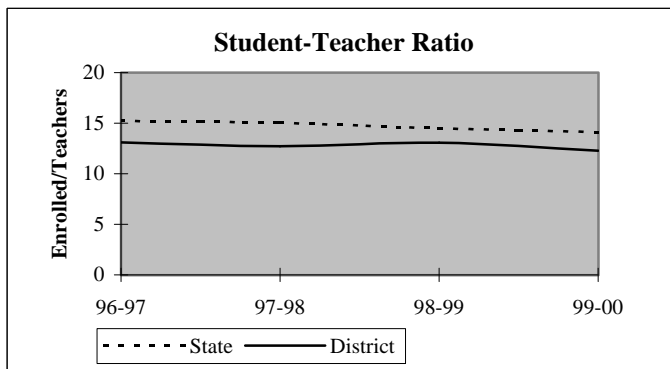


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	11.4	11.1	11.2	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	13.1	12.7	13.1	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	3	1	-1	1	-	-	-	-	-
% Change in Educators	1.2%	3.7%	1.2%	-1.2%	1.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	50	-62	-17	0	-57	-	-	-	-	-
% Change in Enrollments	5.1%	-6.0%	-1.8%	0.0%	-6.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.4%	5.8%	1.2%	1.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.7%	3.5%	3.5%	4.7%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.8%	9.4%	9.3%	9.4%	9.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.7%	4.7%	4.7%	5.9%	4.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.1	40.6	40.4	40.4	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	9.2	9.6	9.8	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,484	28,694	29,103	29,991	30,129	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.8%	4.1%	4.0%	5.5%	4.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.4%	68.9%	68.0%	69.9%	71.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.3%	16.2%	16.0%	16.4%	16.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.9%	53.9%	58.4%	64.1%	64.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	42	42	39	35	35	51.2%	49.4%	45.3%	41.2%	40.7%
Attrition	3	6	3	3	0					
Attrition Rate	7.1%	14.3%	7.7%	8.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	37	40	45	48	49	45.1%	47.1%	52.3%	56.5%	57.0%
Attrition	2	4	3	0	0					
Attrition Rate	5.4%	10.0%	6.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	2	2	2	3.7%	3.5%	2.3%	2.4%	2.3%
Attrition Rate	0.0%	66.7%	50.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	5	3	4	3	3.7%	5.9%	3.5%	4.7%	3.5%

## District Report for: HEAVENER

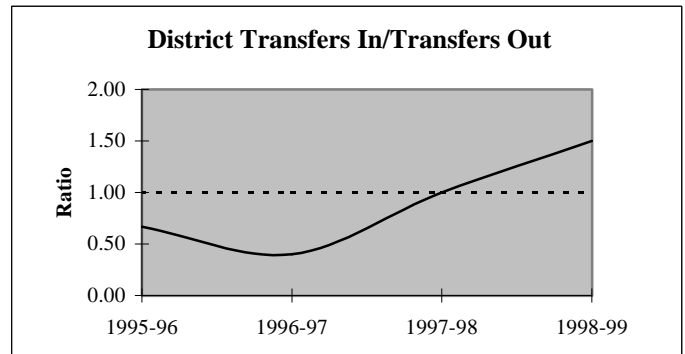
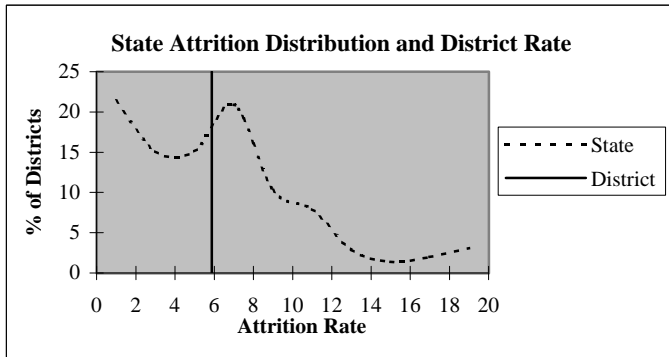
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	82	85	86	85	86	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	5	3.7%	3.5%	3.5%	4.7%	5.8%
Professional Staff	8	8	8	8	8	9.8%	9.4%	9.3%	9.4%	9.3%
<b>Total Teachers</b>	71	74	75	73	73	86.6%	87.1%	87.2%	85.9%	84.9%
Special Education	13	12	12	12	12	18.3%	16.2%	16.0%	16.4%	16.4%
Pre-K & Kindergarten	1	1	1	1	1	1.4%	1.4%	1.3%	1.4%	1.4%
Elementary	33	36	34	31	31	46.5%	48.6%	45.3%	42.5%	42.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	24	25	28	29	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	4	4	4.2%	4.1%	4.0%	5.5%	5.5%
Art & Music	1	2	2	3	3	1.4%	2.7%	2.7%	4.1%	4.1%
Social Studies	4	4	6	4	5	5.6%	5.4%	8.0%	5.5%	6.8%
Foreign Language	1	1	1	1	1	1.4%	1.4%	1.3%	1.4%	1.4%
Math	3	4	3	4	3	4.2%	5.4%	4.0%	5.5%	4.1%
<b>Science</b>	2	2	2	3	3	2.8%	2.7%	2.7%	4.1%	4.1%
Biology	1	0	1	2	2	1.4%	0.0%	1.3%	2.7%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	1	1	1.4%	2.7%	1.3%	1.4%	1.4%
Vocational Education	5	4	4	4	4	7.0%	5.4%	5.3%	5.5%	5.5%
Other	5	5	7	6	6	7.0%	6.8%	9.3%	8.2%	8.2%
<b>Total Enrollments</b>	1,032	970	953	953	896	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	87	79	64	75	68	8.4%	8.1%	6.7%	7.9%	7.6%
Grades 1-4	287	252	251	233	227	27.8%	26.0%	26.3%	24.4%	25.3%
Grades 5-6	132	146	157	148	122	12.8%	15.1%	16.5%	15.5%	13.6%
Grades 7-8	151	139	135	145	152	14.6%	14.3%	14.2%	15.2%	17.0%
Grades 9-12	373	349	342	346	326	36.1%	36.0%	35.9%	36.3%	36.4%
Ungraded	2	5	4	6	1	0.2%	0.5%	0.4%	0.6%	0.1%



## District Report for: HEAVENER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	82	85	86	85	86	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	74	77	73	79	80	90.2%	90.6%	84.9%	92.9%	93.0%
<b>Newly Hired</b>	<b>8</b>	<b>8</b>	<b>13</b>	<b>6</b>	<b>6</b>	<b>9.8%</b>	<b>9.4%</b>	<b>15.1%</b>	<b>7.1%</b>	<b>7.0%</b>
Transfers In	2	2	4	3	1	25.0%	25.0%	30.8%	50.0%	16.7%
Reentrants	1	2	3	2	2	12.5%	25.0%	23.1%	33.3%	33.3%
First Time Educators	5	4	6	1	3	62.5%	50.0%	46.2%	16.7%	50.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>12</b>	<b>7</b>	<b>5</b>	<b>-</b>	<b>6.1%</b>	<b>14.1%</b>	<b>8.1%</b>	<b>5.9%</b>	<b>-</b>
Transfers Out	3	5	4	2	-	60.0%	41.7%	57.1%	40.0%	-
Leave Oklahoma Educ.	2	7	3	3	-	40.0%	58.3%	42.9%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	14.1%	8.1%	5.9%	-
Transfers In/Out	0.67	0.40	1.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	45	University of Tulsa, Tulsa	1
SEOSU, Durant	19	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	7
		<b>Total</b>	<b>82</b>

## District Report for: HEAVENER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	4	5	3.7%	3.5%	3.5%	4.7%	5.8%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
White - Males	3	3	3	4	4	100.0%	100.0%	100.0%	100.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	8	8	8	8	9.8%	9.4%	9.3%	9.4%	9.3%
White - Females	6	6	6	7	6	75.0%	75.0%	75.0%	87.5%	75.0%
White - Males	1	1	1	0	1	12.5%	12.5%	12.5%	0.0%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	12.5%	12.5%	12.5%	12.5%	12.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	71	74	75	73	73	86.6%	87.1%	87.2%	85.9%	84.9%
White - Females	48	49	49	48	50	67.6%	66.2%	65.3%	65.8%	68.5%
White - Males	21	22	23	21	20	29.6%	29.7%	30.7%	28.8%	27.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	2	2.8%	2.7%	2.7%	4.1%	2.7%
Other - Males	0	1	1	1	1	0.0%	1.4%	1.3%	1.4%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	1	0	0	2.9%	1.4%	1.4%	0.0%	0.0%
25-29	6	9	13	12	9	8.6%	12.3%	17.6%	16.7%	12.5%
30-34	17	14	9	9	9	24.3%	19.2%	12.2%	12.5%	12.5%
35-39	13	12	11	9	11	18.6%	16.4%	14.9%	12.5%	15.3%
40-44	7	10	14	18	15	10.0%	13.7%	18.9%	25.0%	20.8%
45-49	16	16	16	13	12	22.9%	21.9%	21.6%	18.1%	16.7%
50-54	2	3	4	7	12	2.9%	4.1%	5.4%	9.7%	16.7%
55+	7	8	6	4	4	10.0%	11.0%	8.1%	5.6%	5.6%
<b>Average Age</b>	40.1	40.6	40.4	40.4	41.4					

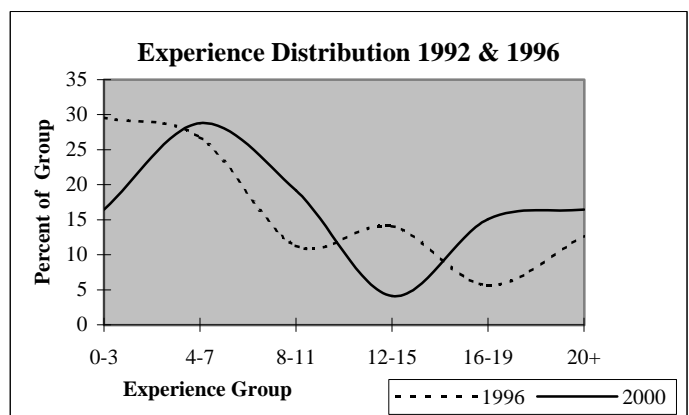
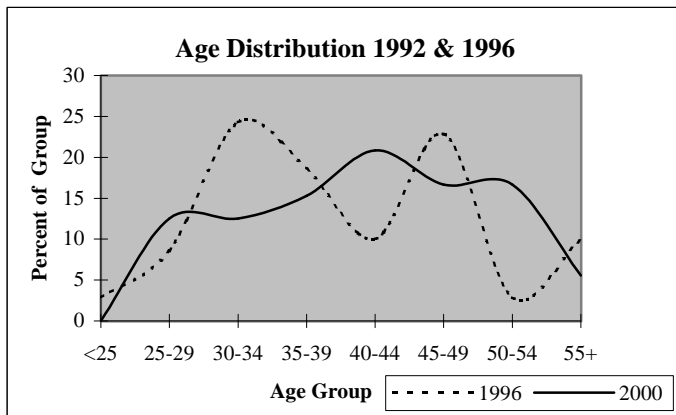
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	21	19	20	16	12	29.6%	25.7%	26.7%	21.9%	16.4%
4-7 Years	19	20	17	17	21	26.8%	27.0%	22.7%	23.3%	28.8%
8-11 Years	8	9	9	14	14	11.3%	12.2%	12.0%	19.2%	19.2%
12-15 Years	10	11	9	8	3	14.1%	14.9%	12.0%	11.0%	4.1%
16-19 Years	4	6	11	10	11	5.6%	8.1%	14.7%	13.7%	15.1%
20+ Years	9	9	9	8	12	12.7%	12.2%	12.0%	11.0%	16.4%
<b>Average Experience</b>	8.7	9.2	9.6	9.8	10.6					

## District Report for: HEAVENER

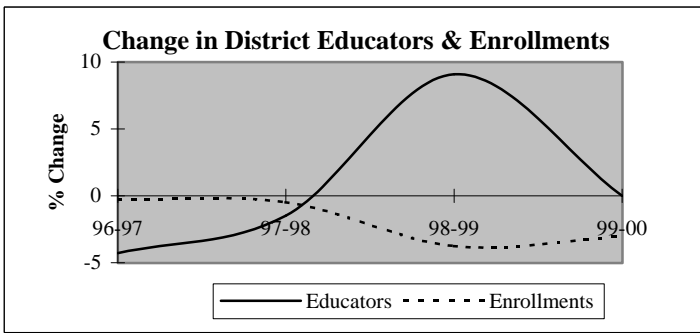
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	12	7	5	-	6.1%	14.1%	8.1%	5.9%	-
Attrition from Transfers	3	5	4	2	-	3.7%	5.9%	4.7%	2.4%	-
Attrition from Exits	2	7	3	3	-	2.4%	8.2%	3.5%	3.5%	-
<b>Teacher Attrition</b>	4	9	5	3	-	5.6%	12.2%	6.7%	4.1%	-
Attrition from Transfers	3	4	2	2	-	4.2%	5.4%	2.7%	2.7%	-
Attrition from Exits	1	5	3	1	-	1.4%	6.8%	4.0%	1.4%	-
<b>District Retention</b>										
Educator Retention	77	73	79	80	-	93.9%	85.9%	91.9%	94.1%	-
Teacher Retention	67	65	70	70	-	94.4%	87.8%	93.3%	95.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	8.3%	95.8%	78.2%	9.6%	87.8%
1 Year of Experience	91.3%	4.3%	95.7%	84.2%	6.9%	91.1%
2 Years of Experience	92.0%	8.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	95.8%	0.0%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	0.0%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.4%	2.4%	2.3%	2.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.0%	90.6%	84.9%	94.1%	94.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.2%	0.0%	2.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.3%	7.1%	10.5%	3.5%	5.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: POCOLA

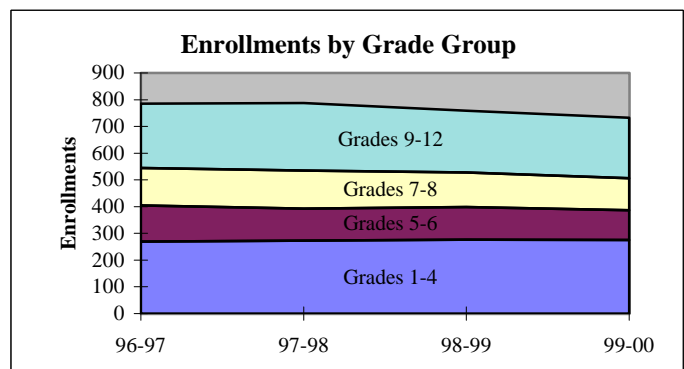
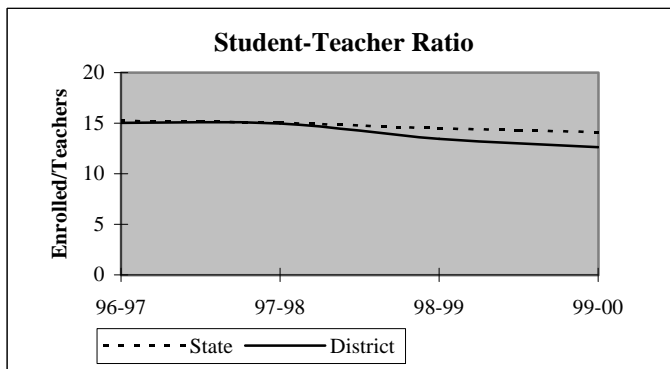


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.8	12.9	11.4	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	15.0	15.0	13.5	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-3	-1	6	0	-	-	-	-	-
% Change in Educators	-1.4%	-4.3%	-1.5%	9.1%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-2	-4	-32	-25	-	-	-	-	-
% Change in Enrollments	2.3%	-0.2%	-0.5%	-3.8%	-3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.9%	1.5%	1.5%	2.8%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	6.0%	6.1%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.4%	9.0%	7.6%	9.7%	6.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.4%	11.9%	10.6%	9.7%	5.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	50.0%	50.0%	50.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	1.5%	1.4%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	44.9	44.5	43.7	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	14.2	15.6	15.4	14.4	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,515	29,553	30,280	30,230	29,372	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.3%	10.5%	8.8%	8.2%	6.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.7%	70.2%	68.4%	65.6%	69.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.2%	5.3%	7.0%	4.9%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.8%	29.4%	27.7%	23.3%	19.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	14	11	18	26	25.7%	20.9%	16.7%	25.0%	36.1%
Attrition	3	1	2	1	0					
Attrition Rate	16.7%	7.1%	18.2%	5.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	46	42	43	42	36	65.7%	62.7%	65.2%	58.3%	50.0%
Attrition	2	2	6	7	0					
Attrition Rate	4.3%	4.8%	14.0%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	11	12	12	10	8.6%	16.4%	18.2%	16.7%	13.9%
Attrition	1	2	1	4	0					
Attrition Rate	16.7%	18.2%	8.3%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	12	16	13	15	13	17.1%	23.9%	19.7%	20.8%	18.1%

## District Report for: POCOLA

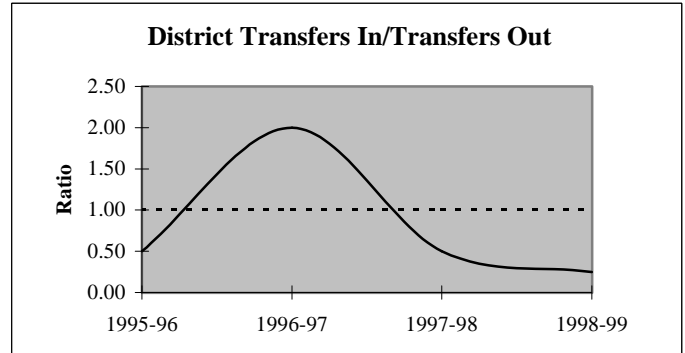
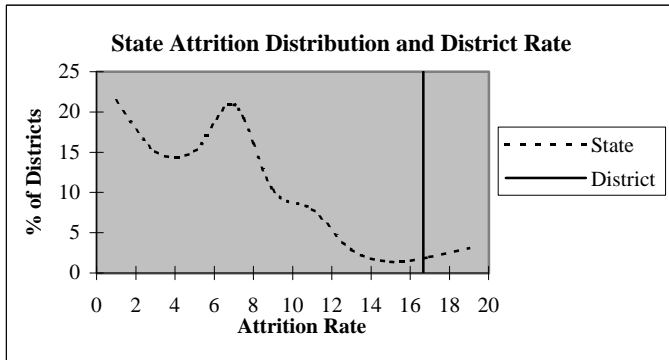
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	70	67	66	72	72	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.7%	6.0%	6.1%	5.6%	5.6%
Professional Staff	8	6	5	7	5	11.4%	9.0%	7.6%	9.7%	6.9%
<b>Total Teachers</b>	58	57	57	61	63	82.9%	85.1%	86.4%	84.7%	87.5%
Special Education	3	3	4	3	4	5.2%	5.3%	7.0%	4.9%	6.3%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.6%
Elementary	22	21	21	26	25	37.9%	36.8%	36.8%	42.6%	39.7%
<b>Middle School</b>	14	14	13	13	15	24.1%	24.6%	22.8%	21.3%	23.8%
Language Arts	5	5	4	4	4	8.6%	8.8%	7.0%	6.6%	6.3%
Art & Music	1	1	1	1	1	1.7%	1.8%	1.8%	1.6%	1.6%
Social Studies	3	3	2	3	2	5.2%	5.3%	3.5%	4.9%	3.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	3.4%	3.5%	3.5%	3.3%	3.2%
Science	2	2	2	2	2	3.4%	3.5%	3.5%	3.3%	3.2%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	2	1	4	1.7%	1.8%	3.5%	1.6%	6.3%
<b>High School (9-12)</b>	19	19	19	19	18	1900.0%	1900.0%	1900.0%	1900.0%	1800.0%
Language Arts	3	3	3	3	3	5.2%	5.3%	5.3%	4.9%	4.8%
Art & Music	2	2	2	2	2	3.4%	3.5%	3.5%	3.3%	3.2%
Social Studies	3	3	3	2	2	5.2%	5.3%	5.3%	3.3%	3.2%
Foreign Language	1	1	1	1	1	1.7%	1.8%	1.8%	1.6%	1.6%
Math	2	3	3	2	2	3.4%	5.3%	5.3%	3.3%	3.2%
<b>Science</b>	2	2	2	2	2	3.4%	3.5%	3.5%	3.3%	3.2%
Biology	1	0	0	0	1	1.7%	0.0%	0.0%	0.0%	1.6%
Chemistry	0	1	1	1	0	0.0%	1.8%	1.8%	1.6%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.7%	1.8%	1.8%	1.6%	1.6%
Vocational Education	3	4	3	3	3	5.2%	7.0%	5.3%	4.9%	4.8%
Other	3	1	2	4	3	5.2%	1.8%	3.5%	6.6%	4.8%
<b>Total Enrollments</b>	859	857	853	821	796	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	67	72	63	61	64	7.8%	8.4%	7.4%	7.4%	8.0%
Grades 1-4	256	269	273	276	275	29.8%	31.4%	32.0%	33.6%	34.5%
Grades 5-6	143	135	120	122	112	16.6%	15.8%	14.1%	14.9%	14.1%
Grades 7-8	136	140	142	130	119	15.8%	16.3%	16.6%	15.8%	14.9%
Grades 9-12	250	241	252	231	226	29.1%	28.1%	29.5%	28.1%	28.4%
Ungraded	7	0	3	1	0	0.8%	0.0%	0.4%	0.1%	0.0%



## District Report for: POCOLA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	70	67	66	72	72	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	64	64	62	57	60	91.4%	95.5%	93.9%	79.2%	83.3%
<b>Newly Hired</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>15</b>	<b>12</b>	<b>8.6%</b>	<b>4.5%</b>	<b>6.1%</b>	<b>20.8%</b>	<b>16.7%</b>
Transfers In	1	2	2	2	5	16.7%	66.7%	50.0%	13.3%	41.7%
Reentrants	5	1	0	4	4	83.3%	33.3%	0.0%	26.7%	33.3%
First Time Educators	0	0	2	9	3	0.0%	0.0%	50.0%	60.0%	25.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>12</b>	<b>-</b>	<b>8.6%</b>	<b>7.5%</b>	<b>13.6%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	2	1	4	8	-	33.3%	20.0%	44.4%	66.7%	-
Leave Oklahoma Educ.	4	4	5	4	-	66.7%	80.0%	55.6%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	8.6%	7.5%	13.6%	16.7%	-
Transfers In/Out	0.50	2.00	0.50	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	45	University of Tulsa, Tulsa	-
SEOSU, Durant	8	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	15
		Total	71



## District Report for: POCOLA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.7%	6.0%	6.1%	5.6%	5.6%
White - Females	0	0	1	1	1	0.0%	0.0%	25.0%	25.0%	25.0%
White - Males	3	2	1	1	3	75.0%	50.0%	25.0%	25.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	2	2	0	25.0%	50.0%	50.0%	50.0%	0.0%
<b>Professional Staff</b>	8	6	5	7	5	11.4%	9.0%	7.6%	9.7%	6.9%
White - Females	4	4	3	5	2	50.0%	66.7%	60.0%	71.4%	40.0%
White - Males	3	2	2	2	3	37.5%	33.3%	40.0%	28.6%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	58	57	57	61	63	82.9%	85.1%	86.4%	84.7%	87.5%
White - Females	38	37	37	38	41	65.5%	64.9%	64.9%	62.3%	65.1%
White - Males	14	14	15	18	18	24.1%	24.6%	26.3%	29.5%	28.6%
Black - Females	3	3	2	2	2	5.2%	5.3%	3.5%	3.3%	3.2%
Black - Males	1	1	1	1	1	1.7%	1.8%	1.8%	1.6%	1.6%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.6%
Other - Males	2	2	2	2	0	3.4%	3.5%	3.5%	3.3%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	0	0.0%	0.0%	0.0%	3.3%	0.0%
25-29	2	1	2	4	8	3.4%	1.8%	3.5%	6.6%	13.3%
30-34	9	9	9	8	6	15.5%	15.8%	15.8%	13.1%	10.0%
35-39	7	4	4	6	6	12.1%	7.0%	7.0%	9.8%	10.0%
40-44	12	13	13	8	5	20.7%	22.8%	22.8%	13.1%	8.3%
45-49	14	16	16	13	12	24.1%	28.1%	28.1%	21.3%	20.0%
50-54	8	4	5	12	14	13.8%	7.0%	8.8%	19.7%	23.3%
55+	6	10	8	8	9	10.3%	17.5%	14.0%	13.1%	15.0%
<b>Average Age</b>	43.6	44.9	44.5	43.7	43.9					

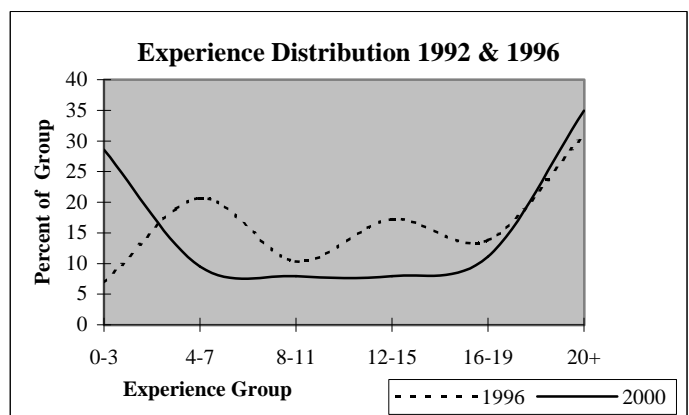
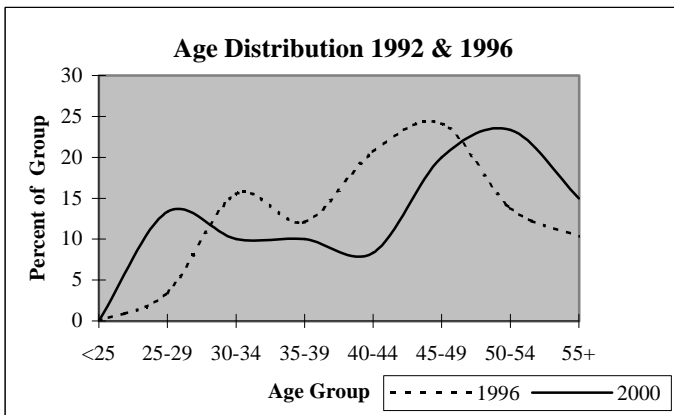
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	4	12	18	6.9%	5.3%	7.0%	19.7%	28.6%
4-7 Years	12	10	7	4	6	20.7%	17.5%	12.3%	6.6%	9.5%
8-11 Years	6	4	8	10	5	10.3%	7.0%	14.0%	16.4%	7.9%
12-15 Years	10	9	8	3	5	17.2%	15.8%	14.0%	4.9%	7.9%
16-19 Years	8	11	8	8	7	13.8%	19.3%	14.0%	13.1%	11.1%
20+ Years	18	20	22	24	22	31.0%	35.1%	38.6%	39.3%	34.9%
<b>Average Experience</b>	14.2	15.6	15.4	14.4	13.3					

## District Report for: POCOLA

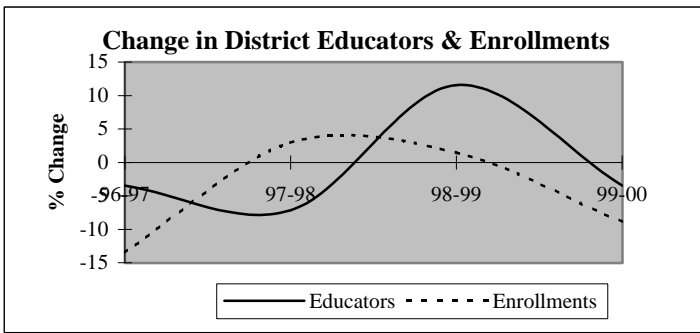
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	5	9	12	-	8.6%	7.5%	13.6%	16.7%	-
Attrition from Transfers	2	1	4	8	-	2.9%	1.5%	6.1%	11.1%	-
Attrition from Exits	4	4	5	4	-	5.7%	6.0%	7.6%	5.6%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>5.2%</b>	<b>3.5%</b>	<b>15.8%</b>	<b>11.5%</b>	<b>-</b>
Attrition from Transfers	1	0	4	5	-	1.7%	0.0%	7.0%	8.2%	-
Attrition from Exits	2	2	5	2	-	3.4%	3.5%	8.8%	3.3%	-
<b>District Retention</b>										
Educator Retention	64	62	57	60	-	91.4%	92.5%	86.4%	83.3%	-
Teacher Retention	55	55	48	54	-	94.8%	96.5%	84.2%	88.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	1.4%	1.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	98.5%	95.5%	80.6%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.5%	0.0%	1.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	1.5%	3.0%	18.1%	9.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LE FLORE

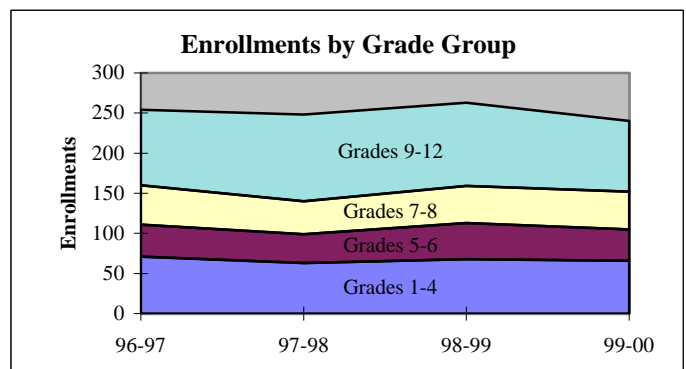
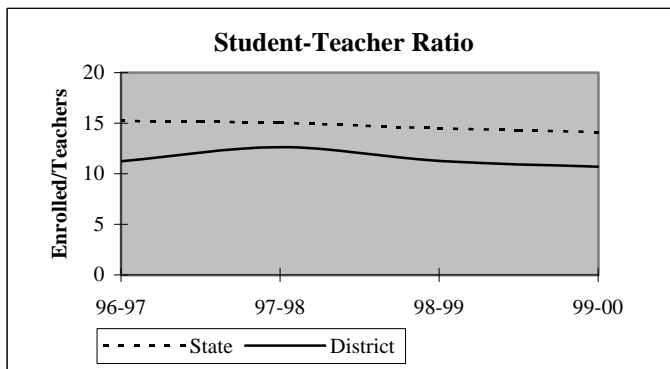


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.8	9.6	10.7	9.7	9.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	11.3	12.6	11.3	10.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-2	3	-1	-	-	-	-	-
% Change in Educators	0.0%	-3.4%	-7.1%	11.5%	-3.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	-42	8	4	-25	-	-	-	-	-
% Change in Enrollments	0.0%	-13.5%	3.0%	1.4%	-8.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	0.0%	0.0%	3.4%	3.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.9%	7.1%	7.7%	6.9%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	7.1%	7.7%	6.9%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	13.8%	17.9%	19.2%	17.2%	21.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.4%	3.6%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	43.7	44.8	43.5	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	13.3	14.2	11.9	14.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,850	29,929	31,751	31,493	30,162	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	16.0%	20.8%	22.7%	20.0%	25.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.0%	70.8%	68.2%	68.0%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	8.3%	9.1%	8.0%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	51.9%	53.7%	49.6%	55.3%	52.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	10	11	8	37.9%	35.7%	38.5%	37.9%	28.6%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	10.0%	0.0%	18.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	16	16	12	15	16	55.2%	57.1%	46.2%	51.7%	57.1%
Attrition	2	2	0	1	0					
Attrition Rate	12.5%	12.5%	0.0%	6.7%	0.0%					
At Retirement Age	2	2	4	3	4	6.9%	7.1%	15.4%	10.3%	14.3%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	25.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	5	4	4	4	10.3%	17.9%	15.4%	13.8%	14.3%

## District Report for: LE FLORE

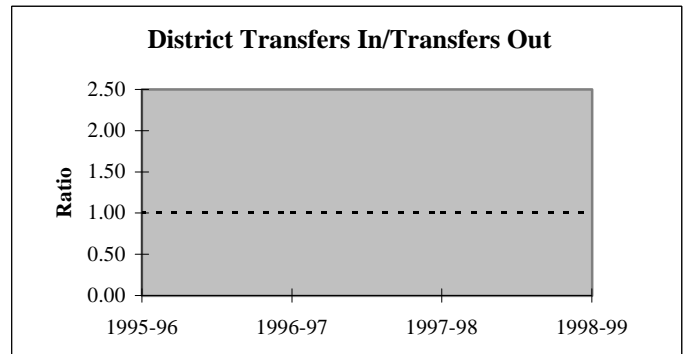
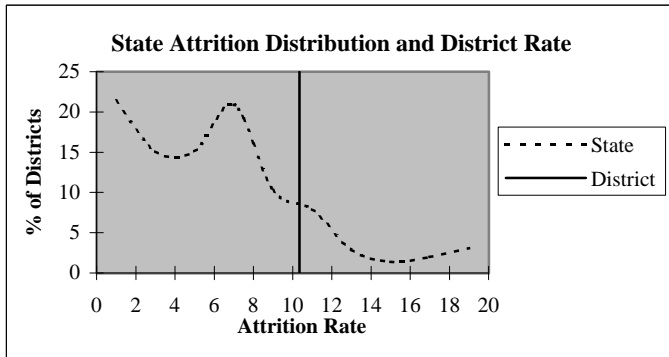
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	28	26	29	28	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	6.9%	7.1%	7.7%	6.9%	7.1%
Professional Staff	2	2	2	2	2	6.9%	7.1%	7.7%	6.9%	7.1%
<b>Total Teachers</b>	25	24	22	25	24	86.2%	85.7%	84.6%	86.2%	85.7%
Special Education	2	2	2	2	2	8.0%	8.3%	9.1%	8.0%	8.3%
Pre-K & Kindergarten	0	0	0	1	0	0.0%	0.0%	0.0%	4.0%	0.0%
Elementary	13	12	11	12	12	52.0%	50.0%	50.0%	48.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	9	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.0%	4.2%	4.5%	4.0%	4.2%
Art & Music	1	1	0	0	0	4.0%	4.2%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	4.0%	4.2%	4.5%	4.0%	4.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	8.0%	8.3%	9.1%	8.0%	8.3%
<b>Science</b>	1	1	1	1	1	4.0%	4.2%	4.5%	4.0%	4.2%
Biology	0	0	1	1	1	0.0%	0.0%	4.5%	4.0%	4.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	4.0%	4.2%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	4	3	12.0%	12.5%	13.6%	16.0%	12.5%
Other	1	1	1	1	2	4.0%	4.2%	4.5%	4.0%	8.3%
<b>Total Enrollments</b>	312	270	278	282	257	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	12	29	19	17	8.3%	4.4%	10.4%	6.7%	6.6%
Grades 1-4	85	71	63	68	66	27.2%	26.3%	22.7%	24.1%	25.7%
Grades 5-6	39	40	36	45	39	12.5%	14.8%	12.9%	16.0%	15.2%
Grades 7-8	58	49	41	46	47	18.6%	18.1%	14.7%	16.3%	18.3%
Grades 9-12	99	94	108	104	88	31.7%	34.8%	38.8%	36.9%	34.2%
Ungraded	5	4	1	0	0	1.6%	1.5%	0.4%	0.0%	0.0%



## District Report for: LE FLORE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	28	26	29	28	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	27	25	25	26	86.2%	96.4%	96.2%	86.2%	92.9%
<b>Newly Hired</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>13.8%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>13.8%</b>	<b>7.1%</b>
Transfers In	2	0	1	1	1	50.0%	0.0%	100.0%	25.0%	50.0%
Reentrants	1	0	0	1	1	25.0%	0.0%	0.0%	25.0%	50.0%
First Time Educators	1	1	0	2	0	25.0%	100.0%	0.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>6.9%</b>	<b>10.7%</b>	<b>3.8%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	3	1	3	-	50.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.9%	10.7%	3.8%	10.3%	-
Transfers In/Out	2.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	7	University of Tulsa, Tulsa	-
SEOSU, Durant	14	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	29

## District Report for: LE FLORE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	6.9%	7.1%	7.7%	6.9%	7.1%
White - Females	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	2	2	50.0%	50.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.9%	7.1%	7.7%	6.9%	7.1%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	24	22	25	24	86.2%	85.7%	84.6%	86.2%	85.7%
White - Females	15	13	11	13	13	60.0%	54.2%	50.0%	52.0%	54.2%
White - Males	6	6	6	7	5	24.0%	25.0%	27.3%	28.0%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	4	4	12.0%	16.7%	18.2%	16.0%	16.7%
Other - Males	1	1	1	1	2	4.0%	4.2%	4.5%	4.0%	8.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	0	1	1	12.0%	12.5%	0.0%	4.0%	4.2%
30-34	2	2	4	4	4	8.0%	8.3%	18.2%	16.0%	16.7%
35-39	3	2	2	2	2	12.0%	8.3%	9.1%	8.0%	8.3%
40-44	4	5	4	4	3	16.0%	20.8%	18.2%	16.0%	12.5%
45-49	7	6	6	7	4	28.0%	25.0%	27.3%	28.0%	16.7%
50-54	2	3	4	6	8	8.0%	12.5%	18.2%	24.0%	33.3%
55+	4	3	2	1	2	16.0%	12.5%	9.1%	4.0%	8.3%
<b>Average Age</b>	43.5	43.7	44.8	43.5	45.4					

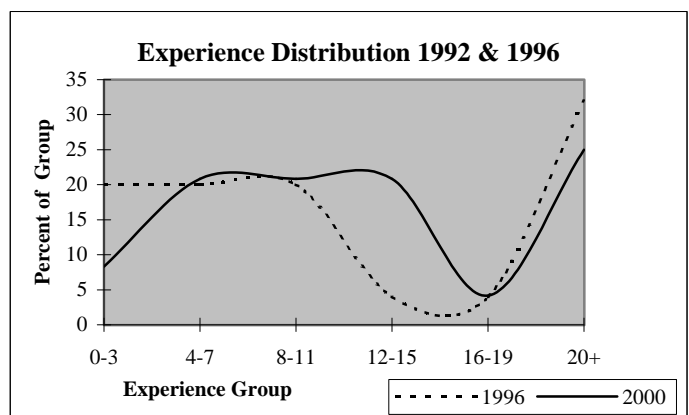
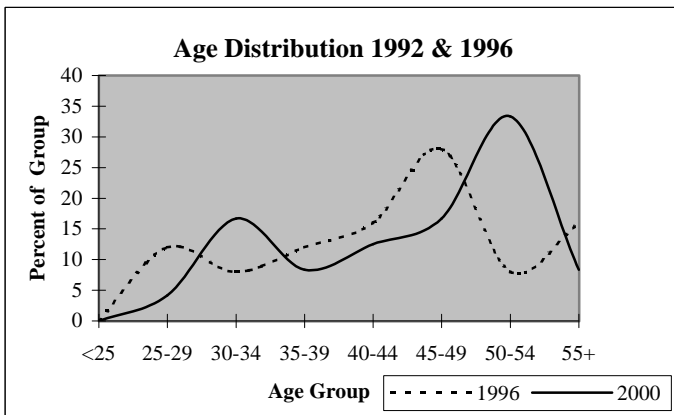
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	3	2	5	2	20.0%	12.5%	9.1%	20.0%	8.3%
4-7 Years	5	7	7	5	5	20.0%	29.2%	31.8%	20.0%	20.8%
8-11 Years	5	4	3	6	5	20.0%	16.7%	13.6%	24.0%	20.8%
12-15 Years	1	2	3	3	5	4.0%	8.3%	13.6%	12.0%	20.8%
16-19 Years	1	0	0	0	1	4.0%	0.0%	0.0%	0.0%	4.2%
20+ Years	8	8	7	6	6	32.0%	33.3%	31.8%	24.0%	25.0%
<b>Average Experience</b>	13.2	13.3	14.2	11.9	14.0					

## District Report for: LE FLORE

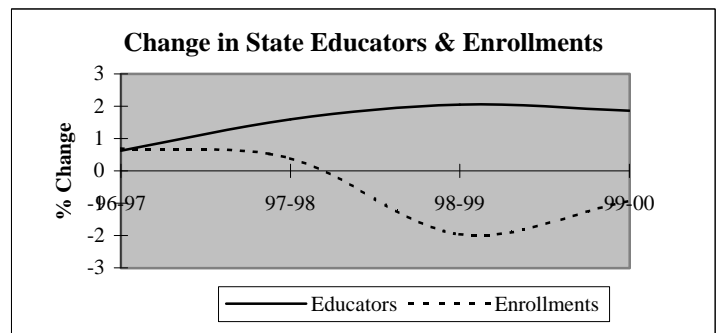
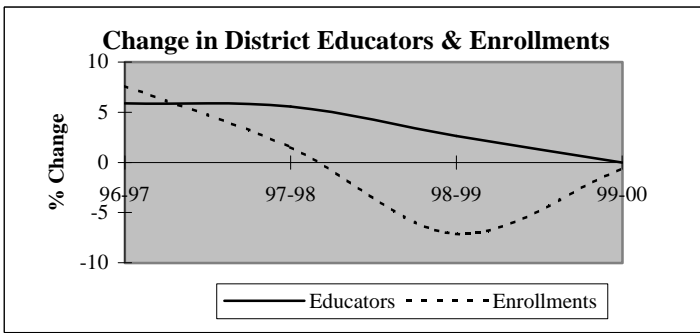
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	1	3	-	6.9%	10.7%	3.8%	10.3%	-
Attrition from Transfers	1	0	0	0	-	3.4%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	3	1	3	-	3.4%	10.7%	3.8%	10.3%	-
<b>Teacher Attrition</b>	2	2	1	3	-	8.0%	8.3%	4.5%	12.0%	-
Attrition from Transfers	1	0	0	0	-	4.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	2	1	3	-	4.0%	8.3%	4.5%	12.0%	-
<b>District Retention</b>										
Educator Retention	27	25	25	26	-	93.1%	89.3%	96.2%	89.7%	-
Teacher Retention	23	22	21	22	-	92.0%	91.7%	95.5%	88.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	96.4%	100.0%	89.7%	96.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.9%	3.6%	0.0%	10.3%	3.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CAMERON



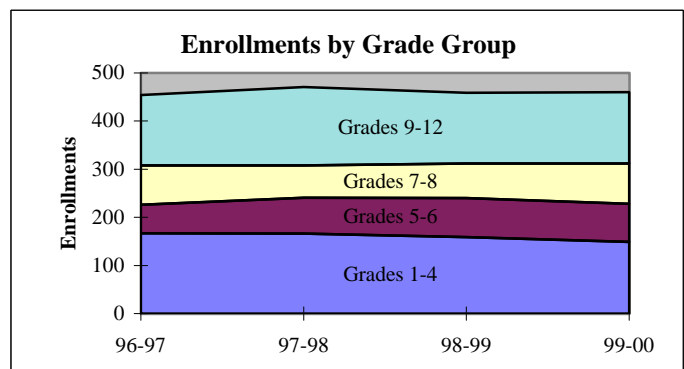
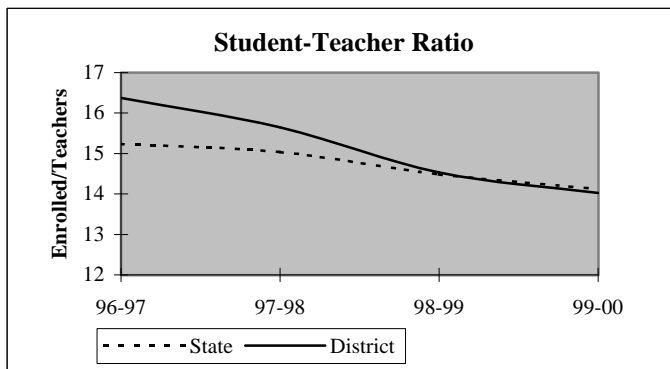
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.6	14.0	12.7	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	16.4	15.6	14.5	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	2	1	0	-	-	-	-	-
% Change in Educators	-2.9%	5.9%	5.6%	2.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	37	8	-38	-3	-	-	-	-	-
% Change in Enrollments	0.8%	7.6%	1.5%	-7.1%	-0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.9%	5.6%	13.2%	12.8%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.8%	8.3%	7.9%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	2.8%	2.6%	5.1%	2.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	2.6%	5.1%	5.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.3	43.9	43.3	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.2	13.0	12.5	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,110	29,365	28,467	28,844	29,615	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	2.9%	5.9%	5.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.3%	62.5%	61.8%	64.7%	65.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.3%	3.1%	2.9%	5.9%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.6%	30.7%	27.3%	25.2%	28.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	11	13	13	11	32.4%	30.6%	34.2%	33.3%	28.2%
Attrition	0	1	2	4	0					
Attrition Rate	0.0%	9.1%	15.4%	30.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	22	22	21	23	23	64.7%	61.1%	55.3%	59.0%	59.0%
Attrition	0	2	3	1	0					
Attrition Rate	0.0%	9.1%	14.3%	4.3%	0.0%					
At Retirement Age	1	3	4	3	5	2.9%	8.3%	10.5%	7.7%	12.8%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	25.0%	33.3%	0.0%					
At Retirement in 5 yrs.	3	4	6	6	7	8.8%	11.1%	15.8%	15.4%	17.9%



## District Report for: CAMERON

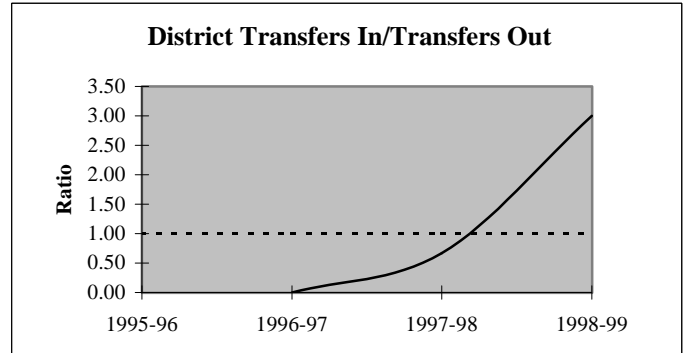
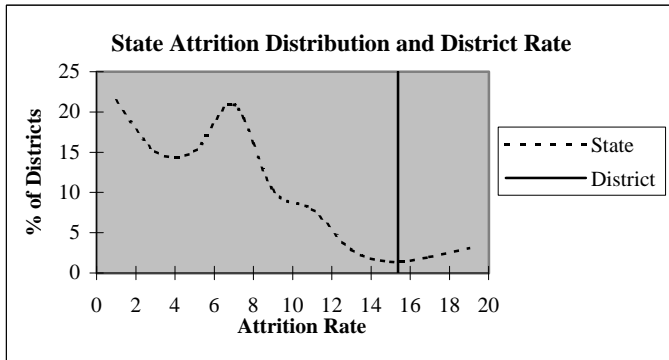
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	36	38	39	39	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.8%	8.3%	7.9%	7.7%	7.7%
Professional Staff	1	1	1	2	1	2.9%	2.8%	2.6%	5.1%	2.6%
<b>Total Teachers</b>	30	32	34	34	35	88.2%	88.9%	89.5%	87.2%	89.7%
Special Education	1	1	1	2	3	3.3%	3.1%	2.9%	5.9%	8.6%
Pre-K & Kindergarten	1	1	1	1	1	3.3%	3.1%	2.9%	2.9%	2.9%
Elementary	16	18	20	16	17	53.3%	56.3%	58.8%	47.1%	48.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	12	15	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	2	2	2	6.7%	9.4%	5.9%	5.9%	5.7%
Art & Music	1	1	1	1	1	3.3%	3.1%	2.9%	2.9%	2.9%
Social Studies	1	1	1	2	3	3.3%	3.1%	2.9%	5.9%	8.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	3	3	6.7%	6.3%	5.9%	8.8%	8.6%
<b>Science</b>	1	1	1	2	1	3.3%	3.1%	2.9%	5.9%	2.9%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	3.3%	3.1%	2.9%	5.9%	2.9%
Vocational Education	3	3	3	3	3	10.0%	9.4%	8.8%	8.8%	8.6%
Other	2	1	2	2	1	6.7%	3.1%	5.9%	5.9%	2.9%
<b>Total Enrollments</b>	487	524	532	494	491	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	48	62	52	34	31	9.9%	11.8%	9.8%	6.9%	6.3%
Grades 1-4	159	167	166	159	149	32.6%	31.9%	31.2%	32.2%	30.3%
Grades 5-6	60	59	75	81	79	12.3%	11.3%	14.1%	16.4%	16.1%
Grades 7-8	69	82	67	72	84	14.2%	15.6%	12.6%	14.6%	17.1%
Grades 9-12	148	146	163	147	148	30.4%	27.9%	30.6%	29.8%	30.1%
Ungraded	3	8	9	1	0	0.6%	1.5%	1.7%	0.2%	0.0%



## District Report for: CAMERON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	36	38	39	39	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	31	34	33	32	33	91.2%	94.4%	86.8%	82.1%	84.6%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>6</b>	<b>8.8%</b>	<b>5.6%</b>	<b>13.2%</b>	<b>17.9%</b>	<b>15.4%</b>
Transfers In	0	0	2	3	4	0.0%	0.0%	40.0%	42.9%	66.7%
Reentrants	2	1	2	0	1	66.7%	50.0%	40.0%	0.0%	16.7%
First Time Educators	1	1	1	4	1	33.3%	50.0%	20.0%	57.1%	16.7%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>0.0%</b>	<b>8.3%</b>	<b>15.8%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	0	1	3	1	-	0.0%	33.3%	50.0%	16.7%	-
Leave Oklahoma Educ.	0	2	3	5	-	0.0%	66.7%	50.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	8.3%	15.8%	15.4%	-
Transfers In/Out	nc	0.00	0.67	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	21	University of Tulsa, Tulsa	-
SEOSU, Durant	7	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>34</b>

## District Report for: CAMERON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.8%	8.3%	7.9%	7.7%	7.7%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	3	3	3	3	2	100.0%	100.0%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	2	1	2.9%	2.8%	2.6%	5.1%	2.6%
White - Females	1	1	1	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	30	32	34	34	35	88.2%	88.9%	89.5%	87.2%	89.7%
White - Females	19	20	21	22	23	63.3%	62.5%	61.8%	64.7%	65.7%
White - Males	11	12	12	10	10	36.7%	37.5%	35.3%	29.4%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	2	2	0.0%	0.0%	2.9%	5.9%	5.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	1	0.0%	0.0%	2.9%	0.0%	2.9%
25-29	2	2	2	0	2	6.7%	6.3%	5.9%	0.0%	5.7%
30-34	5	4	4	6	5	16.7%	12.5%	11.8%	17.6%	14.3%
35-39	4	7	7	8	6	13.3%	21.9%	20.6%	23.5%	17.1%
40-44	5	3	1	4	2	16.7%	9.4%	2.9%	11.8%	5.7%
45-49	8	7	7	6	6	26.7%	21.9%	20.6%	17.6%	17.1%
50-54	3	5	7	7	10	10.0%	15.6%	20.6%	20.6%	28.6%
55+	3	4	5	3	3	10.0%	12.5%	14.7%	8.8%	8.6%
<b>Average Age</b>	43.0	43.3	43.9	43.3	43.5					

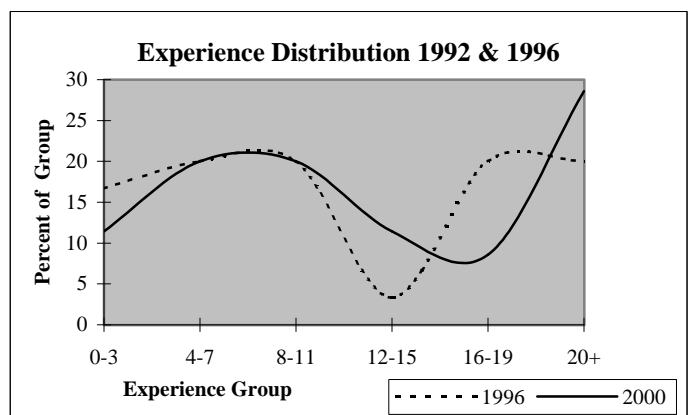
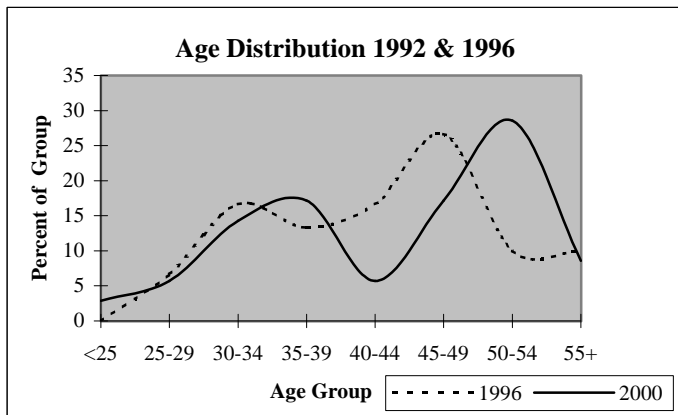
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	6	7	4	16.7%	15.6%	17.6%	20.6%	11.4%
4-7 Years	6	6	7	5	7	20.0%	18.8%	20.6%	14.7%	20.0%
8-11 Years	6	7	6	5	7	20.0%	21.9%	17.6%	14.7%	20.0%
12-15 Years	1	1	1	5	4	3.3%	3.1%	2.9%	14.7%	11.4%
16-19 Years	6	5	4	4	3	20.0%	15.6%	11.8%	11.8%	8.6%
20+ Years	6	8	10	8	10	20.0%	25.0%	29.4%	23.5%	28.6%
<b>Average Experience</b>	11.9	12.2	13.0	12.5	13.3					

## District Report for: CAMERON

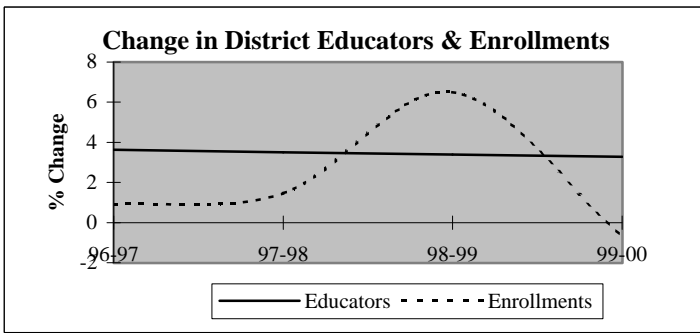
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	6	6	-	0.0%	8.3%	15.8%	15.4%	-
Attrition from Transfers	0	1	3	1	-	0.0%	2.8%	7.9%	2.6%	-
Attrition from Exits	0	2	3	5	-	0.0%	5.6%	7.9%	12.8%	-
<b>Teacher Attrition</b>	0	2	6	5	-	0.0%	6.3%	17.6%	14.7%	-
Attrition from Transfers	0	1	3	1	-	0.0%	3.1%	8.8%	2.9%	-
Attrition from Exits	0	1	3	4	-	0.0%	3.1%	8.8%	11.8%	-
<b>District Retention</b>										
Educator Retention	34	33	32	33	-	100.0%	91.7%	84.2%	84.6%	-
Teacher Retention	30	30	28	29	-	100.0%	93.8%	82.4%	85.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	30.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.9%	0.0%	2.6%	0.0%	7.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.3%	94.4%	89.5%	89.7%	87.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.8%	5.6%	7.9%	10.3%	5.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PANAMA

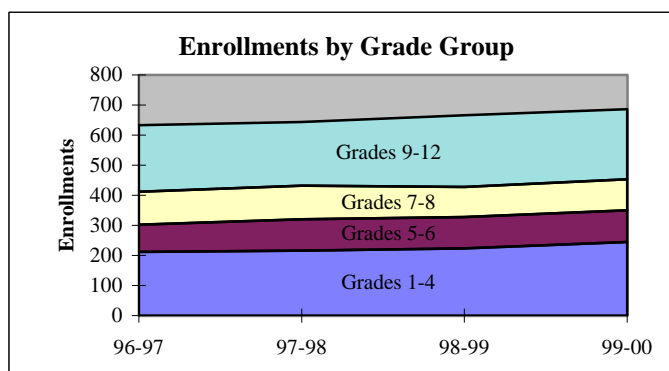
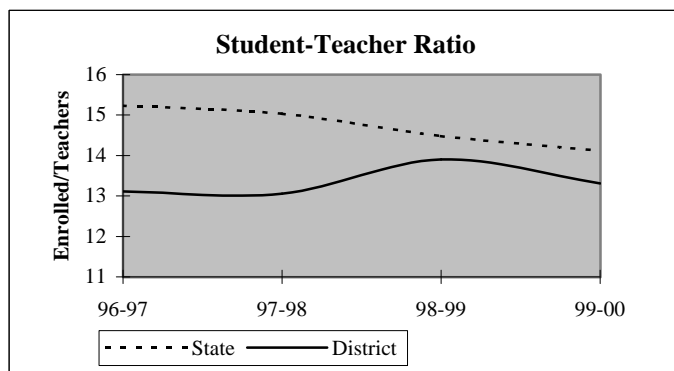


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.0	11.7	12.1	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	13.1	13.1	13.9	13.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	2	2	2	-	-	-	-	-
% Change in Educators	-1.8%	3.6%	3.5%	3.4%	3.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	30	6	10	45	-5	-	-	-	-	-
% Change in Enrollments	4.6%	0.9%	1.5%	6.5%	-0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.5%	5.3%	11.9%	3.3%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.3%	5.1%	6.6%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	3.5%	5.1%	6.6%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.6%	3.5%	5.1%	3.3%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	1.6%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.6	44.4	45.5	46.3	45.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.3	13.6	14.1	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,713	30,144	28,915	30,977	31,337	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.0%	3.8%	5.7%	3.8%	5.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.0%	65.4%	64.2%	69.8%	70.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.0%	5.8%	5.7%	5.7%	7.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.3%	24.6%	8.1%	12.1%	9.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	16	18	18	22	27.3%	28.1%	30.5%	29.5%	34.9%
Attrition	0	2	5	3	0					
Attrition Rate	0.0%	12.5%	27.8%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	32	33	32	35	34	58.2%	57.9%	54.2%	57.4%	54.0%
Attrition	0	2	2	2	0					
Attrition Rate	0.0%	6.1%	6.3%	5.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	8	9	8	7	14.5%	14.0%	15.3%	13.1%	11.1%
Attrition	2	1	2	2	0					
Attrition Rate	25.0%	12.5%	22.2%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	10	9	10	10	11	18.2%	15.8%	16.9%	16.4%	17.5%

## District Report for: PANAMA

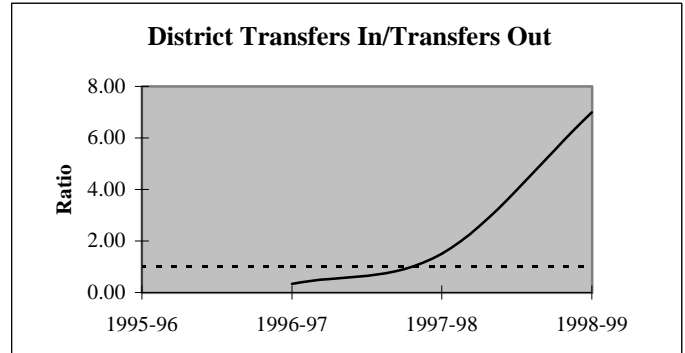
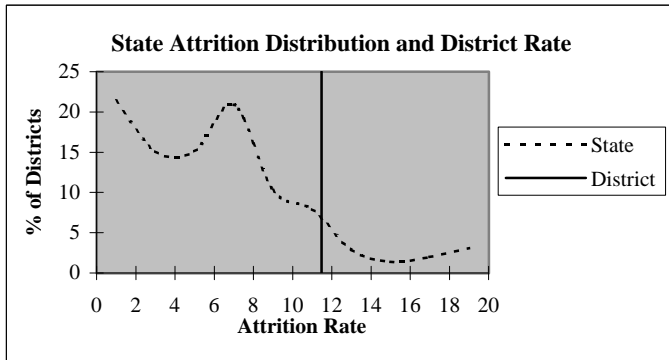
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	55	57	59	61	63	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	4	5.5%	5.3%	5.1%	6.6%	6.3%
Professional Staff	2	2	3	4	4	3.6%	3.5%	5.1%	6.6%	6.3%
<b>Total Teachers</b>	50	52	53	53	55	90.9%	91.2%	89.8%	86.9%	87.3%
Special Education	3	3	3	3	4	6.0%	5.8%	5.7%	5.7%	7.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	20	20	20	21	24	40.0%	38.5%	37.7%	39.6%	43.6%
<b>Middle School</b>	7	7	8	7	6	14.0%	13.5%	15.1%	13.2%	10.9%
Language Arts	2	1	2	2	2	4.0%	1.9%	3.8%	3.8%	3.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	3	1	1	1	2.0%	5.8%	1.9%	1.9%	1.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	2	2	4.0%	3.8%	1.9%	3.8%	3.6%
Science	1	1	2	1	1	2.0%	1.9%	3.8%	1.9%	1.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	0	2	1	0	2.0%	0.0%	3.8%	1.9%	0.0%
<b>High School (9-12)</b>	20	22	22	22	21	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	6.0%	5.8%	5.7%	5.7%	5.5%
Art & Music	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	1.8%
Social Studies	2	3	3	3	2	4.0%	5.8%	5.7%	5.7%	3.6%
Foreign Language	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	1.8%
Math	2	2	2	2	2	4.0%	3.8%	3.8%	3.8%	3.6%
<b>Science</b>	2	2	2	2	2	4.0%	3.8%	3.8%	3.8%	3.6%
Biology	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	1.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	1.8%
Vocational Education	4	5	5	5	5	8.0%	9.6%	9.4%	9.4%	9.1%
Other	5	5	5	5	5	10.0%	9.6%	9.4%	9.4%	9.1%
<b>Total Enrollments</b>	676	682	692	737	732	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	53	46	46	62	43	7.8%	6.7%	6.6%	8.4%	5.9%
Grades 1-4	203	212	216	223	245	30.0%	31.1%	31.2%	30.3%	33.5%
Grades 5-6	93	90	104	105	105	13.8%	13.2%	15.0%	14.2%	14.3%
Grades 7-8	93	110	112	100	103	13.8%	16.1%	16.2%	13.6%	14.1%
Grades 9-12	232	221	212	238	233	34.3%	32.4%	30.6%	32.3%	31.8%
Ungraded	2	3	2	9	3	0.3%	0.4%	0.3%	1.2%	0.4%



## District Report for: PANAMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	55	57	59	61	63	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	48	53	52	50	54	87.3%	93.0%	88.1%	82.0%	85.7%
<b>Newly Hired</b>	<b>7</b>	<b>4</b>	<b>7</b>	<b>11</b>	<b>9</b>	<b>12.7%</b>	<b>7.0%</b>	<b>11.9%</b>	<b>18.0%</b>	<b>14.3%</b>
Transfers In	4	1	3	7	5	57.1%	25.0%	42.9%	63.6%	55.6%
Reentrants	0	1	3	2	0	0.0%	25.0%	42.9%	18.2%	0.0%
First Time Educators	3	2	1	2	4	42.9%	50.0%	14.3%	18.2%	44.4%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>3.6%</b>	<b>8.8%</b>	<b>15.3%</b>	<b>11.5%</b>	<b>-</b>
Transfers Out	0	3	2	1	-	0.0%	60.0%	22.2%	14.3%	-
Leave Oklahoma Educ.	2	2	7	6	-	100.0%	40.0%	77.8%	85.7%	-

Dynamics Rates	District Rates				
District Attrition	3.6%	8.8%	15.3%	11.5%	-
Transfers In/Out	nc	0.33	1.50	7.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	5
UCO, Edmond	-
ECU, Ada	4
NWOSU, Alva	-
NESU, Tahlequah	38
SEOSU, Durant	2
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	1
OCU, Oklahoma City	-
Phillips Univ., Enid	1
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	4

Total 55

## District Report for: PANAMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	4	4	5.5%	5.3%	5.1%	6.6%	6.3%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	4	4	3.6%	3.5%	5.1%	6.6%	6.3%
White - Females	2	2	3	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	50	52	53	53	55	90.9%	91.2%	89.8%	86.9%	87.3%
White - Females	33	33	33	36	38	66.0%	63.5%	62.3%	67.9%	69.1%
White - Males	15	17	17	15	14	30.0%	32.7%	32.1%	28.3%	25.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.0%	1.9%	1.9%	1.9%	1.8%
Other - Males	1	1	2	1	2	2.0%	1.9%	3.8%	1.9%	3.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	4.0%	1.9%	0.0%	0.0%	0.0%
25-29	4	7	7	4	6	8.0%	13.5%	13.2%	7.5%	11.1%
30-34	3	2	4	5	5	6.0%	3.8%	7.5%	9.4%	9.3%
35-39	5	6	4	3	4	10.0%	11.5%	7.5%	5.7%	7.4%
40-44	8	9	9	10	9	16.0%	17.3%	17.0%	18.9%	16.7%
45-49	10	9	8	10	11	20.0%	17.3%	15.1%	18.9%	20.4%
50-54	8	7	7	9	9	16.0%	13.5%	13.2%	17.0%	16.7%
55+	10	11	14	12	10	20.0%	21.2%	26.4%	22.6%	18.5%
<b>Average Age</b>	44.6	44.4	45.5	46.3	45.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	10	7	7	8	20.0%	19.2%	13.2%	13.2%	14.5%
4-7 Years	5	6	10	9	10	10.0%	11.5%	18.9%	17.0%	18.2%
8-11 Years	3	4	4	4	6	6.0%	7.7%	7.5%	7.5%	10.9%
12-15 Years	11	8	8	5	3	22.0%	15.4%	15.1%	9.4%	5.5%
16-19 Years	8	8	9	14	11	16.0%	15.4%	17.0%	26.4%	20.0%
20+ Years	13	16	15	14	17	26.0%	30.8%	28.3%	26.4%	30.9%
<b>Average Experience</b>	13.1	13.3	13.6	14.1	13.9					

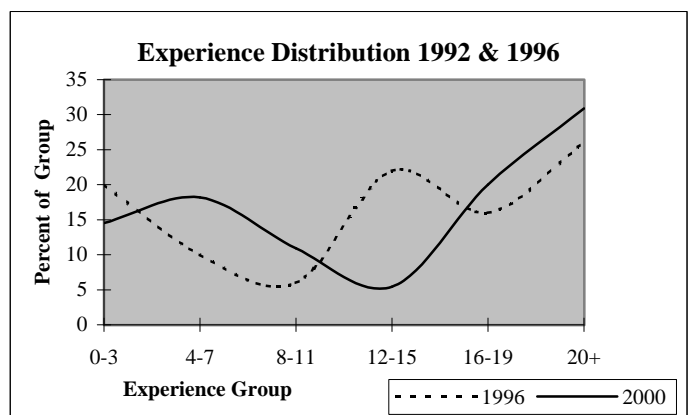
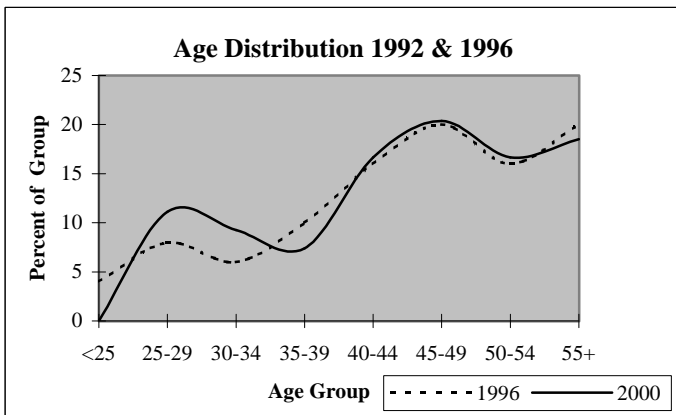


# District Report for: PANAMA

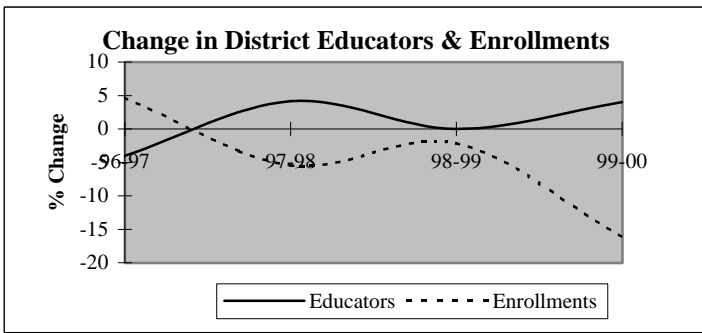
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	9	7	-	3.6%	8.8%	15.3%	11.5%	-
Attrition from Transfers	0	3	2	1	-	0.0%	5.3%	3.4%	1.6%	-
Attrition from Exits	2	2	7	6	-	3.6%	3.5%	11.9%	9.8%	-
<b>Teacher Attrition</b>	1	3	7	4	-	2.0%	5.8%	13.2%	7.5%	-
Attrition from Transfers	0	2	2	0	-	0.0%	3.8%	3.8%	0.0%	-
Attrition from Exits	1	1	5	4	-	2.0%	1.9%	9.4%	7.5%	-
<b>District Retention</b>										
Educator Retention	53	52	50	54	-	96.4%	91.2%	84.7%	88.5%	-
Teacher Retention	49	49	46	49	-	98.0%	94.2%	86.8%	92.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	12.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	91.7%	0.0%	91.7%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	0.0%	81.8%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.8%	1.8%	5.1%	1.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.7%	93.0%	88.1%	91.8%	93.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.5%	5.3%	6.8%	6.6%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOKOSHE

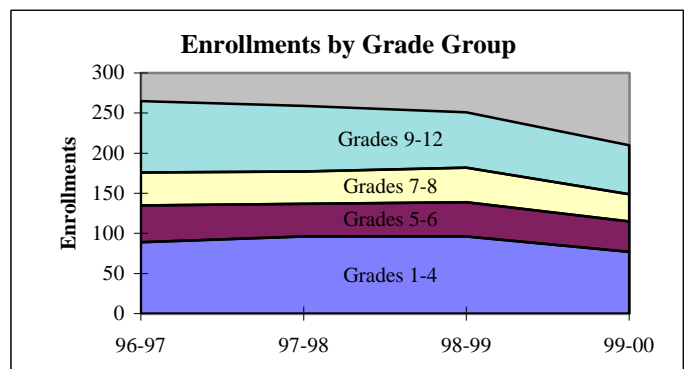
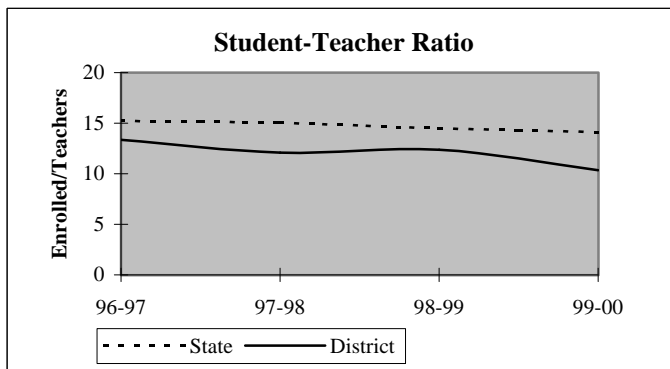


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	12.3	11.1	10.9	8.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	13.4	12.1	12.4	10.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	1	0	1	-	-	-	-	-
% Change in Educators	-3.8%	-4.0%	4.2%	0.0%	4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	13	-16	-6	-44	-	-	-	-	-
% Change in Enrollments	6.4%	4.6%	-5.4%	-2.2%	-16.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.0%	12.5%	16.0%	4.0%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	8.3%	8.0%	8.0%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	4.0%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.0%	12.5%	12.0%	8.0%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	50.0%	50.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	42.7	44.0	41.0	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	13.8	15.2	12.6	12.6	12.1	12.3	12.3	12.2	12.2
Average Salary	28,535	27,762	28,516	29,939	29,758	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.0%	9.1%	8.7%	9.1%	4.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.3%	77.3%	78.3%	86.4%	86.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	4.5%	0.0%	4.5%	4.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	48.8%	50.3%	46.8%	47.8%	46.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	8	9	9	32.0%	33.3%	32.0%	36.0%	34.6%
Attrition	3	2	3	0	0					
Attrition Rate	37.5%	25.0%	37.5%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	12	13	14	15	56.0%	50.0%	52.0%	56.0%	57.7%
Attrition	2	1	3	1	0					
Attrition Rate	14.3%	8.3%	23.1%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	4	4	2	2	12.0%	16.7%	16.0%	8.0%	7.7%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	5	2	2	16.0%	16.7%	20.0%	8.0%	7.7%

## District Report for: BOKOSHE

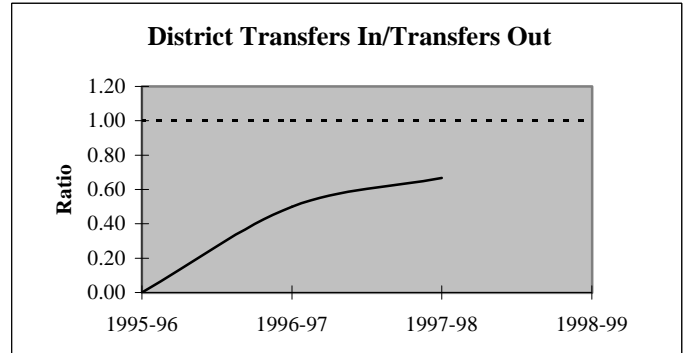
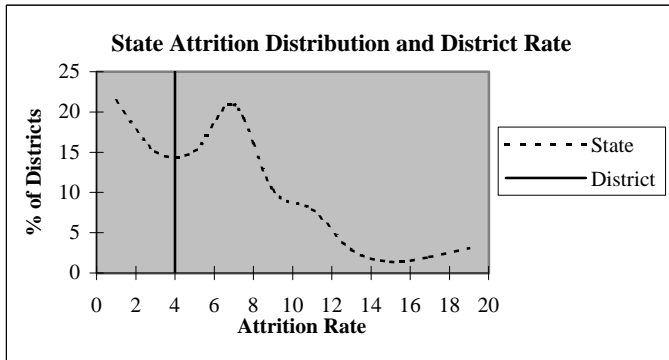
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	24	25	25	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	8.0%	8.3%	8.0%	8.0%	7.7%
Professional Staff	0	0	0	1	2	0.0%	0.0%	0.0%	4.0%	7.7%
<b>Total Teachers</b>	23	22	23	22	22	92.0%	91.7%	92.0%	88.0%	84.6%
Special Education	0	1	0	1	1	0.0%	4.5%	0.0%	4.5%	4.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	13	12	12	56.5%	54.5%	56.5%	54.5%	54.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	10	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	0	1	2	2	4.3%	0.0%	4.3%	9.1%	9.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	4.3%	9.1%	8.7%	9.1%	9.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	1	1	8.7%	9.1%	4.3%	4.5%	4.5%
<b>Science</b>	1	1	1	1	1	4.3%	4.5%	4.3%	4.5%	4.5%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.3%	4.5%	4.3%	4.5%	4.5%
Vocational Education	3	3	4	2	2	13.0%	13.6%	17.4%	9.1%	9.1%
Other	2	1	1	1	1	8.7%	4.5%	4.3%	4.5%	4.5%
<b>Total Enrollments</b>	281	294	278	272	228	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	29	19	18	18	6.8%	9.9%	6.8%	6.6%	7.9%
Grades 1-4	86	89	96	96	77	30.6%	30.3%	34.5%	35.3%	33.8%
Grades 5-6	45	46	41	43	38	16.0%	15.6%	14.7%	15.8%	16.7%
Grades 7-8	42	41	40	43	34	14.9%	13.9%	14.4%	15.8%	14.9%
Grades 9-12	89	89	82	69	61	31.7%	30.3%	29.5%	25.4%	26.8%
Ungraded	0	0	0	3	0	0.0%	0.0%	0.0%	1.1%	0.0%



## District Report for: BOKOSHE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	24	25	25	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	20	21	17	24	96.0%	83.3%	84.0%	68.0%	92.3%
<b>Newly Hired</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>2</b>	<b>4.0%</b>	<b>16.7%</b>	<b>16.0%</b>	<b>32.0%</b>	<b>7.7%</b>
Transfers In	0	1	2	4	0	0.0%	25.0%	50.0%	50.0%	0.0%
Reentrants	0	1	2	3	1	0.0%	25.0%	50.0%	37.5%	50.0%
First Time Educators	1	2	0	1	1	100.0%	50.0%	0.0%	12.5%	50.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>-</b>	<b>20.0%</b>	<b>12.5%</b>	<b>32.0%</b>	<b>4.0%</b>	<b>-</b>
Transfers Out	3	2	3	0	-	60.0%	66.7%	37.5%	0.0%	-
Leave Oklahoma Educ.	2	1	5	1	-	40.0%	33.3%	62.5%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	12.5%	32.0%	4.0%	-
Transfers In/Out	0.00	0.50	0.67	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	25

## District Report for: BOKOSHE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	8.0%	8.3%	8.0%	8.0%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	2	50.0%	50.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	50.0%	50.0%	50.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	2	0.0%	0.0%	0.0%	4.0%	7.7%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	22	23	22	22	92.0%	91.7%	92.0%	88.0%	84.6%
White - Females	16	15	16	17	18	69.6%	68.2%	69.6%	77.3%	81.8%
White - Males	4	5	5	3	3	17.4%	22.7%	21.7%	13.6%	13.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	1	8.7%	9.1%	8.7%	9.1%	4.5%
Other - Males	1	0	0	0	0	4.3%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	4.5%	0.0%	0.0%	0.0%
25-29	4	3	2	3	3	17.4%	13.6%	8.7%	13.6%	13.6%
30-34	2	3	4	3	3	8.7%	13.6%	17.4%	13.6%	13.6%
35-39	3	3	4	6	5	13.0%	13.6%	17.4%	27.3%	22.7%
40-44	4	0	1	1	3	17.4%	0.0%	4.3%	4.5%	13.6%
45-49	4	6	4	5	4	17.4%	27.3%	17.4%	22.7%	18.2%
50-54	3	2	4	2	1	13.0%	9.1%	17.4%	9.1%	4.5%
55+	3	4	4	2	3	13.0%	18.2%	17.4%	9.1%	13.6%
<b>Average Age</b>	43.3	42.7	44.0	41.0	41.6					

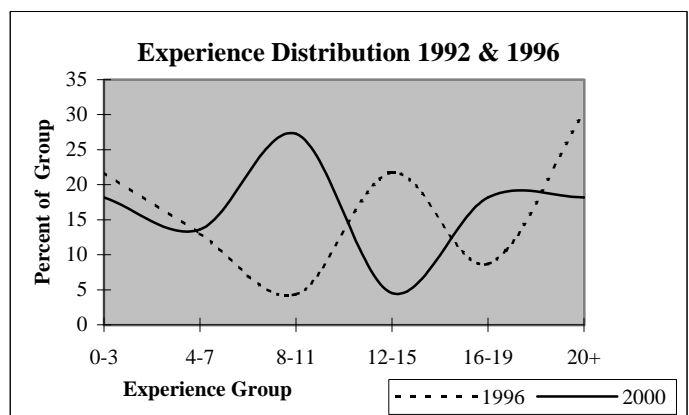
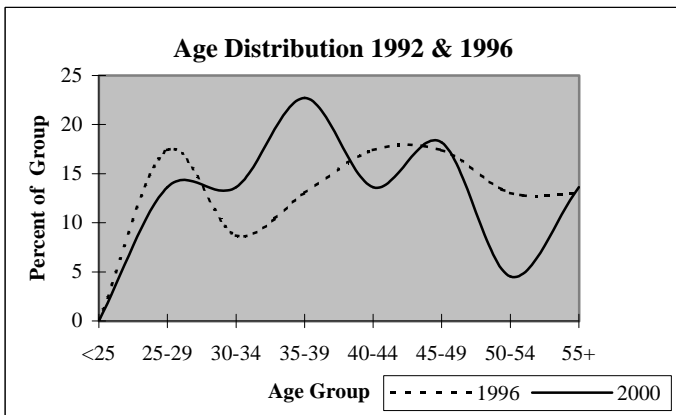
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	2	3	4	21.7%	22.7%	8.7%	13.6%	18.2%
4-7 Years	3	3	6	5	3	13.0%	13.6%	26.1%	22.7%	13.6%
8-11 Years	1	2	2	4	6	4.3%	9.1%	8.7%	18.2%	27.3%
12-15 Years	5	2	0	1	1	21.7%	9.1%	0.0%	4.5%	4.5%
16-19 Years	2	2	4	4	4	8.7%	9.1%	17.4%	18.2%	18.2%
20+ Years	7	8	9	5	4	30.4%	36.4%	39.1%	22.7%	18.2%
<b>Average Experience</b>	13.6	13.8	15.2	12.6	12.6					

## District Report for: BOKOSHE

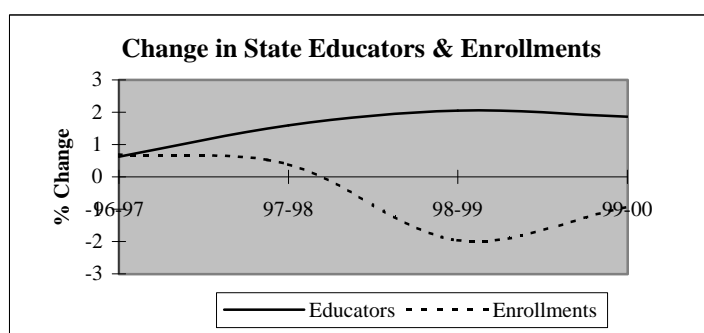
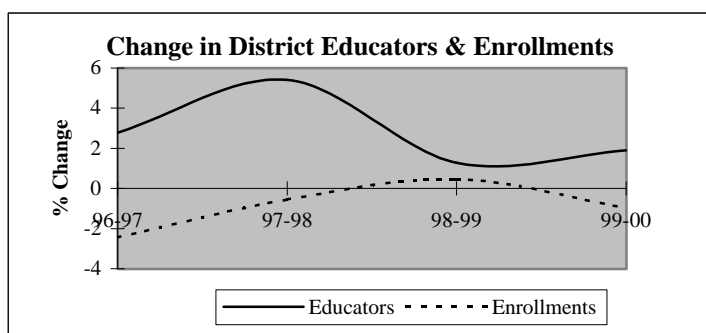
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	8	1	-	20.0%	12.5%	32.0%	4.0%	-
Attrition from Transfers	3	2	3	0	-	12.0%	8.3%	12.0%	0.0%	-
Attrition from Exits	2	1	5	1	-	8.0%	4.2%	20.0%	4.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>-</b>	<b>21.7%</b>	<b>13.6%</b>	<b>30.4%</b>	<b>4.5%</b>	<b>-</b>
Attrition from Transfers	3	2	3	0	-	13.0%	9.1%	13.0%	0.0%	-
Attrition from Exits	2	1	4	1	-	8.7%	4.5%	17.4%	4.5%	-
<b>District Retention</b>										
Educator Retention	20	21	17	24	-	80.0%	87.5%	68.0%	96.0%	-
Teacher Retention	18	19	16	21	-	78.3%	86.4%	69.6%	95.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	40.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.0%	87.5%	92.0%	84.0%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.0%	12.5%	8.0%	16.0%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: POTEAU

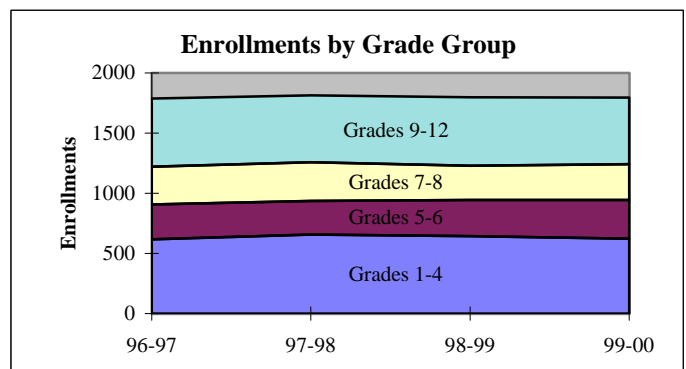
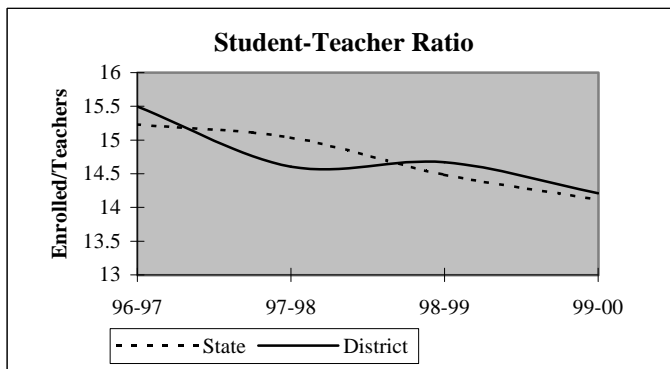


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	13.3	12.5	12.4	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	15.5	14.6	14.7	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	4	8	2	3	-	-	-	-	-
% Change in Educators	0.0%	2.8%	5.4%	1.3%	1.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	48	-49	-11	9	-19	-	-	-	-	-
% Change in Enrollments	2.4%	-2.4%	-0.6%	0.5%	-1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.1%	2.7%	4.5%	1.9%	2.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	6.8%	6.4%	6.3%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	7.4%	7.7%	8.9%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.2%	4.7%	3.8%	2.5%	2.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.7%	2.0%	1.9%	1.9%	1.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	43.1	42.8	42.3	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	14.1	14.1	13.7	13.0	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,763	30,694	30,682	31,282	31,002	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.8%	5.5%	4.5%	3.0%	2.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.6%	69.3%	67.9%	70.1%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	8.7%	9.0%	9.0%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.5%	16.0%	17.5%	18.5%	19.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	36	39	47	55	55	25.0%	26.4%	30.1%	34.8%	34.2%
Attrition	5	2	4	6	0					
Attrition Rate	13.9%	5.1%	8.5%	10.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	94	96	92	89	89	65.3%	64.9%	59.0%	56.3%	55.3%
Attrition	5	4	6	5	0					
Attrition Rate	5.3%	4.2%	6.5%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	14	13	17	14	17	9.7%	8.8%	10.9%	8.9%	10.6%
Attrition Rate	21.4%	38.5%	35.3%	7.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	18	21	22	19	21	12.5%	14.2%	14.1%	12.0%	13.0%

## District Report for: POTEAU

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	144	148	156	158	161	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	10	10	10	6.3%	6.8%	6.4%	6.3%	6.2%
Professional Staff	10	11	12	14	14	6.9%	7.4%	7.7%	8.9%	8.7%
<b>Total Teachers</b>	125	127	134	134	137	86.8%	85.8%	85.9%	84.8%	85.1%
Special Education	11	11	12	12	11	8.8%	8.7%	9.0%	9.0%	8.0%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	1.5%	1.5%
Elementary	54	53	57	58	60	43.2%	41.7%	42.5%	43.3%	43.8%
<b>Middle School</b>	25	24	25	24	26	20.0%	18.9%	18.7%	17.9%	19.0%
Language Arts	8	7	7	7	7	6.4%	5.5%	5.2%	5.2%	5.1%
Art & Music	2	2	2	2	2	1.6%	1.6%	1.5%	1.5%	1.5%
Social Studies	4	4	4	3	4	3.2%	3.1%	3.0%	2.2%	2.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	4	5	5	5	3.2%	3.1%	3.7%	3.7%	3.6%
Science	3	3	2	2	4	2.4%	2.4%	1.5%	1.5%	2.9%
Vocational Education	1	1	0	1	1	0.8%	0.8%	0.0%	0.7%	0.7%
Other	3	3	5	4	3	2.4%	2.4%	3.7%	3.0%	2.2%
<b>High School (9-12)</b>	35	39	40	38	38	1750.0%	1950.0%	2000.0%	1900.0%	1900.0%
Language Arts	6	7	6	6	6	4.8%	5.5%	4.5%	4.5%	4.4%
Art & Music	3	3	3	3	3	2.4%	2.4%	2.2%	2.2%	2.2%
Social Studies	5	5	7	7	7	4.0%	3.9%	5.2%	5.2%	5.1%
Foreign Language	2	1	1	1	1	1.6%	0.8%	0.7%	0.7%	0.7%
Math	4	5	6	6	6	3.2%	3.9%	4.5%	4.5%	4.4%
<b>Science</b>	5	4	6	5	4	4.0%	3.1%	4.5%	3.7%	2.9%
Biology	3	2	3	3	2	2.4%	1.6%	2.2%	2.2%	1.5%
Chemistry	1	1	1	1	1	0.8%	0.8%	0.7%	0.7%	0.7%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	1	0.8%	0.8%	1.5%	0.7%	0.7%
Vocational Education	5	5	4	4	5	4.0%	3.9%	3.0%	3.0%	3.6%
Other	5	9	7	6	6	4.0%	7.1%	5.2%	4.5%	4.4%
<b>Total Enrollments</b>	2,017	1,968	1,957	1,966	1,947	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	128	161	127	155	131	6.3%	8.2%	6.5%	7.9%	6.7%
Grades 1-4	617	618	657	644	623	30.6%	31.4%	33.6%	32.8%	32.0%
Grades 5-6	320	288	280	299	321	15.9%	14.6%	14.3%	15.2%	16.5%
Grades 7-8	306	316	320	286	298	15.2%	16.1%	16.4%	14.5%	15.3%
Grades 9-12	639	564	556	568	552	31.7%	28.7%	28.4%	28.9%	28.4%
Ungraded	7	21	17	14	22	0.3%	1.1%	0.9%	0.7%	1.1%

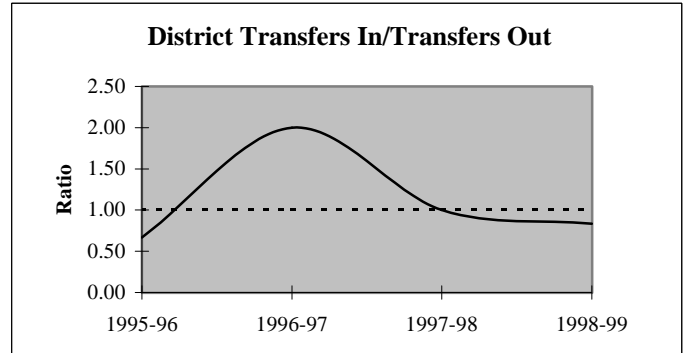
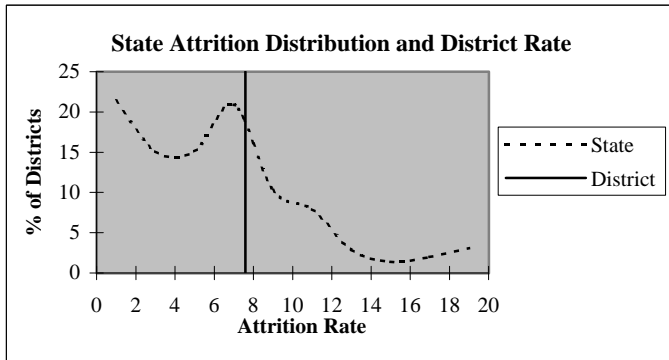




## District Report for: POTEAU

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	144	148	156	158	161	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	134	131	137	140	146	93.1%	88.5%	87.8%	88.6%	90.7%
<b>Newly Hired</b>	<b>10</b>	<b>17</b>	<b>19</b>	<b>18</b>	<b>15</b>	<b>6.9%</b>	<b>11.5%</b>	<b>12.2%</b>	<b>11.4%</b>	<b>9.3%</b>
Transfers In	2	4	2	5	6	20.0%	23.5%	10.5%	27.8%	40.0%
Reentrants	4	7	10	5	1	40.0%	41.2%	52.6%	27.8%	6.7%
First Time Educators	4	6	7	8	8	40.0%	35.3%	36.8%	44.4%	53.3%
<b>Total Exiting Next Year</b>	<b>13</b>	<b>11</b>	<b>16</b>	<b>12</b>	<b>-</b>	<b>9.0%</b>	<b>7.4%</b>	<b>10.3%</b>	<b>7.6%</b>	<b>-</b>
Transfers Out	3	2	2	6	-	23.1%	18.2%	12.5%	50.0%	-
Leave Oklahoma Educ.	10	9	14	6	-	76.9%	81.8%	87.5%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	9.0%	7.4%	10.3%	7.6%	-
Transfers In/Out	0.67	2.00	1.00	0.83	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	83	University of Tulsa, Tulsa	3
SEOSU, Durant	11	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	20
		<b>Total</b>	<b>144</b>

## District Report for: POTEAU

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	10	10	10	10	6.3%	6.8%	6.4%	6.3%	6.2%
White - Females	1	3	3	3	3	11.1%	30.0%	30.0%	30.0%	30.0%
White - Males	8	7	7	7	7	88.9%	70.0%	70.0%	70.0%	70.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	11	12	14	14	6.9%	7.4%	7.7%	8.9%	8.7%
White - Females	10	11	12	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	125	127	134	134	137	86.8%	85.8%	85.9%	84.8%	85.1%
White - Females	82	82	86	91	94	65.6%	64.6%	64.2%	67.9%	68.6%
White - Males	37	38	42	39	39	29.6%	29.9%	31.3%	29.1%	28.5%
Black - Females	2	1	1	0	0	1.6%	0.8%	0.7%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	5	4	3	3	2.4%	3.9%	3.0%	2.2%	2.2%
Other - Males	1	1	1	1	1	0.8%	0.8%	0.7%	0.7%	0.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	3	1	0.8%	0.0%	0.0%	2.3%	0.7%
25-29	11	13	15	15	18	8.8%	10.2%	11.3%	11.4%	13.4%
30-34	14	14	15	15	13	11.2%	11.0%	11.3%	11.4%	9.7%
35-39	20	17	19	18	20	16.0%	13.4%	14.3%	13.6%	14.9%
40-44	23	22	21	24	24	18.4%	17.3%	15.8%	18.2%	17.9%
45-49	20	24	25	23	18	16.0%	18.9%	18.8%	17.4%	13.4%
50-54	23	24	23	20	26	18.4%	18.9%	17.3%	15.2%	19.4%
55+	13	13	15	14	14	10.4%	10.2%	11.3%	10.6%	10.4%
<b>Average Age</b>	42.9	43.1	42.8	42.3	42.5					

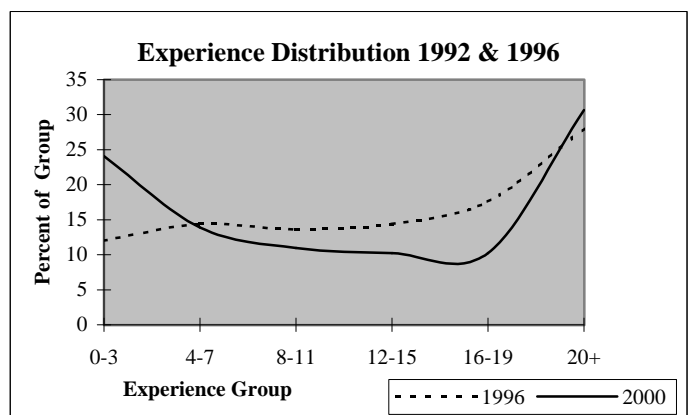
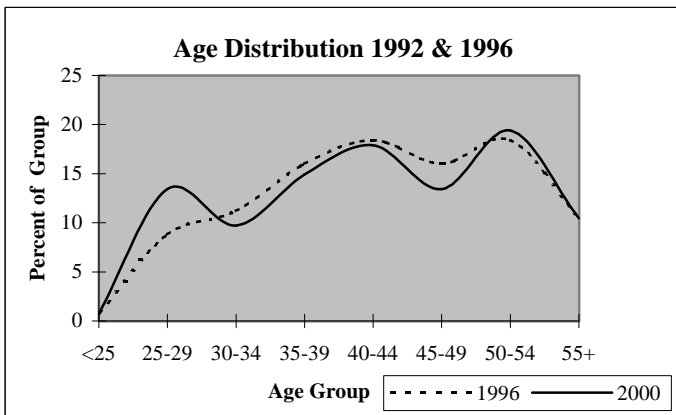
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	17	22	28	33	12.0%	13.4%	16.4%	20.9%	24.1%
4-7 Years	18	17	21	23	19	14.4%	13.4%	15.7%	17.2%	13.9%
8-11 Years	17	15	12	12	15	13.6%	11.8%	9.0%	9.0%	10.9%
12-15 Years	18	20	15	11	14	14.4%	15.7%	11.2%	8.2%	10.2%
16-19 Years	22	20	24	18	14	17.6%	15.7%	17.9%	13.4%	10.2%
20+ Years	35	38	40	42	42	28.0%	29.9%	29.9%	31.3%	30.7%
<b>Average Experience</b>	14.1	14.1	13.7	13.0	12.9					

## District Report for: POTEAU

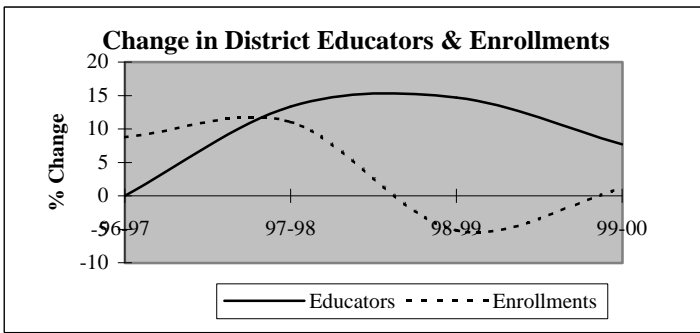
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	13	11	16	12	-	9.0%	7.4%	10.3%	7.6%	-
Attrition from Transfers	3	2	2	6	-	2.1%	1.4%	1.3%	3.8%	-
Attrition from Exits	10	9	14	6	-	6.9%	6.1%	9.0%	3.8%	-
<b>Teacher Attrition</b>	10	11	12	12	-	8.0%	8.7%	9.0%	9.0%	-
Attrition from Transfers	3	2	2	6	-	2.4%	1.6%	1.5%	4.5%	-
Attrition from Exits	7	9	10	6	-	5.6%	7.1%	7.5%	4.5%	-
<b>District Retention</b>										
Educator Retention	131	137	140	146	-	91.0%	92.6%	89.7%	92.4%	-
Teacher Retention	115	116	122	122	-	92.0%	91.3%	91.0%	91.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	87.5%	3.1%	90.6%	78.2%	9.6%	87.8%
1 Year of Experience	92.9%	0.0%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	76.2%	19.0%	95.2%	85.2%	5.9%	91.1%
3 Years of Experience	84.2%	15.8%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	95.2%	4.8%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	96.6%	3.4%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.0%	1.4%	0.6%	1.9%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	89.9%	88.5%	89.9%	92.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	8.8%	10.9%	8.2%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WISTER

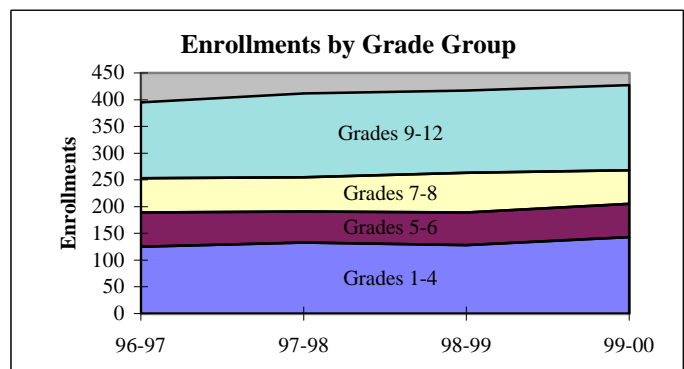
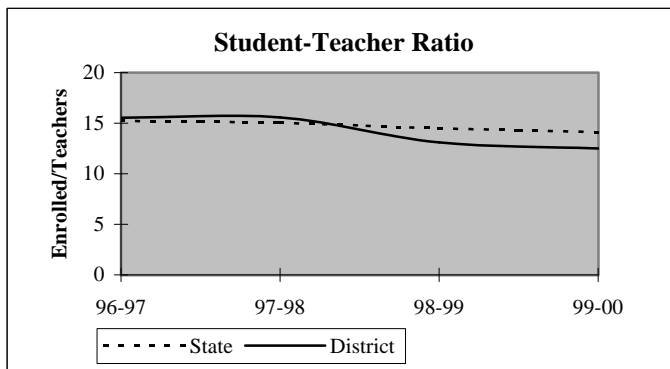


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	14.5	14.2	11.7	11.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	15.5	15.6	13.1	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	4	5	3	-	-	-	-	-
% Change in Educators	3.4%	0.0%	13.3%	14.7%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	16	35	48	-25	5	-	-	-	-	-
% Change in Enrollments	4.2%	8.8%	11.0%	-5.2%	1.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	10.0%	8.8%	12.8%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.7%	5.9%	5.1%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	2.9%	5.1%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.3%	3.3%	2.9%	2.6%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	44.4	42.8	41.1	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.7	14.3	12.9	10.9	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,135	28,398	28,281	27,288	27,574	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.6%	3.6%	3.2%	2.9%	5.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	75.0%	77.4%	77.1%	83.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	10.7%	9.7%	8.6%	8.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.5%	18.4%	19.9%	23.5%	23.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	13	19	21	36.7%	33.3%	38.2%	48.7%	50.0%
Attrition	4	1	1	1	0					
Attrition Rate	36.4%	10.0%	7.7%	5.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	16	15	14	14	46.7%	53.3%	44.1%	35.9%	33.3%
Attrition	0	1	2	1	0					
Attrition Rate	0.0%	6.3%	13.3%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	4	6	6	7	16.7%	13.3%	17.6%	15.4%	16.7%
Attrition	2	0	1	2	0					
Attrition Rate	40.0%	0.0%	16.7%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	5	6	9	8	20.0%	16.7%	17.6%	23.1%	19.0%

## District Report for: WISTER

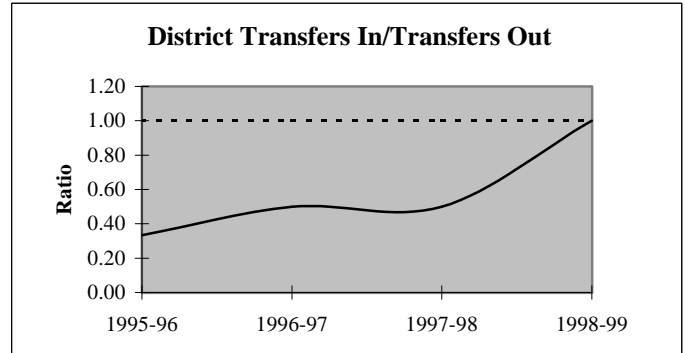
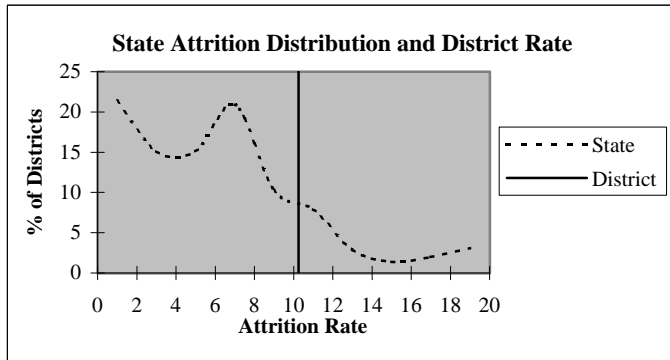
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	30	34	39	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	3	6.7%	6.7%	5.9%	5.1%	7.1%
Professional Staff	0	0	1	2	2	0.0%	0.0%	2.9%	5.1%	4.8%
<b>Total Teachers</b>	28	28	31	35	37	93.3%	93.3%	91.2%	89.7%	88.1%
Special Education	2	3	3	3	3	7.1%	10.7%	9.7%	8.6%	8.1%
Pre-K & Kindergarten	0	0	1	2	2	0.0%	0.0%	3.2%	5.7%	5.4%
Elementary	13	13	13	16	17	46.4%	46.4%	41.9%	45.7%	45.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	14	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	2	10.7%	10.7%	9.7%	8.6%	5.4%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	2.9%	2.7%
Social Studies	2	2	3	2	2	7.1%	7.1%	9.7%	5.7%	5.4%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Math	2	2	2	3	3	7.1%	7.1%	6.5%	8.6%	8.1%
<b>Science</b>	2	1	1	1	1	7.1%	3.6%	3.2%	2.9%	2.7%
Biology	0	0	1	0	0	0.0%	0.0%	3.2%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	0	1	1	7.1%	3.6%	0.0%	2.9%	2.7%
Vocational Education	3	3	4	3	3	10.7%	10.7%	12.9%	8.6%	8.1%
Other	1	1	1	1	2	3.6%	3.6%	3.2%	2.9%	5.4%
<b>Total Enrollments</b>	400	435	483	458	463	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	40	32	68	40	33	10.0%	7.4%	14.1%	8.7%	7.1%
Grades 1-4	116	125	133	128	143	29.0%	28.7%	27.5%	27.9%	30.9%
Grades 5-6	63	64	58	61	62	15.8%	14.7%	12.0%	13.3%	13.4%
Grades 7-8	61	64	64	74	63	15.3%	14.7%	13.3%	16.2%	13.6%
Grades 9-12	120	142	157	154	159	30.0%	32.6%	32.5%	33.6%	34.3%
Ungraded	0	8	3	1	3	0.0%	1.8%	0.6%	0.2%	0.6%



## District Report for: WISTER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	30	34	39	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	24	28	30	35	93.3%	80.0%	82.4%	76.9%	83.3%
<b>Newly Hired</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>6.7%</b>	<b>20.0%</b>	<b>17.6%</b>	<b>23.1%</b>	<b>16.7%</b>
Transfers In	1	1	1	1	3	50.0%	16.7%	16.7%	11.1%	42.9%
Reentrants	1	2	1	2	2	50.0%	33.3%	16.7%	22.2%	28.6%
First Time Educators	0	3	4	6	2	0.0%	50.0%	66.7%	66.7%	28.6%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>20.0%</b>	<b>6.7%</b>	<b>11.8%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	3	2	2	1	-	50.0%	100.0%	50.0%	25.0%	-
Leave Oklahoma Educ.	3	0	2	3	-	50.0%	0.0%	50.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	6.7%	11.8%	10.3%	-
Transfers In/Out	0.33	0.50	0.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	17	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	30

## District Report for: WISTER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	3	6.7%	6.7%	5.9%	5.1%	7.1%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	1	2	2	0.0%	0.0%	2.9%	5.1%	4.8%
White - Females	0	0	1	2	2	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	28	31	35	37	93.3%	93.3%	91.2%	89.7%	88.1%
White - Females	20	21	24	26	29	71.4%	75.0%	77.4%	74.3%	78.4%
White - Males	7	6	6	8	6	25.0%	21.4%	19.4%	22.9%	16.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	2	0.0%	0.0%	0.0%	2.9%	5.4%
Other - Males	1	1	1	0	0	3.6%	3.6%	3.2%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	0	3.6%	0.0%	0.0%	2.9%	0.0%
25-29	3	4	8	7	7	10.7%	14.3%	25.8%	20.0%	18.9%
30-34	5	3	3	6	7	17.9%	10.7%	9.7%	17.1%	18.9%
35-39	1	3	2	4	6	3.6%	10.7%	6.5%	11.4%	16.2%
40-44	2	1	3	3	3	7.1%	3.6%	9.7%	8.6%	8.1%
45-49	7	6	3	3	6	25.0%	21.4%	9.7%	8.6%	16.2%
50-54	3	5	6	5	4	10.7%	17.9%	19.4%	14.3%	10.8%
55+	6	6	6	6	4	21.4%	21.4%	19.4%	17.1%	10.8%
<b>Average Age</b>	43.3	44.4	42.8	41.1	40.3					

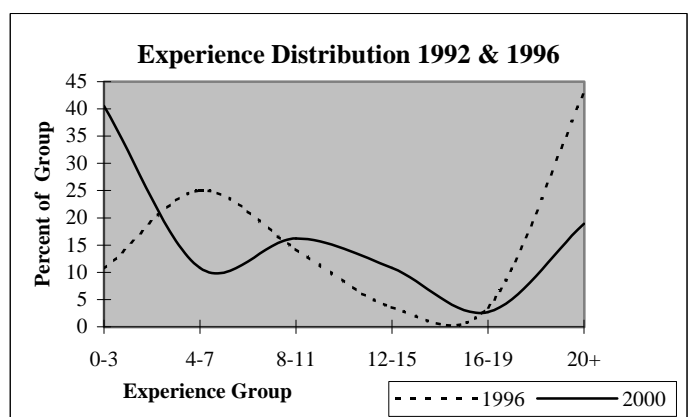
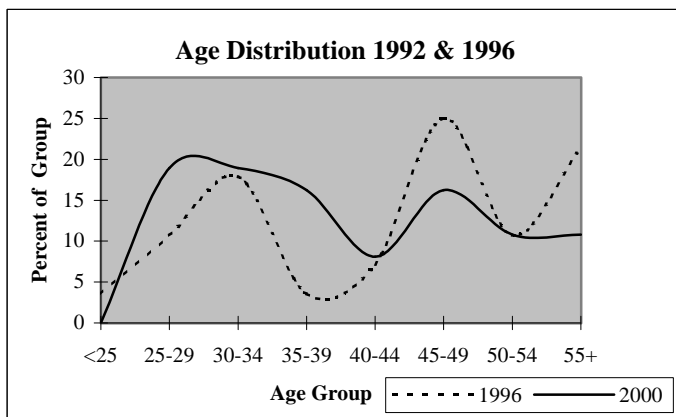
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	9	13	15	10.7%	17.9%	29.0%	37.1%	40.5%
4-7 Years	7	3	2	4	4	25.0%	10.7%	6.5%	11.4%	10.8%
8-11 Years	4	6	6	5	6	14.3%	21.4%	19.4%	14.3%	16.2%
12-15 Years	1	1	2	2	4	3.6%	3.6%	6.5%	5.7%	10.8%
16-19 Years	1	2	2	1	1	3.6%	7.1%	6.5%	2.9%	2.7%
20+ Years	12	11	10	10	7	42.9%	39.3%	32.3%	28.6%	18.9%
<b>Average Experience</b>	14.7	14.3	12.9	10.9	10.4					

## District Report for: WISTER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	2	4	4	-	20.0%	6.7%	11.8%	10.3%	-
Attrition from Transfers	3	2	2	1	-	10.0%	6.7%	5.9%	2.6%	-
Attrition from Exits	3	0	2	3	-	10.0%	0.0%	5.9%	7.7%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>17.9%</b>	<b>7.1%</b>	<b>12.9%</b>	<b>11.4%</b>	<b>-</b>
Attrition from Transfers	3	2	2	1	-	10.7%	7.1%	6.5%	2.9%	-
Attrition from Exits	2	0	2	3	-	7.1%	0.0%	6.5%	8.6%	-
<b>District Retention</b>										
Educator Retention	24	28	30	35	-	80.0%	93.3%	88.2%	89.7%	-
Teacher Retention	23	26	27	31	-	82.1%	92.9%	87.1%	88.6%	-

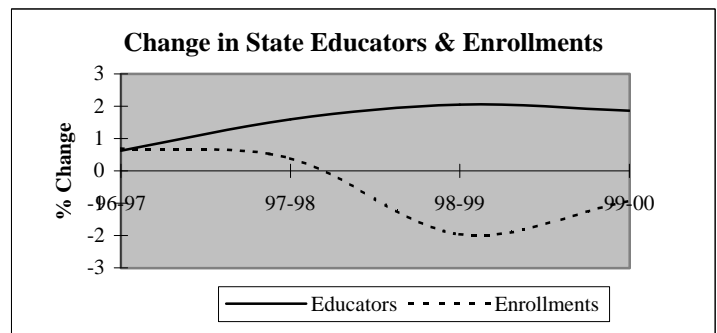
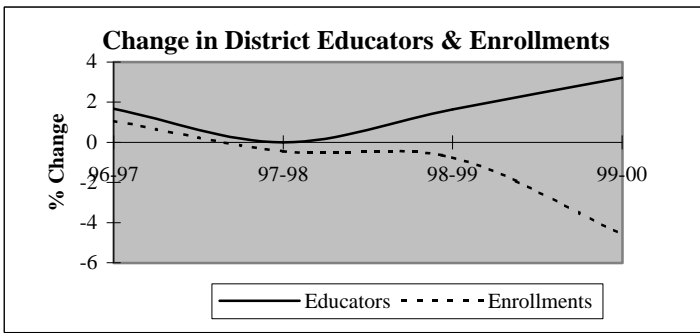
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	94.1%	5.9%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	11.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	71.4%	28.6%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.3%	3.3%	5.9%	5.1%	4.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	80.0%	79.4%	74.4%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.3%	16.7%	14.7%	20.5%	9.5%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: TALIHINA

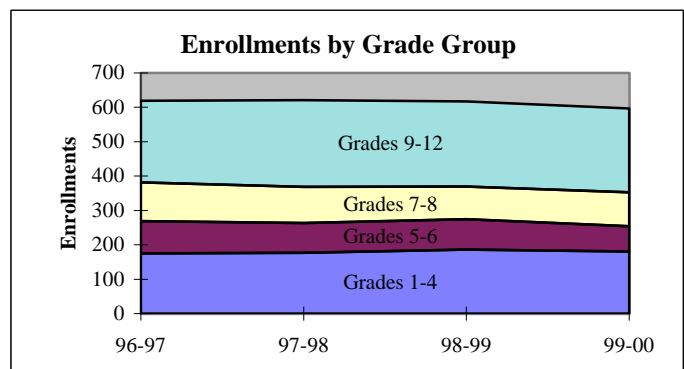
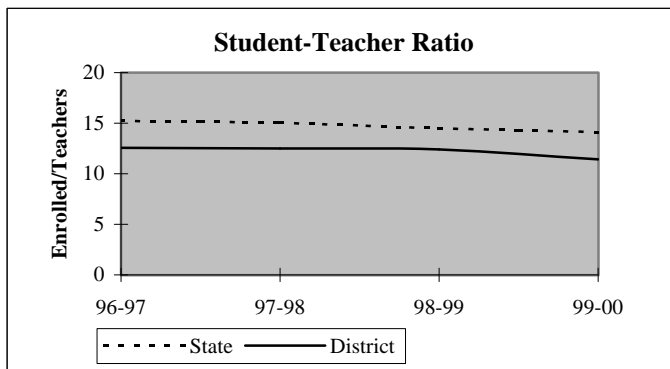


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.9	10.9	10.6	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.7	12.6	12.5	12.4	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	0	1	2	-	-	-	-	-
% Change in Educators	3.4%	1.7%	0.0%	1.6%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	7	-3	-5	-30	-	-	-	-	-
% Change in Enrollments	-0.5%	1.1%	-0.5%	-0.8%	-4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	4.9%	8.2%	0.0%	6.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	4.9%	4.9%	4.8%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.2%	8.2%	9.7%	9.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.0%	13.1%	11.5%	12.9%	10.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.7%	1.6%	1.6%	0.0%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	43.9	44.5	44.0	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	14.0	14.4	14.4	14.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,270	30,290	29,132	30,547	29,684	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.5%	15.1%	13.2%	15.1%	12.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.3%	69.8%	67.9%	67.9%	69.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.8%	5.7%	3.8%	5.7%	5.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.3%	55.9%	57.0%	59.0%	58.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	13	14	16	17	21.7%	21.3%	23.0%	25.8%	26.6%
Attrition	3	1	0	1	0					
Attrition Rate	23.1%	7.7%	0.0%	6.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	42	42	41	40	39	70.0%	68.9%	67.2%	64.5%	60.9%
Attrition	1	2	4	3	0					
Attrition Rate	2.4%	4.8%	9.8%	7.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	6	6	9	8.3%	9.8%	9.8%	9.7%	14.1%
Attrition Rate	40.0%	16.7%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	7	9	9	16	13.3%	11.5%	14.8%	14.5%	25.0%

## District Report for: TALIHINA

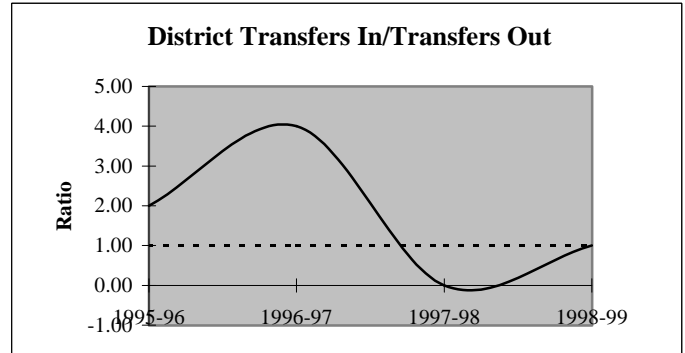
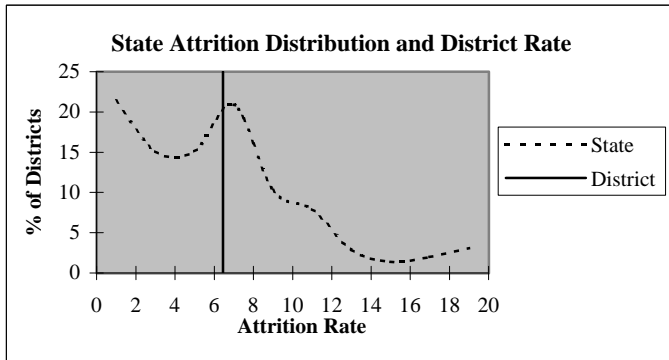
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	60	61	61	62	64	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	5.0%	4.9%	4.9%	4.8%	4.7%
Professional Staff	5	5	5	6	6	8.3%	8.2%	8.2%	9.7%	9.4%
<b>Total Teachers</b>	52	53	53	53	55	86.7%	86.9%	86.9%	85.5%	85.9%
Special Education	3	3	2	3	3	5.8%	5.7%	3.8%	5.7%	5.5%
Pre-K & Kindergarten	0	0	0	1	0	0.0%	0.0%	0.0%	1.9%	0.0%
Elementary	22	24	24	22	23	42.3%	45.3%	45.3%	41.5%	41.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	27	26	27	27	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	5	5	6	6	9.6%	9.4%	9.4%	11.3%	10.9%
Art & Music	2	2	2	1	1	3.8%	3.8%	3.8%	1.9%	1.8%
Social Studies	4	4	4	3	2	7.7%	7.5%	7.5%	5.7%	3.6%
Foreign Language	1	1	1	1	1	1.9%	1.9%	1.9%	1.9%	1.8%
Math	3	3	3	3	3	5.8%	5.7%	5.7%	5.7%	5.5%
<b>Science</b>	3	2	3	2	3	5.8%	3.8%	5.7%	3.8%	5.5%
Biology	1	1	1	1	1	1.9%	1.9%	1.9%	1.9%	1.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	1	2	3.8%	1.9%	3.8%	1.9%	3.6%
Vocational Education	4	4	4	4	4	7.7%	7.5%	7.5%	7.5%	7.3%
Other	5	5	5	7	9	9.6%	9.4%	9.4%	13.2%	16.4%
<b>Total Enrollments</b>	659	666	663	658	628	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	39	41	39	35	30	5.9%	6.2%	5.9%	5.3%	4.8%
Grades 1-4	174	175	177	186	181	26.4%	26.3%	26.7%	28.3%	28.8%
Grades 5-6	109	94	86	89	73	16.5%	14.1%	13.0%	13.5%	11.6%
Grades 7-8	130	113	106	95	99	19.7%	17.0%	16.0%	14.4%	15.8%
Grades 9-12	203	237	252	247	244	30.8%	35.6%	38.0%	37.5%	38.9%
Ungraded	4	6	3	6	1	0.6%	0.9%	0.5%	0.9%	0.2%



## District Report for: TALIHINA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	60	61	61	62	65	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	54	57	55	58	88.3%	88.5%	93.4%	88.7%	89.2%
<b>Newly Hired</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>11.7%</b>	<b>11.5%</b>	<b>6.6%</b>	<b>11.3%</b>	<b>10.8%</b>
Transfers In	2	4	0	3	2	28.6%	57.1%	0.0%	42.9%	28.6%
Reentrants	1	0	2	3	3	14.3%	0.0%	50.0%	42.9%	42.9%
First Time Educators	4	3	2	1	2	57.1%	42.9%	50.0%	14.3%	28.6%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>-</b>	<b>10.0%</b>	<b>6.6%</b>	<b>9.8%</b>	<b>6.5%</b>	<b>-</b>
Transfers Out	1	1	1	3	-	16.7%	25.0%	16.7%	75.0%	-
Leave Oklahoma Educ.	5	3	5	1	-	83.3%	75.0%	83.3%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	6.6%	9.8%	6.5%	-
Transfers In/Out	2.00	4.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	17	University of Tulsa, Tulsa	1
SEOSU, Durant	28	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>60</b>

## District Report for: TALIHINA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	5.0%	4.9%	4.9%	4.8%	4.7%
White - Females	1	1	1	0	1	33.3%	33.3%	33.3%	0.0%	33.3%
White - Males	2	2	2	3	2	66.7%	66.7%	66.7%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	6	6	8.3%	8.2%	8.2%	9.7%	9.4%
White - Females	3	3	4	5	5	60.0%	60.0%	80.0%	83.3%	83.3%
White - Males	2	2	1	1	1	40.0%	40.0%	20.0%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	52	53	53	53	55	86.7%	86.9%	86.9%	85.5%	85.9%
White - Females	32	32	32	31	33	61.5%	60.4%	60.4%	58.5%	60.0%
White - Males	14	13	14	14	15	26.9%	24.5%	26.4%	26.4%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	5	4	5	5	5.8%	9.4%	7.5%	9.4%	9.1%
Other - Males	3	3	3	3	2	5.8%	5.7%	5.7%	5.7%	3.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	1.9%	0.0%	0.0%	0.0%	0.0%
25-29	4	6	6	7	5	7.7%	11.3%	11.5%	13.5%	9.3%
30-34	7	5	5	3	4	13.5%	9.4%	9.6%	5.8%	7.4%
35-39	3	7	6	10	13	5.8%	13.2%	11.5%	19.2%	24.1%
40-44	10	10	7	4	4	19.2%	18.9%	13.5%	7.7%	7.4%
45-49	9	8	7	9	7	17.3%	15.1%	13.5%	17.3%	13.0%
50-54	11	9	10	11	10	21.2%	17.0%	19.2%	21.2%	18.5%
55+	7	8	11	8	11	13.5%	15.1%	21.2%	15.4%	20.4%
<b>Average Age</b>	44.3	43.9	44.5	44.0	44.5					

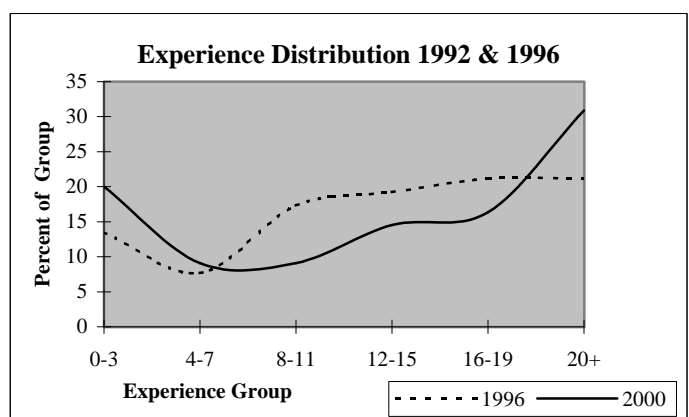
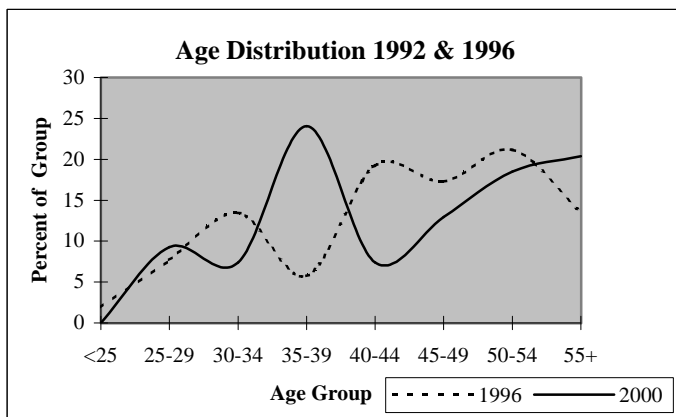
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	5	7	8	11	13.5%	9.4%	13.2%	15.1%	20.0%
4-7 Years	4	7	6	7	5	7.7%	13.2%	11.3%	13.2%	9.1%
8-11 Years	9	9	8	5	5	17.3%	17.0%	15.1%	9.4%	9.1%
12-15 Years	10	7	5	9	8	19.2%	13.2%	9.4%	17.0%	14.5%
16-19 Years	11	10	10	8	9	21.2%	18.9%	18.9%	15.1%	16.4%
20+ Years	11	15	17	16	17	21.2%	28.3%	32.1%	30.2%	30.9%
<b>Average Experience</b>	13.8	14.0	14.4	14.4	14.6					

## District Report for: TALIHINA

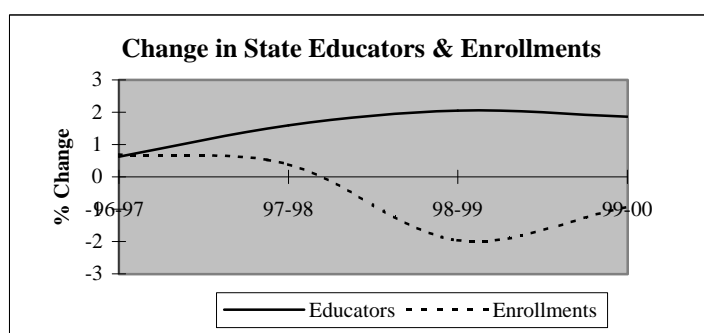
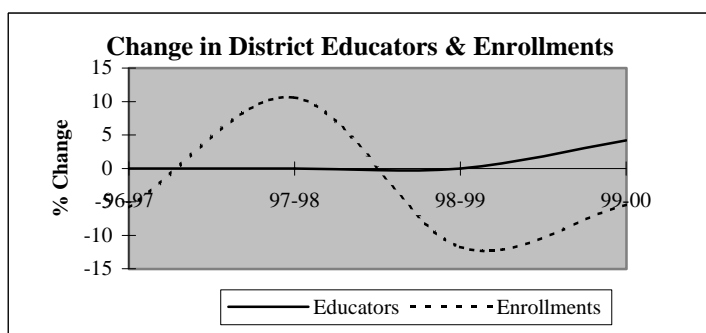
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	4	6	4	-	10.0%	6.6%	9.8%	6.5%	-
Attrition from Transfers	1	1	1	3	-	1.7%	1.6%	1.6%	4.8%	-
Attrition from Exits	5	3	5	1	-	8.3%	4.9%	8.2%	1.6%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>11.5%</b>	<b>5.7%</b>	<b>11.3%</b>	<b>5.7%</b>	<b>-</b>
Attrition from Transfers	1	1	1	2	-	1.9%	1.9%	1.9%	3.8%	-
Attrition from Exits	5	2	5	1	-	9.6%	3.8%	9.4%	1.9%	-
<b>District Retention</b>										
Educator Retention	54	57	55	58	-	90.0%	93.4%	90.2%	93.5%	-
Teacher Retention	46	50	47	50	-	88.5%	94.3%	88.7%	94.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	10.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	10.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.6%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	93.4%	91.8%	93.5%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	4.9%	8.2%	6.5%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WHITESBORO

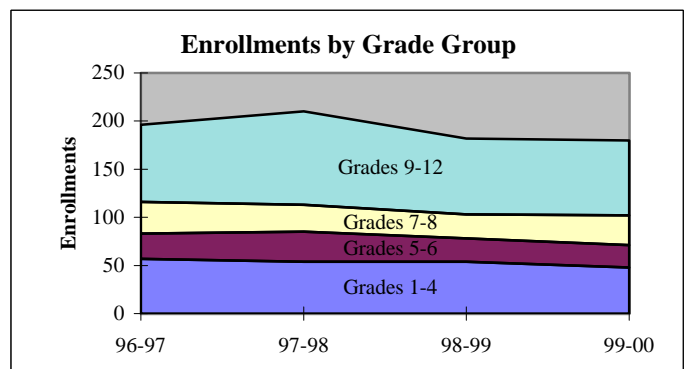
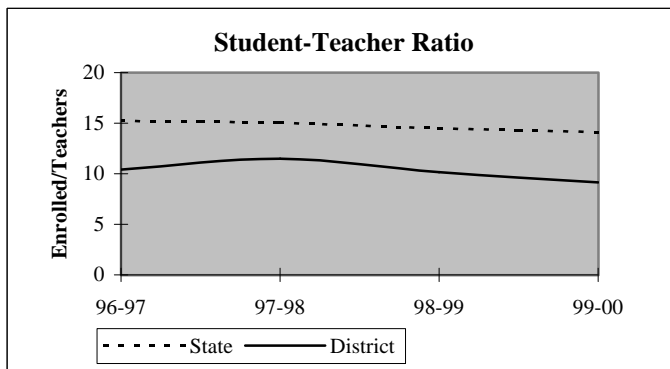


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.2	8.7	9.6	8.5	7.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.1	10.4	11.5	10.2	9.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-13	-13	22	-27	-11	-	-	-	-	-
% Change in Enrollments	-5.6%	-5.9%	10.6%	-11.7%	-5.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	8.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	12.5%	12.5%	12.5%	12.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.2%	4.2%	4.2%	4.2%	4.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.2%	4.2%	4.2%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.2%	4.2%	4.2%	4.2%	4.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	43.8	44.8	45.5	45.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	13.0	14.0	14.4	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,727	29,990	30,950	30,620	28,763	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.0%	5.0%	5.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.0%	70.0%	70.0%	70.0%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.0%	5.0%	5.0%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.4%	29.3%	30.4%	32.0%	38.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	5	4	6	4	29.2%	20.8%	16.7%	25.0%	16.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	17	18	15	18	58.3%	70.8%	75.0%	62.5%	72.0%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	11.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	2	3	3	12.5%	8.3%	8.3%	12.5%	12.0%
Attrition	1	0	0	0	0					
Attrition Rate	33.3%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	2	3	3	5	12.5%	8.3%	12.5%	12.5%	20.0%

## District Report for: WHITESBORO

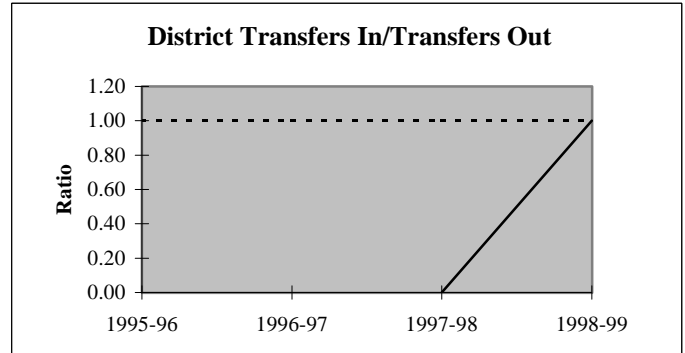
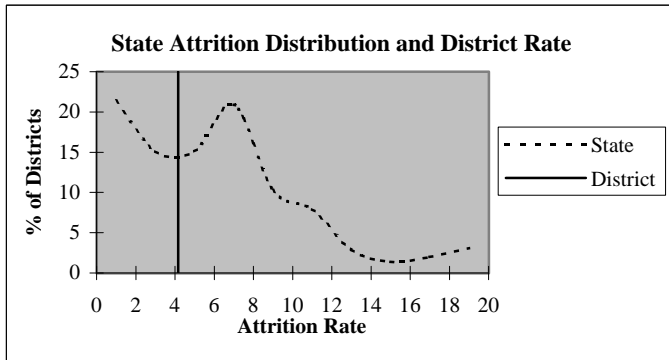
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	24	24	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	12.5%	12.5%	12.5%	12.5%	12.0%
Professional Staff	1	1	1	1	1	4.2%	4.2%	4.2%	4.2%	4.0%
<b>Total Teachers</b>	20	20	20	20	21	83.3%	83.3%	83.3%	83.3%	84.0%
Special Education	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	11	11	11	12	55.0%	55.0%	55.0%	55.0%	57.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	8	8	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	5.0%	10.0%	10.0%	10.0%	9.5%
Foreign Language	0	1	1	0	0	0.0%	5.0%	5.0%	0.0%	0.0%
Math	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.8%
<b>Science</b>	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.8%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.8%
Vocational Education	3	2	2	2	3	15.0%	10.0%	10.0%	10.0%	14.3%
Other	1	0	0	1	0	5.0%	0.0%	0.0%	5.0%	0.0%
<b>Total Enrollments</b>	221	208	230	203	192	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	12	19	19	11	5.0%	5.8%	8.3%	9.4%	5.7%
Grades 1-4	54	57	54	54	48	24.4%	27.4%	23.5%	26.6%	25.0%
Grades 5-6	26	26	31	24	23	11.8%	12.5%	13.5%	11.8%	12.0%
Grades 7-8	43	33	28	25	31	19.5%	15.9%	12.2%	12.3%	16.1%
Grades 9-12	87	80	97	79	78	39.4%	38.5%	42.2%	38.9%	40.6%
Ungraded	0	0	1	2	1	0.0%	0.0%	0.4%	1.0%	0.5%



## District Report for: WHITESBORO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	24	24	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	23	24	22	23	91.7%	95.8%	100.0%	91.7%	92.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>8.3%</b>	<b>4.2%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>8.0%</b>
Transfers In	2	1	0	1	1	100.0%	100.0%	0.0%	50.0%	50.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>4.2%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>4.2%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	100.0%	-
Leave Oklahoma Educ.	1	0	1	0	-	100.0%	0.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	4.2%	0.0%	8.3%	4.2%	-
Transfers In/Out	nc	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	17	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	24



## District Report for: WHITESBORO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	12.5%	12.5%	12.5%	12.5%	12.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.2%	4.2%	4.2%	4.2%	4.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	20	20	20	21	83.3%	83.3%	83.3%	83.3%	84.0%
White - Females	13	13	13	14	15	65.0%	65.0%	65.0%	70.0%	71.4%
White - Males	6	6	6	6	6	30.0%	30.0%	30.0%	30.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	5.0%	5.0%	5.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	0	0	1	5.0%	0.0%	0.0%	0.0%	5.0%
30-34	3	4	3	3	3	15.0%	20.0%	15.0%	15.8%	15.0%
35-39	3	3	2	3	3	15.0%	15.0%	10.0%	15.8%	15.0%
40-44	6	6	5	3	2	30.0%	30.0%	25.0%	15.8%	10.0%
45-49	2	2	5	4	5	10.0%	10.0%	25.0%	21.1%	25.0%
50-54	0	1	1	2	2	0.0%	5.0%	5.0%	10.5%	10.0%
55+	5	4	4	4	4	25.0%	20.0%	20.0%	21.1%	20.0%
<b>Average Age</b>	44.8	43.8	44.8	45.5	45.5					

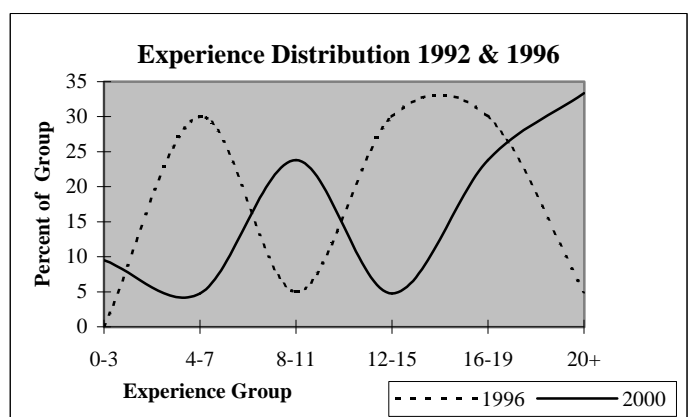
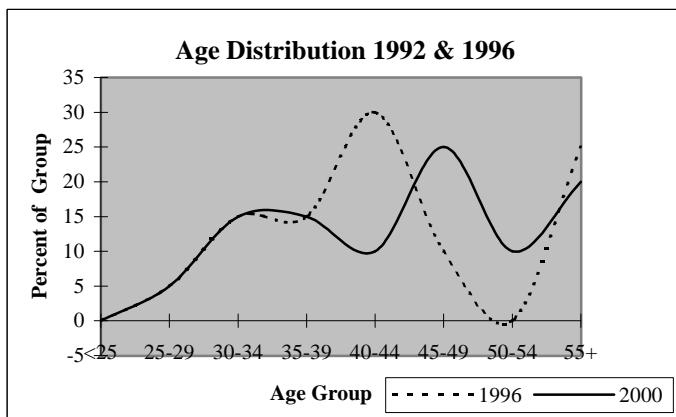
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	1	2	0.0%	0.0%	0.0%	5.0%	9.5%
4-7 Years	6	4	3	4	1	30.0%	20.0%	15.0%	20.0%	4.8%
8-11 Years	1	4	4	2	5	5.0%	20.0%	20.0%	10.0%	23.8%
12-15 Years	6	4	4	3	1	30.0%	20.0%	20.0%	15.0%	4.8%
16-19 Years	6	7	6	6	5	30.0%	35.0%	30.0%	30.0%	23.8%
20+ Years	1	1	3	4	7	5.0%	5.0%	15.0%	20.0%	33.3%
<b>Average Experience</b>	12.3	13.0	14.0	14.4	14.5					

## District Report for: WHITESBORO

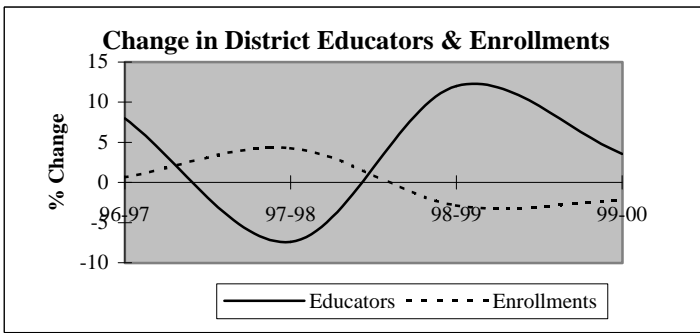
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	2	1	-	4.2%	0.0%	8.3%	4.2%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.2%	4.2%	-
Attrition from Exits	1	0	1	0	-	4.2%	0.0%	4.2%	0.0%	-
Teacher Attrition	1	0	2	1	-	5.0%	0.0%	10.0%	5.0%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	5.0%	5.0%	-
Attrition from Exits	1	0	1	0	-	5.0%	0.0%	5.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	23	24	22	23	-	95.8%	100.0%	91.7%	95.8%	-
Teacher Retention	19	20	18	19	-	95.0%	100.0%	90.0%	95.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	95.8%	96.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	4.2%	4.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HOWE

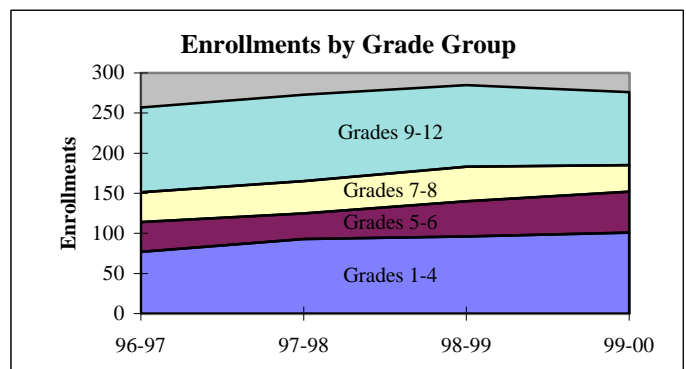
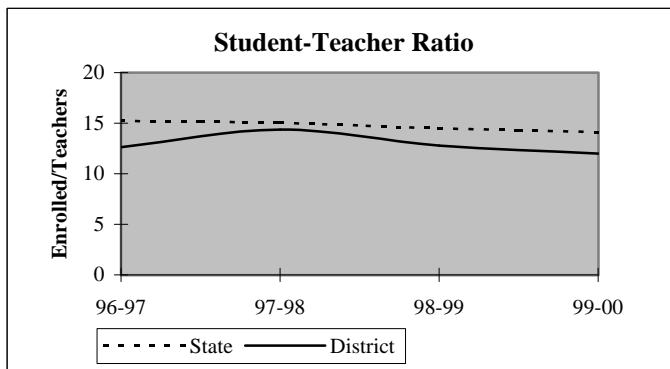


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	11.2	12.6	11.0	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	12.6	14.4	12.8	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	-2	3	1	-	-	-	-	-
% Change in Educators	-3.8%	8.0%	-7.4%	12.0%	3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	2	13	-9	-7	-	-	-	-	-
% Change in Enrollments	2.0%	0.7%	4.3%	-2.8%	-2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	18.5%	0.0%	10.7%	6.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.0%	3.7%	4.0%	3.6%	3.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.0%	7.4%	8.0%	10.7%	10.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.0%	3.7%	8.0%	10.7%	13.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.4	43.0	39.9	37.5	39.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	13.8	11.6	10.0	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,388	26,439	30,094	27,690	29,642	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	4.2%	9.1%	8.3%	12.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.6%	70.8%	63.6%	75.0%	68.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	8.3%	9.1%	8.3%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.2%	39.3%	43.7%	38.0%	34.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	7	12	13	24.0%	22.2%	28.0%	42.9%	44.8%
Attrition	0	1	2	2	0					
Attrition Rate	0.0%	16.7%	28.6%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	19	18	16	14	72.0%	70.4%	72.0%	57.1%	48.3%
Attrition	1	3	3	2	0					
Attrition Rate	5.6%	15.8%	16.7%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	0	0	2	4.0%	7.4%	0.0%	0.0%	6.9%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	0	1	2	8.0%	11.1%	0.0%	3.6%	6.9%

## District Report for: HOWE

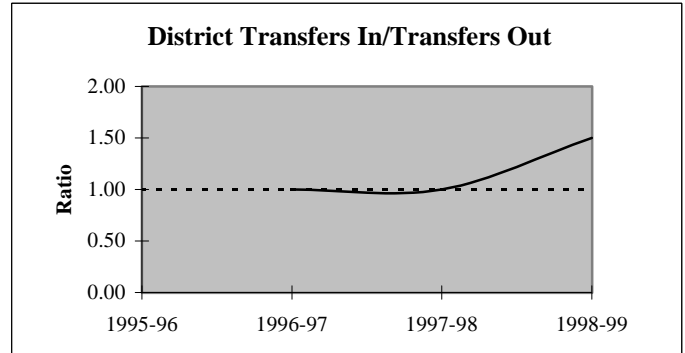
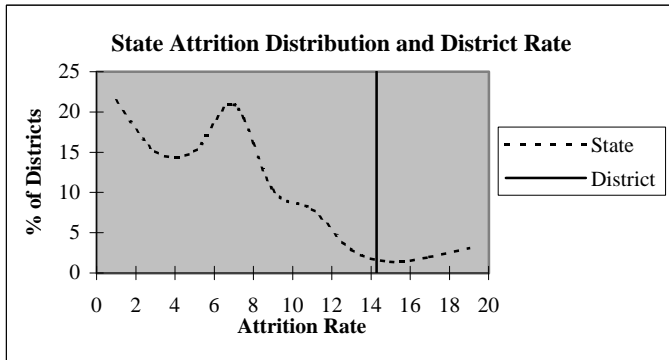
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	27	25	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.0%	3.7%	4.0%	3.6%	3.4%
Professional Staff	2	2	2	3	3	8.0%	7.4%	8.0%	10.7%	10.3%
<b>Total Teachers</b>	22	24	22	24	25	88.0%	88.9%	88.0%	85.7%	86.2%
Special Education	2	2	2	2	2	9.1%	8.3%	9.1%	8.3%	8.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	4.2%	4.0%
Elementary	11	12	11	12	13	50.0%	50.0%	50.0%	50.0%	52.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	10	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.5%	4.2%	4.5%	4.2%	4.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	2	1	0	9.1%	4.2%	9.1%	4.2%	0.0%
Foreign Language	1	0	0	0	0	4.5%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	4.5%	4.2%	4.5%	4.2%	8.0%
<b>Science</b>	1	1	1	1	2	4.5%	4.2%	4.5%	4.2%	8.0%
Biology	0	1	0	0	1	0.0%	4.2%	0.0%	0.0%	4.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	4.5%	0.0%	4.5%	4.2%	4.0%
Vocational Education	3	3	3	3	3	13.6%	12.5%	13.6%	12.5%	12.0%
Other	0	3	1	2	1	0.0%	12.5%	4.5%	8.3%	4.0%
<b>Total Enrollments</b>	301	303	316	307	300	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	44	42	22	22	11.0%	14.5%	13.3%	7.2%	7.3%
Grades 1-4	74	77	93	96	101	24.6%	25.4%	29.4%	31.3%	33.7%
Grades 5-6	38	37	32	44	51	12.6%	12.2%	10.1%	14.3%	17.0%
Grades 7-8	43	37	40	43	33	14.3%	12.2%	12.7%	14.0%	11.0%
Grades 9-12	109	106	108	102	91	36.2%	35.0%	34.2%	33.2%	30.3%
Ungraded	4	2	1	0	2	1.3%	0.7%	0.3%	0.0%	0.7%



## District Report for: HOWE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	27	25	28	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	24	21	20	24	100.0%	88.9%	84.0%	71.4%	82.8%
<b>Newly Hired</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>0.0%</b>	<b>11.1%</b>	<b>16.0%</b>	<b>28.6%</b>	<b>17.2%</b>
Transfers In	0	1	2	3	1	0.0%	33.3%	50.0%	37.5%	20.0%
Reentrants	0	2	1	0	1	0.0%	66.7%	25.0%	0.0%	20.0%
First Time Educators	0	0	1	5	3	0.0%	0.0%	25.0%	62.5%	60.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>4.0%</b>	<b>22.2%</b>	<b>20.0%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	1	2	2	-	0.0%	16.7%	40.0%	50.0%	-
Leave Oklahoma Educ.	1	5	3	2	-	100.0%	83.3%	60.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	4.0%	22.2%	20.0%	14.3%	-
Transfers In/Out	nc	1.00	1.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	1
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	25

## District Report for: HOWE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.0%	3.7%	4.0%	3.6%	3.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	3	3	8.0%	7.4%	8.0%	10.7%	10.3%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	24	22	24	25	88.0%	88.9%	88.0%	85.7%	86.2%
White - Females	14	17	14	18	17	63.6%	70.8%	63.6%	75.0%	68.0%
White - Males	7	6	6	4	5	31.8%	25.0%	27.3%	16.7%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	2	2	3	4.5%	4.2%	9.1%	8.3%	12.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	4.2%	0.0%
25-29	2	3	2	6	5	9.1%	12.5%	9.5%	25.0%	20.8%
30-34	1	1	4	3	5	4.5%	4.2%	19.0%	12.5%	20.8%
35-39	2	3	3	3	2	9.1%	12.5%	14.3%	12.5%	8.3%
40-44	8	6	4	3	2	36.4%	25.0%	19.0%	12.5%	8.3%
45-49	5	7	8	7	8	22.7%	29.2%	38.1%	29.2%	33.3%
50-54	3	2	0	1	1	13.6%	8.3%	0.0%	4.2%	4.2%
55+	1	2	0	0	1	4.5%	8.3%	0.0%	0.0%	4.2%
<b>Average Age</b>	42.4	43.0	39.9	37.5	39.4					

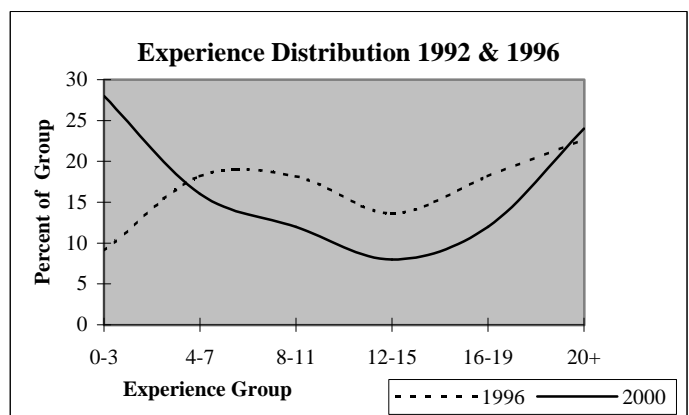
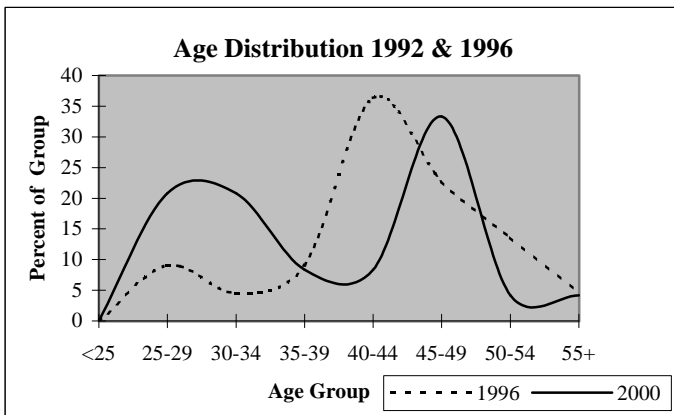
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	3	4	7	7	9.1%	12.5%	18.2%	29.2%	28.0%
4-7 Years	4	3	3	3	4	18.2%	12.5%	13.6%	12.5%	16.0%
8-11 Years	4	4	4	3	3	18.2%	16.7%	18.2%	12.5%	12.0%
12-15 Years	3	5	4	5	2	13.6%	20.8%	18.2%	20.8%	8.0%
16-19 Years	4	3	3	1	3	18.2%	12.5%	13.6%	4.2%	12.0%
20+ Years	5	6	4	5	6	22.7%	25.0%	18.2%	20.8%	24.0%
<b>Average Experience</b>	13.6	13.8	11.6	10.0	11.2					

## District Report for: HOWE

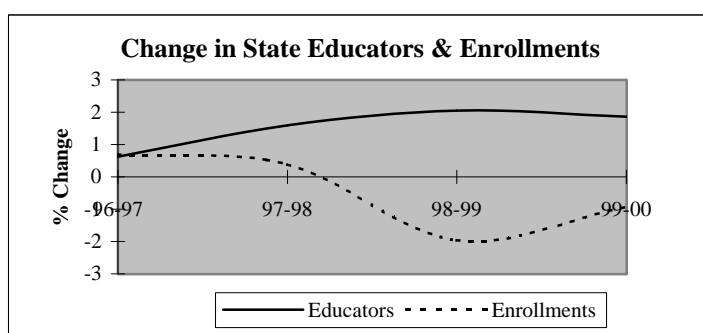
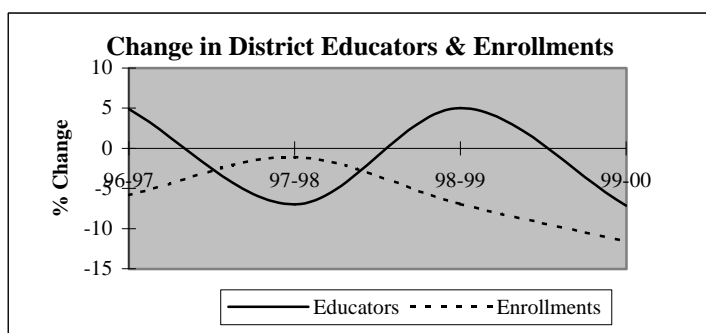
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	5	4	-	4.0%	22.2%	20.0%	14.3%	-
Attrition from Transfers	0	1	2	2	-	0.0%	3.7%	8.0%	7.1%	-
Attrition from Exits	1	5	3	2	-	4.0%	18.5%	12.0%	7.1%	-
<b>Teacher Attrition</b>	1	6	4	4	-	4.5%	25.0%	18.2%	16.7%	-
Attrition from Transfers	0	1	2	2	-	0.0%	4.2%	9.1%	8.3%	-
Attrition from Exits	1	5	2	2	-	4.5%	20.8%	9.1%	8.3%	-
<b>District Retention</b>										
Educator Retention	24	21	20	24	-	96.0%	77.8%	80.0%	85.7%	-
Teacher Retention	21	18	18	20	-	95.5%	75.0%	81.8%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	92.6%	84.0%	82.1%	82.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	8.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	7.4%	8.0%	17.9%	13.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ARKOMA



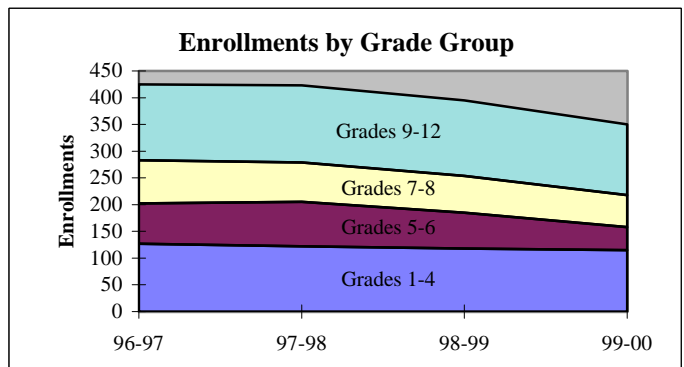
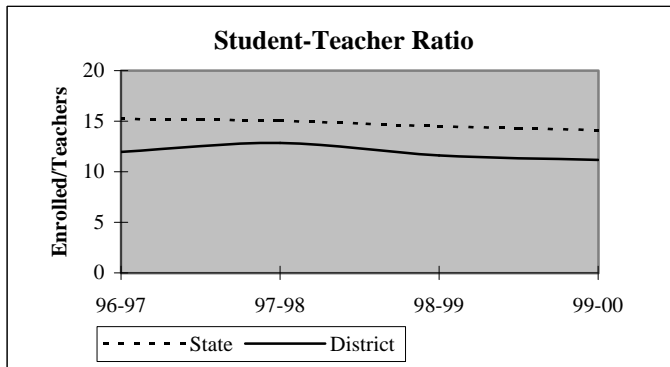
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.1	10.9	11.6	10.2	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.4	12.0	12.8	11.6	11.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	2	-3	2	-3	-	-	-	-	-
% Change in Educators	-6.8%	4.9%	-7.0%	5.0%	-7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	-29	-5	-32	-50	-	-	-	-	-
% Change in Enrollments	3.5%	-5.8%	-1.1%	-6.9%	-11.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	9.3%	2.5%	16.7%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.0%	7.5%	7.1%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.4%	2.3%	2.5%	4.8%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.3%	2.5%	2.4%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	43.2	44.7	45.5	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	12.7	14.9	14.9	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,298	26,546	29,124	26,780	28,452	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.1%	79.5%	77.8%	78.4%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	7.7%	8.3%	13.5%	8.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.7%	12.0%	11.9%	9.8%	11.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	14	10	11	12	31.7%	32.6%	25.0%	26.2%	30.8%
Attrition	3	4	4	3	0					
Attrition Rate	23.1%	28.6%	40.0%	27.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	19	19	19	18	46.3%	44.2%	47.5%	45.2%	46.2%
Attrition	0	0	3	2	0					
Attrition Rate	0.0%	0.0%	15.8%	10.5%	0.0%					
At Retirement Age	9	10	11	12	9	22.0%	23.3%	27.5%	28.6%	23.1%
Attrition	0	0	2	3	0					
Attrition Rate	0.0%	0.0%	18.2%	25.0%	0.0%					
At Retirement in 5 yrs.	10	11	11	12	10	24.4%	25.6%	27.5%	28.6%	25.6%



## District Report for: ARKOMA

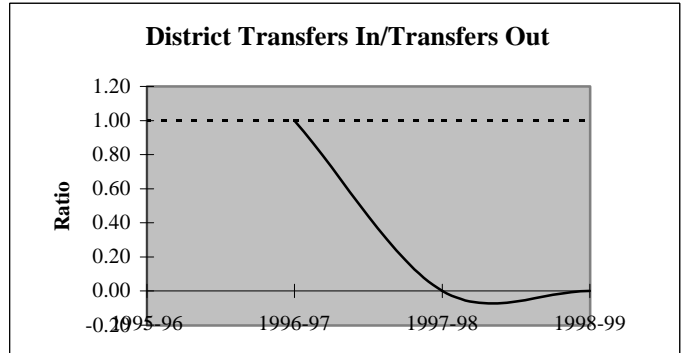
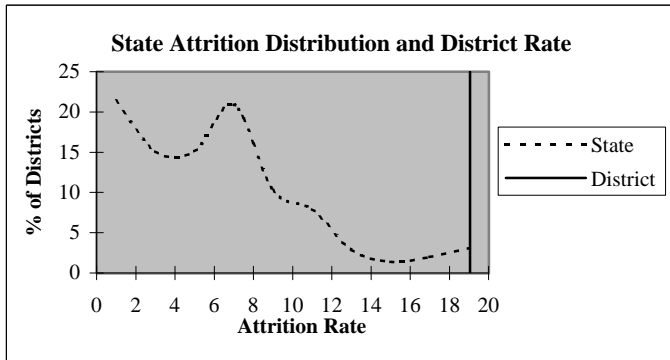
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	43	40	42	39	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.3%	7.0%	7.5%	7.1%	7.7%
Professional Staff	1	1	1	2	2	2.4%	2.3%	2.5%	4.8%	5.1%
<b>Total Teachers</b>	37	39	36	37	34	90.2%	90.7%	90.0%	88.1%	87.2%
Special Education	3	3	3	5	3	8.1%	7.7%	8.3%	13.5%	8.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	19	15	15	15	45.9%	48.7%	41.7%	40.5%	44.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	18	17	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	4	3	3	8.1%	5.1%	11.1%	8.1%	8.8%
Art & Music	2	2	2	1	1	5.4%	5.1%	5.6%	2.7%	2.9%
Social Studies	1	1	1	2	1	2.7%	2.6%	2.8%	5.4%	2.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	5.4%	5.1%	5.6%	5.4%	5.9%
<b>Science</b>	2	2	1	2	3	5.4%	5.1%	2.8%	5.4%	8.8%
Biology	1	1	0	0	1	2.7%	2.6%	0.0%	0.0%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	2	2.7%	2.6%	2.8%	5.4%	5.9%
Vocational Education	2	3	3	3	3	5.4%	7.7%	8.3%	8.1%	8.8%
Other	5	5	5	4	3	13.5%	12.8%	13.9%	10.8%	8.8%
<b>Total Enrollments</b>	496	467	462	430	380	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	43	34	34	27	30	8.7%	7.3%	7.4%	6.3%	7.9%
Grades 1-4	141	127	122	118	115	28.4%	27.2%	26.4%	27.4%	30.3%
Grades 5-6	76	75	83	67	43	15.3%	16.1%	18.0%	15.6%	11.3%
Grades 7-8	80	81	74	69	60	16.1%	17.3%	16.0%	16.0%	15.8%
Grades 9-12	149	142	144	141	132	30.0%	30.4%	31.2%	32.8%	34.7%
Ungraded	7	8	5	8	0	1.4%	1.7%	1.1%	1.9%	0.0%



## District Report for: ARKOMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	43	40	42	39	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	38	39	31	34	97.6%	88.4%	97.5%	73.8%	87.2%
<b>Newly Hired</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>11</b>	<b>5</b>	<b>2.4%</b>	<b>11.6%</b>	<b>2.5%</b>	<b>26.2%</b>	<b>12.8%</b>
Transfers In	0	1	0	0	1	0.0%	20.0%	0.0%	0.0%	20.0%
Reentrants	0	0	1	6	1	0.0%	0.0%	100.0%	54.5%	20.0%
First Time Educators	1	4	0	5	3	100.0%	80.0%	0.0%	45.5%	60.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>9</b>	<b>8</b>	<b>-</b>	<b>7.3%</b>	<b>9.3%</b>	<b>22.5%</b>	<b>19.0%</b>	<b>-</b>
Transfers Out	0	1	5	4	-	0.0%	25.0%	55.6%	50.0%	-
Leave Oklahoma Educ.	3	3	4	4	-	100.0%	75.0%	44.4%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	7.3%	9.3%	22.5%	19.0%	-
Transfers In/Out	nc	1.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	26	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	41

## District Report for: ARKOMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.3%	7.0%	7.5%	7.1%	7.7%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	2	2	2.4%	2.3%	2.5%	4.8%	5.1%
White - Females	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	39	36	37	34	90.2%	90.7%	90.0%	88.1%	87.2%
White - Females	30	31	28	29	26	81.1%	79.5%	77.8%	78.4%	76.5%
White - Males	7	8	8	8	8	18.9%	20.5%	22.2%	21.6%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	2	2.7%	0.0%	0.0%	0.0%	5.9%
25-29	4	7	6	5	4	10.8%	17.9%	16.7%	13.5%	11.8%
30-34	4	1	1	2	4	10.8%	2.6%	2.8%	5.4%	11.8%
35-39	5	5	3	4	2	13.5%	12.8%	8.3%	10.8%	5.9%
40-44	8	7	5	5	2	21.6%	17.9%	13.9%	13.5%	5.9%
45-49	6	9	11	6	7	16.2%	23.1%	30.6%	16.2%	20.6%
50-54	4	5	3	6	6	10.8%	12.8%	8.3%	16.2%	17.6%
55+	5	5	7	9	7	13.5%	12.8%	19.4%	24.3%	20.6%
<b>Average Age</b>	42.6	43.2	44.7	45.5	43.7					

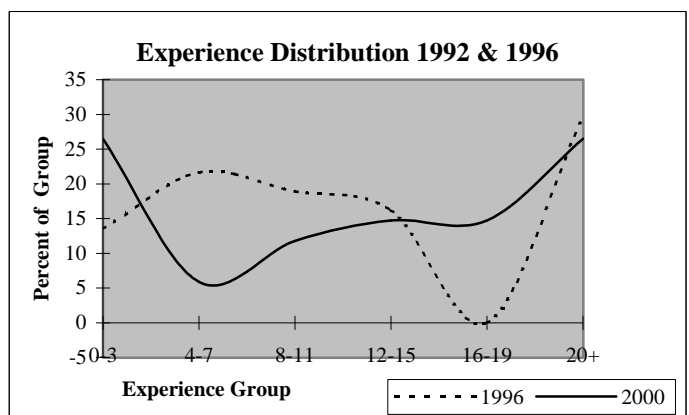
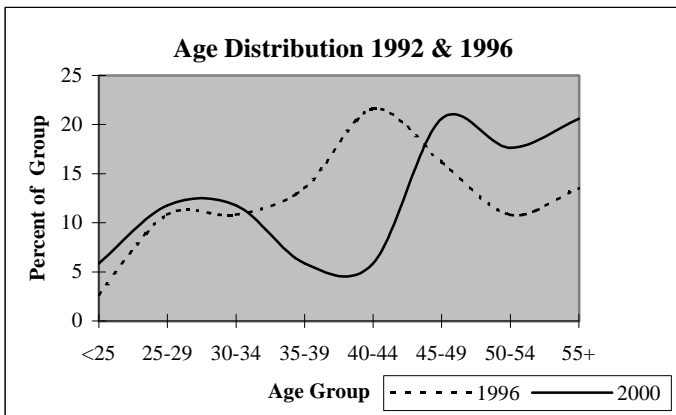
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	9	5	8	9	13.5%	23.1%	13.9%	21.6%	26.5%
4-7 Years	8	5	5	2	2	21.6%	12.8%	13.9%	5.4%	5.9%
8-11 Years	7	6	4	6	4	18.9%	15.4%	11.1%	16.2%	11.8%
12-15 Years	6	8	10	5	5	16.2%	20.5%	27.8%	13.5%	14.7%
16-19 Years	0	0	1	4	5	0.0%	0.0%	2.8%	10.8%	14.7%
20+ Years	11	11	11	12	9	29.7%	28.2%	30.6%	32.4%	26.5%
<b>Average Experience</b>	13.0	12.7	14.9	14.9	14.2					

# District Report for: ARKOMA

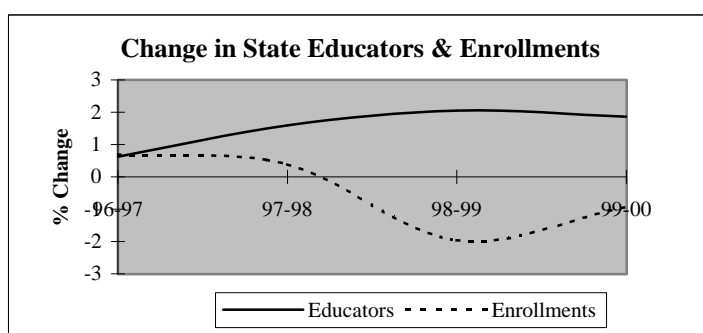
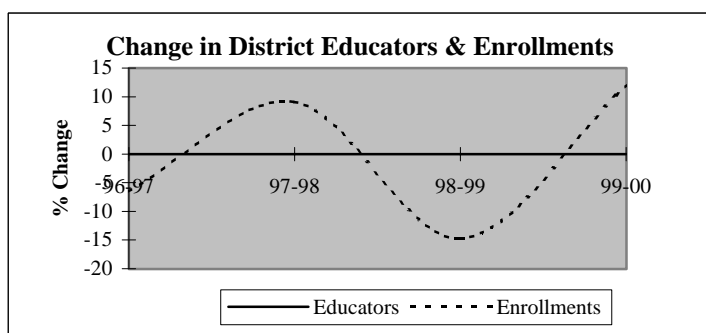
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	9	8	-	7.3%	9.3%	22.5%	19.0%	-
Attrition from Transfers	0	1	5	4	-	0.0%	2.3%	12.5%	9.5%	-
Attrition from Exits	3	3	4	4	-	7.3%	7.0%	10.0%	9.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>9</b>	<b>8</b>	<b>-</b>	<b>8.1%</b>	<b>10.3%</b>	<b>25.0%</b>	<b>21.6%</b>	<b>-</b>
Attrition from Transfers	0	1	5	4	-	0.0%	2.6%	13.9%	10.8%	-
Attrition from Exits	3	3	4	4	-	8.1%	7.7%	11.1%	10.8%	-
<b>District Retention</b>										
Educator Retention	38	39	31	34	-	92.7%	90.7%	77.5%	81.0%	-
Teacher Retention	34	35	27	29	-	91.9%	89.7%	75.0%	78.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.3%	13.3%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	14.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	16.7%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	0.0%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.4%	0.0%	5.0%	0.0%	10.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	90.7%	92.5%	73.8%	79.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	9.3%	2.5%	26.2%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WHITE ROCK

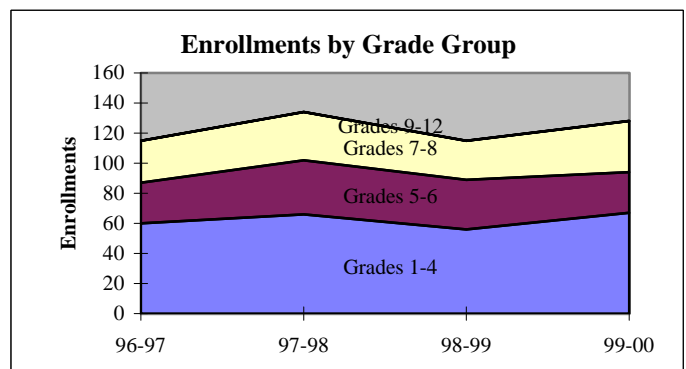
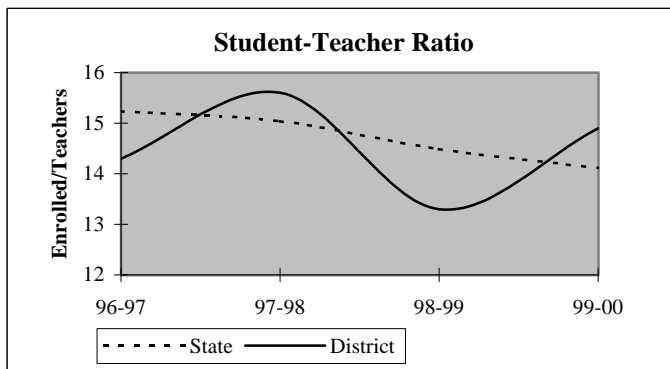


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.0	14.2	12.1	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	14.3	15.6	13.3	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	0	0	0	-	-	-	-	-
% Change in Educators	10.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	-10	13	-23	16	-	-	-	-	-
% Change in Enrollments	5.5%	-6.5%	9.1%	-14.7%	12.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	9.1%	9.1%	9.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	40.7	42.6	43.6	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.6	10.6	11.2	12.2	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,912	31,676	32,092	32,902	33,576	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.0%	90.0%	90.0%	90.0%	90.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	10.0%	10.0%	10.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.2%	14.0%	10.3%	8.2%	11.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	3	3	3	3	27.3%	27.3%	27.3%	27.3%	27.3%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	8	8	8	8	7	72.7%	72.7%	72.7%	72.7%	63.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	1	1	0.0%	0.0%	0.0%	9.1%	9.1%

## District Report for: WHITE ROCK

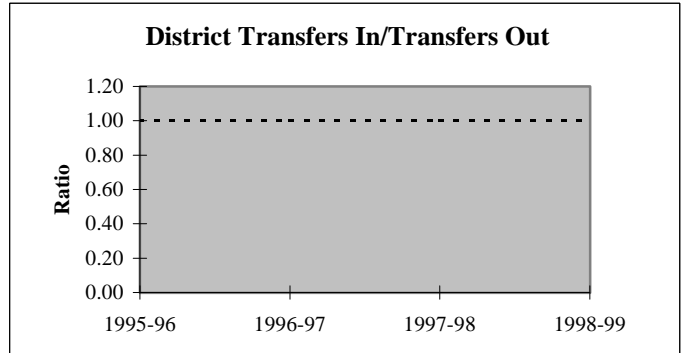
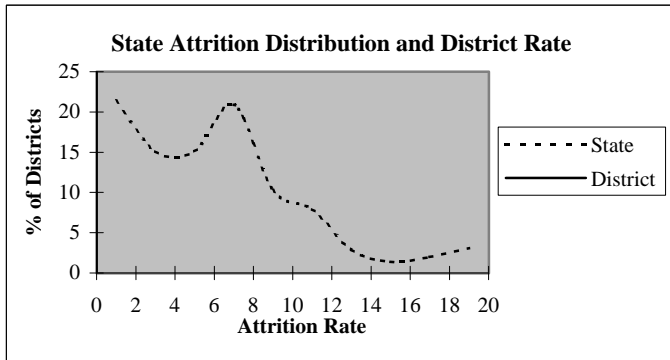
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	11	11	11	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	9.1%	9.1%	9.1%	9.1%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	10	10	10	10	10	90.9%	90.9%	90.9%	90.9%	90.9%
Special Education	1	1	1	1	1	10.0%	10.0%	10.0%	10.0%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	9	90.0%	90.0%	90.0%	90.0%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	153	143	156	133	149	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	28	22	18	21	20.3%	19.6%	14.1%	13.5%	14.1%
Grades 1-4	63	60	66	56	67	41.2%	42.0%	42.3%	42.1%	45.0%
Grades 5-6	34	27	36	33	27	22.2%	18.9%	23.1%	24.8%	18.1%
Grades 7-8	25	28	32	26	34	16.3%	19.6%	20.5%	19.5%	22.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WHITE ROCK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	11	11	11	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	11	10	11	11	90.9%	100.0%	90.9%	100.0%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>9.1%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	1	0	0	100.0%	0.0%	100.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	9.1%	0.0%	0.0%	-
Transfers In/Out	nc	0.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	11

## District Report for: WHITE ROCK

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	1	1	1	1	1	9.1%	9.1%	9.1%	9.1%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	10	10	10	10	10	90.9%	90.9%	90.9%	90.9%	90.9%
White - Females	9	9	9	9	9	90.0%	90.0%	90.0%	90.0%	90.0%
White - Males	1	1	1	1	1	10.0%	10.0%	10.0%	10.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	0	0	0	10.0%	10.0%	0.0%	0.0%	0.0%
30-34	2	2	2	2	1	20.0%	20.0%	20.0%	20.0%	10.0%
35-39	2	1	2	1	1	20.0%	10.0%	20.0%	10.0%	10.0%
40-44	1	2	1	2	3	10.0%	20.0%	10.0%	20.0%	30.0%
45-49	4	2	3	2	2	40.0%	20.0%	30.0%	20.0%	20.0%
50-54	0	2	2	3	3	0.0%	20.0%	20.0%	30.0%	30.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	39.7	40.7	42.6	43.6	44.6					

Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	3	3	3	2	1	30.0%	30.0%	30.0%	20.0%	10.0%
4-7 Years	0	0	0	1	2	0.0%	0.0%	0.0%	10.0%	20.0%
8-11 Years	1	1	0	0	0	10.0%	10.0%	0.0%	0.0%	0.0%
12-15 Years	5	4	5	3	1	50.0%	40.0%	50.0%	30.0%	10.0%
16-19 Years	1	2	1	3	5	10.0%	20.0%	10.0%	30.0%	50.0%
20+ Years	0	0	1	1	1	0.0%	0.0%	10.0%	10.0%	10.0%
<b>Average Experience</b>	9.6	10.6	11.2	12.2	13.2					

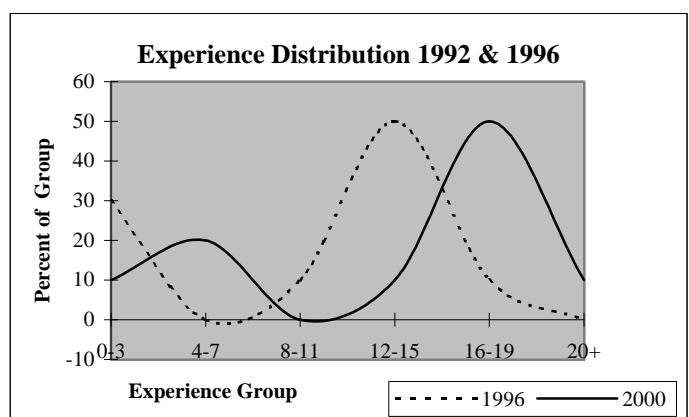
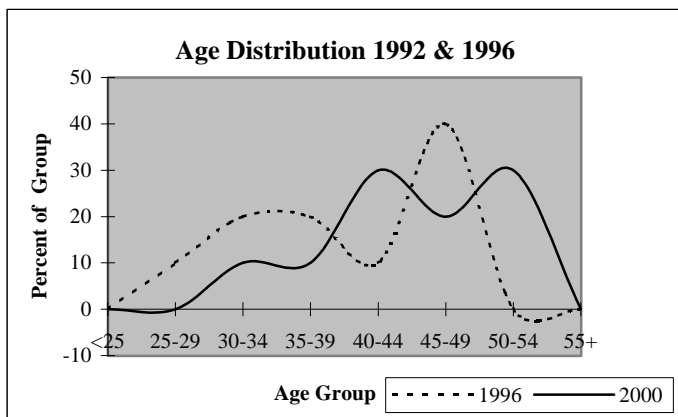


## District Report for: WHITE ROCK

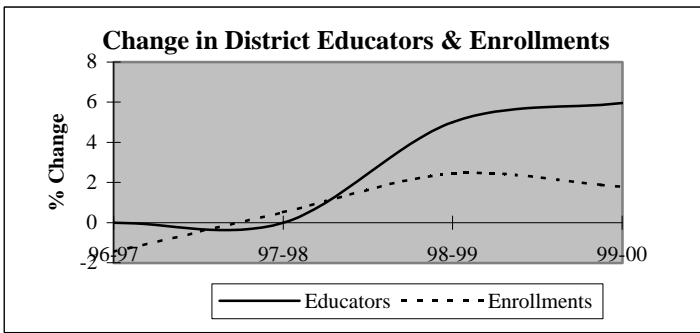
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	0	-	0.0%	9.1%	0.0%	0.0%	-
Attrition from Transfers	0	1	0	0	-	0.0%	9.1%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	1	0	0	-	0.0%	10.0%	0.0%	0.0%	-
Attrition from Transfers	0	1	0	0	-	0.0%	10.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	11	10	11	11	-	100.0%	90.9%	100.0%	100.0%	-
Teacher Retention	10	9	10	10	-	100.0%	90.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	100.0%	90.9%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	0.0%	9.1%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CHANDLER

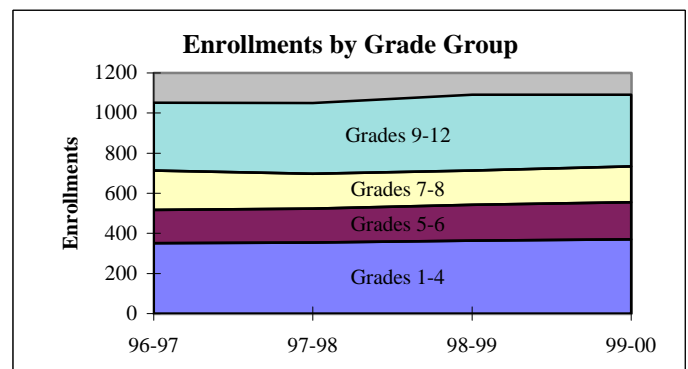
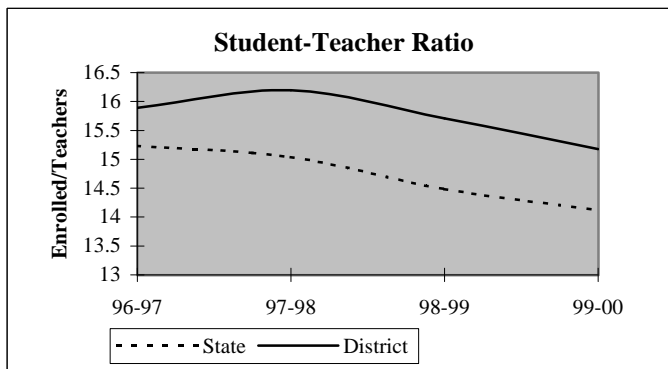


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.5	14.3	14.4	14.0	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	15.9	16.2	15.7	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	0	4	5	-	-	-	-	-
% Change in Educators	-2.4%	0.0%	0.0%	5.0%	6.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-13	-17	6	28	21	-	-	-	-	-
% Change in Enrollments	-1.1%	-1.5%	0.5%	2.4%	1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	3.8%	6.3%	2.4%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.5%	7.5%	7.5%	7.1%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.5%	2.5%	3.8%	3.6%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	5.0%	1.3%	2.4%	1.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.3%	1.3%	1.3%	1.2%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	41.3	42.0	41.9	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	11.4	11.6	11.0	10.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,178	29,420	29,113	29,794	29,287	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.8%	5.6%	1.4%	2.7%	1.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	75.0%	78.9%	77.3%	79.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.3%	8.5%	9.3%	10.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.1%	14.8%	13.7%	13.5%	15.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	27	25	23	27	30	33.8%	31.3%	28.8%	32.1%	33.7%
Attrition	4	5	0	7	0					
Attrition Rate	14.8%	20.0%	0.0%	25.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	48	50	50	49	53	60.0%	62.5%	62.5%	58.3%	59.6%
Attrition	4	6	3	4	0					
Attrition Rate	8.3%	12.0%	6.0%	8.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	7	8	6	6.3%	6.3%	8.8%	9.5%	6.7%
Attrition Rate	2	0	1	2	0					
Attrition Rate	40.0%	0.0%	14.3%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	9	9	8	11	8.8%	11.3%	11.3%	9.5%	12.4%

## District Report for: CHANDLER

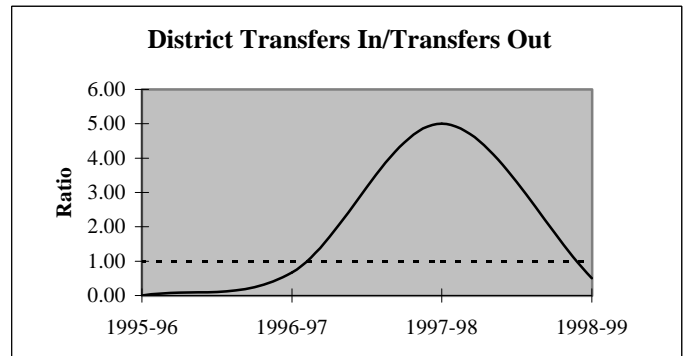
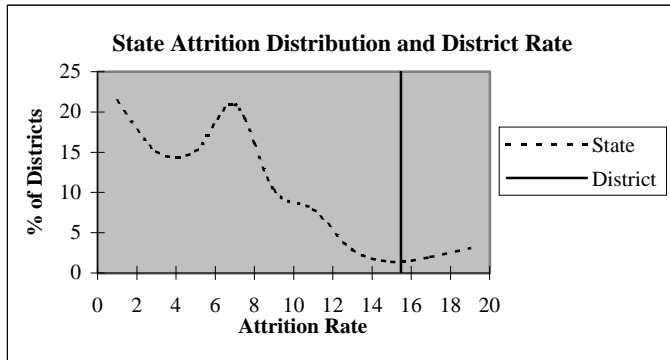
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	80	80	80	84	89	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	7.5%	7.5%	7.5%	7.1%	6.7%
Professional Staff	2	2	3	3	4	2.5%	2.5%	3.8%	3.6%	4.5%
<b>Total Teachers</b>	72	72	71	75	79	90.0%	90.0%	88.8%	89.3%	88.8%
Special Education	6	6	6	7	8	8.3%	8.3%	8.5%	9.3%	10.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	32	32	33	33	37	44.4%	44.4%	46.5%	44.0%	46.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	34	34	32	35	34	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	8	8	7	7	5	11.1%	11.1%	9.9%	9.3%	6.3%
Art & Music	3	3	3	3	3	4.2%	4.2%	4.2%	4.0%	3.8%
Social Studies	5	4	5	4	6	6.9%	5.6%	7.0%	5.3%	7.6%
Foreign Language	1	1	1	1	1	1.4%	1.4%	1.4%	1.3%	1.3%
Math	4	4	5	5	5	5.6%	5.6%	7.0%	6.7%	6.3%
<b>Science</b>	4	6	5	5	5	5.6%	8.3%	7.0%	6.7%	6.3%
Biology	0	1	1	1	2	0.0%	1.4%	1.4%	1.3%	2.5%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.4%	1.3%	1.3%
Physics	0	1	0	0	0	0.0%	1.4%	0.0%	0.0%	0.0%
Other Science	4	4	3	3	2	5.6%	5.6%	4.2%	4.0%	2.5%
Vocational Education	4	4	4	4	4	5.6%	5.6%	5.6%	5.3%	5.1%
Other	5	4	2	6	5	6.9%	5.6%	2.8%	8.0%	6.3%
<b>Total Enrollments</b>	1,161	1,144	1,150	1,178	1,199	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	90	80	93	79	105	7.8%	7.0%	8.1%	6.7%	8.8%
Grades 1-4	354	351	354	364	370	30.5%	30.7%	30.8%	30.9%	30.9%
Grades 5-6	162	166	169	178	186	14.0%	14.5%	14.7%	15.1%	15.5%
Grades 7-8	215	196	175	171	178	18.5%	17.1%	15.2%	14.5%	14.8%
Grades 9-12	322	339	352	379	358	27.7%	29.6%	30.6%	32.2%	29.9%
Ungraded	18	12	7	7	2	1.6%	1.0%	0.6%	0.6%	0.2%



## District Report for: CHANDLER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	80	80	80	84	89	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	70	69	76	71	96.3%	87.5%	86.3%	90.5%	79.8%
<b>Newly Hired</b>	<b>3</b>	<b>10</b>	<b>11</b>	<b>8</b>	<b>18</b>	<b>3.8%</b>	<b>12.5%</b>	<b>13.8%</b>	<b>9.5%</b>	<b>20.2%</b>
Transfers In	0	4	5	3	7	0.0%	40.0%	45.5%	37.5%	38.9%
Reentrants	1	3	2	1	6	33.3%	30.0%	18.2%	12.5%	33.3%
First Time Educators	2	3	4	4	5	66.7%	30.0%	36.4%	50.0%	27.8%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>11</b>	<b>4</b>	<b>13</b>	<b>-</b>	<b>12.5%</b>	<b>13.8%</b>	<b>5.0%</b>	<b>15.5%</b>	<b>-</b>
Transfers Out	3	6	1	6	-	30.0%	54.5%	25.0%	46.2%	-
Leave Oklahoma Educ.	7	5	3	7	-	70.0%	45.5%	75.0%	53.8%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	13.8%	5.0%	15.5%	-
Transfers In/Out	0.00	0.67	5.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	16	Southern Nazarene Univ., Bethany	1
UCO, Edmond	25	OBU, Shawnee	-
ECU, Ada	12	OCU, Oklahoma City	1
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	2
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	2
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>80</b>

## District Report for: CHANDLER

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	6	6	6	6	6	7.5%	7.5%	7.5%	7.1%	6.7%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	3	4	2.5%	2.5%	3.8%	3.6%	4.5%
White - Females	2	2	3	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	72	72	71	75	79	90.0%	90.0%	88.8%	89.3%	88.8%
White - Females	53	53	56	57	63	73.6%	73.6%	78.9%	76.0%	79.7%
White - Males	17	15	14	16	15	23.6%	20.8%	19.7%	21.3%	19.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	1	0	1.4%	1.4%	0.0%	1.3%	0.0%
Other - Males	1	3	1	1	1	1.4%	4.2%	1.4%	1.3%	1.3%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	1	2	1	0	1	1.4%	2.8%	1.4%	0.0%	1.3%
25-29	5	5	7	8	7	6.9%	6.9%	9.9%	10.8%	9.2%
30-34	10	9	8	10	8	13.9%	12.5%	11.3%	13.5%	10.5%
35-39	14	11	9	11	15	19.4%	15.3%	12.7%	14.9%	19.7%
40-44	22	19	18	15	15	30.6%	26.4%	25.4%	20.3%	19.7%
45-49	8	14	15	16	17	11.1%	19.4%	21.1%	21.6%	22.4%
50-54	6	5	5	6	8	8.3%	6.9%	7.0%	8.1%	10.5%
55+	6	7	8	8	5	8.3%	9.7%	11.3%	10.8%	6.6%
Average Age	41.3	41.3	42.0	41.9	41.9					

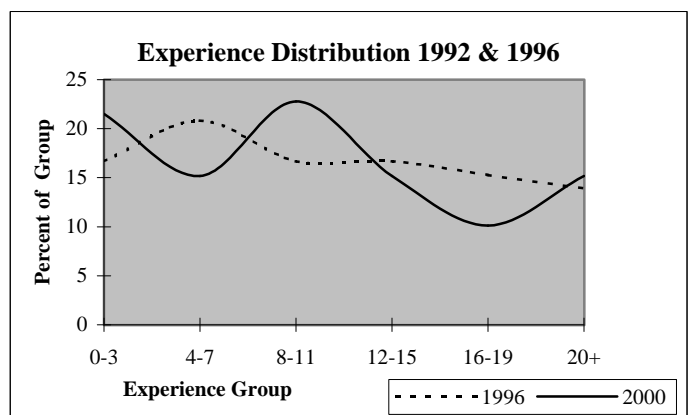
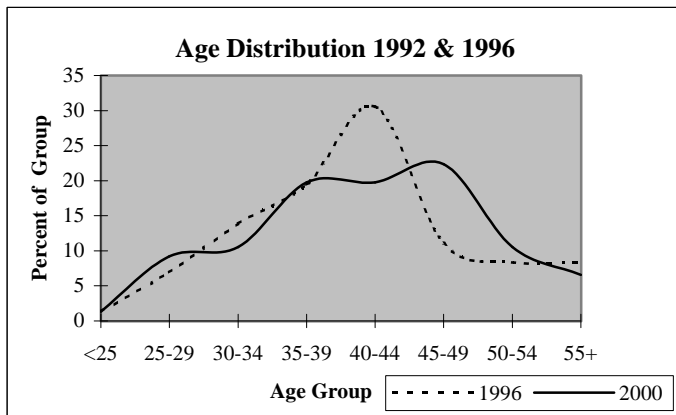
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	12	11	12	16	17	16.7%	15.3%	16.9%	21.3%	21.5%
4-7 Years	15	14	11	11	12	20.8%	19.4%	15.5%	14.7%	15.2%
8-11 Years	12	18	17	17	18	16.7%	25.0%	23.9%	22.7%	22.8%
12-15 Years	12	7	8	10	12	16.7%	9.7%	11.3%	13.3%	15.2%
16-19 Years	11	12	12	9	8	15.3%	16.7%	16.9%	12.0%	10.1%
20+ Years	10	10	11	12	12	13.9%	13.9%	15.5%	16.0%	15.2%
Average Experience	11.4	11.4	11.6	11.0	10.9					

## District Report for: CHANDLER

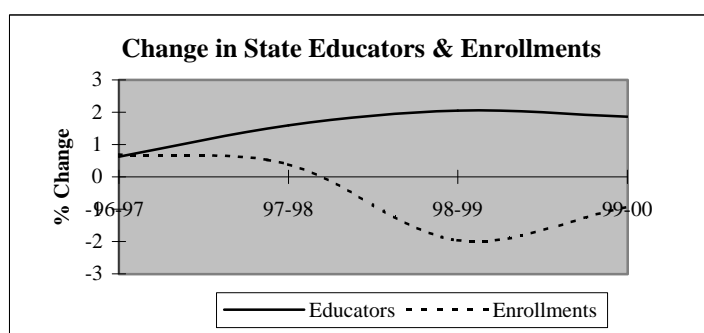
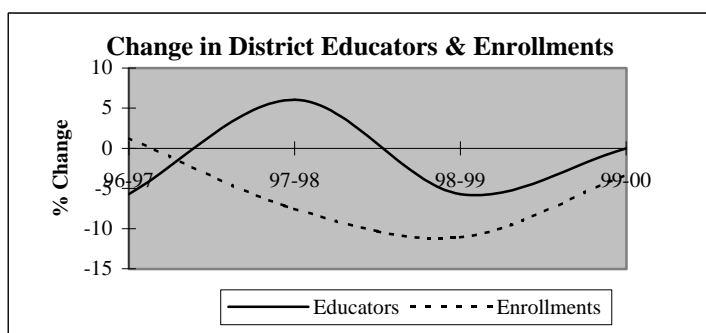
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	11	4	13	-	12.5%	13.8%	5.0%	15.5%	-
Attrition from Transfers	3	6	1	6	-	3.8%	7.5%	1.3%	7.1%	-
Attrition from Exits	7	5	3	7	-	8.8%	6.3%	3.8%	8.3%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>10</b>	<b>4</b>	<b>12</b>	<b>-</b>	<b>12.5%</b>	<b>13.9%</b>	<b>5.6%</b>	<b>16.0%</b>	<b>-</b>
Attrition from Transfers	3	5	1	5	-	4.2%	6.9%	1.4%	6.7%	-
Attrition from Exits	6	5	3	7	-	8.3%	6.9%	4.2%	9.3%	-
<b>District Retention</b>										
Educator Retention	70	69	76	71	-	87.5%	86.3%	95.0%	84.5%	-
Teacher Retention	63	62	67	63	-	87.5%	86.1%	94.4%	84.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.2%	15.8%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	73.3%	6.7%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	18.8%	93.8%	85.2%	5.9%	91.1%
3 Years of Experience	84.6%	0.0%	84.6%	86.1%	5.6%	91.7%
4 Years of Experience	90.9%	0.0%	90.9%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	0.0%	88.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	2.5%	0.0%	1.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	90.0%	92.5%	92.9%	87.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.8%	7.5%	7.5%	6.0%	12.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DAVENPORT

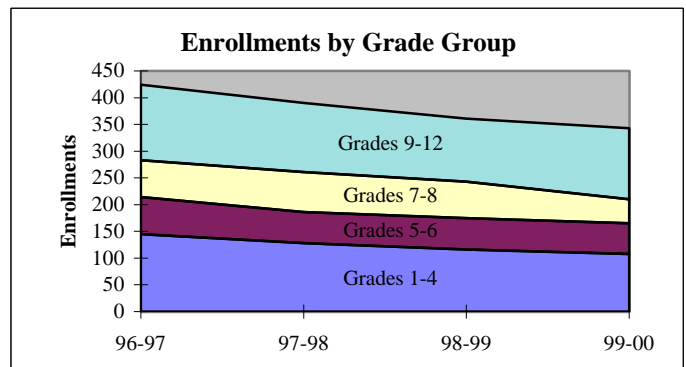
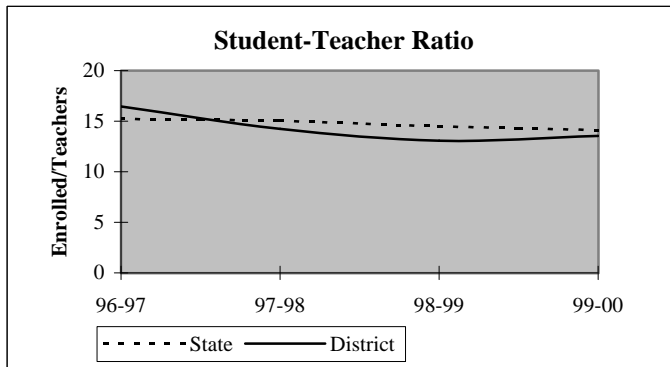


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	14.5	12.6	11.9	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	16.4	14.2	13.1	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-2	2	-2	0	-	-	-	-	-
% Change in Educators	9.4%	-5.7%	6.1%	-5.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	6	-36	-49	-13	-	-	-	-	-
% Change in Enrollments	-0.8%	1.3%	-7.5%	-11.1%	-3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	17.1%	18.2%	17.1%	24.2%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.6%	9.1%	8.6%	6.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	3.0%	2.9%	3.0%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	3.0%	2.9%	0.0%	3.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.2	39.6	39.3	40.2	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	11.6	11.4	12.9	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	28,579	28,983	28,400	30,375	29,494	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.2%	72.4%	74.2%	73.3%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.2%	3.4%	3.2%	3.3%	3.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.4%	21.2%	20.4%	20.6%	20.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	12	14	10	8	48.6%	36.4%	40.0%	30.3%	24.2%
Attrition	5	2	3	4	0					
Attrition Rate	29.4%	16.7%	21.4%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	20	20	22	23	51.4%	60.6%	57.1%	66.7%	69.7%
Attrition	0	2	2	2	0					
Attrition Rate	0.0%	10.0%	10.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	1	1	2	0.0%	3.0%	2.9%	3.0%	6.1%
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	1	2	2	4	2.9%	3.0%	5.7%	6.1%	12.1%

## District Report for: DAVENPORT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	33	35	33	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	3	8.6%	9.1%	8.6%	6.1%	9.1%
Professional Staff	1	1	1	1	2	2.9%	3.0%	2.9%	3.0%	6.1%
<b>Total Teachers</b>	31	29	31	30	28	88.6%	87.9%	88.6%	90.9%	84.8%
Special Education	1	1	1	1	1	3.2%	3.4%	3.2%	3.3%	3.6%
Pre-K & Kindergarten	1	1	1	1	1	3.2%	3.4%	3.2%	3.3%	3.6%
Elementary	15	15	15	16	16	48.4%	51.7%	48.4%	53.3%	57.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	12	14	12	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	6.5%	6.9%	6.5%	6.7%	7.1%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	3.3%	3.6%
Social Studies	4	4	3	2	2	12.9%	13.8%	9.7%	6.7%	7.1%
Foreign Language	1	0	1	0	0	3.2%	0.0%	3.2%	0.0%	0.0%
Math	2	2	2	2	2	6.5%	6.9%	6.5%	6.7%	7.1%
<b>Science</b>	3	2	2	2	1	9.7%	6.9%	6.5%	6.7%	3.6%
Biology	1	0	0	0	1	3.2%	0.0%	0.0%	0.0%	3.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	0	6.5%	6.9%	6.5%	6.7%	0.0%
Vocational Education	1	2	3	3	1	3.2%	6.9%	9.7%	10.0%	3.6%
Other	1	0	1	0	1	3.2%	0.0%	3.2%	0.0%	3.6%
<b>Total Enrollments</b>	471	477	441	392	379	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	55	53	49	31	36	11.7%	11.1%	11.1%	7.9%	9.5%
Grades 1-4	128	145	128	116	108	27.2%	30.4%	29.0%	29.6%	28.5%
Grades 5-6	82	69	58	59	57	17.4%	14.5%	13.2%	15.1%	15.0%
Grades 7-8	64	69	75	68	45	13.6%	14.5%	17.0%	17.3%	11.9%
Grades 9-12	142	141	129	118	133	30.1%	29.6%	29.3%	30.1%	35.1%
Ungraded	0	0	2	0	0	0.0%	0.0%	0.5%	0.0%	0.0%

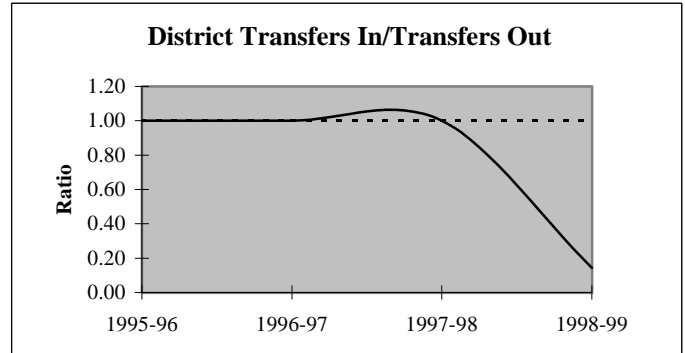
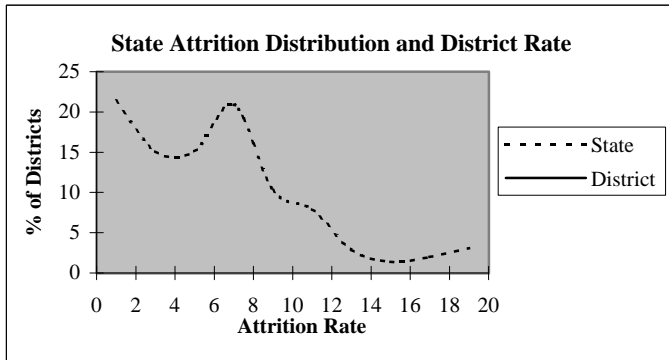




## District Report for: DAVENPORT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	33	35	33	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	30	29	30	26	85.7%	90.9%	82.9%	90.9%	78.8%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>14.3%</b>	<b>9.1%</b>	<b>17.1%</b>	<b>9.1%</b>	<b>21.2%</b>
Transfers In	2	3	3	1	5	40.0%	100.0%	50.0%	33.3%	71.4%
Reentrants	1	0	0	2	0	20.0%	0.0%	0.0%	66.7%	0.0%
First Time Educators	2	0	3	0	2	40.0%	0.0%	50.0%	0.0%	28.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>7</b>	<b>-</b>	<b>14.3%</b>	<b>12.1%</b>	<b>14.3%</b>	<b>21.2%</b>	<b>-</b>
Transfers Out	2	3	3	7	-	40.0%	75.0%	60.0%	100.0%	-
Leave Oklahoma Educ.	3	1	2	0	-	60.0%	25.0%	40.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	12.1%	14.3%	21.2%	-
Transfers In/Out	1.00	1.00	1.00	0.14	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	10	OBU, Shawnee	2
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	34

## District Report for: DAVENPORT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	3	8.6%	9.1%	8.6%	6.1%	9.1%
White - Females	1	1	1	0	1	33.3%	33.3%	33.3%	0.0%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	2.9%	3.0%	2.9%	3.0%	6.1%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	29	31	30	28	88.6%	87.9%	88.6%	90.9%	84.8%
White - Females	23	21	23	22	21	74.2%	72.4%	74.2%	73.3%	75.0%
White - Males	8	8	8	8	7	25.8%	27.6%	25.8%	26.7%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	0	0	3.2%	0.0%	6.5%	0.0%	0.0%
25-29	7	3	3	3	2	22.6%	10.3%	9.7%	10.0%	7.1%
30-34	4	5	5	6	6	12.9%	17.2%	16.1%	20.0%	21.4%
35-39	7	7	5	4	4	22.6%	24.1%	16.1%	13.3%	14.3%
40-44	7	5	7	8	6	22.6%	17.2%	22.6%	26.7%	21.4%
45-49	2	6	5	4	5	6.5%	20.7%	16.1%	13.3%	17.9%
50-54	1	1	2	5	4	3.2%	3.4%	6.5%	16.7%	14.3%
55+	2	2	2	0	1	6.5%	6.9%	6.5%	0.0%	3.6%
<b>Average Age</b>	37.2	39.6	39.3	40.2	41.3					

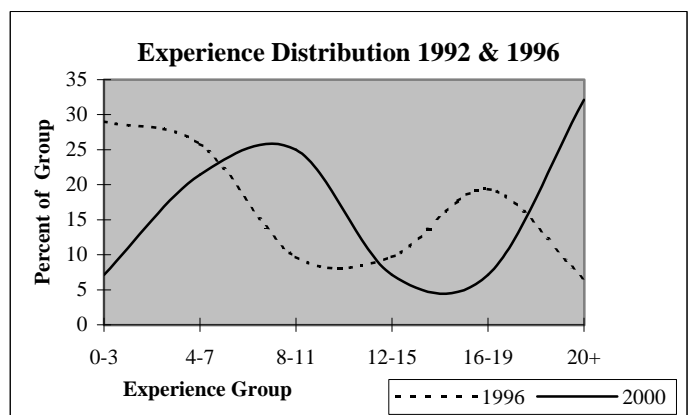
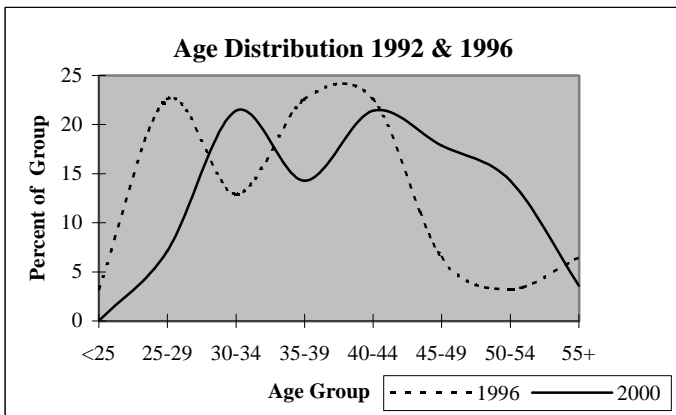
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	5	7	4	2	29.0%	17.2%	22.6%	13.3%	7.1%
4-7 Years	8	7	7	6	6	25.8%	24.1%	22.6%	20.0%	21.4%
8-11 Years	3	3	3	4	7	9.7%	10.3%	9.7%	13.3%	25.0%
12-15 Years	3	4	2	3	2	9.7%	13.8%	6.5%	10.0%	7.1%
16-19 Years	6	6	5	5	2	19.4%	20.7%	16.1%	16.7%	7.1%
20+ Years	2	4	7	8	9	6.5%	13.8%	22.6%	26.7%	32.1%
<b>Average Experience</b>	8.7	11.6	11.4	12.9	13.1					

# District Report for: DAVENPORT

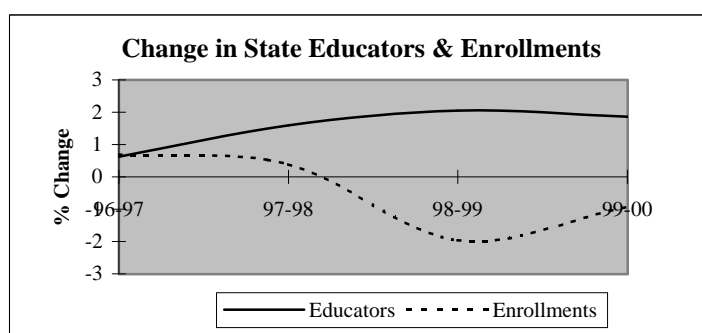
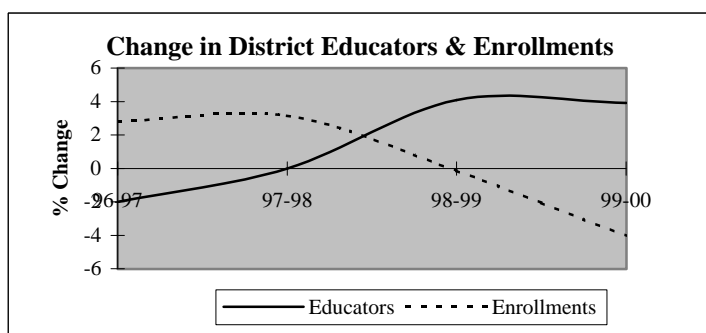
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	4	5	7	-	14.3%	12.1%	14.3%	21.2%	-
Attrition from Transfers	2	3	3	7	-	5.7%	9.1%	8.6%	21.2%	-
Attrition from Exits	3	1	2	0	-	8.6%	3.0%	5.7%	0.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>16.1%</b>	<b>10.3%</b>	<b>16.1%</b>	<b>16.7%</b>	<b>-</b>
Attrition from Transfers	2	2	3	5	-	6.5%	6.9%	9.7%	16.7%	-
Attrition from Exits	3	1	2	0	-	9.7%	3.4%	6.5%	0.0%	-
<b>District Retention</b>										
Educator Retention	30	29	30	26	-	85.7%	87.9%	85.7%	78.8%	-
Teacher Retention	26	26	26	25	-	83.9%	89.7%	83.9%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	0.0%	71.4%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	22.2%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	64.3%	35.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.9%	0.0%	2.9%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.6%	100.0%	88.6%	93.9%	93.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.6%	0.0%	8.6%	6.1%	6.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WELLSTON

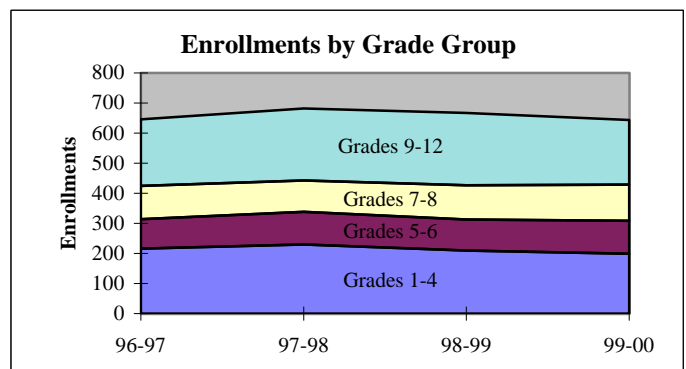
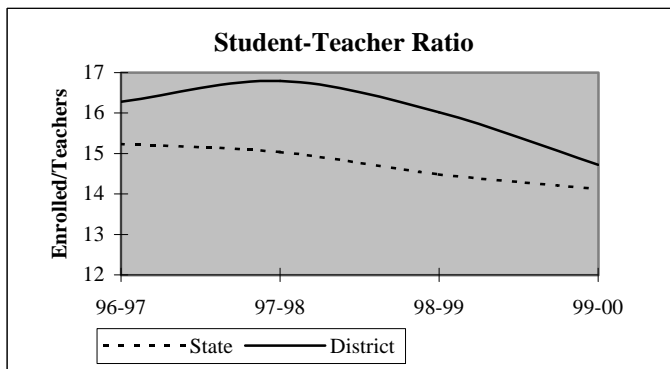


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	14.3	14.7	14.1	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.5	16.3	16.8	16.0	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-1	0	2	2	-	-	-	-	-
% Change in Educators	6.4%	-2.0%	0.0%	4.1%	3.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-23	19	22	-1	-29	-	-	-	-	-
% Change in Enrollments	-3.3%	2.8%	3.1%	-0.1%	-4.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.0%	6.1%	6.1%	9.8%	9.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	8.2%	8.2%	7.8%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.0%	4.1%	4.1%	3.9%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.0%	4.1%	4.1%	2.0%	1.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.0%	2.0%	2.0%	2.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.2	36.1	36.9	37.9	38.4	42.0	42.3	42.5	42.7	43.0
Average Experience	8.5	9.1	9.8	9.3	9.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,173	29,005	29,449	29,188	28,561	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.3%	4.7%	4.7%	2.2%	2.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	79.1%	76.7%	71.1%	72.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	7.0%	7.0%	8.9%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.1%	10.3%	12.3%	9.8%	10.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	23	23	25	24	50.0%	46.9%	46.9%	49.0%	45.3%
Attrition	5	0	6	6	0					
Attrition Rate	20.0%	0.0%	26.1%	24.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	23	23	24	26	44.0%	46.9%	46.9%	47.1%	49.1%
Attrition	0	3	1	4	0					
Attrition Rate	0.0%	13.0%	4.3%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	2	3	6.0%	6.1%	6.1%	3.9%	5.7%
Attrition	1	0	1	0	0					
Attrition Rate	33.3%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	3	3	3	3	8.0%	6.1%	6.1%	5.9%	5.7%

## District Report for: WELLSTON

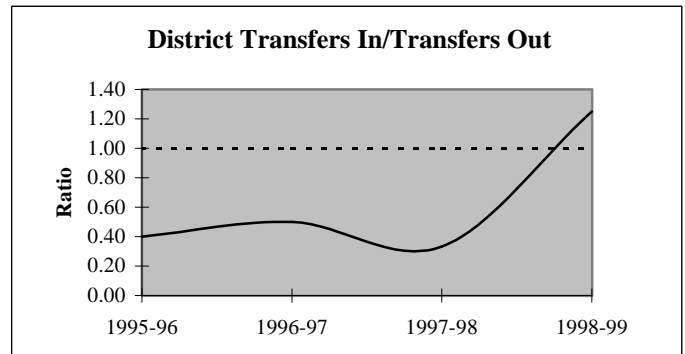
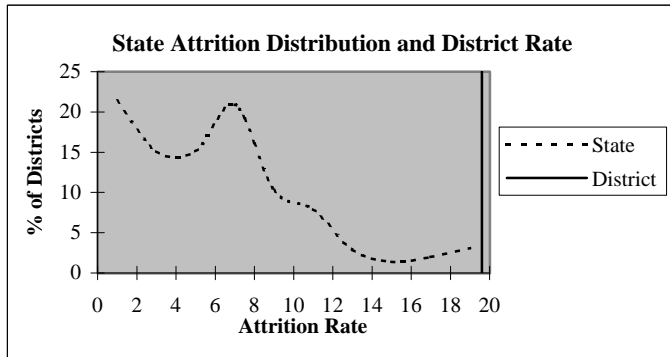
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	50	49	49	51	53	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	8.0%	8.2%	8.2%	7.8%	7.5%
Professional Staff	2	2	2	2	2	4.0%	4.1%	4.1%	3.9%	3.8%
<b>Total Teachers</b>	44	43	43	45	47	88.0%	87.8%	87.8%	88.2%	88.7%
Special Education	4	3	3	4	4	9.1%	7.0%	7.0%	8.9%	8.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	16	16	16	36.4%	37.2%	37.2%	35.6%	34.0%
<b>Middle School</b>	9	9	9	9	9	20.5%	20.9%	20.9%	20.0%	19.1%
Language Arts	3	3	3	3	3	6.8%	7.0%	7.0%	6.7%	6.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	2.3%	4.7%	4.7%	4.4%	4.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	4.5%	4.7%	4.7%	4.4%	4.3%
Science	1	2	2	2	2	2.3%	4.7%	4.7%	4.4%	4.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	0	0	0	0	4.5%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	15	15	16	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	4.5%	4.7%	4.7%	4.4%	4.3%
Art & Music	1	1	1	1	2	2.3%	2.3%	2.3%	2.2%	4.3%
Social Studies	1	1	1	1	2	2.3%	2.3%	2.3%	2.2%	4.3%
Foreign Language	1	1	1	1	1	2.3%	2.3%	2.3%	2.2%	2.1%
Math	2	2	2	2	2	4.5%	4.7%	4.7%	4.4%	4.3%
<b>Science</b>	2	2	2	2	2	4.5%	4.7%	4.7%	4.4%	4.3%
Biology	1	0	0	0	1	2.3%	0.0%	0.0%	0.0%	2.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	1	2.3%	4.7%	4.7%	4.4%	2.1%
Vocational Education	4	4	4	5	4	9.1%	9.3%	9.3%	11.1%	8.5%
Other	2	2	2	2	3	4.5%	4.7%	4.7%	4.4%	6.4%
<b>Total Enrollments</b>	681	700	722	721	692	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	38	54	40	52	48	5.6%	7.7%	5.5%	7.2%	6.9%
Grades 1-4	223	216	230	210	199	32.7%	30.9%	31.9%	29.1%	28.8%
Grades 5-6	92	98	108	103	109	13.5%	14.0%	15.0%	14.3%	15.8%
Grades 7-8	121	111	105	114	121	17.8%	15.9%	14.5%	15.8%	17.5%
Grades 9-12	205	221	239	240	215	30.1%	31.6%	33.1%	33.3%	31.1%
Ungraded	2	0	0	2	0	0.3%	0.0%	0.0%	0.3%	0.0%



## District Report for: WELLSTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	50	49	49	51	53	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	42	44	46	41	41	84.0%	89.8%	93.9%	80.4%	77.4%
<b>Newly Hired</b>	<b>8</b>	<b>5</b>	<b>3</b>	<b>10</b>	<b>12</b>	<b>16.0%</b>	<b>10.2%</b>	<b>6.1%</b>	<b>19.6%</b>	<b>22.6%</b>
Transfers In	2	1	1	5	7	25.0%	20.0%	33.3%	50.0%	58.3%
Reentrants	0	2	1	1	2	0.0%	40.0%	33.3%	10.0%	16.7%
First Time Educators	6	2	1	4	3	75.0%	40.0%	33.3%	40.0%	25.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>10</b>	<b>-</b>	<b>12.0%</b>	<b>6.1%</b>	<b>16.3%</b>	<b>19.6%</b>	<b>-</b>
Transfers Out	5	2	3	4	-	83.3%	66.7%	37.5%	40.0%	-
Leave Oklahoma Educ.	1	1	5	6	-	16.7%	33.3%	62.5%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	12.0%	6.1%	16.3%	19.6%	-
Transfers In/Out	0.40	0.50	0.33	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	1
UCO, Edmond	17	OBU, Shawnee	2
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>50</b>

## District Report for: WELLSTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	8.0%	8.2%	8.2%	7.8%	7.5%
White - Females	1	1	1	1	0	25.0%	25.0%	25.0%	25.0%	0.0%
White - Males	3	3	3	3	4	75.0%	75.0%	75.0%	75.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.0%	4.1%	4.1%	3.9%	3.8%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	44	43	43	45	47	88.0%	87.8%	87.8%	88.2%	88.7%
White - Females	33	33	32	32	34	75.0%	76.7%	74.4%	71.1%	72.3%
White - Males	10	8	9	12	12	22.7%	18.6%	20.9%	26.7%	25.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	0	0	0.0%	2.3%	2.3%	0.0%	0.0%
Other - Males	1	1	1	1	1	2.3%	2.3%	2.3%	2.2%	2.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	0	0	0	4.5%	4.7%	0.0%	0.0%	0.0%
25-29	12	12	12	7	5	27.3%	27.9%	27.9%	15.9%	11.1%
30-34	10	8	9	11	14	22.7%	18.6%	20.9%	25.0%	31.1%
35-39	5	7	8	10	10	11.4%	16.3%	18.6%	22.7%	22.2%
40-44	4	4	4	5	4	9.1%	9.3%	9.3%	11.4%	8.9%
45-49	6	6	5	6	6	13.6%	14.0%	11.6%	13.6%	13.3%
50-54	2	2	3	3	4	4.5%	4.7%	7.0%	6.8%	8.9%
55+	3	2	2	2	2	6.8%	4.7%	4.7%	4.5%	4.4%
<b>Average Age</b>	36.2	36.1	36.9	37.9	38.4					

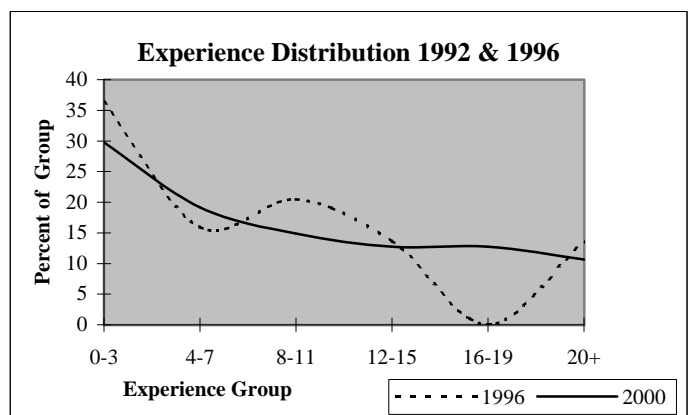
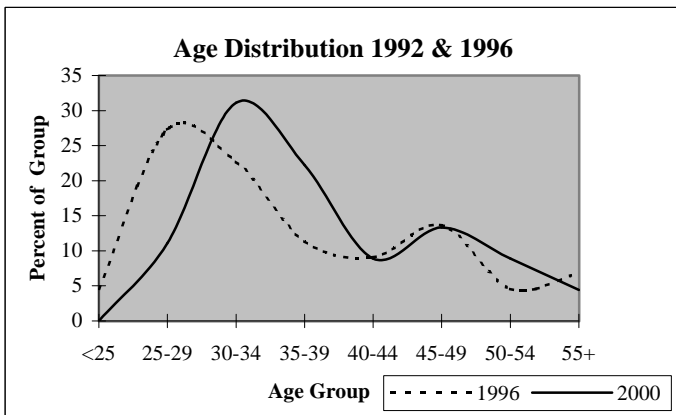
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	16	14	10	12	14	36.4%	32.6%	23.3%	26.7%	29.8%
4-7 Years	7	7	11	11	9	15.9%	16.3%	25.6%	24.4%	19.1%
8-11 Years	9	9	7	5	7	20.5%	20.9%	16.3%	11.1%	14.9%
12-15 Years	6	8	6	8	6	13.6%	18.6%	14.0%	17.8%	12.8%
16-19 Years	0	0	4	5	6	0.0%	0.0%	9.3%	11.1%	12.8%
20+ Years	6	5	5	4	5	13.6%	11.6%	11.6%	8.9%	10.6%
<b>Average Experience</b>	8.5	9.1	9.8	9.3	9.5					

## District Report for: WELLSTON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	3	8	10	-	12.0%	6.1%	16.3%	19.6%	-
Attrition from Transfers	5	2	3	4	-	10.0%	4.1%	6.1%	7.8%	-
Attrition from Exits	1	1	5	6	-	2.0%	2.0%	10.2%	11.8%	-
<b>Teacher Attrition</b>	6	1	8	8	-	13.6%	2.3%	18.6%	17.8%	-
Attrition from Transfers	5	1	3	2	-	11.4%	2.3%	7.0%	4.4%	-
Attrition from Exits	1	0	5	6	-	2.3%	0.0%	11.6%	13.3%	-
<b>District Retention</b>										
Educator Retention	44	46	41	41	-	88.0%	93.9%	83.7%	80.4%	-
Teacher Retention	38	42	35	37	-	86.4%	97.7%	81.4%	82.2%	-

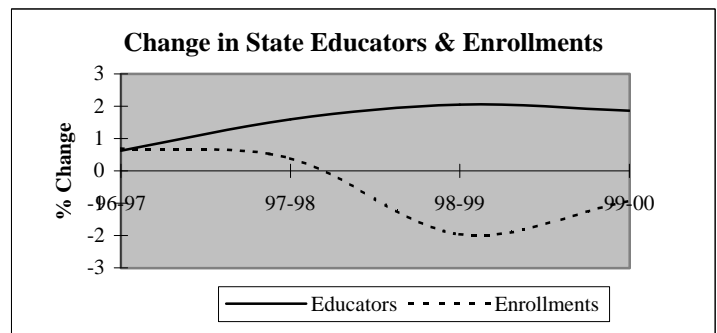
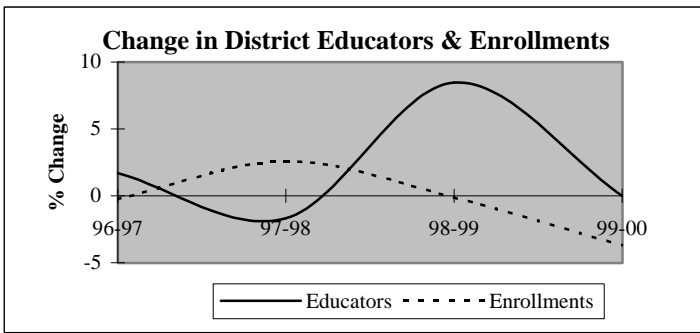
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	0.0%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	76.5%	11.8%	88.2%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	22.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	92.3%	0.0%	92.3%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.0%	4.1%	2.0%	3.9%	5.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.0%	87.8%	93.9%	86.3%	84.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	2.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.0%	8.2%	4.1%	9.8%	9.4%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: STROUD

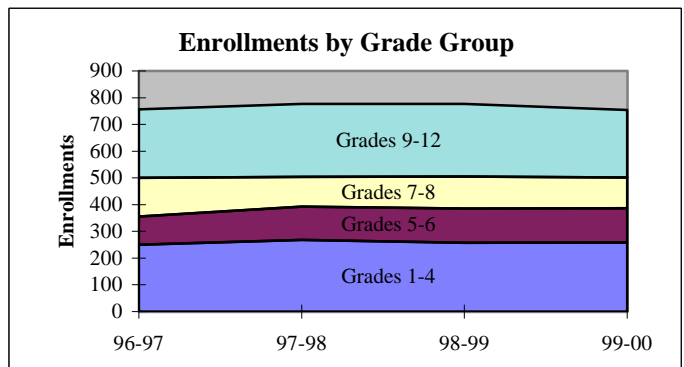
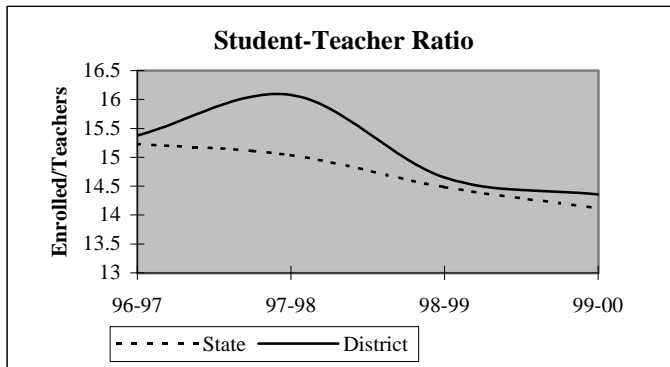


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	13.6	14.2	13.0	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.7	15.4	16.1	14.6	14.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	-1	5	0	-	-	-	-	-
% Change in Educators	0.0%	1.7%	-1.7%	8.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	-2	21	-1	-31	-	-	-	-	-
% Change in Enrollments	-0.4%	-0.2%	2.6%	-0.1%	-3.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	3.3%	3.4%	7.8%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	6.7%	6.8%	6.3%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	5.0%	5.1%	4.7%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.8%	6.7%	6.8%	6.3%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	25.0%	25.0%	25.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	42.9	42.9	42.9	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.3	13.8	13.7	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,875	29,156	30,117	29,763	30,964	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.8%	5.7%	5.8%	5.3%	1.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.2%	73.6%	71.2%	71.9%	67.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	5.7%	5.8%	5.3%	5.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.6%	17.4%	17.5%	19.1%	18.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	19	15	15	16	28.8%	31.7%	25.4%	23.4%	25.0%
Attrition	3	3	1	5	0					
Attrition Rate	17.6%	15.8%	6.7%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	38	35	35	38	37	64.4%	58.3%	59.3%	59.4%	57.8%
Attrition	3	1	1	3	0					
Attrition Rate	7.9%	2.9%	2.9%	7.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	6	9	11	11	6.8%	10.0%	15.3%	17.2%	17.2%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	16.7%	11.1%	9.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	10	12	12	13	10.2%	16.7%	20.3%	18.8%	20.3%

## District Report for: STROUD

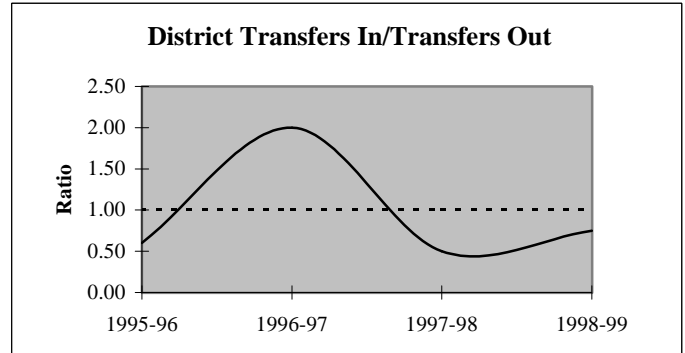
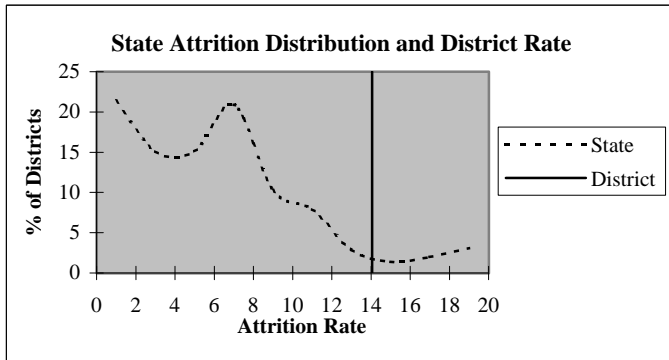
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	59	60	59	64	64	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.8%	6.7%	6.8%	6.3%	6.3%
Professional Staff	3	3	3	3	4	5.1%	5.0%	5.1%	4.7%	6.3%
<b>Total Teachers</b>	52	53	52	57	56	88.1%	88.3%	88.1%	89.1%	87.5%
Special Education	4	3	3	3	3	7.7%	5.7%	5.8%	5.3%	5.4%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	1.8%	1.8%
Elementary	22	22	22	22	23	42.3%	41.5%	42.3%	38.6%	41.1%
<b>Middle School</b>	11	11	11	13	11	21.2%	20.8%	21.2%	22.8%	19.6%
Language Arts	3	3	3	3	3	5.8%	5.7%	5.8%	5.3%	5.4%
Art & Music	1	1	1	1	1	1.9%	1.9%	1.9%	1.8%	1.8%
Social Studies	2	2	2	2	2	3.8%	3.8%	3.8%	3.5%	3.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	3.8%	3.8%	3.8%	3.5%	3.6%
Science	2	2	2	2	2	3.8%	3.8%	3.8%	3.5%	3.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	1	3	1	1.9%	1.9%	1.9%	5.3%	1.8%
<b>High School (9-12)</b>	15	17	16	18	18	1500.0%	1700.0%	1600.0%	1800.0%	1800.0%
Language Arts	3	3	3	3	3	5.8%	5.7%	5.8%	5.3%	5.4%
Art & Music	1	1	1	1	1	1.9%	1.9%	1.9%	1.8%	1.8%
Social Studies	2	2	2	2	2	3.8%	3.8%	3.8%	3.5%	3.6%
Foreign Language	0	1	0	1	1	0.0%	1.9%	0.0%	1.8%	1.8%
Math	2	2	2	2	2	3.8%	3.8%	3.8%	3.5%	3.6%
<b>Science</b>	2	2	2	2	2	3.8%	3.8%	3.8%	3.5%	3.6%
Biology	2	2	1	1	2	3.8%	3.8%	1.9%	1.8%	3.6%
Chemistry	0	0	1	0	0	0.0%	0.0%	1.9%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	0	0.0%	0.0%	0.0%	1.8%	0.0%
Vocational Education	4	4	4	5	5	7.7%	7.5%	7.7%	8.8%	8.9%
Other	1	2	2	2	2	1.9%	3.8%	3.8%	3.5%	3.6%
<b>Total Enrollments</b>	817	815	836	835	804	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	62	59	59	58	50	7.6%	7.2%	7.1%	6.9%	6.2%
Grades 1-4	253	250	268	257	259	31.0%	30.7%	32.1%	30.8%	32.2%
Grades 5-6	113	105	124	128	127	13.8%	12.9%	14.8%	15.3%	15.8%
Grades 7-8	139	145	112	120	116	17.0%	17.8%	13.4%	14.4%	14.4%
Grades 9-12	250	256	273	272	252	30.6%	31.4%	32.7%	32.6%	31.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STROUD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	59	60	59	64	64	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	55	53	55	56	55	93.2%	88.3%	93.2%	87.5%	85.9%
<b>Newly Hired</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>8</b>	<b>9</b>	<b>6.8%</b>	<b>11.7%</b>	<b>6.8%</b>	<b>12.5%</b>	<b>14.1%</b>
Transfers In	3	6	1	3	6	75.0%	85.7%	25.0%	37.5%	66.7%
Reentrants	0	0	0	3	0	0.0%	0.0%	0.0%	37.5%	0.0%
First Time Educators	1	1	3	2	3	25.0%	14.3%	75.0%	25.0%	33.3%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>9</b>	<b>-</b>	<b>10.2%</b>	<b>8.3%</b>	<b>5.1%</b>	<b>14.1%</b>	<b>-</b>
Transfers Out	5	3	2	4	-	83.3%	60.0%	66.7%	44.4%	-
Leave Oklahoma Educ.	1	2	1	5	-	16.7%	40.0%	33.3%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	10.2%	8.3%	5.1%	14.1%	-
Transfers In/Out	0.60	2.00	0.50	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	13	Southern Nazarene Univ., Bethany	-
UCO, Edmond	12	OBU, Shawnee	3
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	6	University of Tulsa, Tulsa	2
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>60</b>

## District Report for: STROUD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.8%	6.7%	6.8%	6.3%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
<b>Professional Staff</b>	3	3	3	3	4	5.1%	5.0%	5.1%	4.7%	6.3%
White - Females	2	2	2	2	3	66.7%	66.7%	66.7%	66.7%	75.0%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	52	53	52	57	56	88.1%	88.3%	88.1%	89.1%	87.5%
White - Females	35	37	35	39	37	67.3%	69.8%	67.3%	68.4%	66.1%
White - Males	14	13	14	15	18	26.9%	24.5%	26.9%	26.3%	32.1%
Black - Females	1	1	1	1	0	1.9%	1.9%	1.9%	1.8%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.9%	1.9%	1.9%	1.8%	1.8%
Other - Males	1	1	1	1	0	1.9%	1.9%	1.9%	1.8%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	1.8%	1.9%
25-29	2	1	2	3	3	3.8%	1.9%	3.8%	5.4%	5.7%
30-34	8	8	7	4	2	15.4%	15.1%	13.5%	7.1%	3.8%
35-39	8	11	10	14	10	15.4%	20.8%	19.2%	25.0%	18.9%
40-44	13	10	11	11	13	25.0%	18.9%	21.2%	19.6%	24.5%
45-49	16	13	10	8	8	30.8%	24.5%	19.2%	14.3%	15.1%
50-54	1	5	9	12	12	1.9%	9.4%	17.3%	21.4%	22.6%
55+	4	5	3	3	4	7.7%	9.4%	5.8%	5.4%	7.5%
<b>Average Age</b>	42.2	42.9	42.9	42.9	43.7					

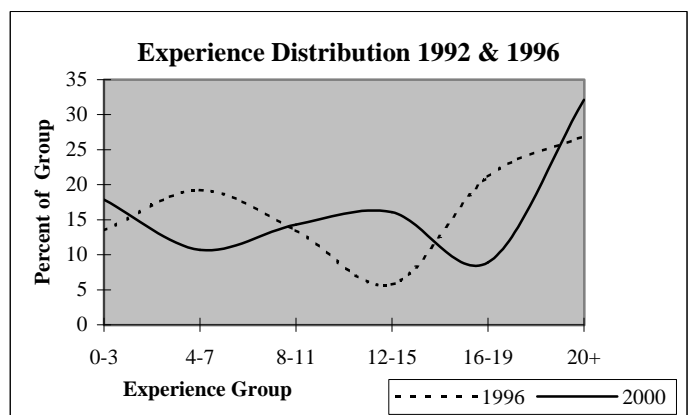
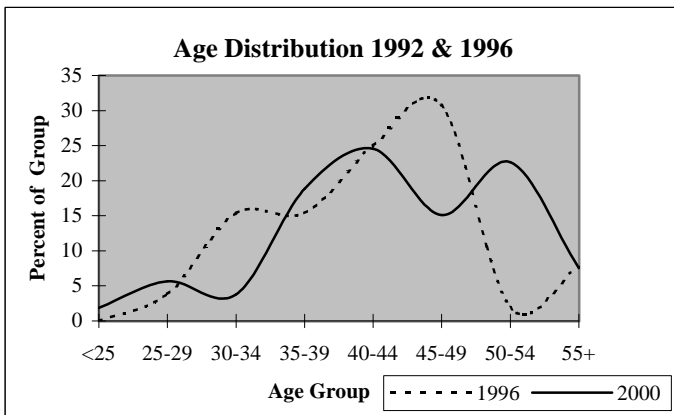
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	6	7	9	10	13.5%	11.3%	13.5%	15.8%	17.9%
4-7 Years	10	13	8	6	6	19.2%	24.5%	15.4%	10.5%	10.7%
8-11 Years	7	7	9	12	8	13.5%	13.2%	17.3%	21.1%	14.3%
12-15 Years	3	4	5	6	9	5.8%	7.5%	9.6%	10.5%	16.1%
16-19 Years	11	9	6	8	5	21.2%	17.0%	11.5%	14.0%	8.9%
20+ Years	14	14	17	16	18	26.9%	26.4%	32.7%	28.1%	32.1%
<b>Average Experience</b>	13.3	13.3	13.8	13.7	13.7					

## District Report for: STROUD

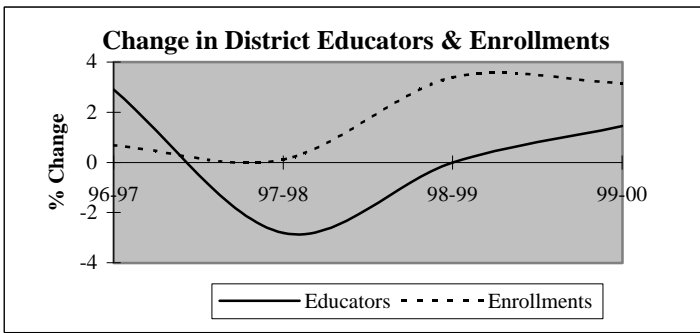
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	5	3	9	-	10.2%	8.3%	5.1%	14.1%	-
Attrition from Transfers	5	3	2	4	-	8.5%	5.0%	3.4%	6.3%	-
Attrition from Exits	1	2	1	5	-	1.7%	3.3%	1.7%	7.8%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>9</b>	<b>-</b>	<b>11.5%</b>	<b>9.4%</b>	<b>5.8%</b>	<b>15.8%</b>	<b>-</b>
Attrition from Transfers	5	3	2	4	-	9.6%	5.7%	3.8%	7.0%	-
Attrition from Exits	1	2	1	5	-	1.9%	3.8%	1.9%	8.8%	-
<b>District Retention</b>										
Educator Retention	53	55	56	55	-	89.8%	91.7%	94.9%	85.9%	-
Teacher Retention	46	48	49	48	-	88.5%	90.6%	94.2%	84.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	30.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	77.8%	11.1%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	22.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	10.0%	90.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.7%	1.6%	1.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.9%	98.3%	93.2%	90.6%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.1%	1.7%	5.1%	7.8%	4.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: MEEKER

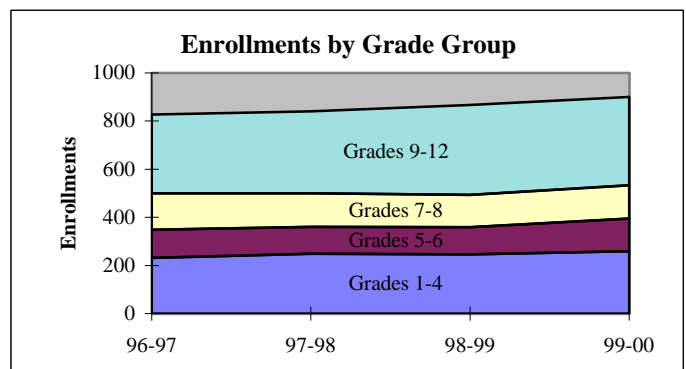
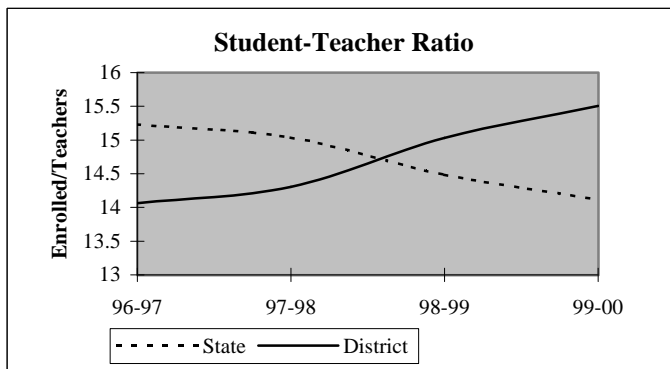


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	12.5	12.9	13.3	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	14.1	14.3	15.0	15.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	2	-2	0	1	-	-	-	-	-
% Change in Educators	7.8%	2.9%	-2.8%	0.0%	1.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-20	6	1	30	29	-	-	-	-	-
% Change in Enrollments	-2.2%	0.7%	0.1%	3.4%	3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.9%	5.6%	2.9%	4.3%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.2%	7.0%	5.8%	7.2%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.2%	4.3%	4.3%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	5.6%	4.3%	2.9%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.4%	1.4%	2.9%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.9	39.9	41.6	42.4	41.0	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	10.3	11.7	11.9	10.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,124	28,993	30,243	28,908	29,679	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.9%	6.3%	4.8%	3.3%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.8%	77.8%	77.4%	72.1%	72.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.2%	9.5%	8.1%	8.2%	9.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.9%	22.7%	20.4%	21.0%	22.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	29	32	29	27	30	42.0%	45.1%	42.0%	39.1%	42.9%
Attrition	2	5	7	5	0					
Attrition Rate	6.9%	15.6%	24.1%	18.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	37	34	34	33	33	53.6%	47.9%	49.3%	47.8%	47.1%
Attrition	2	2	3	4	0					
Attrition Rate	5.4%	5.9%	8.8%	12.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	5	6	9	7	4.3%	7.0%	8.7%	13.0%	10.0%
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	6	6	8	11	9	8.7%	8.5%	11.6%	15.9%	12.9%

## District Report for: MEEKER

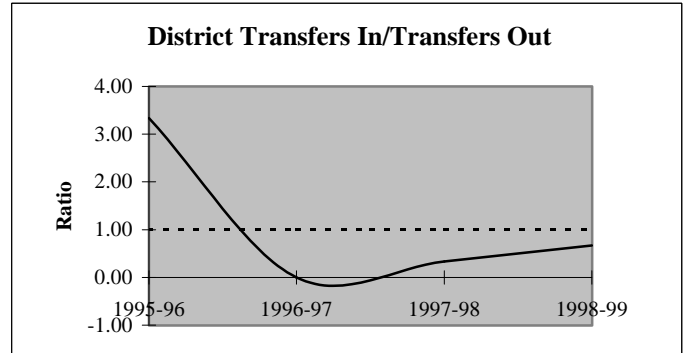
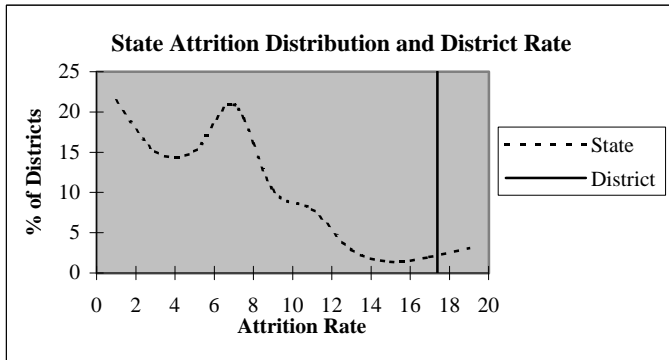
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	69	71	69	69	70	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	4	5	5	7.2%	7.0%	5.8%	7.2%	7.1%
Professional Staff	3	3	3	3	4	4.3%	4.2%	4.3%	4.3%	5.7%
<b>Total Teachers</b>	61	63	62	61	61	88.4%	88.7%	89.9%	88.4%	87.1%
Special Education	5	6	5	5	6	8.2%	9.5%	8.1%	8.2%	9.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	23	23	22	21	36.1%	36.5%	37.1%	36.1%	34.4%
<b>Middle School</b>	10	10	11	10	10	16.4%	15.9%	17.7%	16.4%	16.4%
Language Arts	4	3	4	3	3	6.6%	4.8%	6.5%	4.9%	4.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	3.3%	3.2%	3.2%	3.3%	3.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	3.3%	3.2%	3.2%	3.3%	3.3%
Science	2	2	2	2	2	3.3%	3.2%	3.2%	3.3%	3.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	1	1	1	1	0.0%	1.6%	1.6%	1.6%	1.6%
<b>High School (9-12)</b>	24	24	23	24	24	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	5	4	4	4	6.6%	7.9%	6.5%	6.6%	6.6%
Art & Music	2	2	2	2	2	3.3%	3.2%	3.2%	3.3%	3.3%
Social Studies	4	4	4	4	3	6.6%	6.3%	6.5%	6.6%	4.9%
Foreign Language	1	1	1	1	1	1.6%	1.6%	1.6%	1.6%	1.6%
Math	3	3	3	3	3	4.9%	4.8%	4.8%	4.9%	4.9%
<b>Science</b>	3	3	3	3	4	4.9%	4.8%	4.8%	4.9%	6.6%
Biology	2	2	1	1	2	3.3%	3.2%	1.6%	1.6%	3.3%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.6%	1.6%	1.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.6%	1.6%	1.6%	1.6%	1.6%
Vocational Education	4	4	4	4	4	6.6%	6.3%	6.5%	6.6%	6.6%
Other	3	2	2	3	3	4.9%	3.2%	3.2%	4.9%	4.9%
<b>Total Enrollments</b>	880	886	887	917	946	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	41	56	43	48	45	4.7%	6.3%	4.8%	5.2%	4.8%
Grades 1-4	234	232	249	246	259	26.6%	26.2%	28.1%	26.8%	27.4%
Grades 5-6	127	116	111	113	136	14.4%	13.1%	12.5%	12.3%	14.4%
Grades 7-8	144	152	140	135	138	16.4%	17.2%	15.8%	14.7%	14.6%
Grades 9-12	330	327	340	373	367	37.5%	36.9%	38.3%	40.7%	38.8%
Ungraded	4	3	4	2	1	0.5%	0.3%	0.5%	0.2%	0.1%



## District Report for: MEEKER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	69	71	69	69	70	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	55	65	64	59	57	79.7%	91.5%	92.8%	85.5%	81.4%
<b>Newly Hired</b>	<b>14</b>	<b>6</b>	<b>5</b>	<b>10</b>	<b>13</b>	<b>20.3%</b>	<b>8.5%</b>	<b>7.2%</b>	<b>14.5%</b>	<b>18.6%</b>
Transfers In	10	0	2	4	6	71.4%	0.0%	40.0%	40.0%	46.2%
Reentrants	0	1	2	4	2	0.0%	16.7%	40.0%	40.0%	15.4%
First Time Educators	4	5	1	2	5	28.6%	83.3%	20.0%	20.0%	38.5%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>7</b>	<b>10</b>	<b>12</b>	<b>-</b>	<b>5.8%</b>	<b>9.9%</b>	<b>14.5%</b>	<b>17.4%</b>	<b>-</b>
Transfers Out	3	3	6	6	-	75.0%	42.9%	60.0%	50.0%	-
Leave Oklahoma Educ.	1	4	4	6	-	25.0%	57.1%	40.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	5.8%	9.9%	14.5%	17.4%	-
Transfers In/Out	3.33	0.00	0.33	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	35	OBU, Shawnee	3
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>69</b>



## District Report for: MEEKER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	4	5	5	7.2%	7.0%	5.8%	7.2%	7.1%
White - Females	1	1	1	2	2	20.0%	20.0%	25.0%	40.0%	40.0%
White - Males	4	4	3	3	3	80.0%	80.0%	75.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	4	4.3%	4.2%	4.3%	4.3%	5.7%
White - Females	3	3	3	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	61	63	62	61	61	88.4%	88.7%	89.9%	88.4%	87.1%
White - Females	42	45	45	42	44	68.9%	71.4%	72.6%	68.9%	72.1%
White - Males	16	14	14	17	17	26.2%	22.2%	22.6%	27.9%	27.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	3	2	0	4.9%	6.3%	4.8%	3.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	1	0	0	1.6%	3.2%	1.6%	0.0%	0.0%
25-29	11	9	9	7	6	18.0%	14.3%	14.8%	12.1%	10.7%
30-34	5	8	4	6	11	8.2%	12.7%	6.6%	10.3%	19.6%
35-39	13	13	11	9	7	21.3%	20.6%	18.0%	15.5%	12.5%
40-44	15	13	15	11	9	24.6%	20.6%	24.6%	19.0%	16.1%
45-49	4	5	8	14	16	6.6%	7.9%	13.1%	24.1%	28.6%
50-54	8	7	6	2	2	13.1%	11.1%	9.8%	3.4%	3.6%
55+	4	6	7	9	5	6.6%	9.5%	11.5%	15.5%	8.9%
<b>Average Age</b>	39.9	39.9	41.6	42.4	41.0					

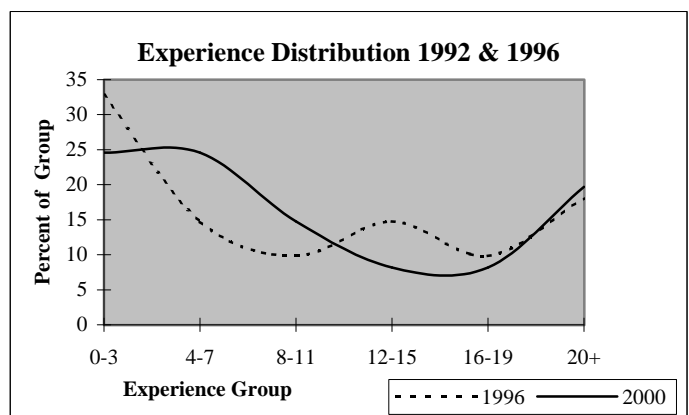
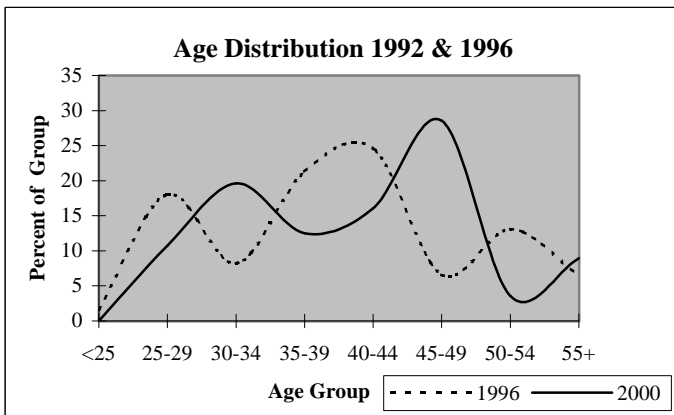
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	19	10	14	15	32.8%	30.2%	16.1%	23.0%	24.6%
4-7 Years	9	13	19	13	15	14.8%	20.6%	30.6%	21.3%	24.6%
8-11 Years	6	6	5	7	9	9.8%	9.5%	8.1%	11.5%	14.8%
12-15 Years	9	7	6	6	5	14.8%	11.1%	9.7%	9.8%	8.2%
16-19 Years	6	7	8	7	5	9.8%	11.1%	12.9%	11.5%	8.2%
20+ Years	11	11	14	14	12	18.0%	17.5%	22.6%	23.0%	19.7%
<b>Average Experience</b>	10.2	10.3	11.7	11.9	10.9					

## District Report for: MEEKER

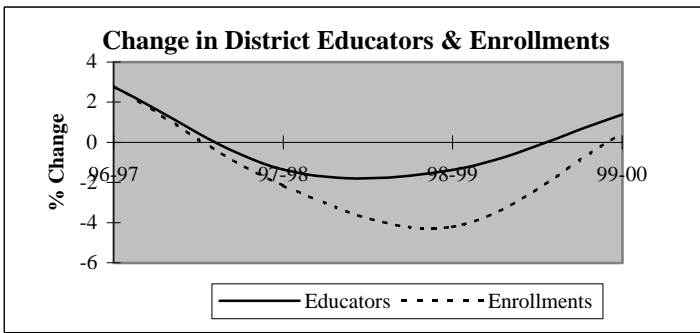
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	7	10	12	-	5.8%	9.9%	14.5%	17.4%	-
Attrition from Transfers	3	3	6	6	-	4.3%	4.2%	8.7%	8.7%	-
Attrition from Exits	1	4	4	6	-	1.4%	5.6%	5.8%	8.7%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>6</b>	<b>10</b>	<b>12</b>	<b>-</b>	<b>4.9%</b>	<b>9.5%</b>	<b>16.1%</b>	<b>19.7%</b>	<b>-</b>
Attrition from Transfers	3	2	6	6	-	4.9%	3.2%	9.7%	9.8%	-
Attrition from Exits	0	4	4	6	-	0.0%	6.3%	6.5%	9.8%	-
<b>District Retention</b>										
Educator Retention	65	64	59	57	-	94.2%	90.1%	85.5%	82.6%	-
Teacher Retention	58	57	52	49	-	95.1%	90.5%	83.9%	80.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.7%	15.8%	89.5%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	5.0%	95.0%	84.2%	6.9%	91.1%
2 Years of Experience	82.6%	0.0%	82.6%	85.2%	5.9%	91.1%
3 Years of Experience	81.0%	9.5%	90.5%	86.1%	5.6%	91.7%
4 Years of Experience	76.2%	14.3%	90.5%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	5.6%	94.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.3%	1.4%	4.3%	1.4%	1.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.9%	90.1%	91.3%	88.4%	88.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.4%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.8%	8.5%	4.3%	8.7%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PRAGUE

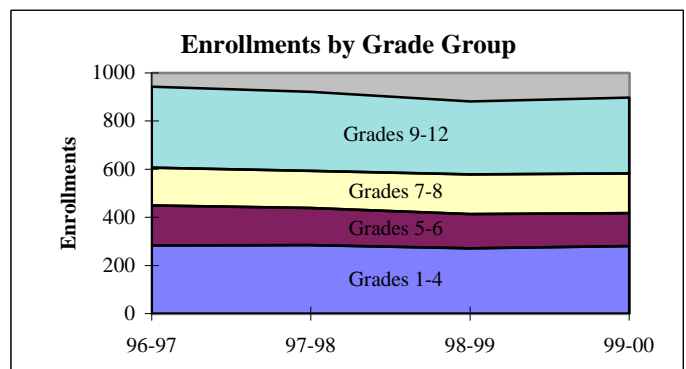
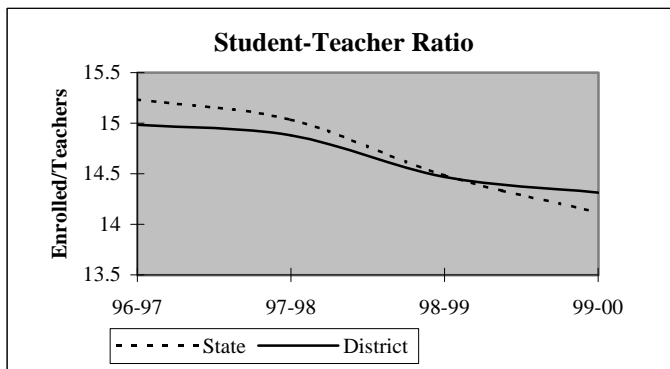


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	13.8	13.7	13.3	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.0	14.9	14.5	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	-1	-1	1	-	-	-	-	-
% Change in Educators	2.9%	2.8%	-1.4%	-1.4%	1.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	28	-22	-42	4	-	-	-	-	-
% Change in Enrollments	-1.4%	2.8%	-2.2%	-4.2%	0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.4%	2.7%	4.1%	6.9%	5.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.4%	5.5%	5.6%	4.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.8%	2.7%	2.7%	2.8%	4.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.4%	2.7%	2.7%	4.2%	5.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.4%	1.4%	1.4%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.2	39.3	40.7	41.3	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	11.0	11.9	11.4	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,910	28,737	29,614	29,479	30,035	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.5%	2.9%	3.0%	4.5%	4.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.2%	73.5%	73.1%	74.2%	73.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.1%	8.8%	7.5%	7.6%	7.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.2%	18.0%	17.3%	17.6%	17.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	28	24	27	27	36.1%	37.8%	32.9%	37.5%	37.0%
Attrition	4	4	3	2	0					
Attrition Rate	15.4%	14.3%	12.5%	7.4%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	44	42	44	39	40	61.1%	56.8%	60.3%	54.2%	54.8%
Attrition	2	2	7	2	0					
Attrition Rate	4.5%	4.8%	15.9%	5.1%	0.0%					
At Retirement Age	2	4	5	6	6	2.8%	5.4%	6.8%	8.3%	8.2%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
At Retirement in 5 yrs.	5	5	6	8	7	6.9%	6.8%	8.2%	11.1%	9.6%

## District Report for: PRAGUE

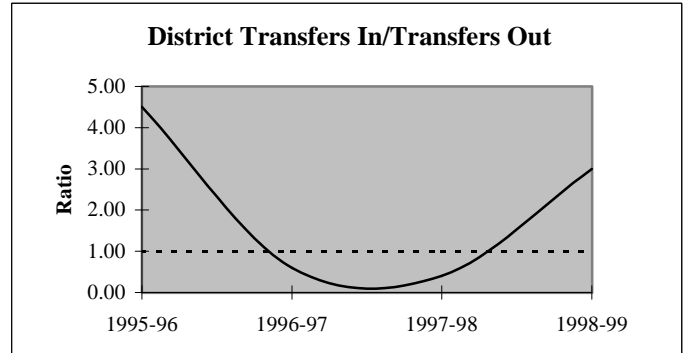
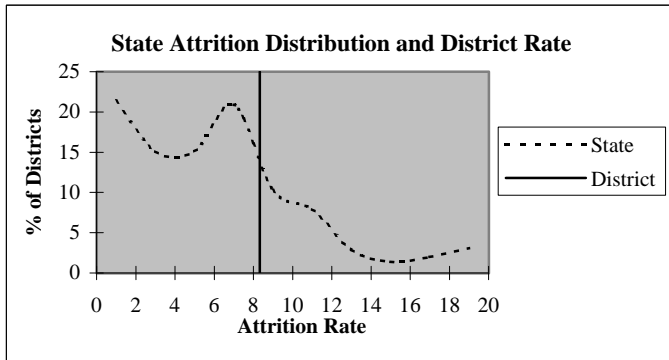
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	72	74	73	72	73	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	3	5.6%	5.4%	5.5%	5.6%	4.1%
Professional Staff	2	2	2	2	3	2.8%	2.7%	2.7%	2.8%	4.1%
<b>Total Teachers</b>	66	68	67	66	67	91.7%	91.9%	91.8%	91.7%	91.8%
Special Education	4	6	5	5	5	6.1%	8.8%	7.5%	7.6%	7.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	29	29	29	28	27	43.9%	42.6%	43.3%	42.4%	40.3%
<b>Middle School</b>	13	14	14	14	13	19.7%	20.6%	20.9%	21.2%	19.4%
Language Arts	3	3	3	3	3	4.5%	4.4%	4.5%	4.5%	4.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	3	2	2	3.0%	4.4%	4.5%	3.0%	3.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	4	4	4	2	6.1%	5.9%	6.0%	6.1%	3.0%
Science	1	2	2	3	2	1.5%	2.9%	3.0%	4.5%	3.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	2	2	2	4	4.5%	2.9%	3.0%	3.0%	6.0%
<b>High School (9-12)</b>	20	19	19	19	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	4	4	4.5%	4.4%	4.5%	6.1%	6.0%
Art & Music	2	2	2	2	2	3.0%	2.9%	3.0%	3.0%	3.0%
Social Studies	3	3	3	3	3	4.5%	4.4%	4.5%	4.5%	4.5%
Foreign Language	1	1	1	1	1	1.5%	1.5%	1.5%	1.5%	1.5%
Math	3	3	2	1	2	4.5%	4.4%	3.0%	1.5%	3.0%
<b>Science</b>	3	2	2	3	2	4.5%	2.9%	3.0%	4.5%	3.0%
Biology	1	2	1	2	0	1.5%	2.9%	1.5%	3.0%	0.0%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.5%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	1	1	1	3.0%	0.0%	1.5%	1.5%	1.5%
Vocational Education	5	5	5	5	5	7.6%	7.4%	7.5%	7.6%	7.5%
Other	0	0	1	0	3	0.0%	0.0%	1.5%	0.0%	4.5%
<b>Total Enrollments</b>	991	1,019	997	955	959	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	77	68	69	68	57	7.8%	6.7%	6.9%	7.1%	5.9%
Grades 1-4	273	283	285	271	281	27.5%	27.8%	28.6%	28.4%	29.3%
Grades 5-6	152	167	154	142	136	15.3%	16.4%	15.4%	14.9%	14.2%
Grades 7-8	162	157	154	165	166	16.3%	15.4%	15.4%	17.3%	17.3%
Grades 9-12	326	336	329	303	315	32.9%	33.0%	33.0%	31.7%	32.8%
Ungraded	1	8	6	6	4	0.1%	0.8%	0.6%	0.6%	0.4%



## District Report for: PRAGUE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	72	74	73	72	73	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	58	66	68	63	66	80.6%	89.2%	93.2%	87.5%	90.4%
<b>Newly Hired</b>	<b>14</b>	<b>8</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>19.4%</b>	<b>10.8%</b>	<b>6.8%</b>	<b>12.5%</b>	<b>9.6%</b>
Transfers In	9	3	2	3	4	64.3%	37.5%	40.0%	33.3%	57.1%
Reentrants	2	1	1	0	1	14.3%	12.5%	20.0%	0.0%	14.3%
First Time Educators	3	4	2	6	2	21.4%	50.0%	40.0%	66.7%	28.6%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>-</b>	<b>8.3%</b>	<b>8.1%</b>	<b>13.7%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	2	5	5	1	-	33.3%	83.3%	50.0%	16.7%	-
Leave Oklahoma Educ.	4	1	5	5	-	66.7%	16.7%	50.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	8.1%	13.7%	8.3%	-
Transfers In/Out	4.50	0.60	0.40	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	16	OBU, Shawnee	9
ECU, Ada	22	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	1
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		Total	72

## District Report for: PRAGUE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	3	5.6%	5.4%	5.5%	5.6%	4.1%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	33.3%
White - Males	3	3	3	3	1	75.0%	75.0%	75.0%	75.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Professional Staff</b>	2	2	2	2	3	2.8%	2.7%	2.7%	2.8%	4.1%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	66.7%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	66	68	67	66	67	91.7%	91.9%	91.8%	91.7%	91.8%
White - Females	47	49	48	48	48	71.2%	72.1%	71.6%	72.7%	71.6%
White - Males	18	17	17	15	16	27.3%	25.0%	25.4%	22.7%	23.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	1.5%	1.5%	1.5%	1.5%
Other - Males	1	1	1	2	2	1.5%	1.5%	1.5%	3.0%	3.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	4	2	1	0	0	6.2%	2.9%	1.5%	0.0%	0.0%
25-29	6	9	6	8	7	9.2%	13.2%	9.0%	12.5%	10.8%
30-34	12	12	13	3	3	18.5%	17.6%	19.4%	4.7%	4.6%
35-39	11	12	7	14	15	16.9%	17.6%	10.4%	21.9%	23.1%
40-44	11	11	15	14	15	16.9%	16.2%	22.4%	21.9%	23.1%
45-49	14	15	15	14	10	21.5%	22.1%	22.4%	21.9%	15.4%
50-54	6	6	8	7	8	9.2%	8.8%	11.9%	10.9%	12.3%
55+	1	1	2	4	7	1.5%	1.5%	3.0%	6.3%	10.8%
<b>Average Age</b>	39.2	39.3	40.7	41.3	42.6					

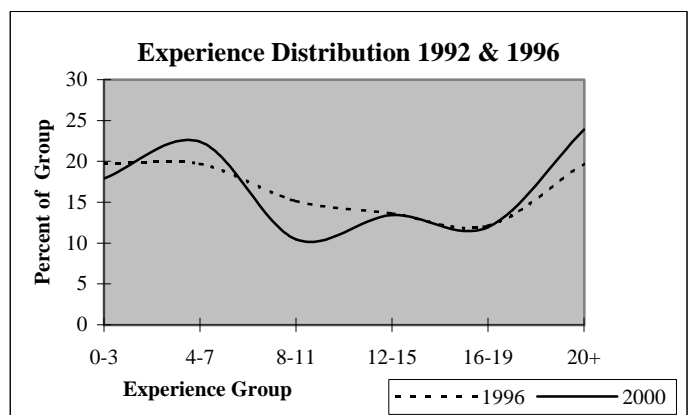
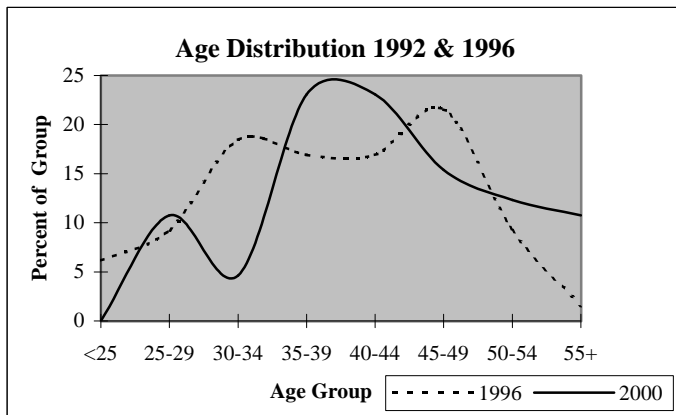
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	16	12	14	12	19.7%	23.5%	17.9%	21.2%	17.9%
4-7 Years	13	12	12	13	15	19.7%	17.6%	17.9%	19.7%	22.4%
8-11 Years	10	9	10	8	7	15.2%	13.2%	14.9%	12.1%	10.4%
12-15 Years	9	10	7	9	9	13.6%	14.7%	10.4%	13.6%	13.4%
16-19 Years	8	7	11	8	8	12.1%	10.3%	16.4%	12.1%	11.9%
20+ Years	13	14	15	14	16	19.7%	20.6%	22.4%	21.2%	23.9%
<b>Average Experience</b>	11.0	11.0	11.9	11.4	12.0					

## District Report for: PRAGUE

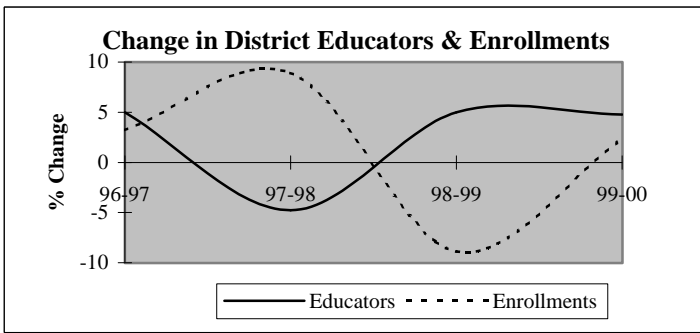
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	6	10	6	-	8.3%	8.1%	13.7%	8.3%	-
Attrition from Transfers	2	5	5	1	-	2.8%	6.8%	6.8%	1.4%	-
Attrition from Exits	4	1	5	5	-	5.6%	1.4%	6.8%	6.9%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>6</b>	<b>10</b>	<b>3</b>	<b>-</b>	<b>9.1%</b>	<b>8.8%</b>	<b>14.9%</b>	<b>4.5%</b>	<b>-</b>
Attrition from Transfers	2	5	5	1	-	3.0%	7.4%	7.5%	1.5%	-
Attrition from Exits	4	1	5	2	-	6.1%	1.5%	7.5%	3.0%	-
<b>District Retention</b>										
Educator Retention	66	68	63	66	-	91.7%	91.9%	86.3%	91.7%	-
Teacher Retention	60	62	57	63	-	90.9%	91.2%	85.1%	95.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.7%	21.1%	94.7%	78.2%	9.6%	87.8%
1 Year of Experience	81.3%	6.3%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	82.4%	17.6%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	94.1%	5.9%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.2%	5.9%	94.1%	87.9%	4.7%	92.6%
5 Years of Experience	88.2%	5.9%	94.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.4%	0.0%	1.4%	4.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	90.5%	95.9%	90.3%	90.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.4%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.9%	6.8%	4.1%	8.3%	5.5%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: CARNEY



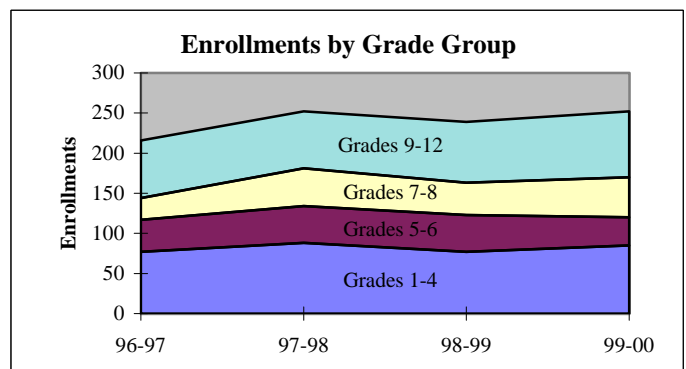
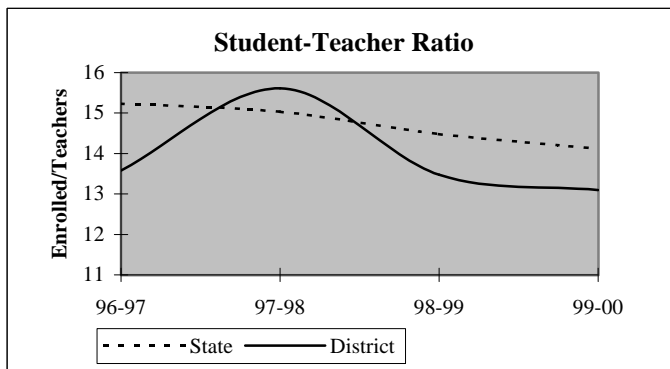
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.3	14.1	12.2	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.9	13.6	15.6	13.5	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-1	1	1	-	-	-	-	-
% Change in Educators	5.3%	5.0%	-4.8%	5.0%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	8	23	-25	6	-	-	-	-	-
% Change in Enrollments	12.6%	3.2%	8.9%	-8.9%	2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.8%	0.0%	4.8%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	4.8%	5.0%	4.8%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	4.8%	5.0%	4.8%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.0%	4.8%	5.0%	4.8%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.4	39.8	42.2	42.5	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	8.3	8.8	9.7	8.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,776	26,478	28,207	28,876	27,354	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	5.3%	5.6%	5.3%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	68.4%	66.7%	68.4%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.3%	5.6%	5.3%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.8%	10.1%	8.9%	5.3%	6.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	12	12	12	11	40.0%	57.1%	60.0%	57.1%	50.0%
Attrition	1	5	4	5	0					
Attrition Rate	12.5%	41.7%	33.3%	41.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	8	7	7	9	55.0%	38.1%	35.0%	33.3%	40.9%
Attrition	3	1	0	1	0					
Attrition Rate	27.3%	12.5%	0.0%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	2	2	5.0%	4.8%	5.0%	9.5%	9.1%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	2	2	3	10.0%	4.8%	10.0%	9.5%	13.6%



## District Report for: CARNEY

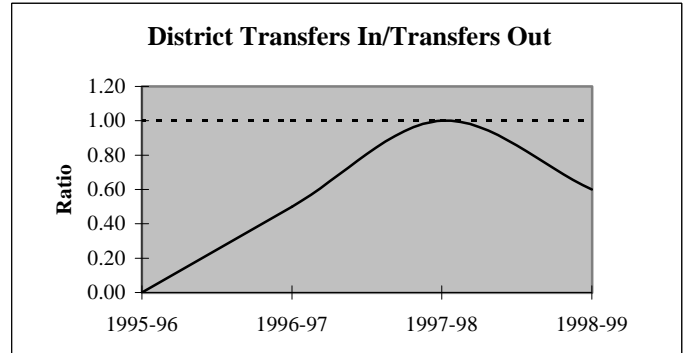
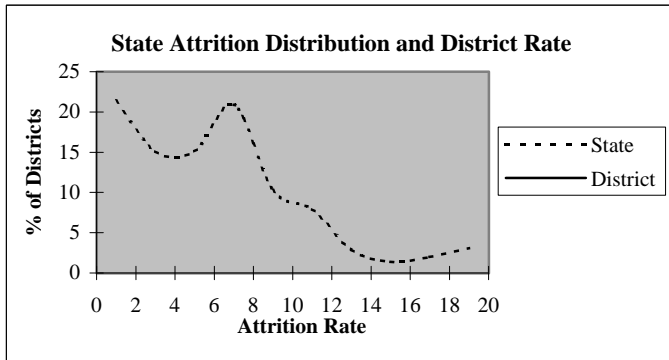
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	21	20	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.0%	4.8%	5.0%	4.8%	4.5%
Professional Staff	1	1	1	1	1	5.0%	4.8%	5.0%	4.8%	4.5%
<b>Total Teachers</b>	18	19	18	19	20	90.0%	90.5%	90.0%	90.5%	90.9%
Special Education	1	1	1	1	1	5.6%	5.3%	5.6%	5.3%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	10	50.0%	47.4%	50.0%	47.4%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	9	8	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	1	2	2	5.6%	10.5%	5.6%	10.5%	10.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	1	1	11.1%	5.3%	5.6%	5.3%	5.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	2	1	0	5.6%	5.3%	11.1%	5.3%	0.0%
<b>Science</b>	1	1	1	2	1	5.6%	5.3%	5.6%	10.5%	5.0%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	0	5.6%	5.3%	5.6%	10.5%	0.0%
Vocational Education	2	2	2	2	3	11.1%	10.5%	11.1%	10.5%	15.0%
Other	1	2	1	1	2	5.6%	10.5%	5.6%	5.3%	10.0%
<b>Total Enrollments</b>	250	258	281	256	262	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	42	29	17	10	12.8%	16.3%	10.3%	6.6%	3.8%
Grades 1-4	79	77	88	77	85	31.6%	29.8%	31.3%	30.1%	32.4%
Grades 5-6	32	40	46	46	35	12.8%	15.5%	16.4%	18.0%	13.4%
Grades 7-8	30	27	47	40	50	12.0%	10.5%	16.7%	15.6%	19.1%
Grades 9-12	77	72	71	76	82	30.8%	27.9%	25.3%	29.7%	31.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CARNEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	21	20	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	16	15	16	15	85.0%	76.2%	75.0%	76.2%	68.2%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>15.0%</b>	<b>23.8%</b>	<b>25.0%</b>	<b>23.8%</b>	<b>31.8%</b>
Transfers In	0	1	1	3	1	0.0%	20.0%	20.0%	60.0%	14.3%
Reentrants	1	0	1	1	1	33.3%	0.0%	20.0%	20.0%	14.3%
First Time Educators	2	4	3	1	5	66.7%	80.0%	60.0%	20.0%	71.4%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>-</b>	<b>20.0%</b>	<b>28.6%</b>	<b>20.0%</b>	<b>28.6%</b>	<b>-</b>
Transfers Out	2	2	1	5	-	50.0%	33.3%	25.0%	83.3%	-
Leave Oklahoma Educ.	2	4	3	1	-	50.0%	66.7%	75.0%	16.7%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	28.6%	20.0%	28.6%	-
Transfers In/Out	0.00	0.50	1.00	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	1
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>20</b>

## District Report for: CARNEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.0%	4.8%	5.0%	4.8%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.0%	4.8%	5.0%	4.8%	4.5%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	19	18	19	20	90.0%	90.5%	90.0%	90.5%	90.9%
White - Females	11	12	11	12	15	61.1%	63.2%	61.1%	63.2%	75.0%
White - Males	6	6	6	6	5	33.3%	31.6%	33.3%	31.6%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	5.6%	5.3%	5.6%	5.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	0	5.6%	0.0%	5.9%	0.0%	0.0%
25-29	2	5	2	3	3	11.1%	26.3%	11.8%	15.8%	15.8%
30-34	1	0	1	2	3	5.6%	0.0%	5.9%	10.5%	15.8%
35-39	5	5	1	0	2	27.8%	26.3%	5.9%	0.0%	10.5%
40-44	3	3	5	6	4	16.7%	15.8%	29.4%	31.6%	21.1%
45-49	3	2	3	2	2	16.7%	10.5%	17.6%	10.5%	10.5%
50-54	2	3	3	5	3	11.1%	15.8%	17.6%	26.3%	15.8%
55+	1	1	1	1	2	5.6%	5.3%	5.9%	5.3%	10.5%
<b>Average Age</b>	40.4	39.8	42.2	42.5	41.8					

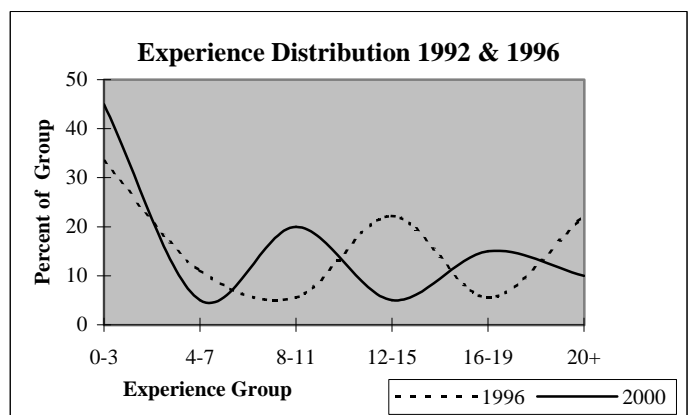
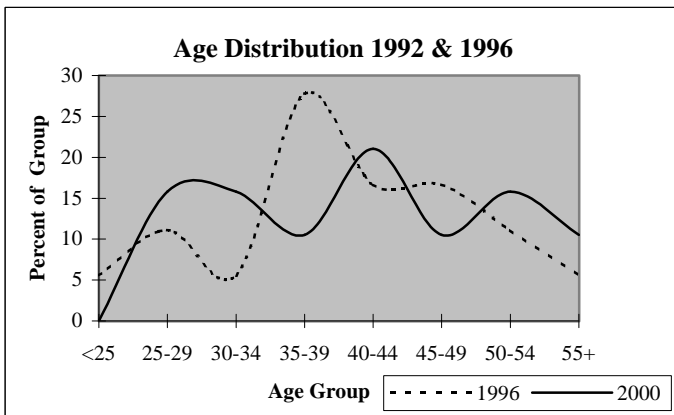
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	9	9	5	9	33.3%	47.4%	50.0%	26.3%	45.0%
4-7 Years	2	2	2	6	1	11.1%	10.5%	11.1%	31.6%	5.0%
8-11 Years	1	1	0	1	4	5.6%	5.3%	0.0%	5.3%	20.0%
12-15 Years	4	3	2	2	1	22.2%	15.8%	11.1%	10.5%	5.0%
16-19 Years	1	1	2	2	3	5.6%	5.3%	11.1%	10.5%	15.0%
20+ Years	4	3	3	3	2	22.2%	15.8%	16.7%	15.8%	10.0%
<b>Average Experience</b>	10.2	8.3	8.8	9.7	8.4					

## District Report for: CARNEY

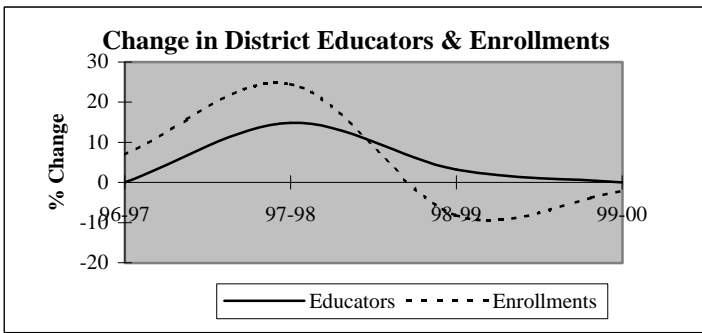
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	6	4	6	-	20.0%	28.6%	20.0%	28.6%	-
Attrition from Transfers	2	2	1	5	-	10.0%	9.5%	5.0%	23.8%	-
Attrition from Exits	2	4	3	1	-	10.0%	19.0%	15.0%	4.8%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>16.7%</b>	<b>31.6%</b>	<b>16.7%</b>	<b>31.6%</b>	<b>-</b>
Attrition from Transfers	2	2	0	5	-	11.1%	10.5%	0.0%	26.3%	-
Attrition from Exits	1	4	3	1	-	5.6%	21.1%	16.7%	5.3%	-
<b>District Retention</b>										
Educator Retention	16	15	16	15	-	80.0%	71.4%	80.0%	71.4%	-
Teacher Retention	15	13	15	13	-	83.3%	68.4%	83.3%	68.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	50.0%	7.1%	57.1%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	37.5%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	71.4%	14.3%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	33.3%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.0%	81.0%	75.0%	90.5%	72.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	15.0%	19.0%	20.0%	9.5%	27.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: AGRA

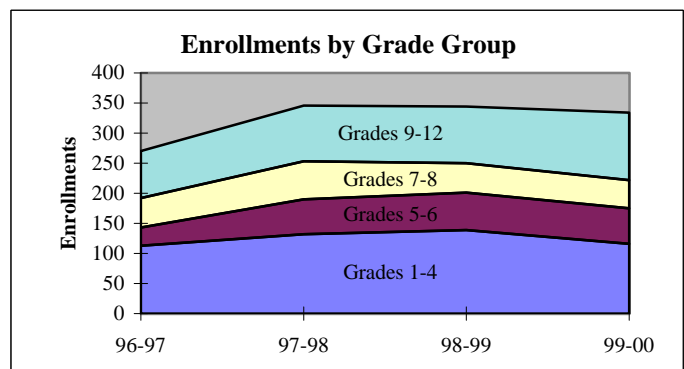
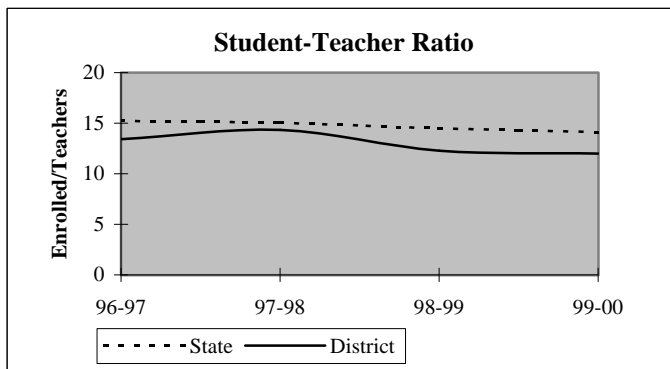


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	11.9	12.9	11.5	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.1	13.4	14.3	12.3	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	4	1	0	-	-	-	-	-
% Change in Educators	-6.9%	0.0%	14.8%	3.2%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	21	79	-33	-8	-	-	-	-	-
% Change in Enrollments	0.0%	7.0%	24.5%	-8.2%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	12.9%	9.4%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	7.4%	6.5%	3.1%	3.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	3.7%	3.2%	3.1%	3.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.7%	3.7%	6.5%	3.1%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	42.1	37.3	39.4	40.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	10.7	6.9	8.9	9.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,596	28,641	25,663	27,591	26,496	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.3%	4.2%	7.1%	3.3%	3.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.9%	75.0%	75.0%	73.3%	76.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	8.3%	10.7%	10.0%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.2%	29.8%	27.4%	26.0%	26.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	13	15	14	14	48.1%	48.1%	48.4%	43.8%	43.8%
Attrition	3	0	4	1	0					
Attrition Rate	23.1%	0.0%	26.7%	7.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	12	15	15	33.3%	33.3%	38.7%	46.9%	46.9%
Attrition	2	3	1	2	0					
Attrition Rate	22.2%	33.3%	8.3%	13.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	4	3	3	18.5%	18.5%	12.9%	9.4%	9.4%
Attrition	0	2	1	0	0					
Attrition Rate	0.0%	40.0%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	7	4	3	4	18.5%	25.9%	12.9%	9.4%	12.5%

## District Report for: AGRA

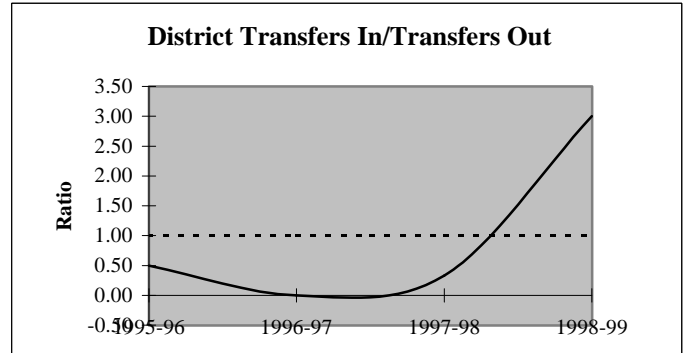
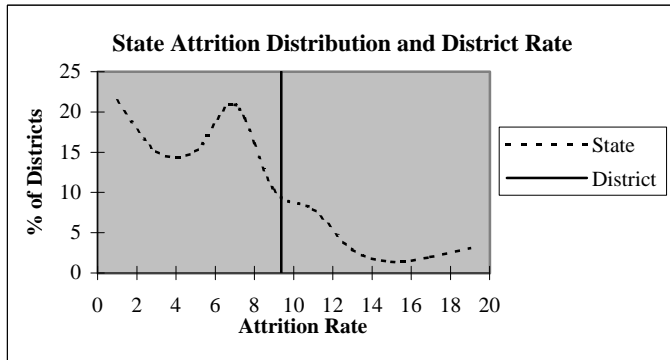
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	27	31	32	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	2	1	1	11.1%	7.4%	6.5%	3.1%	3.1%
Professional Staff	1	1	1	1	1	3.7%	3.7%	3.2%	3.1%	3.1%
<b>Total Teachers</b>	23	24	28	30	30	85.2%	88.9%	90.3%	93.8%	93.8%
Special Education	2	2	3	3	3	8.7%	8.3%	10.7%	10.0%	10.0%
Pre-K & Kindergarten	1	1	1	1	1	4.3%	4.2%	3.6%	3.3%	3.3%
Elementary	11	12	14	14	15	47.8%	50.0%	50.0%	46.7%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	10	12	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	4.3%	4.2%	3.6%	6.7%	6.7%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	3.3%	3.3%
Social Studies	2	2	1	1	1	8.7%	8.3%	3.6%	3.3%	3.3%
Foreign Language	0	0	1	1	0	0.0%	0.0%	3.6%	3.3%	0.0%
Math	1	1	1	0	1	4.3%	4.2%	3.6%	0.0%	3.3%
<b>Science</b>	0	1	1	1	1	0.0%	4.2%	3.6%	3.3%	3.3%
Biology	0	0	1	0	1	0.0%	0.0%	3.6%	0.0%	3.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	0	0.0%	4.2%	0.0%	3.3%	0.0%
Vocational Education	4	4	4	3	3	17.4%	16.7%	14.3%	10.0%	10.0%
Other	1	0	1	3	2	4.3%	0.0%	3.6%	10.0%	6.7%
<b>Total Enrollments</b>	301	322	401	368	360	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	48	52	22	25	14.6%	14.9%	13.0%	6.0%	6.9%
Grades 1-4	88	113	132	139	116	29.2%	35.1%	32.9%	37.8%	32.2%
Grades 5-6	43	30	58	62	59	14.3%	9.3%	14.5%	16.8%	16.4%
Grades 7-8	44	49	63	49	47	14.6%	15.2%	15.7%	13.3%	13.1%
Grades 9-12	82	78	93	94	112	27.2%	24.2%	23.2%	25.5%	31.1%
Ungraded	0	4	3	2	1	0.0%	1.2%	0.7%	0.5%	0.3%



## District Report for: AGRA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	27	31	32	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	22	22	25	29	85.2%	81.5%	71.0%	78.1%	90.6%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>3</b>	<b>14.8%</b>	<b>18.5%</b>	<b>29.0%</b>	<b>21.9%</b>	<b>9.4%</b>
Transfers In	1	0	1	3	1	25.0%	0.0%	11.1%	42.9%	33.3%
Reentrants	1	0	3	1	1	25.0%	0.0%	33.3%	14.3%	33.3%
First Time Educators	2	5	5	3	1	50.0%	100.0%	55.6%	42.9%	33.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>18.5%</b>	<b>18.5%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>-</b>
Transfers Out	2	2	3	1	-	40.0%	40.0%	50.0%	33.3%	-
Leave Oklahoma Educ.	3	3	3	2	-	60.0%	60.0%	50.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	18.5%	18.5%	19.4%	9.4%	-
Transfers In/Out	0.50	0.00	0.33	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	26

## District Report for: AGRA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	2	1	1	11.1%	7.4%	6.5%	3.1%	3.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	2	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.7%	3.7%	3.2%	3.1%	3.1%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	24	28	30	30	85.2%	88.9%	90.3%	93.8%	93.8%
White - Females	16	17	19	21	22	69.6%	70.8%	67.9%	70.0%	73.3%
White - Males	6	6	7	8	7	26.1%	25.0%	25.0%	26.7%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	1	1	4.3%	4.2%	7.1%	3.3%	3.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	3	1	0	4.3%	4.2%	10.7%	3.4%	0.0%
25-29	1	3	4	6	5	4.3%	12.5%	14.3%	20.7%	17.9%
30-34	4	3	5	4	5	17.4%	12.5%	17.9%	13.8%	17.9%
35-39	4	5	4	4	2	17.4%	20.8%	14.3%	13.8%	7.1%
40-44	4	2	4	4	6	17.4%	8.3%	14.3%	13.8%	21.4%
45-49	3	3	5	4	4	13.0%	12.5%	17.9%	13.8%	14.3%
50-54	3	4	2	4	4	13.0%	16.7%	7.1%	13.8%	14.3%
55+	3	3	1	2	2	13.0%	12.5%	3.6%	6.9%	7.1%
<b>Average Age</b>	42.6	42.1	37.3	39.4	40.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	7	12	12	11	17.4%	29.2%	42.9%	40.0%	36.7%
4-7 Years	9	6	3	2	3	39.1%	25.0%	10.7%	6.7%	10.0%
8-11 Years	1	2	9	9	10	4.3%	8.3%	32.1%	30.0%	33.3%
12-15 Years	3	2	0	1	0	13.0%	8.3%	0.0%	3.3%	0.0%
16-19 Years	1	2	2	2	2	4.3%	8.3%	7.1%	6.7%	6.7%
20+ Years	5	5	2	4	4	21.7%	20.8%	7.1%	13.3%	13.3%
<b>Average Experience</b>	11.0	10.7	6.9	8.9	9.1					

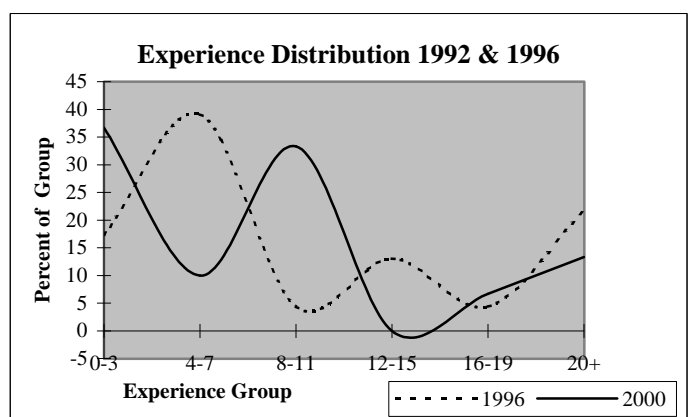
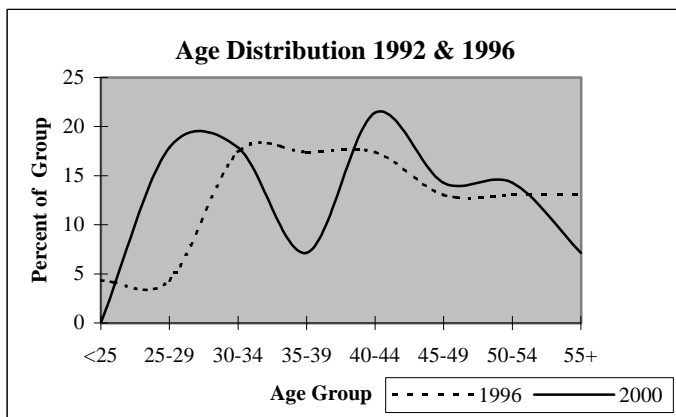


## District Report for: AGRA

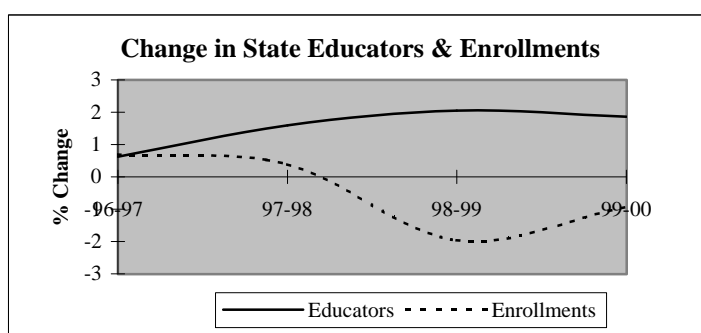
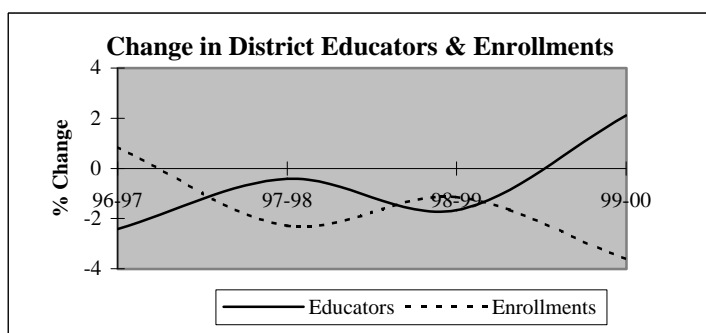
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	6	3	-	18.5%	18.5%	19.4%	9.4%	-
Attrition from Transfers	2	2	3	1	-	7.4%	7.4%	9.7%	3.1%	-
Attrition from Exits	3	3	3	2	-	11.1%	11.1%	9.7%	6.3%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>17.4%</b>	<b>20.8%</b>	<b>17.9%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	2	2	3	1	-	8.7%	8.3%	10.7%	3.3%	-
Attrition from Exits	2	3	2	2	-	8.7%	12.5%	7.1%	6.7%	-
<b>District Retention</b>										
Educator Retention	22	22	25	29	-	81.5%	81.5%	80.6%	90.6%	-
Teacher Retention	19	19	23	27	-	82.6%	79.2%	82.1%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	78.9%	15.8%	94.7%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	9.1%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	62.5%	0.0%	62.5%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	0.0%	60.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	9.4%	6.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	81.5%	74.2%	78.1%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	18.5%	25.8%	12.5%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GUTHRIE

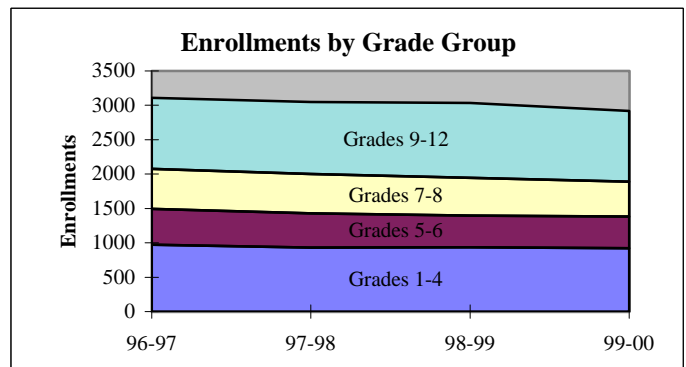
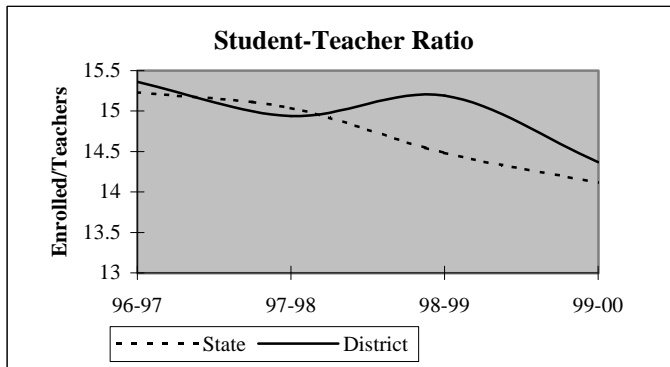


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.7	13.5	13.5	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.4	14.9	15.2	14.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-6	-1	-4	5	-	-	-	-	-
% Change in Educators	0.4%	-2.4%	-0.4%	-1.7%	2.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	28	-76	-37	-116	-	-	-	-	-
% Change in Enrollments	-0.2%	0.9%	-2.3%	-1.1%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.6%	2.5%	2.5%	3.8%	3.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.2%	5.4%	5.9%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.2%	4.5%	4.6%	5.1%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	13.3%	12.8%	12.0%	11.4%	11.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	12.5%	6.7%	7.7%	7.1%	6.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	2.1%	2.1%	2.5%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	43.1	43.9	44.2	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.5	13.0	13.5	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,789	28,966	29,703	30,359	30,447	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.2%	13.4%	12.9%	12.3%	12.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.5%	79.2%	78.3%	77.7%	77.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	11.1%	11.1%	11.4%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.9%	20.7%	21.1%	21.8%	21.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	89	78	76	68	71	35.9%	32.2%	31.5%	28.7%	29.3%
Attrition	11	15	9	10	0					
Attrition Rate	12.4%	19.2%	11.8%	14.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	147	148	146	148	146	59.3%	61.2%	60.6%	62.4%	60.3%
Attrition	6	9	8	8	0					
Attrition Rate	4.1%	6.1%	5.5%	5.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	12	16	19	22	26	4.8%	6.6%	7.9%	9.3%	10.7%
Attrition	3	2	3	5	0					
Attrition Rate	25.0%	12.5%	15.8%	22.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	21	23	26	30	31	8.5%	9.5%	10.8%	12.7%	12.8%

## District Report for: GUTHRIE

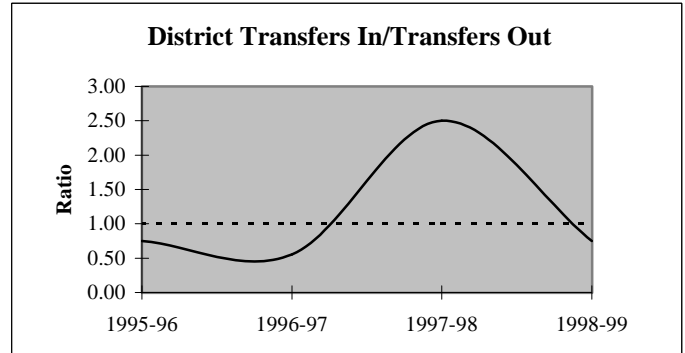
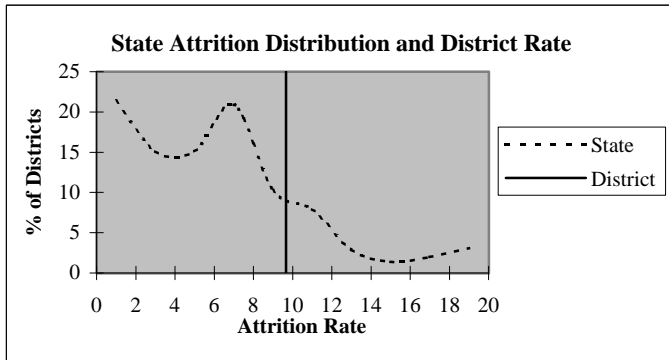
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	248	242	241	237	242	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	15	13	14	15	6.5%	6.2%	5.4%	5.9%	6.2%
Professional Staff	13	11	11	12	12	5.2%	4.5%	4.6%	5.1%	5.0%
<b>Total Teachers</b>	219	216	217	211	215	88.3%	89.3%	90.0%	89.0%	88.8%
Special Education	22	24	24	24	25	10.0%	11.1%	11.1%	11.4%	11.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	98	93	92	87	90	44.7%	43.1%	42.4%	41.2%	41.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	99	99	101	100	100	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	23	24	22	21	23	10.5%	11.1%	10.1%	10.0%	10.7%
Art & Music	6	6	7	7	7	2.7%	2.8%	3.2%	3.3%	3.3%
Social Studies	15	15	14	14	13	6.8%	6.9%	6.5%	6.6%	6.0%
Foreign Language	3	3	3	3	3	1.4%	1.4%	1.4%	1.4%	1.4%
Math	13	13	12	13	12	5.9%	6.0%	5.5%	6.2%	5.6%
<b>Science</b>	12	12	11	11	12	5.5%	5.6%	5.1%	5.2%	5.6%
Biology	4	3	3	4	4	1.8%	1.4%	1.4%	1.9%	1.9%
Chemistry	1	1	2	2	2	0.5%	0.5%	0.9%	0.9%	0.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	7	8	6	5	6	3.2%	3.7%	2.8%	2.4%	2.8%
Vocational Education	14	12	13	13	14	6.4%	5.6%	6.0%	6.2%	6.5%
Other	13	14	19	18	16	5.9%	6.5%	8.8%	8.5%	7.4%
<b>Total Enrollments</b>	3,290	3,318	3,242	3,205	3,089	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	223	208	190	167	168	6.8%	6.3%	5.9%	5.2%	5.4%
Grades 1-4	957	975	933	936	922	29.1%	29.4%	28.8%	29.2%	29.8%
Grades 5-6	548	521	495	462	458	16.7%	15.7%	15.3%	14.4%	14.8%
Grades 7-8	555	582	575	546	511	16.9%	17.5%	17.7%	17.0%	16.5%
Grades 9-12	1,006	1,030	1,047	1,091	1,026	30.6%	31.0%	32.3%	34.0%	33.2%
Ungraded	1	2	2	3	4	0.0%	0.1%	0.1%	0.1%	0.1%



## District Report for: GUTHRIE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	248	242	241	238	243	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	233	228	216	221	215	94.0%	94.2%	89.6%	92.9%	88.5%
<b>Newly Hired</b>	<b>15</b>	<b>14</b>	<b>25</b>	<b>17</b>	<b>28</b>	<b>6.0%</b>	<b>5.8%</b>	<b>10.4%</b>	<b>7.1%</b>	<b>11.5%</b>
Transfers In	3	5	10	6	7	20.0%	35.7%	40.0%	35.3%	25.0%
Reentrants	3	1	9	4	10	20.0%	7.1%	36.0%	23.5%	35.7%
First Time Educators	9	8	6	7	11	60.0%	57.1%	24.0%	41.2%	39.3%
<b>Total Exiting Next Year</b>	<b>20</b>	<b>26</b>	<b>20</b>	<b>23</b>	<b>-</b>	<b>8.1%</b>	<b>10.7%</b>	<b>8.3%</b>	<b>9.7%</b>	<b>-</b>
Transfers Out	4	9	4	8	-	20.0%	34.6%	20.0%	34.8%	-
Leave Oklahoma Educ.	16	17	16	15	-	80.0%	65.4%	80.0%	65.2%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	10.7%	8.3%	9.7%	-
Transfers In/Out	0.75	0.56	2.50	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	11
OSU, Stillwater	30
UCO, Edmond	123
ECU, Ada	6
NWOSU, Alva	2
NESU, Tahlequah	-
SEOSU, Durant	1
SWOSU, Weatherford	17
OK Panhandle SU, Goodwell	1
USAO, Chickasha	-
Langston U, Langston	24
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	1
OBU, Shawnee	3
OCU, Oklahoma City	2
Phillips Univ., Enid	1
University of Tulsa, Tulsa	1
OCUSA, Oklahoma City	2
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	23

Total 248

## District Report for: GUTHRIE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	16	15	13	14	15	6.5%	6.2%	5.4%	5.9%	6.2%
White - Females	4	5	5	6	7	25.0%	33.3%	38.5%	42.9%	46.7%
White - Males	10	9	7	7	7	62.5%	60.0%	53.8%	50.0%	46.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	1	1	1	1	12.5%	6.7%	7.7%	7.1%	6.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	13	11	11	12	12	5.2%	4.5%	4.6%	5.1%	5.0%
White - Females	9	8	8	10	10	69.2%	72.7%	72.7%	83.3%	83.3%
White - Males	4	2	3	2	2	30.8%	18.2%	27.3%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	0	0	0	0.0%	9.1%	0.0%	0.0%	0.0%
<b>Teachers</b>	219	216	217	211	215	88.3%	89.3%	90.0%	89.0%	88.8%
White - Females	148	149	149	144	147	67.6%	69.0%	68.7%	68.2%	68.4%
White - Males	40	38	40	41	42	18.3%	17.6%	18.4%	19.4%	19.5%
Black - Females	19	17	17	16	16	8.7%	7.9%	7.8%	7.6%	7.4%
Black - Males	5	5	5	5	6	2.3%	2.3%	2.3%	2.4%	2.8%
Other - Females	5	5	4	4	4	2.3%	2.3%	1.8%	1.9%	1.9%
Other - Males	2	2	2	1	0	0.9%	0.9%	0.9%	0.5%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	3	3	1	0	1.4%	1.4%	1.4%	0.5%	0.0%
25-29	23	23	16	17	18	10.6%	10.7%	7.5%	8.3%	8.9%
30-34	25	23	22	17	19	11.5%	10.7%	10.3%	8.3%	9.4%
35-39	30	29	26	32	23	13.8%	13.5%	12.2%	15.5%	11.4%
40-44	33	31	36	32	33	15.1%	14.4%	16.9%	15.5%	16.3%
45-49	48	43	40	36	34	22.0%	20.0%	18.8%	17.5%	16.8%
50-54	36	38	40	42	41	16.5%	17.7%	18.8%	20.4%	20.3%
55+	20	25	30	29	34	9.2%	11.6%	14.1%	14.1%	16.8%
<b>Average Age</b>	42.6	43.1	43.9	44.2	44.6					

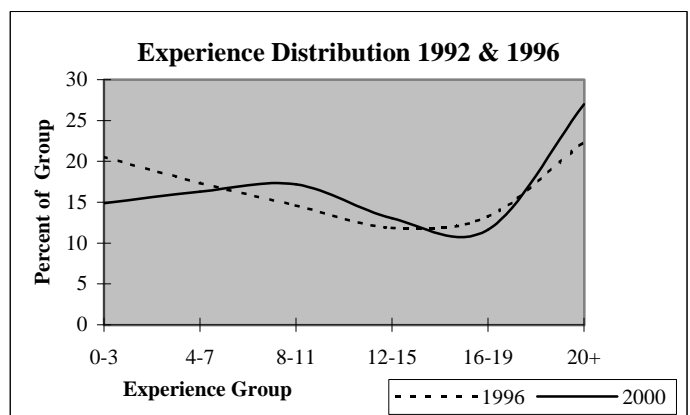
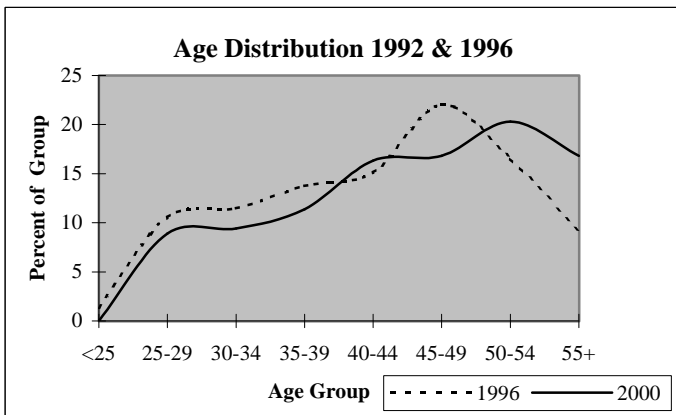
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	45	29	25	26	32	20.5%	13.4%	11.5%	12.3%	14.9%
4-7 Years	38	43	46	37	35	17.4%	19.9%	21.2%	17.5%	16.3%
8-11 Years	32	35	32	36	37	14.6%	16.2%	14.7%	17.1%	17.2%
12-15 Years	26	30	34	27	28	11.9%	13.9%	15.7%	12.8%	13.0%
16-19 Years	29	23	21	22	25	13.2%	10.6%	9.7%	10.4%	11.6%
20+ Years	49	56	59	63	58	22.4%	25.9%	27.2%	29.9%	27.0%
<b>Average Experience</b>	11.9	12.5	13.0	13.5	13.3					

# District Report for: GUTHRIE

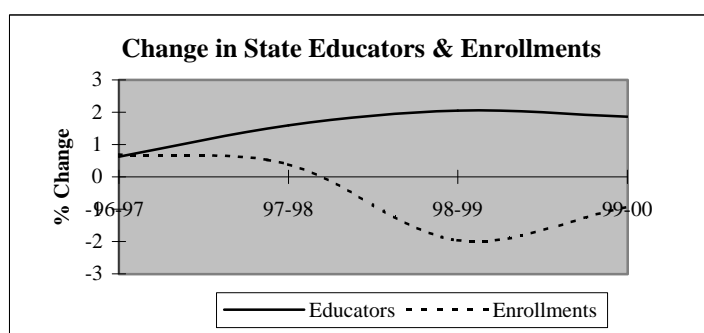
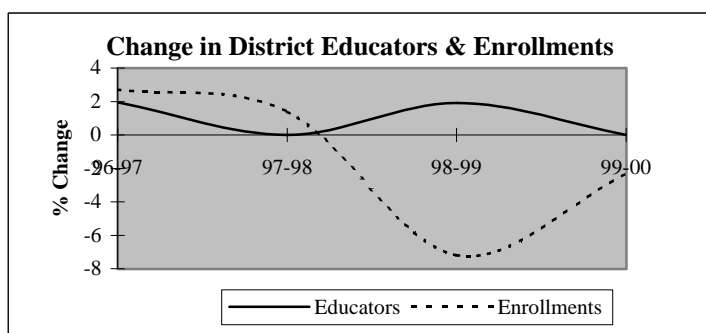
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	20	26	20	23	-	8.1%	10.7%	8.3%	9.7%	-
Attrition from Transfers	4	9	4	8	-	1.6%	3.7%	1.7%	3.4%	-
Attrition from Exits	16	17	16	15	-	6.5%	7.0%	6.6%	6.3%	-
<b>Teacher Attrition</b>	15	21	16	21	-	6.8%	9.7%	7.4%	10.0%	-
Attrition from Transfers	3	6	2	8	-	1.4%	2.8%	0.9%	3.8%	-
Attrition from Exits	12	15	14	13	-	5.5%	6.9%	6.5%	6.2%	-
<b>District Retention</b>										
Educator Retention	228	216	221	214	-	91.9%	89.3%	91.7%	90.3%	-
Teacher Retention	204	195	201	190	-	93.2%	90.3%	92.6%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	69.8%	16.3%	86.0%	78.2%	9.6%	87.8%
1 Year of Experience	86.5%	0.0%	86.5%	84.2%	6.9%	91.1%
2 Years of Experience	79.2%	4.2%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	97.8%	0.0%	97.8%	86.1%	5.6%	91.7%
4 Years of Experience	84.6%	1.9%	86.5%	87.9%	4.7%	92.6%
5 Years of Experience	90.2%	3.9%	94.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.4%	0.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	96.3%	93.4%	94.9%	91.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	3.7%	6.2%	4.2%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CRESCENT

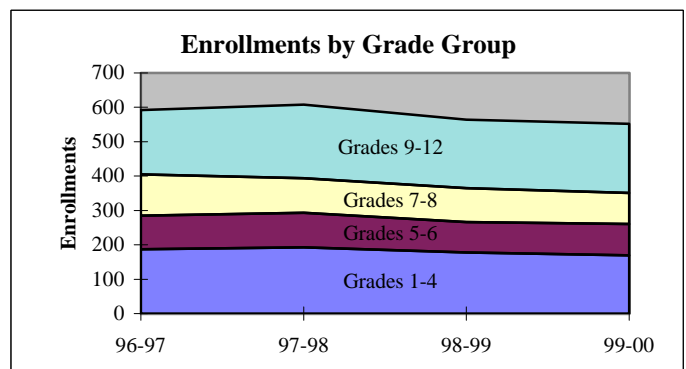
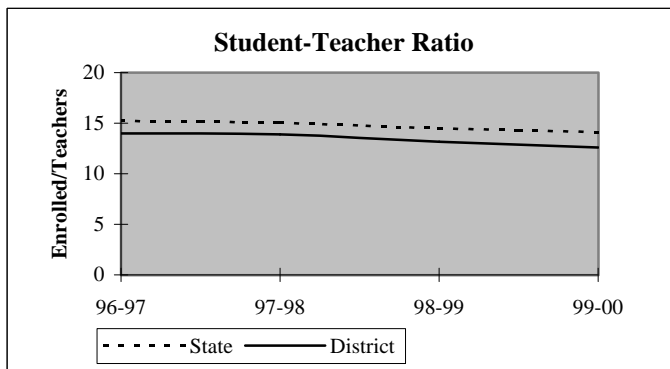


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.4	12.6	11.4	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	14.0	13.9	13.2	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	1	0	-	-	-	-	-
% Change in Educators	0.0%	2.0%	0.0%	1.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-33	17	9	-47	-14	-	-	-	-	-
% Change in Enrollments	-5.0%	2.7%	1.4%	-7.2%	-2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.9%	13.5%	5.8%	7.5%	11.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.9%	5.8%	3.8%	5.7%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	5.8%	5.8%	7.5%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.9%	5.8%	9.6%	7.5%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	40.8	41.3	42.5	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	11.2	11.0	10.7	9.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,109	27,987	28,834	28,395	26,747	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.3%	6.5%	10.6%	8.7%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.1%	71.7%	68.1%	73.9%	78.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	8.7%	6.4%	6.5%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.7%	11.5%	12.6%	13.7%	13.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	21	20	22	24	39.2%	40.4%	38.5%	41.5%	45.3%
Attrition	4	5	2	6	0					
Attrition Rate	20.0%	23.8%	10.0%	27.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	27	28	28	25	25	52.9%	53.8%	53.8%	47.2%	47.2%
Attrition	2	3	6	1	0					
Attrition Rate	7.4%	10.7%	21.4%	4.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	4	6	4	7.8%	5.8%	7.7%	11.3%	7.5%
Attrition	2	1	0	3	0					
Attrition Rate	50.0%	33.3%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	5	7	7	5	11.8%	9.6%	13.5%	13.2%	9.4%

## District Report for: CRESCENT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	51	52	52	53	53	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	3	2	3	3	3.9%	5.8%	3.8%	5.7%	5.7%
Professional Staff	3	3	3	4	3	5.9%	5.8%	5.8%	7.5%	5.7%
<b>Total Teachers</b>	46	46	47	46	47	90.2%	88.5%	90.4%	86.8%	88.7%
Special Education	4	4	3	3	4	8.7%	8.7%	6.4%	6.5%	8.5%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.1%
Elementary	19	19	20	19	18	41.3%	41.3%	42.6%	41.3%	38.3%
<b>Middle School</b>	8	8	7	6	5	17.4%	17.4%	14.9%	13.0%	10.6%
Language Arts	3	2	2	2	1	6.5%	4.3%	4.3%	4.3%	2.1%
Art & Music	0	0	0	1	0	0.0%	0.0%	0.0%	2.2%	0.0%
Social Studies	1	1	1	1	1	2.2%	2.2%	2.1%	2.2%	2.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	1	2	1	4.3%	6.5%	2.1%	4.3%	2.1%
Science	0	2	1	0	1	0.0%	4.3%	2.1%	0.0%	2.1%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	0	2	0	1	4.3%	0.0%	4.3%	0.0%	2.1%
<b>High School (9-12)</b>	15	15	17	18	19	0.0%	0.0%	0.0%	1800.0%	0.0%
Language Arts	3	3	4	3	3	6.5%	6.5%	8.5%	6.5%	6.4%
Art & Music	1	1	2	2	3	2.2%	2.2%	4.3%	4.3%	6.4%
Social Studies	2	2	3	2	3	4.3%	4.3%	6.4%	4.3%	6.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	2	4.3%	4.3%	4.3%	2.2%	4.3%
<b>Science</b>	2	2	2	2	2	4.3%	4.3%	4.3%	4.3%	4.3%
Biology	0	0	1	1	0	0.0%	0.0%	2.1%	2.2%	0.0%
Chemistry	0	1	1	1	1	0.0%	2.2%	2.1%	2.2%	2.1%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	0	0	1	4.3%	2.2%	0.0%	0.0%	2.1%
Vocational Education	4	4	4	6	6	8.7%	8.7%	8.5%	13.0%	12.8%
Other	1	1	0	2	0	2.2%	2.2%	0.0%	4.3%	0.0%
<b>Total Enrollments</b>	627	644	653	606	592	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	52	45	42	40	6.7%	8.1%	6.9%	6.9%	6.8%
Grades 1-4	186	187	193	178	169	29.7%	29.0%	29.6%	29.4%	28.5%
Grades 5-6	108	98	100	88	92	17.2%	15.2%	15.3%	14.5%	15.5%
Grades 7-8	117	120	101	99	90	18.7%	18.6%	15.5%	16.3%	15.2%
Grades 9-12	174	187	214	199	201	27.8%	29.0%	32.8%	32.8%	34.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

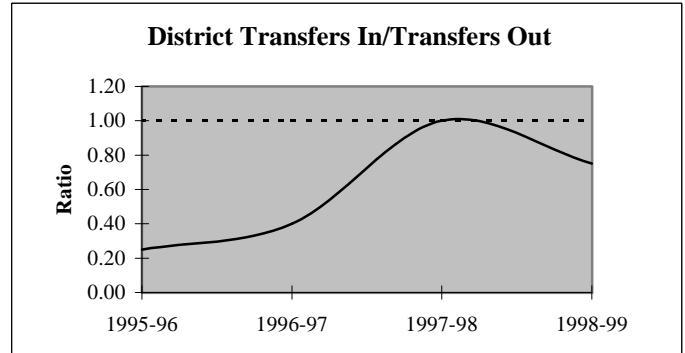
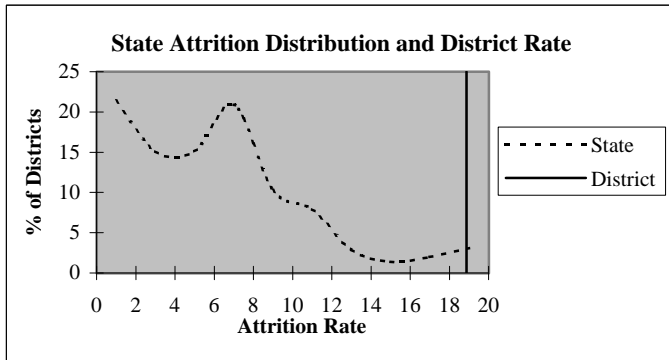




## District Report for: CRESCENT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	51	52	52	53	53	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	47	43	43	44	43	92.2%	82.7%	82.7%	83.0%	81.1%
<b>Newly Hired</b>	<b>4</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>7.8%</b>	<b>17.3%</b>	<b>17.3%</b>	<b>17.0%</b>	<b>18.9%</b>
Transfers In	1	2	4	3	3	25.0%	22.2%	44.4%	33.3%	30.0%
Reentrants	2	3	2	3	1	50.0%	33.3%	22.2%	33.3%	10.0%
First Time Educators	1	4	3	3	6	25.0%	44.4%	33.3%	33.3%	60.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>10</b>	<b>-</b>	<b>15.7%</b>	<b>17.3%</b>	<b>15.4%</b>	<b>18.9%</b>	<b>-</b>
Transfers Out	4	5	4	4	-	50.0%	55.6%	50.0%	40.0%	-
Leave Oklahoma Educ.	4	4	4	6	-	50.0%	44.4%	50.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	15.7%	17.3%	15.4%	18.9%	-
Transfers In/Out	0.25	0.40	1.00	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	9
UCO, Edmond	25
ECU, Ada	1
NWOSU, Alva	3
NESU, Tahlequah	-
SEOSU, Durant	3
SWOSU, Weatherford	4
OK Panhandle SU, Goodwell	1
USAO, Chickasha	-
Langston U, Langston	2
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	1
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	1
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	1
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 51

## District Report for: CRESCENT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	3	2	3	3	3.9%	5.8%	3.8%	5.7%	5.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	3	2	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	4	3	5.9%	5.8%	5.8%	7.5%	5.7%
White - Females	2	3	3	4	3	66.7%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	46	46	47	46	47	90.2%	88.5%	90.4%	86.8%	88.7%
White - Females	33	30	28	31	35	71.7%	65.2%	59.6%	67.4%	74.5%
White - Males	11	13	14	11	10	23.9%	28.3%	29.8%	23.9%	21.3%
Black - Females	2	2	2	2	2	4.3%	4.3%	4.3%	4.3%	4.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	2	1	0	0.0%	2.2%	4.3%	2.2%	0.0%
Other - Males	0	0	1	1	0	0.0%	0.0%	2.1%	2.2%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	1	2.2%	2.2%	2.2%	0.0%	2.4%
25-29	6	7	8	8	5	13.3%	15.6%	17.4%	17.8%	12.2%
30-34	8	7	4	4	6	17.8%	15.6%	8.7%	8.9%	14.6%
35-39	8	7	8	8	7	17.8%	15.6%	17.4%	17.8%	17.1%
40-44	4	8	8	6	7	8.9%	17.8%	17.4%	13.3%	17.1%
45-49	5	4	6	4	3	11.1%	8.9%	13.0%	8.9%	7.3%
50-54	6	5	6	5	5	13.3%	11.1%	13.0%	11.1%	12.2%
55+	7	6	5	10	7	15.6%	13.3%	10.9%	22.2%	17.1%
<b>Average Age</b>	41.6	40.8	41.3	42.5	41.3					

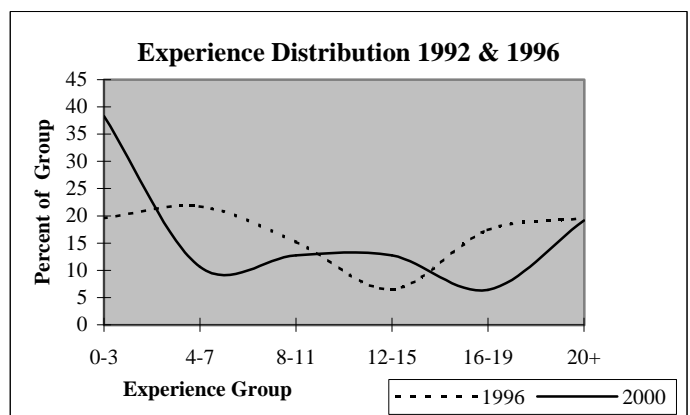
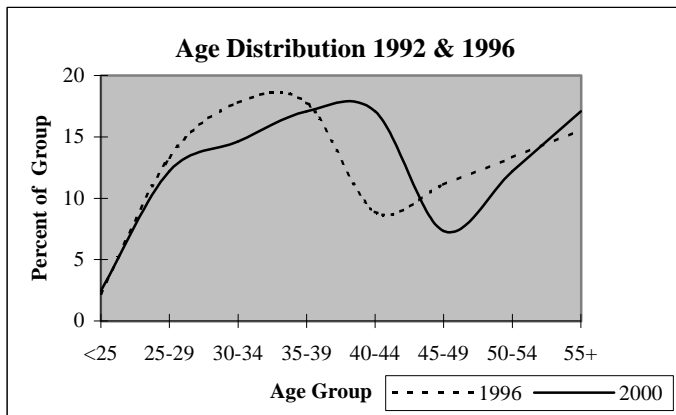
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	10	12	14	18	19.6%	21.7%	25.5%	30.4%	38.3%
4-7 Years	10	9	6	6	5	21.7%	19.6%	12.8%	13.0%	10.6%
8-11 Years	7	9	10	9	6	15.2%	19.6%	21.3%	19.6%	12.8%
12-15 Years	3	2	4	4	6	6.5%	4.3%	8.5%	8.7%	12.8%
16-19 Years	8	8	4	2	3	17.4%	17.4%	8.5%	4.3%	6.4%
20+ Years	9	8	11	11	9	19.6%	17.4%	23.4%	23.9%	19.1%
<b>Average Experience</b>	12.0	11.2	11.0	10.7	9.6					

## District Report for: CRESCENT

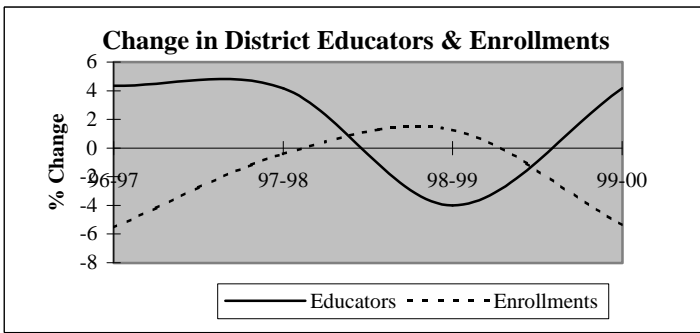
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	9	8	10	-	15.7%	17.3%	15.4%	18.9%	-
Attrition from Transfers	4	5	4	4	-	7.8%	9.6%	7.7%	7.5%	-
Attrition from Exits	4	4	4	6	-	7.8%	7.7%	7.7%	11.3%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>9</b>	<b>8</b>	<b>9</b>	<b>-</b>	<b>13.0%</b>	<b>19.6%</b>	<b>17.0%</b>	<b>19.6%</b>	<b>-</b>
Attrition from Transfers	4	5	4	4	-	8.7%	10.9%	8.5%	8.7%	-
Attrition from Exits	2	4	4	5	-	4.3%	8.7%	8.5%	10.9%	-
<b>District Retention</b>										
Educator Retention	43	43	44	43	-	84.3%	82.7%	84.6%	81.1%	-
Teacher Retention	40	37	39	37	-	87.0%	80.4%	83.0%	80.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.5%	11.8%	88.2%	78.2%	9.6%	87.8%
1 Year of Experience	76.5%	11.8%	88.2%	84.2%	6.9%	91.1%
2 Years of Experience	78.6%	14.3%	92.9%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	11.1%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	25.0%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.0%	0.0%	3.8%	1.9%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.2%	86.5%	86.5%	86.8%	84.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	2.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.9%	13.5%	9.6%	11.3%	13.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MULHALL-ORLANDO

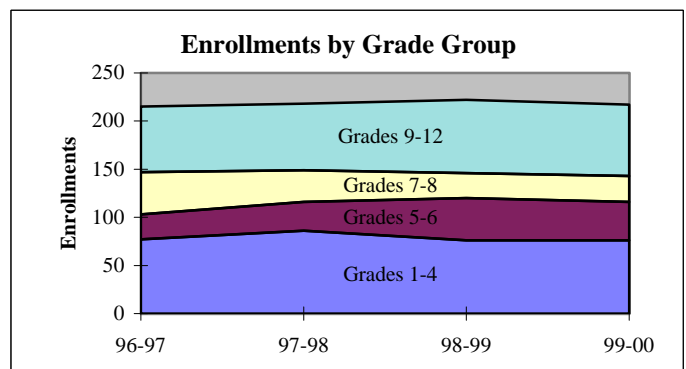
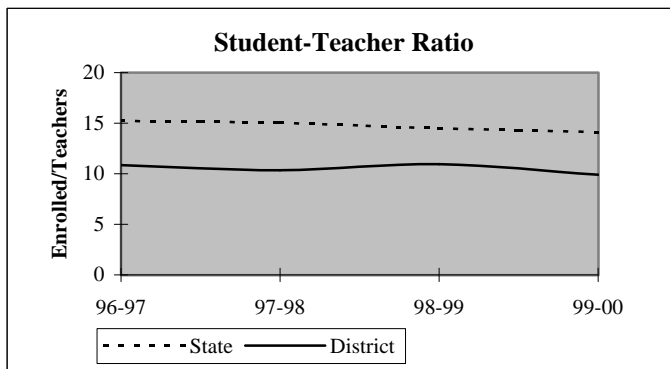


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.0	9.5	10.0	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.0	10.9	10.3	11.0	9.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	1	-1	1	-	-	-	-	-
% Change in Educators	4.5%	4.3%	4.2%	-4.0%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	23	-14	-1	3	-13	-	-	-	-	-
% Change in Enrollments	10.0%	-5.5%	-0.4%	1.3%	-5.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	8.3%	12.0%	8.3%	4.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.2%	4.0%	4.2%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.2%	4.0%	4.2%	4.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	4.2%	4.0%	4.2%	4.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.3%	4.2%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.3	42.0	41.0	40.8	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.5	11.8	11.5	11.3	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	32,369	31,716	32,349	32,663	32,991	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.8%	4.5%	4.3%	4.5%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.2%	72.7%	73.9%	72.7%	73.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	9.1%	8.7%	9.1%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	4.7%	5.0%	5.5%	8.3%	7.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	11	11	9	39.1%	37.5%	44.0%	45.8%	36.0%
Attrition	3	2	1	2	0					
Attrition Rate	33.3%	22.2%	9.1%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	14	15	13	13	15	60.9%	62.5%	52.0%	54.2%	60.0%
Attrition	0	4	1	0	0					
Attrition Rate	0.0%	26.7%	7.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	1	0.0%	0.0%	4.0%	0.0%	4.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	2	1	0	2	0.0%	8.3%	4.0%	0.0%	8.0%

## District Report for: MULHALL-ORLANDO

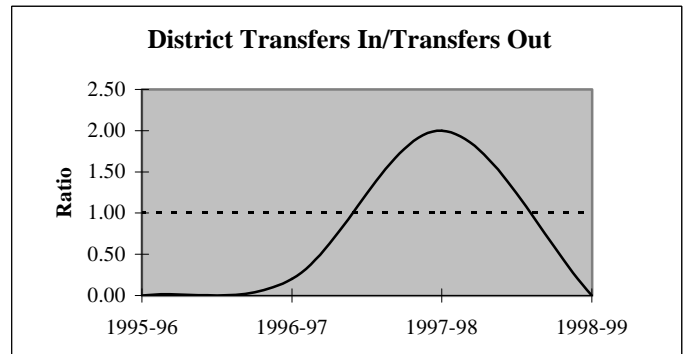
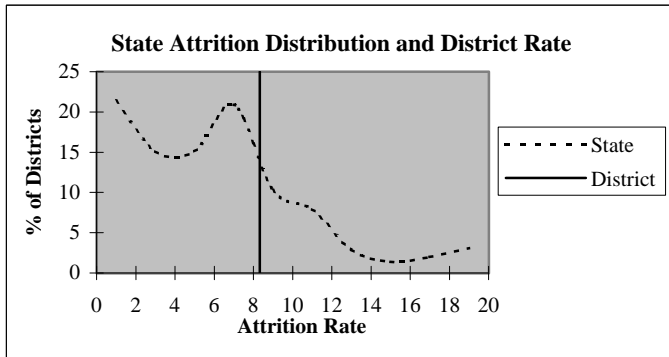
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	24	25	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.3%	4.2%	4.0%	4.2%	4.0%
Professional Staff	1	1	1	1	1	4.3%	4.2%	4.0%	4.2%	4.0%
<b>Total Teachers</b>	21	22	23	22	23	91.3%	91.7%	92.0%	91.7%	92.0%
Special Education	2	2	2	2	2	9.5%	9.1%	8.7%	9.1%	8.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	10	42.9%	40.9%	39.1%	40.9%	43.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	12	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.8%	4.5%	4.3%	4.5%	4.3%
Art & Music	1	1	1	1	1	4.8%	4.5%	4.3%	4.5%	4.3%
Social Studies	0	2	1	1	1	0.0%	9.1%	4.3%	4.5%	4.3%
Foreign Language	1	1	1	1	1	4.8%	4.5%	4.3%	4.5%	4.3%
Math	1	1	3	1	1	4.8%	4.5%	13.0%	4.5%	4.3%
<b>Science</b>	1	1	2	1	1	4.8%	4.5%	8.7%	4.5%	4.3%
Biology	0	0	1	0	0	0.0%	0.0%	4.3%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.8%	4.5%	4.3%	4.5%	4.3%
Vocational Education	2	1	1	1	1	9.5%	4.5%	4.3%	4.5%	4.3%
Other	3	3	2	4	4	14.3%	13.6%	8.7%	18.2%	17.4%
<b>Total Enrollments</b>	253	239	238	241	228	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	24	20	19	11	8.3%	10.0%	8.4%	7.9%	4.8%
Grades 1-4	71	77	86	76	76	28.1%	32.2%	36.1%	31.5%	33.3%
Grades 5-6	39	26	30	44	40	15.4%	10.9%	12.6%	18.3%	17.5%
Grades 7-8	44	44	33	26	27	17.4%	18.4%	13.9%	10.8%	11.8%
Grades 9-12	77	68	69	76	74	30.4%	28.5%	29.0%	31.5%	32.5%
Ungraded	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%



## District Report for: MULHALL-ORLANDO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	24	25	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	20	18	22	22	91.3%	83.3%	72.0%	91.7%	88.0%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>8.7%</b>	<b>16.7%</b>	<b>28.0%</b>	<b>8.3%</b>	<b>12.0%</b>
Transfers In	0	1	4	0	0	0.0%	25.0%	57.1%	0.0%	0.0%
Reentrants	1	2	1	0	1	50.0%	50.0%	14.3%	0.0%	33.3%
First Time Educators	1	1	2	2	2	50.0%	25.0%	28.6%	100.0%	66.7%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>13.0%</b>	<b>25.0%</b>	<b>12.0%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	1	5	2	1	-	33.3%	83.3%	66.7%	50.0%	-
Leave Oklahoma Educ.	2	1	1	1	-	66.7%	16.7%	33.3%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	13.0%	25.0%	12.0%	8.3%	-
Transfers In/Out	0.00	0.20	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>23</b>

## District Report for: MULHALL-ORLANDO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.3%	4.2%	4.0%	4.2%	4.0%
White - Females	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
White - Males	0	0	1	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.3%	4.2%	4.0%	4.2%	4.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	22	23	22	23	91.3%	91.7%	92.0%	91.7%	92.0%
White - Females	15	15	16	15	16	71.4%	68.2%	69.6%	68.2%	69.6%
White - Males	5	6	6	6	6	23.8%	27.3%	26.1%	27.3%	26.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	4.8%	4.5%	4.3%	4.5%	4.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	2	1	0	0.0%	0.0%	8.7%	4.5%	0.0%
25-29	3	2	2	3	2	14.3%	9.1%	8.7%	13.6%	9.1%
30-34	2	3	2	3	4	9.5%	13.6%	8.7%	13.6%	18.2%
35-39	6	5	6	3	1	28.6%	22.7%	26.1%	13.6%	4.5%
40-44	3	3	1	2	5	14.3%	13.6%	4.3%	9.1%	22.7%
45-49	3	5	5	3	3	14.3%	22.7%	21.7%	13.6%	13.6%
50-54	3	1	2	5	5	14.3%	4.5%	8.7%	22.7%	22.7%
55+	1	3	3	2	2	4.8%	13.6%	13.0%	9.1%	9.1%
<b>Average Age</b>	40.3	42.0	41.0	40.8	42.5					

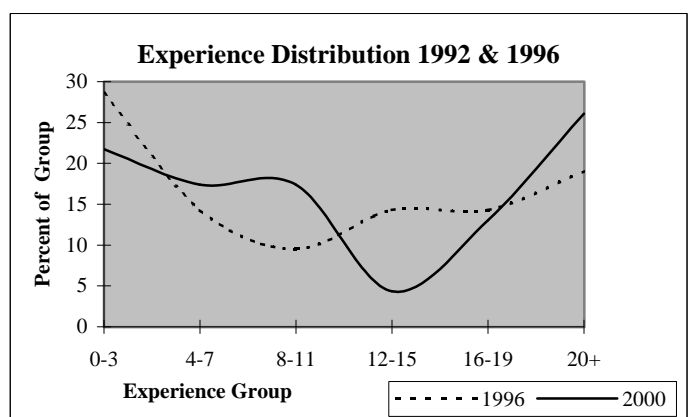
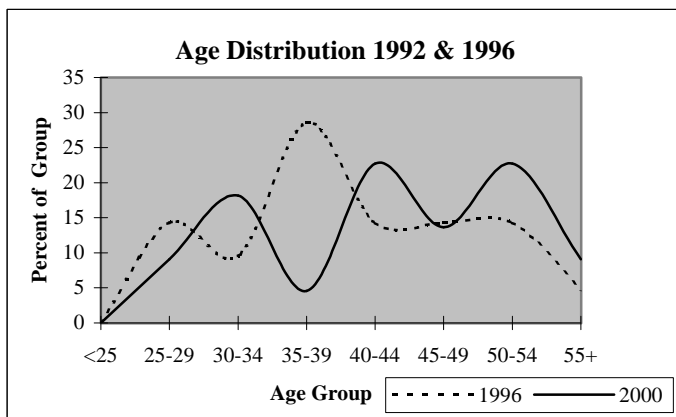
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	5	5	5	28.6%	18.2%	21.7%	22.7%	21.7%
4-7 Years	3	5	5	5	4	14.3%	22.7%	21.7%	22.7%	17.4%
8-11 Years	2	2	2	3	4	9.5%	9.1%	8.7%	13.6%	17.4%
12-15 Years	3	2	2	0	1	14.3%	9.1%	8.7%	0.0%	4.3%
16-19 Years	3	4	4	3	3	14.3%	18.2%	17.4%	13.6%	13.0%
20+ Years	4	5	5	6	6	19.0%	22.7%	21.7%	27.3%	26.1%
<b>Average Experience</b>	10.5	11.8	11.5	11.3	11.7					

## District Report for: MULHALL-ORLANDO

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	6	3	2	-	13.0%	25.0%	12.0%	8.3%	-
Attrition from Transfers	1	5	2	1	-	4.3%	20.8%	8.0%	4.2%	-
Attrition from Exits	2	1	1	1	-	8.7%	4.2%	4.0%	4.2%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>14.3%</b>	<b>18.2%</b>	<b>13.0%</b>	<b>4.5%</b>	<b>-</b>
Attrition from Transfers	1	3	2	0	-	4.8%	13.6%	8.7%	0.0%	-
Attrition from Exits	2	1	1	1	-	9.5%	4.5%	4.3%	4.5%	-
<b>District Retention</b>										
Educator Retention	20	18	22	22	-	87.0%	75.0%	88.0%	91.7%	-
Teacher Retention	18	18	20	21	-	85.7%	81.8%	87.0%	95.5%	-

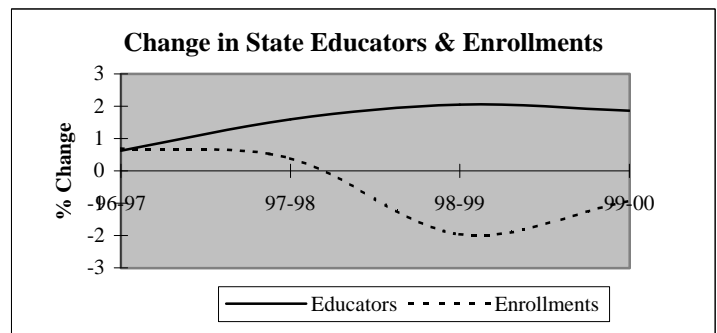
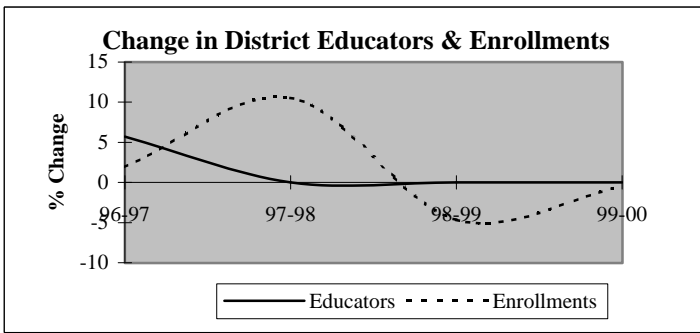
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	11.1%	77.8%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	20.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	0.0%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.2%	4.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.3%	83.3%	84.0%	91.7%	88.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.7%	12.5%	12.0%	8.3%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: COYLE

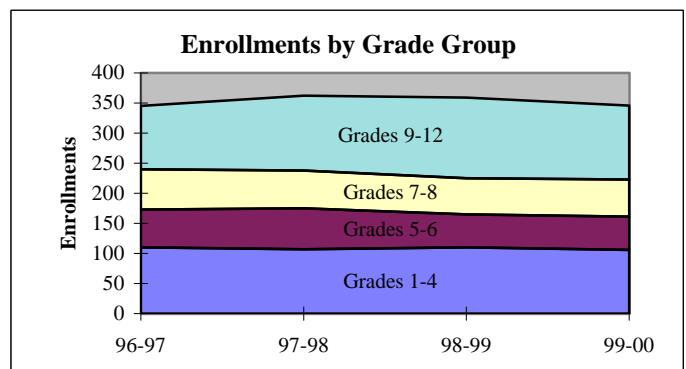
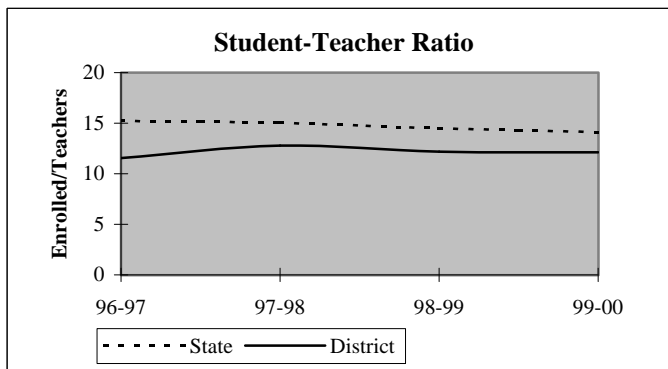


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	10.0	11.1	10.5	10.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.7	11.6	12.8	12.2	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	2	0	0	0	-	-	-	-	-
% Change in Educators	2.9%	5.7%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-32	7	39	-19	-2	-	-	-	-	-
% Change in Enrollments	-8.1%	1.9%	10.5%	-4.6%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.9%	5.4%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	8.1%	8.1%	8.1%	8.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.7%	5.4%	5.4%	5.4%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.0%	18.9%	18.9%	18.9%	18.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	2.7%	2.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	39.4	40.2	40.9	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	8.8	9.7	10.8	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,839	29,666	31,999	32,872	33,823	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	22.6%	21.9%	21.9%	21.9%	21.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.0%	75.0%	78.1%	75.0%	78.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.7%	9.4%	9.4%	9.4%	9.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.4%	35.9%	35.9%	34.4%	34.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	18	17	17	16	48.6%	48.6%	45.9%	45.9%	43.2%
Attrition	1	2	1	2	0					
Attrition Rate	5.9%	11.1%	5.9%	11.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	18	16	16	16	16	51.4%	43.2%	43.2%	43.2%	43.2%
Attrition	3	1	2	0	0					
Attrition Rate	16.7%	6.3%	12.5%	0.0%	0.0%					
At Retirement Age	0	3	4	4	5	0.0%	8.1%	10.8%	10.8%	13.5%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	4	4	5	6	8.6%	10.8%	10.8%	13.5%	16.2%

## District Report for: COYLE

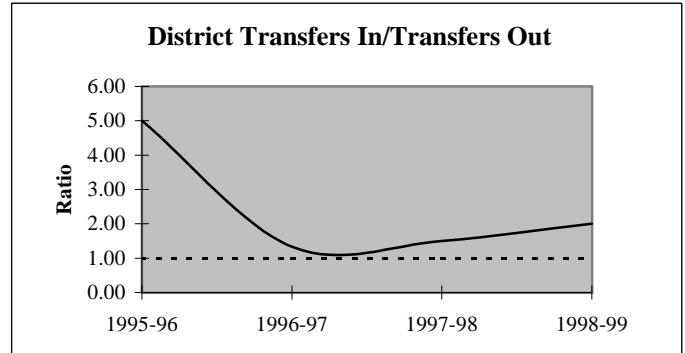
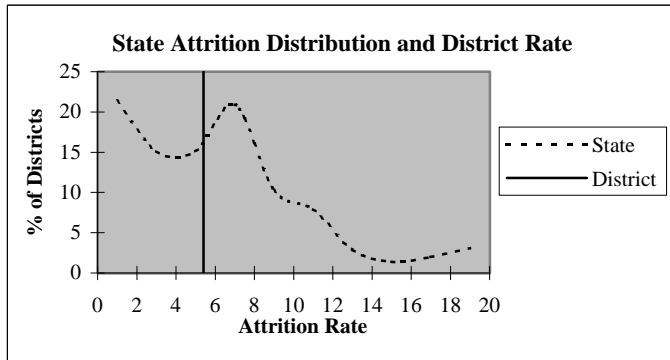
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	37	37	37	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	3	3	3	3	5.7%	8.1%	8.1%	8.1%	8.1%
Professional Staff	2	2	2	2	2	5.7%	5.4%	5.4%	5.4%	5.4%
<b>Total Teachers</b>	31	32	32	32	32	88.6%	86.5%	86.5%	86.5%	86.5%
Special Education	3	3	3	3	3	9.7%	9.4%	9.4%	9.4%	9.4%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	3.1%	3.1%	3.1%	3.1%
Elementary	20	19	19	19	19	64.5%	59.4%	59.4%	59.4%	59.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	9	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	6.5%	6.3%	6.3%	6.3%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	3.2%	6.3%	6.3%	6.3%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.2%	3.1%	3.1%	3.1%	3.1%
<b>Science</b>	1	1	1	1	1	3.2%	3.1%	3.1%	3.1%	3.1%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	3.2%	3.1%	3.1%	3.1%	3.1%
Vocational Education	3	3	3	3	3	9.7%	9.4%	9.4%	9.4%	9.4%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	363	370	409	390	388	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	25	45	29	40	8.5%	6.8%	11.0%	7.4%	10.3%
Grades 1-4	112	110	107	110	106	30.9%	29.7%	26.2%	28.2%	27.3%
Grades 5-6	53	63	68	55	55	14.6%	17.0%	16.6%	14.1%	14.2%
Grades 7-8	57	67	63	60	62	15.7%	18.1%	15.4%	15.4%	16.0%
Grades 9-12	110	105	124	134	123	30.3%	28.4%	30.3%	34.4%	31.7%
Ungraded	0	0	2	2	2	0.0%	0.0%	0.5%	0.5%	0.5%



## District Report for: COYLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	37	37	37	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	31	34	34	35	74.3%	83.8%	91.9%	91.9%	94.6%
Newly Hired	9	6	3	3	2	25.7%	16.2%	8.1%	8.1%	5.4%
Transfers In	5	4	3	2	0	55.6%	66.7%	100.0%	66.7%	0.0%
Reentrants	2	0	0	1	0	22.2%	0.0%	0.0%	33.3%	0.0%
First Time Educators	2	2	0	0	2	22.2%	33.3%	0.0%	0.0%	100.0%
Total Exiting Next Year	4	3	3	2	-	11.4%	8.1%	8.1%	5.4%	-
Transfers Out	1	3	2	1	-	25.0%	100.0%	66.7%	50.0%	-
Leave Oklahoma Educ.	3	0	1	1	-	75.0%	0.0%	33.3%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	11.4%	8.1%	8.1%	5.4%	-
Transfers In/Out	5.00	1.33	1.50	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	7	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>35</b>

## District Report for: COYLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	3	3	3	3	5.7%	8.1%	8.1%	8.1%	8.1%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	2	3	3	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.7%	5.4%	5.4%	5.4%	5.4%
White - Females	1	2	2	2	2	50.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	32	32	32	32	88.6%	86.5%	86.5%	86.5%	86.5%
White - Females	16	18	19	18	19	51.6%	56.3%	59.4%	56.3%	59.4%
White - Males	8	7	6	7	6	25.8%	21.9%	18.8%	21.9%	18.8%
Black - Females	5	5	5	5	5	16.1%	15.6%	15.6%	15.6%	15.6%
Black - Males	1	1	1	1	1	3.2%	3.1%	3.1%	3.1%	3.1%
Other - Females	1	1	1	1	1	3.2%	3.1%	3.1%	3.1%	3.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	3.2%	3.1%	3.1%	0.0%	0.0%
25-29	4	4	4	5	3	12.9%	12.5%	12.5%	15.6%	9.7%
30-34	2	4	5	4	5	6.5%	12.5%	15.6%	12.5%	16.1%
35-39	9	8	7	7	4	29.0%	25.0%	21.9%	21.9%	12.9%
40-44	6	6	5	5	7	19.4%	18.8%	15.6%	15.6%	22.6%
45-49	4	4	3	4	4	12.9%	12.5%	9.4%	12.5%	12.9%
50-54	4	3	4	3	3	12.9%	9.4%	12.5%	9.4%	9.7%
55+	1	2	3	4	5	3.2%	6.3%	9.4%	12.5%	16.1%
<b>Average Age</b>	39.7	39.4	40.2	40.9	42.4					

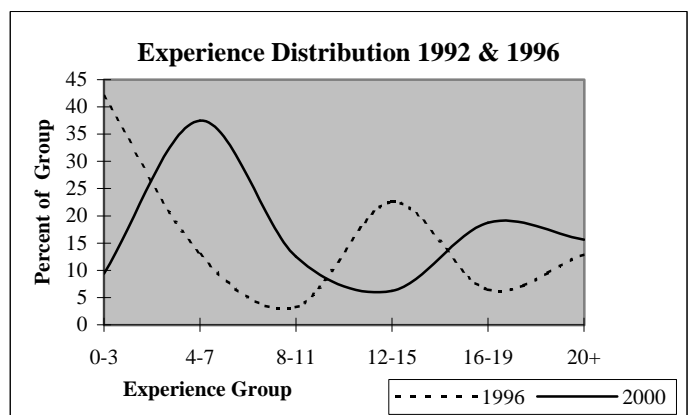
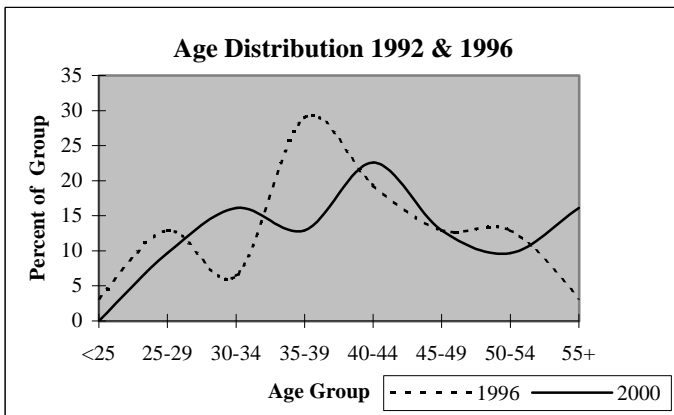
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	13	12	5	3	41.9%	40.6%	37.5%	15.6%	9.4%
4-7 Years	4	5	5	11	12	12.9%	15.6%	15.6%	34.4%	37.5%
8-11 Years	1	1	2	3	4	3.2%	3.1%	6.3%	9.4%	12.5%
12-15 Years	7	7	4	3	2	22.6%	21.9%	12.5%	9.4%	6.3%
16-19 Years	2	2	5	6	6	6.5%	6.3%	15.6%	18.8%	18.8%
20+ Years	4	4	4	4	5	12.9%	12.5%	12.5%	12.5%	15.6%
<b>Average Experience</b>	8.7	8.8	9.7	10.8	11.5					

## District Report for: COYLE

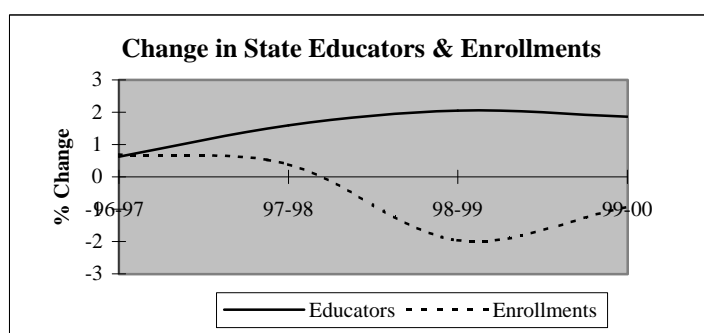
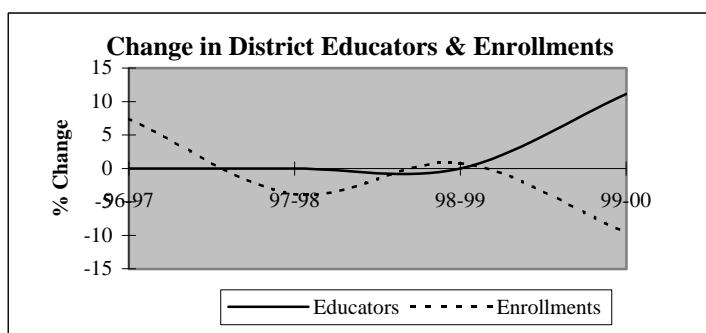
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	3	2	-	11.4%	8.1%	8.1%	5.4%	-
Attrition from Transfers	1	3	2	1	-	2.9%	8.1%	5.4%	2.7%	-
Attrition from Exits	3	0	1	1	-	8.6%	0.0%	2.7%	2.7%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>9.7%</b>	<b>6.3%</b>	<b>3.1%</b>	<b>6.3%</b>	<b>-</b>
Attrition from Transfers	1	2	0	1	-	3.2%	6.3%	0.0%	3.1%	-
Attrition from Exits	2	0	1	1	-	6.5%	0.0%	3.1%	3.1%	-
<b>District Retention</b>										
Educator Retention	31	34	34	35	-	88.6%	91.9%	91.9%	94.6%	-
Teacher Retention	28	30	31	30	-	90.3%	93.8%	96.9%	93.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.9%	9.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	64.7%	11.8%	76.5%	84.2%	6.9%	91.1%
2 Years of Experience	92.9%	7.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.9%	7.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.9%	9.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.4%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.6%	94.6%	94.6%	97.3%	94.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.4%	5.4%	0.0%	2.7%	5.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GREENVILLE



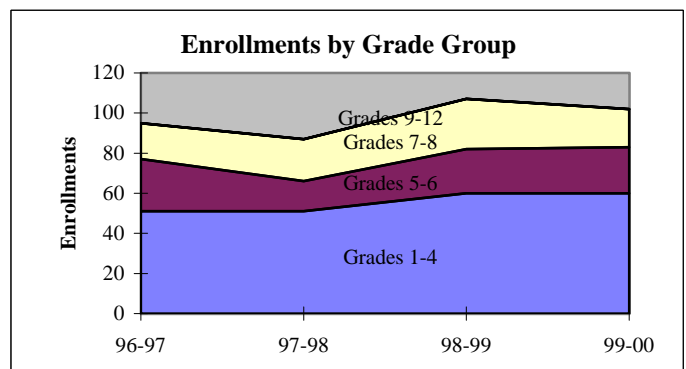
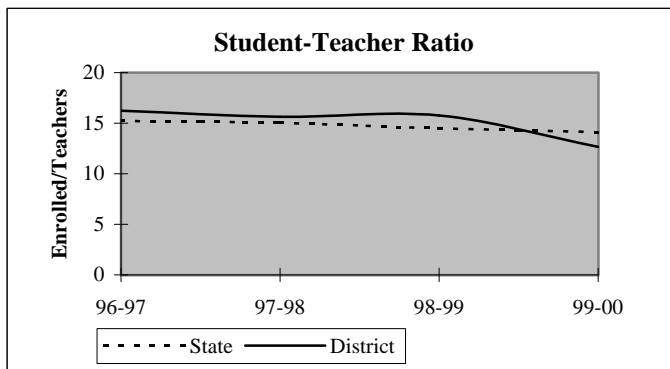
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	14.4	13.9	14.0	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	16.3	15.6	15.8	12.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	0	1	-	-	-	-	-
% Change in Educators	-10.0%	0.0%	0.0%	0.0%	11.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	18	9	-5	1	-12	-	-	-	-	-
% Change in Enrollments	17.5%	7.4%	-3.8%	0.8%	-9.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	22.2%	11.1%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	11.1%	11.1%	11.1%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	11.1%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	11.1%	10.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	32.1	32.3	34.8	35.1	35.6	42.0	42.3	42.5	42.7	43.0
Average Experience	4.3	3.8	4.5	3.4	4.1	12.1	12.3	12.3	12.2	12.2
Average Salary	26,786	23,596	26,181	26,544	27,355	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.5%	12.5%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.5%	87.5%	87.5%	87.5%	88.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.7%	16.9%	25.6%	20.0%	29.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	6	7	8	77.8%	66.7%	66.7%	77.8%	80.0%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	16.7%	16.7%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	3	3	2	2	22.2%	33.3%	33.3%	22.2%	20.0%
Attrition	1	0	2	0	0					
Attrition Rate	50.0%	0.0%	66.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: GREENVILLE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	9	9	9	9	10	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	11.1%	11.1%	11.1%	11.1%	10.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	8	8	8	8	9	88.9%	88.9%	88.9%	88.9%	90.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
Elementary	7	8	8	8	9	87.5%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

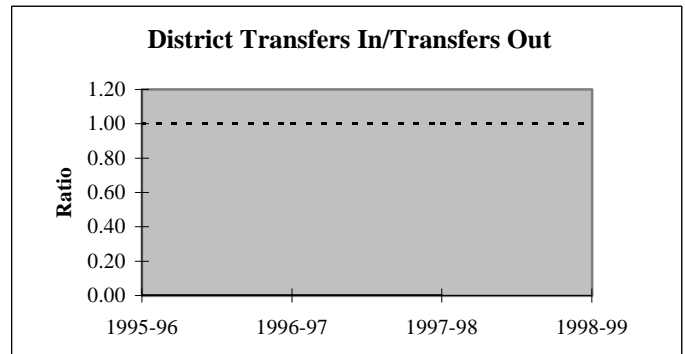
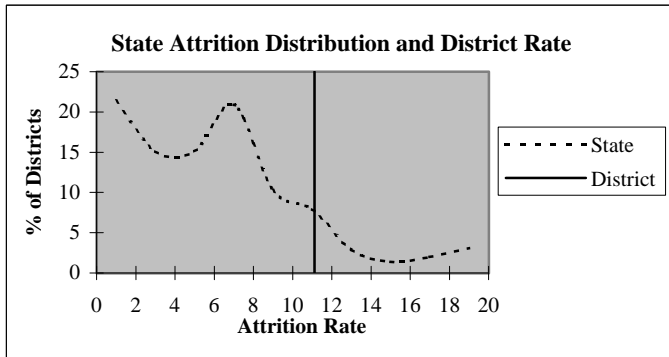
Total Enrollments	121	130	125	126	114	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	35	38	19	12	28.1%	26.9%	30.4%	15.1%	10.5%
Grades 1-4	45	51	51	60	60	37.2%	39.2%	40.8%	47.6%	52.6%
Grades 5-6	19	26	15	22	23	15.7%	20.0%	12.0%	17.5%	20.2%
Grades 7-8	23	18	21	25	19	19.0%	13.8%	16.8%	19.8%	16.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GREENVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	9	9	9	9	10	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	8	8	6	8	77.8%	88.9%	88.9%	66.7%	80.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>22.2%</b>	<b>11.1%</b>	<b>11.1%</b>	<b>33.3%</b>	<b>20.0%</b>
Transfers In	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	50.0%
Reentrants	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
First Time Educators	2	0	1	2	1	100.0%	0.0%	100.0%	66.7%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>11.1%</b>	<b>11.1%</b>	<b>33.3%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	1	1	1	0	-	100.0%	100.0%	33.3%	0.0%	-
Leave Oklahoma Educ.	0	0	2	1	-	0.0%	0.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	11.1%	33.3%	11.1%	-
Transfers In/Out	0.00	0.00	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	8	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>9</b>



## District Report for: GREENVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	11.1%	11.1%	11.1%	11.1%	10.0%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	8	8	8	8	9	88.9%	88.9%	88.9%	88.9%	90.0%
White - Females	6	6	7	7	8	75.0%	75.0%	87.5%	87.5%	88.9%
White - Males	1	1	1	1	1	12.5%	12.5%	12.5%	12.5%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	12.5%	12.5%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	4	2	3	2	50.0%	50.0%	25.0%	37.5%	25.0%
30-34	1	1	2	1	2	12.5%	12.5%	25.0%	12.5%	25.0%
35-39	2	2	2	1	1	25.0%	25.0%	25.0%	12.5%	12.5%
40-44	1	0	1	2	2	12.5%	0.0%	12.5%	25.0%	25.0%
45-49	0	1	1	1	1	0.0%	12.5%	12.5%	12.5%	12.5%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	32.1	32.3	34.8	35.1	35.6					

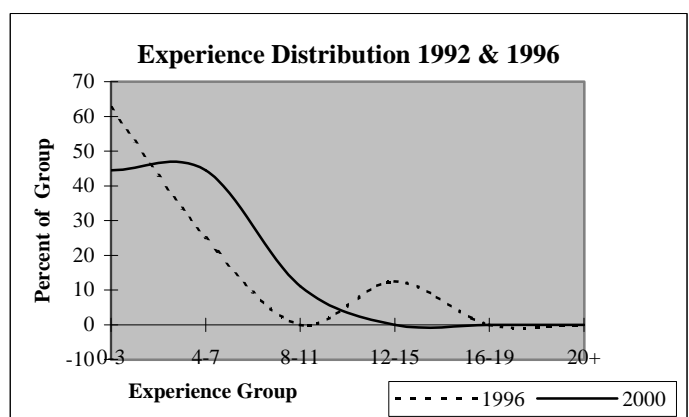
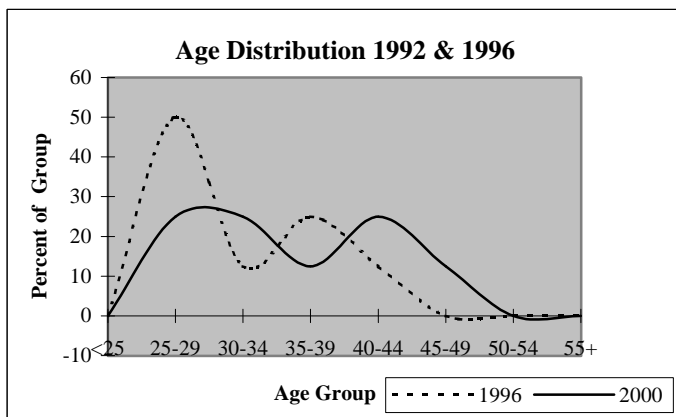
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	3	5	4	62.5%	50.0%	37.5%	62.5%	44.4%
4-7 Years	2	2	3	2	4	25.0%	25.0%	37.5%	25.0%	44.4%
8-11 Years	0	2	2	1	1	0.0%	25.0%	25.0%	12.5%	11.1%
12-15 Years	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	4.3	3.8	4.5	3.4	4.1					

## District Report for: GREENVILLE

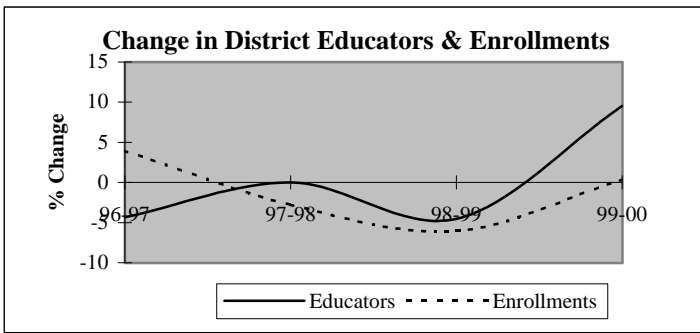
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	3	1	-	11.1%	11.1%	33.3%	11.1%	-
Attrition from Transfers	1	1	1	0	-	11.1%	11.1%	11.1%	0.0%	-
Attrition from Exits	0	0	2	1	-	0.0%	0.0%	22.2%	11.1%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>12.5%</b>	<b>12.5%</b>	<b>25.0%</b>	<b>12.5%</b>	<b>-</b>
Attrition from Transfers	1	1	1	0	-	12.5%	12.5%	12.5%	0.0%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	12.5%	12.5%	-
<b>District Retention</b>										
Educator Retention	8	8	6	8	-	88.9%	88.9%	66.7%	88.9%	-
Teacher Retention	7	7	6	7	-	87.5%	87.5%	75.0%	87.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	11.1%	11.1%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	66.7%	77.8%	88.9%	77.8%	90.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	22.2%	11.1%	11.1%	22.2%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: THACKERVILLE

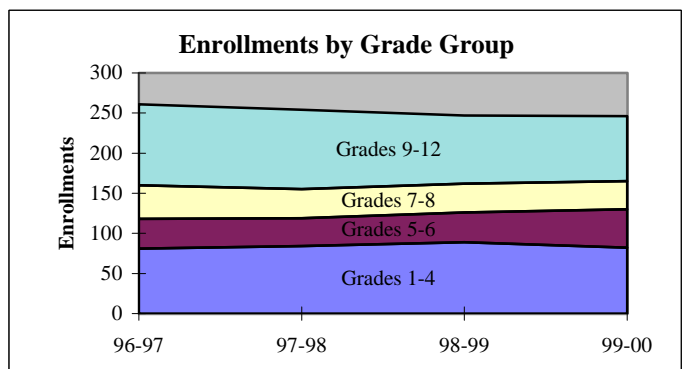
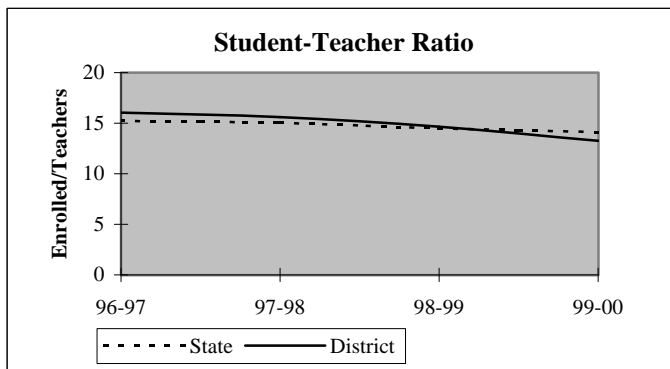


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.1	13.1	12.8	12.6	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	16.1	15.6	14.7	13.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	-1	2	-	-	-	-	-
% Change in Educators	0.0%	-4.3%	0.0%	-4.5%	9.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	11	-8	-17	1	-	-	-	-	-
% Change in Enrollments	1.8%	4.0%	-2.8%	-6.0%	0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.7%	4.5%	0.0%	9.5%	13.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	13.0%	13.6%	13.6%	9.5%	8.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.5%	4.5%	4.8%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.7%	4.5%	4.5%	4.8%	4.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	33.3%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.3%	4.5%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.3	39.8	41.6	42.7	41.1	42.0	42.3	42.5	42.7	43.0
Average Experience	9.3	10.8	11.1	11.2	8.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,097	28,037	29,426	28,487	26,537	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.2%	55.6%	66.7%	83.3%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.6%	5.6%	0.0%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.7%	15.6%	17.1%	12.1%	12.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	10	10	14	47.8%	45.5%	45.5%	47.6%	60.9%
Attrition	4	3	5	4	0					
Attrition Rate	36.4%	30.0%	50.0%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	9	9	7	43.5%	40.9%	40.9%	42.9%	30.4%
Attrition	1	1	2	2	0					
Attrition Rate	10.0%	11.1%	22.2%	22.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	2	2	8.7%	13.6%	13.6%	9.5%	8.7%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	33.3%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	3	3	2	13.0%	18.2%	13.6%	14.3%	8.7%

## District Report for: THACKERVILLE

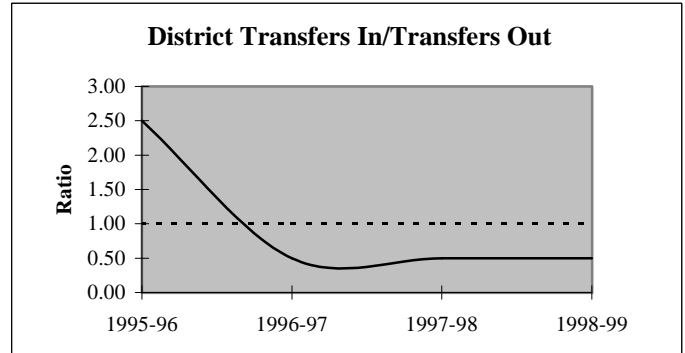
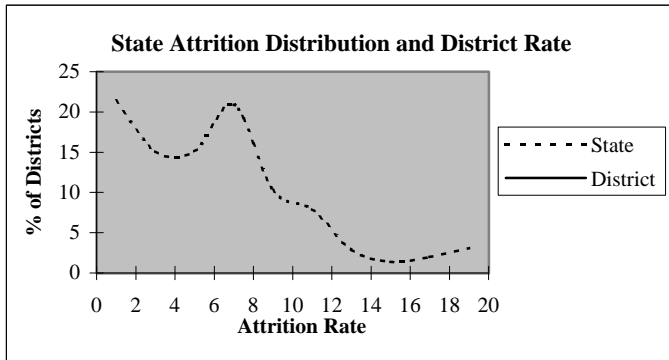
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	22	22	21	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	13.0%	13.6%	13.6%	9.5%	8.7%
Professional Staff	1	1	1	1	1	4.3%	4.5%	4.5%	4.8%	4.3%
<b>Total Teachers</b>	19	18	18	18	20	82.6%	81.8%	81.8%	85.7%	87.0%
Special Education	1	1	1	0	1	5.3%	5.6%	5.6%	0.0%	5.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.0%
Elementary	8	8	9	10	9	42.1%	44.4%	50.0%	55.6%	45.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	8	8	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	1	2	2	2	0.0%	5.6%	11.1%	11.1%	10.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	10.5%	11.1%	11.1%	11.1%	10.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.3%	5.6%	5.6%	5.6%	5.0%
<b>Science</b>	1	2	1	1	1	5.3%	11.1%	5.6%	5.6%	5.0%
Biology	0	1	1	0	1	0.0%	5.6%	5.6%	0.0%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	0	5.3%	5.6%	0.0%	5.6%	0.0%
Vocational Education	1	1	1	1	1	5.3%	5.6%	5.6%	5.6%	5.0%
Other	5	2	1	1	2	26.3%	11.1%	5.6%	5.6%	10.0%
<b>Total Enrollments</b>	278	289	281	264	265	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	27	25	15	19	7.2%	9.3%	8.9%	5.7%	7.2%
Grades 1-4	78	81	84	89	82	28.1%	28.0%	29.9%	33.7%	30.9%
Grades 5-6	31	37	35	37	48	11.2%	12.8%	12.5%	14.0%	18.1%
Grades 7-8	53	42	36	36	35	19.1%	14.5%	12.8%	13.6%	13.2%
Grades 9-12	94	101	99	85	81	33.8%	34.9%	35.2%	32.2%	30.6%
Ungraded	2	1	2	2	0	0.7%	0.3%	0.7%	0.8%	0.0%



## District Report for: THACKERVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	22	22	21	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	18	17	14	15	60.9%	81.8%	77.3%	66.7%	65.2%
<b>Newly Hired</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>39.1%</b>	<b>18.2%</b>	<b>22.7%</b>	<b>33.3%</b>	<b>34.8%</b>
Transfers In	5	2	3	2	2	55.6%	50.0%	60.0%	28.6%	25.0%
Reentrants	2	1	1	2	0	22.2%	25.0%	20.0%	28.6%	0.0%
First Time Educators	2	1	1	3	6	22.2%	25.0%	20.0%	42.9%	75.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>21.7%</b>	<b>22.7%</b>	<b>36.4%</b>	<b>28.6%</b>	<b>-</b>
Transfers Out	2	4	6	4	-	40.0%	80.0%	75.0%	66.7%	-
Leave Oklahoma Educ.	3	1	2	2	-	60.0%	20.0%	25.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	21.7%	22.7%	36.4%	28.6%	-
Transfers In/Out	2.50	0.50	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	8	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>23</b>

## District Report for: THACKERVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	13.0%	13.6%	13.6%	9.5%	8.7%
White - Females	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
White - Males	1	1	2	1	1	33.3%	33.3%	66.7%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	33.3%	33.3%	33.3%	50.0%	50.0%
<b>Professional Staff</b>	1	1	1	1	1	4.3%	4.5%	4.5%	4.8%	4.3%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	18	18	18	20	82.6%	81.8%	81.8%	85.7%	87.0%
White - Females	12	10	12	15	15	63.2%	55.6%	66.7%	83.3%	75.0%
White - Males	6	8	6	3	5	31.6%	44.4%	33.3%	16.7%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	5.3%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	0	0	0	5.3%	11.1%	0.0%	0.0%	0.0%
25-29	5	1	2	2	4	26.3%	5.6%	11.1%	11.1%	23.5%
30-34	2	3	2	3	1	10.5%	16.7%	11.1%	16.7%	5.9%
35-39	1	1	3	1	1	5.3%	5.6%	16.7%	5.6%	5.9%
40-44	4	4	2	4	4	21.1%	22.2%	11.1%	22.2%	23.5%
45-49	3	5	7	4	4	15.8%	27.8%	38.9%	22.2%	23.5%
50-54	3	1	1	1	1	15.8%	5.6%	5.6%	5.6%	5.9%
55+	0	1	1	3	2	0.0%	5.6%	5.6%	16.7%	11.8%
<b>Average Age</b>	38.3	39.8	41.6	42.7	41.1					

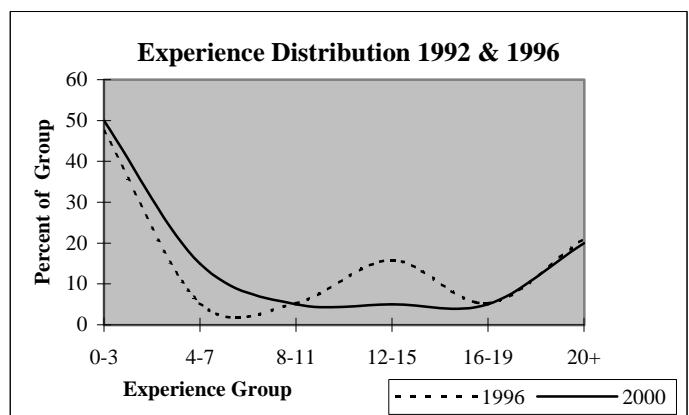
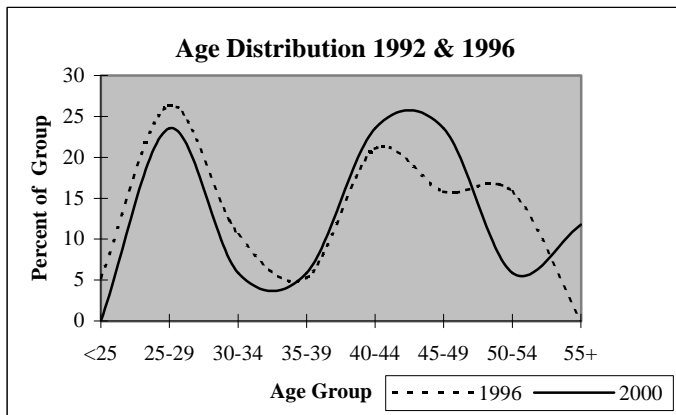
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	6	5	5	10	47.4%	33.3%	27.8%	27.8%	50.0%
4-7 Years	1	3	4	4	3	5.3%	16.7%	22.2%	22.2%	15.0%
8-11 Years	1	1	0	1	1	5.3%	5.6%	0.0%	5.6%	5.0%
12-15 Years	3	2	4	1	1	15.8%	11.1%	22.2%	5.6%	5.0%
16-19 Years	1	2	1	3	1	5.3%	11.1%	5.6%	16.7%	5.0%
20+ Years	4	4	4	4	4	21.1%	22.2%	22.2%	22.2%	20.0%
<b>Average Experience</b>	9.3	10.8	11.1	11.2	8.2					

## District Report for: THACKERVILLE

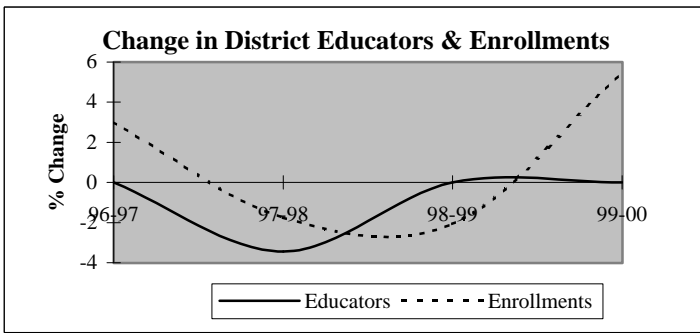
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	8	6	-	21.7%	22.7%	36.4%	28.6%	-
Attrition from Transfers	2	4	6	4	-	8.7%	18.2%	27.3%	19.0%	-
Attrition from Exits	3	1	2	2	-	13.0%	4.5%	9.1%	9.5%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>26.3%</b>	<b>27.8%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>-</b>
Attrition from Transfers	2	4	5	4	-	10.5%	22.2%	27.8%	22.2%	-
Attrition from Exits	3	1	1	2	-	15.8%	5.6%	5.6%	11.1%	-
<b>District Retention</b>										
Educator Retention	18	17	14	15	-	78.3%	77.3%	63.6%	71.4%	-
Teacher Retention	14	13	12	12	-	73.7%	72.2%	66.7%	66.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	54.5%	27.3%	81.8%	78.2%	9.6%	87.8%
1 Year of Experience	30.0%	20.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	33.3%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	40.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	82.6%	90.9%	86.4%	76.2%	73.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	4.5%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	17.4%	9.1%	9.1%	23.8%	26.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: TURNER



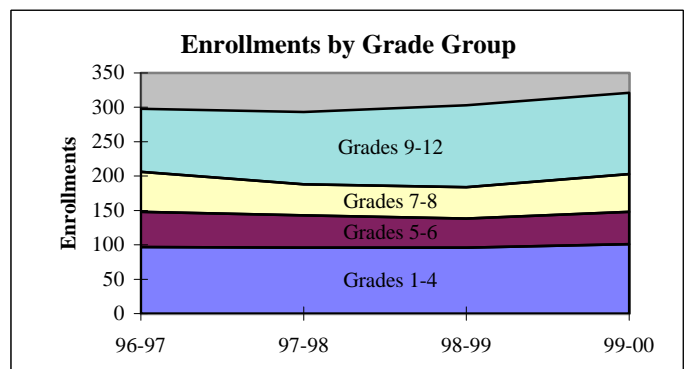
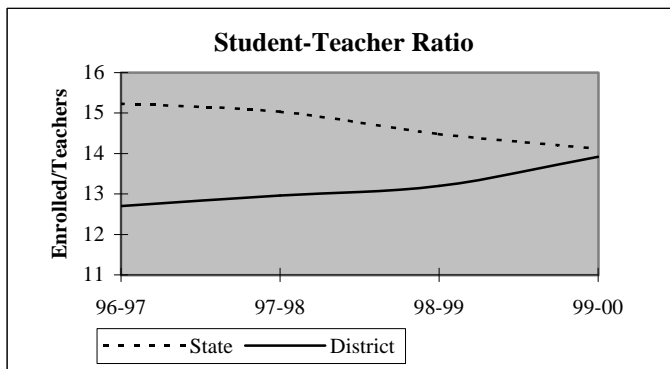
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	11.8	12.0	11.8	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	12.7	13.0	13.2	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	-1	0	0	-	-	-	-	-
% Change in Educators	-3.3%	0.0%	-3.4%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	16	10	-6	-7	18	-	-	-	-	-
% Change in Enrollments	5.0%	3.0%	-1.7%	-2.1%	5.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.4%	0.0%	0.0%	3.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.4%	3.4%	3.6%	7.1%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.4%	3.4%	3.6%	3.6%	3.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.9%	10.3%	10.7%	10.7%	10.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	3.6%	3.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.2	44.6	45.0	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	12.3	13.9	12.4	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	32,215	30,888	32,260	31,612	31,571	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.4%	11.1%	11.5%	12.0%	12.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.0%	63.0%	65.4%	72.0%	72.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	7.4%	7.7%	4.0%	4.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.7%	9.9%	14.2%	26.8%	23.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	7	8	8	37.9%	34.5%	25.0%	28.6%	28.6%
Attrition	2	1	1	1	0					
Attrition Rate	18.2%	10.0%	14.3%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	18	18	16	16	55.2%	62.1%	64.3%	57.1%	57.1%
Attrition	1	1	3	0	0					
Attrition Rate	6.3%	5.6%	16.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	3	4	4	6.9%	3.4%	10.7%	14.3%	14.3%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	5	4	5	6.9%	10.3%	17.9%	14.3%	17.9%



## District Report for: TURNER

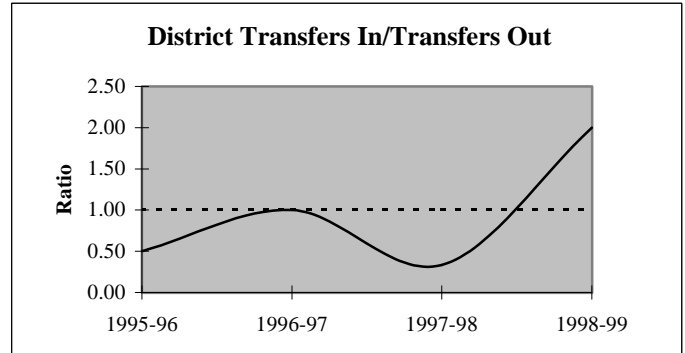
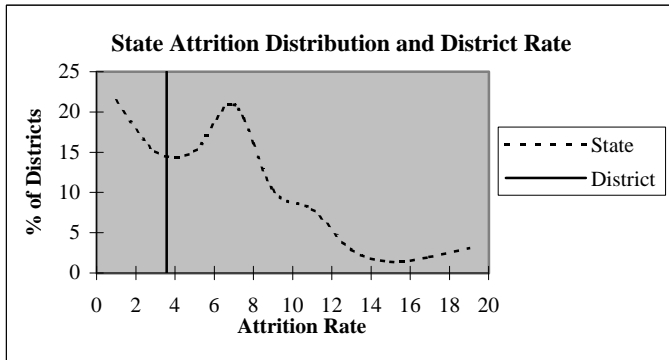
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	29	28	28	28	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	3.4%	3.4%	3.6%	7.1%	7.1%
Professional Staff	1	1	1	1	1	3.4%	3.4%	3.6%	3.6%	3.6%
<b>Total Teachers</b>	27	27	26	25	25	93.1%	93.1%	92.9%	89.3%	89.3%
Special Education	3	2	2	1	1	11.1%	7.4%	7.7%	4.0%	4.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	14	14	14	14	48.1%	51.9%	53.8%	56.0%	56.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	10	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	3.7%	3.7%	3.8%	4.0%	4.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	2	3.7%	3.7%	3.8%	4.0%	8.0%
Foreign Language	1	1	0	0	0	3.7%	3.7%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	7.4%	7.4%	7.7%	8.0%	8.0%
<b>Science</b>	1	1	1	1	1	3.7%	3.7%	3.8%	4.0%	4.0%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	4.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	1	3.7%	3.7%	3.8%	0.0%	4.0%
Vocational Education	4	4	4	4	4	14.8%	14.8%	15.4%	16.0%	16.0%
Other	1	1	1	1	0	3.7%	3.7%	3.8%	4.0%	0.0%
<b>Total Enrollments</b>	333	343	337	330	348	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	45	43	26	27	13.5%	13.1%	12.8%	7.9%	7.8%
Grades 1-4	96	97	96	96	101	28.8%	28.3%	28.5%	29.1%	29.0%
Grades 5-6	45	51	47	42	47	13.5%	14.9%	13.9%	12.7%	13.5%
Grades 7-8	59	58	45	46	55	17.7%	16.9%	13.4%	13.9%	15.8%
Grades 9-12	88	92	105	119	118	26.4%	26.8%	31.2%	36.1%	33.9%
Ungraded	0	0	1	1	0	0.0%	0.0%	0.3%	0.3%	0.0%



## District Report for: TURNER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	29	28	28	28	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	25	27	24	27	86.2%	86.2%	96.4%	85.7%	96.4%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>13.8%</b>	<b>13.8%</b>	<b>3.6%</b>	<b>14.3%</b>	<b>3.6%</b>
Transfers In	1	1	1	2	1	25.0%	25.0%	100.0%	50.0%	100.0%
Reentrants	1	1	0	0	0	25.0%	25.0%	0.0%	0.0%	0.0%
First Time Educators	2	2	0	2	0	50.0%	50.0%	0.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>13.8%</b>	<b>6.9%</b>	<b>14.3%</b>	<b>3.6%</b>	<b>-</b>
Transfers Out	2	1	3	1	-	50.0%	50.0%	75.0%	100.0%	-
Leave Oklahoma Educ.	2	1	1	0	-	50.0%	50.0%	25.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	13.8%	6.9%	14.3%	3.6%	-
Transfers In/Out	0.50	1.00	0.33	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	18	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>29</b>

## District Report for: TURNER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	3.4%	3.4%	3.6%	7.1%	7.1%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.4%	3.4%	3.6%	3.6%	3.6%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	27	26	25	25	93.1%	93.1%	92.9%	89.3%	89.3%
White - Females	16	15	15	16	16	59.3%	55.6%	57.7%	64.0%	64.0%
White - Males	9	9	8	6	6	33.3%	33.3%	30.8%	24.0%	24.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	2	3.7%	7.4%	7.7%	8.0%	8.0%
Other - Males	1	1	1	1	1	3.7%	3.7%	3.8%	4.0%	4.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.7%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	1	0	1	11.1%	11.1%	3.8%	0.0%	4.0%
30-34	1	3	4	4	2	3.7%	11.1%	15.4%	16.0%	8.0%
35-39	3	2	2	4	6	11.1%	7.4%	7.7%	16.0%	24.0%
40-44	8	8	5	3	1	29.6%	29.6%	19.2%	12.0%	4.0%
45-49	2	2	6	7	7	7.4%	7.4%	23.1%	28.0%	28.0%
50-54	6	5	3	1	2	22.2%	18.5%	11.5%	4.0%	8.0%
55+	3	4	5	6	6	11.1%	14.8%	19.2%	24.0%	24.0%
<b>Average Age</b>	43.2	43.2	44.6	45.0	45.4					

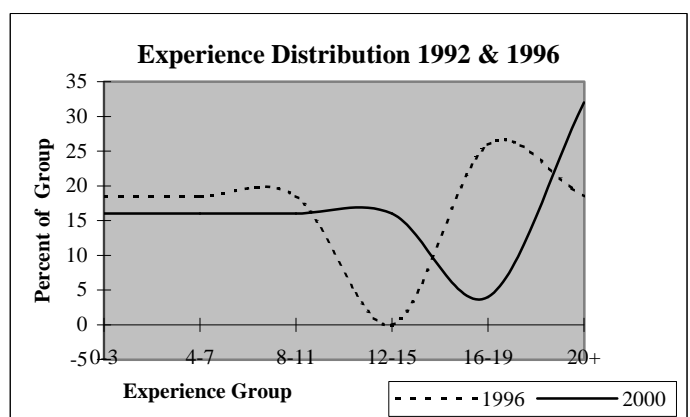
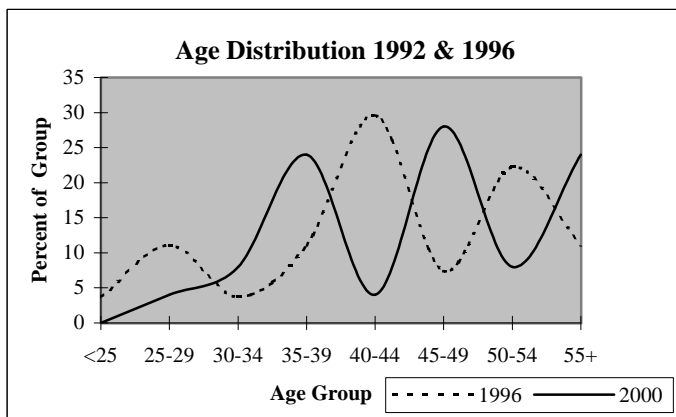
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	4	7	4	18.5%	18.5%	15.4%	28.0%	16.0%
4-7 Years	5	4	3	1	4	18.5%	14.8%	11.5%	4.0%	16.0%
8-11 Years	5	4	4	5	4	18.5%	14.8%	15.4%	20.0%	16.0%
12-15 Years	0	3	3	3	4	0.0%	11.1%	11.5%	12.0%	16.0%
16-19 Years	7	5	6	3	1	25.9%	18.5%	23.1%	12.0%	4.0%
20+ Years	5	6	6	6	8	18.5%	22.2%	23.1%	24.0%	32.0%
<b>Average Experience</b>	12.1	12.3	13.9	12.4	13.4					

## District Report for: TURNER

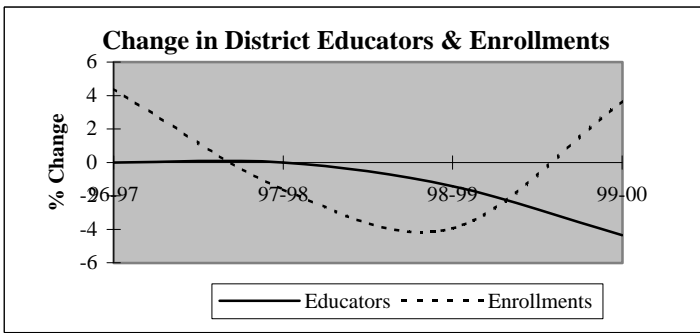
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	4	1	-	13.8%	6.9%	14.3%	3.6%	-
Attrition from Transfers	2	1	3	1	-	6.9%	3.4%	10.7%	3.6%	-
Attrition from Exits	2	1	1	0	-	6.9%	3.4%	3.6%	0.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>11.1%</b>	<b>7.4%</b>	<b>15.4%</b>	<b>4.0%</b>	<b>-</b>
Attrition from Transfers	1	1	3	1	-	3.7%	3.7%	11.5%	4.0%	-
Attrition from Exits	2	1	1	0	-	7.4%	3.7%	3.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	25	27	24	27	-	86.2%	93.1%	85.7%	96.4%	-
Teacher Retention	24	25	22	24	-	88.9%	92.6%	84.6%	96.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	10.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	50.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.4%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.2%	89.7%	100.0%	92.9%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.3%	10.3%	0.0%	7.1%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MARIETTA

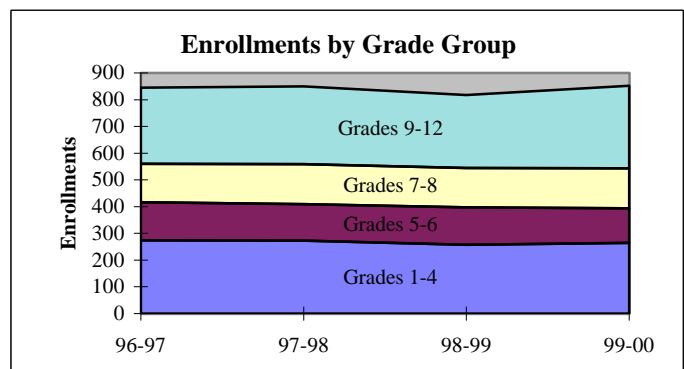
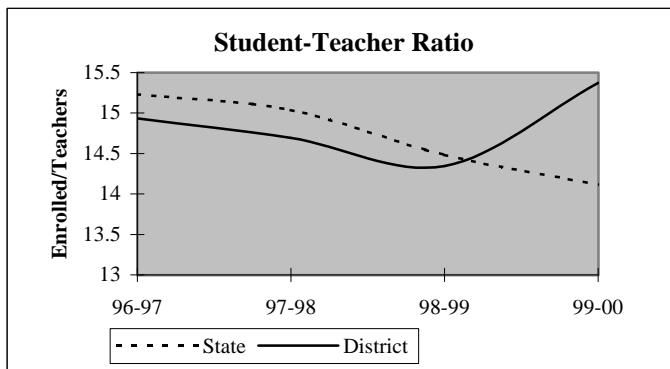


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	13.2	13.0	12.7	13.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	14.9	14.7	14.3	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	0	-1	-3	-	-	-	-	-
% Change in Educators	2.9%	0.0%	0.0%	-1.4%	-4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	39	-15	-36	32	-	-	-	-	-
% Change in Enrollments	0.8%	4.4%	-1.6%	-4.0%	3.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	2.9%	1.4%	1.4%	3.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	7.1%	7.2%	7.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	4.3%	4.3%	4.3%	3.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	7.1%	7.1%	5.8%	6.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.4%	1.4%	1.4%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	42.5	43.2	44.2	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	11.8	11.3	12.5	13.1	10.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,744	28,018	29,256	30,013	29,379	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.8%	8.1%	8.1%	6.6%	6.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	77.4%	74.2%	70.5%	71.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.5%	6.5%	6.6%	6.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.0%	29.2%	30.5%	32.6%	35.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	28	24	21	28	37.1%	40.0%	34.3%	30.4%	42.4%
Attrition	1	4	4	5	0					
Attrition Rate	3.8%	14.3%	16.7%	23.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	38	36	40	41	33	54.3%	51.4%	57.1%	59.4%	50.0%
Attrition	5	0	2	6	0					
Attrition Rate	13.2%	0.0%	5.0%	14.6%	0.0%					
At Retirement Age	6	6	6	7	5	8.6%	8.6%	8.6%	10.1%	7.6%
Attrition	1	0	0	5	0					
Attrition Rate	16.7%	0.0%	0.0%	71.4%	0.0%					
At Retirement in 5 yrs.	8	6	7	11	7	11.4%	8.6%	10.0%	15.9%	10.6%

## District Report for: MARIETTA

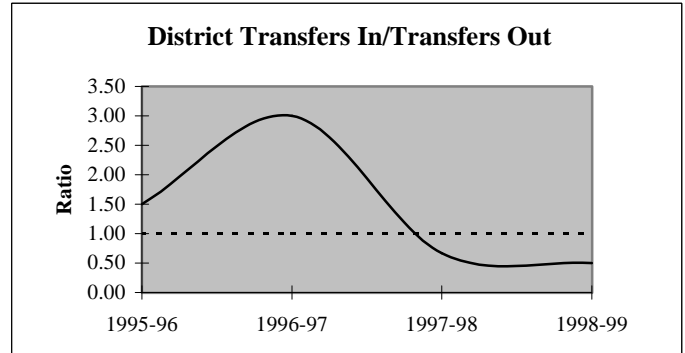
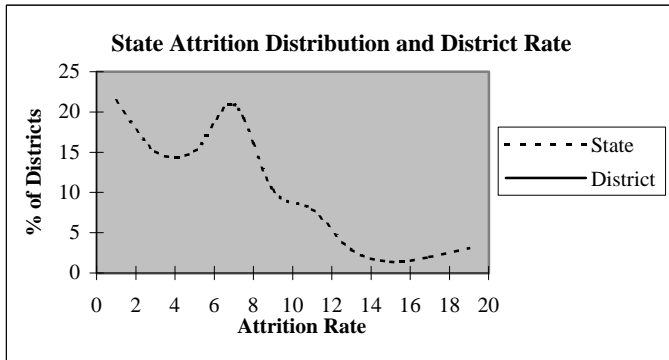
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	70	70	70	69	66	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	7.1%	7.1%	7.1%	7.2%	7.6%
Professional Staff	2	3	3	3	2	2.9%	4.3%	4.3%	4.3%	3.0%
<b>Total Teachers</b>	63	62	62	61	59	90.0%	88.6%	88.6%	88.4%	89.4%
Special Education	4	4	4	4	4	6.3%	6.5%	6.5%	6.6%	6.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	27	26	25	24	23	42.9%	41.9%	40.3%	39.3%	39.0%
<b>Middle School</b>	10	9	9	9	9	15.9%	14.5%	14.5%	14.8%	15.3%
Language Arts	3	3	3	3	3	4.8%	4.8%	4.8%	4.9%	5.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	3.2%	3.2%	3.2%	3.3%	3.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	3.2%	3.2%	3.2%	3.3%	3.4%
Science	2	2	2	2	2	3.2%	3.2%	3.2%	3.3%	3.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	22	23	24	24	23	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	5	4	4	4	6.3%	8.1%	6.5%	6.6%	6.8%
Art & Music	3	3	3	3	3	4.8%	4.8%	4.8%	4.9%	5.1%
Social Studies	3	2	4	5	3	4.8%	3.2%	6.5%	8.2%	5.1%
Foreign Language	1	0	0	1	1	1.6%	0.0%	0.0%	1.6%	1.7%
Math	2	2	2	2	2	3.2%	3.2%	3.2%	3.3%	3.4%
<b>Science</b>	3	3	3	3	3	4.8%	4.8%	4.8%	4.9%	5.1%
Biology	0	1	1	1	0	0.0%	1.6%	1.6%	1.6%	0.0%
Chemistry	0	1	1	1	0	0.0%	1.6%	1.6%	1.6%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	1	1	1	3	4.8%	1.6%	1.6%	1.6%	5.1%
Vocational Education	2	3	4	2	3	3.2%	4.8%	6.5%	3.3%	5.1%
Other	4	5	4	4	4	6.3%	8.1%	6.5%	6.6%	6.8%
<b>Total Enrollments</b>	887	926	911	875	907	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	81	61	58	55	7.1%	8.7%	6.7%	6.6%	6.1%
Grades 1-4	275	274	273	257	264	31.0%	29.6%	30.0%	29.4%	29.1%
Grades 5-6	146	142	136	140	130	16.5%	15.3%	14.9%	16.0%	14.3%
Grades 7-8	147	144	150	147	149	16.6%	15.6%	16.5%	16.8%	16.4%
Grades 9-12	256	285	291	273	309	28.9%	30.8%	31.9%	31.2%	34.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MARIETTA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	70	70	70	69	66	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	61	63	66	64	53	87.1%	90.0%	94.3%	92.8%	80.3%
<b>Newly Hired</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>13</b>	<b>12.9%</b>	<b>10.0%</b>	<b>5.7%</b>	<b>7.2%</b>	<b>19.7%</b>
Transfers In	3	3	2	3	5	33.3%	42.9%	50.0%	60.0%	38.5%
Reentrants	2	1	0	2	2	22.2%	14.3%	0.0%	40.0%	15.4%
First Time Educators	4	3	2	0	6	44.4%	42.9%	50.0%	0.0%	46.2%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>16</b>	<b>-</b>	<b>10.0%</b>	<b>5.7%</b>	<b>8.6%</b>	<b>23.2%</b>	<b>-</b>
Transfers Out	2	1	3	6	-	28.6%	25.0%	50.0%	37.5%	-
Leave Oklahoma Educ.	5	3	3	10	-	71.4%	75.0%	50.0%	62.5%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	5.7%	8.6%	23.2%	-
Transfers In/Out	1.50	3.00	0.67	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	9	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	34	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>70</b>

## District Report for: MARIETTA

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	5	5	5	5	5	7.1%	7.1%	7.1%	7.2%	7.6%
White - Females	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
White - Males	4	4	4	4	4	80.0%	80.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	3	2	2.9%	4.3%	4.3%	4.3%	3.0%
White - Females	1	2	2	2	2	50.0%	66.7%	66.7%	66.7%	100.0%
White - Males	1	1	1	1	0	50.0%	33.3%	33.3%	33.3%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	63	62	62	61	59	90.0%	88.6%	88.6%	88.4%	89.4%
White - Females	46	44	42	41	39	73.0%	71.0%	67.7%	67.2%	66.1%
White - Males	14	13	15	16	16	22.2%	21.0%	24.2%	26.2%	27.1%
Black - Females	2	2	2	1	1	3.2%	3.2%	3.2%	1.6%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	1	2	1.6%	3.2%	3.2%	1.6%	3.4%
Other - Males	0	1	1	2	1	0.0%	1.6%	1.6%	3.3%	1.7%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	1	0	1	0	0	1.6%	0.0%	1.6%	0.0%	0.0%
25-29	4	8	8	7	8	6.3%	12.9%	12.9%	11.7%	14.8%
30-34	8	8	2	5	5	12.7%	12.9%	3.2%	8.3%	9.3%
35-39	9	8	13	11	7	14.3%	12.9%	21.0%	18.3%	13.0%
40-44	10	8	6	5	6	15.9%	12.9%	9.7%	8.3%	11.1%
45-49	16	15	13	11	10	25.4%	24.2%	21.0%	18.3%	18.5%
50-54	6	8	10	11	12	9.5%	12.9%	16.1%	18.3%	22.2%
55+	9	7	9	10	6	14.3%	11.3%	14.5%	16.7%	11.1%
Average Age	43.5	42.5	43.2	44.2	43.3					

Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	16	14	12	11	15	25.4%	22.6%	19.4%	18.0%	25.4%
4-7 Years	10	14	12	10	13	15.9%	22.6%	19.4%	16.4%	22.0%
8-11 Years	7	7	4	8	7	11.1%	11.3%	6.5%	13.1%	11.9%
12-15 Years	8	7	12	9	6	12.7%	11.3%	19.4%	14.8%	10.2%
16-19 Years	8	7	7	7	6	12.7%	11.3%	11.3%	11.5%	10.2%
20+ Years	14	13	15	16	12	22.2%	21.0%	24.2%	26.2%	20.3%
Average Experience	11.8	11.3	12.5	13.1	10.8					

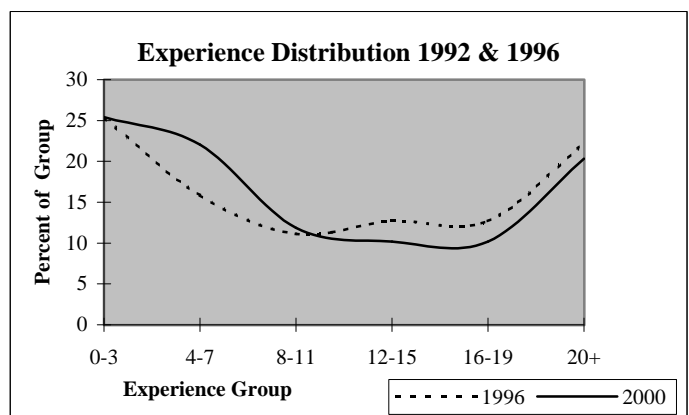
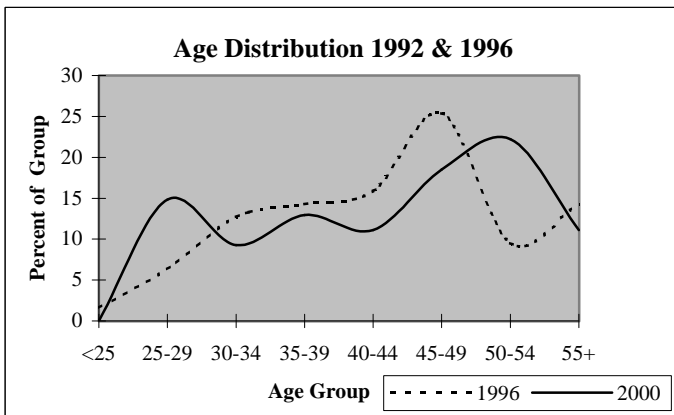


## District Report for: MARIETTA

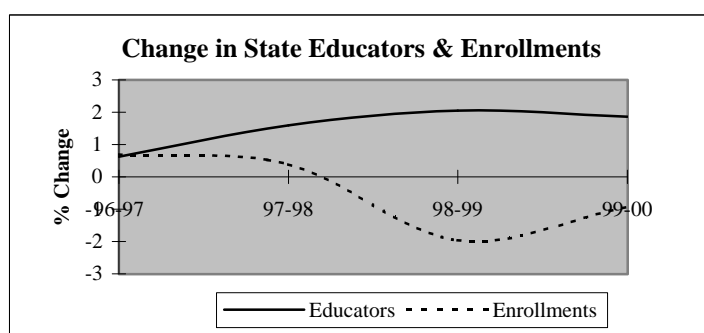
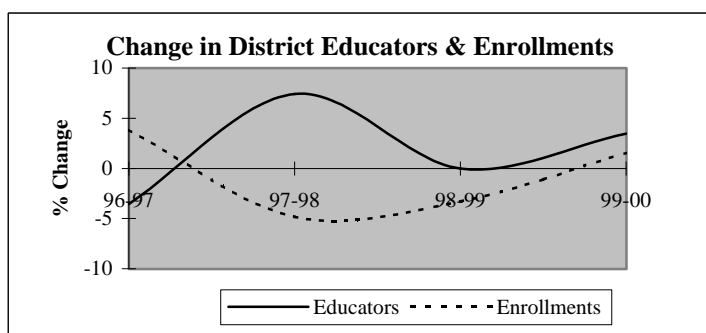
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	4	6	16	-	10.0%	5.7%	8.6%	23.2%	-
Attrition from Transfers	2	1	3	6	-	2.9%	1.4%	4.3%	8.7%	-
Attrition from Exits	5	3	3	10	-	7.1%	4.3%	4.3%	14.5%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>15</b>	<b>-</b>	<b>9.5%</b>	<b>6.5%</b>	<b>9.7%</b>	<b>24.6%</b>	<b>-</b>
Attrition from Transfers	1	1	3	6	-	1.6%	1.6%	4.8%	9.8%	-
Attrition from Exits	5	3	3	9	-	7.9%	4.8%	4.8%	14.8%	-
<b>District Retention</b>										
Educator Retention	63	66	64	53	-	90.0%	94.3%	91.4%	76.8%	-
Teacher Retention	57	58	56	46	-	90.5%	93.5%	90.3%	75.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	0.0%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	86.7%	13.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	94.4%	0.0%	94.4%	85.2%	5.9%	91.1%
3 Years of Experience	82.4%	11.8%	94.1%	86.1%	5.6%	91.7%
4 Years of Experience	93.3%	0.0%	93.3%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.4%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	94.3%	97.1%	97.1%	87.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.6%	5.7%	2.9%	2.9%	12.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RINGWOOD

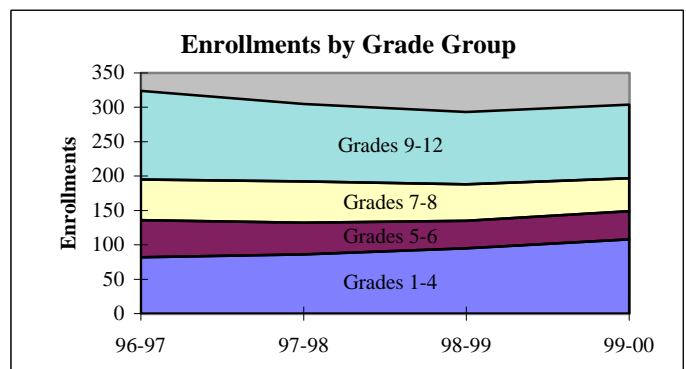
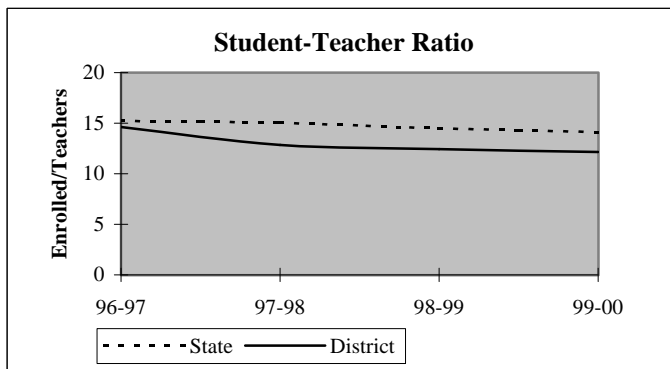


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.1	13.0	11.5	11.1	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	14.6	12.8	12.4	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	2	0	1	-	-	-	-	-
% Change in Educators	0.0%	-3.6%	7.4%	0.0%	3.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	13	-17	-11	5	-	-	-	-	-
% Change in Enrollments	6.0%	3.8%	-4.8%	-3.3%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	7.4%	13.8%	3.4%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.6%	3.7%	3.4%	3.4%	3.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.4%	6.9%	6.9%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	44.3	44.1	44.7	46.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	13.5	13.6	14.2	15.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,332	29,944	29,530	31,692	32,316	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	84.0%	83.3%	80.8%	80.8%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.0%	12.5%	11.5%	11.5%	11.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.9%	11.4%	13.5%	17.0%	20.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	9	9	6	32.1%	33.3%	31.0%	31.0%	20.0%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	11.1%	0.0%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	18	19	19	22	67.9%	66.7%	65.5%	65.5%	73.3%
Attrition	1	0	1	0	0					
Attrition Rate	5.3%	0.0%	5.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	1	2	0.0%	0.0%	3.4%	3.4%	6.7%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	2	2	3	0.0%	3.7%	6.9%	6.9%	10.0%

## District Report for: RINGWOOD

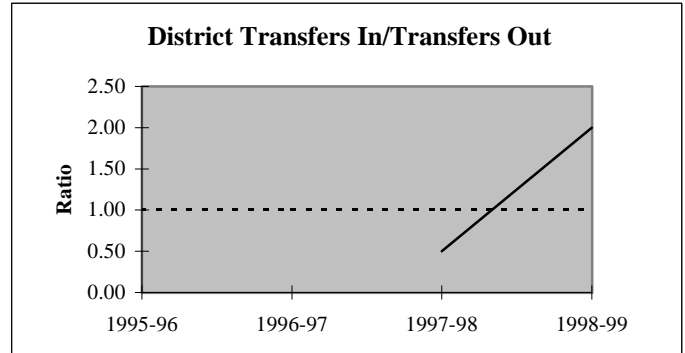
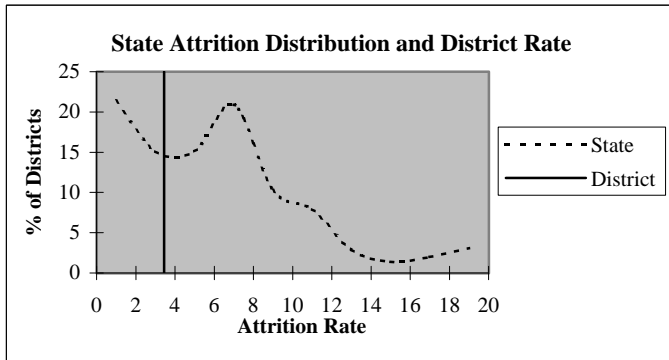
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	27	29	29	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.6%	3.7%	3.4%	3.4%	3.3%
Professional Staff	2	2	2	2	2	7.1%	7.4%	6.9%	6.9%	6.7%
<b>Total Teachers</b>	25	24	26	26	27	89.3%	88.9%	89.7%	89.7%	90.0%
Special Education	3	3	3	3	3	12.0%	12.5%	11.5%	11.5%	11.1%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.8%	3.7%
Elementary	13	12	13	13	14	52.0%	50.0%	50.0%	50.0%	51.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	10	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	4.0%	4.2%	3.8%	3.8%	3.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	8.0%	8.3%	7.7%	7.7%	7.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	2	2	2	4.0%	4.2%	7.7%	7.7%	7.4%
<b>Science</b>	1	1	1	1	1	4.0%	4.2%	3.8%	3.8%	3.7%
Biology	0	1	0	1	1	0.0%	4.2%	0.0%	3.8%	3.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	0	4.0%	0.0%	3.8%	0.0%	0.0%
Vocational Education	3	3	2	2	2	12.0%	12.5%	7.7%	7.7%	7.4%
Other	1	1	2	1	1	4.0%	4.2%	7.7%	3.8%	3.7%
<b>Total Enrollments</b>	338	351	334	323	328	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	27	29	29	24	7.4%	7.7%	8.7%	9.0%	7.3%
Grades 1-4	81	82	86	95	108	24.0%	23.4%	25.7%	29.4%	32.9%
Grades 5-6	51	54	46	40	41	15.1%	15.4%	13.8%	12.4%	12.5%
Grades 7-8	63	59	60	53	48	18.6%	16.8%	18.0%	16.4%	14.6%
Grades 9-12	117	129	113	105	107	34.6%	36.8%	33.8%	32.5%	32.6%
Ungraded	1	0	0	1	0	0.3%	0.0%	0.0%	0.3%	0.0%



## District Report for: RINGWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	27	29	29	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	25	27	26	27	28	89.3%	100.0%	89.7%	93.1%	93.3%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>10.7%</b>	<b>0.0%</b>	<b>10.3%</b>	<b>6.9%</b>	<b>6.7%</b>
Transfers In	1	0	1	2	1	33.3%	0.0%	33.3%	100.0%	50.0%
Reentrants	1	0	1	0	1	33.3%	0.0%	33.3%	0.0%	50.0%
First Time Educators	1	0	1	0	0	33.3%	0.0%	33.3%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>3.6%</b>	<b>3.7%</b>	<b>6.9%</b>	<b>3.4%</b>	<b>-</b>
Transfers Out	0	0	2	1	-	0.0%	0.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	1	1	0	0	-	100.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	3.6%	3.7%	6.9%	3.4%	-
Transfers In/Out	nc	nc	0.50	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	12	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	28

## District Report for: RINGWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.6%	3.7%	3.4%	3.4%	3.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	7.1%	7.4%	6.9%	6.9%	6.7%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	24	26	26	27	89.3%	88.9%	89.7%	89.7%	90.0%
White - Females	21	20	21	21	21	84.0%	83.3%	80.8%	80.8%	77.8%
White - Males	4	4	5	5	6	16.0%	16.7%	19.2%	19.2%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	0	0.0%	0.0%	3.8%	3.8%	0.0%
25-29	1	1	1	1	2	4.0%	4.2%	3.8%	3.8%	7.4%
30-34	2	1	0	1	0	8.0%	4.2%	0.0%	3.8%	0.0%
35-39	6	4	4	3	2	24.0%	16.7%	15.4%	11.5%	7.4%
40-44	5	5	5	4	5	20.0%	20.8%	19.2%	15.4%	18.5%
45-49	6	7	7	8	8	24.0%	29.2%	26.9%	30.8%	29.6%
50-54	5	6	6	6	8	20.0%	25.0%	23.1%	23.1%	29.6%
55+	0	0	2	2	2	0.0%	0.0%	7.7%	7.7%	7.4%
<b>Average Age</b>	42.9	44.3	44.1	44.7	46.4					

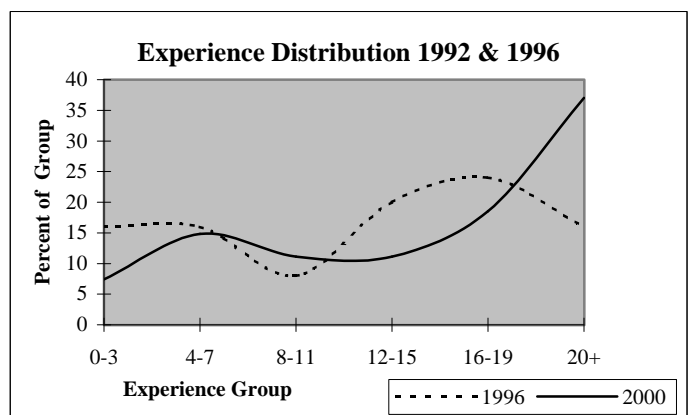
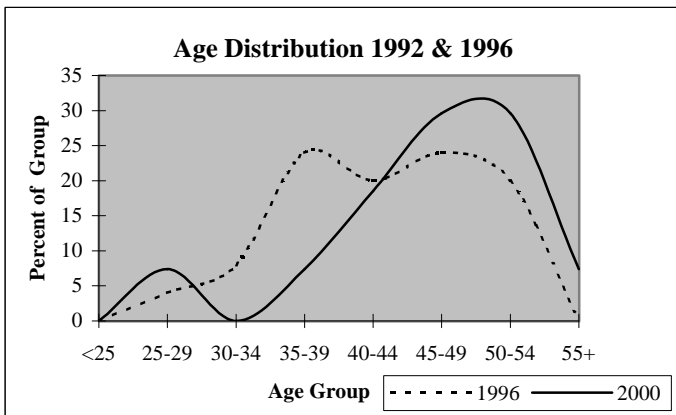
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	2	3	2	16.0%	8.3%	7.7%	11.5%	7.4%
4-7 Years	4	6	7	6	4	16.0%	25.0%	26.9%	23.1%	14.8%
8-11 Years	2	1	1	1	3	8.0%	4.2%	3.8%	3.8%	11.1%
12-15 Years	5	5	3	1	3	20.0%	20.8%	11.5%	3.8%	11.1%
16-19 Years	6	4	5	7	5	24.0%	16.7%	19.2%	26.9%	18.5%
20+ Years	4	6	8	8	10	16.0%	25.0%	30.8%	30.8%	37.0%
<b>Average Experience</b>	12.4	13.5	13.6	14.2	15.5					

## District Report for: RINGWOOD

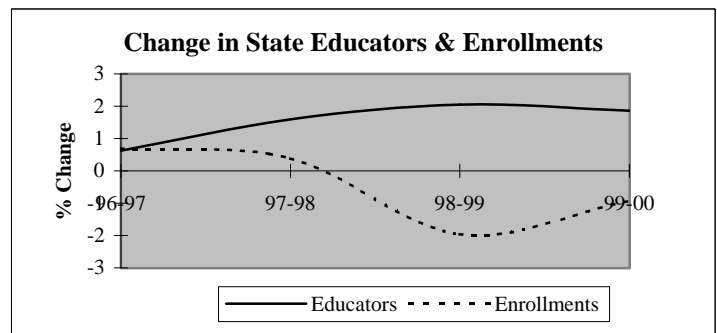
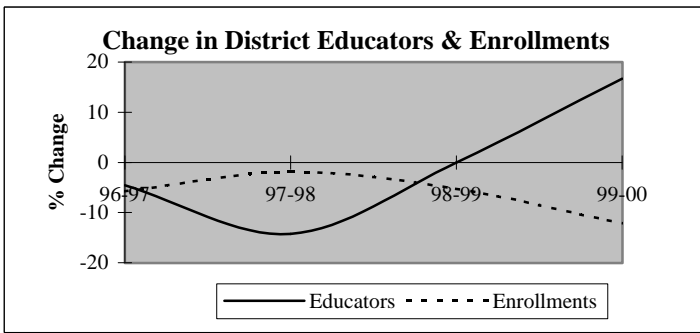
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	2	1	-	3.6%	3.7%	6.9%	3.4%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	6.9%	3.4%	-
Attrition from Exits	1	1	0	0	-	3.6%	3.7%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	0	1	1	-	4.0%	0.0%	3.8%	3.8%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	3.8%	3.8%	-
Attrition from Exits	1	0	0	0	-	4.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	27	26	27	28	-	96.4%	96.3%	93.1%	96.6%	-
Teacher Retention	24	24	25	25	-	96.0%	100.0%	96.2%	96.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	10.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	100.0%	93.1%	89.7%	93.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	3.3%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	0.0%	6.9%	0.0%	3.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALINE-CLEO

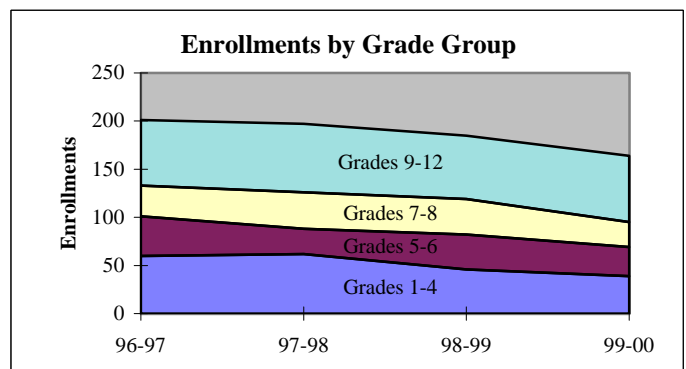
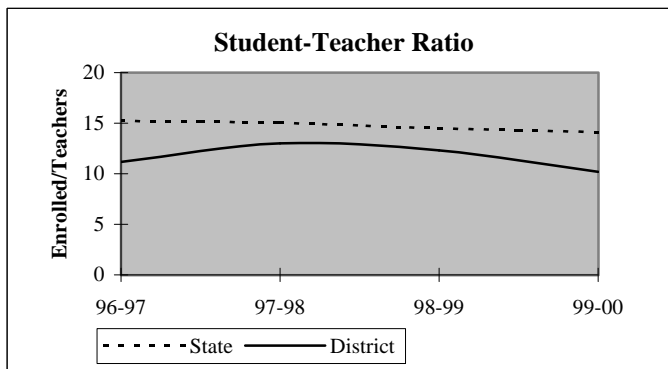


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.2	10.1	11.6	10.9	8.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	11.2	13.0	12.3	10.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-3	0	3	-	-	-	-	-
% Change in Educators	0.0%	-4.5%	-14.3%	0.0%	16.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	-13	-4	-11	-24	-	-	-	-	-
% Change in Enrollments	-4.3%	-5.8%	-1.9%	-5.3%	-12.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.8%	5.6%	5.6%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	4.8%	5.6%	5.6%	14.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.7	44.4	46.3	47.1	48.4	42.0	42.3	42.5	42.7	43.0
Average Experience	14.7	15.3	16.7	16.8	16.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,337	29,845	31,062	31,515	30,690	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.2%	63.2%	68.8%	62.5%	64.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.3%	6.3%	6.3%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	1.8%	4.2%	5.3%	4.6%	5.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	5	3	4	6	31.8%	23.8%	16.7%	22.2%	28.6%
Attrition	2	1	1	1	0					
Attrition Rate	28.6%	20.0%	33.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	13	11	10	10	50.0%	61.9%	61.1%	55.6%	47.6%
Attrition	0	2	1	2	0					
Attrition Rate	0.0%	15.4%	9.1%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	4	4	5	18.2%	14.3%	22.2%	22.2%	23.8%
Attrition	1	0	0	0	0					
Attrition Rate	25.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	4	4	7	18.2%	19.0%	22.2%	22.2%	33.3%

## District Report for: ALINE-CLEO

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	21	18	18	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.5%	4.8%	5.6%	5.6%	4.8%
Professional Staff	2	1	1	1	3	9.1%	4.8%	5.6%	5.6%	14.3%
<b>Total Teachers</b>	19	19	16	16	17	86.4%	90.5%	88.9%	88.9%	81.0%
Special Education	1	1	1	1	1	5.3%	5.3%	6.3%	6.3%	5.9%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Elementary	8	7	6	6	6	42.1%	36.8%	37.5%	37.5%	35.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.3%	5.3%	6.3%	6.3%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	1	1	1	10.5%	10.5%	6.3%	6.3%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.3%	5.3%	6.3%	6.3%	5.9%
<b>Science</b>	1	1	1	1	1	5.3%	5.3%	6.3%	6.3%	5.9%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.3%	5.3%	6.3%	6.3%	5.9%
Vocational Education	4	5	4	4	4	21.1%	26.3%	25.0%	25.0%	23.5%
Other	1	1	1	1	1	5.3%	5.3%	6.3%	6.3%	5.9%
<b>Total Enrollments</b>	225	212	208	197	173	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	11	8	11	9	4.4%	5.2%	3.8%	5.6%	5.2%
Grades 1-4	61	60	62	46	39	27.1%	28.3%	29.8%	23.4%	22.5%
Grades 5-6	43	41	26	36	30	19.1%	19.3%	12.5%	18.3%	17.3%
Grades 7-8	32	32	38	37	26	14.2%	15.1%	18.3%	18.8%	15.0%
Grades 9-12	79	68	71	66	69	35.1%	32.1%	34.1%	33.5%	39.9%
Ungraded	0	0	3	1	0	0.0%	0.0%	1.4%	0.5%	0.0%

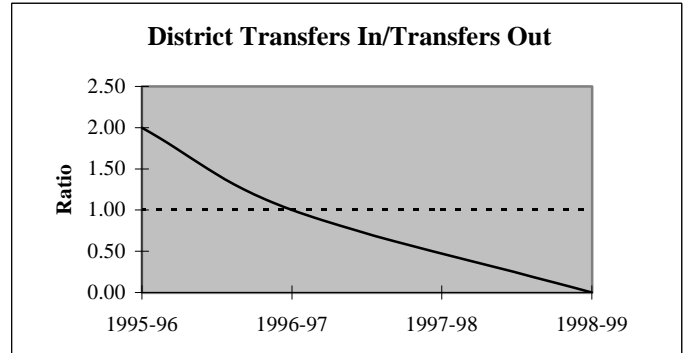
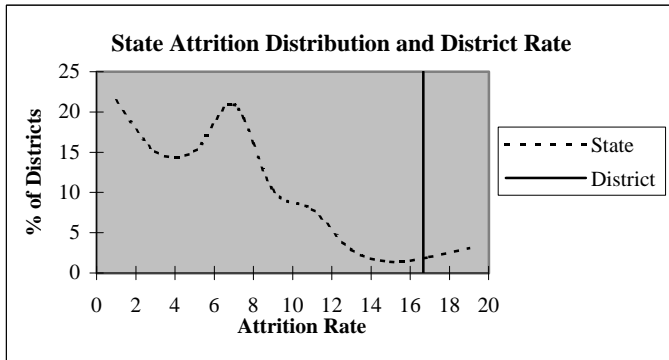




## District Report for: ALINE-CLEO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	21	18	18	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	19	18	16	15	86.4%	90.5%	100.0%	88.9%	71.4%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>13.6%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>28.6%</b>
Transfers In	2	1	0	0	2	66.7%	50.0%	0.0%	0.0%	33.3%
Reentrants	1	0	0	1	1	33.3%	0.0%	0.0%	50.0%	16.7%
First Time Educators	0	1	0	1	3	0.0%	50.0%	0.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>13.6%</b>	<b>14.3%</b>	<b>11.1%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	1	1	0	2	-	33.3%	33.3%	0.0%	66.7%	-
Leave Oklahoma Educ.	2	2	2	1	-	66.7%	66.7%	100.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	13.6%	14.3%	11.1%	16.7%	-
Transfers In/Out	2.00	1.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	12	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>22</b>

## District Report for: ALINE-CLEO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.5%	4.8%	5.6%	5.6%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	1	1	3	9.1%	4.8%	5.6%	5.6%	14.3%
White - Females	2	1	1	1	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	19	16	16	17	86.4%	90.5%	88.9%	88.9%	81.0%
White - Females	12	12	11	10	11	63.2%	63.2%	68.8%	62.5%	64.7%
White - Males	7	7	5	6	6	36.8%	36.8%	31.3%	37.5%	35.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	1	2	1	5.3%	10.5%	6.3%	13.3%	6.3%
30-34	1	0	0	0	1	5.3%	0.0%	0.0%	0.0%	6.3%
35-39	3	4	4	2	1	15.8%	21.1%	25.0%	13.3%	6.3%
40-44	5	4	3	3	2	26.3%	21.1%	18.8%	20.0%	12.5%
45-49	3	4	4	2	5	15.8%	21.1%	25.0%	13.3%	31.3%
50-54	1	2	1	3	3	5.3%	10.5%	6.3%	20.0%	18.8%
55+	5	3	3	3	3	26.3%	15.8%	18.8%	20.0%	18.8%
<b>Average Age</b>	45.7	44.4	46.3	47.1	48.4					

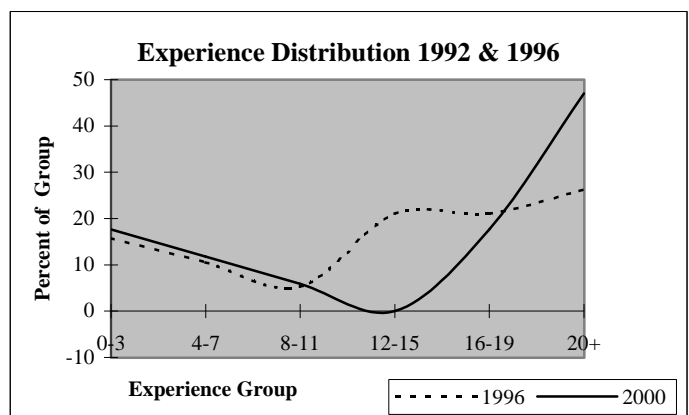
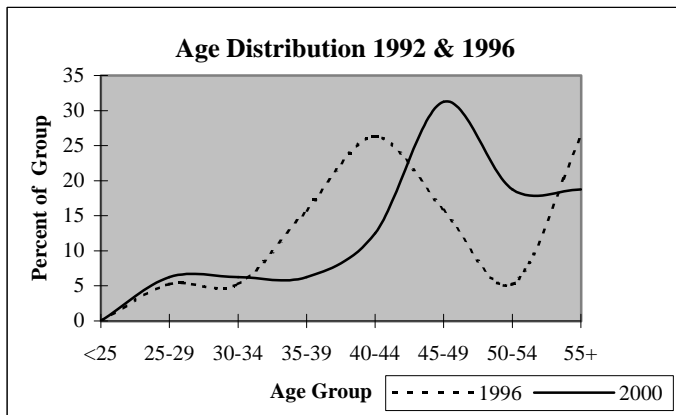
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	4	2	2	3	15.8%	21.1%	12.5%	12.5%	17.6%
4-7 Years	2	0	1	2	2	10.5%	0.0%	6.3%	12.5%	11.8%
8-11 Years	1	2	1	0	1	5.3%	10.5%	6.3%	0.0%	5.9%
12-15 Years	4	4	3	2	0	21.1%	21.1%	18.8%	12.5%	0.0%
16-19 Years	4	4	4	3	3	21.1%	21.1%	25.0%	18.8%	17.6%
20+ Years	5	5	5	7	8	26.3%	26.3%	31.3%	43.8%	47.1%
<b>Average Experience</b>	14.7	15.3	16.7	16.8	16.4					

## District Report for: ALINE-CLEO

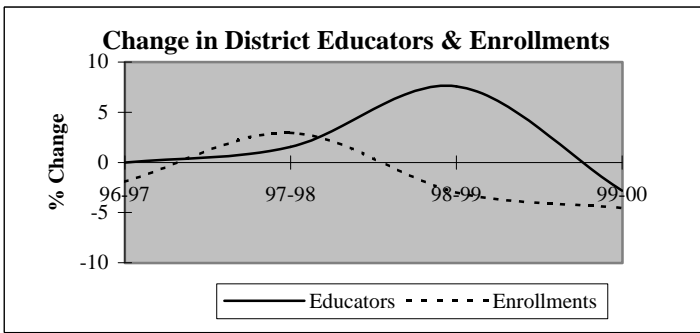
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	3	2	3	-	13.6%	14.3%	11.1%	16.7%	-
Attrition from Transfers	1	1	0	2	-	4.5%	4.8%	0.0%	11.1%	-
Attrition from Exits	2	2	2	1	-	9.1%	9.5%	11.1%	5.6%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>10.5%</b>	<b>10.5%</b>	<b>12.5%</b>	<b>18.8%</b>	<b>-</b>
Attrition from Transfers	0	1	0	2	-	0.0%	5.3%	0.0%	12.5%	-
Attrition from Exits	2	1	2	1	-	10.5%	5.3%	12.5%	6.3%	-
<b>District Retention</b>										
Educator Retention	19	18	16	15	-	86.4%	85.7%	88.9%	83.3%	-
Teacher Retention	17	17	14	13	-	89.5%	89.5%	87.5%	81.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	0.0%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.5%	0.0%	0.0%	0.0%	4.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	90.5%	100.0%	88.9%	76.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	4.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.5%	4.8%	0.0%	11.1%	19.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FAIRVIEW

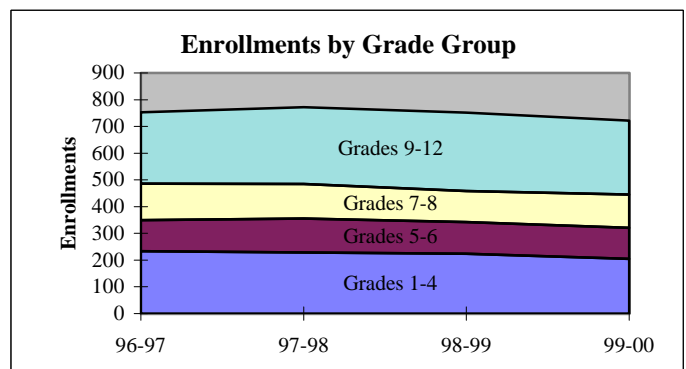
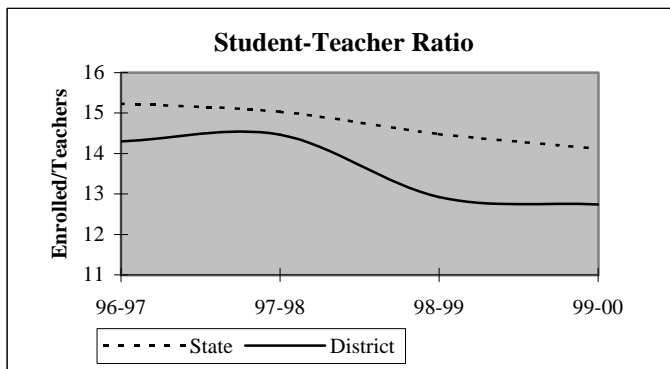


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	12.5	12.7	11.5	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	14.3	14.5	12.9	12.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	5	-2	-	-	-	-	-
% Change in Educators	-1.5%	0.0%	1.5%	7.6%	-2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-16	24	-25	-37	-	-	-	-	-
% Change in Enrollments	-0.5%	-1.9%	2.9%	-3.0%	-4.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.5%	3.1%	6.1%	8.5%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.2%	6.2%	6.1%	5.6%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.2%	6.2%	6.1%	5.6%	5.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.5%	1.5%	1.5%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.2	44.7	44.8	45.7	46.0	42.0	42.3	42.5	42.7	43.0
Average Experience	16.5	16.8	16.9	16.9	16.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,762	29,648	30,583	30,145	30,874	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.8%	1.8%	1.7%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	68.4%	69.0%	68.3%	72.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.3%	12.3%	13.8%	14.3%	13.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.5%	3.3%	2.3%	3.2%	3.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	7	9	10	13	9.2%	10.8%	13.6%	14.1%	18.8%
Attrition	0	1	3	3	0					
Attrition Rate	0.0%	14.3%	33.3%	30.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	54	52	49	52	47	83.1%	80.0%	74.2%	73.2%	68.1%
Attrition	2	2	0	5	0					
Attrition Rate	3.7%	3.8%	0.0%	9.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	8	9	9	7.7%	9.2%	12.1%	12.7%	13.0%
Attrition	0	1	1	4	0					
Attrition Rate	0.0%	16.7%	12.5%	44.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	9	10	12	11	10.8%	13.8%	15.2%	16.9%	15.9%

## District Report for: FAIRVIEW

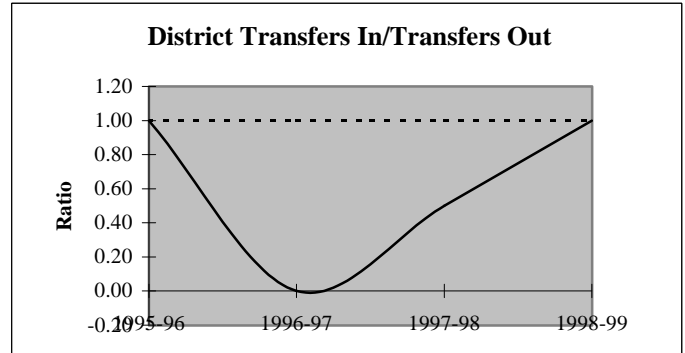
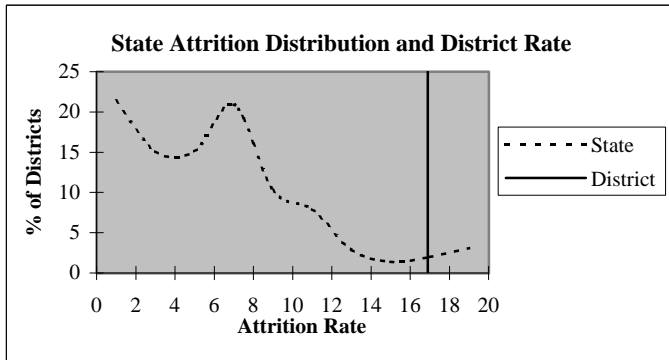
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	65	65	66	71	69	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.2%	6.2%	6.1%	5.6%	5.8%
Professional Staff	4	4	4	4	4	6.2%	6.2%	6.1%	5.6%	5.8%
<b>Total Teachers</b>	57	57	58	63	61	87.7%	87.7%	87.9%	88.7%	88.4%
Special Education	7	7	8	9	8	12.3%	12.3%	13.8%	14.3%	13.1%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	1.6%	1.6%
Elementary	20	20	19	20	19	35.1%	35.1%	32.8%	31.7%	31.1%
<b>Middle School</b>	8	9	10	9	9	14.0%	15.8%	17.2%	14.3%	14.8%
Language Arts	3	3	3	3	3	5.3%	5.3%	5.2%	4.8%	4.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	1.8%	1.8%	1.7%	1.6%	1.6%
Foreign Language	1	1	1	1	1	1.8%	1.8%	1.7%	1.6%	1.6%
Math	1	2	2	2	2	1.8%	3.5%	3.4%	3.2%	3.3%
Science	2	2	2	1	1	3.5%	3.5%	3.4%	1.6%	1.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	1	1	1	0.0%	0.0%	1.7%	1.6%	1.6%
<b>High School (9-12)</b>	22	21	21	24	24	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	4	4	5	7.0%	7.0%	6.9%	6.3%	8.2%
Art & Music	2	2	2	3	3	3.5%	3.5%	3.4%	4.8%	4.9%
Social Studies	3	3	3	3	3	5.3%	5.3%	5.2%	4.8%	4.9%
Foreign Language	1	0	0	1	0	1.8%	0.0%	0.0%	1.6%	0.0%
Math	2	3	3	2	3	3.5%	5.3%	5.2%	3.2%	4.9%
<b>Science</b>	1	2	2	3	3	1.8%	3.5%	3.4%	4.8%	4.9%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.7%	1.6%	1.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	2	2	1.8%	3.5%	1.7%	3.2%	3.3%
Vocational Education	4	4	4	4	4	7.0%	7.0%	6.9%	6.3%	6.6%
Other	5	3	3	4	3	8.8%	5.3%	5.2%	6.3%	4.9%
<b>Total Enrollments</b>	831	815	839	814	777	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	64	53	57	42	35	7.7%	6.5%	6.8%	5.2%	4.5%
Grades 1-4	231	233	228	224	205	27.8%	28.6%	27.2%	27.5%	26.4%
Grades 5-6	123	117	127	118	116	14.8%	14.4%	15.1%	14.5%	14.9%
Grades 7-8	152	136	130	116	124	18.3%	16.7%	15.5%	14.3%	16.0%
Grades 9-12	258	267	287	294	277	31.0%	32.8%	34.2%	36.1%	35.6%
Ungraded	3	9	10	20	20	0.4%	1.1%	1.2%	2.5%	2.6%



## District Report for: FAIRVIEW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	65	65	66	71	69	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	62	63	61	62	59	95.4%	96.9%	92.4%	87.3%	85.5%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>9</b>	<b>10</b>	<b>4.6%</b>	<b>3.1%</b>	<b>7.6%</b>	<b>12.7%</b>	<b>14.5%</b>
Transfers In	1	0	1	5	3	33.3%	0.0%	20.0%	55.6%	30.0%
Reentrants	1	0	3	2	3	33.3%	0.0%	60.0%	22.2%	30.0%
First Time Educators	1	2	1	2	4	33.3%	100.0%	20.0%	22.2%	40.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>12</b>	<b>-</b>	<b>3.1%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>16.9%</b>	<b>-</b>
Transfers Out	1	1	2	5	-	50.0%	25.0%	50.0%	41.7%	-
Leave Oklahoma Educ.	1	3	2	7	-	50.0%	75.0%	50.0%	58.3%	-

Dynamics Rates	District Rates				
District Attrition	3.1%	6.2%	6.1%	16.9%	-
Transfers In/Out	1.00	0.00	0.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	26	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	14	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>65</b>

## District Report for: FAIRVIEW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.2%	6.2%	6.1%	5.6%	5.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	4	4	4	6.2%	6.2%	6.1%	5.6%	5.8%
White - Females	3	4	4	4	4	75.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	57	57	58	63	61	87.7%	87.7%	87.9%	88.7%	88.4%
White - Females	38	38	39	43	44	66.7%	66.7%	67.2%	68.3%	72.1%
White - Males	18	18	18	20	17	31.6%	31.6%	31.0%	31.7%	27.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	1.8%	1.8%	1.7%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	1.8%	0.0%	0.0%	0.0%	0.0%
25-29	1	3	4	3	3	1.8%	5.3%	6.9%	4.8%	5.3%
30-34	1	2	2	3	2	1.8%	3.5%	3.4%	4.8%	3.5%
35-39	10	8	8	7	5	17.5%	14.0%	13.8%	11.1%	8.8%
40-44	14	11	10	10	13	24.6%	19.3%	17.2%	15.9%	22.8%
45-49	19	17	15	18	12	33.3%	29.8%	25.9%	28.6%	21.1%
50-54	9	13	13	14	15	15.8%	22.8%	22.4%	22.2%	26.3%
55+	2	3	6	8	7	3.5%	5.3%	10.3%	12.7%	12.3%
<b>Average Age</b>	44.2	44.7	44.8	45.7	46.0					

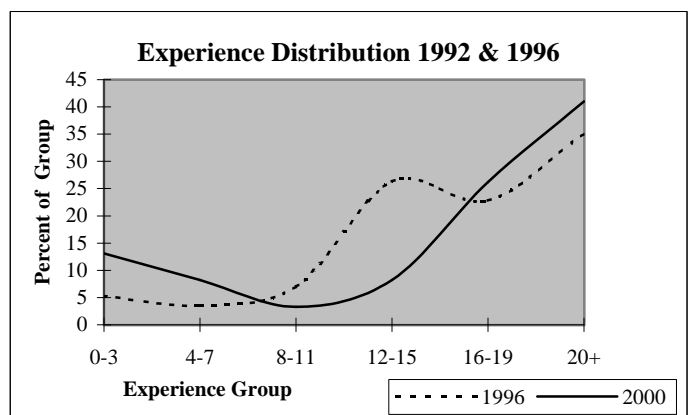
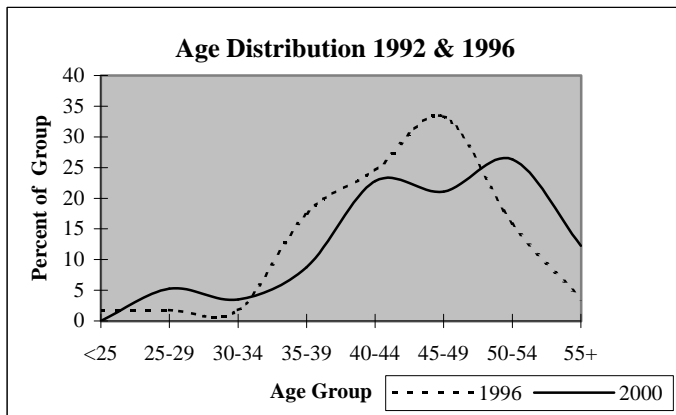
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	6	7	8	5.3%	8.8%	10.3%	11.1%	13.1%
4-7 Years	2	2	3	3	5	3.5%	3.5%	5.2%	4.8%	8.2%
8-11 Years	4	4	4	6	2	7.0%	7.0%	6.9%	9.5%	3.3%
12-15 Years	15	12	8	6	5	26.3%	21.1%	13.8%	9.5%	8.2%
16-19 Years	13	15	16	17	16	22.8%	26.3%	27.6%	27.0%	26.2%
20+ Years	20	19	21	24	25	35.1%	33.3%	36.2%	38.1%	41.0%
<b>Average Experience</b>	16.5	16.8	16.9	16.9	16.5					

## District Report for: FAIRVIEW

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	4	4	12	-	3.1%	6.2%	6.1%	16.9%	-
Attrition from Transfers	1	1	2	5	-	1.5%	1.5%	3.0%	7.0%	-
Attrition from Exits	1	3	2	7	-	1.5%	4.6%	3.0%	9.9%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>11</b>	<b>-</b>	<b>1.8%</b>	<b>7.0%</b>	<b>6.9%</b>	<b>17.5%</b>	<b>-</b>
Attrition from Transfers	1	1	2	5	-	1.8%	1.8%	3.4%	7.9%	-
Attrition from Exits	0	3	2	6	-	0.0%	5.3%	3.4%	9.5%	-
<b>District Retention</b>										
Educator Retention	63	61	62	59	-	96.9%	93.8%	93.9%	83.1%	-
Teacher Retention	56	53	54	52	-	98.2%	93.0%	93.1%	82.5%	-

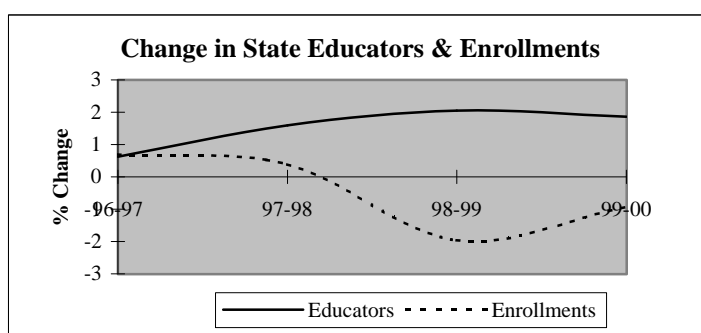
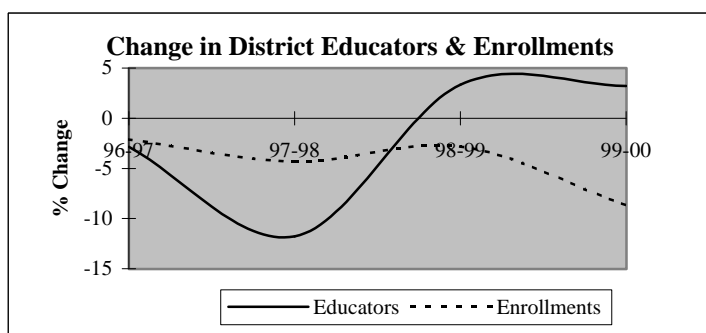
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	16.7%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	0.0%	60.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.5%	0.0%	1.5%	1.4%	1.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.4%	96.9%	92.4%	93.0%	88.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.1%	3.1%	6.1%	5.6%	10.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CIMARRON

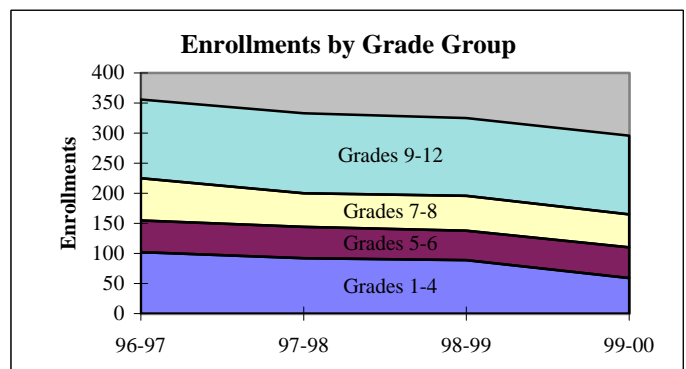
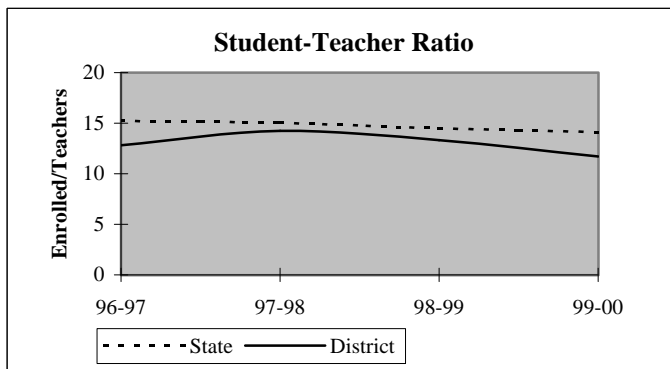


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	10.9	11.9	11.2	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.9	12.8	14.2	13.3	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	-4	1	1	-	-	-	-	-
% Change in Educators	2.9%	-2.9%	-11.8%	3.3%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	-8	-16	-10	-30	-	-	-	-	-
% Change in Enrollments	-1.8%	-2.1%	-4.3%	-2.8%	-8.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.4%	5.9%	10.0%	9.7%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.9%	6.7%	6.5%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	8.8%	10.0%	9.7%	9.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	43.0	43.3	44.7	45.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	12.9	13.4	14.2	14.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,304	28,721	28,397	29,426	29,009	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.9%	69.0%	68.0%	69.2%	70.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.4%	10.3%	8.0%	7.7%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	4.7%	3.8%	3.7%	4.0%	5.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	8	7	7	8	28.6%	23.5%	23.3%	22.6%	25.0%
Attrition	5	2	1	0	0					
Attrition Rate	50.0%	25.0%	14.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	25	21	22	21	71.4%	73.5%	70.0%	71.0%	65.6%
Attrition	3	6	0	0	0					
Attrition Rate	12.0%	24.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	2	2	3	0.0%	2.9%	6.7%	6.5%	9.4%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	2	3	3	2.9%	5.9%	6.7%	9.7%	9.4%

## District Report for: CIMARRON

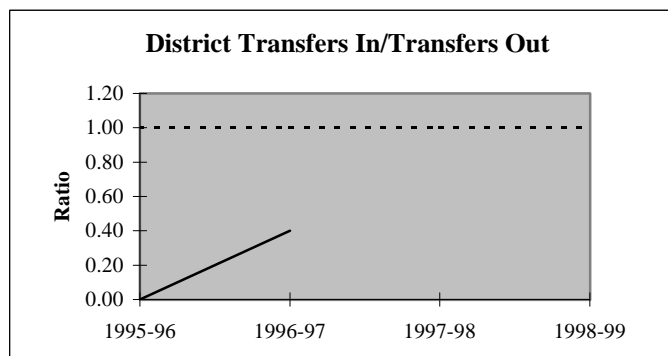
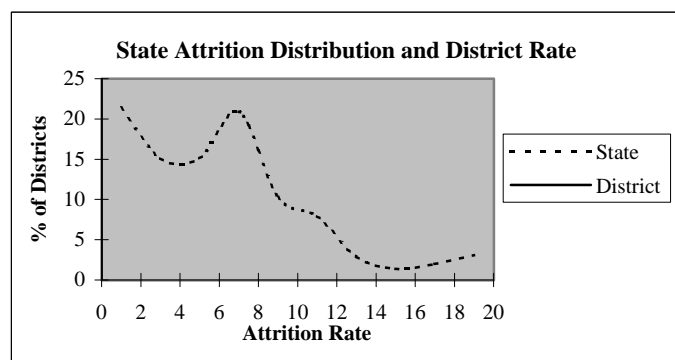
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	34	30	31	32	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	5.7%	5.9%	6.7%	6.5%	6.3%
Professional Staff	1	3	3	3	3	2.9%	8.8%	10.0%	9.7%	9.4%
<b>Total Teachers</b>	32	29	25	26	27	91.4%	85.3%	83.3%	83.9%	84.4%
Special Education	3	3	2	2	2	9.4%	10.3%	8.0%	7.7%	7.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	9	6	7	8	46.9%	31.0%	24.0%	26.9%	29.6%
<b>Middle School</b>	0	0	0	2	2	0.0%	0.0%	0.0%	7.7%	7.4%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	1	1	0.0%	0.0%	0.0%	3.8%	3.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	1	1	0.0%	0.0%	0.0%	3.8%	3.7%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	17	17	15	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	5	3	2	3	12.5%	17.2%	12.0%	7.7%	11.1%
Art & Music	0	1	2	1	1	0.0%	3.4%	8.0%	3.8%	3.7%
Social Studies	2	3	3	1	2	6.3%	10.3%	12.0%	3.8%	7.4%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	3.8%	0.0%
Math	1	1	2	2	1	3.1%	3.4%	8.0%	7.7%	3.7%
<b>Science</b>	3	1	2	2	2	9.4%	3.4%	8.0%	7.7%	7.4%
Biology	0	1	0	0	0	0.0%	3.4%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	0	2	2	2	9.4%	0.0%	8.0%	7.7%	7.4%
Vocational Education	3	3	3	4	4	9.4%	10.3%	12.0%	15.4%	14.8%
Other	1	3	2	2	2	3.1%	10.3%	8.0%	7.7%	7.4%
<b>Total Enrollments</b>	380	372	356	346	316	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	16	20	18	18	5.0%	4.3%	5.6%	5.2%	5.7%
Grades 1-4	106	102	92	89	59	27.9%	27.4%	25.8%	25.7%	18.7%
Grades 5-6	49	53	52	49	51	12.9%	14.2%	14.6%	14.2%	16.1%
Grades 7-8	71	70	56	58	55	18.7%	18.8%	15.7%	16.8%	17.4%
Grades 9-12	135	131	133	129	131	35.5%	35.2%	37.4%	37.3%	41.5%
Ungraded	0	0	3	3	2	0.0%	0.0%	0.8%	0.9%	0.6%



## District Report for: CIMARRON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	34	30	31	32	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	27	26	29	31	82.9%	79.4%	86.7%	93.5%	96.9%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>17.1%</b>	<b>20.6%</b>	<b>13.3%</b>	<b>6.5%</b>	<b>3.1%</b>
Transfers In	0	2	2	0	0	0.0%	28.6%	50.0%	0.0%	0.0%
Reentrants	4	4	1	2	0	66.7%	57.1%	25.0%	100.0%	0.0%
First Time Educators	2	1	1	0	1	33.3%	14.3%	25.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>22.9%</b>	<b>23.5%</b>	<b>3.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	2	5	0	0	-	25.0%	62.5%	0.0%	0.0%	-
Leave Oklahoma Educ.	6	3	1	0	-	75.0%	37.5%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	22.9%	23.5%	3.3%	0.0%	-
Transfers In/Out	0.00	0.40	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	9	Phillips Univ., Enid	8
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	35

## District Report for: CIMARRON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	5.7%	5.9%	6.7%	6.5%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	3	3	3	3	2.9%	8.8%	10.0%	9.7%	9.4%
White - Females	0	3	2	2	2	0.0%	100.0%	66.7%	66.7%	66.7%
White - Males	1	0	1	1	1	100.0%	0.0%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	29	25	26	27	91.4%	85.3%	83.3%	83.9%	84.4%
White - Females	23	20	17	18	19	71.9%	69.0%	68.0%	69.2%	70.4%
White - Males	9	9	8	8	8	28.1%	31.0%	32.0%	30.8%	29.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.1%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	2	2	6.3%	6.9%	8.0%	7.7%	7.7%
30-34	5	2	0	1	0	15.6%	6.9%	0.0%	3.8%	0.0%
35-39	5	4	4	4	4	15.6%	13.8%	16.0%	15.4%	15.4%
40-44	9	8	7	5	5	28.1%	27.6%	28.0%	19.2%	19.2%
45-49	5	7	8	7	6	15.6%	24.1%	32.0%	26.9%	23.1%
50-54	5	5	3	3	5	15.6%	17.2%	12.0%	11.5%	19.2%
55+	0	1	1	4	4	0.0%	3.4%	4.0%	15.4%	15.4%
<b>Average Age</b>	40.5	43.0	43.3	44.7	45.7					

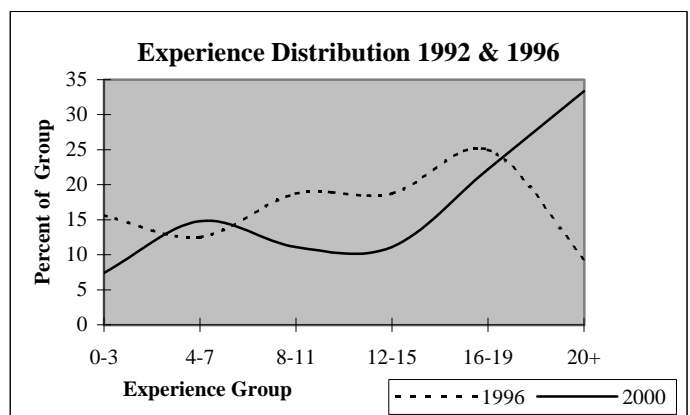
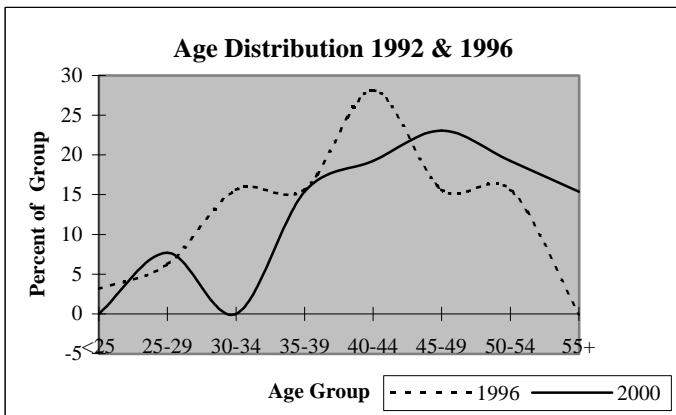
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	3	4	2	2	15.6%	10.3%	16.0%	7.7%	7.4%
4-7 Years	4	2	1	3	4	12.5%	6.9%	4.0%	11.5%	14.8%
8-11 Years	6	7	5	6	3	18.8%	24.1%	20.0%	23.1%	11.1%
12-15 Years	6	5	5	2	3	18.8%	17.2%	20.0%	7.7%	11.1%
16-19 Years	8	7	4	6	6	25.0%	24.1%	16.0%	23.1%	22.2%
20+ Years	3	5	6	7	9	9.4%	17.2%	24.0%	26.9%	33.3%
<b>Average Experience</b>	11.2	12.9	13.4	14.2	14.7					

## District Report for: CIMARRON

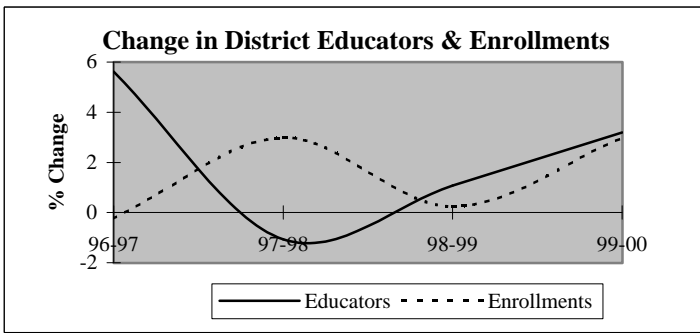
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	8	1	0	-	22.9%	23.5%	3.3%	0.0%	-
Attrition from Transfers	2	5	0	0	-	5.7%	14.7%	0.0%	0.0%	-
Attrition from Exits	6	3	1	0	-	17.1%	8.8%	3.3%	0.0%	-
<b>Teacher Attrition</b>	6	6	1	0	-	18.8%	20.7%	4.0%	0.0%	-
Attrition from Transfers	2	5	0	0	-	6.3%	17.2%	0.0%	0.0%	-
Attrition from Exits	4	1	1	0	-	12.5%	3.4%	4.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	27	26	29	31	-	77.1%	76.5%	96.7%	100.0%	-
Teacher Retention	26	23	24	26	-	81.3%	79.3%	96.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	25.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	3.3%	3.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	82.9%	82.4%	90.0%	90.3%	96.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	17.1%	17.6%	6.7%	6.5%	3.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MADILL

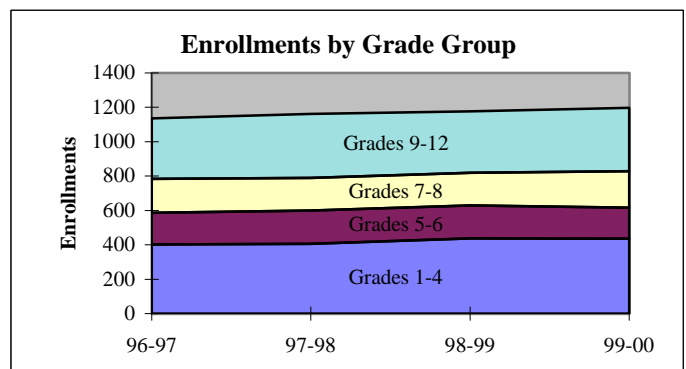
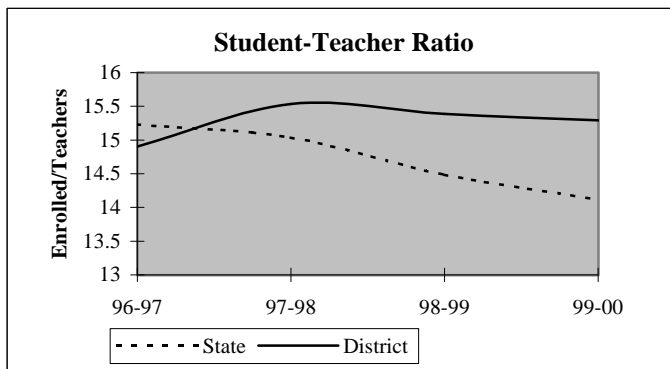


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.2	13.7	13.6	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.7	14.9	15.5	15.4	15.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	5	-1	1	3	-	-	-	-	-
% Change in Educators	0.0%	5.6%	-1.1%	1.1%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	-3	37	3	38	-	-	-	-	-
% Change in Enrollments	1.1%	-0.2%	3.0%	0.2%	3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.2%	5.3%	2.2%	2.1%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	6.4%	6.5%	6.4%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.3%	5.4%	5.3%	5.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	8.5%	6.5%	7.4%	7.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	1.1%	1.1%	1.1%	1.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	41.7	42.1	41.5	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.8	10.9	11.9	11.2	11.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,305	28,519	29,704	30,046	30,227	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.6%	9.6%	7.3%	8.4%	8.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.2%	71.1%	72.0%	74.7%	74.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.0%	6.1%	6.0%	5.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.2%	37.8%	39.9%	41.8%	46.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	34	34	34	31	31	38.2%	36.2%	36.6%	33.0%	32.0%
Attrition	0	2	6	1	0					
Attrition Rate	0.0%	5.9%	17.6%	3.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	54	53	55	58	56.2%	57.4%	57.0%	58.5%	59.8%
Attrition	2	1	4	1	0					
Attrition Rate	4.0%	1.9%	7.5%	1.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	6	8	8	5.6%	6.4%	6.5%	8.5%	8.2%
Attrition	0	2	1	1	0					
Attrition Rate	0.0%	33.3%	16.7%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	8	11	9	11	6.7%	8.5%	11.8%	9.6%	11.3%

## District Report for: MADILL

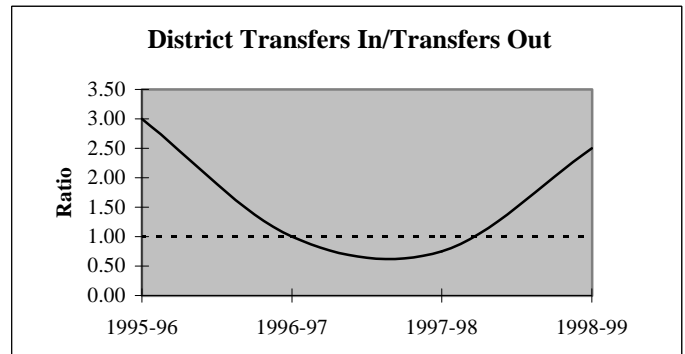
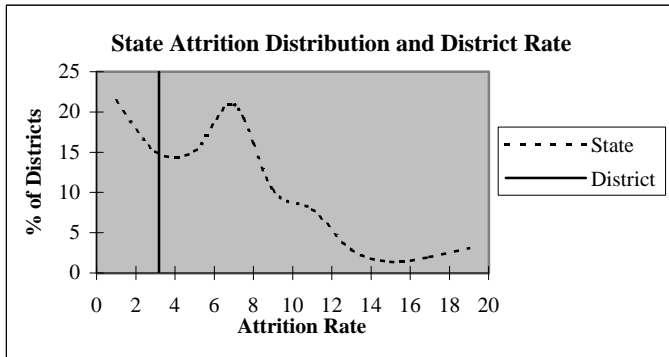
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	89	94	93	94	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	6	6	6	5.6%	6.4%	6.5%	6.4%	6.2%
Professional Staff	5	5	5	5	5	5.6%	5.3%	5.4%	5.3%	5.2%
<b>Total Teachers</b>	79	83	82	83	86	88.8%	88.3%	88.2%	88.3%	88.7%
Special Education	5	5	5	5	5	6.3%	6.0%	6.1%	6.0%	5.8%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%
Elementary	28	29	33	35	36	35.4%	34.9%	40.2%	42.2%	41.9%
<b>Middle School</b>	20	22	17	17	17	25.3%	26.5%	20.7%	20.5%	19.8%
Language Arts	1	4	2	2	2	1.3%	4.8%	2.4%	2.4%	2.3%
Art & Music	2	2	2	2	2	2.5%	2.4%	2.4%	2.4%	2.3%
Social Studies	4	3	3	3	2	5.1%	3.6%	3.7%	3.6%	2.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	3	3	3	5.1%	3.6%	3.7%	3.6%	3.5%
Science	2	3	3	3	3	2.5%	3.6%	3.7%	3.6%	3.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	7	7	4	4	5	8.9%	8.4%	4.9%	4.8%	5.8%
<b>High School (9-12)</b>	26	27	27	26	27	1300.0%	1350.0%	1350.0%	1300.0%	1350.0%
Language Arts	5	5	5	5	5	6.3%	6.0%	6.1%	6.0%	5.8%
Art & Music	2	2	2	2	2	2.5%	2.4%	2.4%	2.4%	2.3%
Social Studies	3	3	3	3	4	3.8%	3.6%	3.7%	3.6%	4.7%
Foreign Language	1	1	1	1	1	1.3%	1.2%	1.2%	1.2%	1.2%
Math	3	3	3	3	3	3.8%	3.6%	3.7%	3.6%	3.5%
<b>Science</b>	3	4	4	3	3	3.8%	4.8%	4.9%	3.6%	3.5%
Biology	1	1	1	1	1	1.3%	1.2%	1.2%	1.2%	1.2%
Chemistry	1	1	1	1	1	1.3%	1.2%	1.2%	1.2%	1.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	1	1	1.3%	2.4%	2.4%	1.2%	1.2%
Vocational Education	7	7	7	7	5	8.9%	8.4%	8.5%	8.4%	5.8%
Other	2	2	2	2	4	2.5%	2.4%	2.4%	2.4%	4.7%
<b>Total Enrollments</b>	1,240	1,237	1,274	1,277	1,315	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	102	99	109	98	117	8.2%	8.0%	8.6%	7.7%	8.9%
Grades 1-4	401	402	405	437	435	32.3%	32.5%	31.8%	34.2%	33.1%
Grades 5-6	184	184	194	193	182	14.8%	14.9%	15.2%	15.1%	13.8%
Grades 7-8	203	198	190	189	212	16.4%	16.0%	14.9%	14.8%	16.1%
Grades 9-12	347	352	373	357	368	28.0%	28.5%	29.3%	28.0%	28.0%
Ungraded	3	2	3	3	1	0.2%	0.2%	0.2%	0.2%	0.1%



## District Report for: MADILL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	89	94	93	94	97	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	83	87	89	82	91	93.3%	92.6%	95.7%	87.2%	93.8%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>12</b>	<b>6</b>	<b>6.7%</b>	<b>7.4%</b>	<b>4.3%</b>	<b>12.8%</b>	<b>6.2%</b>
Transfers In	3	2	3	5	2	50.0%	28.6%	75.0%	41.7%	33.3%
Reentrants	0	2	0	1	2	0.0%	28.6%	0.0%	8.3%	33.3%
First Time Educators	3	3	1	6	2	50.0%	42.9%	25.0%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>11</b>	<b>3</b>	<b>-</b>	<b>2.2%</b>	<b>5.3%</b>	<b>11.8%</b>	<b>3.2%</b>	<b>-</b>
Transfers Out	1	2	4	2	-	50.0%	40.0%	36.4%	66.7%	-
Leave Oklahoma Educ.	1	3	7	1	-	50.0%	60.0%	63.6%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	2.2%	5.3%	11.8%	3.2%	-
Transfers In/Out	3.00	1.00	0.75	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	15	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	54	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	89



## District Report for: MADILL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	6	6	6	6	5.6%	6.4%	6.5%	6.4%	6.2%
White - Females	0	1	1	1	1	0.0%	16.7%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	100.0%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	5	5	5.6%	5.3%	5.4%	5.3%	5.2%
White - Females	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	79	83	82	83	86	88.8%	88.3%	88.2%	88.3%	88.7%
White - Females	52	53	54	56	58	65.8%	63.9%	65.9%	67.5%	67.4%
White - Males	21	22	22	20	21	26.6%	26.5%	26.8%	24.1%	24.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	6	5	6	6	6.3%	7.2%	6.1%	7.2%	7.0%
Other - Males	1	2	1	1	1	1.3%	2.4%	1.2%	1.2%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	0	0.0%	0.0%	1.2%	1.2%	0.0%
25-29	14	14	12	14	10	17.7%	16.9%	14.6%	17.1%	12.0%
30-34	8	9	11	9	17	10.1%	10.8%	13.4%	11.0%	20.5%
35-39	15	13	11	11	8	19.0%	15.7%	13.4%	13.4%	9.6%
40-44	10	11	11	13	14	12.7%	13.3%	13.4%	15.9%	16.9%
45-49	19	15	13	13	10	24.1%	18.1%	15.9%	15.9%	12.0%
50-54	7	11	12	12	15	8.9%	13.3%	14.6%	14.6%	18.1%
55+	6	10	11	9	9	7.6%	12.0%	13.4%	11.0%	10.8%
<b>Average Age</b>	40.8	41.7	42.1	41.5	41.9					

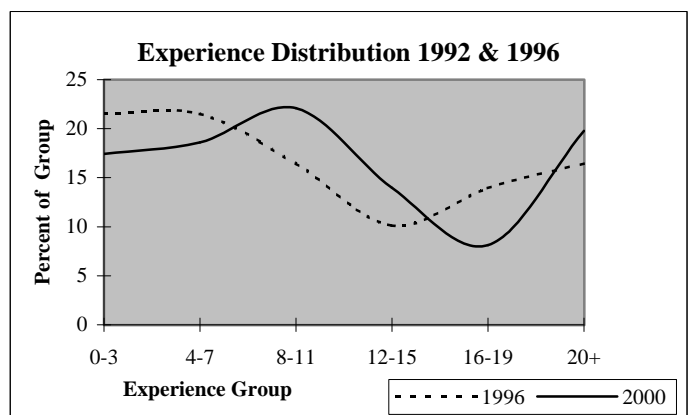
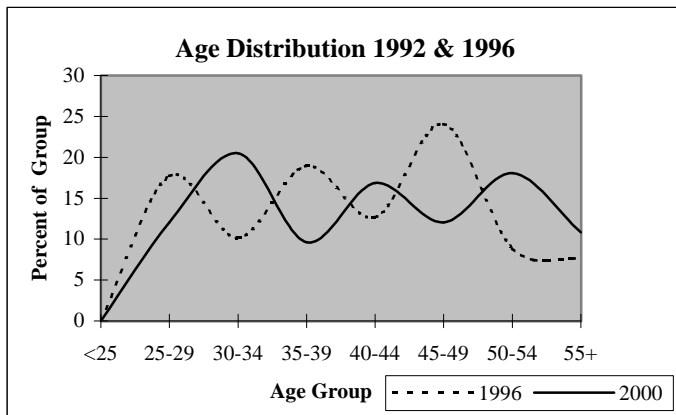
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	17	17	12	16	15	21.5%	20.5%	14.6%	19.3%	17.4%
4-7 Years	17	17	21	15	16	21.5%	20.5%	25.6%	18.1%	18.6%
8-11 Years	13	15	12	17	19	16.5%	18.1%	14.6%	20.5%	22.1%
12-15 Years	8	11	11	13	12	10.1%	13.3%	13.4%	15.7%	14.0%
16-19 Years	11	10	11	9	7	13.9%	12.0%	13.4%	10.8%	8.1%
20+ Years	13	13	15	13	17	16.5%	15.7%	18.3%	15.7%	19.8%
<b>Average Experience</b>	10.8	10.9	11.9	11.2	11.6					

## District Report for: MADILL

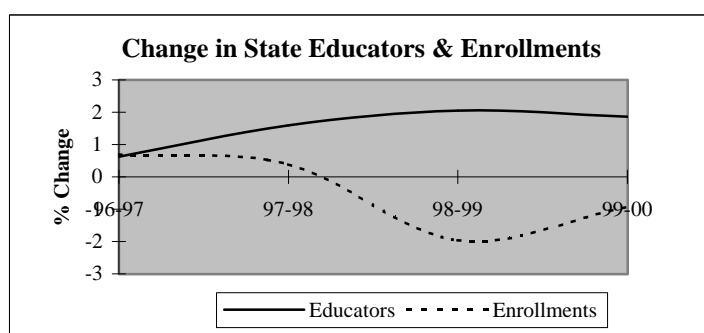
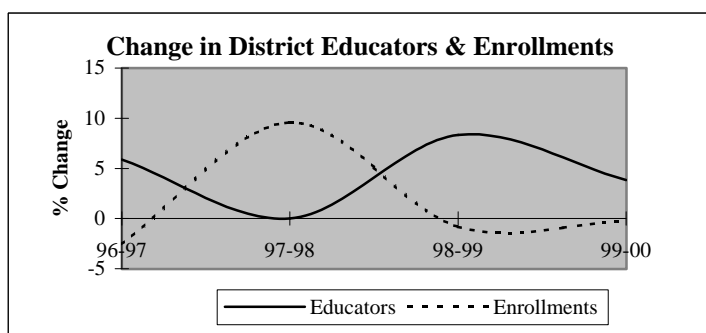
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	11	3	-	2.2%	5.3%	11.8%	3.2%	-
Attrition from Transfers	1	2	4	2	-	1.1%	2.1%	4.3%	2.1%	-
Attrition from Exits	1	3	7	1	-	1.1%	3.2%	7.5%	1.1%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>11</b>	<b>3</b>	<b>-</b>	<b>2.5%</b>	<b>2.4%</b>	<b>13.4%</b>	<b>3.6%</b>	<b>-</b>
Attrition from Transfers	1	1	4	2	-	1.3%	1.2%	4.9%	2.4%	-
Attrition from Exits	1	1	7	1	-	1.3%	1.2%	8.5%	1.2%	-
<b>District Retention</b>										
Educator Retention	87	89	82	91	-	97.8%	94.7%	88.2%	96.8%	-
Teacher Retention	77	81	71	80	-	97.5%	97.6%	86.6%	96.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.9%	13.0%	87.0%	78.2%	9.6%	87.8%
1 Year of Experience	94.1%	5.9%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.5%	0.0%	90.5%	85.2%	5.9%	91.1%
3 Years of Experience	95.0%	0.0%	95.0%	86.1%	5.6%	91.7%
4 Years of Experience	96.0%	4.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	0.0%	90.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.1%	4.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	93.6%	94.6%	92.6%	95.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	5.3%	1.1%	7.4%	4.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KINGSTON

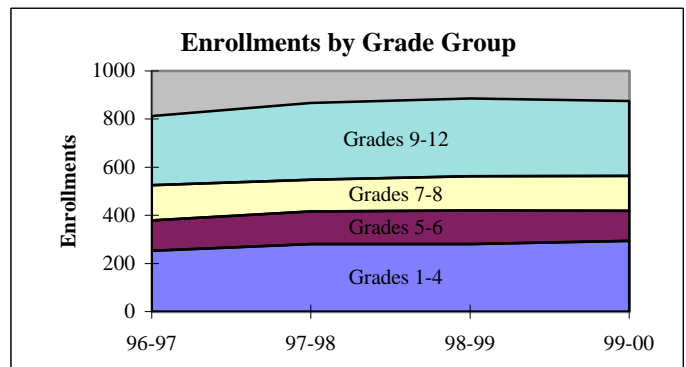
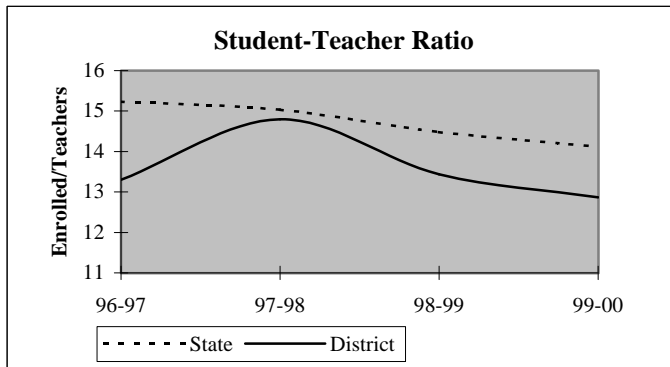


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	12.2	13.4	12.2	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	13.3	14.8	13.4	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	4	0	6	3	-	-	-	-	-
% Change in Educators	1.5%	5.9%	0.0%	8.3%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	-23	84	-8	-2	-	-	-	-	-
% Change in Enrollments	1.1%	-2.6%	9.6%	-0.8%	-0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.4%	5.6%	2.8%	6.4%	4.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.6%	6.9%	6.4%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	1.5%	2.8%	2.8%	2.6%	2.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.9%	4.2%	4.2%	3.8%	4.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	2.8%	2.6%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	42.6	42.3	42.3	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	11.6	11.0	10.0	11.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,211	28,126	28,616	27,867	28,230	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.2%	4.5%	4.6%	4.2%	5.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	65.2%	66.2%	66.2%	67.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	10.6%	9.2%	11.3%	10.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.0%	24.6%	25.2%	26.8%	47.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	27	28	35	31	38.2%	37.5%	38.9%	44.9%	38.3%
Attrition	1	7	4	8	0					
Attrition Rate	3.8%	25.9%	14.3%	22.9%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	35	39	39	37	40	51.5%	54.2%	54.2%	47.4%	49.4%
Attrition	1	5	1	2	0					
Attrition Rate	2.9%	12.8%	2.6%	5.4%	0.0%					
At Retirement Age	7	6	5	6	10	10.3%	8.3%	6.9%	7.7%	12.3%
Attrition	1	3	2	0	0					
Attrition Rate	14.3%	50.0%	40.0%	0.0%	0.0%					
At Retirement in 5 yrs.	7	8	7	8	11	10.3%	11.1%	9.7%	10.3%	13.6%

## District Report for: KINGSTON

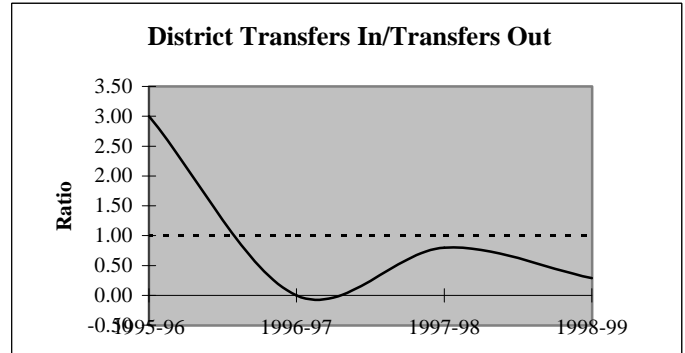
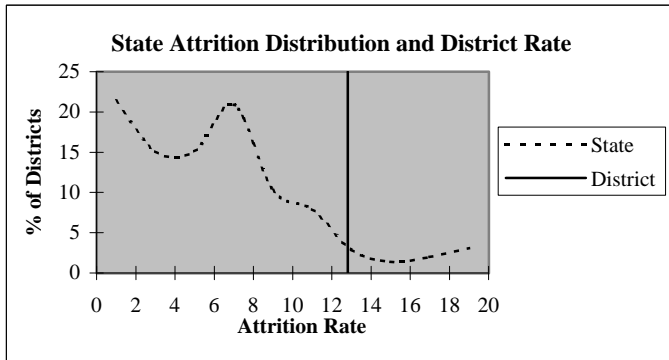
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	68	72	72	78	81	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	5	5	5.9%	5.6%	6.9%	6.4%	6.2%
Professional Staff	1	2	2	2	2	1.5%	2.8%	2.8%	2.6%	2.5%
<b>Total Teachers</b>	63	66	65	71	74	92.6%	91.7%	90.3%	91.0%	91.4%
Special Education	6	7	6	8	8	9.5%	10.6%	9.2%	11.3%	10.8%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	2.8%	2.7%
Elementary	23	23	23	24	26	36.5%	34.8%	35.4%	33.8%	35.1%
<b>Middle School</b>	10	10	8	8	11	15.9%	15.2%	12.3%	11.3%	14.9%
Language Arts	5	5	3	4	2	7.9%	7.6%	4.6%	5.6%	2.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	2	1.6%	1.5%	1.5%	1.4%	2.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	2	3.2%	3.0%	3.1%	1.4%	2.7%
Science	2	2	2	2	2	3.2%	3.0%	3.1%	2.8%	2.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	4.1%
<b>High School (9-12)</b>	24	26	28	29	27	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	4.8%	4.5%	4.6%	4.2%	4.1%
Art & Music	3	3	3	2	3	4.8%	4.5%	4.6%	2.8%	4.1%
Social Studies	2	2	2	3	4	3.2%	3.0%	3.1%	4.2%	5.4%
Foreign Language	1	1	1	1	1	1.6%	1.5%	1.5%	1.4%	1.4%
Math	2	3	4	4	4	3.2%	4.5%	6.2%	5.6%	5.4%
<b>Science</b>	3	2	2	1	1	4.8%	3.0%	3.1%	1.4%	1.4%
Biology	1	2	2	1	1	1.6%	3.0%	3.1%	1.4%	1.4%
Chemistry	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
Vocational Education	5	5	5	5	5	7.9%	7.6%	7.7%	7.0%	6.8%
Other	5	7	8	10	6	7.9%	10.6%	12.3%	14.1%	8.1%
<b>Total Enrollments</b>	901	878	962	954	952	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	72	63	91	68	76	8.0%	7.2%	9.5%	7.1%	8.0%
Grades 1-4	251	253	281	281	294	27.9%	28.8%	29.2%	29.5%	30.9%
Grades 5-6	124	126	135	139	125	13.8%	14.4%	14.0%	14.6%	13.1%
Grades 7-8	168	146	132	143	145	18.6%	16.6%	13.7%	15.0%	15.2%
Grades 9-12	279	287	319	323	311	31.0%	32.7%	33.2%	33.9%	32.7%
Ungraded	7	3	4	0	1	0.8%	0.3%	0.4%	0.0%	0.1%



## District Report for: KINGSTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	68	72	72	78	81	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	61	65	57	65	68	89.7%	90.3%	79.2%	83.3%	84.0%
<b>Newly Hired</b>	<b>7</b>	<b>7</b>	<b>15</b>	<b>13</b>	<b>13</b>	<b>10.3%</b>	<b>9.7%</b>	<b>20.8%</b>	<b>16.7%</b>	<b>16.0%</b>
Transfers In	3	0	4	2	7	42.9%	0.0%	26.7%	15.4%	53.8%
Reentrants	0	1	3	4	4	0.0%	14.3%	20.0%	30.8%	30.8%
First Time Educators	4	6	8	7	2	57.1%	85.7%	53.3%	53.8%	15.4%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>15</b>	<b>7</b>	<b>10</b>	<b>-</b>	<b>4.4%</b>	<b>20.8%</b>	<b>9.7%</b>	<b>12.8%</b>	<b>-</b>
Transfers Out	1	6	5	7	-	33.3%	40.0%	71.4%	70.0%	-
Leave Oklahoma Educ.	2	9	2	3	-	66.7%	60.0%	28.6%	30.0%	-

Dynamics Rates	District Rates				
District Attrition	4.4%	20.8%	9.7%	12.8%	-
Transfers In/Out	3.00	0.00	0.80	0.29	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	45	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>68</b>

## District Report for: KINGSTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	5	5	5	5.9%	5.6%	6.9%	6.4%	6.2%
White - Females	0	0	2	2	2	0.0%	0.0%	40.0%	40.0%	40.0%
White - Males	4	4	3	3	3	100.0%	100.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	1.5%	2.8%	2.8%	2.6%	2.5%
White - Females	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	63	66	65	71	74	92.6%	91.7%	90.3%	91.0%	91.4%
White - Females	42	43	43	46	49	66.7%	65.2%	66.2%	64.8%	66.2%
White - Males	19	20	19	22	21	30.2%	30.3%	29.2%	31.0%	28.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	1.4%	1.4%
Other - Males	2	3	3	2	3	3.2%	4.5%	4.6%	2.8%	4.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	2	2	1	0.0%	0.0%	3.1%	3.0%	1.4%
25-29	9	9	7	6	6	14.3%	13.8%	10.9%	9.0%	8.5%
30-34	7	9	10	11	11	11.1%	13.8%	15.6%	16.4%	15.5%
35-39	9	8	5	9	9	14.3%	12.3%	7.8%	13.4%	12.7%
40-44	7	7	12	11	14	11.1%	10.8%	18.8%	16.4%	19.7%
45-49	14	14	10	8	7	22.2%	21.5%	15.6%	11.9%	9.9%
50-54	6	8	9	11	11	9.5%	12.3%	14.1%	16.4%	15.5%
55+	11	10	9	9	12	17.5%	15.4%	14.1%	13.4%	16.9%
<b>Average Age</b>	42.9	42.6	42.3	42.3	43.5					

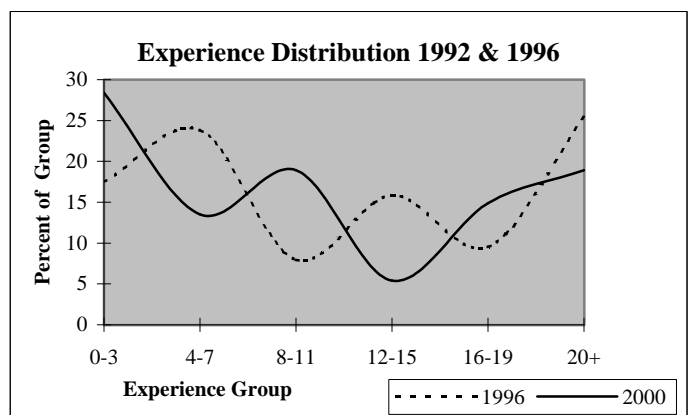
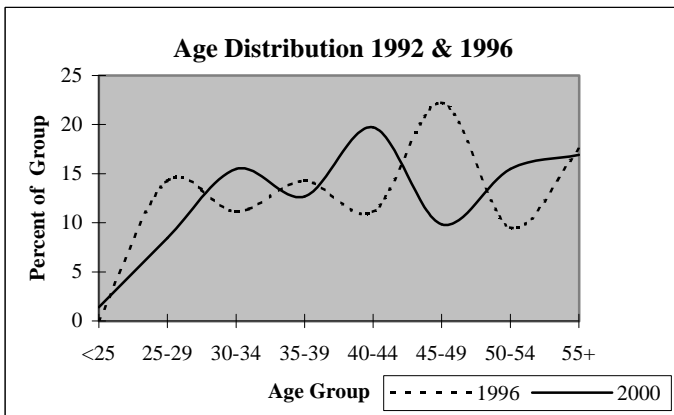
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	16	18	24	21	17.5%	24.2%	27.7%	33.8%	28.4%
4-7 Years	15	11	10	11	10	23.8%	16.7%	15.4%	15.5%	13.5%
8-11 Years	5	7	8	7	14	7.9%	10.6%	12.3%	9.9%	18.9%
12-15 Years	10	10	9	9	4	15.9%	15.2%	13.8%	12.7%	5.4%
16-19 Years	6	5	5	8	11	9.5%	7.6%	7.7%	11.3%	14.9%
20+ Years	16	17	15	12	14	25.4%	25.8%	23.1%	16.9%	18.9%
<b>Average Experience</b>	11.9	11.6	11.0	10.0	11.1					

## District Report for: KINGSTON

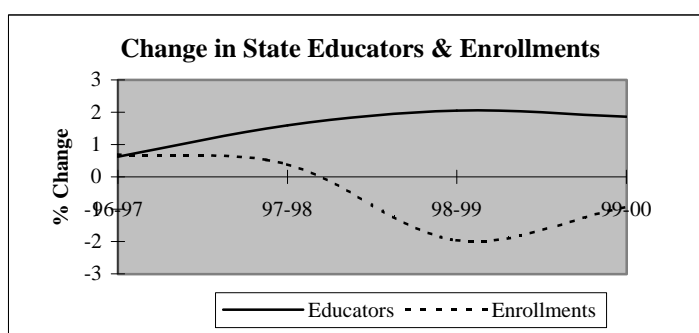
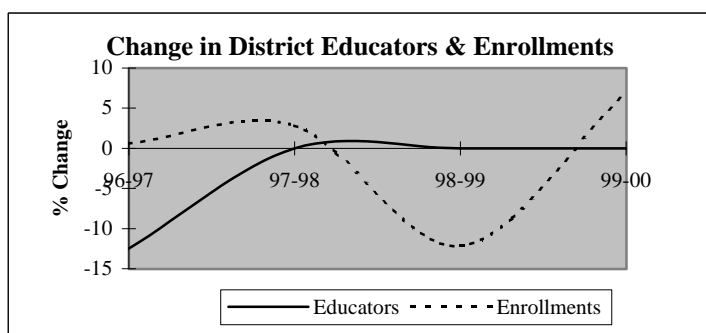
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	15	7	10	-	4.4%	20.8%	9.7%	12.8%	-
Attrition from Transfers	1	6	5	7	-	1.5%	8.3%	6.9%	9.0%	-
Attrition from Exits	2	9	2	3	-	2.9%	12.5%	2.8%	3.8%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>13</b>	<b>7</b>	<b>9</b>	<b>-</b>	<b>4.8%</b>	<b>19.7%</b>	<b>10.8%</b>	<b>12.7%</b>	<b>-</b>
Attrition from Transfers	1	5	5	7	-	1.6%	7.6%	7.7%	9.9%	-
Attrition from Exits	2	8	2	2	-	3.2%	12.1%	3.1%	2.8%	-
<b>District Retention</b>										
Educator Retention	65	57	65	68	-	95.6%	79.2%	90.3%	87.2%	-
Teacher Retention	60	53	58	62	-	95.2%	80.3%	89.2%	87.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.3%	15.6%	96.9%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	12.5%	95.8%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	9.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	91.7%	8.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.9%	0.0%	92.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.4%	0.0%	3.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.1%	90.3%	83.3%	85.9%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.9%	9.7%	15.3%	14.1%	7.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SPAVINAW



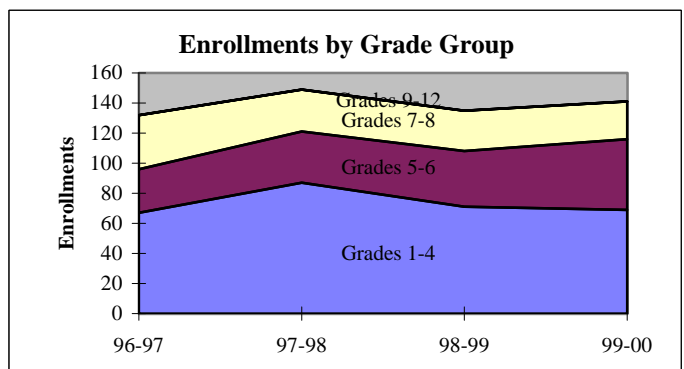
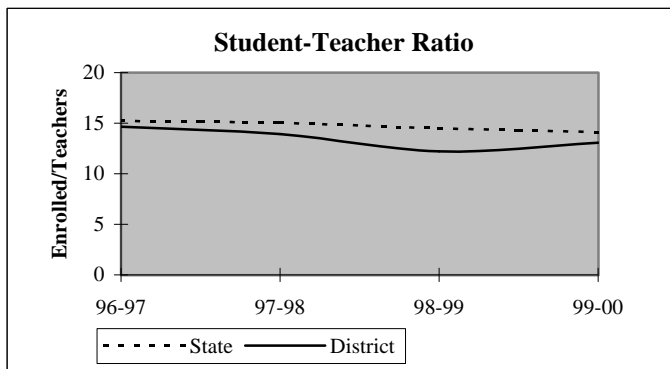
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	12.6	12.9	11.4	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	14.7	13.9	12.2	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	-2	0	0	0	-	-	-	-	-
% Change in Educators	-20.0%	-12.5%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-18	1	5	-22	11	-	-	-	-	-
% Change in Enrollments	-9.3%	0.6%	2.8%	-12.2%	6.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.3%	0.0%	0.0%	7.1%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	7.1%	7.1%	7.1%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	7.1%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	12.5%	14.3%	14.3%	14.3%	21.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.9	41.5	42.2	43.2	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	8.4	10.3	11.2	12.2	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,456	32,567	32,987	32,978	31,105	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.3%	16.7%	15.4%	15.4%	23.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	92.9%	91.7%	92.3%	92.3%	92.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.3%	54.0%	52.5%	57.2%	56.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	5	5	3	2	56.3%	35.7%	35.7%	21.4%	14.3%
Attrition	2	0	0	1	0					
Attrition Rate	22.2%	0.0%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	9	9	10	11	43.8%	64.3%	64.3%	71.4%	78.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	7.1%	7.1%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	1	2	0.0%	0.0%	7.1%	7.1%	14.3%



## District Report for: SPAVINAW

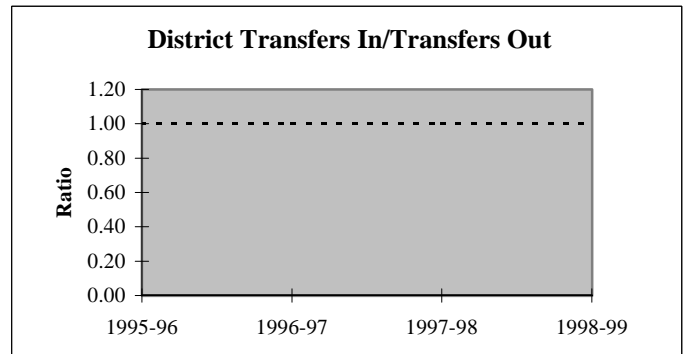
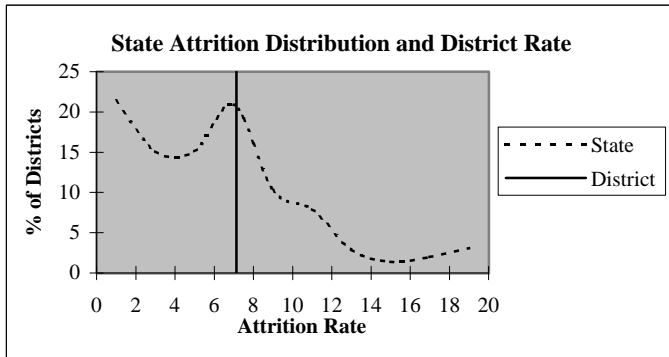
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	14	14	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.3%	7.1%	7.1%	7.1%	7.1%
Professional Staff	1	1	0	0	0	6.3%	7.1%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	14	12	13	13	13	87.5%	85.7%	92.9%	92.9%	92.9%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	2	2	0	1	0	14.3%	16.7%	0.0%	7.7%	0.0%
Elementary	12	10	13	12	13	85.7%	83.3%	100.0%	92.3%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	175	176	181	159	170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	38	44	32	24	29	21.7%	25.0%	17.7%	15.1%	17.1%
Grades 1-4	70	67	87	71	69	40.0%	38.1%	48.1%	44.7%	40.6%
Grades 5-6	36	29	34	37	47	20.6%	16.5%	18.8%	23.3%	27.6%
Grades 7-8	31	36	28	27	25	17.7%	20.5%	15.5%	17.0%	14.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SPAVINAW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	14	14	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	14	14	14	13	93.8%	100.0%	100.0%	100.0%	92.9%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.1%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>12.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.1%</b>	<b>-</b>
Transfers Out	1	0	0	1	-	50.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	0.0%	0.0%	7.1%	-
Transfers In/Out	0.00	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	16	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>16</b>

## District Report for: SPAVINAW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.3%	7.1%	7.1%	7.1%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	0	0	0	6.3%	7.1%	0.0%	0.0%	0.0%
White - Females	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	12	13	13	13	87.5%	85.7%	92.9%	92.9%	92.9%
White - Females	11	9	10	10	9	78.6%	75.0%	76.9%	76.9%	69.2%
White - Males	1	1	1	1	1	7.1%	8.3%	7.7%	7.7%	7.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	3	14.3%	16.7%	15.4%	15.4%	23.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	1	0	0	0	21.4%	8.3%	0.0%	0.0%	0.0%
30-34	2	3	2	2	2	14.3%	25.0%	15.4%	15.4%	15.4%
35-39	3	2	4	4	3	21.4%	16.7%	30.8%	30.8%	23.1%
40-44	0	1	2	2	3	0.0%	8.3%	15.4%	15.4%	23.1%
45-49	4	3	2	1	0	28.6%	25.0%	15.4%	7.7%	0.0%
50-54	1	1	2	2	3	7.1%	8.3%	15.4%	15.4%	23.1%
55+	1	1	1	2	2	7.1%	8.3%	7.7%	15.4%	15.4%
<b>Average Age</b>	39.9	41.5	42.2	43.2	44.2					

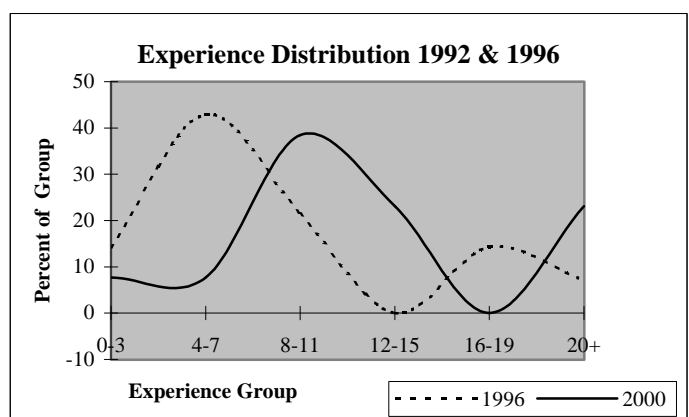
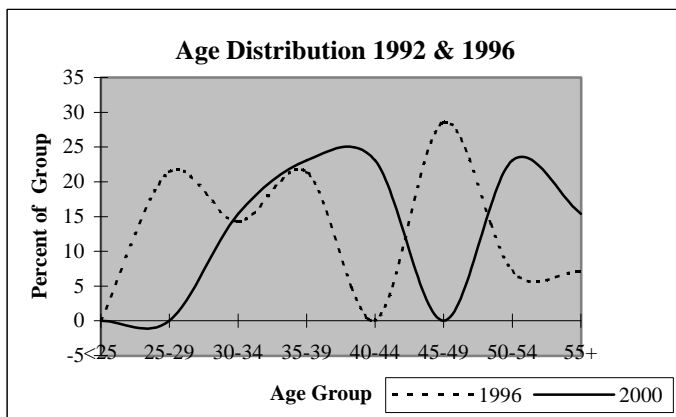
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	0	0	1	14.3%	8.3%	0.0%	0.0%	7.7%
4-7 Years	6	4	5	3	1	42.9%	33.3%	38.5%	23.1%	7.7%
8-11 Years	3	3	3	5	5	21.4%	25.0%	23.1%	38.5%	38.5%
12-15 Years	0	1	2	2	3	0.0%	8.3%	15.4%	15.4%	23.1%
16-19 Years	2	2	2	1	0	14.3%	16.7%	15.4%	7.7%	0.0%
20+ Years	1	1	1	2	3	7.1%	8.3%	7.7%	15.4%	23.1%
<b>Average Experience</b>	8.4	10.3	11.2	12.2	12.5					

## District Report for: SPAVINAW

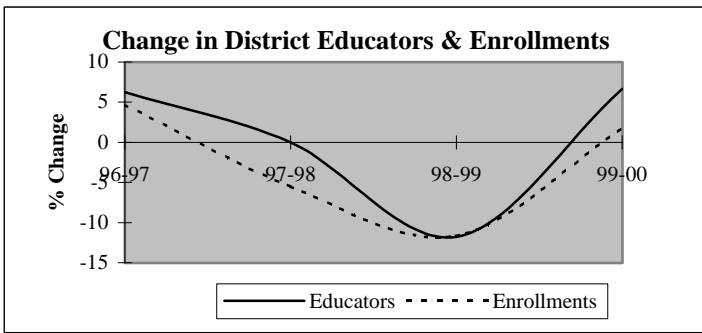
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	0	1	-	12.5%	0.0%	0.0%	7.1%	-
Attrition from Transfers	1	0	0	1	-	6.3%	0.0%	0.0%	7.1%	-
Attrition from Exits	1	0	0	0	-	6.3%	0.0%	0.0%	0.0%	-
Teacher Attrition	2	0	0	1	-	14.3%	0.0%	0.0%	7.7%	-
Attrition from Transfers	1	0	0	1	-	7.1%	0.0%	0.0%	7.7%	-
Attrition from Exits	1	0	0	0	-	7.1%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	14	14	13	-	87.5%	100.0%	100.0%	92.9%	-
Teacher Retention	12	12	13	12	-	85.7%	100.0%	100.0%	92.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	0.0%	66.7%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.8%	100.0%	100.0%	100.0%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.3%	0.0%	0.0%	0.0%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: WICKLIFFE



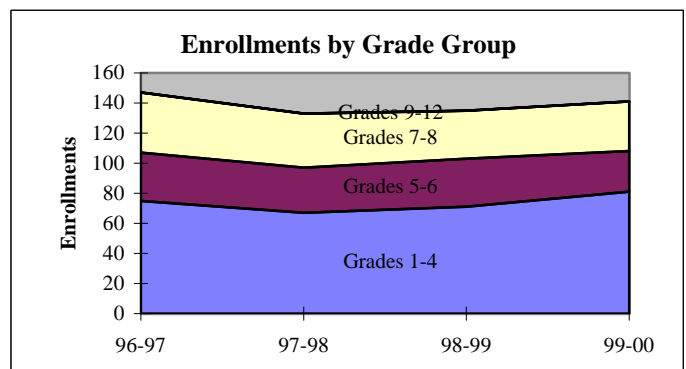
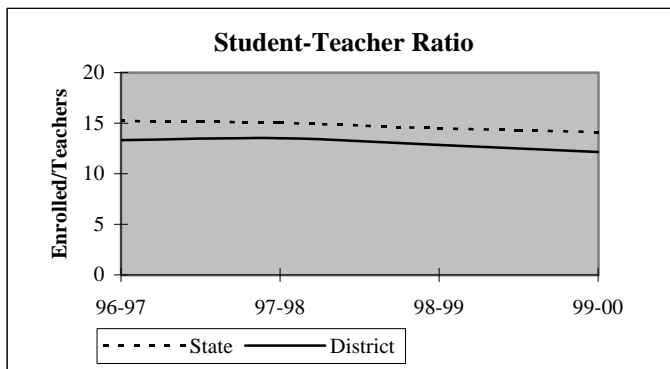
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	11.8	11.1	11.1	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.7	13.3	13.5	12.8	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	-2	1	-	-	-	-	-
% Change in Educators	6.7%	6.3%	0.0%	-11.8%	6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	9	-11	-22	3	-	-	-	-	-
% Change in Enrollments	6.7%	4.7%	-5.5%	-11.6%	1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.3%	5.9%	5.9%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	5.9%	11.8%	6.7%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.9%	5.9%	6.7%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	12.5%	17.6%	23.5%	20.0%	18.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	5.9%	6.7%	6.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	41.0	40.1	39.9	40.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.6	11.5	11.6	11.2	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,259	30,082	29,375	32,216	32,309	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.3%	13.3%	21.4%	15.4%	14.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	93.3%	93.3%	92.9%	92.3%	92.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	20.0%	21.4%	15.4%	14.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	78.5%	75.5%	77.8%	77.5%	82.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	5	4	4	37.5%	35.3%	29.4%	26.7%	25.0%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	16.7%	20.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	8	9	10	11	12	50.0%	52.9%	58.8%	73.3%	75.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	11.1%	0.0%	0.0%	0.0%					
At Retirement Age	2	2	2	0	0	12.5%	11.8%	11.8%	0.0%	0.0%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	2	2	0	0	12.5%	11.8%	11.8%	0.0%	0.0%

## District Report for: WICKLIFFE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	17	17	15	16	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	6.3%	5.9%	11.8%	6.7%	6.3%
Professional Staff	0	1	1	1	1	0.0%	5.9%	5.9%	6.7%	6.3%
<b>Total Teachers</b>	15	15	14	13	14	93.8%	88.2%	82.4%	86.7%	87.5%
Special Education	1	3	3	2	2	6.7%	20.0%	21.4%	15.4%	14.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	12	11	11	12	93.3%	80.0%	78.6%	84.6%	85.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

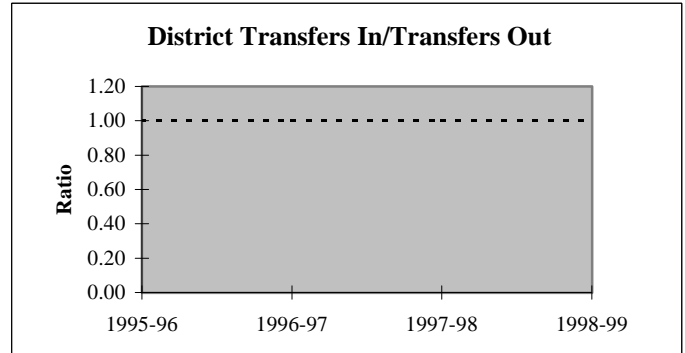
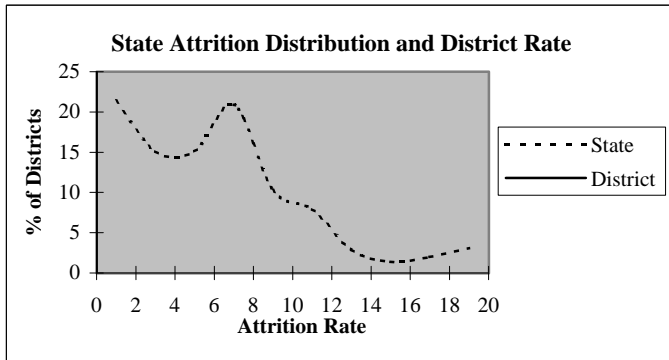
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Enrollments</b>	191	200	189	167	170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	52	53	56	22	29	27.2%	26.5%	29.6%	13.2%	17.1%
Grades 1-4	70	75	67	71	81	36.6%	37.5%	35.4%	42.5%	47.6%
Grades 5-6	30	32	30	32	27	15.7%	16.0%	15.9%	19.2%	15.9%
Grades 7-8	39	40	36	32	33	20.4%	20.0%	19.0%	19.2%	19.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	10	0	0.0%	0.0%	0.0%	6.0%	0.0%



## District Report for: WICKLIFFE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	17	17	15	16	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	16	15	14	15	93.8%	94.1%	88.2%	93.3%	93.8%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6.3%</b>	<b>5.9%</b>	<b>11.8%</b>	<b>6.7%</b>	<b>6.3%</b>
Transfers In	1	1	1	0	0	100.0%	100.0%	50.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	1	1	1	0.0%	0.0%	50.0%	100.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>11.8%</b>	<b>17.6%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	0	0	-	0.0%	50.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	3	0	-	0.0%	50.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	11.8%	17.6%	0.0%	-
Transfers In/Out	nc	1.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>16</b>

## District Report for: WICKLIFFE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	6.3%	5.9%	11.8%	6.7%	6.3%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	100.0%	100.0%
White - Males	1	1	1	0	0	100.0%	100.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	1	1	1	1	0.0%	5.9%	5.9%	6.7%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	15	14	13	14	93.8%	88.2%	82.4%	86.7%	87.5%
White - Females	12	12	11	10	11	80.0%	80.0%	78.6%	76.9%	78.6%
White - Males	1	1	0	1	1	6.7%	6.7%	0.0%	7.7%	7.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	13.3%	13.3%	14.3%	15.4%	14.3%
Other - Males	0	0	1	0	0	0.0%	0.0%	7.1%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	7.1%	0.0%	0.0%
25-29	1	0	1	1	1	6.7%	0.0%	7.1%	7.7%	7.1%
30-34	4	5	3	2	3	26.7%	33.3%	21.4%	15.4%	21.4%
35-39	2	2	1	2	2	13.3%	13.3%	7.1%	15.4%	14.3%
40-44	3	3	3	4	4	20.0%	20.0%	21.4%	30.8%	28.6%
45-49	3	3	4	3	3	20.0%	20.0%	28.6%	23.1%	21.4%
50-54	1	1	0	1	1	6.7%	6.7%	0.0%	7.7%	7.1%
55+	1	1	1	0	0	6.7%	6.7%	7.1%	0.0%	0.0%
<b>Average Age</b>	40.0	41.0	40.1	39.9	40.4					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	0	1	2	3	6.7%	0.0%	7.1%	15.4%	21.4%
4-7 Years	5	6	4	2	1	33.3%	40.0%	28.6%	15.4%	7.1%
8-11 Years	4	4	2	3	4	26.7%	26.7%	14.3%	23.1%	28.6%
12-15 Years	1	1	3	2	2	6.7%	6.7%	21.4%	15.4%	14.3%
16-19 Years	3	2	1	1	1	20.0%	13.3%	7.1%	7.7%	7.1%
20+ Years	1	2	3	3	3	6.7%	13.3%	21.4%	23.1%	21.4%
<b>Average Experience</b>	10.6	11.5	11.6	11.2	11.3					

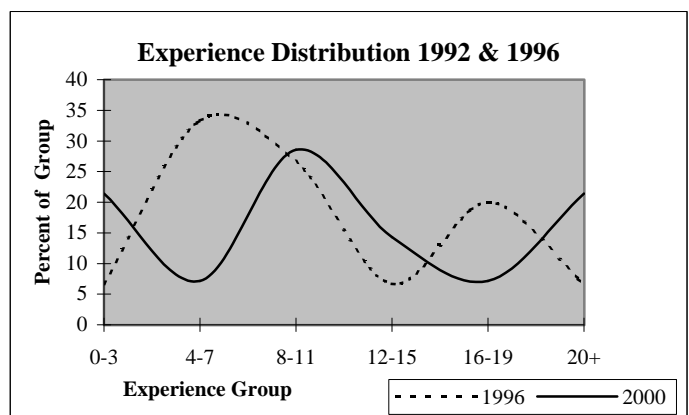
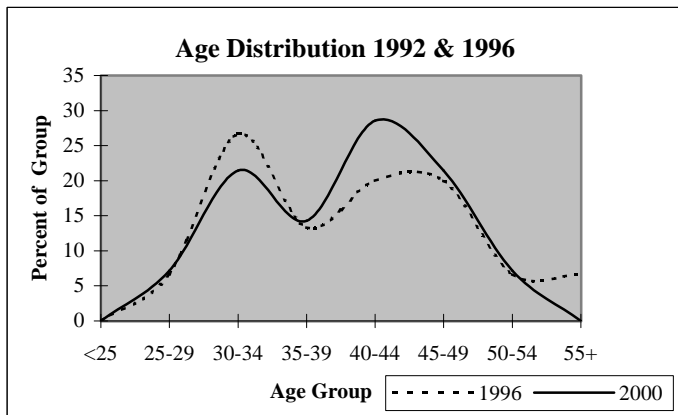


## District Report for: WICKLIFFE

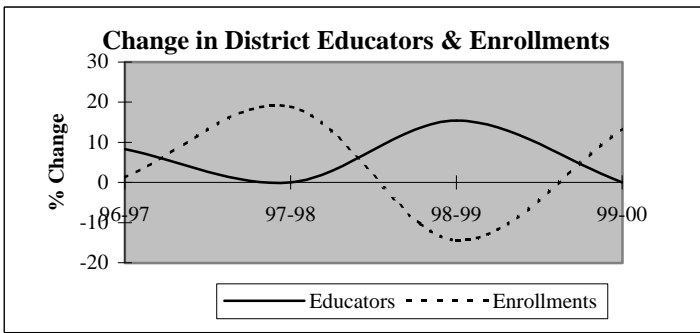
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	3	0	-	0.0%	11.8%	17.6%	0.0%	-
Attrition from Transfers	0	1	0	0	-	0.0%	5.9%	0.0%	0.0%	-
Attrition from Exits	0	1	3	0	-	0.0%	5.9%	17.6%	0.0%	-
<b>Teacher Attrition</b>	0	2	2	0	-	0.0%	13.3%	14.3%	0.0%	-
Attrition from Transfers	0	1	0	0	-	0.0%	6.7%	0.0%	0.0%	-
Attrition from Exits	0	1	2	0	-	0.0%	6.7%	14.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	16	15	14	15	-	100.0%	88.2%	82.4%	100.0%	-
Teacher Retention	15	13	12	13	-	100.0%	86.7%	85.7%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.9%	11.8%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	94.1%	82.4%	93.3%	93.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	5.9%	6.7%	6.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OSAGE

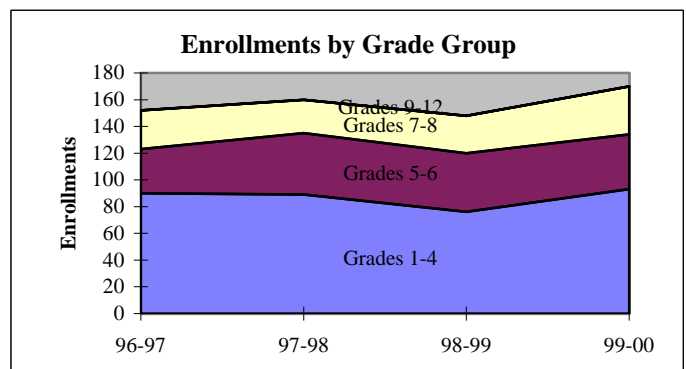
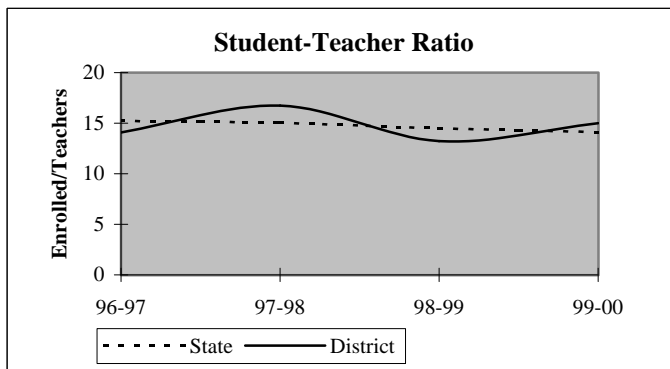


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.0	15.5	11.5	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	14.1	16.8	13.2	15.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	2	0	-	-	-	-	-
% Change in Educators	0.0%	8.3%	0.0%	15.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	13	2	32	-29	23	-	-	-	-	-
% Change in Enrollments	8.4%	1.2%	18.9%	-14.4%	13.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	7.7%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	7.7%	7.7%	6.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	6.7%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	6.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	43.3	41.4	42.8	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	12.1	11.3	12.4	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,760	27,548	29,021	30,113	29,914	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	62.3%	79.3%	74.6%	69.6%	68.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	5	5	5	5	33.3%	38.5%	38.5%	33.3%	33.3%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	7	7	9	9	58.3%	53.8%	53.8%	60.0%	60.0%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	28.6%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	8.3%	7.7%	7.7%	6.7%	6.7%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	2	8.3%	7.7%	7.7%	6.7%	13.3%

## District Report for: OSAGE

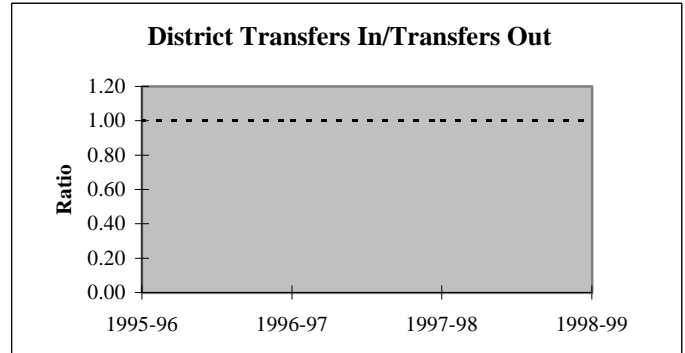
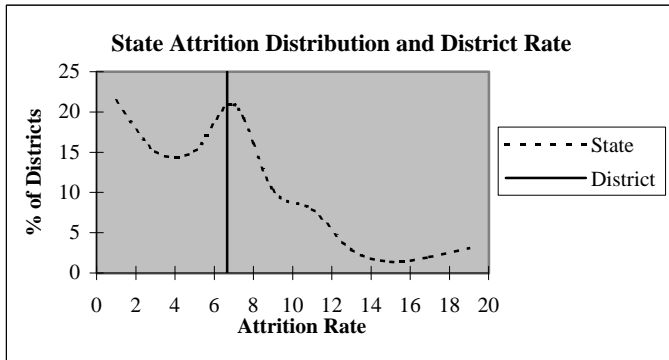
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	13	13	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	7.7%	7.7%	6.7%	6.7%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	6.7%	6.7%
<b>Total Teachers</b>	11	12	12	13	13	91.7%	92.3%	92.3%	86.7%	86.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
Elementary	11	12	12	13	12	100.0%	100.0%	100.0%	100.0%	92.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	167	169	201	172	195	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	17	41	24	25	12.6%	10.1%	20.4%	14.0%	12.8%
Grades 1-4	83	90	89	76	93	49.7%	53.3%	44.3%	44.2%	47.7%
Grades 5-6	35	33	46	44	41	21.0%	19.5%	22.9%	25.6%	21.0%
Grades 7-8	28	29	25	28	36	16.8%	17.2%	12.4%	16.3%	18.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OSAGE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	13	13	15	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	12	11	13	14	91.7%	92.3%	84.6%	86.7%	93.3%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>8.3%</b>	<b>7.7%</b>	<b>15.4%</b>	<b>13.3%</b>	<b>6.7%</b>
Transfers In	0	0	2	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	100.0%
First Time Educators	1	1	0	1	0	100.0%	100.0%	0.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>15.4%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	2	0	1	-	0.0%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	15.4%	0.0%	6.7%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	10	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	12

## District Report for: OSAGE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	7.7%	7.7%	6.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	6.7%	6.7%
White - Females	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Teachers</b>	11	12	12	13	13	91.7%	92.3%	92.3%	86.7%	86.7%
White - Females	11	12	12	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	1	1	1	18.2%	25.0%	8.3%	7.7%	7.7%
30-34	0	0	4	3	3	0.0%	0.0%	33.3%	23.1%	23.1%
35-39	1	1	1	2	1	9.1%	8.3%	8.3%	15.4%	7.7%
40-44	1	1	1	1	2	9.1%	8.3%	8.3%	7.7%	15.4%
45-49	4	4	2	1	1	36.4%	33.3%	16.7%	7.7%	7.7%
50-54	1	1	1	3	3	9.1%	8.3%	8.3%	23.1%	23.1%
55+	2	2	2	2	2	18.2%	16.7%	16.7%	15.4%	15.4%
<b>Average Age</b>	43.9	43.3	41.4	42.8	43.8					

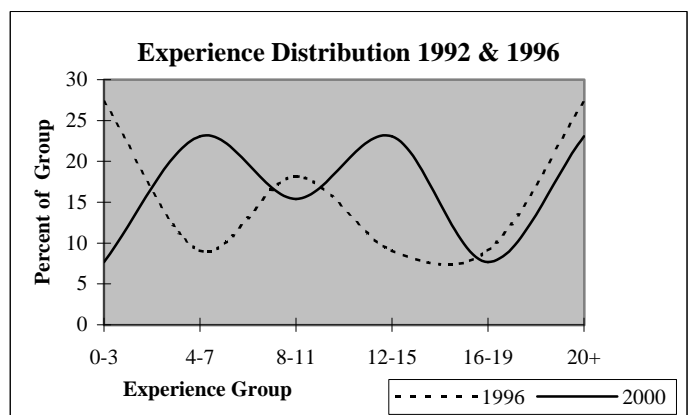
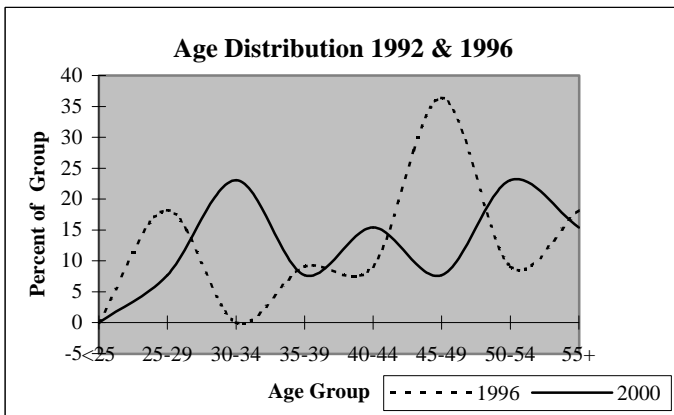
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	2	2	1	27.3%	25.0%	16.7%	15.4%	7.7%
4-7 Years	1	2	3	2	3	9.1%	16.7%	25.0%	15.4%	23.1%
8-11 Years	2	1	2	3	2	18.2%	8.3%	16.7%	23.1%	15.4%
12-15 Years	1	2	2	3	3	9.1%	16.7%	16.7%	23.1%	23.1%
16-19 Years	1	1	1	1	1	9.1%	8.3%	8.3%	7.7%	7.7%
20+ Years	3	3	2	2	3	27.3%	25.0%	16.7%	15.4%	23.1%
<b>Average Experience</b>	12.2	12.1	11.3	12.4	13.4					

## District Report for: OSAGE

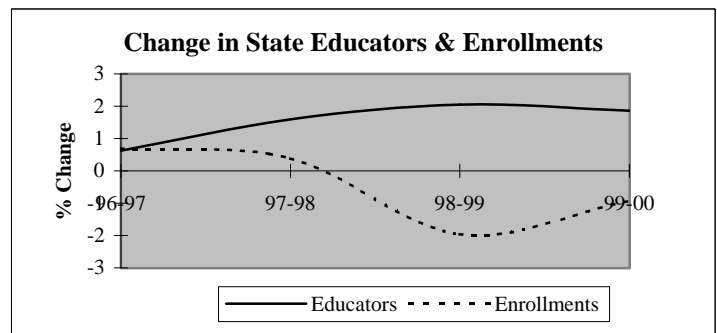
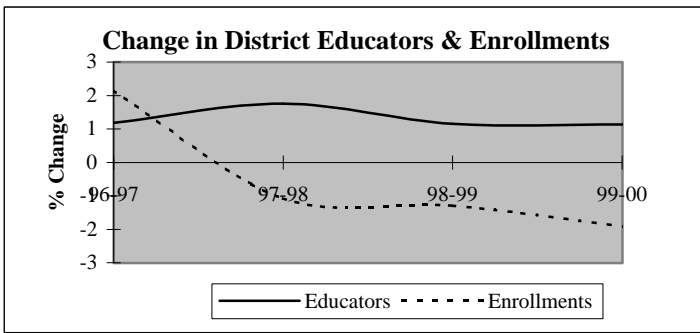
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	0	1	-	0.0%	15.4%	0.0%	6.7%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	0	1	-	0.0%	15.4%	0.0%	6.7%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	0	0	-	0.0%	16.7%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	11	13	14	-	100.0%	84.6%	100.0%	93.3%	-
Teacher Retention	11	10	12	13	-	100.0%	83.3%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	7.7%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	92.3%	92.3%	86.7%	93.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	7.7%	0.0%	13.3%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PRYOR

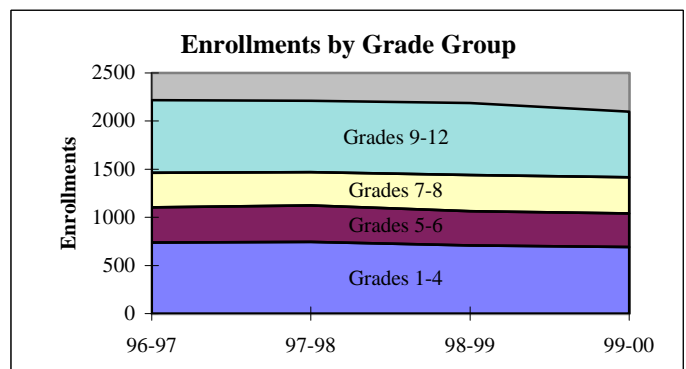
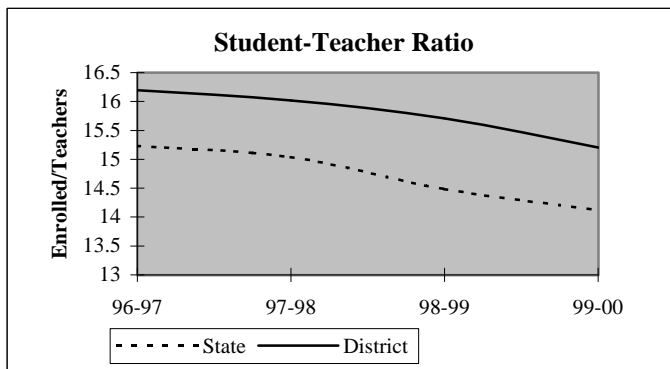


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	14.1	13.7	13.4	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	16.2	16.0	15.7	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	3	2	2	-	-	-	-	-
% Change in Educators	0.0%	1.2%	1.8%	1.1%	1.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-39	51	-26	-31	-45	-	-	-	-	-
% Change in Enrollments	-1.6%	2.2%	-1.1%	-1.3%	-1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	2.3%	2.3%	1.1%	2.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.3%	5.7%	5.7%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.7%	7.6%	8.6%	9.1%	9.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.3%	2.3%	1.7%	1.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	0.6%	1.7%	1.7%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.2	45.2	45.3	45.4	45.8	42.0	42.3	42.5	42.7	43.0
Average Experience	14.8	15.4	15.6	15.2	15.5	12.1	12.3	12.3	12.2	12.2
Average Salary	32,413	32,087	32,787	33,580	33,561	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.7%	2.7%	2.7%	2.0%	2.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.5%	73.2%	73.2%	74.0%	75.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	8.7%	9.4%	8.7%	9.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.7%	32.0%	32.0%	32.8%	33.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	41	37	40	46	47	24.3%	21.6%	23.0%	26.1%	26.4%
Attrition	7	1	5	1	0					
Attrition Rate	17.1%	2.7%	12.5%	2.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	109	114	111	102	98	64.5%	66.7%	63.8%	58.0%	55.1%
Attrition	2	8	7	7	0					
Attrition Rate	1.8%	7.0%	6.3%	6.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	19	20	23	28	33	11.2%	11.7%	13.2%	15.9%	18.5%
Attrition	2	3	2	2	0					
Attrition Rate	10.5%	15.0%	8.7%	7.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	22	28	31	35	42	13.0%	16.4%	17.8%	19.9%	23.6%

## District Report for: PRYOR

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	169	171	174	176	178	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	10	10	10	5.3%	5.3%	5.7%	5.7%	5.6%
Professional Staff	13	13	15	16	16	7.7%	7.6%	8.6%	9.1%	9.0%
<b>Total Teachers</b>	147	149	149	150	152	87.0%	87.1%	85.6%	85.2%	85.4%
Special Education	13	13	14	13	14	8.8%	8.7%	9.4%	8.7%	9.2%
Pre-K & Kindergarten	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	2.0%
Elementary	70	72	70	72	70	47.6%	48.3%	47.0%	48.0%	46.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	64	64	65	65	65	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	15	14	14	14	14	10.2%	9.4%	9.4%	9.3%	9.2%
Art & Music	5	6	6	6	6	3.4%	4.0%	4.0%	4.0%	3.9%
Social Studies	10	10	9	10	10	6.8%	6.7%	6.0%	6.7%	6.6%
Foreign Language	2	2	2	2	2	1.4%	1.3%	1.3%	1.3%	1.3%
Math	10	10	8	9	9	6.8%	6.7%	5.4%	6.0%	5.9%
<b>Science</b>	8	8	8	8	8	5.4%	5.4%	5.4%	5.3%	5.3%
Biology	2	2	2	2	2	1.4%	1.3%	1.3%	1.3%	1.3%
Chemistry	1	1	1	1	1	0.7%	0.7%	0.7%	0.7%	0.7%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	5	5	5	5	5	3.4%	3.4%	3.4%	3.3%	3.3%
Vocational Education	8	8	7	9	8	5.4%	5.4%	4.7%	6.0%	5.3%
Other	6	6	11	7	8	4.1%	4.0%	7.4%	4.7%	5.3%
<b>Total Enrollments</b>	2,362	2,413	2,387	2,356	2,311	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	171	174	152	146	187	7.2%	7.2%	6.4%	6.2%	8.1%
Grades 1-4	728	737	745	709	691	30.8%	30.5%	31.2%	30.1%	29.9%
Grades 5-6	336	368	378	356	348	14.2%	15.3%	15.8%	15.1%	15.1%
Grades 7-8	368	357	346	375	377	15.6%	14.8%	14.5%	15.9%	16.3%
Grades 9-12	720	757	742	746	681	30.5%	31.4%	31.1%	31.7%	29.5%
Ungraded	39	20	24	24	27	1.7%	0.8%	1.0%	1.0%	1.2%

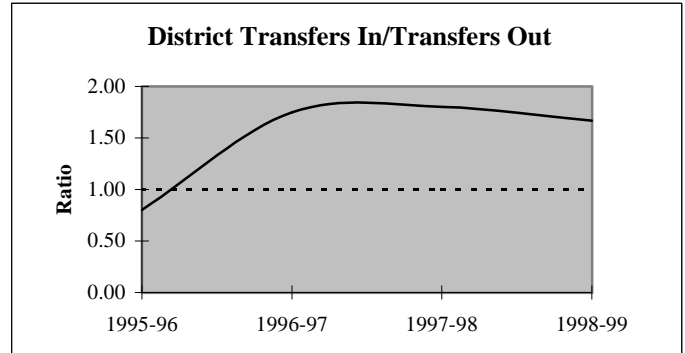
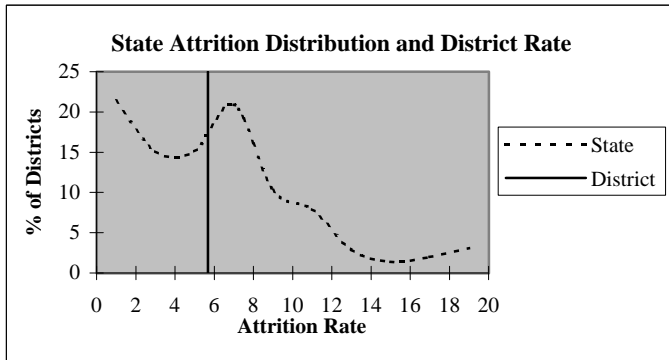




## District Report for: PRYOR

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	169	171	174	176	178	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	159	158	159	160	166	94.1%	92.4%	91.4%	90.9%	93.3%
<b>Newly Hired</b>	<b>10</b>	<b>13</b>	<b>15</b>	<b>16</b>	<b>12</b>	<b>5.9%</b>	<b>7.6%</b>	<b>8.6%</b>	<b>9.1%</b>	<b>6.7%</b>
Transfers In	4	7	9	5	7	40.0%	53.8%	60.0%	31.3%	58.3%
Reentrants	1	2	2	5	1	10.0%	15.4%	13.3%	31.3%	8.3%
First Time Educators	5	4	4	6	4	50.0%	30.8%	26.7%	37.5%	33.3%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>12</b>	<b>14</b>	<b>10</b>	<b>-</b>	<b>6.5%</b>	<b>7.0%</b>	<b>8.0%</b>	<b>5.7%</b>	<b>-</b>
Transfers Out	5	4	5	3	-	45.5%	33.3%	35.7%	30.0%	-
Leave Oklahoma Educ.	6	8	9	7	-	54.5%	66.7%	64.3%	70.0%	-

Dynamics Rates	District Rates				
District Attrition	6.5%	7.0%	8.0%	5.7%	-
Transfers In/Out	0.80	1.75	1.80	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	21	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	3
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	2
NESU, Tahlequah	102	University of Tulsa, Tulsa	2
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	15
		<b>Total</b>	<b>169</b>

## District Report for: PRYOR

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	9	9	10	10	10	5.3%	5.3%	5.7%	5.7%	5.6%
White - Females	1	1	3	3	3	11.1%	11.1%	30.0%	30.0%	30.0%
White - Males	8	8	7	7	7	88.9%	88.9%	70.0%	70.0%	70.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	13	13	15	16	16	7.7%	7.6%	8.6%	9.1%	9.0%
White - Females	11	11	13	13	14	84.6%	84.6%	86.7%	81.3%	87.5%
White - Males	2	2	2	3	2	15.4%	15.4%	13.3%	18.8%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	147	149	149	150	152	87.0%	87.1%	85.6%	85.2%	85.4%
White - Females	105	106	106	109	113	71.4%	71.1%	71.1%	72.7%	74.3%
White - Males	38	39	39	38	36	25.9%	26.2%	26.2%	25.3%	23.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	2	2	2.0%	2.0%	2.0%	1.3%	1.3%
Other - Males	1	1	1	1	1	0.7%	0.7%	0.7%	0.7%	0.7%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	2	2	3	1	1	1.4%	1.4%	2.1%	0.7%	0.7%
25-29	10	5	5	10	9	6.9%	3.4%	3.5%	6.9%	6.1%
30-34	13	14	12	10	11	9.0%	9.7%	8.3%	6.9%	7.5%
35-39	17	18	20	21	19	11.8%	12.4%	13.9%	14.5%	12.9%
40-44	22	19	18	15	18	15.3%	13.1%	12.5%	10.3%	12.2%
45-49	41	36	34	32	28	28.5%	24.8%	23.6%	22.1%	19.0%
50-54	20	28	31	35	39	13.9%	19.3%	21.5%	24.1%	26.5%
55+	19	23	21	21	22	13.2%	15.9%	14.6%	14.5%	15.0%
Average Age	44.2	45.2	45.3	45.4	45.8					

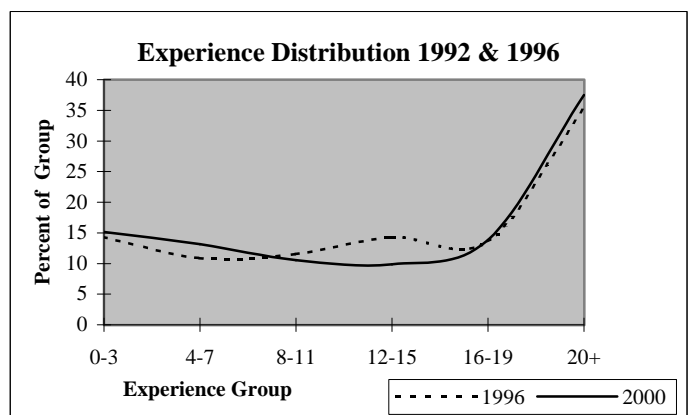
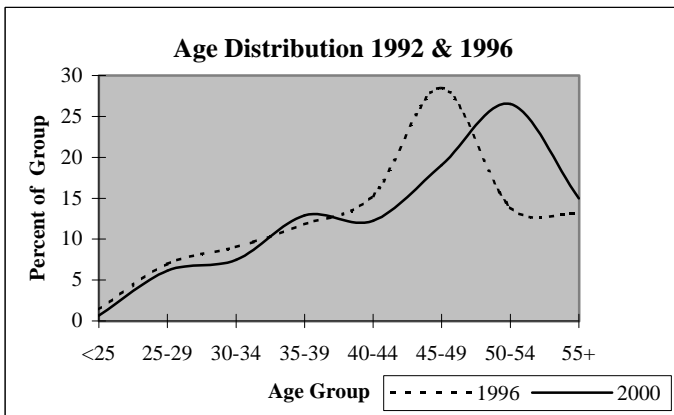
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	21	18	19	23	23	14.3%	12.1%	12.8%	15.3%	15.1%
4-7 Years	16	16	16	19	20	10.9%	10.7%	10.7%	12.7%	13.2%
8-11 Years	17	17	14	14	16	11.6%	11.4%	9.4%	9.3%	10.5%
12-15 Years	21	22	22	18	15	14.3%	14.8%	14.8%	12.0%	9.9%
16-19 Years	20	22	23	20	21	13.6%	14.8%	15.4%	13.3%	13.8%
20+ Years	52	54	55	56	57	35.4%	36.2%	36.9%	37.3%	37.5%
Average Experience	14.8	15.4	15.6	15.2	15.5					

## District Report for: PRYOR

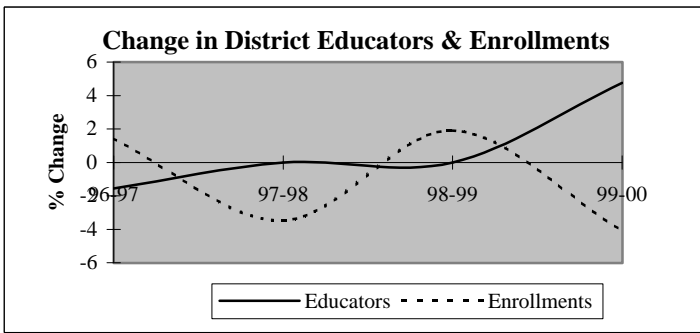
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	12	14	10	-	6.5%	7.0%	8.0%	5.7%	-
Attrition from Transfers	5	4	5	3	-	3.0%	2.3%	2.9%	1.7%	-
Attrition from Exits	6	8	9	7	-	3.6%	4.7%	5.2%	4.0%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>9</b>	<b>14</b>	<b>9</b>	<b>-</b>	<b>6.1%</b>	<b>6.0%</b>	<b>9.4%</b>	<b>6.0%</b>	<b>-</b>
Attrition from Transfers	4	4	5	3	-	2.7%	2.7%	3.4%	2.0%	-
Attrition from Exits	5	5	9	6	-	3.4%	3.4%	6.0%	4.0%	-
<b>District Retention</b>										
Educator Retention	158	159	160	166	-	93.5%	93.0%	92.0%	94.3%	-
Teacher Retention	138	140	135	141	-	93.9%	94.0%	90.6%	94.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	96.7%	0.0%	96.7%	78.2%	9.6%	87.8%
1 Year of Experience	76.0%	16.0%	92.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.0%	13.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	89.5%	5.3%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.4%	2.9%	1.1%	1.7%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.1%	93.6%	94.8%	92.0%	95.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	3.5%	4.0%	6.3%	2.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ADAIR

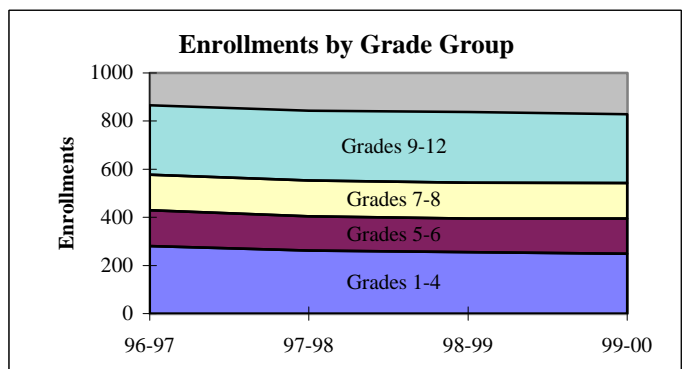
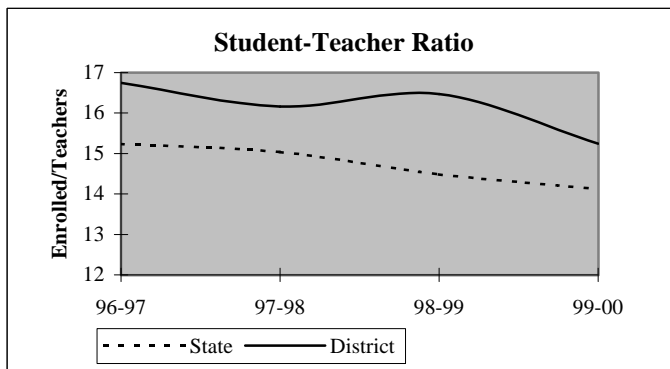


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	14.6	14.1	14.4	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.9	16.7	16.2	16.5	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	0	0	3	-	-	-	-	-
% Change in Educators	1.6%	-1.6%	0.0%	0.0%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-11	13	-32	17	-37	-	-	-	-	-
% Change in Enrollments	-1.2%	1.4%	-3.5%	1.9%	-4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.3%	4.8%	4.8%	3.2%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	7.9%	7.9%	7.9%	7.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.7%	4.8%	4.8%	4.8%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.3%	6.3%	6.3%	7.9%	10.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	1.6%	1.6%	1.6%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.7	43.9	43.6	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	14.5	14.5	14.2	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,277	28,981	29,462	29,879	29,117	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.0%	7.3%	7.3%	9.1%	12.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	70.9%	72.7%	74.5%	73.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	9.1%	9.1%	9.1%	8.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.0%	37.4%	37.9%	38.4%	29.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	14	13	14	18	25.0%	22.2%	20.6%	22.2%	27.3%
Attrition	2	1	1	1	0					
Attrition Rate	12.5%	7.1%	7.7%	7.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	44	44	43	41	40	68.8%	69.8%	68.3%	65.1%	60.6%
Attrition	2	3	1	3	0					
Attrition Rate	4.5%	6.8%	2.3%	7.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	5	7	8	8	6.3%	7.9%	11.1%	12.7%	12.1%
Attrition	0	1	2	2	0					
Attrition Rate	0.0%	20.0%	28.6%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	8	11	10	9	10.9%	12.7%	17.5%	15.9%	13.6%

## District Report for: ADAIR

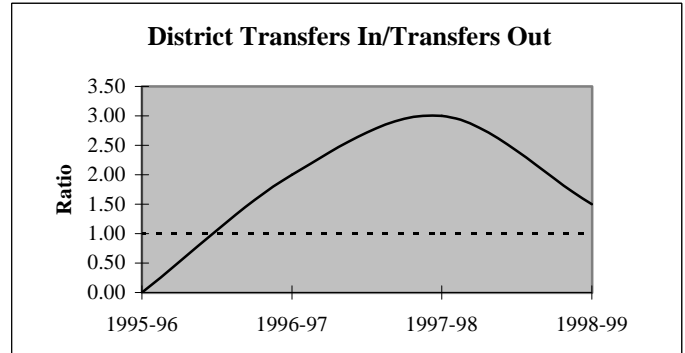
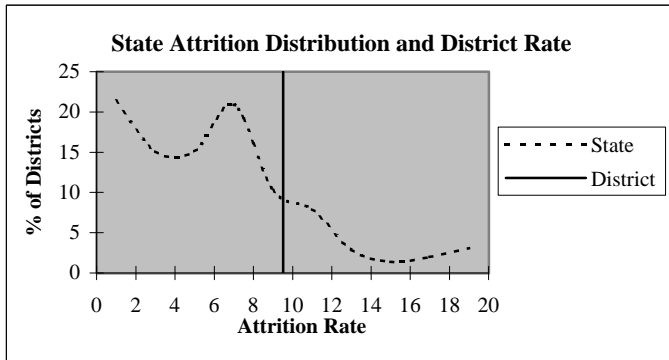
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	64	63	63	63	66	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	5	5	5	5	6.3%	7.9%	7.9%	7.9%	7.6%
Professional Staff	3	3	3	3	4	4.7%	4.8%	4.8%	4.8%	6.1%
<b>Total Teachers</b>	57	55	55	55	57	89.1%	87.3%	87.3%	87.3%	86.4%
Special Education	5	5	5	5	5	8.8%	9.1%	9.1%	9.1%	8.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	21	20	20	20	21	36.8%	36.4%	36.4%	36.4%	36.8%
<b>Middle School</b>	13	12	13	13	14	22.8%	21.8%	23.6%	23.6%	24.6%
Language Arts	3	3	4	4	3	5.3%	5.5%	7.3%	7.3%	5.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	3.5%	3.6%	3.6%	3.6%	3.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	3	3	5.3%	5.5%	5.5%	5.5%	5.3%
Science	2	2	2	2	2	3.5%	3.6%	3.6%	3.6%	3.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	2	2	2	4	5.3%	3.6%	3.6%	3.6%	7.0%
<b>High School (9-12)</b>	18	18	17	17	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	3	3	3.5%	5.5%	5.5%	5.5%	5.3%
Art & Music	1	1	1	1	1	1.8%	1.8%	1.8%	1.8%	1.8%
Social Studies	3	2	2	2	3	5.3%	3.6%	3.6%	3.6%	5.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	2	2	3	3.5%	5.5%	3.6%	3.6%	5.3%
<b>Science</b>	2	2	2	2	1	3.5%	3.6%	3.6%	3.6%	1.8%
Biology	0	1	1	1	1	0.0%	1.8%	1.8%	1.8%	1.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	0	3.5%	1.8%	1.8%	1.8%	0.0%
Vocational Education	4	4	4	4	2	7.0%	7.3%	7.3%	7.3%	3.5%
Other	4	3	3	3	4	7.0%	5.5%	5.5%	5.5%	7.0%
<b>Total Enrollments</b>	908	921	889	906	869	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	57	55	46	68	41	6.3%	6.0%	5.2%	7.5%	4.7%
Grades 1-4	282	281	262	255	249	31.1%	30.5%	29.5%	28.1%	28.7%
Grades 5-6	135	149	142	140	146	14.9%	16.2%	16.0%	15.5%	16.8%
Grades 7-8	150	147	149	149	148	16.5%	16.0%	16.8%	16.4%	17.0%
Grades 9-12	284	289	290	294	285	31.3%	31.4%	32.6%	32.5%	32.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ADAIR

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	64	63	63	63	66	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	62	60	58	59	57	96.9%	95.2%	92.1%	93.7%	86.4%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>3.1%</b>	<b>4.8%</b>	<b>7.9%</b>	<b>6.3%</b>	<b>13.6%</b>
Transfers In	0	2	3	3	4	0.0%	66.7%	60.0%	75.0%	44.4%
Reentrants	2	0	0	1	2	100.0%	0.0%	0.0%	25.0%	22.2%
First Time Educators	0	1	2	0	3	0.0%	33.3%	40.0%	0.0%	33.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>-</b>	<b>6.3%</b>	<b>7.9%</b>	<b>6.3%</b>	<b>9.5%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	25.0%	20.0%	25.0%	33.3%	-
Leave Oklahoma Educ.	3	4	3	4	-	75.0%	80.0%	75.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	6.3%	7.9%	6.3%	9.5%	-
Transfers In/Out	0.00	2.00	3.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	43	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	10
		Total	64

## District Report for: ADAIR

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	5	5	5	5	6.3%	7.9%	7.9%	7.9%	7.6%
White - Females	1	1	1	1	1	25.0%	20.0%	20.0%	20.0%	20.0%
White - Males	3	4	4	4	4	75.0%	80.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	4	4.7%	4.8%	4.8%	4.8%	6.1%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	50.0%
White - Males	1	1	1	1	2	33.3%	33.3%	33.3%	33.3%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	57	55	55	55	57	89.1%	87.3%	87.3%	87.3%	86.4%
White - Females	36	36	37	37	35	63.2%	65.5%	67.3%	67.3%	61.4%
White - Males	17	15	14	13	15	29.8%	27.3%	25.5%	23.6%	26.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	4	7	5.3%	5.5%	5.5%	7.3%	12.3%
Other - Males	1	1	1	1	0	1.8%	1.8%	1.8%	1.8%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.8%
25-29	4	2	5	6	7	7.0%	3.6%	9.1%	10.9%	12.5%
30-34	4	8	5	4	5	7.0%	14.5%	9.1%	7.3%	8.9%
35-39	12	10	8	10	8	21.1%	18.2%	14.5%	18.2%	14.3%
40-44	9	8	7	7	7	15.8%	14.5%	12.7%	12.7%	12.5%
45-49	12	10	9	7	10	21.1%	18.2%	16.4%	12.7%	17.9%
50-54	12	13	15	16	12	21.1%	23.6%	27.3%	29.1%	21.4%
55+	4	4	6	5	6	7.0%	7.3%	10.9%	9.1%	10.7%
<b>Average Age</b>	43.2	43.7	43.9	43.6	43.1					

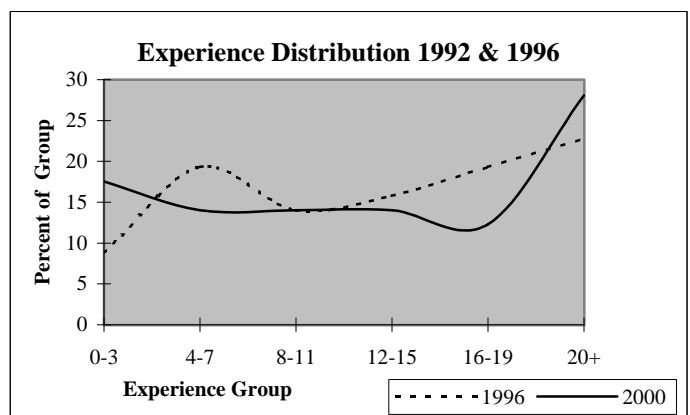
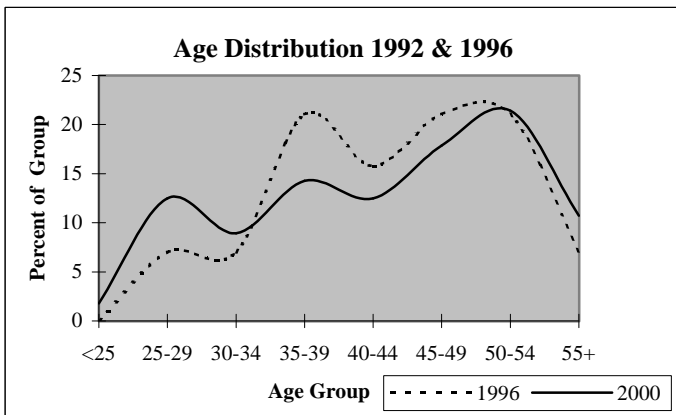
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	5	3	10	8.8%	9.1%	9.1%	5.5%	17.5%
4-7 Years	11	9	7	10	8	19.3%	16.4%	12.7%	18.2%	14.0%
8-11 Years	8	9	10	9	8	14.0%	16.4%	18.2%	16.4%	14.0%
12-15 Years	9	9	10	7	8	15.8%	16.4%	18.2%	12.7%	14.0%
16-19 Years	11	8	9	12	7	19.3%	14.5%	16.4%	21.8%	12.3%
20+ Years	13	15	14	14	16	22.8%	27.3%	25.5%	25.5%	28.1%
<b>Average Experience</b>	13.8	14.5	14.5	14.2	13.1					

## District Report for: ADAIR

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	5	4	6	-	6.3%	7.9%	6.3%	9.5%	-
Attrition from Transfers	1	1	1	2	-	1.6%	1.6%	1.6%	3.2%	-
Attrition from Exits	3	4	3	4	-	4.7%	6.3%	4.8%	6.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>5.3%</b>	<b>7.3%</b>	<b>7.3%</b>	<b>9.1%</b>	<b>-</b>
Attrition from Transfers	1	0	1	1	-	1.8%	0.0%	1.8%	1.8%	-
Attrition from Exits	2	4	3	4	-	3.5%	7.3%	5.5%	7.3%	-
<b>District Retention</b>										
Educator Retention	60	58	59	57	-	93.8%	92.1%	93.7%	90.5%	-
Teacher Retention	54	51	51	50	-	94.7%	92.7%	92.7%	90.9%	-

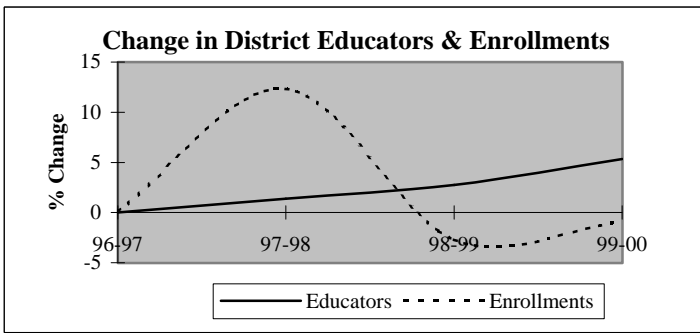
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	14.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	86.7%	6.7%	93.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.6%	1.6%	1.6%	1.6%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.3%	96.8%	95.2%	96.8%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.1%	1.6%	3.2%	1.6%	7.6%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: SALINA

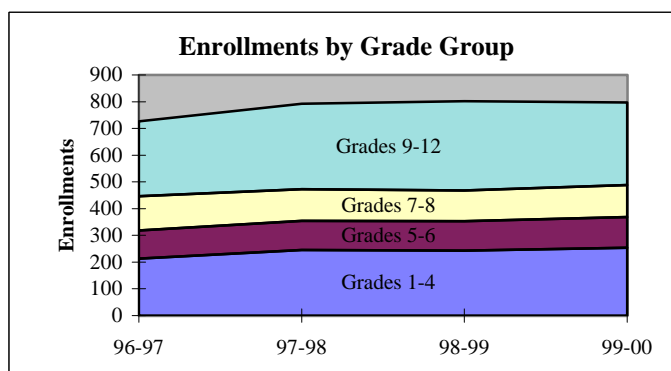
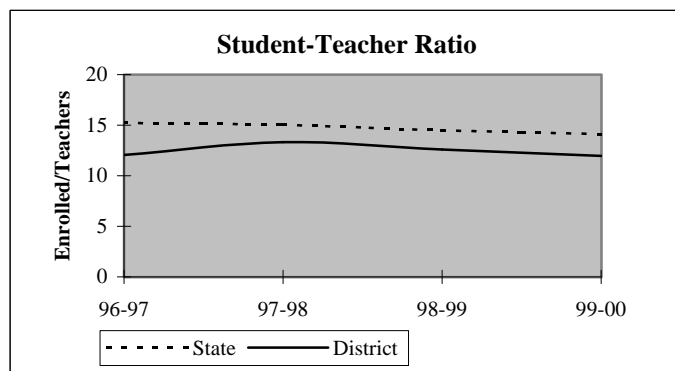


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	11.0	12.2	11.6	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.0	13.3	12.6	12.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	1	2	4	-	-	-	-	-
% Change in Educators	1.4%	0.0%	1.4%	2.7%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	1	98	-24	-8	-	-	-	-	-
% Change in Enrollments	-1.2%	0.1%	12.3%	-2.7%	-0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.2%	5.5%	1.3%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.9%	5.6%	5.5%	5.3%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	2.8%	2.7%	2.7%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.7%	9.7%	9.6%	8.0%	7.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.8%	2.8%	2.7%	2.7%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	44.2	45.4	45.6	45.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.7	14.0	14.3	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,702	27,850	29,510	30,231	29,566	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.5%	10.6%	10.4%	8.7%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	77.3%	77.6%	78.3%	79.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.9%	9.1%	9.0%	8.7%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	51.8%	47.9%	50.7%	55.8%	58.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	22	24	21	26	34.7%	30.6%	32.9%	28.0%	32.9%
Attrition	1	2	2	0	0					
Attrition Rate	4.0%	9.1%	8.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	41	44	41	45	42	56.9%	61.1%	56.2%	60.0%	53.2%
Attrition	4	3	0	3	0					
Attrition Rate	9.8%	6.8%	0.0%	6.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	6	8	9	11	8.3%	8.3%	11.0%	12.0%	13.9%
Attrition	1	0	1	2	0					
Attrition Rate	16.7%	0.0%	12.5%	22.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	9	10	12	16	9.7%	12.5%	13.7%	16.0%	20.3%

## District Report for: SALINA

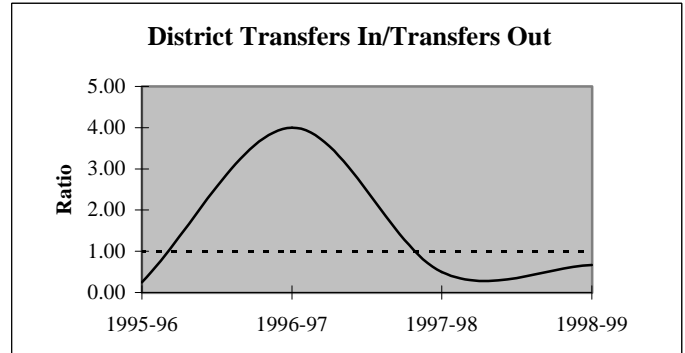
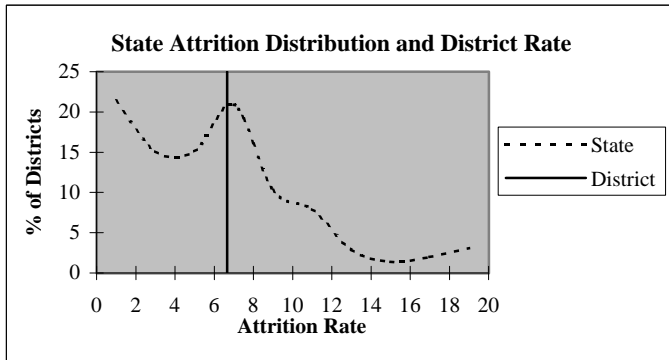
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	72	72	73	75	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	4	4	4	6.9%	5.6%	5.5%	5.3%	5.1%
Professional Staff	4	2	2	2	3	5.6%	2.8%	2.7%	2.7%	3.8%
<b>Total Teachers</b>	63	66	67	69	72	87.5%	91.7%	91.8%	92.0%	91.1%
Special Education	5	6	6	6	6	7.9%	9.1%	9.0%	8.7%	8.3%
Pre-K & Kindergarten	0	0	1	1	2	0.0%	0.0%	1.5%	1.4%	2.8%
Elementary	23	24	24	26	26	36.5%	36.4%	35.8%	37.7%	36.1%
<b>Middle School</b>	11	12	11	11	11	17.5%	18.2%	16.4%	15.9%	15.3%
Language Arts	2	2	2	2	2	3.2%	3.0%	3.0%	2.9%	2.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	2	2	2	2	4.8%	3.0%	3.0%	2.9%	2.8%
Foreign Language	0	0	1	1	1	0.0%	0.0%	1.5%	1.4%	1.4%
Math	2	1	2	1	1	3.2%	1.5%	3.0%	1.4%	1.4%
Science	1	1	1	2	2	1.6%	1.5%	1.5%	2.9%	2.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	6	3	3	3	4.8%	9.1%	4.5%	4.3%	4.2%
<b>High School (9-12)</b>	24	24	25	25	27	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	3	4	5	6.3%	6.1%	4.5%	5.8%	6.9%
Art & Music	3	3	3	3	3	4.8%	4.5%	4.5%	4.3%	4.2%
Social Studies	3	3	4	4	4	4.8%	4.5%	6.0%	5.8%	5.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	3	2	3	3.2%	4.5%	4.5%	2.9%	4.2%
<b>Science</b>	3	2	2	2	2	4.8%	3.0%	3.0%	2.9%	2.8%
Biology	1	2	2	2	2	1.6%	3.0%	3.0%	2.9%	2.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	0	0	0	3.2%	0.0%	0.0%	0.0%	0.0%
Vocational Education	4	4	4	4	4	6.3%	6.1%	6.0%	5.8%	5.6%
Other	5	5	6	6	6	7.9%	7.6%	9.0%	8.7%	8.3%
<b>Total Enrollments</b>	794	795	893	869	861	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	48	66	101	67	64	6.0%	8.3%	11.3%	7.7%	7.4%
Grades 1-4	222	213	245	243	254	28.0%	26.8%	27.4%	28.0%	29.5%
Grades 5-6	118	105	109	110	115	14.9%	13.2%	12.2%	12.7%	13.4%
Grades 7-8	141	129	119	115	119	17.8%	16.2%	13.3%	13.2%	13.8%
Grades 9-12	262	279	319	334	309	33.0%	35.1%	35.7%	38.4%	35.9%
Ungraded	3	3	0	0	0	0.4%	0.4%	0.0%	0.0%	0.0%



## District Report for: SALINA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	72	72	73	75	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	66	66	67	70	70	91.7%	91.7%	91.8%	93.3%	88.6%
<b>Newly Hired</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>8.3%</b>	<b>8.3%</b>	<b>8.2%</b>	<b>6.7%</b>	<b>11.4%</b>
Transfers In	1	4	1	2	3	16.7%	66.7%	16.7%	40.0%	33.3%
Reentrants	0	0	3	0	1	0.0%	0.0%	50.0%	0.0%	11.1%
First Time Educators	5	2	2	3	5	83.3%	33.3%	33.3%	60.0%	55.6%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>8.3%</b>	<b>6.9%</b>	<b>4.1%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	4	1	2	3	-	66.7%	20.0%	66.7%	60.0%	-
Leave Oklahoma Educ.	2	4	1	2	-	33.3%	80.0%	33.3%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	6.9%	4.1%	6.7%	-
Transfers In/Out	0.25	4.00	0.50	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	61	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>72</b>

## District Report for: SALINA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	4	4	4	4	6.9%	5.6%	5.5%	5.3%	5.1%
White - Females	2	2	2	2	2	40.0%	50.0%	50.0%	50.0%	50.0%
White - Males	3	2	2	2	2	60.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	2	2	2	3	5.6%	2.8%	2.7%	2.7%	3.8%
White - Females	3	2	2	2	2	75.0%	100.0%	100.0%	100.0%	66.7%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	63	66	67	69	72	87.5%	91.7%	91.8%	92.0%	91.1%
White - Females	44	45	46	49	52	69.8%	68.2%	68.7%	71.0%	72.2%
White - Males	13	14	14	14	14	20.6%	21.2%	20.9%	20.3%	19.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	6	6	5	5	7.9%	9.1%	9.0%	7.2%	6.9%
Other - Males	1	1	1	1	1	1.6%	1.5%	1.5%	1.4%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	1	1	5	4.8%	4.5%	1.5%	1.4%	7.0%
30-34	6	7	7	6	4	9.5%	10.6%	10.4%	8.7%	5.6%
35-39	10	11	11	12	12	15.9%	16.7%	16.4%	17.4%	16.9%
40-44	12	12	13	11	11	19.0%	18.2%	19.4%	15.9%	15.5%
45-49	15	13	16	17	17	23.8%	19.7%	23.9%	24.6%	23.9%
50-54	7	10	9	13	10	11.1%	15.2%	13.4%	18.8%	14.1%
55+	9	10	10	9	12	14.3%	15.2%	14.9%	13.0%	16.9%
<b>Average Age</b>	43.4	44.2	45.4	45.6	45.3					

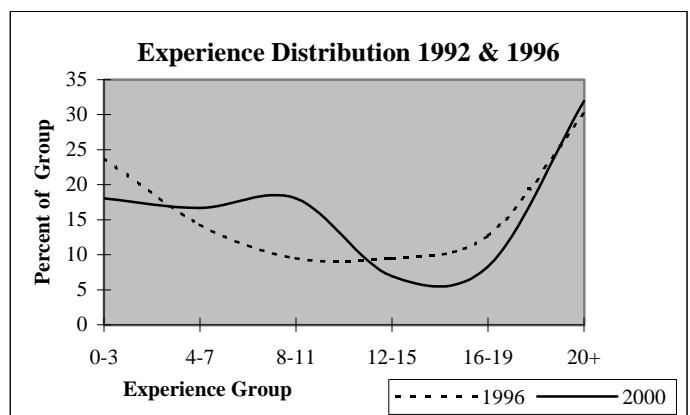
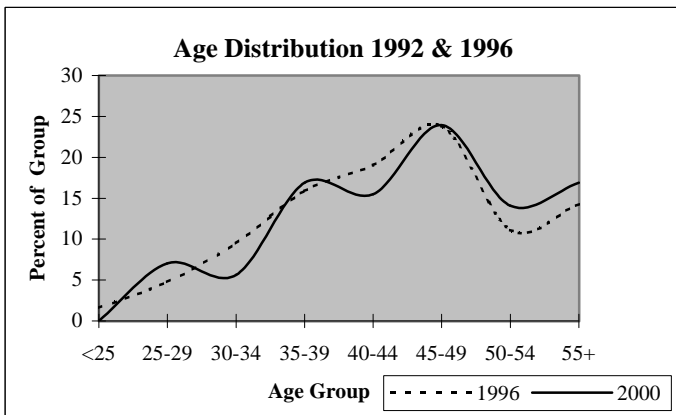
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	11	7	10	13	23.8%	16.7%	10.4%	14.5%	18.1%
4-7 Years	9	10	15	10	12	14.3%	15.2%	22.4%	14.5%	16.7%
8-11 Years	6	8	9	14	13	9.5%	12.1%	13.4%	20.3%	18.1%
12-15 Years	6	7	7	5	5	9.5%	10.6%	10.4%	7.2%	6.9%
16-19 Years	8	11	10	8	6	12.7%	16.7%	14.9%	11.6%	8.3%
20+ Years	19	19	19	22	23	30.2%	28.8%	28.4%	31.9%	31.9%
<b>Average Experience</b>	13.0	13.7	14.0	14.3	13.8					

## District Report for: SALINA

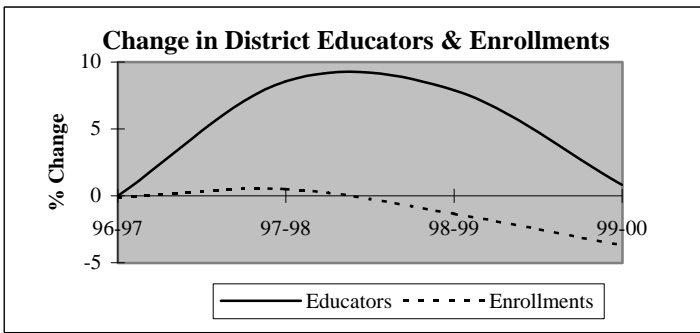
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	5	3	5	-	8.3%	6.9%	4.1%	6.7%	-
Attrition from Transfers	4	1	2	3	-	5.6%	1.4%	2.7%	4.0%	-
Attrition from Exits	2	4	1	2	-	2.8%	5.6%	1.4%	2.7%	-
<b>Teacher Attrition</b>	1	4	3	5	-	1.6%	6.1%	4.5%	7.2%	-
Attrition from Transfers	1	0	2	3	-	1.6%	0.0%	3.0%	4.3%	-
Attrition from Exits	0	4	1	2	-	0.0%	6.1%	1.5%	2.9%	-
<b>District Retention</b>										
Educator Retention	66	67	70	70	-	91.7%	93.1%	95.9%	93.3%	-
Teacher Retention	62	62	64	64	-	98.4%	93.9%	95.5%	92.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.3%	7.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	92.3%	0.0%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.9%	0.0%	92.9%	86.1%	5.6%	91.7%
4 Years of Experience	91.7%	8.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.4%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	97.2%	91.8%	96.0%	92.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.9%	2.8%	6.8%	4.0%	7.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LOCUST GROVE

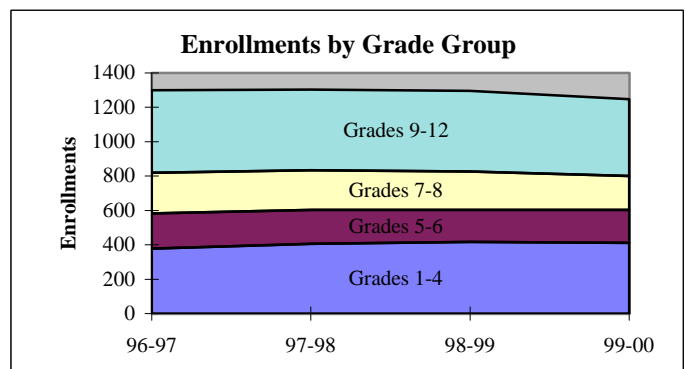
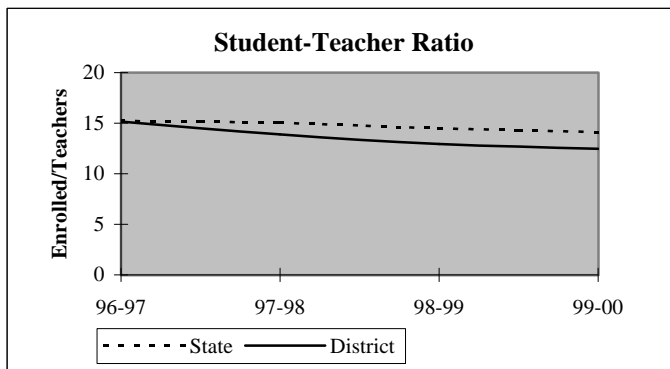


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.4	12.4	11.4	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	15.2	13.9	13.0	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	9	9	1	-	-	-	-	-
% Change in Educators	1.0%	0.0%	8.6%	7.9%	0.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	34	-2	7	-19	-52	-	-	-	-	-
% Change in Enrollments	2.5%	-0.1%	0.5%	-1.3%	-3.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	5.7%	4.4%	6.5%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.7%	5.3%	7.3%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.7%	5.7%	5.3%	4.9%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.7%	6.7%	12.3%	14.6%	16.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	11.1%	12.5%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	1.0%	0.9%	2.4%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	43.2	43.6	43.3	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	11.8	11.6	10.8	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,426	28,024	29,160	28,705	29,063	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.5%	7.5%	12.7%	14.8%	16.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.1%	73.1%	70.6%	72.2%	71.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.7%	9.7%	9.8%	13.0%	12.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.9%	57.0%	46.1%	47.4%	56.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	35	34	43	50	54	33.3%	32.4%	37.7%	40.7%	43.5%
Attrition	2	5	1	8	0					
Attrition Rate	5.7%	14.7%	2.3%	16.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	65	65	67	66	65	61.9%	61.9%	58.8%	53.7%	52.4%
Attrition	4	3	8	6	0					
Attrition Rate	6.2%	4.6%	11.9%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	4	7	5	4.8%	5.7%	3.5%	5.7%	4.0%
Attrition	1	2	0	3	0					
Attrition Rate	20.0%	33.3%	0.0%	42.9%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	6	10	10	9	6.7%	5.7%	8.8%	8.1%	7.3%

## District Report for: LOCUST GROVE

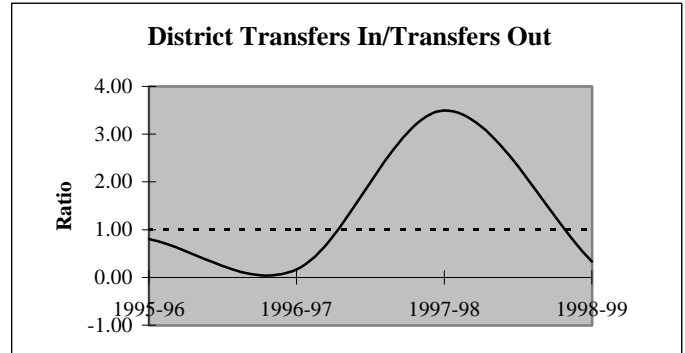
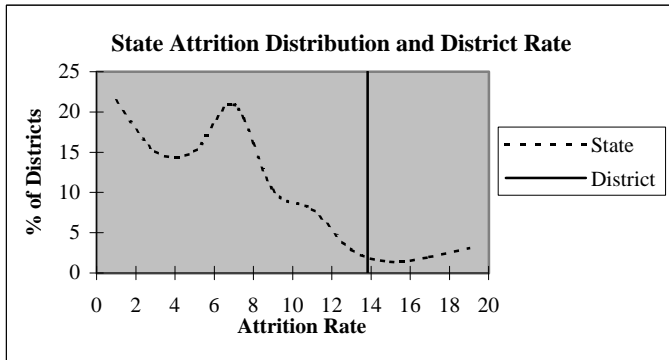
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	105	105	114	123	124	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	9	8	5.7%	5.7%	5.3%	7.3%	6.5%
Professional Staff	6	6	6	6	8	5.7%	5.7%	5.3%	4.9%	6.5%
<b>Total Teachers</b>	93	93	102	108	108	88.6%	88.6%	89.5%	87.8%	87.1%
Special Education	9	9	10	14	13	9.7%	9.7%	9.8%	13.0%	12.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	32	32	34	32	33	34.4%	34.4%	33.3%	29.6%	30.6%
<b>Middle School</b>	26	26	29	28	28	28.0%	28.0%	28.4%	25.9%	25.9%
Language Arts	5	6	7	5	5	5.4%	6.5%	6.9%	4.6%	4.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	2	3	6	6	3.2%	2.2%	2.9%	5.6%	5.6%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Math	3	3	5	5	5	3.2%	3.2%	4.9%	4.6%	4.6%
Science	2	3	2	0	0	2.2%	3.2%	2.0%	0.0%	0.0%
Vocational Education	2	2	1	0	0	2.2%	2.2%	1.0%	0.0%	0.0%
Other	11	10	11	12	11	11.8%	10.8%	10.8%	11.1%	10.2%
<b>High School (9-12)</b>	26	26	29	34	34	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	6	5	6	6	6.5%	6.5%	4.9%	5.6%	5.6%
Art & Music	2	2	3	3	3	2.2%	2.2%	2.9%	2.8%	2.8%
Social Studies	3	3	4	4	4	3.2%	3.2%	3.9%	3.7%	3.7%
Foreign Language	1	1	1	1	1	1.1%	1.1%	1.0%	0.9%	0.9%
Math	3	3	3	4	4	3.2%	3.2%	2.9%	3.7%	3.7%
<b>Science</b>	3	2	3	2	3	3.2%	2.2%	2.9%	1.9%	2.8%
Biology	2	2	2	0	1	2.2%	2.2%	2.0%	0.0%	0.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	2	2	1.1%	0.0%	1.0%	1.9%	1.9%
Vocational Education	4	5	4	5	5	4.3%	5.4%	3.9%	4.6%	4.6%
Other	4	4	6	9	8	4.3%	4.3%	5.9%	8.3%	7.4%
<b>Total Enrollments</b>	1,413	1,411	1,418	1,399	1,347	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	85	92	99	89	86	6.0%	6.5%	7.0%	6.4%	6.4%
Grades 1-4	397	377	405	417	412	28.1%	26.7%	28.6%	29.8%	30.6%
Grades 5-6	209	206	198	186	192	14.8%	14.6%	14.0%	13.3%	14.3%
Grades 7-8	239	236	231	223	196	16.9%	16.7%	16.3%	15.9%	14.6%
Grades 9-12	454	481	469	469	447	32.1%	34.1%	33.1%	33.5%	33.2%
Ungraded	29	19	16	15	14	2.1%	1.3%	1.1%	1.1%	1.0%



## District Report for: LOCUST GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	105	105	114	123	124	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	92	98	95	105	106	87.6%	93.3%	83.3%	85.4%	85.5%
<b>Newly Hired</b>	<b>13</b>	<b>7</b>	<b>19</b>	<b>18</b>	<b>18</b>	<b>12.4%</b>	<b>6.7%</b>	<b>16.7%</b>	<b>14.6%</b>	<b>14.5%</b>
Transfers In	4	1	7	3	6	30.8%	14.3%	36.8%	16.7%	33.3%
Reentrants	2	2	3	4	2	15.4%	28.6%	15.8%	22.2%	11.1%
First Time Educators	7	4	9	11	10	53.8%	57.1%	47.4%	61.1%	55.6%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>10</b>	<b>9</b>	<b>17</b>	<b>-</b>	<b>6.7%</b>	<b>9.5%</b>	<b>7.9%</b>	<b>13.8%</b>	<b>-</b>
Transfers Out	5	6	2	9	-	71.4%	60.0%	22.2%	52.9%	-
Leave Oklahoma Educ.	2	4	7	8	-	28.6%	40.0%	77.8%	47.1%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	9.5%	7.9%	13.8%	-
Transfers In/Out	0.80	0.17	3.50	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	94	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>105</b>



## District Report for: LOCUST GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	9	8	5.7%	5.7%	5.3%	7.3%	6.5%
White - Females	1	1	1	3	2	16.7%	16.7%	16.7%	33.3%	25.0%
White - Males	5	5	5	5	5	83.3%	83.3%	83.3%	55.6%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	12.5%
<b>Professional Staff</b>	6	6	6	6	8	5.7%	5.7%	5.3%	4.9%	6.5%
White - Females	6	6	5	5	6	100.0%	100.0%	83.3%	83.3%	75.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	12.5%
Other - Males	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	12.5%
<b>Teachers</b>	93	93	102	108	108	88.6%	88.6%	89.5%	87.8%	87.1%
White - Females	63	62	62	67	65	67.7%	66.7%	60.8%	62.0%	60.2%
White - Males	24	24	27	25	25	25.8%	25.8%	26.5%	23.1%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	6	10	11	12	5.4%	6.5%	9.8%	10.2%	11.1%
Other - Males	1	1	3	5	6	1.1%	1.1%	2.9%	4.6%	5.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	1	2	0	2.2%	1.1%	1.0%	1.9%	0.0%
25-29	7	7	8	9	11	7.6%	7.7%	7.9%	8.4%	10.7%
30-34	8	9	9	8	9	8.7%	9.9%	8.9%	7.5%	8.7%
35-39	16	15	14	14	15	17.4%	16.5%	13.9%	13.1%	14.6%
40-44	13	12	15	22	16	14.1%	13.2%	14.9%	20.6%	15.5%
45-49	26	25	29	24	21	28.3%	27.5%	28.7%	22.4%	20.4%
50-54	13	16	16	19	20	14.1%	17.6%	15.8%	17.8%	19.4%
55+	7	6	9	9	11	7.6%	6.6%	8.9%	8.4%	10.7%
<b>Average Age</b>	42.7	43.2	43.6	43.3	43.4					

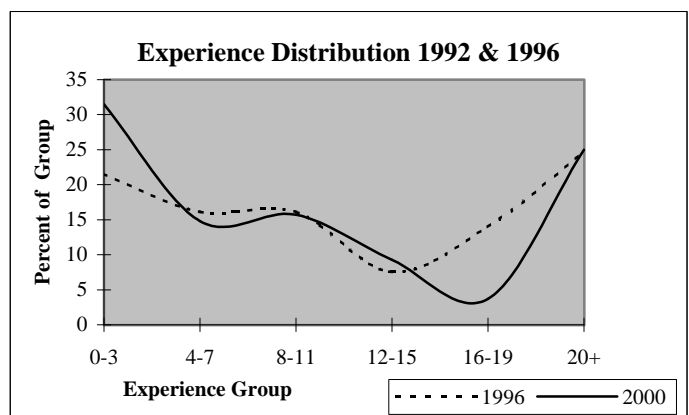
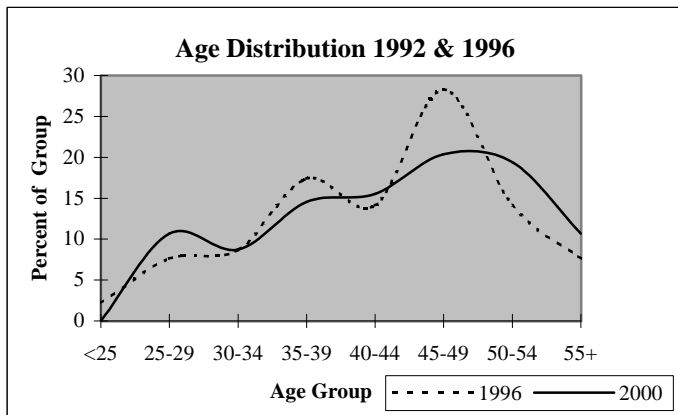
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	20	24	30	34	21.5%	21.5%	23.5%	27.8%	31.5%
4-7 Years	15	14	18	18	16	16.1%	15.1%	17.6%	16.7%	14.8%
8-11 Years	15	17	14	17	17	16.1%	18.3%	13.7%	15.7%	15.7%
12-15 Years	7	10	10	8	10	7.5%	10.8%	9.8%	7.4%	9.3%
16-19 Years	13	11	13	11	4	14.0%	11.8%	12.7%	10.2%	3.7%
20+ Years	23	21	23	24	27	24.7%	22.6%	22.5%	22.2%	25.0%
<b>Average Experience</b>	11.7	11.8	11.6	10.8	10.3					

## District Report for: LOCUST GROVE

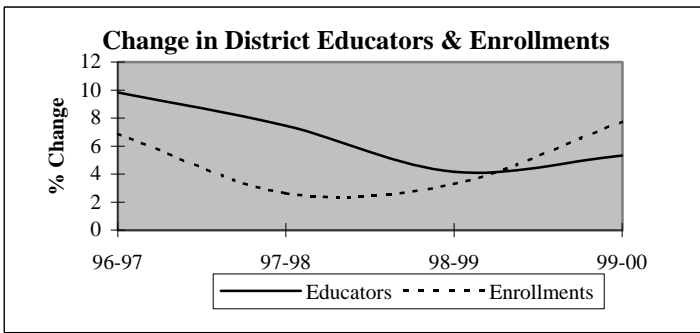
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	10	9	17	-	6.7%	9.5%	7.9%	13.8%	-
Attrition from Transfers	5	6	2	9	-	4.8%	5.7%	1.8%	7.3%	-
Attrition from Exits	2	4	7	8	-	1.9%	3.8%	6.1%	6.5%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>14</b>	<b>-</b>	<b>6.5%</b>	<b>9.7%</b>	<b>8.8%</b>	<b>13.0%</b>	<b>-</b>
Attrition from Transfers	4	6	2	8	-	4.3%	6.5%	2.0%	7.4%	-
Attrition from Exits	2	3	7	6	-	2.2%	3.2%	6.9%	5.6%	-
<b>District Retention</b>										
Educator Retention	98	95	105	106	-	93.3%	90.5%	92.1%	86.2%	-
Teacher Retention	87	84	93	94	-	93.5%	90.3%	91.2%	87.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	3.1%	90.6%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	13.3%	93.3%	84.2%	6.9%	91.1%
2 Years of Experience	96.0%	4.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	12.5%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	90.9%	4.5%	95.5%	87.9%	4.7%	92.6%
5 Years of Experience	95.0%	5.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.8%	1.6%	1.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.5%	94.3%	86.8%	86.2%	87.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.0%	0.0%	0.9%	0.0%	0.8%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.6%	5.7%	10.5%	12.2%	9.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CHOUTEAU-MAZIE

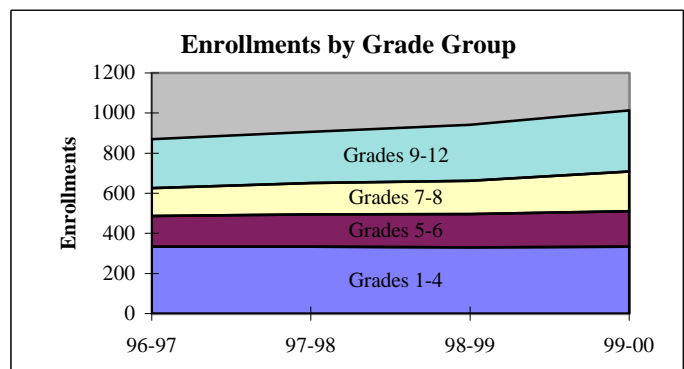
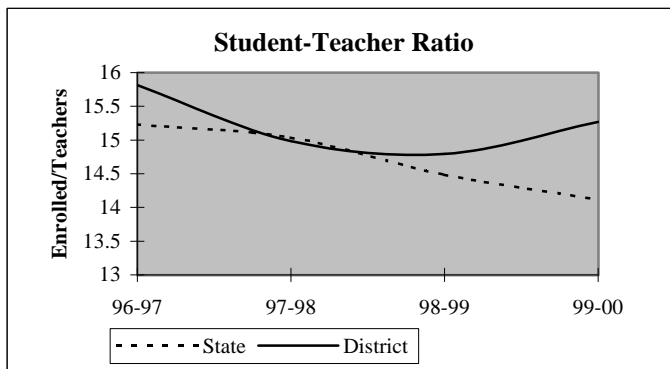


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.6	14.2	13.5	13.4	13.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	15.8	15.0	14.8	15.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	6	5	3	4	-	-	-	-	-
% Change in Educators	1.7%	9.8%	7.5%	4.2%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	65	61	25	32	78	-	-	-	-	-
% Change in Enrollments	7.9%	6.9%	2.6%	3.3%	7.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.9%	13.4%	5.6%	5.3%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.6%	6.0%	5.6%	5.3%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	4.5%	4.2%	4.0%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.6%	3.0%	2.8%	2.7%	2.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	1.5%	1.4%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	43.0	42.5	44.1	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	13.8	13.6	14.2	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,635	29,375	29,191	29,716	29,906	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.8%	3.3%	3.1%	2.9%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	73.3%	75.4%	73.5%	74.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.9%	8.3%	10.8%	10.3%	11.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.0%	28.3%	27.2%	28.1%	28.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	21	24	20	24	26.2%	31.3%	33.3%	26.7%	30.4%
Attrition	3	2	5	3	0					
Attrition Rate	18.8%	9.5%	20.8%	15.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	41	43	42	48	46	67.2%	64.2%	58.3%	64.0%	58.2%
Attrition	0	3	3	4	0					
Attrition Rate	0.0%	7.0%	7.1%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	6	7	9	6.6%	4.5%	8.3%	9.3%	11.4%
Attrition Rate	25.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	4	6	7	10	10	6.6%	9.0%	9.7%	13.3%	12.7%

## District Report for: CHOUTEAU-MAZIE

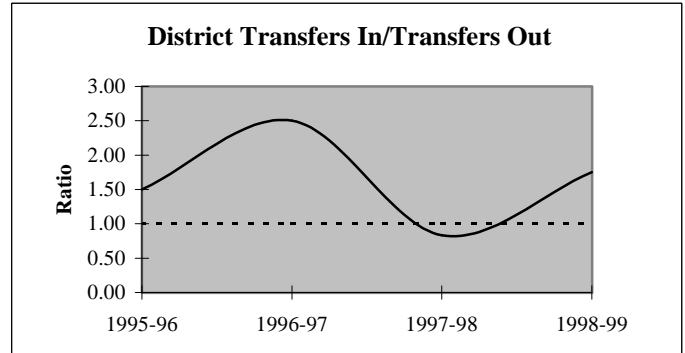
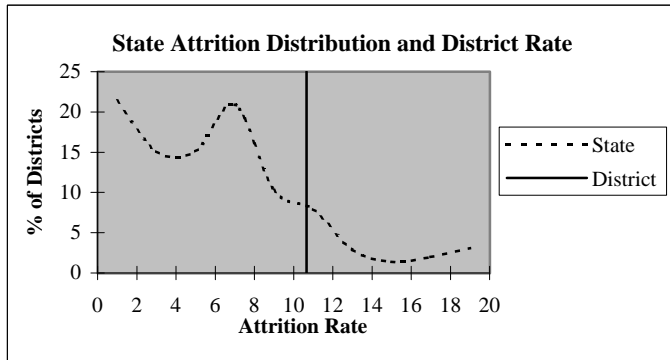
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	61	67	72	75	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.6%	6.0%	5.6%	5.3%	5.1%
Professional Staff	2	3	3	3	4	3.3%	4.5%	4.2%	4.0%	5.1%
<b>Total Teachers</b>	55	60	65	68	71	90.2%	89.6%	90.3%	90.7%	89.9%
Special Education	6	5	7	7	8	10.9%	8.3%	10.8%	10.3%	11.3%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Elementary	26	29	31	30	31	47.3%	48.3%	47.7%	44.1%	43.7%
<b>Middle School</b>	10	12	11	11	12	18.2%	20.0%	16.9%	16.2%	16.9%
Language Arts	3	3	3	3	3	5.5%	5.0%	4.6%	4.4%	4.2%
Art & Music	1	1	1	1	1	1.8%	1.7%	1.5%	1.5%	1.4%
Social Studies	2	2	2	1	3	3.6%	3.3%	3.1%	1.5%	4.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	2	2	1.8%	3.3%	3.1%	2.9%	2.8%
Science	2	3	3	3	1	3.6%	5.0%	4.6%	4.4%	1.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	0	1	2	1.8%	1.7%	0.0%	1.5%	2.8%
<b>High School (9-12)</b>	13	14	16	20	19	1300.0%	1400.0%	1600.0%	2000.0%	1900.0%
Language Arts	2	2	3	2	2	3.6%	3.3%	4.6%	2.9%	2.8%
Art & Music	0	1	1	1	0	0.0%	1.7%	1.5%	1.5%	0.0%
Social Studies	1	2	2	2	2	1.8%	3.3%	3.1%	2.9%	2.8%
Foreign Language	1	0	0	1	1	1.8%	0.0%	0.0%	1.5%	1.4%
Math	2	2	2	2	2	3.6%	3.3%	3.1%	2.9%	2.8%
<b>Science</b>	1	1	1	2	3	1.8%	1.7%	1.5%	2.9%	4.2%
Biology	1	0	0	0	1	1.8%	0.0%	0.0%	0.0%	1.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	2	2	0.0%	1.7%	1.5%	2.9%	2.8%
Vocational Education	4	5	4	5	4	7.3%	8.3%	6.2%	7.4%	5.6%
Other	2	1	3	5	5	3.6%	1.7%	4.6%	7.4%	7.0%
<b>Total Enrollments</b>	888	949	974	1,006	1,084	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	62	79	67	65	69	7.0%	8.3%	6.9%	6.5%	6.4%
Grades 1-4	326	333	333	331	333	36.7%	35.1%	34.2%	32.9%	30.7%
Grades 5-6	141	154	162	165	178	15.9%	16.2%	16.6%	16.4%	16.4%
Grades 7-8	148	138	156	167	197	16.7%	14.5%	16.0%	16.6%	18.2%
Grades 9-12	211	245	256	278	306	23.8%	25.8%	26.3%	27.6%	28.2%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.1%



## District Report for: CHOUTEAU-MAZIE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	61	67	72	75	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	56	57	62	64	67	91.8%	85.1%	86.1%	85.3%	84.8%
<b>Newly Hired</b>	<b>5</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>8.2%</b>	<b>14.9%</b>	<b>13.9%</b>	<b>14.7%</b>	<b>15.2%</b>
Transfers In	3	5	5	7	6	60.0%	50.0%	50.0%	63.6%	50.0%
Reentrants	0	0	2	2	5	0.0%	0.0%	20.0%	18.2%	41.7%
First Time Educators	2	5	3	2	1	40.0%	50.0%	30.0%	18.2%	8.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>5</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>6.6%</b>	<b>7.5%</b>	<b>11.1%</b>	<b>10.7%</b>	<b>-</b>
Transfers Out	2	2	6	4	-	50.0%	40.0%	75.0%	50.0%	-
Leave Oklahoma Educ.	2	3	2	4	-	50.0%	60.0%	25.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	6.6%	7.5%	11.1%	10.7%	-
Transfers In/Out	1.50	2.50	0.83	1.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	47	University of Tulsa, Tulsa	2
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	61

## District Report for: CHOUTEAU-MAZIE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.6%	6.0%	5.6%	5.3%	5.1%
White - Females	1	1	1	0	0	25.0%	25.0%	25.0%	0.0%	0.0%
White - Males	3	3	3	4	4	75.0%	75.0%	75.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	3	4	3.3%	4.5%	4.2%	4.0%	5.1%
White - Females	2	3	3	3	3	100.0%	100.0%	100.0%	100.0%	75.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	55	60	65	68	71	90.2%	89.6%	90.3%	90.7%	89.9%
White - Females	39	43	48	49	52	70.9%	71.7%	73.8%	72.1%	73.2%
White - Males	15	15	15	17	17	27.3%	25.0%	23.1%	25.0%	23.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.8%	1.7%	1.5%	1.5%	1.4%
Other - Males	0	1	1	1	1	0.0%	1.7%	1.5%	1.5%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	1.6%	0.0%	0.0%
25-29	3	5	7	3	2	5.5%	8.6%	11.1%	4.6%	3.0%
30-34	6	5	8	11	10	10.9%	8.6%	12.7%	16.9%	15.2%
35-39	10	8	7	2	6	18.2%	13.8%	11.1%	3.1%	9.1%
40-44	12	14	12	18	17	21.8%	24.1%	19.0%	27.7%	25.8%
45-49	12	12	12	12	8	21.8%	20.7%	19.0%	18.5%	12.1%
50-54	10	10	9	9	13	18.2%	17.2%	14.3%	13.8%	19.7%
55+	2	4	7	10	10	3.6%	6.9%	11.1%	15.4%	15.2%
<b>Average Age</b>	42.7	43.0	42.5	44.1	44.6					

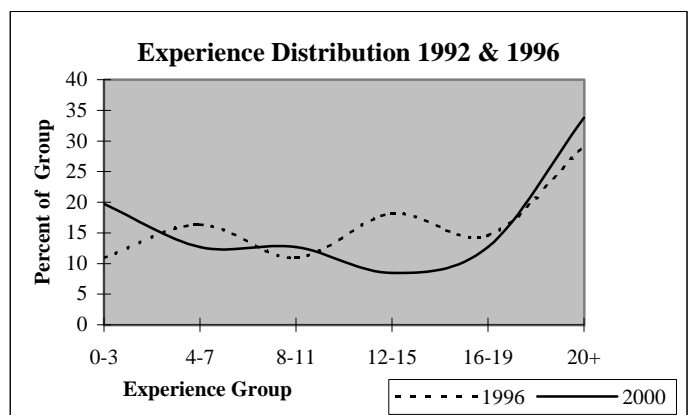
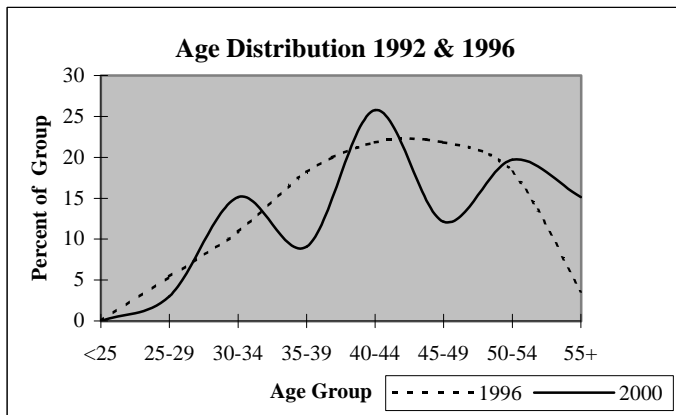
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	7	8	10	14	10.9%	11.7%	12.3%	14.7%	19.7%
4-7 Years	9	12	15	9	9	16.4%	20.0%	23.1%	13.2%	12.7%
8-11 Years	6	3	5	10	9	10.9%	5.0%	7.7%	14.7%	12.7%
12-15 Years	10	13	9	7	6	18.2%	21.7%	13.8%	10.3%	8.5%
16-19 Years	8	8	5	9	9	14.5%	13.3%	7.7%	13.2%	12.7%
20+ Years	16	17	23	23	24	29.1%	28.3%	35.4%	33.8%	33.8%
<b>Average Experience</b>	13.7	13.8	13.6	14.2	14.1					

## District Report for: CHOUTEAU-MAZIE

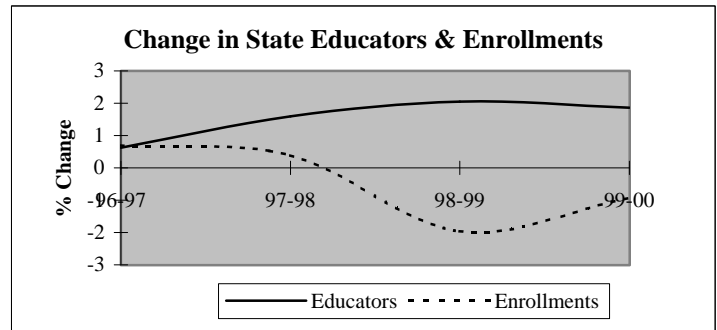
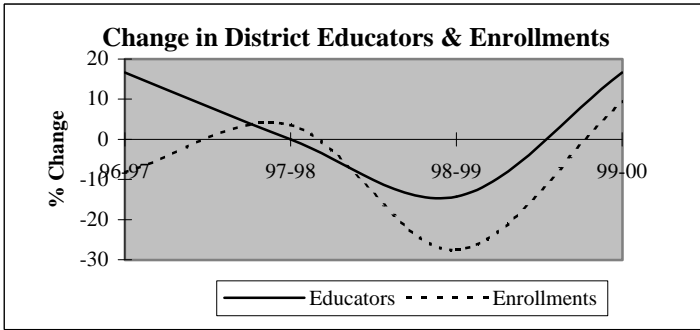
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	5	8	8	-	6.6%	7.5%	11.1%	10.7%	-
Attrition from Transfers	2	2	6	4	-	3.3%	3.0%	8.3%	5.3%	-
Attrition from Exits	2	3	2	4	-	3.3%	4.5%	2.8%	5.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>-</b>	<b>5.5%</b>	<b>8.3%</b>	<b>9.2%</b>	<b>10.3%</b>	<b>-</b>
Attrition from Transfers	2	2	4	4	-	3.6%	3.3%	6.2%	5.9%	-
Attrition from Exits	1	3	2	3	-	1.8%	5.0%	3.1%	4.4%	-
<b>District Retention</b>										
Educator Retention	57	62	64	67	-	93.4%	92.5%	88.9%	89.3%	-
Teacher Retention	52	55	59	61	-	94.5%	91.7%	90.8%	89.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	64.3%	28.6%	92.9%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	12.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	28.6%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	86.7%	6.7%	93.3%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	13.3%	93.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.5%	1.4%	2.7%	2.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.7%	91.0%	90.3%	92.0%	89.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.4%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.3%	7.5%	6.9%	5.3%	7.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BYARS



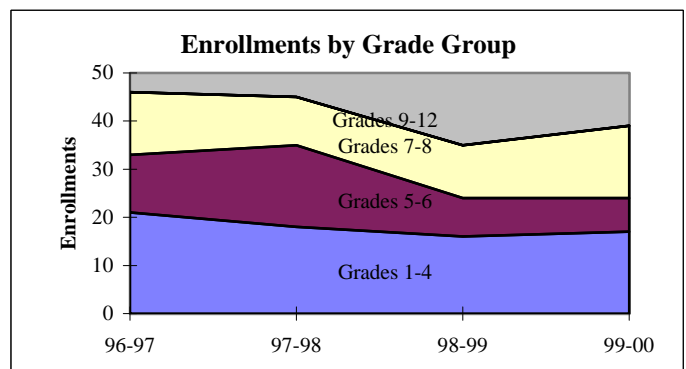
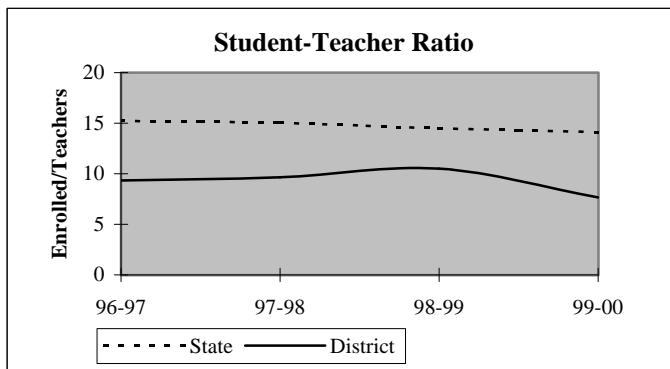
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.2	8.0	8.3	7.0	6.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	9.3	9.7	10.5	7.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	-1	1	-	-	-	-	-
% Change in Educators	20.0%	16.7%	0.0%	-14.3%	16.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	-5	2	-16	4	-	-	-	-	-
% Change in Enrollments	-7.6%	-8.2%	3.6%	-27.6%	9.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	14.3%	14.3%	0.0%	14.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	14.3%	14.3%	33.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	14.3%	14.3%	16.7%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	38.0	39.0	35.0	32.8	42.0	42.3	42.5	42.7	43.0
Average Experience	6.6	6.0	6.8	7.3	5.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,036	23,506	25,874	27,365	23,297	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.8%	21.4%	24.1%	22.2%	19.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	4	4	3	5	50.0%	57.1%	57.1%	50.0%	71.4%
Attrition	1	0	2	1	0					
Attrition Rate	33.3%	0.0%	50.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	3	3	1	0	33.3%	42.9%	42.9%	16.7%	0.0%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	66.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	2	2	16.7%	0.0%	0.0%	33.3%	28.6%
Attrition Rate	100.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	1	0	0	3	2	16.7%	0.0%	0.0%	50.0%	28.6%



## District Report for: BYARS

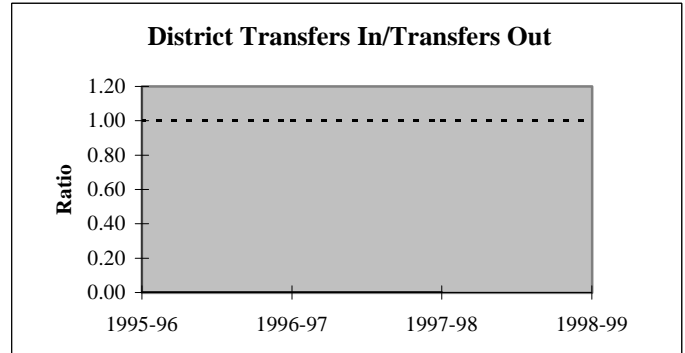
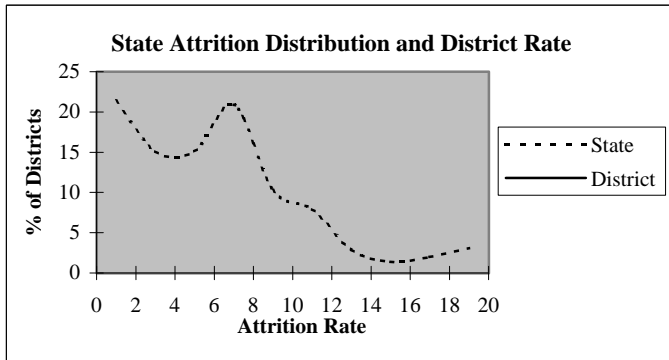
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	7	7	6	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	1	16.7%	14.3%	14.3%	33.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	6	6	4	6	83.3%	85.7%	85.7%	66.7%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	6	6	4	6	100.0%	100.0%	100.0%	100.0%	100.0%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	61	56	58	42	46	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	8	10	13	7	7	13.1%	17.9%	22.4%	16.7%	15.2%
Grades 1-4	30	21	18	16	17	49.2%	37.5%	31.0%	38.1%	37.0%
Grades 5-6	11	12	17	8	7	18.0%	21.4%	29.3%	19.0%	15.2%
Grades 7-8	12	13	10	11	15	19.7%	23.2%	17.2%	26.2%	32.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BYARS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	7	7	6	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	4	7	3	4	83.3%	57.1%	100.0%	50.0%	57.1%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>16.7%</b>	<b>42.9%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>42.9%</b>
Transfers In	0	1	0	1	1	0.0%	33.3%	0.0%	33.3%	33.3%
Reentrants	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
First Time Educators	1	2	0	1	1	100.0%	66.7%	0.0%	33.3%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>33.3%</b>	<b>0.0%</b>	<b>57.1%</b>	<b>33.3%</b>	<b>-</b>
Transfers Out	1	0	2	0	-	50.0%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	1	0	2	2	-	50.0%	0.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	0.0%	57.1%	33.3%	-
Transfers In/Out	0.00	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	6

## District Report for: BYARS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	1	16.7%	14.3%	14.3%	33.3%	14.3%
White - Females	0	1	1	1	0	0.0%	100.0%	100.0%	50.0%	0.0%
White - Males	1	0	0	1	1	100.0%	0.0%	0.0%	50.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	6	6	4	6	83.3%	85.7%	85.7%	66.7%	85.7%
White - Females	4	6	6	4	6	80.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
25-29	1	2	2	2	2	20.0%	33.3%	33.3%	50.0%	33.3%
30-34	0	1	1	1	2	0.0%	16.7%	16.7%	25.0%	33.3%
35-39	2	1	1	0	0	40.0%	16.7%	16.7%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
50-54	2	1	1	0	0	40.0%	16.7%	16.7%	0.0%	0.0%
55+	0	1	1	1	1	0.0%	16.7%	16.7%	25.0%	16.7%
<b>Average Age</b>	41.2	38.0	39.0	35.0	32.8					

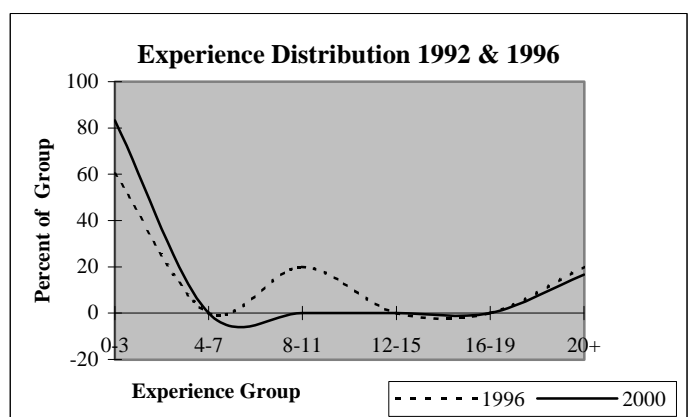
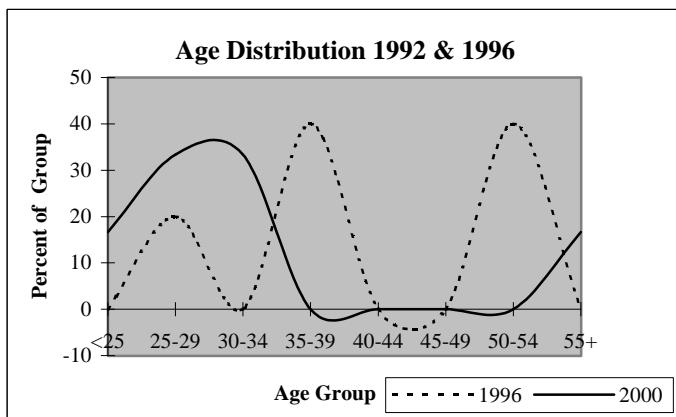
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	4	3	3	5	60.0%	66.7%	50.0%	75.0%	83.3%
4-7 Years	0	0	1	0	0	0.0%	0.0%	16.7%	0.0%	0.0%
8-11 Years	1	1	1	0	0	20.0%	16.7%	16.7%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	1	1	1	1	1	20.0%	16.7%	16.7%	25.0%	16.7%
<b>Average Experience</b>	6.6	6.0	6.8	7.3	5.2					

## District Report for: BYARS

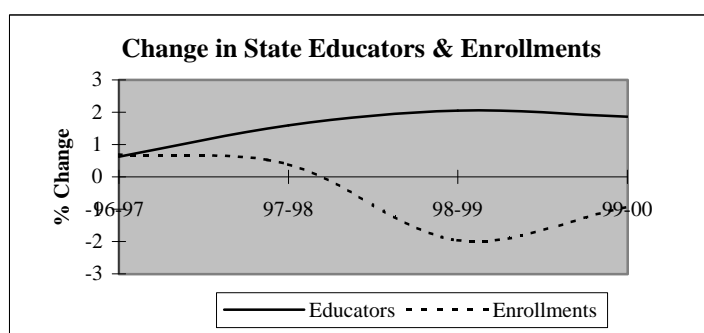
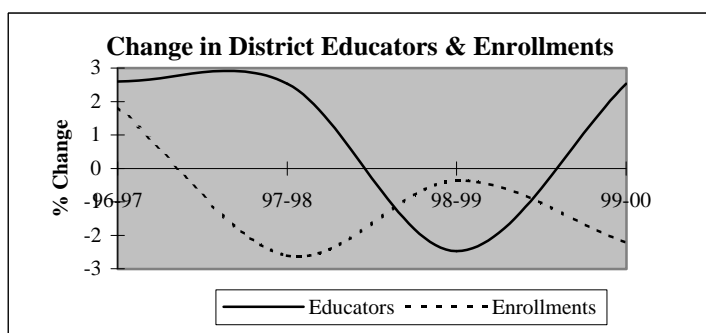
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	4	2	-	33.3%	0.0%	57.1%	33.3%	-
Attrition from Transfers	1	0	2	0	-	16.7%	0.0%	28.6%	0.0%	-
Attrition from Exits	1	0	2	2	-	16.7%	0.0%	28.6%	33.3%	-
Teacher Attrition	1	0	3	1	-	20.0%	0.0%	50.0%	25.0%	-
Attrition from Transfers	1	0	1	0	-	20.0%	0.0%	16.7%	0.0%	-
Attrition from Exits	0	0	2	1	-	0.0%	0.0%	33.3%	25.0%	-
<b>District Retention</b>										
Educator Retention	4	7	3	4	-	66.7%	100.0%	42.9%	66.7%	-
Teacher Retention	4	6	3	3	-	80.0%	100.0%	50.0%	75.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	0.0%	50.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	100.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	14.3%	0.0%	28.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	71.4%	85.7%	66.7%	42.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	28.6%	0.0%	33.3%	28.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NEWCASTLE

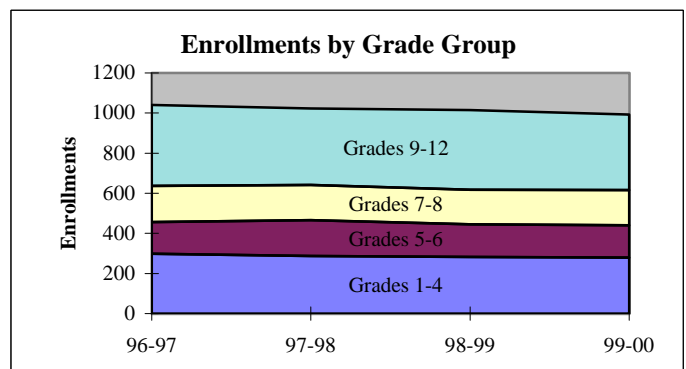
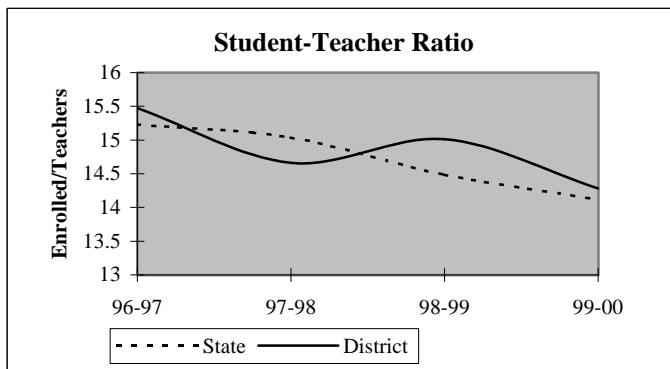


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	14.1	13.4	13.7	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.5	14.7	15.0	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-5	2	2	-2	2	-	-	-	-	-
% Change in Educators	-6.1%	2.6%	2.5%	-2.5%	2.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	20	-29	-4	-24	-	-	-	-	-
% Change in Enrollments	1.3%	1.8%	-2.6%	-0.4%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.5%	6.3%	7.4%	6.3%	4.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.2%	5.1%	4.9%	5.1%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.9%	3.8%	3.7%	3.8%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.6%	2.5%	2.5%	1.3%	1.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.5%	2.5%	2.5%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	44.4	44.3	45.2	45.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.3	13.3	14.5	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,684	28,567	28,450	29,604	29,422	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.9%	2.8%	2.7%	1.4%	1.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.3%	76.4%	73.0%	73.6%	74.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	8.3%	8.1%	8.3%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.1%	27.7%	27.0%	28.6%	33.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	25	23	17	16	29.9%	31.6%	28.4%	21.5%	19.8%
Attrition	0	6	5	6	0					
Attrition Rate	0.0%	24.0%	21.7%	35.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	49	47	50	52	53	63.6%	59.5%	61.7%	65.8%	65.4%
Attrition	3	1	2	2	0					
Attrition Rate	6.1%	2.1%	4.0%	3.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	7	8	10	12	6.5%	8.9%	9.9%	12.7%	14.8%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	14.3%	0.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	9	10	15	15	10.4%	11.4%	12.3%	19.0%	18.5%

## District Report for: NEWCASTLE

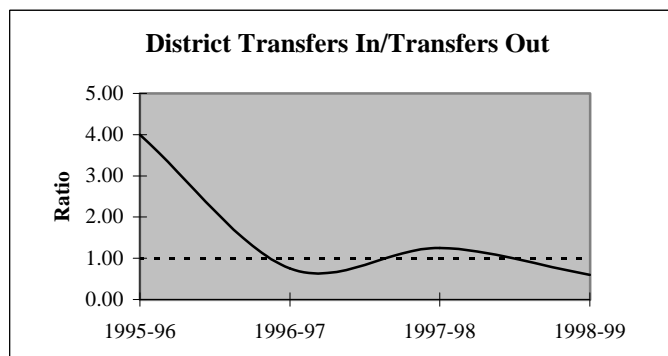
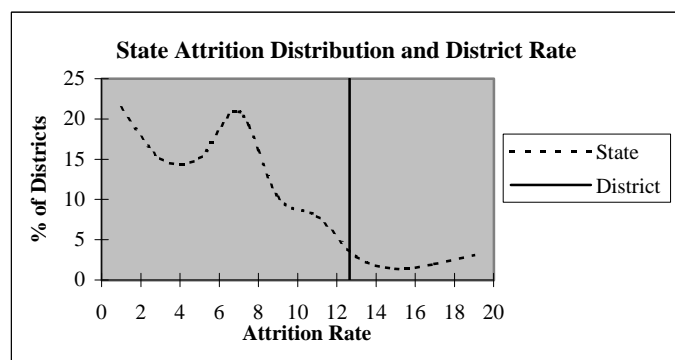
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	77	79	81	79	81	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.2%	5.1%	4.9%	5.1%	4.9%
Professional Staff	3	3	3	3	3	3.9%	3.8%	3.7%	3.8%	3.7%
<b>Total Teachers</b>	70	72	74	72	74	90.9%	91.1%	91.4%	91.1%	91.4%
Special Education	6	6	6	6	7	8.6%	8.3%	8.1%	8.3%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	26	25	25	25	35.7%	36.1%	33.8%	34.7%	33.8%
<b>Middle School</b>	14	13	13	13	13	20.0%	18.1%	17.6%	18.1%	17.6%
Language Arts	2	2	3	3	2	2.9%	2.8%	4.1%	4.2%	2.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	4	3	3	3	4	5.7%	4.2%	4.1%	4.2%	5.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	3	3	4.3%	4.2%	4.1%	4.2%	4.1%
Science	3	3	3	3	3	4.3%	4.2%	4.1%	4.2%	4.1%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	1	1	1	2.9%	2.8%	1.4%	1.4%	1.4%
<b>High School (9-12)</b>	25	27	30	28	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	6	6	6	7	5.7%	8.3%	8.1%	8.3%	9.5%
Art & Music	2	2	2	2	2	2.9%	2.8%	2.7%	2.8%	2.7%
Social Studies	4	3	5	5	4	5.7%	4.2%	6.8%	6.9%	5.4%
Foreign Language	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Math	3	3	4	4	4	4.3%	4.2%	5.4%	5.6%	5.4%
<b>Science</b>	3	3	4	4	3	4.3%	4.2%	5.4%	5.6%	4.1%
Biology	1	1	2	2	1	1.4%	1.4%	2.7%	2.8%	1.4%
Chemistry	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Vocational Education	6	5	5	5	5	8.6%	6.9%	6.8%	6.9%	6.8%
Other	2	4	3	1	3	2.9%	5.6%	4.1%	1.4%	4.1%
<b>Total Enrollments</b>	1,094	1,114	1,085	1,081	1,057	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	62	69	59	64	58	5.7%	6.2%	5.4%	5.9%	5.5%
Grades 1-4	303	299	288	282	279	27.7%	26.8%	26.5%	26.1%	26.4%
Grades 5-6	160	157	178	164	161	14.6%	14.1%	16.4%	15.2%	15.2%
Grades 7-8	205	181	176	171	176	18.7%	16.2%	16.2%	15.8%	16.7%
Grades 9-12	364	404	381	398	377	33.3%	36.3%	35.1%	36.8%	35.7%
Ungraded	0	4	3	2	6	0.0%	0.4%	0.3%	0.2%	0.6%



## District Report for: NEWCASTLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	77	79	81	79	81	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	72	74	71	74	69	93.5%	93.7%	87.7%	93.7%	85.2%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>12</b>	<b>6.5%</b>	<b>6.3%</b>	<b>12.3%</b>	<b>6.3%</b>	<b>14.8%</b>
Transfers In	4	3	5	3	4	80.0%	60.0%	50.0%	60.0%	33.3%
Reentrants	1	1	2	1	3	20.0%	20.0%	20.0%	20.0%	25.0%
First Time Educators	0	1	3	1	5	0.0%	20.0%	30.0%	20.0%	41.7%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>-</b>	<b>3.9%</b>	<b>10.1%</b>	<b>8.6%</b>	<b>12.7%</b>	<b>-</b>
Transfers Out	1	4	4	5	-	33.3%	50.0%	57.1%	50.0%	-
Leave Oklahoma Educ.	2	4	3	5	-	66.7%	50.0%	42.9%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	3.9%	10.1%	8.6%	12.7%	-
Transfers In/Out	4.00	0.75	1.25	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	17	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	17	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	2
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	2
SWOSU, Weatherford	4	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	10	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>77</b>

## District Report for: NEWCASTLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.2%	5.1%	4.9%	5.1%	4.9%
White - Females	2	2	2	2	1	50.0%	50.0%	50.0%	50.0%	25.0%
White - Males	2	2	2	2	3	50.0%	50.0%	50.0%	50.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	3.9%	3.8%	3.7%	3.8%	3.7%
White - Females	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	70	72	74	72	74	90.9%	91.1%	91.4%	91.1%	91.4%
White - Females	50	53	52	52	54	71.4%	73.6%	70.3%	72.2%	73.0%
White - Males	18	17	20	19	19	25.7%	23.6%	27.0%	26.4%	25.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	1	1	2.9%	2.8%	2.7%	1.4%	1.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	1.4%	0.0%	0.0%
25-29	3	3	4	5	2	4.3%	4.2%	5.5%	6.9%	2.9%
30-34	9	8	9	8	10	12.9%	11.3%	12.3%	11.1%	14.3%
35-39	9	8	8	10	12	12.9%	11.3%	11.0%	13.9%	17.1%
40-44	11	12	11	5	6	15.7%	16.9%	15.1%	6.9%	8.6%
45-49	20	20	17	18	12	28.6%	28.2%	23.3%	25.0%	17.1%
50-54	12	10	12	13	16	17.1%	14.1%	16.4%	18.1%	22.9%
55+	6	10	11	13	12	8.6%	14.1%	15.1%	18.1%	17.1%
<b>Average Age</b>	43.5	44.4	44.3	45.2	45.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	8	4	9	5.7%	6.9%	10.8%	5.6%	12.2%
4-7 Years	19	19	15	13	7	27.1%	26.4%	20.3%	18.1%	9.5%
8-11 Years	11	11	13	16	18	15.7%	15.3%	17.6%	22.2%	24.3%
12-15 Years	6	7	9	8	11	8.6%	9.7%	12.2%	11.1%	14.9%
16-19 Years	13	12	7	7	4	18.6%	16.7%	9.5%	9.7%	5.4%
20+ Years	17	18	22	24	25	24.3%	25.0%	29.7%	33.3%	33.8%
<b>Average Experience</b>	13.0	13.3	13.3	14.5	14.1					

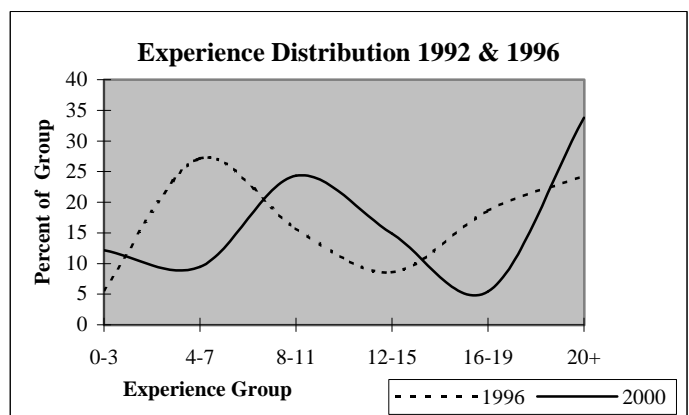
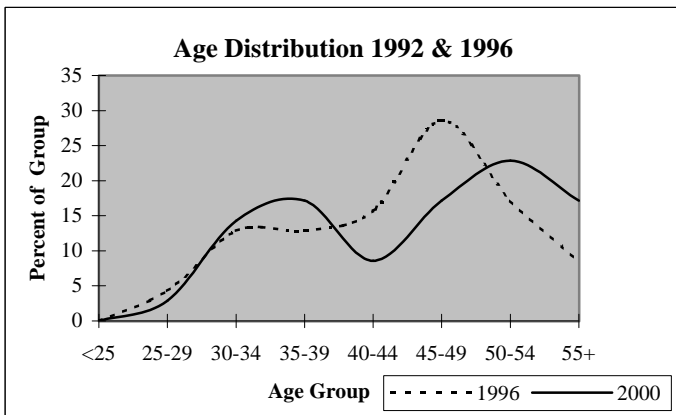


# District Report for: NEWCASTLE

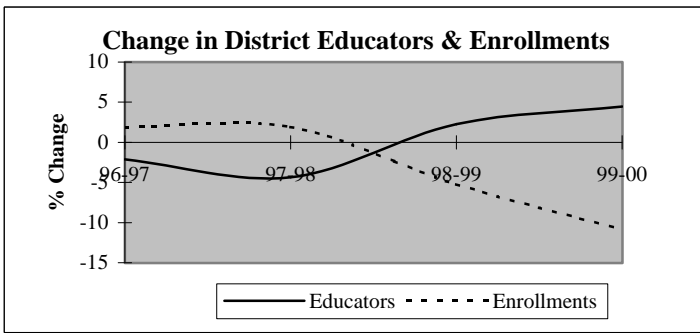
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	8	7	10	-	3.9%	10.1%	8.6%	12.7%	-
Attrition from Transfers	1	4	4	5	-	1.3%	5.1%	4.9%	6.3%	-
Attrition from Exits	2	4	3	5	-	2.6%	5.1%	3.7%	6.3%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>-</b>	<b>2.9%</b>	<b>9.7%</b>	<b>9.5%</b>	<b>12.5%</b>	<b>-</b>
Attrition from Transfers	1	4	4	5	-	1.4%	5.6%	5.4%	6.9%	-
Attrition from Exits	1	3	3	4	-	1.4%	4.2%	4.1%	5.6%	-
<b>District Retention</b>										
Educator Retention	74	71	74	69	-	96.1%	89.9%	91.4%	87.3%	-
Teacher Retention	68	65	67	63	-	97.1%	90.3%	90.5%	87.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	28.6%	42.9%	71.4%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	14.3%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	73.7%	26.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	95.0%	5.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.6%	2.5%	1.2%	1.3%	3.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.1%	94.9%	92.6%	96.2%	85.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.2%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.3%	2.5%	6.2%	2.5%	9.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DIBBLE

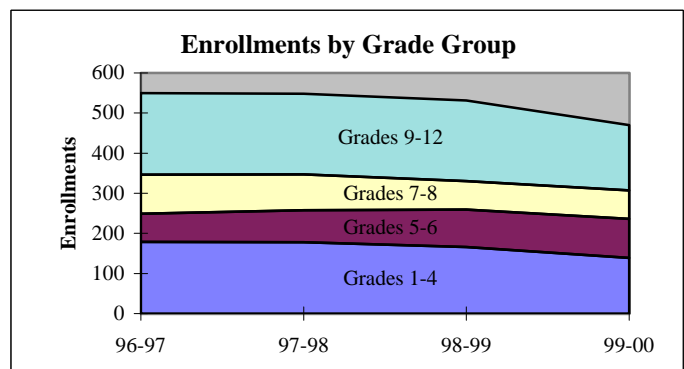
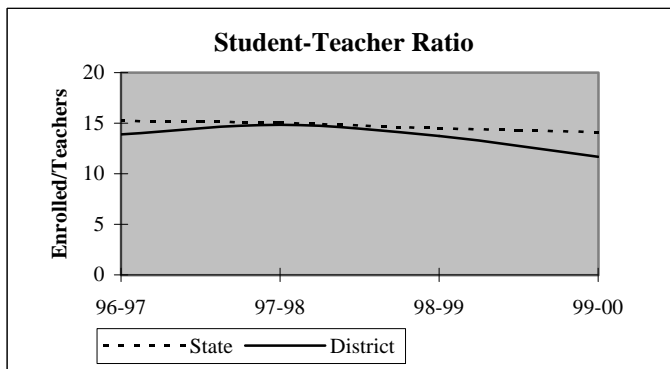


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.7	13.5	12.5	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	13.9	14.9	13.7	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	-1	-2	1	2	-	-	-	-	-
% Change in Educators	11.9%	-2.1%	-4.3%	2.3%	4.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	11	11	-31	-61	-	-	-	-	-
% Change in Enrollments	-0.9%	1.9%	1.9%	-5.2%	-10.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.6%	4.3%	4.5%	4.4%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.3%	4.5%	4.4%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.3%	4.5%	4.4%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	4.3%	4.5%	2.2%	2.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	2.2%	2.3%	2.2%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	40.6	40.6	41.1	41.3	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	9.8	9.9	10.0	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	28,165	28,383	29,086	29,441	28,940	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.7%	4.8%	5.0%	2.4%	2.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.4%	73.8%	75.0%	78.0%	74.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.6%	11.9%	12.5%	12.2%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.1%	18.2%	16.8%	20.2%	30.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	23	22	23	19	48.9%	50.0%	50.0%	51.1%	40.4%
Attrition	1	4	3	2	0					
Attrition Rate	4.3%	17.4%	13.6%	8.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	19	20	19	26	38.3%	41.3%	45.5%	42.2%	55.3%
Attrition	1	1	1	0	0					
Attrition Rate	5.6%	5.3%	5.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	4	2	3	2	12.8%	8.7%	4.5%	6.7%	4.3%
Attrition Rate	33.3%	50.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	5	3	3	4	12.8%	10.9%	6.8%	6.7%	8.5%

## District Report for: DIBBLE

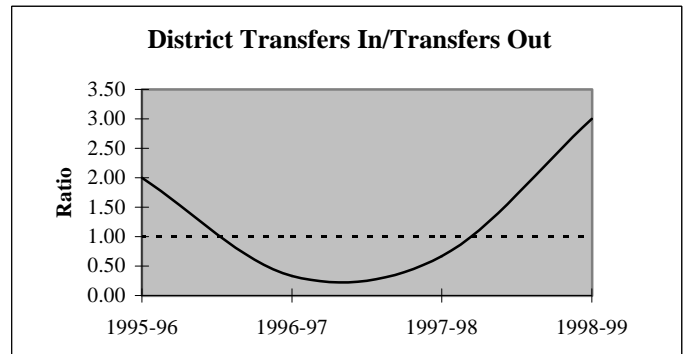
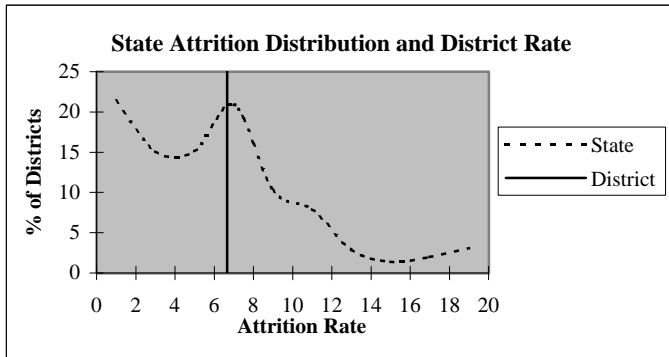
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	47	46	44	45	47	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	4.3%	4.3%	4.5%	4.4%	4.3%
Professional Staff	2	2	2	2	2	4.3%	4.3%	4.5%	4.4%	4.3%
<b>Total Teachers</b>	43	42	40	41	43	91.5%	91.3%	90.9%	91.1%	91.5%
Special Education	5	5	5	5	5	11.6%	11.9%	12.5%	12.2%	11.6%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	4.7%
Elementary	18	17	15	15	16	41.9%	40.5%	37.5%	36.6%	37.2%
<b>Middle School</b>	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	7.0%
Language Arts	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Science	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	20	20	20	21	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	2	3	2	7.0%	7.1%	5.0%	7.3%	4.7%
Art & Music	1	2	2	2	2	2.3%	4.8%	5.0%	4.9%	4.7%
Social Studies	3	2	4	2	3	7.0%	4.8%	10.0%	4.9%	7.0%
Foreign Language	1	1	1	1	1	2.3%	2.4%	2.5%	2.4%	2.3%
Math	3	3	3	2	2	7.0%	7.1%	7.5%	4.9%	4.7%
<b>Science</b>	3	3	3	3	2	7.0%	7.1%	7.5%	7.3%	4.7%
Biology	1	1	1	1	1	2.3%	2.4%	2.5%	2.4%	2.3%
Chemistry	0	1	0	0	0	0.0%	2.4%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	1	4.7%	2.4%	5.0%	4.9%	2.3%
Vocational Education	3	3	3	3	3	7.0%	7.1%	7.5%	7.3%	7.0%
Other	3	3	2	5	2	7.0%	7.1%	5.0%	12.2%	4.7%
<b>Total Enrollments</b>	572	583	594	563	502	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	33	46	31	32	5.8%	5.7%	7.7%	5.5%	6.4%
Grades 1-4	171	179	178	166	139	29.9%	30.7%	30.0%	29.5%	27.7%
Grades 5-6	76	70	80	93	97	13.3%	12.0%	13.5%	16.5%	19.3%
Grades 7-8	96	97	89	71	71	16.8%	16.6%	15.0%	12.6%	14.1%
Grades 9-12	196	204	201	201	163	34.3%	35.0%	33.8%	35.7%	32.5%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.2%	0.0%



## District Report for: DIBBLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	47	46	44	45	47	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	43	39	40	42	78.7%	93.5%	88.6%	88.9%	89.4%
<b>Newly Hired</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>21.3%</b>	<b>6.5%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>10.6%</b>
Transfers In	2	1	2	3	2	20.0%	33.3%	40.0%	60.0%	40.0%
Reentrants	0	0	2	0	0	0.0%	0.0%	40.0%	0.0%	0.0%
First Time Educators	8	2	1	2	3	80.0%	66.7%	20.0%	40.0%	60.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>8.5%</b>	<b>15.2%</b>	<b>9.1%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	1	3	3	1	-	25.0%	42.9%	75.0%	33.3%	-
Leave Oklahoma Educ.	3	4	1	2	-	75.0%	57.1%	25.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	8.5%	15.2%	9.1%	6.7%	-
Transfers In/Out	2.00	0.33	0.67	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	1
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	22	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	46

## District Report for: DIBBLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	4.3%	4.3%	4.5%	4.4%	4.3%
White - Females	0	1	1	1	0	0.0%	50.0%	50.0%	50.0%	0.0%
White - Males	2	1	1	1	2	100.0%	50.0%	50.0%	50.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.3%	4.3%	4.5%	4.4%	4.3%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	42	40	41	43	91.5%	91.3%	90.9%	91.1%	91.5%
White - Females	31	30	29	31	31	72.1%	71.4%	72.5%	75.6%	72.1%
White - Males	10	10	9	9	11	23.3%	23.8%	22.5%	22.0%	25.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.3%	2.4%	2.5%	2.4%	2.3%
Other - Males	1	1	1	0	0	2.3%	2.4%	2.5%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	2	2.3%	0.0%	2.5%	2.5%	4.9%
25-29	8	9	8	7	6	18.6%	21.4%	20.0%	17.5%	14.6%
30-34	3	3	2	3	4	7.0%	7.1%	5.0%	7.5%	9.8%
35-39	8	6	6	6	4	18.6%	14.3%	15.0%	15.0%	9.8%
40-44	8	10	8	7	9	18.6%	23.8%	20.0%	17.5%	22.0%
45-49	7	7	9	8	6	16.3%	16.7%	22.5%	20.0%	14.6%
50-54	3	2	3	5	7	7.0%	4.8%	7.5%	12.5%	17.1%
55+	5	5	3	3	3	11.6%	11.9%	7.5%	7.5%	7.3%
<b>Average Age</b>	40.6	40.6	40.6	41.1	41.3					

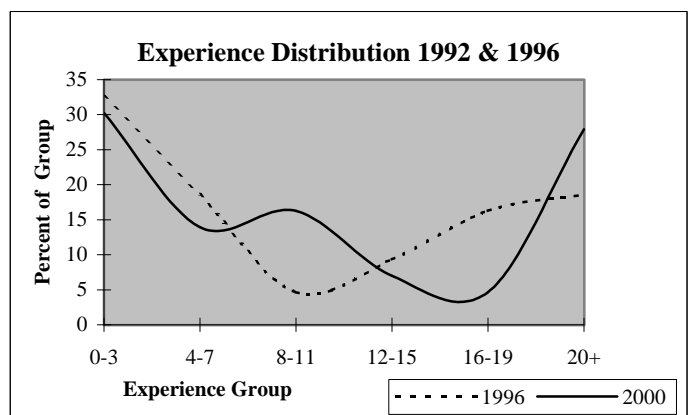
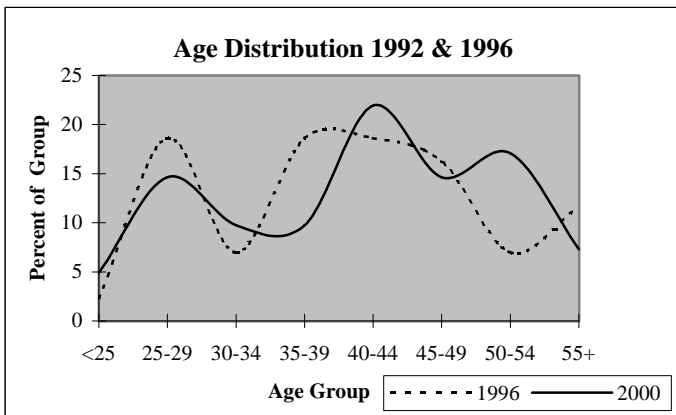
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	13	13	15	13	32.6%	31.0%	32.5%	36.6%	30.2%
4-7 Years	8	10	9	8	6	18.6%	23.8%	22.5%	19.5%	14.0%
8-11 Years	2	2	0	1	7	4.7%	4.8%	0.0%	2.4%	16.3%
12-15 Years	4	3	6	4	3	9.3%	7.1%	15.0%	9.8%	7.0%
16-19 Years	7	7	6	4	2	16.3%	16.7%	15.0%	9.8%	4.7%
20+ Years	8	7	6	9	12	18.6%	16.7%	15.0%	22.0%	27.9%
<b>Average Experience</b>	9.4	9.8	9.9	10.0	10.6					

## District Report for: DIBBLE

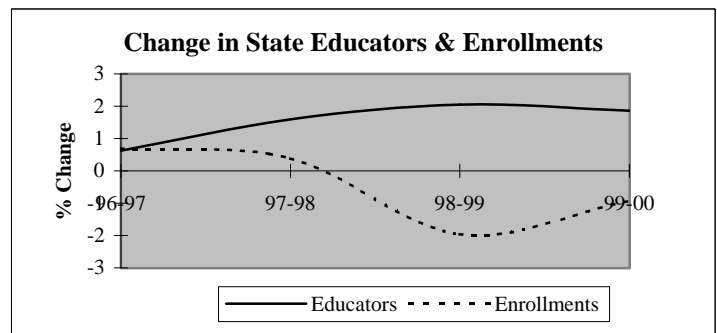
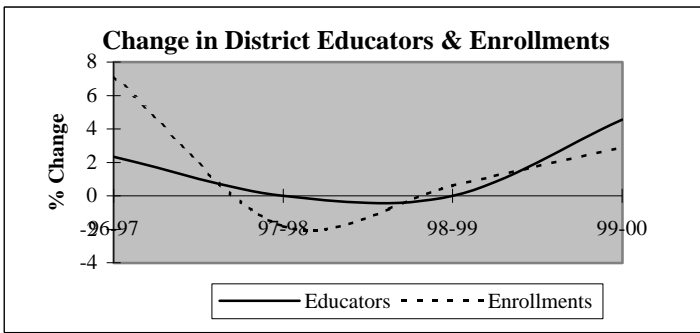
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	7	4	3	-	8.5%	15.2%	9.1%	6.7%	-
Attrition from Transfers	1	3	3	1	-	2.1%	6.5%	6.8%	2.2%	-
Attrition from Exits	3	4	1	2	-	6.4%	8.7%	2.3%	4.4%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>7.0%</b>	<b>14.3%</b>	<b>10.0%</b>	<b>7.3%</b>	<b>-</b>
Attrition from Transfers	1	3	3	1	-	2.3%	7.1%	7.5%	2.4%	-
Attrition from Exits	2	3	1	2	-	4.7%	7.1%	2.5%	4.9%	-
<b>District Retention</b>										
Educator Retention	43	39	40	42	-	91.5%	84.8%	90.9%	93.3%	-
Teacher Retention	40	36	36	38	-	93.0%	85.7%	90.0%	92.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	11.1%	94.4%	84.2%	6.9%	91.1%
2 Years of Experience	62.5%	31.3%	93.8%	85.2%	5.9%	91.1%
3 Years of Experience	92.3%	7.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	9.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	4.3%	2.3%	0.0%	2.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.0%	91.3%	90.9%	95.6%	91.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	17.0%	4.3%	6.8%	4.4%	6.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WASHINGTON

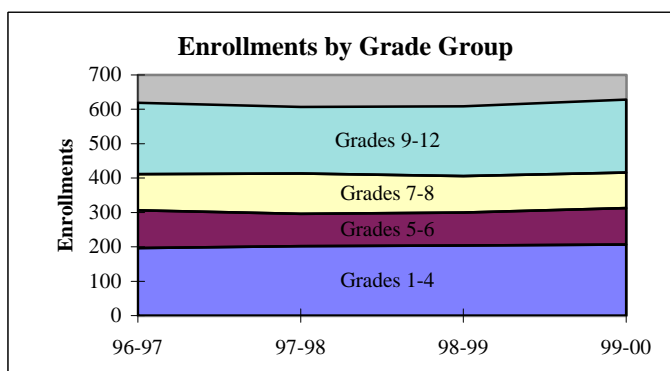
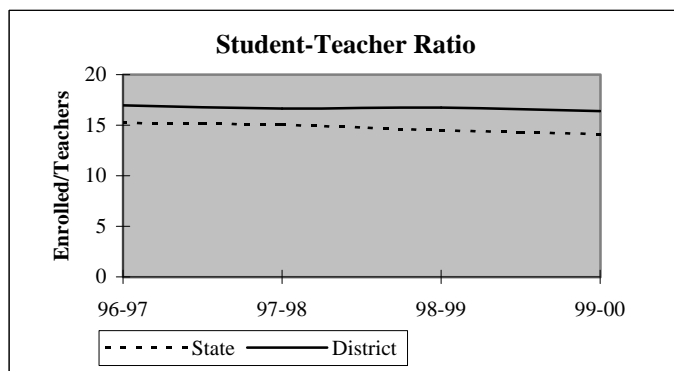


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	15.0	14.8	14.8	14.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	16.9	16.6	16.7	16.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	0	2	-	-	-	-	-
% Change in Educators	0.0%	2.3%	0.0%	0.0%	4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	44	-12	4	19	-	-	-	-	-
% Change in Enrollments	4.0%	7.1%	-1.8%	0.6%	2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.3%	2.3%	2.3%	6.8%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	6.8%	6.8%	6.8%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.7%	4.5%	4.5%	4.5%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.3%	2.3%	2.3%	2.3%	2.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	40.5	40.9	41.1	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	10.7	10.3	10.4	10.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,055	27,861	29,672	28,427	29,014	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.6%	2.6%	2.6%	2.6%	2.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.7%	74.4%	74.4%	74.4%	73.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.9%	7.7%	7.7%	7.7%	7.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.2%	13.6%	13.9%	13.3%	14.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	19	17	18	21	44.2%	43.2%	38.6%	40.9%	45.7%
Attrition	1	3	2	3	0					
Attrition Rate	5.3%	15.8%	11.8%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	23	22	21	19	53.5%	52.3%	50.0%	47.7%	41.3%
Attrition	0	3	3	2	0					
Attrition Rate	0.0%	13.0%	13.6%	9.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	5	5	6	2.3%	4.5%	11.4%	11.4%	13.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	5	5	6	6	4.7%	11.4%	11.4%	13.6%	13.0%

## District Report for: WASHINGTON

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	43	44	44	44	46	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.0%	6.8%	6.8%	6.8%	6.5%
Professional Staff	2	2	2	2	2	4.7%	4.5%	4.5%	4.5%	4.3%
<b>Total Teachers</b>	38	39	39	39	41	88.4%	88.6%	88.6%	88.6%	89.1%
Special Education	3	3	3	3	3	7.9%	7.7%	7.7%	7.7%	7.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	16	16	16	17	39.5%	41.0%	41.0%	41.0%	41.5%
<b>Middle School</b>	3	3	3	4	4	7.9%	7.7%	7.7%	10.3%	9.8%
Language Arts	0	1	1	1	1	0.0%	2.6%	2.6%	2.6%	2.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	0	1	0	2.6%	0.0%	0.0%	2.6%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	2.6%	2.6%	2.6%	2.6%	2.4%
Science	1	1	1	1	2	2.6%	2.6%	2.6%	2.6%	4.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	17	16	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	3	5.3%	5.1%	5.1%	5.1%	7.3%
Art & Music	1	1	1	1	2	2.6%	2.6%	2.6%	2.6%	4.9%
Social Studies	3	2	4	2	3	7.9%	5.1%	10.3%	5.1%	7.3%
Foreign Language	1	1	1	1	1	2.6%	2.6%	2.6%	2.6%	2.4%
Math	2	2	2	2	1	5.3%	5.1%	5.1%	5.1%	2.4%
<b>Science</b>	2	2	2	2	1	5.3%	5.1%	5.1%	5.1%	2.4%
Biology	1	1	1	1	1	2.6%	2.6%	2.6%	2.6%	2.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	2.6%	2.6%	2.6%	2.6%	0.0%
Vocational Education	3	3	3	3	3	7.9%	7.7%	7.7%	7.7%	7.3%
Other	3	4	2	3	3	7.9%	10.3%	5.1%	7.7%	7.3%
<b>Total Enrollments</b>	617	661	649	653	672	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	38	41	41	43	44	6.2%	6.2%	6.3%	6.6%	6.5%
Grades 1-4	180	196	202	204	207	29.2%	29.7%	31.1%	31.2%	30.8%
Grades 5-6	116	110	94	96	106	18.8%	16.6%	14.5%	14.7%	15.8%
Grades 7-8	92	105	117	106	103	14.9%	15.9%	18.0%	16.2%	15.3%
Grades 9-12	189	208	194	203	212	30.6%	31.5%	29.9%	31.1%	31.5%
Ungraded	2	1	1	1	0	0.3%	0.2%	0.2%	0.2%	0.0%

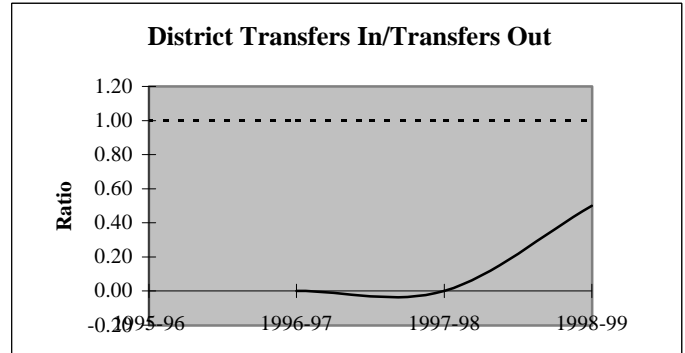
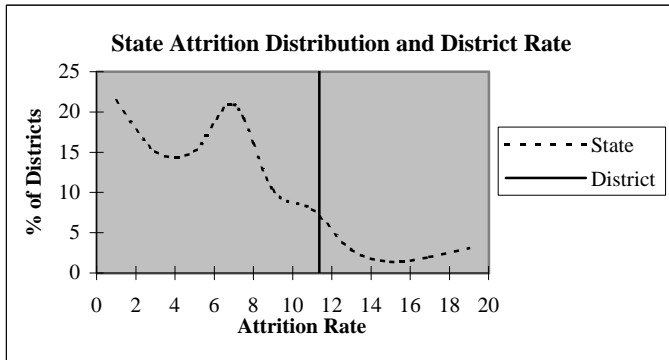




## District Report for: WASHINGTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	43	44	44	44	46	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	42	38	39	39	86.0%	95.5%	86.4%	88.6%	84.8%
Newly Hired	6	2	6	5	7	14.0%	4.5%	13.6%	11.4%	15.2%
Transfers In	2	0	0	1	3	33.3%	0.0%	0.0%	20.0%	42.9%
Reentrants	1	0	1	1	2	16.7%	0.0%	16.7%	20.0%	28.6%
First Time Educators	3	2	5	3	2	50.0%	100.0%	83.3%	60.0%	28.6%
Total Exiting Next Year	1	6	5	5	-	2.3%	13.6%	11.4%	11.4%	-
Transfers Out	0	5	3	2	-	0.0%	83.3%	60.0%	40.0%	-
Leave Oklahoma Educ.	1	1	2	3	-	100.0%	16.7%	40.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	2.3%	13.6%	11.4%	11.4%	-
Transfers In/Out	nc	0.00	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	16	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	1
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	1
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>44</b>

## District Report for: WASHINGTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.0%	6.8%	6.8%	6.8%	6.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.7%	4.5%	4.5%	4.5%	4.3%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	39	39	39	41	88.4%	88.6%	88.6%	88.6%	89.1%
White - Females	27	28	28	28	29	71.1%	71.8%	71.8%	71.8%	70.7%
White - Males	10	10	10	10	11	26.3%	25.6%	25.6%	25.6%	26.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.6%	2.6%	2.6%	2.6%	2.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	1	2.6%	0.0%	2.6%	0.0%	2.6%
25-29	4	3	4	7	5	10.5%	7.7%	10.5%	18.4%	12.8%
30-34	7	5	3	3	4	18.4%	12.8%	7.9%	7.9%	10.3%
35-39	11	11	9	8	10	28.9%	28.2%	23.7%	21.1%	25.6%
40-44	4	6	7	6	5	10.5%	15.4%	18.4%	15.8%	12.8%
45-49	5	8	7	6	5	13.2%	20.5%	18.4%	15.8%	12.8%
50-54	4	3	4	5	4	10.5%	7.7%	10.5%	13.2%	10.3%
55+	2	3	3	3	5	5.3%	7.7%	7.9%	7.9%	12.8%
<b>Average Age</b>	39.7	40.5	40.9	41.1	41.4					

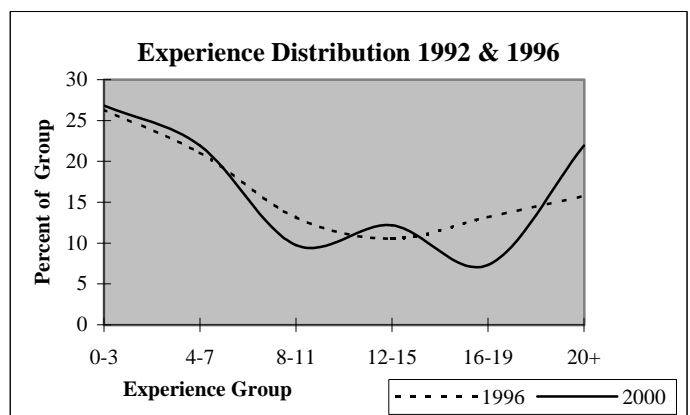
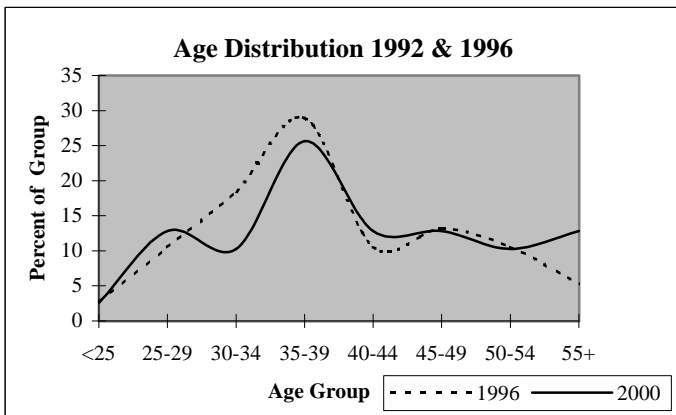
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	10	9	10	11	26.3%	25.6%	23.1%	25.6%	26.8%
4-7 Years	8	8	7	8	9	21.1%	20.5%	17.9%	20.5%	22.0%
8-11 Years	5	6	7	6	4	13.2%	15.4%	17.9%	15.4%	9.8%
12-15 Years	4	3	6	4	5	10.5%	7.7%	15.4%	10.3%	12.2%
16-19 Years	5	5	3	2	3	13.2%	12.8%	7.7%	5.1%	7.3%
20+ Years	6	7	7	9	9	15.8%	17.9%	17.9%	23.1%	22.0%
<b>Average Experience</b>	10.2	10.7	10.3	10.4	10.9					

## District Report for: WASHINGTON

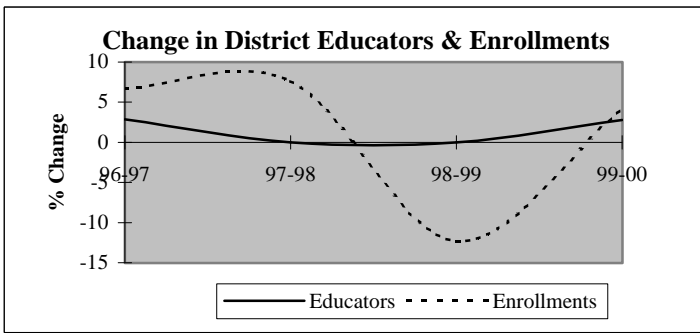
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	5	5	-	2.3%	13.6%	11.4%	11.4%	-
Attrition from Transfers	0	5	3	2	-	0.0%	11.4%	6.8%	4.5%	-
Attrition from Exits	1	1	2	3	-	2.3%	2.3%	4.5%	6.8%	-
<b>Teacher Attrition</b>	1	5	5	4	-	2.6%	12.8%	12.8%	10.3%	-
Attrition from Transfers	0	4	3	1	-	0.0%	10.3%	7.7%	2.6%	-
Attrition from Exits	1	1	2	3	-	2.6%	2.6%	5.1%	7.7%	-
<b>District Retention</b>										
Educator Retention	42	38	39	39	-	97.7%	86.4%	88.6%	88.6%	-
Teacher Retention	37	34	34	35	-	97.4%	87.2%	87.2%	89.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	86.7%	6.7%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	7.1%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	11.1%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	70.0%	20.0%	90.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.3%	0.0%	2.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.4%	93.2%	84.1%	90.9%	91.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	2.3%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.3%	4.5%	13.6%	9.1%	8.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WAYNE

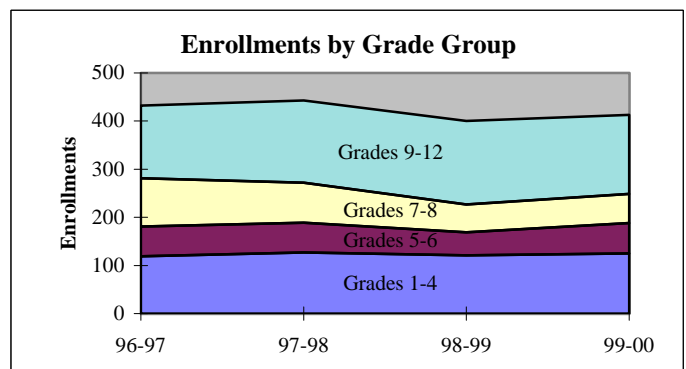
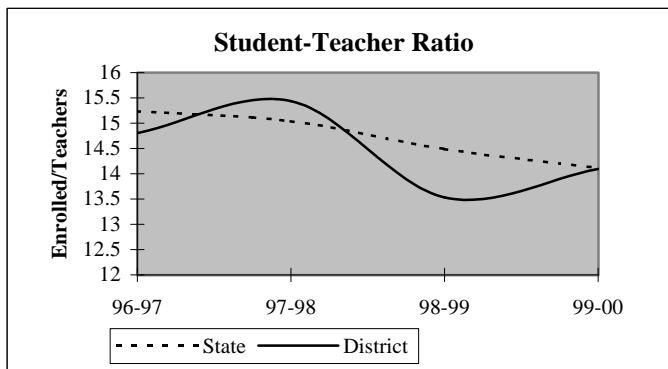


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.8	13.7	12.0	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.9	14.8	15.4	13.5	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	0	1	-	-	-	-	-
% Change in Educators	0.0%	2.9%	0.0%	0.0%	2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-31	29	35	-61	18	-	-	-	-	-
% Change in Enrollments	-6.7%	6.7%	7.6%	-12.3%	4.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.7%	8.3%	8.3%	2.8%	2.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.6%	11.1%	8.3%	8.3%	8.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	2.8%	2.8%	2.8%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.3	45.2	46.1	46.6	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	15.0	14.7	14.8	16.0	14.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,611	28,455	29,478	31,288	29,926	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.0%	71.0%	75.0%	75.0%	71.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.5%	6.5%	6.3%	6.3%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.1%	17.4%	21.1%	36.2%	38.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	7	9	7	11	20.0%	19.4%	25.0%	19.4%	29.7%
Attrition	0	2	2	2	0					
Attrition Rate	0.0%	28.6%	22.2%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	26	24	22	17	71.4%	72.2%	66.7%	61.1%	45.9%
Attrition	2	1	0	3	0					
Attrition Rate	8.0%	3.8%	0.0%	13.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	7	9	8.6%	8.3%	8.3%	19.4%	24.3%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	33.3%	0.0%	28.6%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	7	13	9	11.4%	11.1%	19.4%	36.1%	24.3%

## District Report for: WAYNE

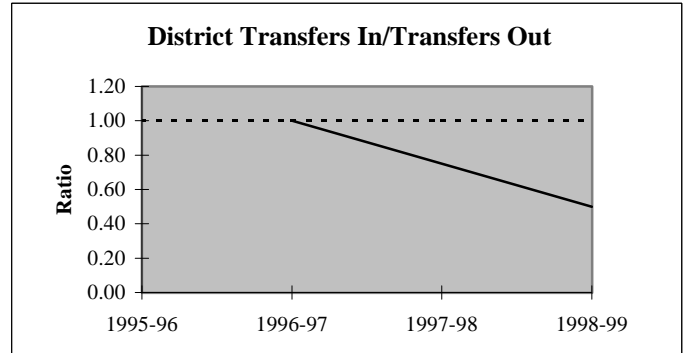
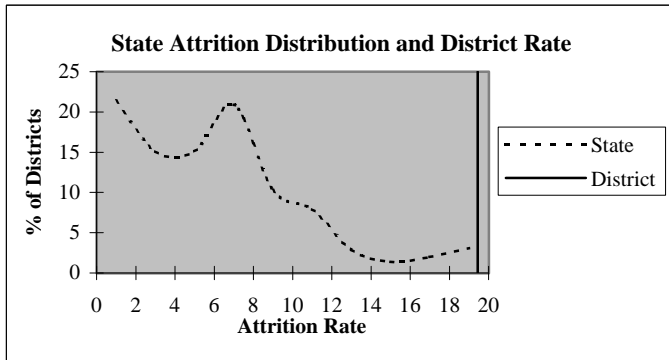
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	36	36	36	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	3	3	3	8.6%	11.1%	8.3%	8.3%	8.1%
Professional Staff	1	1	1	1	2	2.9%	2.8%	2.8%	2.8%	5.4%
<b>Total Teachers</b>	31	31	32	32	32	88.6%	86.1%	88.9%	88.9%	86.5%
Special Education	2	2	2	2	2	6.5%	6.5%	6.3%	6.3%	6.3%
Pre-K & Kindergarten	0	0	1	1	2	0.0%	0.0%	3.1%	3.1%	6.3%
Elementary	12	12	12	12	10	38.7%	38.7%	37.5%	37.5%	31.3%
<b>Middle School</b>	3	3	3	3	4	9.7%	9.7%	9.4%	9.4%	12.5%
Language Arts	1	1	1	0	1	3.2%	3.2%	3.1%	0.0%	3.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	3.2%	3.2%	3.1%	3.1%	3.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.2%	3.2%	3.1%	3.1%	3.1%
Science	0	0	0	1	1	0.0%	0.0%	0.0%	3.1%	3.1%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	14	14	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	2	9.7%	6.5%	6.3%	6.3%	6.3%
Art & Music	2	2	2	1	1	6.5%	6.5%	6.3%	3.1%	3.1%
Social Studies	1	2	2	2	2	3.2%	6.5%	6.3%	6.3%	6.3%
Foreign Language	0	1	0	0	0	0.0%	3.2%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	6.5%	6.5%	6.3%	6.3%	6.3%
<b>Science</b>	1	1	1	1	1	3.2%	3.2%	3.1%	3.1%	3.1%
Biology	1	1	1	1	1	3.2%	3.2%	3.1%	3.1%	3.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	2	3	3	2	6.5%	6.5%	9.4%	9.4%	6.3%
Other	3	2	2	3	4	9.7%	6.5%	6.3%	9.4%	12.5%
<b>Total Enrollments</b>	430	459	494	433	451	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	27	49	33	37	6.3%	5.9%	9.9%	7.6%	8.2%
Grades 1-4	107	119	127	121	125	24.9%	25.9%	25.7%	27.9%	27.7%
Grades 5-6	82	62	62	48	63	19.1%	13.5%	12.6%	11.1%	14.0%
Grades 7-8	75	100	83	58	61	17.4%	21.8%	16.8%	13.4%	13.5%
Grades 9-12	139	151	171	173	164	32.3%	32.9%	34.6%	40.0%	36.4%
Ungraded	0	0	2	0	1	0.0%	0.0%	0.4%	0.0%	0.2%



## District Report for: WAYNE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	36	36	36	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	33	32	34	29	100.0%	91.7%	88.9%	94.4%	78.4%
<b>Newly Hired</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>8</b>	<b>0.0%</b>	<b>8.3%</b>	<b>11.1%</b>	<b>5.6%</b>	<b>21.6%</b>
Transfers In	0	2	1	1	5	0.0%	66.7%	25.0%	50.0%	62.5%
Reentrants	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	25.0%
First Time Educators	0	1	3	1	1	0.0%	33.3%	75.0%	50.0%	12.5%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>-</b>	<b>5.7%</b>	<b>11.1%</b>	<b>5.6%</b>	<b>19.4%</b>	<b>-</b>
Transfers Out	0	2	0	2	-	0.0%	50.0%	0.0%	28.6%	-
Leave Oklahoma Educ.	2	2	2	5	-	100.0%	50.0%	100.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	5.7%	11.1%	5.6%	19.4%	-
Transfers In/Out	nc	1.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	15	OCU, Oklahoma City	2
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	35

## District Report for: WAYNE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	3	3	3	8.6%	11.1%	8.3%	8.3%	8.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	4	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	2.9%	2.8%	2.8%	2.8%	5.4%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	31	32	32	32	88.6%	86.1%	88.9%	88.9%	86.5%
White - Females	22	22	24	24	23	71.0%	71.0%	75.0%	75.0%	71.9%
White - Males	9	9	8	8	9	29.0%	29.0%	25.0%	25.0%	28.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	1	1	0	3.2%	6.5%	3.3%	3.2%	0.0%
30-34	1	2	1	1	4	3.2%	6.5%	3.3%	3.2%	12.9%
35-39	7	6	8	4	5	22.6%	19.4%	26.7%	12.9%	16.1%
40-44	3	3	3	8	9	9.7%	9.7%	10.0%	25.8%	29.0%
45-49	8	8	3	4	4	25.8%	25.8%	10.0%	12.9%	12.9%
50-54	6	5	10	7	6	19.4%	16.1%	33.3%	22.6%	19.4%
55+	5	5	4	6	3	16.1%	16.1%	13.3%	19.4%	9.7%
<b>Average Age</b>	46.3	45.2	46.1	46.6	44.0					

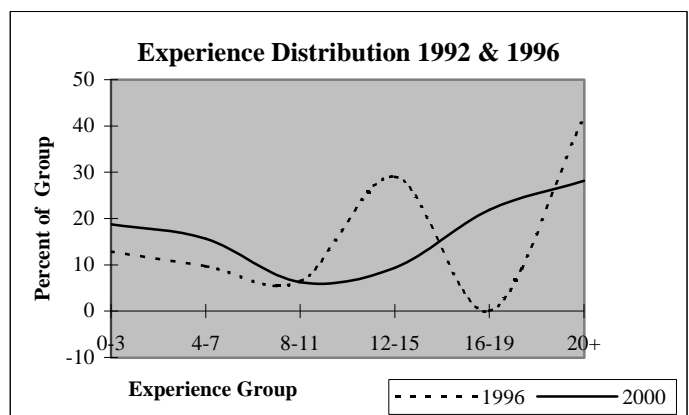
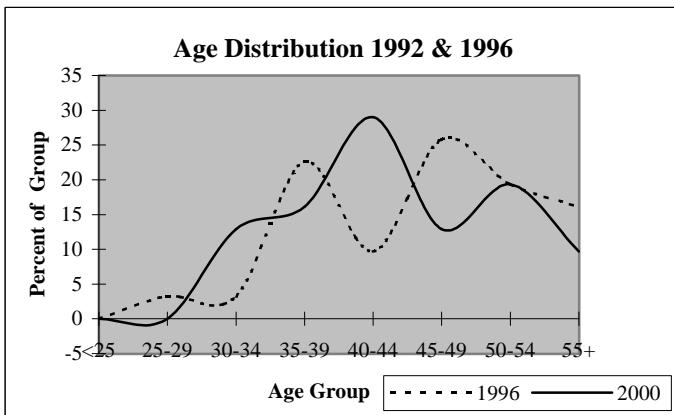
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	6	5	6	12.9%	12.9%	18.8%	15.6%	18.8%
4-7 Years	3	3	3	2	5	9.7%	9.7%	9.4%	6.3%	15.6%
8-11 Years	2	4	2	2	2	6.5%	12.9%	6.3%	6.3%	6.3%
12-15 Years	9	8	7	6	3	29.0%	25.8%	21.9%	18.8%	9.4%
16-19 Years	0	0	2	5	7	0.0%	0.0%	6.3%	15.6%	21.9%
20+ Years	13	12	12	12	9	41.9%	38.7%	37.5%	37.5%	28.1%
<b>Average Experience</b>	15.0	14.7	14.8	16.0	14.0					

## District Report for: WAYNE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	4	2	7	-	5.7%	11.1%	5.6%	19.4%	-
Attrition from Transfers	0	2	0	2	-	0.0%	5.6%	0.0%	5.6%	-
Attrition from Exits	2	2	2	5	-	5.7%	5.6%	5.6%	13.9%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>-</b>	<b>6.5%</b>	<b>9.7%</b>	<b>6.3%</b>	<b>21.9%</b>	<b>-</b>
Attrition from Transfers	0	2	0	2	-	0.0%	6.5%	0.0%	6.3%	-
Attrition from Exits	2	1	2	5	-	6.5%	3.2%	6.3%	15.6%	-
<b>District Retention</b>										
Educator Retention	33	32	34	29	-	94.3%	88.9%	94.4%	80.6%	-
Teacher Retention	29	28	30	25	-	93.5%	90.3%	93.8%	78.1%	-

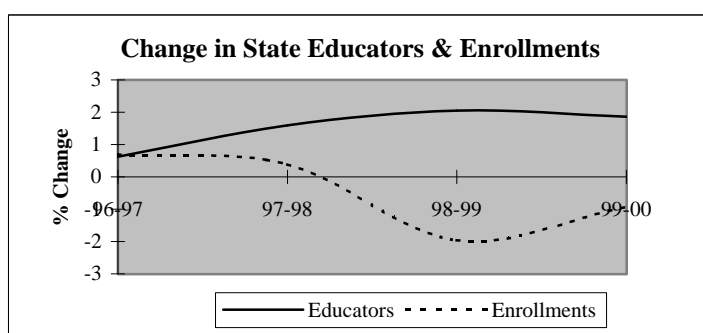
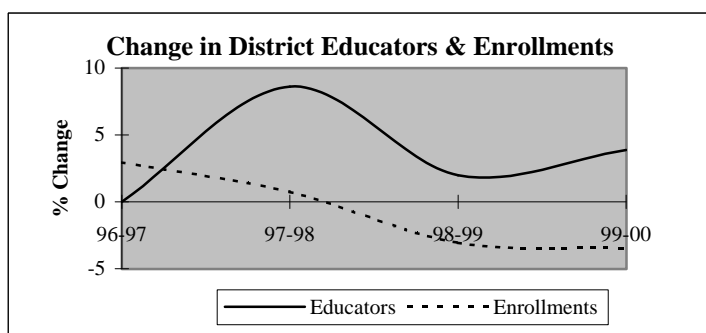
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	57.1%	14.3%	71.4%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	0.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.9%	0.0%	0.0%	0.0%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.1%	97.2%	91.7%	97.2%	89.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	2.8%	8.3%	2.8%	8.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: PURCELL

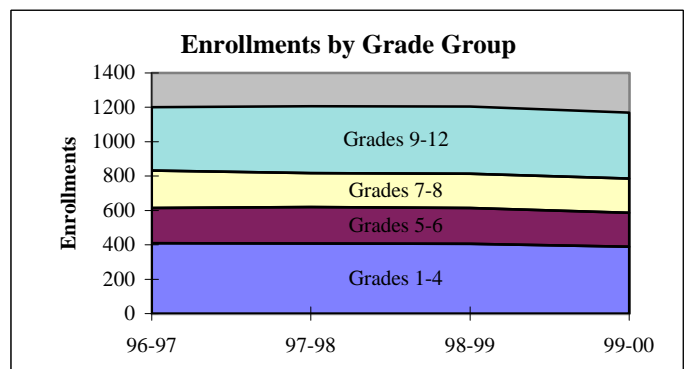
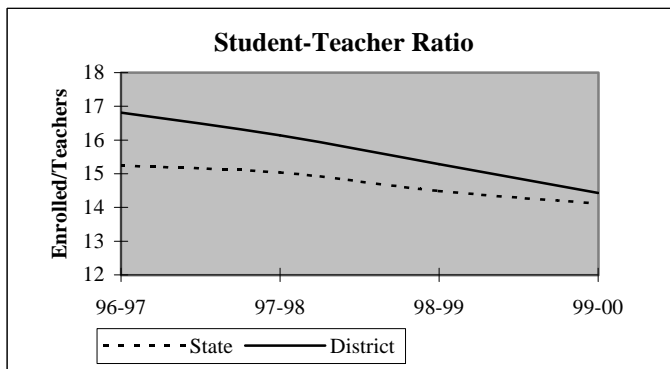


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	14.6	13.6	12.9	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.3	16.8	16.1	15.3	14.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	0	8	2	4	-	-	-	-	-
% Change in Educators	-3.1%	0.0%	8.6%	2.0%	3.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	39	10	-42	-46	-	-	-	-	-
% Change in Enrollments	1.3%	2.9%	0.7%	-3.1%	-3.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.2%	2.2%	3.0%	2.9%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.4%	5.4%	4.0%	3.9%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.5%	7.5%	11.9%	11.7%	11.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.2%	2.2%	3.0%	4.9%	4.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	1.0%	1.0%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.3	40.0	40.7	41.1	40.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	11.9	11.3	11.7	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,628	29,638	29,077	29,601	28,241	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.5%	2.5%	3.5%	5.7%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.8%	71.6%	70.6%	71.3%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.4%	7.4%	7.1%	8.0%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.4%	34.2%	36.6%	36.1%	36.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	35	33	43	44	47	37.6%	35.5%	42.6%	42.7%	43.9%
Attrition	4	2	7	6	0					
Attrition Rate	11.4%	6.1%	16.3%	13.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	54	56	52	51	54	58.1%	60.2%	51.5%	49.5%	50.5%
Attrition	5	6	4	0	0					
Attrition Rate	9.3%	10.7%	7.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	6	8	6	4.3%	4.3%	5.9%	7.8%	5.6%
Attrition	1	0	0	3	0					
Attrition Rate	25.0%	0.0%	0.0%	37.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	5	6	9	9	10	5.4%	6.5%	8.9%	8.7%	9.3%

## District Report for: PURCELL

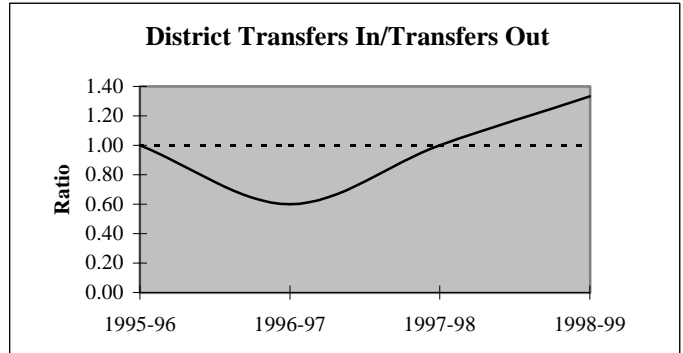
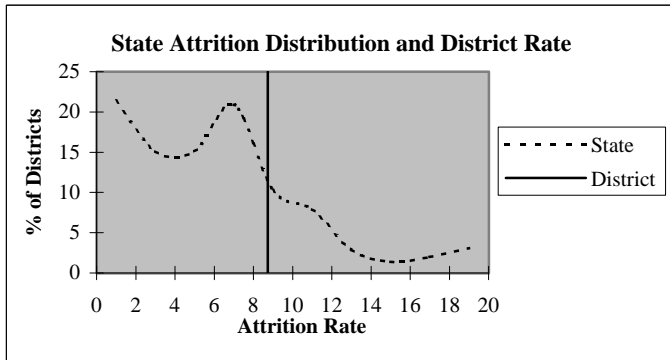
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	93	93	101	103	107	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	4	4	6	5.4%	5.4%	4.0%	3.9%	5.6%
Professional Staff	7	7	12	12	12	7.5%	7.5%	11.9%	11.7%	11.2%
<b>Total Teachers</b>	81	81	85	87	89	87.1%	87.1%	84.2%	84.5%	83.2%
Special Education	6	6	6	7	7	7.4%	7.4%	7.1%	8.0%	7.9%
Pre-K & Kindergarten	0	0	2	1	0	0.0%	0.0%	2.4%	1.1%	0.0%
Elementary	33	31	26	26	30	40.7%	38.3%	30.6%	29.9%	33.7%
<b>Middle School</b>	15	15	16	18	17	18.5%	18.5%	18.8%	20.7%	19.1%
Language Arts	4	3	3	4	3	4.9%	3.7%	3.5%	4.6%	3.4%
Art & Music	1	1	1	1	1	1.2%	1.2%	1.2%	1.1%	1.1%
Social Studies	2	3	2	1	1	2.5%	3.7%	2.4%	1.1%	1.1%
Foreign Language	0	1	1	1	2	0.0%	1.2%	1.2%	1.1%	2.2%
Math	3	2	2	2	2	3.7%	2.5%	2.4%	2.3%	2.2%
Science	3	3	1	2	2	3.7%	3.7%	1.2%	2.3%	2.2%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	6	7	6	2.5%	2.5%	7.1%	8.0%	6.7%
<b>High School (9-12)</b>	27	29	35	35	35	2700.0%	2900.0%	3500.0%	3500.0%	3500.0%
Language Arts	6	6	6	6	6	7.4%	7.4%	7.1%	6.9%	6.7%
Art & Music	3	3	3	3	3	3.7%	3.7%	3.5%	3.4%	3.4%
Social Studies	4	3	6	5	5	4.9%	3.7%	7.1%	5.7%	5.6%
Foreign Language	1	1	1	1	1	1.2%	1.2%	1.2%	1.1%	1.1%
Math	2	4	6	6	6	2.5%	4.9%	7.1%	6.9%	6.7%
<b>Science</b>	2	2	5	5	4	2.5%	2.5%	5.9%	5.7%	4.5%
Biology	0	1	2	1	0	0.0%	1.2%	2.4%	1.1%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	3	4	4	2.5%	1.2%	3.5%	4.6%	4.5%
Vocational Education	5	6	5	5	5	6.2%	7.4%	5.9%	5.7%	5.6%
Other	4	4	3	4	5	4.9%	4.9%	3.5%	4.6%	5.6%
<b>Total Enrollments</b>	1,323	1,362	1,372	1,330	1,284	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	112	161	165	115	104	8.5%	11.8%	12.0%	8.6%	8.1%
Grades 1-4	404	409	408	406	389	30.5%	30.0%	29.7%	30.5%	30.3%
Grades 5-6	210	206	212	209	198	15.9%	15.1%	15.5%	15.7%	15.4%
Grades 7-8	217	217	197	198	198	16.4%	15.9%	14.4%	14.9%	15.4%
Grades 9-12	376	369	390	392	385	28.4%	27.1%	28.4%	29.5%	30.0%
Ungraded	4	0	0	10	10	0.3%	0.0%	0.0%	0.8%	0.8%



## District Report for: PURCELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	93	93	101	103	107	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	85	83	85	90	94	91.4%	89.2%	84.2%	87.4%	87.9%
<b>Newly Hired</b>	<b>8</b>	<b>10</b>	<b>16</b>	<b>13</b>	<b>13</b>	<b>8.6%</b>	<b>10.8%</b>	<b>15.8%</b>	<b>12.6%</b>	<b>12.1%</b>
Transfers In	3	3	5	4	7	37.5%	30.0%	31.3%	30.8%	53.8%
Reentrants	3	3	5	4	2	37.5%	30.0%	31.3%	30.8%	15.4%
First Time Educators	2	4	6	5	4	25.0%	40.0%	37.5%	38.5%	30.8%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>8</b>	<b>11</b>	<b>9</b>	<b>-</b>	<b>10.8%</b>	<b>8.6%</b>	<b>10.9%</b>	<b>8.7%</b>	<b>-</b>
Transfers Out	3	5	5	3	-	30.0%	62.5%	45.5%	33.3%	-
Leave Oklahoma Educ.	7	3	6	6	-	70.0%	37.5%	54.5%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	8.6%	10.9%	8.7%	-
Transfers In/Out	1.00	0.60	1.00	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	34	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	2
ECU, Ada	8	OCU, Oklahoma City	1
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	1
SEOSU, Durant	7	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	4	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		Total	93

## District Report for: PURCELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	4	4	6	5.4%	5.4%	4.0%	3.9%	5.6%
White - Females	1	1	1	1	1	20.0%	20.0%	25.0%	25.0%	16.7%
White - Males	4	4	3	3	5	80.0%	80.0%	75.0%	75.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	7	12	12	12	7.5%	7.5%	11.9%	11.7%	11.2%
White - Females	6	7	10	11	11	85.7%	100.0%	83.3%	91.7%	91.7%
White - Males	1	0	2	1	1	14.3%	0.0%	16.7%	8.3%	8.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	81	81	85	87	89	87.1%	87.1%	84.2%	84.5%	83.2%
White - Females	58	57	59	60	63	71.6%	70.4%	69.4%	69.0%	70.8%
White - Males	21	22	23	22	21	25.9%	27.2%	27.1%	25.3%	23.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	2	1.2%	1.2%	1.2%	2.3%	2.2%
Other - Males	1	1	2	3	3	1.2%	1.2%	2.4%	3.4%	3.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	1	1	1.2%	1.2%	0.0%	1.2%	1.2%
25-29	15	13	14	10	16	18.5%	16.0%	17.1%	11.8%	18.6%
30-34	12	10	11	14	13	14.8%	12.3%	13.4%	16.5%	15.1%
35-39	13	14	11	11	11	16.0%	17.3%	13.4%	12.9%	12.8%
40-44	12	13	12	14	12	14.8%	16.0%	14.6%	16.5%	14.0%
45-49	21	20	18	17	14	25.9%	24.7%	22.0%	20.0%	16.3%
50-54	3	7	11	12	15	3.7%	8.6%	13.4%	14.1%	17.4%
55+	4	3	5	6	4	4.9%	3.7%	6.1%	7.1%	4.7%
<b>Average Age</b>	39.3	40.0	40.7	41.1	40.2					

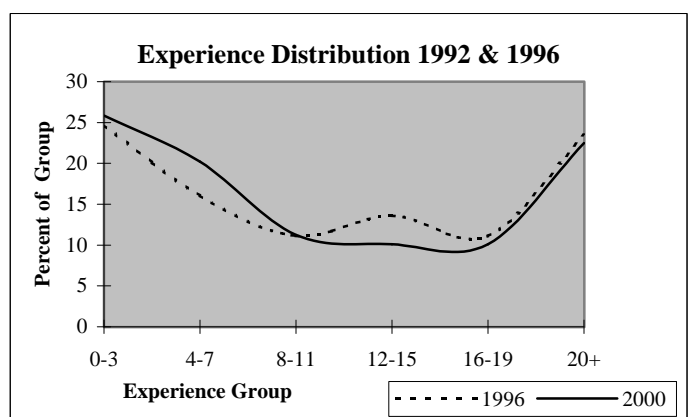
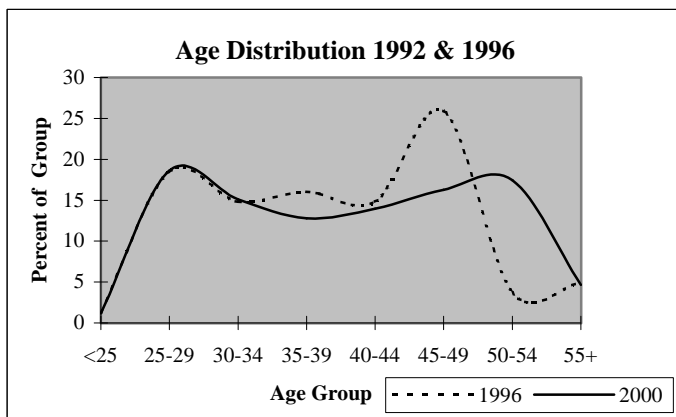
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	18	23	18	23	24.7%	22.2%	27.1%	20.7%	25.8%
4-7 Years	13	12	15	20	18	16.0%	14.8%	17.6%	23.0%	20.2%
8-11 Years	9	11	10	10	10	11.1%	13.6%	11.8%	11.5%	11.2%
12-15 Years	11	13	11	10	9	13.6%	16.0%	12.9%	11.5%	10.1%
16-19 Years	9	8	6	7	9	11.1%	9.9%	7.1%	8.0%	10.1%
20+ Years	19	19	20	22	20	23.5%	23.5%	23.5%	25.3%	22.5%
<b>Average Experience</b>	11.6	11.9	11.3	11.7	11.2					

## District Report for: PURCELL

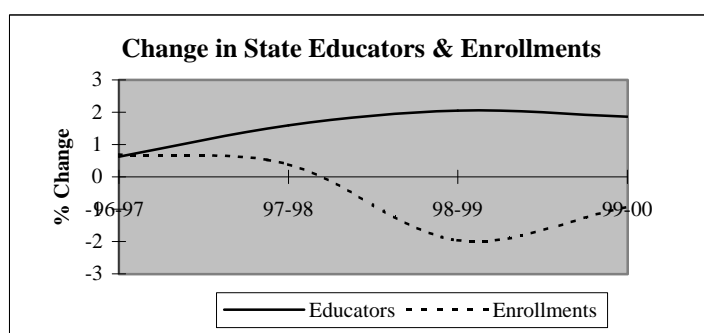
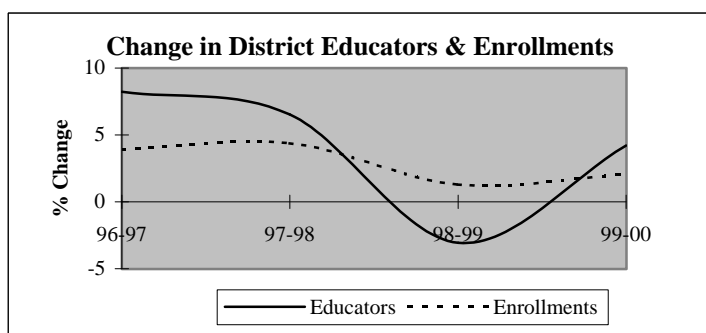
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	8	11	9	-	10.8%	8.6%	10.9%	8.7%	-
Attrition from Transfers	3	5	5	3	-	3.2%	5.4%	5.0%	2.9%	-
Attrition from Exits	7	3	6	6	-	7.5%	3.2%	5.9%	5.8%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>7</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>7.4%</b>	<b>8.6%</b>	<b>7.1%</b>	<b>9.2%</b>	<b>-</b>
Attrition from Transfers	1	4	3	2	-	1.2%	4.9%	3.5%	2.3%	-
Attrition from Exits	5	3	3	6	-	6.2%	3.7%	3.5%	6.9%	-
<b>District Retention</b>										
Educator Retention	83	85	90	94	-	89.2%	91.4%	89.1%	91.3%	-
Teacher Retention	75	74	79	79	-	92.6%	91.4%	92.9%	90.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.4%	9.7%	87.1%	78.2%	9.6%	87.8%
1 Year of Experience	92.0%	0.0%	92.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.0%	13.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	8.3%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	91.3%	4.3%	95.7%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	5.6%	94.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.1%	0.0%	2.0%	2.9%	2.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.5%	92.5%	87.1%	88.3%	91.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.5%	7.5%	10.9%	8.7%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BLANCHARD

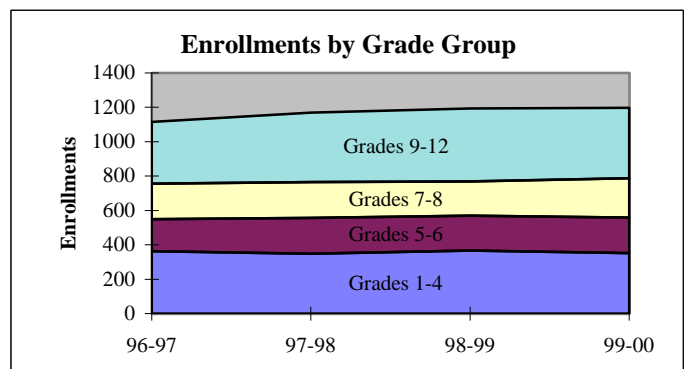
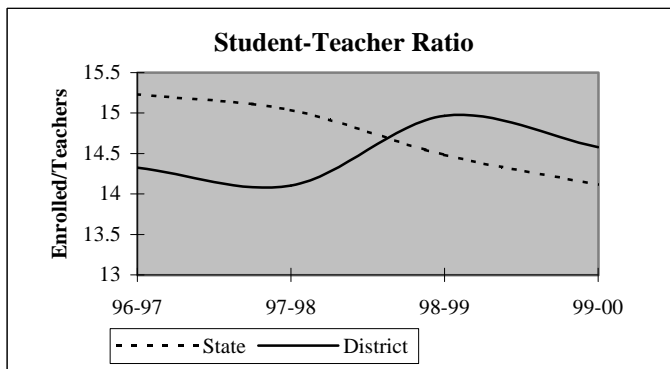


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	12.9	12.7	13.2	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	14.3	14.1	15.0	14.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	10	7	6	-3	4	-	-	-	-	-
% Change in Educators	13.3%	8.2%	6.5%	-3.1%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	45	52	16	26	-	-	-	-	-
% Change in Enrollments	0.6%	3.9%	4.4%	1.3%	2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.8%	13.0%	11.2%	13.7%	13.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	4.3%	4.1%	6.3%	6.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	5.4%	6.1%	5.3%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	1.1%	1.0%	1.1%	1.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.1%	1.0%	3.2%	3.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	39.4	39.0	39.6	40.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.7	9.3	9.0	9.3	9.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,518	26,653	27,177	28,504	28,412	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	1.2%	1.1%	1.2%	1.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.7%	73.5%	72.7%	73.8%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.7%	10.8%	11.4%	11.9%	10.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.7%	10.1%	9.4%	10.6%	11.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	30	38	44	42	43	35.3%	41.3%	44.9%	44.2%	43.4%
Attrition	4	1	2	3	0					
Attrition Rate	13.3%	2.6%	4.5%	7.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	50	49	51	48	52	58.8%	53.3%	52.0%	50.5%	52.5%
Attrition	7	2	6	1	0					
Attrition Rate	14.0%	4.1%	11.8%	2.1%	0.0%					
At Retirement Age	5	5	3	5	4	5.9%	5.4%	3.1%	5.3%	4.0%
Attrition	1	2	0	2	0					
Attrition Rate	20.0%	40.0%	0.0%	40.0%	0.0%					
At Retirement in 5 yrs.	6	5	5	7	6	7.1%	5.4%	5.1%	7.4%	6.1%

## District Report for: BLANCHARD

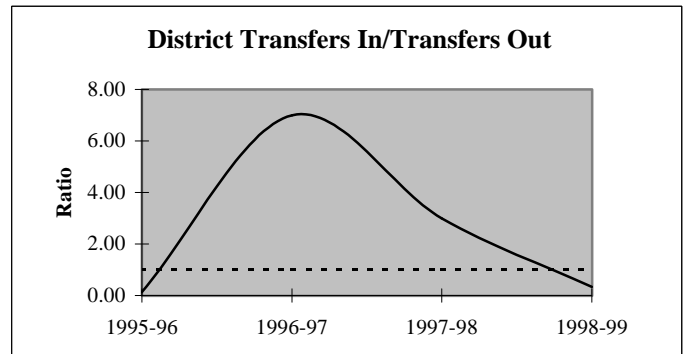
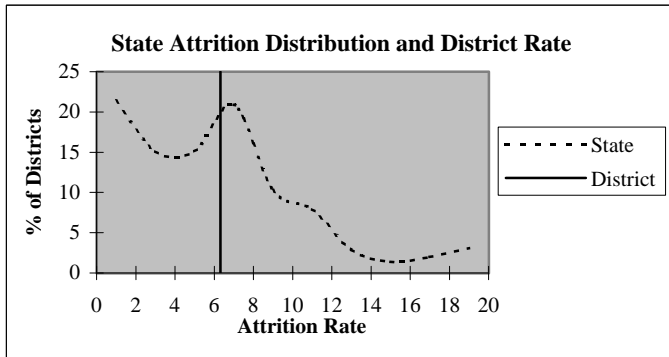
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	85	92	98	95	99	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	4	6	6	5.9%	4.3%	4.1%	6.3%	6.1%
Professional Staff	5	5	6	5	5	5.9%	5.4%	6.1%	5.3%	5.1%
<b>Total Teachers</b>	75	83	88	84	88	88.2%	90.2%	89.8%	88.4%	88.9%
Special Education	8	9	10	10	9	10.7%	10.8%	11.4%	11.9%	10.2%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Elementary	35	34	34	30	32	46.7%	41.0%	38.6%	35.7%	36.4%
<b>Middle School</b>	0	0	14	18	19	0.0%	0.0%	15.9%	21.4%	21.6%
Language Arts	0	0	5	5	5	0.0%	0.0%	5.7%	6.0%	5.7%
Art & Music	0	0	1	2	2	0.0%	0.0%	1.1%	2.4%	2.3%
Social Studies	0	0	2	4	2	0.0%	0.0%	2.3%	4.8%	2.3%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.2%	1.1%
Math	0	0	2	2	3	0.0%	0.0%	2.3%	2.4%	3.4%
Science	0	0	3	4	3	0.0%	0.0%	3.4%	4.8%	3.4%
Vocational Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Other	0	0	1	0	2	0.0%	0.0%	1.1%	0.0%	2.3%
<b>High School (9-12)</b>	32	40	30	26	27	0.0%	0.0%	3000.0%	1300.0%	1350.0%
Language Arts	7	8	4	4	4	9.3%	9.6%	4.5%	4.8%	4.5%
Art & Music	3	4	4	3	3	4.0%	4.8%	4.5%	3.6%	3.4%
Social Studies	5	7	5	3	4	6.7%	8.4%	5.7%	3.6%	4.5%
Foreign Language	1	1	1	1	1	1.3%	1.2%	1.1%	1.2%	1.1%
Math	5	5	4	4	3	6.7%	6.0%	4.5%	4.8%	3.4%
<b>Science</b>	4	5	3	2	4	5.3%	6.0%	3.4%	2.4%	4.5%
Biology	1	1	1	1	2	1.3%	1.2%	1.1%	1.2%	2.3%
Chemistry	1	0	0	0	0	1.3%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	4	2	1	2	2.7%	4.8%	2.3%	1.2%	2.3%
Vocational Education	6	5	5	5	4	8.0%	6.0%	5.7%	6.0%	4.5%
Other	1	5	4	4	4	1.3%	6.0%	4.5%	4.8%	4.5%
<b>Total Enrollments</b>	1,144	1,189	1,241	1,257	1,283	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	67	73	71	61	79	5.9%	6.1%	5.7%	4.9%	6.2%
Grades 1-4	354	363	348	367	351	30.9%	30.5%	28.0%	29.2%	27.4%
Grades 5-6	194	186	209	203	207	17.0%	15.6%	16.8%	16.1%	16.1%
Grades 7-8	205	207	209	198	229	17.9%	17.4%	16.8%	15.8%	17.8%
Grades 9-12	324	360	404	426	411	28.3%	30.3%	32.6%	33.9%	32.0%
Ungraded	0	0	0	2	6	0.0%	0.0%	0.0%	0.2%	0.5%



## District Report for: BLANCHARD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	85	92	98	95	99	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	68	73	87	90	89	80.0%	79.3%	88.8%	94.7%	89.9%
<b>Newly Hired</b>	<b>17</b>	<b>19</b>	<b>11</b>	<b>5</b>	<b>10</b>	<b>20.0%</b>	<b>20.7%</b>	<b>11.2%</b>	<b>5.3%</b>	<b>10.1%</b>
Transfers In	1	7	3	1	5	5.9%	36.8%	27.3%	20.0%	50.0%
Reentrants	5	2	0	1	2	29.4%	10.5%	0.0%	20.0%	20.0%
First Time Educators	11	10	8	3	3	64.7%	52.6%	72.7%	60.0%	30.0%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>14.1%</b>	<b>5.4%</b>	<b>8.2%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	7	1	1	3	-	58.3%	20.0%	12.5%	50.0%	-
Leave Oklahoma Educ.	5	4	7	3	-	41.7%	80.0%	87.5%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	14.1%	5.4%	8.2%	6.3%	-
Transfers In/Out	0.14	7.00	3.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	14	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	10	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	9	Cameron, Lawton	4
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	25	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	10
		<b>Total</b>	<b>85</b>



## District Report for: BLANCHARD

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	5	4	4	6	6	5.9%	4.3%	4.1%	6.3%	6.1%
White - Females	1	1	1	3	3	20.0%	25.0%	25.0%	50.0%	50.0%
White - Males	4	3	3	3	3	80.0%	75.0%	75.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	6	5	5	5.9%	5.4%	6.1%	5.3%	5.1%
White - Females	4	4	5	5	5	80.0%	80.0%	83.3%	100.0%	100.0%
White - Males	1	1	1	0	0	20.0%	20.0%	16.7%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	75	83	88	84	88	88.2%	90.2%	89.8%	88.4%	88.9%
White - Females	56	61	64	62	66	74.7%	73.5%	72.7%	73.8%	75.0%
White - Males	19	21	23	21	21	25.3%	25.3%	26.1%	25.0%	23.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	1.2%	1.1%	1.2%	1.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	3	4	0	0	0	4.0%	4.8%	0.0%	0.0%	0.0%
25-29	10	9	16	13	8	13.3%	10.8%	18.2%	15.5%	9.3%
30-34	12	13	11	14	18	16.0%	15.7%	12.5%	16.7%	20.9%
35-39	14	22	28	23	16	18.7%	26.5%	31.8%	27.4%	18.6%
40-44	12	9	7	9	18	16.0%	10.8%	8.0%	10.7%	20.9%
45-49	12	14	17	13	12	16.0%	16.9%	19.3%	15.5%	14.0%
50-54	4	5	3	5	6	5.3%	6.0%	3.4%	6.0%	7.0%
55+	8	7	6	7	8	10.7%	8.4%	6.8%	8.3%	9.3%
Average Age	40.0	39.4	39.0	39.6	40.4					

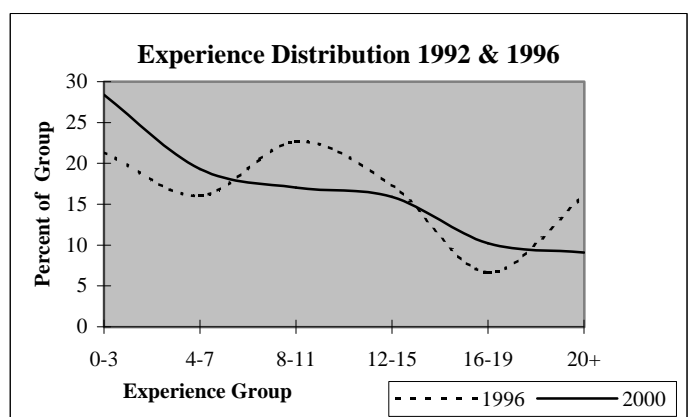
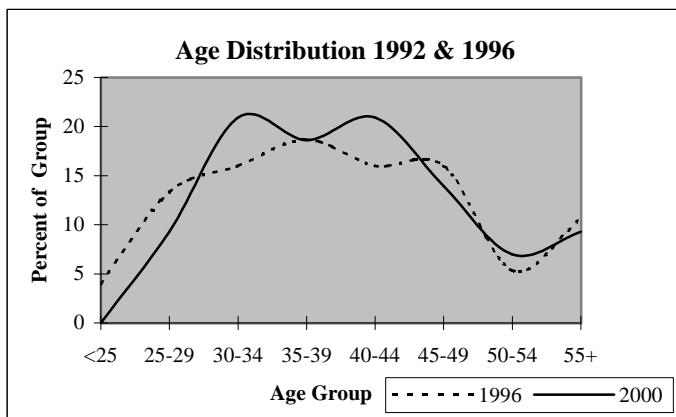
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	16	25	31	31	25	21.3%	30.1%	35.2%	36.9%	28.4%
4-7 Years	12	12	11	10	17	16.0%	14.5%	12.5%	11.9%	19.3%
8-11 Years	17	16	15	14	15	22.7%	19.3%	17.0%	16.7%	17.0%
12-15 Years	13	15	14	12	14	17.3%	18.1%	15.9%	14.3%	15.9%
16-19 Years	5	5	8	7	9	6.7%	6.0%	9.1%	8.3%	10.2%
20+ Years	12	10	9	10	8	16.0%	12.0%	10.2%	11.9%	9.1%
Average Experience	10.7	9.3	9.0	9.3	9.5					

## District Report for: BLANCHARD

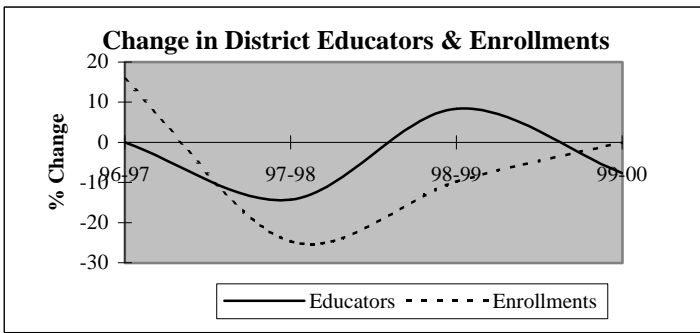
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	5	8	6	-	14.1%	5.4%	8.2%	6.3%	-
Attrition from Transfers	7	1	1	3	-	8.2%	1.1%	1.0%	3.2%	-
Attrition from Exits	5	4	7	3	-	5.9%	4.3%	7.1%	3.2%	-
<b>Teacher Attrition</b>	11	4	6	5	-	14.7%	4.8%	6.8%	6.0%	-
Attrition from Transfers	6	1	1	3	-	8.0%	1.2%	1.1%	3.6%	-
Attrition from Exits	5	3	5	2	-	6.7%	3.6%	5.7%	2.4%	-
<b>District Retention</b>										
Educator Retention	73	87	90	89	-	85.9%	94.6%	91.8%	93.7%	-
Teacher Retention	64	79	82	79	-	85.3%	95.2%	93.2%	94.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	86.5%	8.1%	94.6%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	92.3%	3.8%	96.2%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	11.1%	94.4%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	7.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.4%	4.3%	5.1%	3.2%	3.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	78.8%	82.6%	86.7%	92.6%	91.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.8%	13.0%	8.2%	4.2%	5.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FOREST GROVE

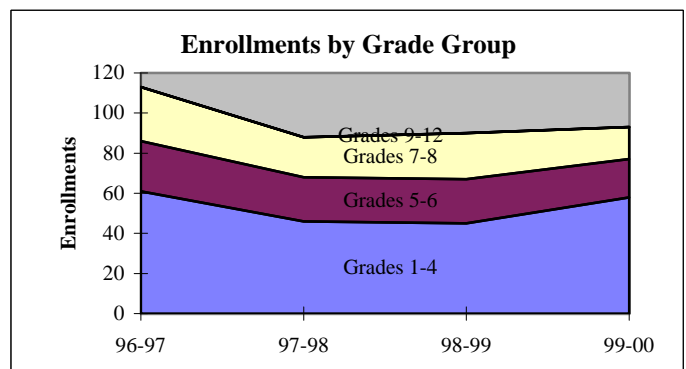
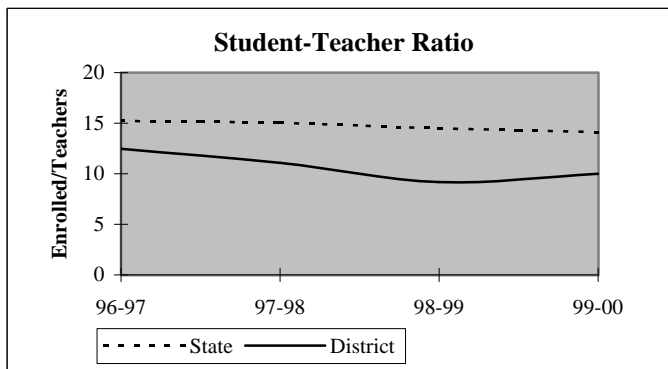


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	11.6	10.2	8.5	9.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.8	12.5	11.1	9.2	10.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	0	-2	1	-1	-	-	-	-	-
% Change in Educators	27.3%	0.0%	-14.3%	8.3%	-7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	13	22	-40	-12	0	-	-	-	-	-
% Change in Enrollments	10.2%	15.7%	-24.7%	-9.8%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	28.6%	14.3%	16.7%	7.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	8.3%	7.7%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.3%	14.3%	8.3%	7.7%	8.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.4	40.7	44.4	42.8	41.7	42.0	42.3	42.5	42.7	43.0
Average Experience	8.0	8.8	11.3	10.8	8.1	12.1	12.3	12.3	12.2	12.2
Average Salary	22,902	24,300	24,415	26,544	27,864	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	15.4%	15.4%	9.1%	8.3%	9.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	76.9%	72.7%	75.0%	81.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	15.4%	9.1%	8.3%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.9%	34.6%	23.8%	23.8%	26.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	5	5	6	64.3%	57.1%	41.7%	38.5%	50.0%
Attrition	2	3	1	1	0					
Attrition Rate	22.2%	37.5%	20.0%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	5	6	7	6	28.6%	35.7%	50.0%	53.8%	50.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	0	7.1%	7.1%	8.3%	7.7%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	1	1	1	1	0	7.1%	7.1%	8.3%	7.7%	0.0%

## District Report for: FOREST GROVE

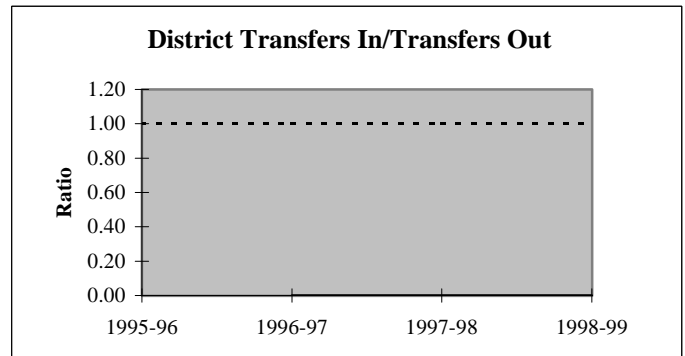
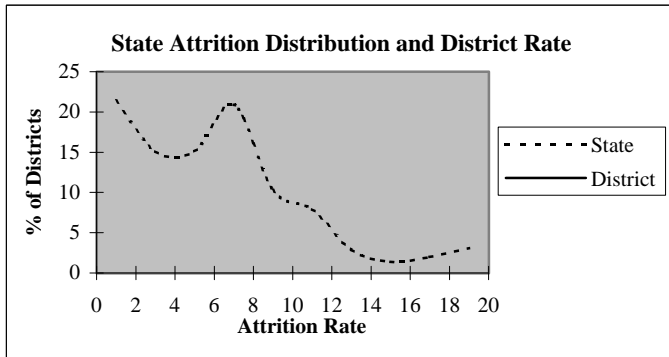
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	14	12	13	12	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	7.1%	8.3%	7.7%	8.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	13	13	11	12	11	92.9%	92.9%	91.7%	92.3%	91.7%
Special Education	1	2	1	1	1	7.7%	15.4%	9.1%	8.3%	9.1%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	9.1%
Elementary	12	11	10	10	9	92.3%	84.6%	90.9%	83.3%	81.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	140	162	122	110	110	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	49	34	20	17	25.0%	30.2%	27.9%	18.2%	15.5%
Grades 1-4	52	61	46	45	58	37.1%	37.7%	37.7%	40.9%	52.7%
Grades 5-6	27	25	22	22	19	19.3%	15.4%	18.0%	20.0%	17.3%
Grades 7-8	26	27	20	23	16	18.6%	16.7%	16.4%	20.9%	14.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FOREST GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	14	12	13	12	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	12	11	11	10	50.0%	85.7%	91.7%	84.6%	83.3%
<b>Newly Hired</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>50.0%</b>	<b>14.3%</b>	<b>8.3%</b>	<b>15.4%</b>	<b>16.7%</b>
Transfers In	2	0	1	0	0	28.6%	0.0%	100.0%	0.0%	0.0%
Reentrants	1	1	0	1	1	14.3%	50.0%	0.0%	50.0%	50.0%
First Time Educators	4	1	0	1	1	57.1%	50.0%	0.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>14.3%</b>	<b>21.4%</b>	<b>8.3%</b>	<b>23.1%</b>	<b>-</b>
Transfers Out	0	1	0	2	-	0.0%	33.3%	0.0%	66.7%	-
Leave Oklahoma Educ.	2	2	1	1	-	100.0%	66.7%	100.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	21.4%	8.3%	23.1%	-
Transfers In/Out	nc	0.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>14</b>

## District Report for: FOREST GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	7.1%	8.3%	7.7%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	13	11	12	11	92.9%	92.9%	91.7%	92.3%	91.7%
White - Females	9	9	8	9	9	69.2%	69.2%	72.7%	75.0%	81.8%
White - Males	2	2	2	2	1	15.4%	15.4%	18.2%	16.7%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	7.7%	7.7%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	7.7%	7.7%	9.1%	8.3%	9.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	0	2	1	7.7%	7.7%	0.0%	16.7%	10.0%
30-34	4	3	1	1	1	30.8%	23.1%	9.1%	8.3%	10.0%
35-39	2	1	2	1	2	15.4%	7.7%	18.2%	8.3%	20.0%
40-44	3	5	2	2	1	23.1%	38.5%	18.2%	16.7%	10.0%
45-49	1	2	4	4	3	7.7%	15.4%	36.4%	33.3%	30.0%
50-54	0	0	1	1	2	0.0%	0.0%	9.1%	8.3%	20.0%
55+	1	1	1	1	0	7.7%	7.7%	9.1%	8.3%	0.0%
<b>Average Age</b>	37.4	40.7	44.4	42.8	41.7					

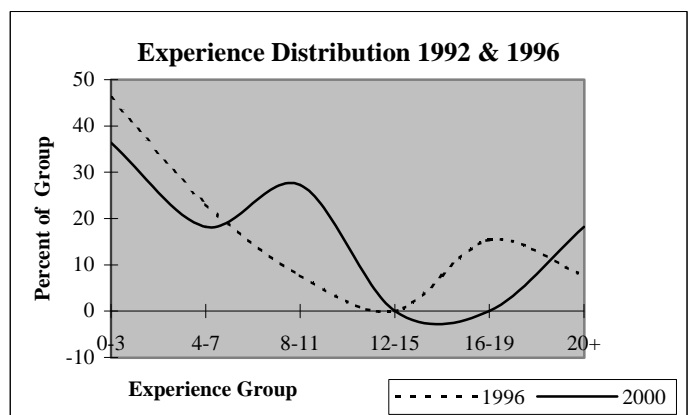
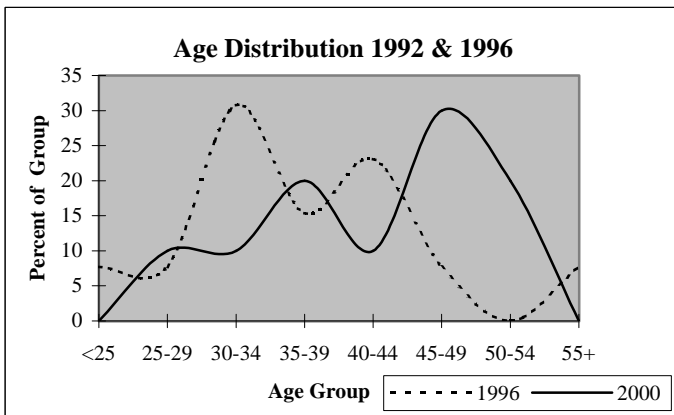
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	2	4	4	46.2%	38.5%	18.2%	33.3%	36.4%
4-7 Years	3	3	3	1	2	23.1%	23.1%	27.3%	8.3%	18.2%
8-11 Years	1	2	2	3	3	7.7%	15.4%	18.2%	25.0%	27.3%
12-15 Years	0	0	1	1	0	0.0%	0.0%	9.1%	8.3%	0.0%
16-19 Years	2	2	2	0	0	15.4%	15.4%	18.2%	0.0%	0.0%
20+ Years	1	1	1	3	2	7.7%	7.7%	9.1%	25.0%	18.2%
<b>Average Experience</b>	8.0	8.8	11.3	10.8	8.1					

## District Report for: FOREST GROVE

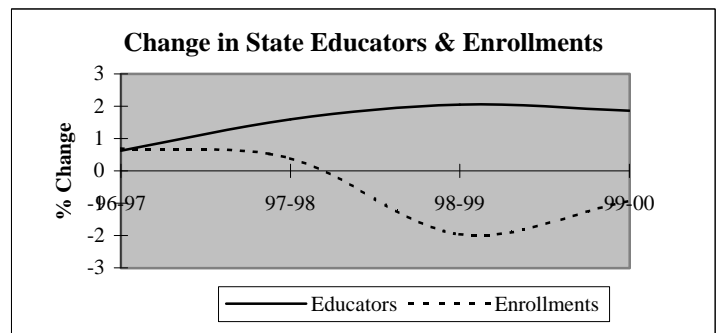
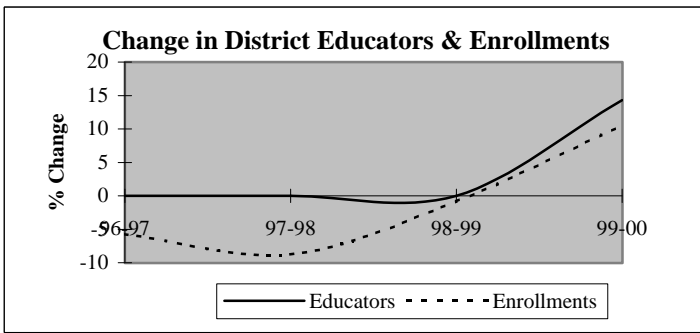
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	1	3	-	14.3%	21.4%	8.3%	23.1%	-
Attrition from Transfers	0	1	0	2	-	0.0%	7.1%	0.0%	15.4%	-
Attrition from Exits	2	2	1	1	-	14.3%	14.3%	8.3%	7.7%	-
Teacher Attrition	2	3	1	3	-	15.4%	23.1%	9.1%	25.0%	-
Attrition from Transfers	0	1	0	2	-	0.0%	7.7%	0.0%	16.7%	-
Attrition from Exits	2	2	1	1	-	15.4%	15.4%	9.1%	8.3%	-
<b>District Retention</b>										
Educator Retention	12	11	11	10	-	85.7%	78.6%	91.7%	76.9%	-
Teacher Retention	11	10	10	9	-	84.6%	76.9%	90.9%	75.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	7.1%	16.7%	7.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	64.3%	78.6%	83.3%	76.9%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	35.7%	14.3%	0.0%	15.4%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LUKFATA



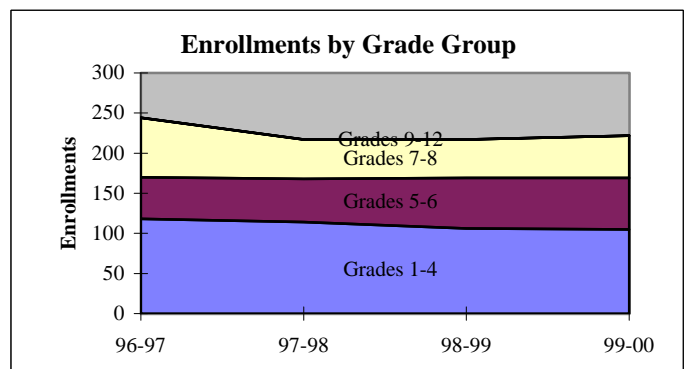
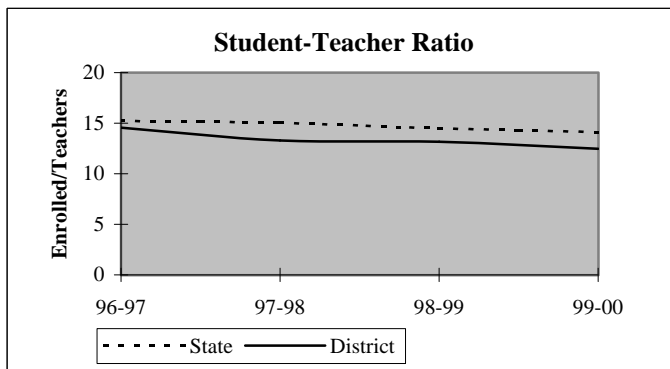
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	12.5	11.4	11.3	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	14.6	13.3	13.2	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	0	0	3	-	-	-	-	-
% Change in Educators	10.5%	0.0%	0.0%	0.0%	14.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-16	-23	-2	25	-	-	-	-	-
% Change in Enrollments	7.3%	-5.8%	-8.8%	-0.8%	10.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	0.0%	4.8%	4.8%	4.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	4.8%	4.8%	4.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.5%	9.5%	9.5%	9.5%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	14.3%	14.3%	9.5%	12.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	40.0	41.0	44.8	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.1	9.4	10.4	13.1	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,095	29,287	29,765	29,493	29,102	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	16.7%	16.7%	11.1%	14.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.9%	94.4%	94.4%	83.3%	85.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	5.6%	5.6%	5.6%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.3%	36.3%	37.7%	37.6%	33.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	7	5	9	52.4%	47.6%	33.3%	23.8%	37.5%
Attrition	2	1	3	0	0					
Attrition Rate	18.2%	10.0%	42.9%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	11	13	14	12	42.9%	52.4%	61.9%	66.7%	50.0%
Attrition	2	0	0	2	0					
Attrition Rate	22.2%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	1	2	3	4.8%	0.0%	4.8%	9.5%	12.5%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	0	1	3	3	9.5%	0.0%	4.8%	14.3%	12.5%



## District Report for: LUKFATA

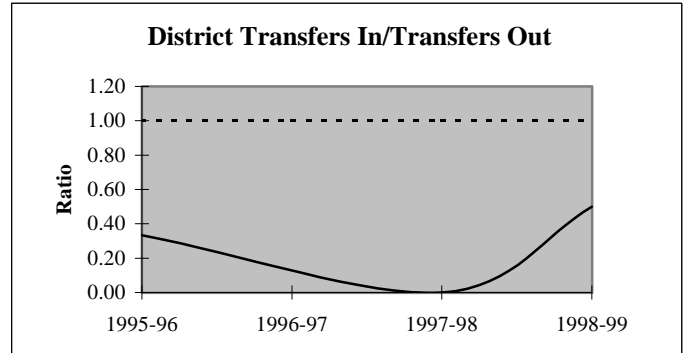
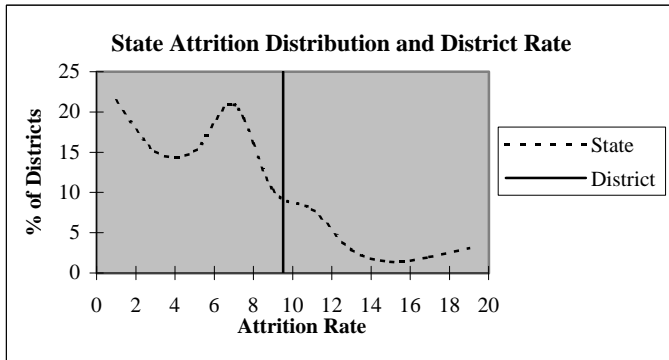
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	21	21	21	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.8%	4.8%	4.8%	4.8%	4.2%
Professional Staff	2	2	2	2	2	9.5%	9.5%	9.5%	9.5%	8.3%
<b>Total Teachers</b>	18	18	18	18	21	85.7%	85.7%	85.7%	85.7%	87.5%
Special Education	2	1	1	1	1	11.1%	5.6%	5.6%	5.6%	4.8%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
Elementary	16	17	17	17	19	88.9%	94.4%	94.4%	94.4%	90.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	278	262	239	237	262	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	18	22	20	40	9.0%	6.9%	9.2%	8.4%	15.3%
Grades 1-4	130	118	114	106	105	46.8%	45.0%	47.7%	44.7%	40.1%
Grades 5-6	56	52	54	63	64	20.1%	19.8%	22.6%	26.6%	24.4%
Grades 7-8	67	74	49	48	53	24.1%	28.2%	20.5%	20.3%	20.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LUKFATA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	21	21	21	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	16	20	18	19	81.0%	76.2%	95.2%	85.7%	79.2%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>19.0%</b>	<b>23.8%</b>	<b>4.8%</b>	<b>14.3%</b>	<b>20.8%</b>
Transfers In	1	1	0	1	4	25.0%	20.0%	0.0%	33.3%	80.0%
Reentrants	2	1	1	1	0	50.0%	20.0%	100.0%	33.3%	0.0%
First Time Educators	1	3	0	1	1	25.0%	60.0%	0.0%	33.3%	20.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>23.8%</b>	<b>4.8%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>-</b>
Transfers Out	3	0	1	2	-	60.0%	0.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	2	1	2	0	-	40.0%	100.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	23.8%	4.8%	14.3%	9.5%	-
Transfers In/Out	0.33	nc	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	17	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	21

## District Report for: LUKFATA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.8%	4.8%	4.8%	4.8%	4.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	9.5%	9.5%	9.5%	9.5%	8.3%
White - Females	2	2	1	1	1	100.0%	100.0%	50.0%	50.0%	50.0%
White - Males	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	18	18	18	21	85.7%	85.7%	85.7%	85.7%	87.5%
White - Females	15	14	14	13	15	83.3%	77.8%	77.8%	72.2%	71.4%
White - Males	2	1	1	3	3	11.1%	5.6%	5.6%	16.7%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	3	3	2	3	5.6%	16.7%	16.7%	11.1%	14.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	5.6%	0.0%	0.0%	0.0%
25-29	1	3	2	0	1	5.6%	16.7%	11.1%	0.0%	5.0%
30-34	0	0	2	1	3	0.0%	0.0%	11.1%	5.6%	15.0%
35-39	5	3	3	2	1	27.8%	16.7%	16.7%	11.1%	5.0%
40-44	6	4	3	4	4	33.3%	22.2%	16.7%	22.2%	20.0%
45-49	5	7	6	8	7	27.8%	38.9%	33.3%	44.4%	35.0%
50-54	1	0	2	2	3	5.6%	0.0%	11.1%	11.1%	15.0%
55+	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.0%
<b>Average Age</b>	41.7	40.0	41.0	44.8	43.2					

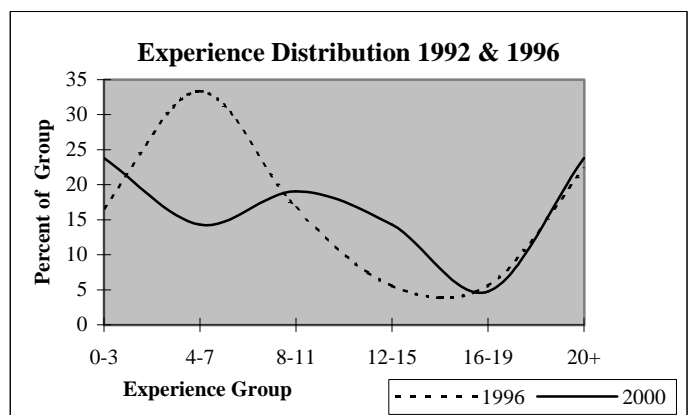
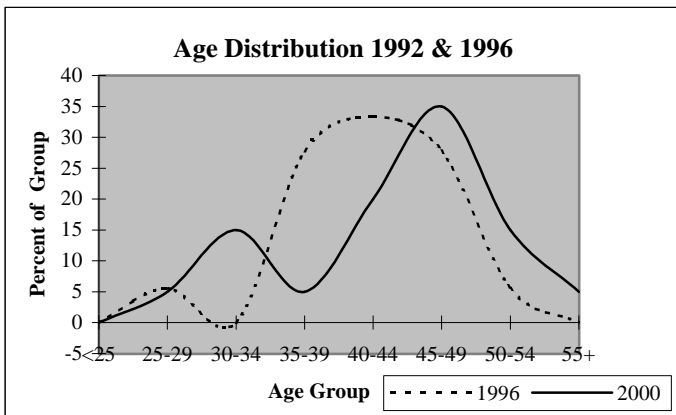
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	4	4	5	16.7%	27.8%	22.2%	22.2%	23.8%
4-7 Years	6	3	2	0	3	33.3%	16.7%	11.1%	0.0%	14.3%
8-11 Years	3	4	6	5	4	16.7%	22.2%	33.3%	27.8%	19.0%
12-15 Years	1	2	2	3	3	5.6%	11.1%	11.1%	16.7%	14.3%
16-19 Years	1	0	0	1	1	5.6%	0.0%	0.0%	5.6%	4.8%
20+ Years	4	4	4	5	5	22.2%	22.2%	22.2%	27.8%	23.8%
<b>Average Experience</b>	11.1	9.4	10.4	13.1	12.0					

## District Report for: LUKFATA

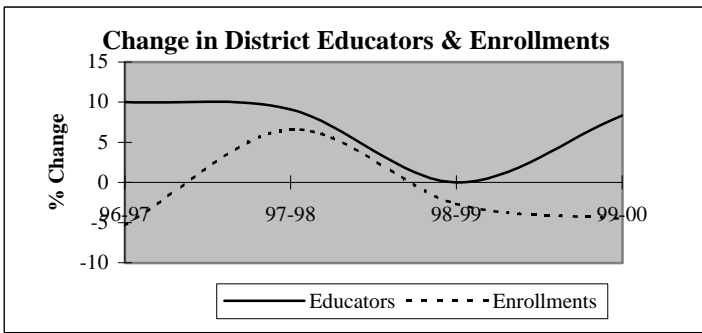
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	1	3	2	-	23.8%	4.8%	14.3%	9.5%	-
Attrition from Transfers	3	0	1	2	-	14.3%	0.0%	4.8%	9.5%	-
Attrition from Exits	2	1	2	0	-	9.5%	4.8%	9.5%	0.0%	-
Teacher Attrition	4	0	3	2	-	22.2%	0.0%	16.7%	11.1%	-
Attrition from Transfers	3	0	1	2	-	16.7%	0.0%	5.6%	11.1%	-
Attrition from Exits	1	0	2	0	-	5.6%	0.0%	11.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	16	20	18	19	-	76.2%	95.2%	85.7%	90.5%	-
Teacher Retention	14	18	15	16	-	77.8%	100.0%	83.3%	88.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	40.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	0.0%	50.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	9.5%	0.0%	4.8%	8.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	71.4%	95.2%	85.7%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	19.0%	4.8%	9.5%	4.2%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: GLOVER

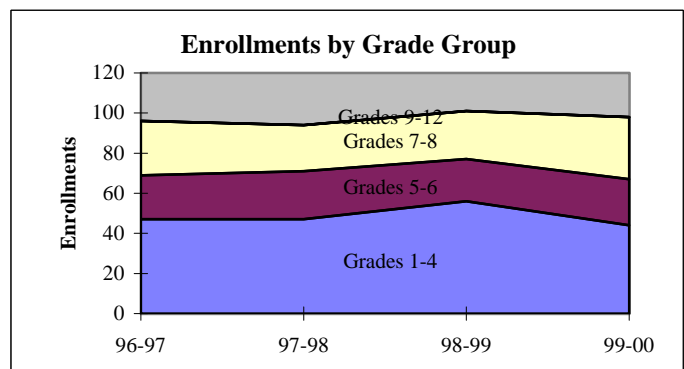
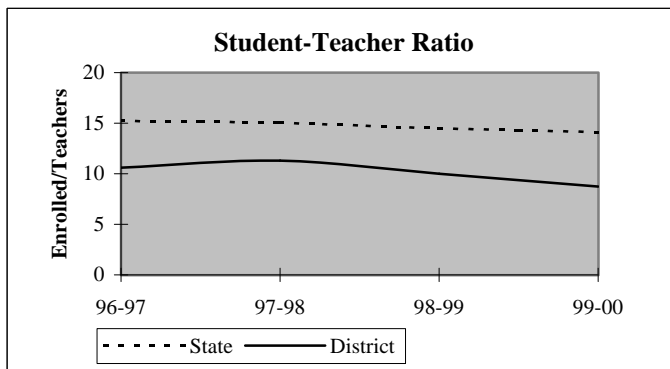


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	9.6	9.4	9.2	8.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.4	10.6	11.3	10.0	8.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	0	1	-	-	-	-	-
% Change in Educators	-9.1%	10.0%	9.1%	0.0%	8.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	-6	7	-3	-5	-	-	-	-	-
% Change in Enrollments	6.7%	-5.4%	6.6%	-2.7%	-4.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	9.1%	8.3%	16.7%	23.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	9.1%	16.7%	8.3%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	9.1%	16.7%	8.3%	7.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	50.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	10.0%	9.1%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	42.0	43.0	44.0	45.7	42.0	42.3	42.5	42.7	43.0
Average Experience	9.8	9.9	10.9	10.8	10.8	12.1	12.3	12.3	12.2	12.2
Average Salary	26,768	26,942	27,120	25,693	25,442	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	10.0%	10.0%	9.1%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	70.0%	70.0%	72.7%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	10.0%	10.0%	9.1%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.5%	21.7%	22.1%	21.8%	25.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	4	4	4	5	40.0%	36.4%	33.3%	33.3%	38.5%
Attrition	1	0	0	0	0					
Attrition Rate	25.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	7	7	8	8	60.0%	63.6%	58.3%	66.7%	61.5%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	14.3%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	0	0.0%	0.0%	8.3%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	0	0	0.0%	0.0%	8.3%	0.0%	0.0%

## District Report for: GLOVER

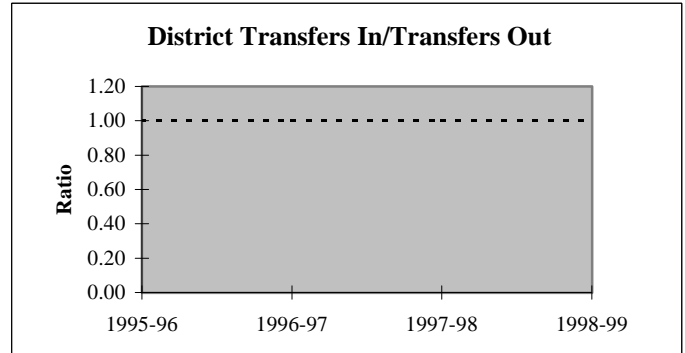
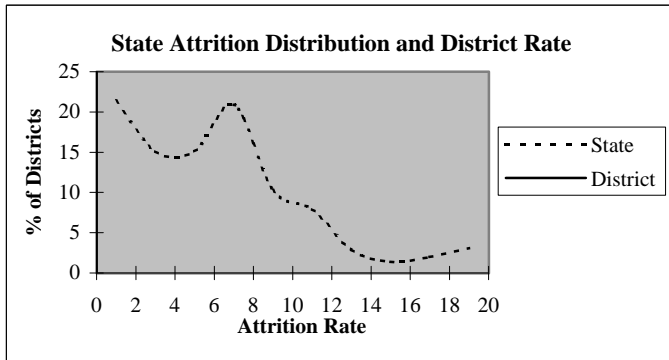
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	11	12	12	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	10.0%	9.1%	16.7%	8.3%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	10	10	11	12	90.0%	90.9%	83.3%	91.7%	92.3%
Special Education	0	1	1	1	1	0.0%	10.0%	10.0%	9.1%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	10	11	100.0%	90.0%	90.0%	90.9%	91.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	112	106	113	110	105	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	9	16	8	7	12.5%	8.5%	14.2%	7.3%	6.7%
Grades 1-4	50	47	47	56	44	44.6%	44.3%	41.6%	50.9%	41.9%
Grades 5-6	24	22	24	21	23	21.4%	20.8%	21.2%	19.1%	21.9%
Grades 7-8	23	27	23	24	31	20.5%	25.5%	20.4%	21.8%	29.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	1	3	1	0	0.9%	0.9%	2.7%	0.9%	0.0%



## District Report for: GLOVER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	11	12	12	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	9	10	11	12	80.0%	81.8%	83.3%	91.7%	92.3%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>20.0%</b>	<b>18.2%</b>	<b>16.7%</b>	<b>8.3%</b>	<b>7.7%</b>
Transfers In	1	1	1	0	0	50.0%	50.0%	50.0%	0.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
First Time Educators	1	1	0	1	1	50.0%	50.0%	0.0%	100.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>10.0%</b>	<b>9.1%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	0	1	0	-	100.0%	0.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	9.1%	8.3%	0.0%	-
Transfers In/Out	nc	1.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	8	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	10

## District Report for: GLOVER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	10.0%	9.1%	16.7%	8.3%	7.7%
White - Females	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
White - Males	0	0	1	1	1	0.0%	0.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	10	10	11	12	90.0%	90.9%	83.3%	91.7%	92.3%
White - Females	7	6	6	7	8	77.8%	60.0%	60.0%	63.6%	66.7%
White - Males	2	3	3	3	3	22.2%	30.0%	30.0%	27.3%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	10.0%	10.0%	9.1%	8.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	1	0	11.1%	10.0%	10.0%	10.0%	0.0%
30-34	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
35-39	3	3	3	2	1	33.3%	30.0%	30.0%	20.0%	9.1%
40-44	2	3	2	2	2	22.2%	30.0%	20.0%	20.0%	18.2%
45-49	1	1	1	2	3	11.1%	10.0%	10.0%	20.0%	27.3%
50-54	2	2	3	2	3	22.2%	20.0%	30.0%	20.0%	27.3%
55+	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	9.1%
<b>Average Age</b>	41.0	42.0	43.0	44.0	45.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	1	2	2	22.2%	20.0%	10.0%	18.2%	16.7%
4-7 Years	2	2	2	2	3	22.2%	20.0%	20.0%	18.2%	25.0%
8-11 Years	1	1	2	2	2	11.1%	10.0%	20.0%	18.2%	16.7%
12-15 Years	2	2	2	1	1	22.2%	20.0%	20.0%	9.1%	8.3%
16-19 Years	2	3	3	4	2	22.2%	30.0%	30.0%	36.4%	16.7%
20+ Years	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	16.7%
<b>Average Experience</b>	9.8	9.9	10.9	10.8	10.8					

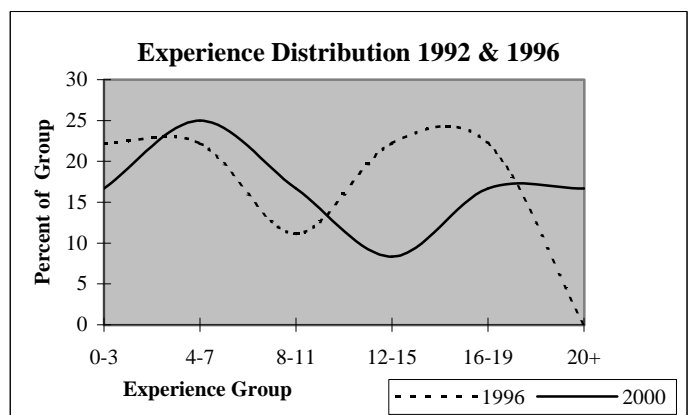
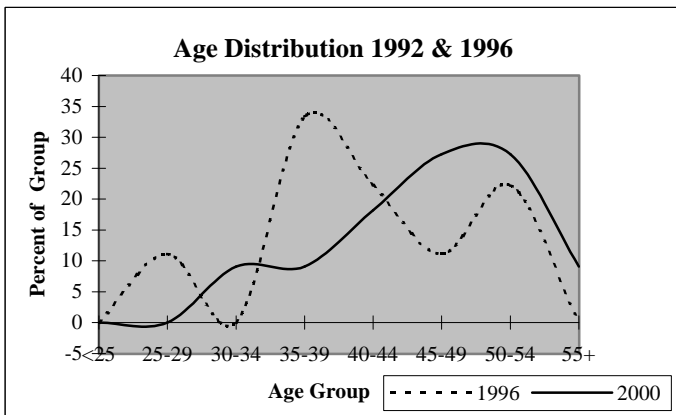


## District Report for: GLOVER

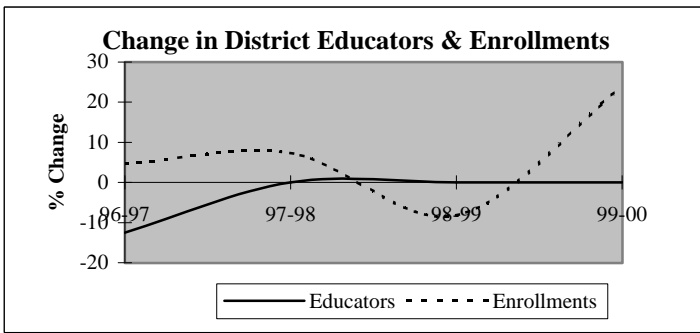
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	1	0	-	10.0%	9.1%	8.3%	0.0%	-
Attrition from Transfers	0	1	0	0	-	0.0%	9.1%	0.0%	0.0%	-
Attrition from Exits	1	0	1	0	-	10.0%	0.0%	8.3%	0.0%	-
Teacher Attrition	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	9	10	11	12	-	90.0%	90.9%	91.7%	100.0%	-
Teacher Retention	8	10	10	11	-	88.9%	100.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	10.0%	0.0%	8.3%	0.0%	7.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	90.9%	75.0%	91.7%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	8.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	9.1%	8.3%	8.3%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TOM

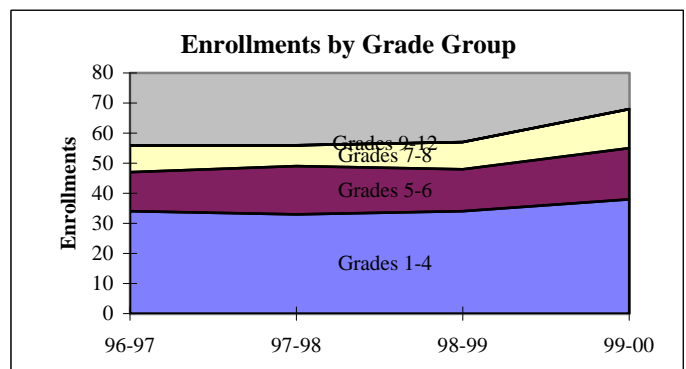
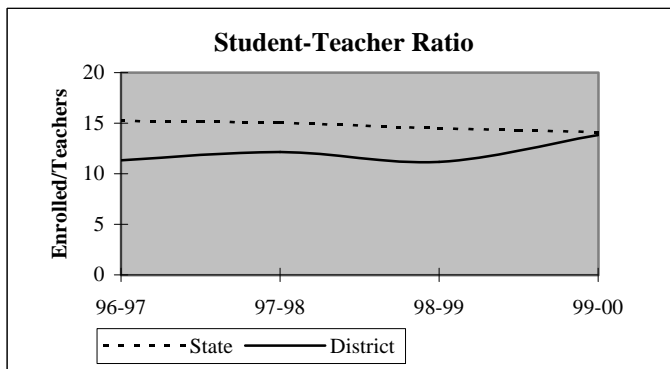


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.1	9.7	10.4	9.6	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.3	11.3	12.2	11.2	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	-12.5%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	3	5	-6	16	-	-	-	-	-
% Change in Enrollments	-8.5%	4.6%	7.4%	-8.2%	23.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	12.5%	14.3%	14.3%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	14.3%	14.3%	14.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	25.0%	28.6%	42.9%	28.6%	42.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	14.3%	14.3%	14.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	41.5	42.5	38.8	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	13.3	11.0	7.5	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	24,503	27,750	29,001	27,241	28,816	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.3%	16.7%	50.0%	33.3%	50.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	66.7%	83.3%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	95.4%	89.7%	89.0%	96.1%	90.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	0	3	4	2	37.5%	0.0%	42.9%	57.1%	28.6%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	7	4	3	5	50.0%	100.0%	57.1%	42.9%	71.4%
Attrition	0	3	1	0	0					
Attrition Rate	0.0%	42.9%	25.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	1	0	0	12.5%	0.0%	14.3%	0.0%	0.0%

## District Report for: TOM

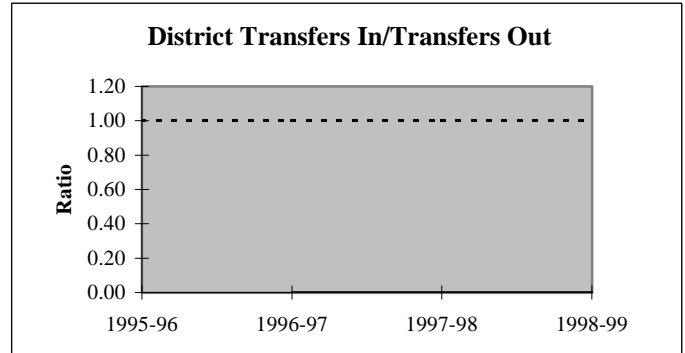
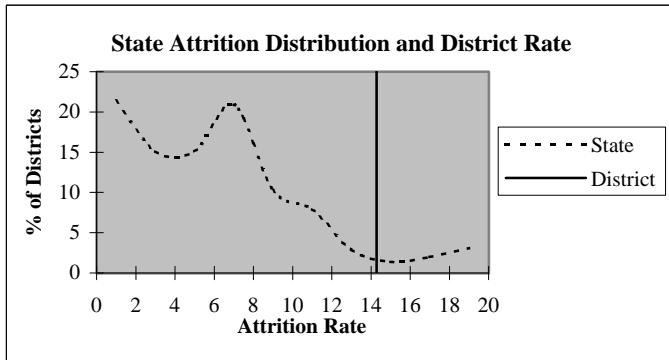
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	8	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	12.5%	14.3%	14.3%	14.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	7	6	6	6	6	87.5%	85.7%	85.7%	85.7%	85.7%
Special Education	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	6	6	85.7%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	65	68	73	67	83	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	12	17	10	13	15.4%	17.6%	23.3%	14.9%	15.7%
Grades 1-4	36	34	33	34	38	55.4%	50.0%	45.2%	50.7%	45.8%
Grades 5-6	7	13	16	14	17	10.8%	19.1%	21.9%	20.9%	20.5%
Grades 7-8	12	9	7	9	13	18.5%	13.2%	9.6%	13.4%	15.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	2.4%



## District Report for: TOM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	8	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	7	4	6	6	100.0%	100.0%	57.1%	85.7%	85.7%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>42.9%</b>	<b>14.3%</b>	<b>14.3%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	1	0	1	0.0%	0.0%	33.3%	0.0%	100.0%
First Time Educators	0	0	2	1	0	0.0%	0.0%	66.7%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>12.5%</b>	<b>42.9%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	2	0	1	-	0.0%	66.7%	0.0%	100.0%	-
Leave Oklahoma Educ.	1	1	1	0	-	100.0%	33.3%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	42.9%	14.3%	14.3%	-
Transfers In/Out	nc	0.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>8</b>

## District Report for: TOM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	12.5%	14.3%	14.3%	14.3%	14.3%
White - Females	0	0	1	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	7	6	6	6	6	87.5%	85.7%	85.7%	85.7%	85.7%
White - Females	4	3	3	4	3	57.1%	50.0%	50.0%	66.7%	50.0%
White - Males	2	2	0	0	0	28.6%	33.3%	0.0%	0.0%	0.0%
Black - Females	1	1	2	2	2	14.3%	16.7%	33.3%	33.3%	33.3%
Black - Males	0	0	1	0	0	0.0%	0.0%	16.7%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	1	0	0.0%	0.0%	0.0%	16.7%	0.0%
30-34	1	1	1	1	0	14.3%	16.7%	16.7%	16.7%	0.0%
35-39	2	2	2	1	2	28.6%	33.3%	33.3%	16.7%	33.3%
40-44	1	0	0	1	2	14.3%	0.0%	0.0%	16.7%	33.3%
45-49	1	2	2	2	1	14.3%	33.3%	33.3%	33.3%	16.7%
50-54	1	1	1	0	1	14.3%	16.7%	16.7%	0.0%	16.7%
55+	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	43.3	41.5	42.5	38.8	42.3					

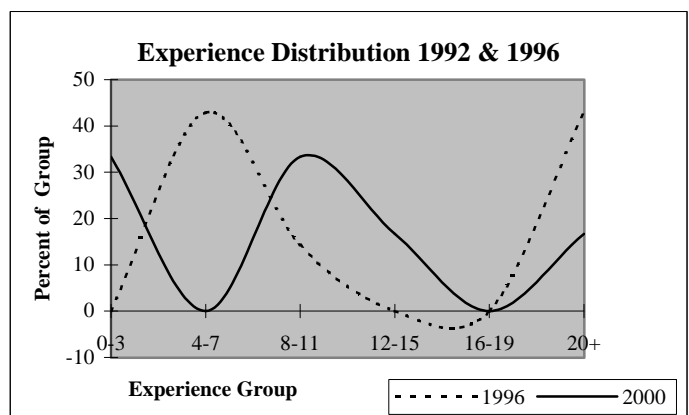
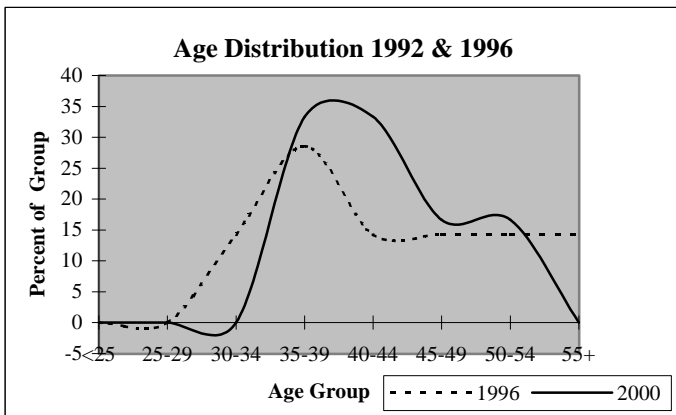
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	2	3	2	0.0%	0.0%	33.3%	50.0%	33.3%
4-7 Years	3	0	0	0	0	42.9%	0.0%	0.0%	0.0%	0.0%
8-11 Years	1	4	2	2	2	14.3%	66.7%	33.3%	33.3%	33.3%
12-15 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	3	2	2	1	1	42.9%	33.3%	33.3%	16.7%	16.7%
<b>Average Experience</b>	13.7	13.3	11.0	7.5	10.3					

## District Report for: TOM

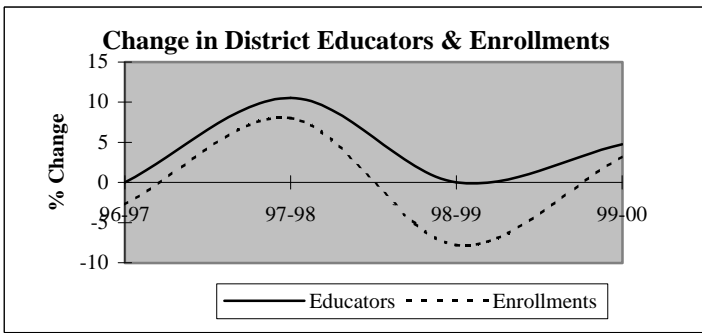
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	1	1	-	12.5%	42.9%	14.3%	14.3%	-
Attrition from Transfers	0	2	0	1	-	0.0%	28.6%	0.0%	14.3%	-
Attrition from Exits	1	1	1	0	-	12.5%	14.3%	14.3%	0.0%	-
<b>Teacher Attrition</b>	1	3	1	1	-	14.3%	50.0%	16.7%	16.7%	-
Attrition from Transfers	0	2	0	1	-	0.0%	33.3%	0.0%	16.7%	-
Attrition from Exits	1	1	1	0	-	14.3%	16.7%	16.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	4	6	6	-	87.5%	57.1%	85.7%	85.7%	-
Teacher Retention	6	3	5	5	-	85.7%	50.0%	83.3%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	57.1%	85.7%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	42.9%	14.3%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: DENISON

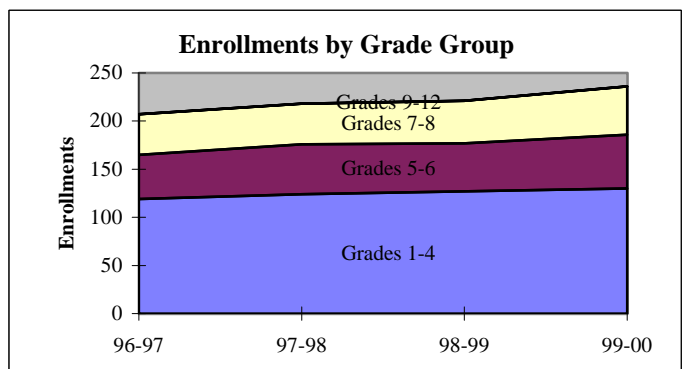
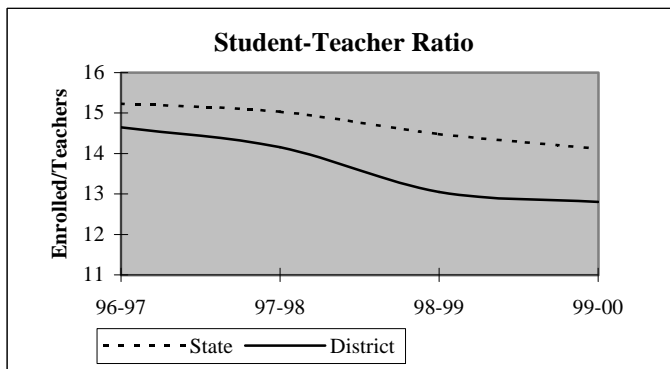


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.1	12.8	11.8	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	14.6	14.2	13.1	12.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	2	0	1	-	-	-	-	-
% Change in Educators	11.8%	0.0%	10.5%	0.0%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	-7	20	-21	8	-	-	-	-	-
% Change in Enrollments	1.6%	-2.7%	8.0%	-7.8%	3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	5.3%	19.0%	9.5%	13.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.3%	4.8%	4.8%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.3%	4.8%	4.8%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.5%	10.5%	14.3%	9.5%	9.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.4	45.8	46.7	44.7	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	16.2	16.8	17.5	16.3	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,813	28,384	28,375	29,716	26,917	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.8%	11.8%	15.8%	10.5%	10.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.2%	88.2%	89.5%	89.5%	95.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.8%	11.8%	10.5%	10.5%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.4%	32.1%	31.2%	34.9%	29.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	7	8	10	31.6%	31.6%	33.3%	38.1%	45.5%
Attrition	1	0	1	1	0					
Attrition Rate	16.7%	0.0%	14.3%	12.5%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	8	9	8	9	8	42.1%	47.4%	38.1%	42.9%	36.4%
Attrition	1	0	0	2	0					
Attrition Rate	12.5%	0.0%	0.0%	22.2%	0.0%					
At Retirement Age	5	4	6	4	4	26.3%	21.1%	28.6%	19.0%	18.2%
Attrition	1	0	2	3	0					
Attrition Rate	20.0%	0.0%	33.3%	75.0%	0.0%					
At Retirement in 5 yrs.	5	5	6	6	7	26.3%	26.3%	28.6%	28.6%	31.8%

## District Report for: DENISON

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	19	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.3%	5.3%	4.8%	4.8%	4.5%
Professional Staff	1	1	1	1	1	5.3%	5.3%	4.8%	4.8%	4.5%
<b>Total Teachers</b>	17	17	19	19	20	89.5%	89.5%	90.5%	90.5%	90.9%
Special Education	2	2	2	2	2	11.8%	11.8%	10.5%	10.5%	10.0%
Pre-K & Kindergarten	1	1	1	1	1	5.9%	5.9%	5.3%	5.3%	5.0%
Elementary	14	14	16	16	17	82.4%	82.4%	84.2%	84.2%	85.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	256	249	269	248	256	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	42	51	27	17	23.0%	16.9%	19.0%	10.9%	6.6%
Grades 1-4	105	119	124	127	130	41.0%	47.8%	46.1%	51.2%	50.8%
Grades 5-6	46	46	52	50	56	18.0%	18.5%	19.3%	20.2%	21.9%
Grades 7-8	46	42	42	44	50	18.0%	16.9%	15.6%	17.7%	19.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	1.2%

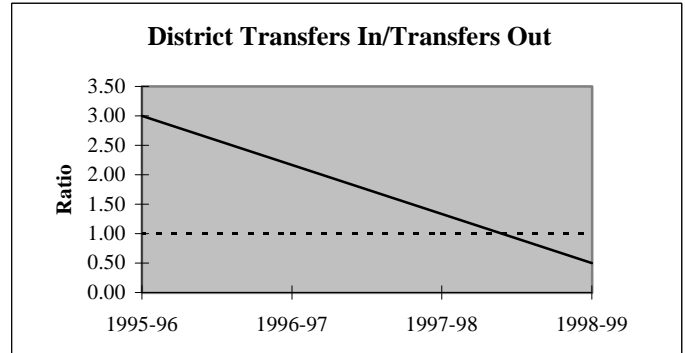
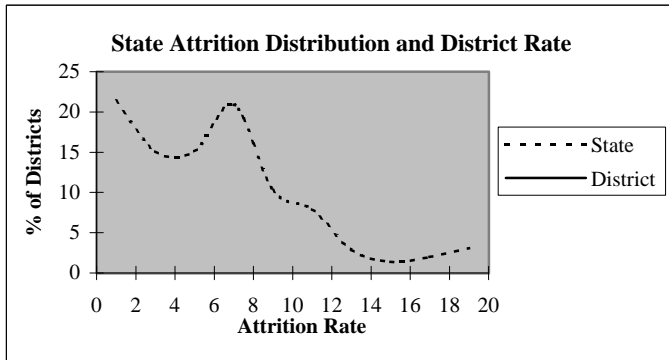




## District Report for: DENISON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	19	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	16	19	18	15	73.7%	84.2%	90.5%	85.7%	68.2%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>26.3%</b>	<b>15.8%</b>	<b>9.5%</b>	<b>14.3%</b>	<b>31.8%</b>
Transfers In	3	3	1	1	3	60.0%	100.0%	50.0%	33.3%	42.9%
Reentrants	0	0	1	0	2	0.0%	0.0%	50.0%	0.0%	28.6%
First Time Educators	2	0	0	2	2	40.0%	0.0%	0.0%	66.7%	28.6%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>15.8%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>28.6%</b>	<b>-</b>
Transfers Out	1	0	0	2	-	33.3%	0.0%	0.0%	33.3%	-
Leave Oklahoma Educ.	2	0	3	4	-	66.7%	0.0%	100.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	15.8%	0.0%	14.3%	28.6%	-
Transfers In/Out	3.00	nc	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	11	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	19

## District Report for: DENISON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.3%	5.3%	4.8%	4.8%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.3%	5.3%	4.8%	4.8%	4.5%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	17	19	19	20	89.5%	89.5%	90.5%	90.5%	90.9%
White - Females	13	13	14	15	17	76.5%	76.5%	73.7%	78.9%	85.0%
White - Males	2	2	2	2	1	11.8%	11.8%	10.5%	10.5%	5.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	2	2	11.8%	11.8%	15.8%	10.5%	10.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	0	5.9%	0.0%	0.0%	5.3%	0.0%
25-29	2	2	2	2	4	11.8%	11.8%	10.5%	10.5%	21.1%
30-34	0	1	2	2	3	0.0%	5.9%	10.5%	10.5%	15.8%
35-39	2	3	2	1	0	11.8%	17.6%	10.5%	5.3%	0.0%
40-44	0	0	1	3	3	0.0%	0.0%	5.3%	15.8%	15.8%
45-49	3	3	3	2	0	17.6%	17.6%	15.8%	10.5%	0.0%
50-54	6	6	5	4	6	35.3%	35.3%	26.3%	21.1%	31.6%
55+	3	2	4	4	3	17.6%	11.8%	21.1%	21.1%	15.8%
<b>Average Age</b>	46.4	45.8	46.7	44.7	42.7					

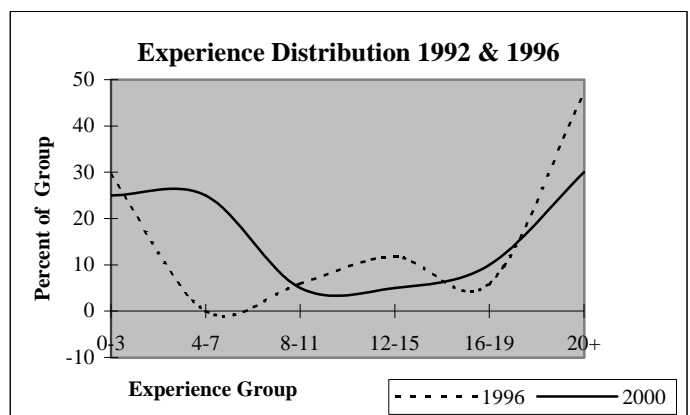
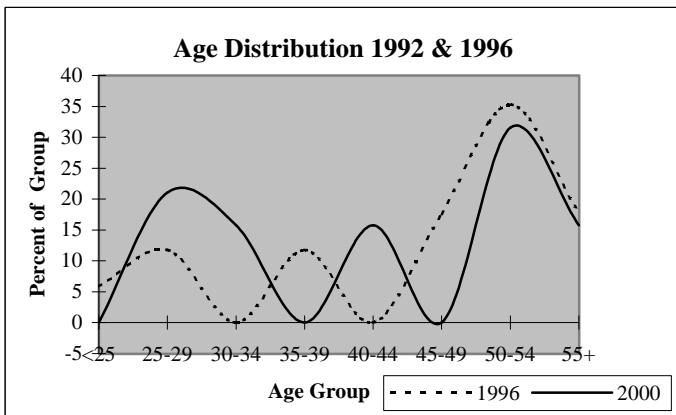
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	5	5	5	29.4%	35.3%	26.3%	26.3%	25.0%
4-7 Years	0	0	2	3	5	0.0%	0.0%	10.5%	15.8%	25.0%
8-11 Years	1	0	0	0	1	5.9%	0.0%	0.0%	0.0%	5.0%
12-15 Years	2	1	1	0	1	11.8%	5.9%	5.3%	0.0%	5.0%
16-19 Years	1	1	1	3	2	5.9%	5.9%	5.3%	15.8%	10.0%
20+ Years	8	9	10	8	6	47.1%	52.9%	52.6%	42.1%	30.0%
<b>Average Experience</b>	16.2	16.8	17.5	16.3	12.9					

# District Report for: DENISON

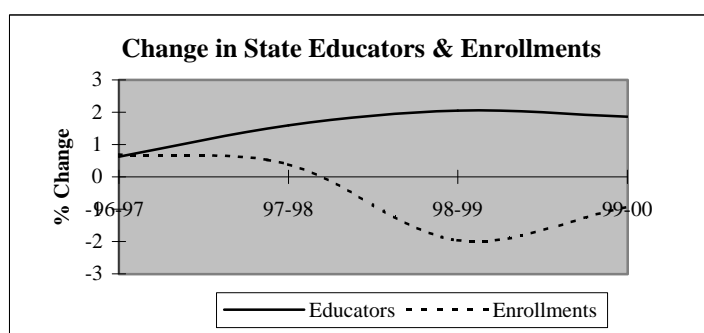
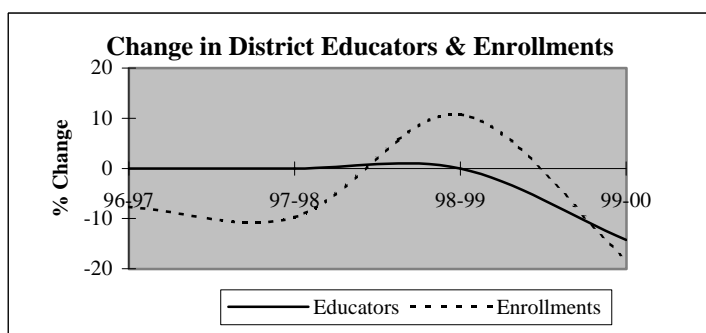
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	3	6	-	15.8%	0.0%	14.3%	28.6%	-
Attrition from Transfers	1	0	0	2	-	5.3%	0.0%	0.0%	9.5%	-
Attrition from Exits	2	0	3	4	-	10.5%	0.0%	14.3%	19.0%	-
Teacher Attrition	3	0	3	5	-	17.6%	0.0%	15.8%	26.3%	-
Attrition from Transfers	1	0	0	2	-	5.9%	0.0%	0.0%	10.5%	-
Attrition from Exits	2	0	3	3	-	11.8%	0.0%	15.8%	15.8%	-
<b>District Retention</b>										
Educator Retention	16	19	18	15	-	84.2%	100.0%	85.7%	71.4%	-
Teacher Retention	14	17	16	14	-	82.4%	100.0%	84.2%	73.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	14.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	0.0%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	0.0%	50.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	10.5%	4.8%	4.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.5%	89.5%	90.5%	85.7%	81.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.5%	0.0%	4.8%	9.5%	18.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WATSON

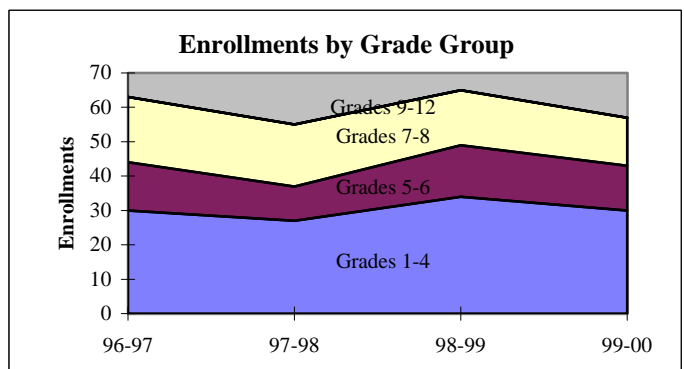
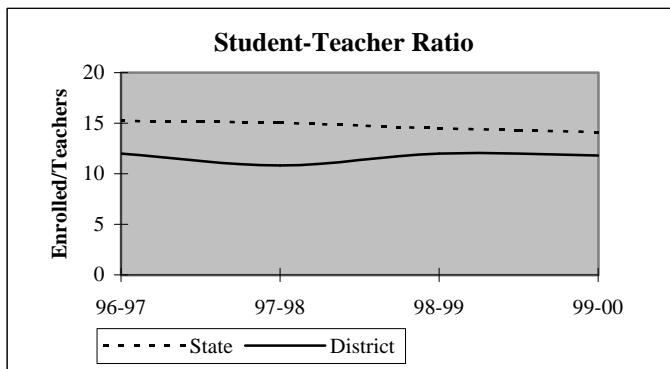


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	10.3	9.3	10.3	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	12.0	10.8	12.0	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	-1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	-14.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	-6	-7	7	-13	-	-	-	-	-
% Change in Enrollments	16.4%	-7.7%	-9.7%	10.8%	-18.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	28.6%	28.6%	28.6%	28.6%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	14.3%	14.3%	14.3%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	14.3%	14.3%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	49.5	50.5	49.2	50.2	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	17.0	18.0	17.8	18.7	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	23,375	24,128	23,650	23,939	29,433	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	16.7%	16.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	66.7%	66.7%	66.7%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.1%	26.4%	24.6%	25.0%	23.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1	1	1	1	2	14.3%	14.3%	14.3%	14.3%	33.3%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	100.0%	0.0%	100.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	4	4	4	3	2	57.1%	57.1%	57.1%	42.9%	33.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	2	2	2	3	2	28.6%	28.6%	28.6%	42.9%	33.3%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	66.7%	0.0%					
At Retirement in 5 yrs.	2	2	3	4	2	28.6%	28.6%	42.9%	57.1%	33.3%

# District Report for: WATSON

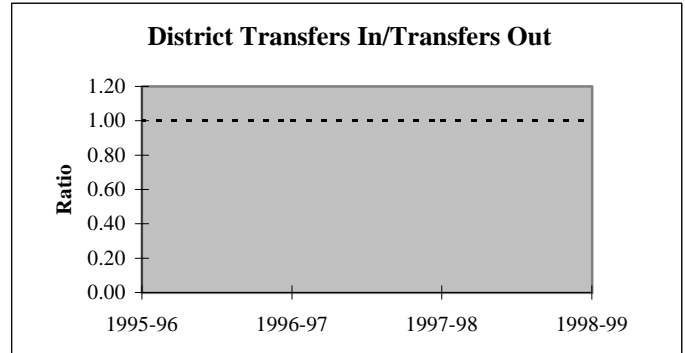
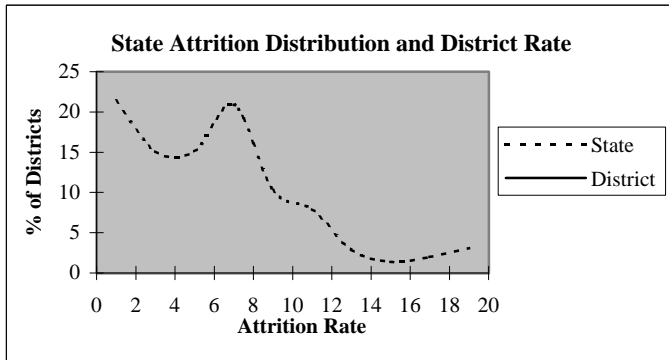
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	7	7	7	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	6	6	6	6	5	85.7%	85.7%	85.7%	85.7%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	6	5	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	78	72	65	72	59	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	9	10	7	2	11.5%	12.5%	15.4%	9.7%	3.4%
Grades 1-4	32	30	27	34	30	41.0%	41.7%	41.5%	47.2%	50.8%
Grades 5-6	21	14	10	15	13	26.9%	19.4%	15.4%	20.8%	22.0%
Grades 7-8	16	19	18	16	14	20.5%	26.4%	27.7%	22.2%	23.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WATSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	7	7	7	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	7	6	7	4	85.7%	100.0%	85.7%	100.0%	66.7%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>14.3%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>33.3%</b>
Transfers In	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
Reentrants	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>42.9%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	0	3	-	0.0%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	14.3%	0.0%	42.9%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>7</b>

## District Report for: WATSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	16.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	6	6	6	6	5	85.7%	85.7%	85.7%	85.7%	83.3%
White - Females	4	4	3	3	3	66.7%	66.7%	50.0%	50.0%	60.0%
White - Males	2	2	2	2	2	33.3%	33.3%	33.3%	33.3%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	0	0.0%	0.0%	16.7%	16.7%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	16.7%	0.0%	0.0%
25-29	0	0	0	1	1	0.0%	0.0%	0.0%	16.7%	20.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	2	1	0	0	1	33.3%	16.7%	0.0%	0.0%	20.0%
40-44	0	1	1	1	1	0.0%	16.7%	16.7%	16.7%	20.0%
45-49	1	1	1	0	0	16.7%	16.7%	16.7%	0.0%	0.0%
50-54	1	0	0	1	1	16.7%	0.0%	0.0%	16.7%	20.0%
55+	2	3	3	3	1	33.3%	50.0%	50.0%	50.0%	20.0%
<b>Average Age</b>	49.5	50.5	49.2	50.2	43.2					

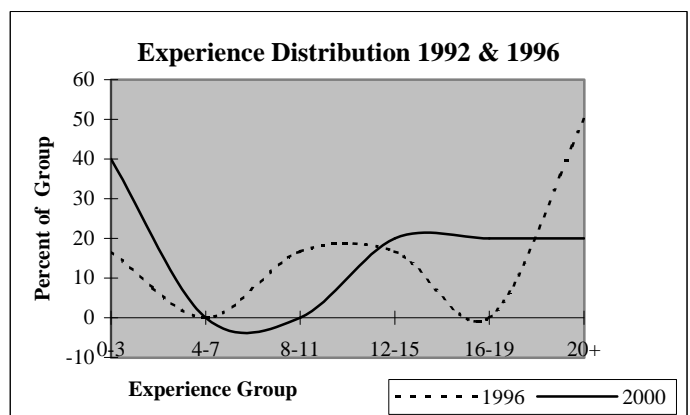
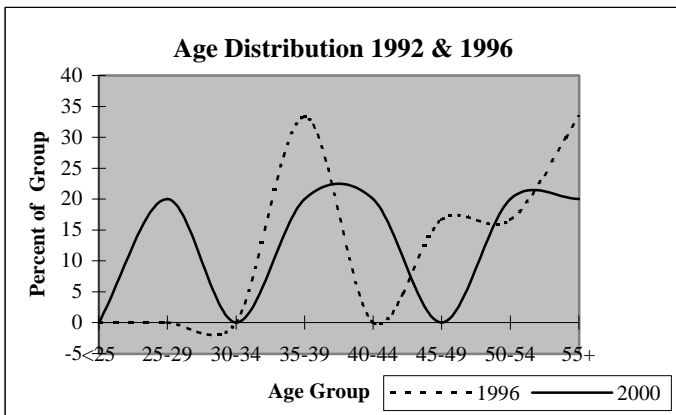
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	0	1	1	2	16.7%	0.0%	16.7%	16.7%	40.0%
4-7 Years	0	1	0	0	0	0.0%	16.7%	0.0%	0.0%	0.0%
8-11 Years	1	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
12-15 Years	1	2	1	1	1	16.7%	33.3%	16.7%	16.7%	20.0%
16-19 Years	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	20.0%
20+ Years	3	3	3	3	1	50.0%	50.0%	50.0%	50.0%	20.0%
<b>Average Experience</b>	17.0	18.0	17.8	18.7	11.8					

# District Report for: WATSON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	3	-	0.0%	14.3%	0.0%	42.9%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	0	3	-	0.0%	14.3%	0.0%	42.9%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>-</b>
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	0	3	-	0.0%	16.7%	0.0%	50.0%	-
<b>District Retention</b>										
Educator Retention	7	6	7	4	-	100.0%	85.7%	100.0%	57.1%	-
Teacher Retention	6	5	6	3	-	100.0%	83.3%	100.0%	50.0%	-

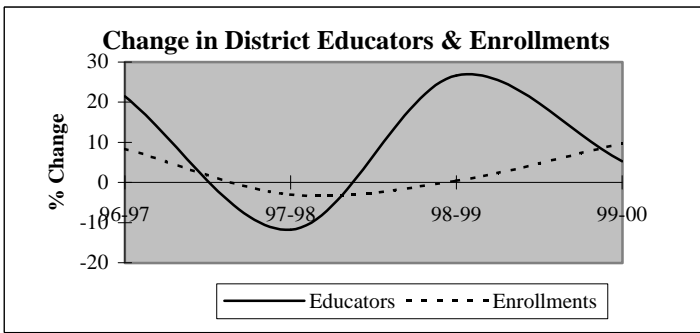
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	0.0%	0.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	0.0%	0.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	28.6%	0.0%	42.9%	14.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	57.1%	100.0%	57.1%	85.7%	66.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	0.0%	0.0%	0.0%	33.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: HOLLY CREEK



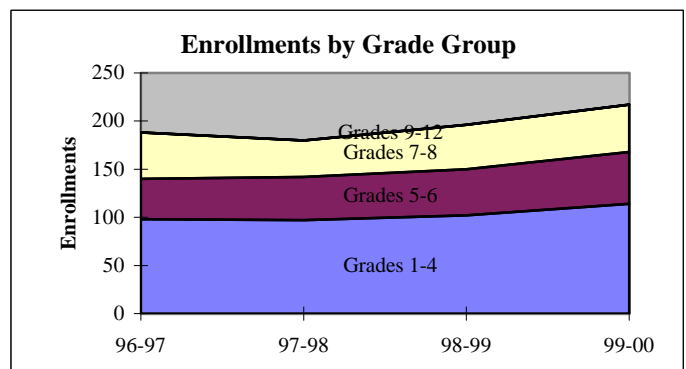
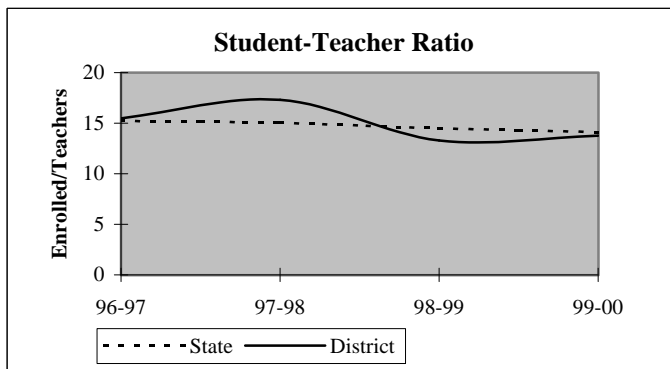
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.3	13.6	15.0	11.9	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.8	15.5	17.3	13.3	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	3	-2	4	1	-	-	-	-	-
% Change in Educators	-6.7%	21.4%	-11.8%	26.7%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-21	18	-7	1	22	-	-	-	-	-
% Change in Enrollments	-8.9%	8.4%	-3.0%	0.4%	9.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	17.6%	6.7%	15.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	5.9%	6.7%	5.3%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	5.9%	6.7%	5.3%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	11.8%	6.7%	5.3%	5.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	41.5	43.2	40.9	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	10.5	11.1	9.3	8.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,686	24,828	26,728	27,215	28,239	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	13.3%	7.7%	5.9%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	80.0%	76.9%	82.4%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	6.7%	7.7%	5.9%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.2%	28.9%	30.7%	30.9%	33.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	8	5	8	10	42.9%	47.1%	33.3%	42.1%	50.0%
Attrition	0	4	0	2	0					
Attrition Rate	0.0%	50.0%	0.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	8	9	10	10	9	57.1%	52.9%	66.7%	52.6%	45.0%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	11.1%	10.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	1	1	0.0%	0.0%	6.7%	5.3%	5.0%

## District Report for: HOLLY CREEK

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	17	15	19	20	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	5.9%	6.7%	5.3%	5.0%
Professional Staff	1	1	1	1	1	7.1%	5.9%	6.7%	5.3%	5.0%
<b>Total Teachers</b>	12	15	13	17	18	85.7%	88.2%	86.7%	89.5%	90.0%
Special Education	1	1	1	1	1	8.3%	6.7%	7.7%	5.9%	5.6%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
Elementary	11	14	12	15	16	91.7%	93.3%	92.3%	88.2%	88.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

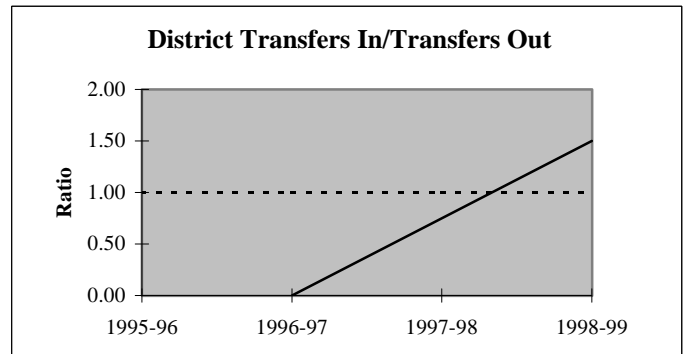
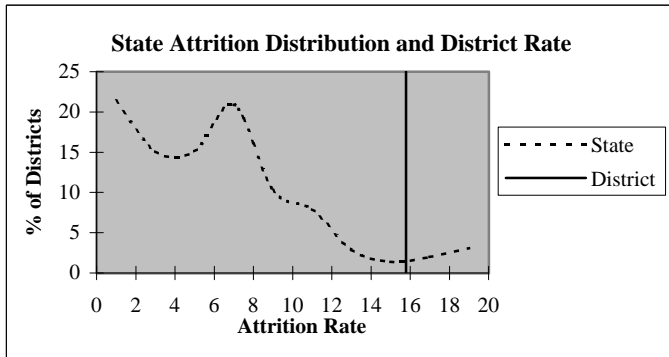
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Enrollments</b>	214	232	225	226	248	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	43	44	30	31	20.6%	18.5%	19.6%	13.3%	12.5%
Grades 1-4	80	98	97	102	114	37.4%	42.2%	43.1%	45.1%	46.0%
Grades 5-6	41	42	45	48	54	19.2%	18.1%	20.0%	21.2%	21.8%
Grades 7-8	49	48	38	46	49	22.9%	20.7%	16.9%	20.4%	19.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%



## District Report for: HOLLY CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	17	15	19	20	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	14	12	14	16	92.9%	82.4%	80.0%	73.7%	80.0%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>7.1%</b>	<b>17.6%</b>	<b>20.0%</b>	<b>26.3%</b>	<b>20.0%</b>
Transfers In	0	0	1	3	0	0.0%	0.0%	33.3%	60.0%	0.0%
Reentrants	1	0	1	0	0	100.0%	0.0%	33.3%	0.0%	0.0%
First Time Educators	0	3	1	2	4	0.0%	100.0%	33.3%	40.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>29.4%</b>	<b>6.7%</b>	<b>15.8%</b>	<b>-</b>
Transfers Out	0	2	0	2	-	0.0%	40.0%	0.0%	66.7%	-
Leave Oklahoma Educ.	0	3	1	1	-	0.0%	60.0%	100.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	29.4%	6.7%	15.8%	-
Transfers In/Out	nc	0.00	nc	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>14</b>

## District Report for: HOLLY CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	5.9%	6.7%	5.3%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	7.1%	5.9%	6.7%	5.3%	5.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	15	13	17	18	85.7%	88.2%	86.7%	89.5%	90.0%
White - Females	10	11	10	14	14	83.3%	73.3%	76.9%	82.4%	77.8%
White - Males	2	2	2	2	3	16.7%	13.3%	15.4%	11.8%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	0	0	0	0.0%	6.7%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	6.7%	7.7%	5.9%	5.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	0	1	0	0.0%	13.3%	0.0%	5.9%	0.0%
25-29	0	0	2	2	2	0.0%	0.0%	15.4%	11.8%	12.5%
30-34	1	1	0	1	1	8.3%	6.7%	0.0%	5.9%	6.3%
35-39	4	5	4	4	5	33.3%	33.3%	30.8%	23.5%	31.3%
40-44	1	1	1	3	3	8.3%	6.7%	7.7%	17.6%	18.8%
45-49	3	2	0	1	1	25.0%	13.3%	0.0%	5.9%	6.3%
50-54	2	2	4	3	3	16.7%	13.3%	30.8%	17.6%	18.8%
55+	1	2	2	2	1	8.3%	13.3%	15.4%	11.8%	6.3%
<b>Average Age</b>	43.7	41.5	43.2	40.9	41.2					

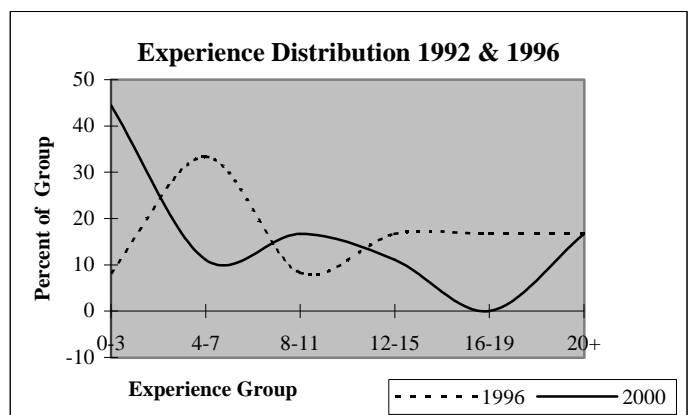
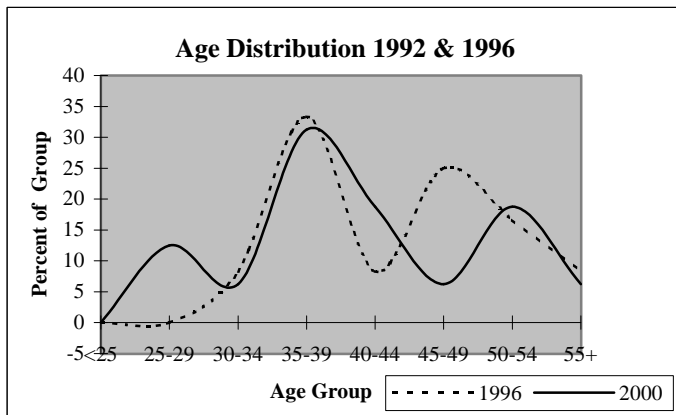
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	4	4	6	8	8.3%	26.7%	30.8%	35.3%	44.4%
4-7 Years	4	4	1	2	2	33.3%	26.7%	7.7%	11.8%	11.1%
8-11 Years	1	1	3	3	3	8.3%	6.7%	23.1%	17.6%	16.7%
12-15 Years	2	0	0	2	2	16.7%	0.0%	0.0%	11.8%	11.1%
16-19 Years	2	3	2	1	0	16.7%	20.0%	15.4%	5.9%	0.0%
20+ Years	2	3	3	3	3	16.7%	20.0%	23.1%	17.6%	16.7%
<b>Average Experience</b>	12.1	10.5	11.1	9.3	8.4					

## District Report for: HOLLY CREEK

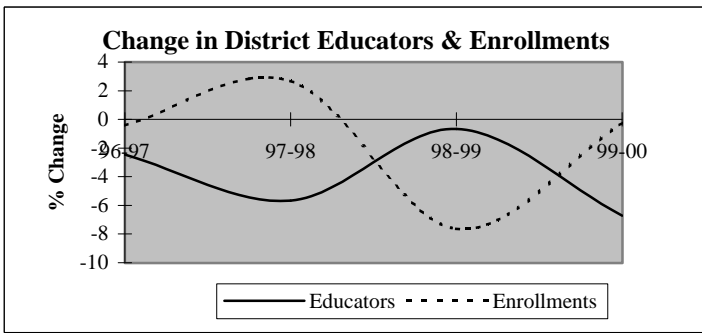
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	5	1	3	-	0.0%	29.4%	6.7%	15.8%	-
Attrition from Transfers	0	2	0	2	-	0.0%	11.8%	0.0%	10.5%	-
Attrition from Exits	0	3	1	1	-	0.0%	17.6%	6.7%	5.3%	-
<b>Teacher Attrition</b>	0	5	1	3	-	0.0%	33.3%	7.7%	17.6%	-
Attrition from Transfers	0	2	0	2	-	0.0%	13.3%	0.0%	11.8%	-
Attrition from Exits	0	3	1	1	-	0.0%	20.0%	7.7%	5.9%	-
<b>District Retention</b>										
Educator Retention	14	12	14	16	-	100.0%	70.6%	93.3%	84.2%	-
Teacher Retention	12	10	12	14	-	100.0%	66.7%	92.3%	82.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	62.5%	37.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	5.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.9%	82.4%	86.7%	84.2%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	17.6%	13.3%	10.5%	20.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: IDABEL

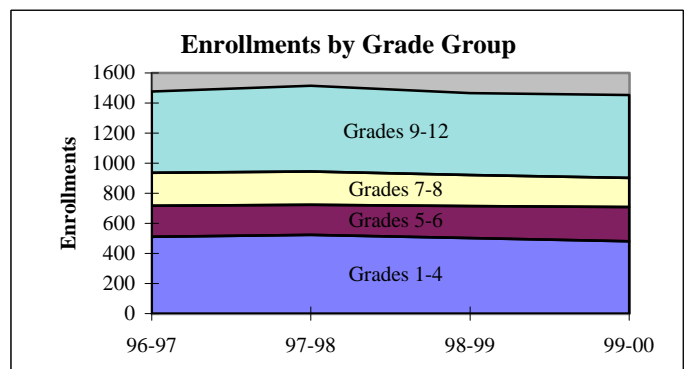
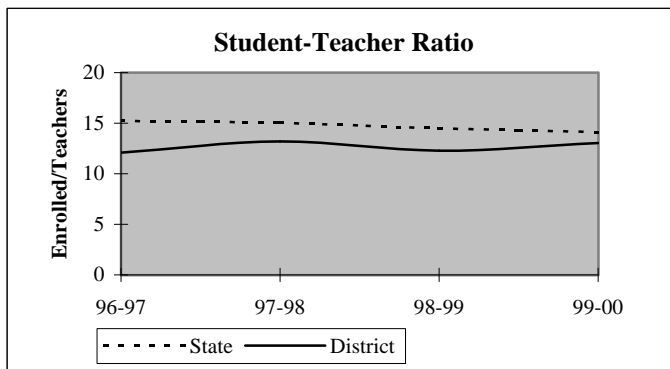


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	10.6	11.5	10.7	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.7	12.1	13.2	12.3	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-4	-9	-1	-10	-	-	-	-	-
% Change in Educators	0.6%	-2.5%	-5.7%	-0.7%	-6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-50	-7	45	-132	-4	-	-	-	-	-
% Change in Enrollments	-2.9%	-0.4%	2.7%	-7.6%	-0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	5.0%	6.7%	4.7%	2.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.7%	6.0%	6.0%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	6.9%	6.7%	6.7%	5.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.7%	15.7%	14.7%	15.4%	15.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	11.1%	11.1%	11.1%	11.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	3.1%	3.3%	3.4%	3.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.7	44.3	44.9	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.9	14.2	14.7	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	28,775	27,627	28,656	29,562	30,055	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	16.0%	15.1%	13.7%	14.6%	15.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.2%	77.7%	78.6%	76.9%	76.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.8%	11.5%	10.7%	12.3%	13.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	53.9%	52.4%	53.4%	55.0%	55.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	53	44	36	34	29	32.5%	27.7%	24.0%	22.8%	20.9%
Attrition	2	8	5	11	0					
Attrition Rate	3.8%	18.2%	13.9%	32.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	97	99	98	96	96	59.5%	62.3%	65.3%	64.4%	69.1%
Attrition	4	4	2	8	0					
Attrition Rate	4.1%	4.0%	2.0%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	13	16	16	19	14	8.0%	10.1%	10.7%	12.8%	10.1%
Attrition	1	4	3	7	0					
Attrition Rate	7.7%	25.0%	18.8%	36.8%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	17	21	22	25	19	10.4%	13.2%	14.7%	16.8%	13.7%

## District Report for: IDABEL

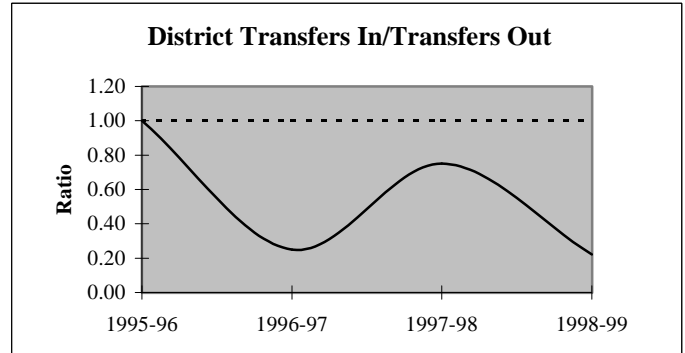
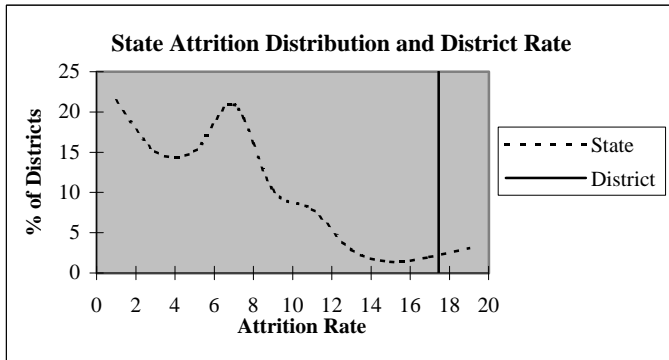
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	163	159	150	149	139	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	9	9	5.5%	5.7%	6.0%	6.0%	6.5%
Professional Staff	10	11	10	10	8	6.1%	6.9%	6.7%	6.7%	5.8%
<b>Total Teachers</b>	144	139	131	130	122	88.3%	87.4%	87.3%	87.2%	87.8%
Special Education	17	16	14	16	16	11.8%	11.5%	10.7%	12.3%	13.1%
Pre-K & Kindergarten	5	4	4	5	5	3.5%	2.9%	3.1%	3.8%	4.1%
Elementary	53	53	51	47	45	36.8%	38.1%	38.9%	36.2%	36.9%
<b>Middle School</b>	27	25	23	22	20	18.8%	18.0%	17.6%	16.9%	16.4%
Language Arts	7	6	6	6	6	4.9%	4.3%	4.6%	4.6%	4.9%
Art & Music	3	3	3	3	2	2.1%	2.2%	2.3%	2.3%	1.6%
Social Studies	4	5	4	4	4	2.8%	3.6%	3.1%	3.1%	3.3%
Foreign Language	1	1	1	1	0	0.7%	0.7%	0.8%	0.8%	0.0%
Math	4	3	3	2	3	2.8%	2.2%	2.3%	1.5%	2.5%
Science	3	3	2	2	2	2.1%	2.2%	1.5%	1.5%	1.6%
Vocational Education	0	0	1	1	0	0.0%	0.0%	0.8%	0.8%	0.0%
Other	5	4	3	3	3	3.5%	2.9%	2.3%	2.3%	2.5%
<b>High School (9-12)</b>	42	41	39	40	36	1400.0%	1366.7%	1300.0%	1333.3%	1800.0%
Language Arts	7	7	5	6	6	4.9%	5.0%	3.8%	4.6%	4.9%
Art & Music	3	3	3	2	3	2.1%	2.2%	2.3%	1.5%	2.5%
Social Studies	4	4	4	6	5	2.8%	2.9%	3.1%	4.6%	4.1%
Foreign Language	1	1	1	1	1	0.7%	0.7%	0.8%	0.8%	0.8%
Math	5	5	5	8	5	3.5%	3.6%	3.8%	6.2%	4.1%
<b>Science</b>	4	4	4	3	3	2.8%	2.9%	3.1%	2.3%	2.5%
Biology	1	1	1	0	0	0.7%	0.7%	0.8%	0.0%	0.0%
Chemistry	1	1	1	1	0	0.7%	0.7%	0.8%	0.8%	0.0%
Physics	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other Science	2	2	2	2	2	1.4%	1.4%	1.5%	1.5%	1.6%
Vocational Education	8	10	10	9	10	5.6%	7.2%	7.6%	6.9%	8.2%
Other	10	7	7	5	3	6.9%	5.0%	5.3%	3.8%	2.5%
<b>Total Enrollments</b>	1,689	1,682	1,727	1,595	1,591	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	222	201	204	124	134	13.1%	12.0%	11.8%	7.8%	8.4%
Grades 1-4	506	511	523	502	481	30.0%	30.4%	30.3%	31.5%	30.2%
Grades 5-6	218	207	200	212	227	12.9%	12.3%	11.6%	13.3%	14.3%
Grades 7-8	241	219	222	207	194	14.3%	13.0%	12.9%	13.0%	12.2%
Grades 9-12	500	540	569	544	551	29.6%	32.1%	32.9%	34.1%	34.6%
Ungraded	2	4	9	6	4	0.1%	0.2%	0.5%	0.4%	0.3%



## District Report for: IDABEL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	163	159	150	149	139	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	150	156	143	140	123	92.0%	98.1%	95.3%	94.0%	88.5%
<b>Newly Hired</b>	<b>13</b>	<b>3</b>	<b>7</b>	<b>9</b>	<b>16</b>	<b>8.0%</b>	<b>1.9%</b>	<b>4.7%</b>	<b>6.0%</b>	<b>11.5%</b>
Transfers In	2	1	3	2	9	15.4%	33.3%	42.9%	22.2%	56.3%
Reentrants	6	1	0	4	3	46.2%	33.3%	0.0%	44.4%	18.8%
First Time Educators	5	1	4	3	4	38.5%	33.3%	57.1%	33.3%	25.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>16</b>	<b>10</b>	<b>26</b>	<b>-</b>	<b>4.3%</b>	<b>10.1%</b>	<b>6.7%</b>	<b>17.4%</b>	<b>-</b>
Transfers Out	2	4	4	9	-	28.6%	25.0%	40.0%	34.6%	-
Leave Oklahoma Educ.	5	12	6	17	-	71.4%	75.0%	60.0%	65.4%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	10.1%	6.7%	17.4%	-
Transfers In/Out	1.00	0.25	0.75	0.22	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	3
SEOSU, Durant	106	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	5	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	18
		<b>Total</b>	<b>163</b>



## District Report for: IDABEL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	9	9	9	9	5.5%	5.7%	6.0%	6.0%	6.5%
White - Females	4	4	4	4	4	44.4%	44.4%	44.4%	44.4%	44.4%
White - Males	5	4	4	4	4	55.6%	44.4%	44.4%	44.4%	44.4%
Black - Females	0	1	1	1	1	0.0%	11.1%	11.1%	11.1%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	11	10	10	8	6.1%	6.9%	6.7%	6.7%	5.8%
White - Females	8	7	6	6	7	80.0%	63.6%	60.0%	60.0%	87.5%
White - Males	1	1	1	1	0	10.0%	9.1%	10.0%	10.0%	0.0%
Black - Females	1	3	3	3	1	10.0%	27.3%	30.0%	30.0%	12.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	144	139	131	130	122	88.3%	87.4%	87.3%	87.2%	87.8%
White - Females	98	94	91	88	81	68.1%	67.6%	69.5%	67.7%	66.4%
White - Males	23	24	22	23	22	16.0%	17.3%	16.8%	17.7%	18.0%
Black - Females	15	13	12	12	12	10.4%	9.4%	9.2%	9.2%	9.8%
Black - Males	3	3	3	4	4	2.1%	2.2%	2.3%	3.1%	3.3%
Other - Females	1	1	0	0	0	0.7%	0.7%	0.0%	0.0%	0.0%
Other - Males	4	4	3	3	3	2.8%	2.9%	2.3%	2.3%	2.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	1	0	0	0	2.1%	0.7%	0.0%	0.0%	0.0%
25-29	9	11	7	5	5	6.3%	7.9%	5.4%	3.8%	4.2%
30-34	15	12	12	13	12	10.4%	8.6%	9.2%	10.0%	10.1%
35-39	27	19	19	21	18	18.8%	13.7%	14.6%	16.2%	15.1%
40-44	24	29	28	22	19	16.7%	20.9%	21.5%	16.9%	16.0%
45-49	33	28	27	29	29	22.9%	20.1%	20.8%	22.3%	24.4%
50-54	15	21	20	24	22	10.4%	15.1%	15.4%	18.5%	18.5%
55+	18	18	17	16	14	12.5%	12.9%	13.1%	12.3%	11.8%
<b>Average Age</b>	43.0	43.7	44.3	44.9	44.7					

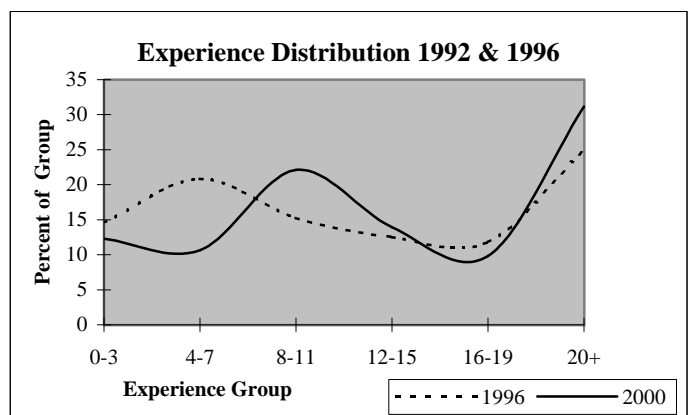
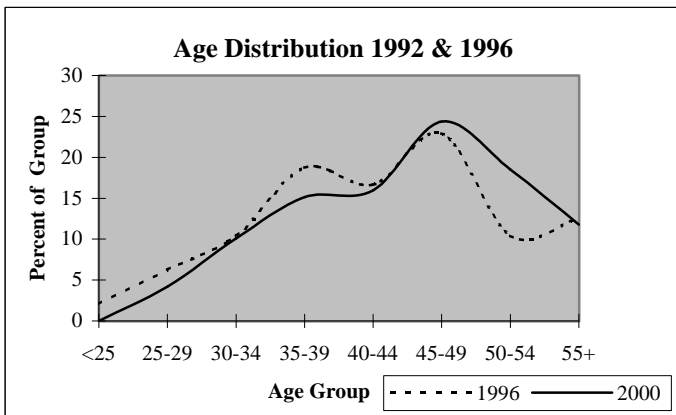
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	21	16	12	12	15	14.6%	11.5%	9.2%	9.2%	12.3%
4-7 Years	30	25	22	20	13	20.8%	18.0%	16.8%	15.4%	10.7%
8-11 Years	22	23	26	23	27	15.3%	16.5%	19.8%	17.7%	22.1%
12-15 Years	18	19	18	21	17	12.5%	13.7%	13.7%	16.2%	13.9%
16-19 Years	17	18	18	13	12	11.8%	12.9%	13.7%	10.0%	9.8%
20+ Years	36	38	35	41	38	25.0%	27.3%	26.7%	31.5%	31.1%
<b>Average Experience</b>	13.0	13.9	14.2	14.7	14.1					

## District Report for: IDABEL

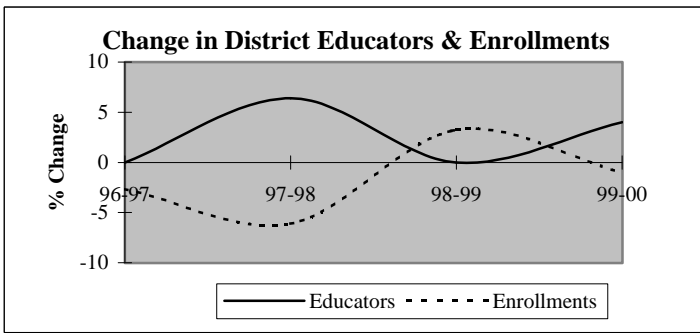
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	16	10	26	-	4.3%	10.1%	6.7%	17.4%	-
Attrition from Transfers	2	4	4	9	-	1.2%	2.5%	2.7%	6.0%	-
Attrition from Exits	5	12	6	17	-	3.1%	7.5%	4.0%	11.4%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>15</b>	<b>9</b>	<b>22</b>	<b>-</b>	<b>4.2%</b>	<b>10.8%</b>	<b>6.9%</b>	<b>16.9%</b>	<b>-</b>
Attrition from Transfers	1	4	4	8	-	0.7%	2.9%	3.1%	6.2%	-
Attrition from Exits	5	11	5	14	-	3.5%	7.9%	3.8%	10.8%	-
<b>District Retention</b>										
Educator Retention	156	143	140	123	-	95.7%	89.9%	93.3%	82.6%	-
Teacher Retention	138	124	122	108	-	95.8%	89.2%	93.1%	83.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.7%	15.8%	89.5%	78.2%	9.6%	87.8%
1 Year of Experience	68.4%	15.8%	84.2%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	5.6%	94.4%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	12.5%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.9%	3.2%	87.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.8%	2.5%	3.3%	1.3%	0.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.4%	96.2%	94.0%	94.0%	94.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	1.3%	2.7%	4.7%	5.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HAWORTH

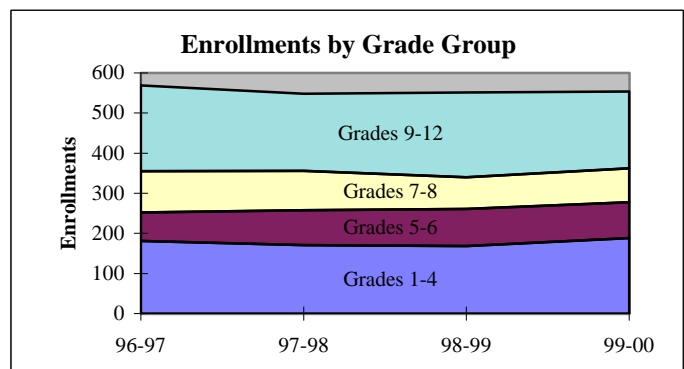
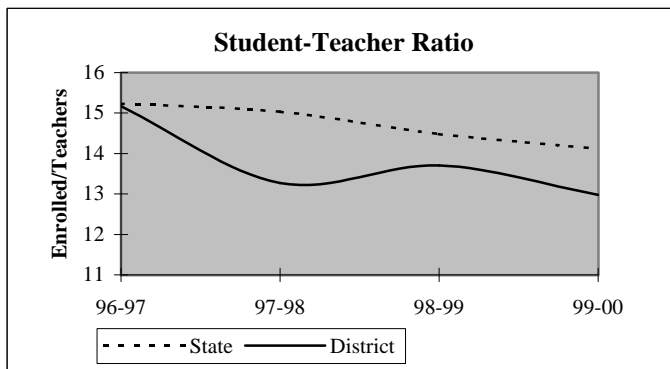


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.2	11.7	12.1	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.2	13.3	13.7	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	3	0	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	6.4%	0.0%	4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	-17	-38	19	-6	-	-	-	-	-
% Change in Enrollments	0.3%	-2.7%	-6.1%	3.3%	-1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	6.4%	12.0%	2.0%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.5%	8.5%	8.0%	8.0%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.3%	4.0%	4.0%	3.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.1%	4.3%	4.0%	4.0%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.1%	2.1%	4.0%	4.0%	3.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	43.8	42.4	42.9	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	14.3	14.0	13.3	12.4	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,240	28,826	28,080	30,073	29,618	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.4%	4.9%	4.5%	4.5%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.7%	70.7%	70.5%	72.7%	71.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.3%	7.3%	6.8%	6.8%	6.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.4%	25.1%	25.7%	29.8%	27.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	10	14	17	17	21.3%	21.3%	28.0%	34.0%	32.7%
Attrition	1	1	4	4	0					
Attrition Rate	10.0%	10.0%	28.6%	23.5%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	35	34	31	30	31	74.5%	72.3%	62.0%	60.0%	59.6%
Attrition	3	1	2	1	0					
Attrition Rate	8.6%	2.9%	6.5%	3.3%	0.0%					
At Retirement Age	2	3	5	3	4	4.3%	6.4%	10.0%	6.0%	7.7%
Attrition	0	1	2	0	0					
Attrition Rate	0.0%	33.3%	40.0%	0.0%	0.0%					
At Retirement in 5 yrs.	4	7	5	4	7	8.5%	14.9%	10.0%	8.0%	13.5%

## District Report for: HAWORTH

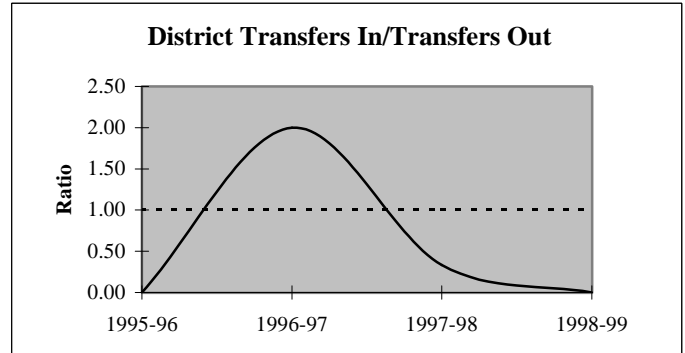
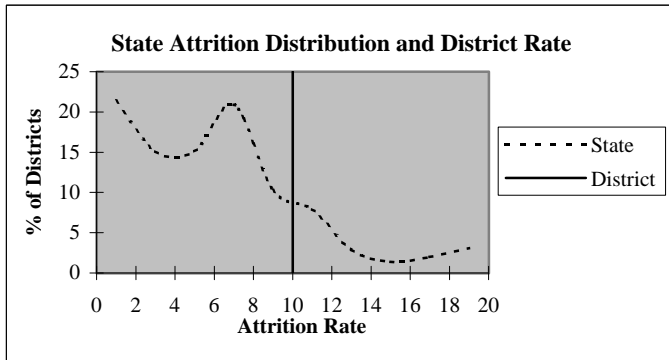
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	47	47	50	50	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	8.5%	8.5%	8.0%	8.0%	7.7%
Professional Staff	2	2	2	2	2	4.3%	4.3%	4.0%	4.0%	3.8%
<b>Total Teachers</b>	41	41	44	44	46	87.2%	87.2%	88.0%	88.0%	88.5%
Special Education	3	3	3	3	3	7.3%	7.3%	6.8%	6.8%	6.5%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.3%	2.2%
Elementary	19	18	18	19	20	46.3%	43.9%	40.9%	43.2%	43.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	20	23	21	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	7.3%	7.3%	6.8%	6.8%	6.5%
Art & Music	2	2	2	2	2	4.9%	4.9%	4.5%	4.5%	4.3%
Social Studies	2	3	3	3	3	4.9%	7.3%	6.8%	6.8%	6.5%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.2%
Math	2	2	3	3	3	4.9%	4.9%	6.8%	6.8%	6.5%
<b>Science</b>	2	2	1	1	1	4.9%	4.9%	2.3%	2.3%	2.2%
Biology	0	0	1	0	1	0.0%	0.0%	2.3%	0.0%	2.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	0	1	0	4.9%	4.9%	0.0%	2.3%	0.0%
Vocational Education	5	5	4	4	4	12.2%	12.2%	9.1%	9.1%	8.7%
Other	3	3	7	5	5	7.3%	7.3%	15.9%	11.4%	10.9%
<b>Total Enrollments</b>	639	622	584	603	597	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	47	53	33	52	43	7.4%	8.5%	5.7%	8.6%	7.2%
Grades 1-4	178	181	171	168	188	27.9%	29.1%	29.3%	27.9%	31.5%
Grades 5-6	103	71	87	93	90	16.1%	11.4%	14.9%	15.4%	15.1%
Grades 7-8	95	103	98	79	84	14.9%	16.6%	16.8%	13.1%	14.1%
Grades 9-12	216	214	192	211	192	33.8%	34.4%	32.9%	35.0%	32.2%
Ungraded	0	0	3	0	0	0.0%	0.0%	0.5%	0.0%	0.0%



## District Report for: HAWORTH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	47	47	50	50	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	45	43	44	42	45	95.7%	91.5%	88.0%	84.0%	86.5%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>7</b>	<b>4.3%</b>	<b>8.5%</b>	<b>12.0%</b>	<b>16.0%</b>	<b>13.5%</b>
Transfers In	0	2	1	0	4	0.0%	50.0%	16.7%	0.0%	57.1%
Reentrants	0	1	1	4	2	0.0%	25.0%	16.7%	50.0%	28.6%
First Time Educators	2	1	4	4	1	100.0%	25.0%	66.7%	50.0%	14.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>-</b>	<b>8.5%</b>	<b>6.4%</b>	<b>16.0%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	1	1	3	3	-	25.0%	33.3%	37.5%	60.0%	-
Leave Oklahoma Educ.	3	2	5	2	-	75.0%	66.7%	62.5%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	8.5%	6.4%	16.0%	10.0%	-
Transfers In/Out	0.00	2.00	0.33	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1
OSU, Stillwater	3
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	1
SEOSU, Durant	35
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flamming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	7

Total 47

## District Report for: HAWORTH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	8.5%	8.5%	8.0%	8.0%	7.7%
White - Females	1	1	2	2	2	25.0%	25.0%	50.0%	50.0%	50.0%
White - Males	3	3	2	2	2	75.0%	75.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.3%	4.3%	4.0%	4.0%	3.8%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	41	41	44	44	46	87.2%	87.2%	88.0%	88.0%	88.5%
White - Females	28	28	30	30	31	68.3%	68.3%	68.2%	68.2%	67.4%
White - Males	12	11	12	12	13	29.3%	26.8%	27.3%	27.3%	28.3%
Black - Females	1	1	1	1	1	2.4%	2.4%	2.3%	2.3%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	2.3%	2.2%
Other - Males	0	1	1	0	0	0.0%	2.4%	2.3%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	3	1	0	2.6%	0.0%	7.1%	2.4%	0.0%
25-29	2	3	3	5	5	5.1%	7.7%	7.1%	11.9%	11.1%
30-34	3	3	2	2	2	7.7%	7.7%	4.8%	4.8%	4.4%
35-39	6	7	9	7	6	15.4%	17.9%	21.4%	16.7%	13.3%
40-44	7	6	5	4	8	17.9%	15.4%	11.9%	9.5%	17.8%
45-49	10	12	11	12	10	25.6%	30.8%	26.2%	28.6%	22.2%
50-54	7	2	3	6	9	17.9%	5.1%	7.1%	14.3%	20.0%
55+	3	6	6	5	5	7.7%	15.4%	14.3%	11.9%	11.1%
<b>Average Age</b>	43.9	43.8	42.4	42.9	43.9					

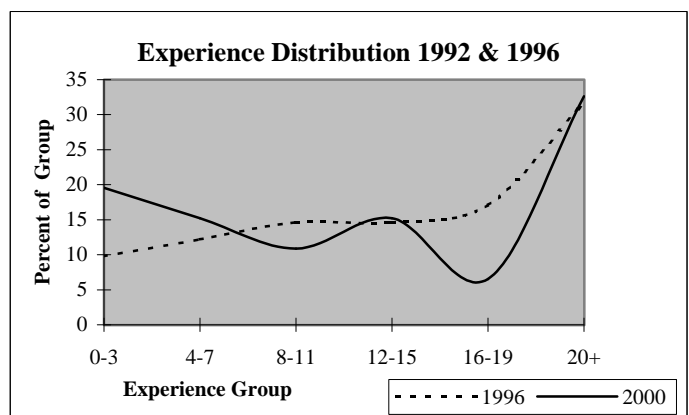
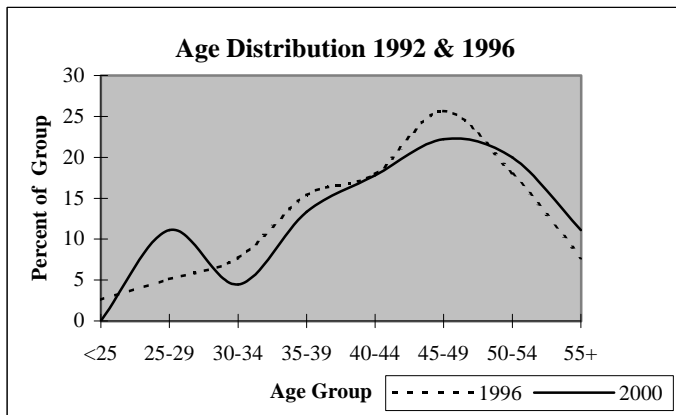
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	7	11	9	9.8%	7.3%	15.9%	25.0%	19.6%
4-7 Years	5	6	6	5	7	12.2%	14.6%	13.6%	11.4%	15.2%
8-11 Years	6	8	7	4	5	14.6%	19.5%	15.9%	9.1%	10.9%
12-15 Years	6	5	5	6	7	14.6%	12.2%	11.4%	13.6%	15.2%
16-19 Years	7	7	5	5	3	17.1%	17.1%	11.4%	11.4%	6.5%
20+ Years	13	12	14	13	15	31.7%	29.3%	31.8%	29.5%	32.6%
<b>Average Experience</b>	14.3	14.0	13.3	12.4	13.1					

## District Report for: HAWORTH

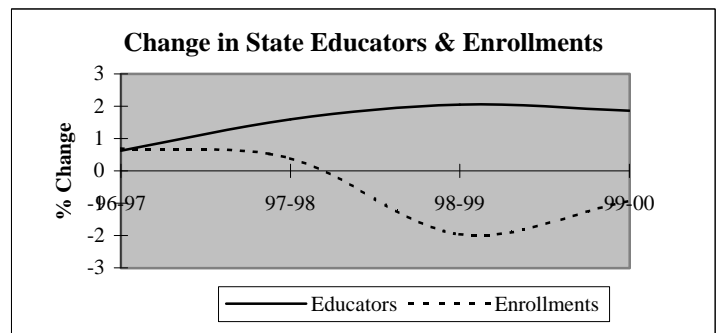
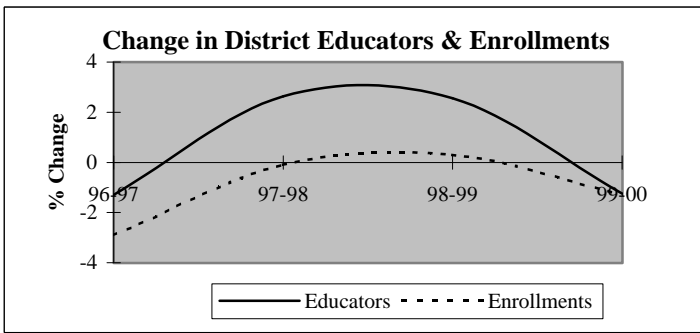
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	8	5	-	8.5%	6.4%	16.0%	10.0%	-
Attrition from Transfers	1	1	3	3	-	2.1%	2.1%	6.0%	6.0%	-
Attrition from Exits	3	2	5	2	-	6.4%	4.3%	10.0%	4.0%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>8</b>	<b>5</b>	<b>-</b>	<b>9.8%</b>	<b>4.9%</b>	<b>18.2%</b>	<b>11.4%</b>	<b>-</b>
Attrition from Transfers	1	1	3	3	-	2.4%	2.4%	6.8%	6.8%	-
Attrition from Exits	3	1	5	2	-	7.3%	2.4%	11.4%	4.5%	-
<b>District Retention</b>										
Educator Retention	43	44	42	45	-	91.5%	93.6%	84.0%	90.0%	-
Teacher Retention	37	39	36	39	-	90.2%	95.1%	81.8%	88.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	72.7%	27.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	42.9%	14.3%	57.1%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.0%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.7%	95.7%	90.0%	82.0%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	4.3%	10.0%	16.0%	5.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VALLIANT



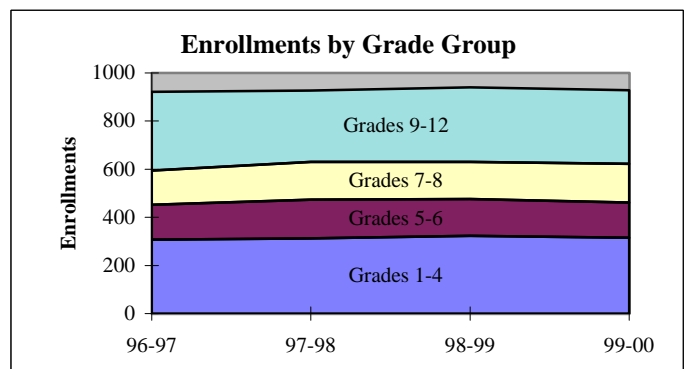
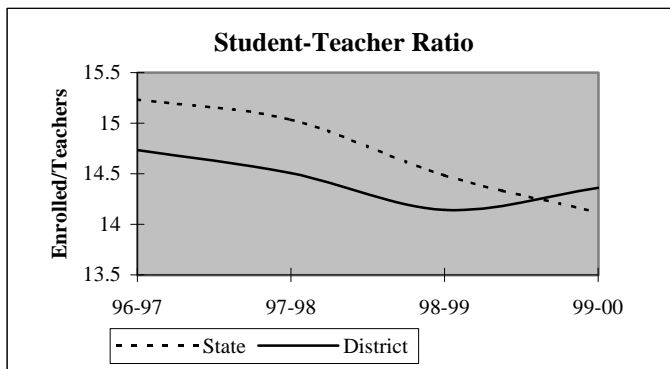
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	13.2	12.8	12.6	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	14.7	14.5	14.1	14.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	2	2	-1	-	-	-	-	-
% Change in Educators	0.0%	-1.3%	2.6%	2.6%	-1.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	30	-30	-1	3	-13	-	-	-	-	-
% Change in Enrollments	3.0%	-2.9%	-0.1%	0.3%	-1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.9%	1.3%	1.3%	5.0%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.6%	6.4%	5.0%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.9%	3.9%	5.1%	6.3%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.8%	7.9%	5.1%	3.8%	5.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.6%	1.3%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	41.8	42.2	42.7	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	12.3	12.7	13.0	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,987	29,308	29,992	30,319	30,025	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.7%	8.8%	5.8%	4.2%	5.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.5%	72.1%	72.5%	71.8%	72.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.8%	5.9%	5.8%	5.6%	5.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.6%	26.6%	25.5%	26.0%	26.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	27	21	23	24	23	35.1%	27.6%	29.5%	30.0%	29.1%
Attrition	4	1	1	6	0					
Attrition Rate	14.8%	4.8%	4.3%	25.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	46	49	47	47	48	59.7%	64.5%	60.3%	58.8%	60.8%
Attrition	1	3	1	2	0					
Attrition Rate	2.2%	6.1%	2.1%	4.3%	0.0%					
At Retirement Age	4	6	8	9	8	5.2%	7.9%	10.3%	11.3%	10.1%
Attrition	1	1	2	2	0					
Attrition Rate	25.0%	16.7%	25.0%	22.2%	0.0%					
At Retirement in 5 yrs.	7	8	11	10	10	9.1%	10.5%	14.1%	12.5%	12.7%



## District Report for: VALLIANT

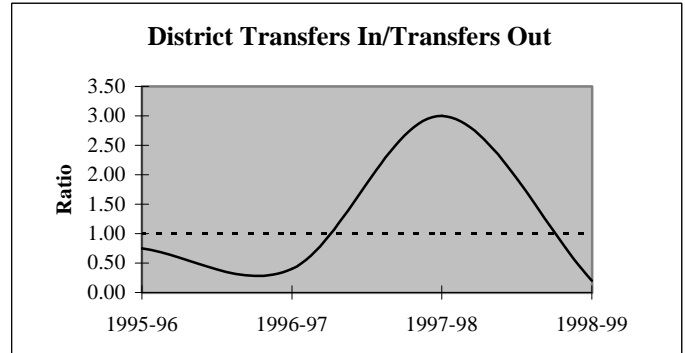
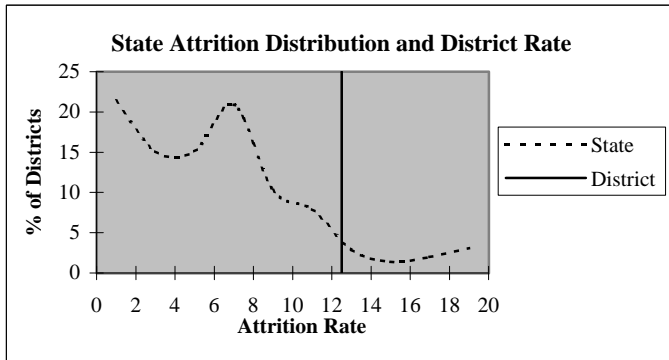
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	77	76	78	80	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	4	5	6.5%	6.6%	6.4%	5.0%	6.3%
Professional Staff	3	3	4	5	5	3.9%	3.9%	5.1%	6.3%	6.3%
<b>Total Teachers</b>	69	68	69	71	69	89.6%	89.5%	88.5%	88.8%	87.3%
Special Education	4	4	4	4	4	5.8%	5.9%	5.8%	5.6%	5.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	26	26	26	27	27	37.7%	38.2%	37.7%	38.0%	39.1%
<b>Middle School</b>	12	12	13	13	13	17.4%	17.6%	18.8%	18.3%	18.8%
Language Arts	4	4	4	4	3	5.8%	5.9%	5.8%	5.6%	4.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	2	3	2	1.4%	1.5%	2.9%	4.2%	2.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	2	2	4.3%	4.4%	4.3%	2.8%	2.9%
Science	3	3	3	3	3	4.3%	4.4%	4.3%	4.2%	4.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	1	1	3	1.4%	1.5%	1.4%	1.4%	4.3%
<b>High School (9-12)</b>	27	26	26	27	25	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	4	4	4	5.8%	5.9%	5.8%	5.6%	5.8%
Art & Music	2	2	2	2	1	2.9%	2.9%	2.9%	2.8%	1.4%
Social Studies	2	3	3	3	4	2.9%	4.4%	4.3%	4.2%	5.8%
Foreign Language	1	1	0	1	1	1.4%	1.5%	0.0%	1.4%	1.4%
Math	4	3	3	3	3	5.8%	4.4%	4.3%	4.2%	4.3%
<b>Science</b>	2	3	2	3	3	2.9%	4.4%	2.9%	4.2%	4.3%
Biology	2	2	1	2	1	2.9%	2.9%	1.4%	2.8%	1.4%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	1.5%	1.4%	1.4%	1.4%
Vocational Education	7	9	9	7	6	10.1%	13.2%	13.0%	9.9%	8.7%
Other	5	1	3	4	3	7.2%	1.5%	4.3%	5.6%	4.3%
<b>Total Enrollments</b>	1,032	1,002	1,001	1,004	991	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	85	72	67	61	61	8.2%	7.2%	6.7%	6.1%	6.2%
Grades 1-4	287	307	313	323	315	27.8%	30.6%	31.3%	32.2%	31.8%
Grades 5-6	160	145	160	153	147	15.5%	14.5%	16.0%	15.2%	14.8%
Grades 7-8	150	143	157	154	161	14.5%	14.3%	15.7%	15.3%	16.2%
Grades 9-12	350	327	297	310	305	33.9%	32.6%	29.7%	30.9%	30.8%
Ungraded	0	8	7	3	2	0.0%	0.8%	0.7%	0.3%	0.2%



## District Report for: VALLIANT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	77	76	78	80	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	69	71	71	74	70	89.6%	93.4%	91.0%	92.5%	88.6%
<b>Newly Hired</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>10.4%</b>	<b>6.6%</b>	<b>9.0%</b>	<b>7.5%</b>	<b>11.4%</b>
Transfers In	3	2	3	1	2	37.5%	40.0%	42.9%	16.7%	22.2%
Reentrants	0	3	2	1	2	0.0%	60.0%	28.6%	16.7%	22.2%
First Time Educators	5	0	2	4	5	62.5%	0.0%	28.6%	66.7%	55.6%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>10</b>	<b>-</b>	<b>7.8%</b>	<b>6.6%</b>	<b>5.1%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	4	5	1	5	-	66.7%	100.0%	25.0%	50.0%	-
Leave Oklahoma Educ.	2	0	3	5	-	33.3%	0.0%	75.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	7.8%	6.6%	5.1%	12.5%	-
Transfers In/Out	0.75	0.40	3.00	0.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	57	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>77</b>

## District Report for: VALLIANT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	4	5	6.5%	6.6%	6.4%	5.0%	6.3%
White - Females	2	2	1	0	0	40.0%	40.0%	20.0%	0.0%	0.0%
White - Males	3	3	4	4	5	60.0%	60.0%	80.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	4	5	5	3.9%	3.9%	5.1%	6.3%	6.3%
White - Females	2	2	4	5	5	66.7%	66.7%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	69	68	69	71	69	89.6%	89.5%	88.5%	88.8%	87.3%
White - Females	45	44	46	48	46	65.2%	64.7%	66.7%	67.6%	66.7%
White - Males	18	18	19	20	19	26.1%	26.5%	27.5%	28.2%	27.5%
Black - Females	3	3	2	1	1	4.3%	4.4%	2.9%	1.4%	1.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	3	2.9%	2.9%	2.9%	2.8%	4.3%
Other - Males	1	1	0	0	0	1.4%	1.5%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	2	1	1.4%	0.0%	0.0%	2.8%	1.5%
25-29	8	7	8	4	5	11.6%	10.3%	11.6%	5.6%	7.4%
30-34	9	9	6	9	7	13.0%	13.2%	8.7%	12.7%	10.3%
35-39	15	14	17	15	11	21.7%	20.6%	24.6%	21.1%	16.2%
40-44	9	9	8	9	13	13.0%	13.2%	11.6%	12.7%	19.1%
45-49	13	12	13	14	12	18.8%	17.6%	18.8%	19.7%	17.6%
50-54	10	11	9	8	9	14.5%	16.2%	13.0%	11.3%	13.2%
55+	4	6	8	10	10	5.8%	8.8%	11.6%	14.1%	14.7%
<b>Average Age</b>	40.9	41.8	42.2	42.7	43.5					

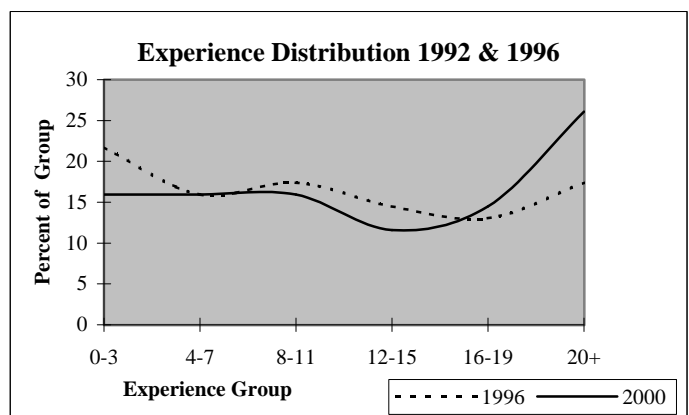
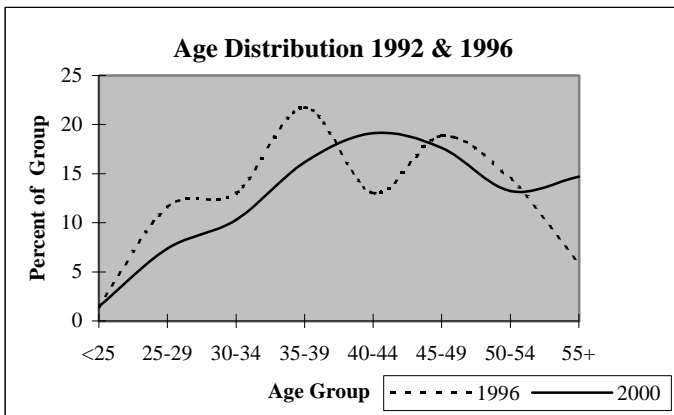
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	11	9	10	11	21.7%	16.2%	13.0%	14.1%	15.9%
4-7 Years	11	9	13	12	11	15.9%	13.2%	18.8%	16.9%	15.9%
8-11 Years	12	11	9	11	11	17.4%	16.2%	13.0%	15.5%	15.9%
12-15 Years	10	14	14	14	8	14.5%	20.6%	20.3%	19.7%	11.6%
16-19 Years	9	11	9	6	10	13.0%	16.2%	13.0%	8.5%	14.5%
20+ Years	12	12	15	18	18	17.4%	17.6%	21.7%	25.4%	26.1%
<b>Average Experience</b>	11.3	12.3	12.7	13.0	13.2					

## District Report for: VALLIANT

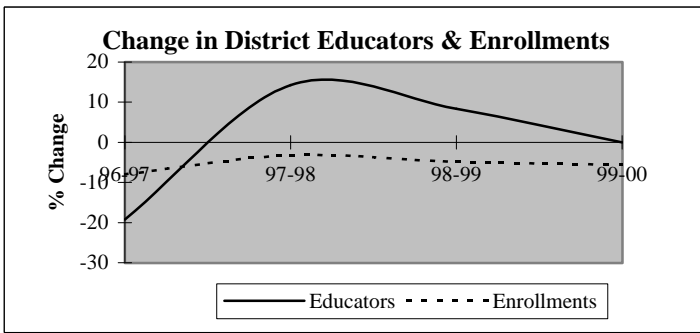
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	5	4	10	-	7.8%	6.6%	5.1%	12.5%	-
Attrition from Transfers	4	5	1	5	-	5.2%	6.6%	1.3%	6.3%	-
Attrition from Exits	2	0	3	5	-	2.6%	0.0%	3.8%	6.3%	-
<b>Teacher Attrition</b>	6	4	2	9	-	8.7%	5.9%	2.9%	12.7%	-
Attrition from Transfers	4	4	1	5	-	5.8%	5.9%	1.4%	7.0%	-
Attrition from Exits	2	0	1	4	-	2.9%	0.0%	1.4%	5.6%	-
<b>District Retention</b>										
Educator Retention	71	71	74	70	-	92.2%	93.4%	94.9%	87.5%	-
Teacher Retention	63	64	67	62	-	91.3%	94.1%	97.1%	87.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	64.7%	23.5%	88.2%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.9%	7.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.9%	7.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	1.3%	1.3%	0.0%	2.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	94.7%	93.6%	93.8%	88.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.5%	3.9%	5.1%	6.3%	8.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: EAGLETOWN

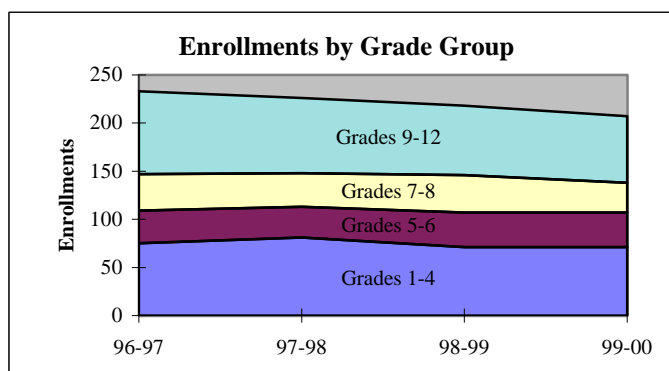
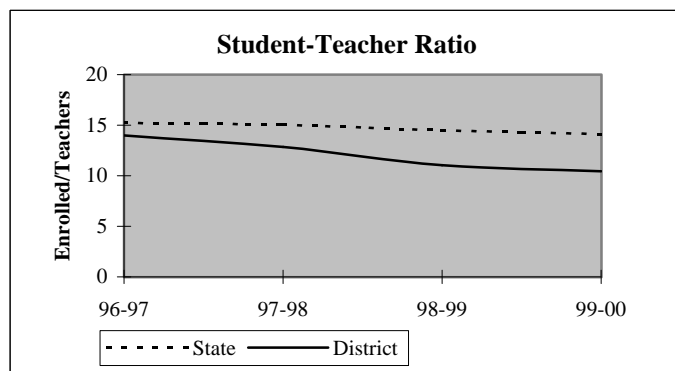


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	12.0	10.2	8.9	8.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	14.0	12.8	11.0	10.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-5	3	2	0	-	-	-	-	-
% Change in Educators	0.0%	-19.2%	14.3%	8.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-22	-8	-12	-13	-	-	-	-	-
% Change in Enrollments	7.5%	-8.0%	-3.2%	-4.9%	-5.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	0.0%	0.0%	11.5%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	4.8%	12.5%	11.5%	11.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.7%	9.5%	8.3%	7.7%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.8%	0.0%	4.2%	3.8%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	41.3	42.0	42.0	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	8.5	10.2	10.4	10.1	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,171	29,618	29,507	27,995	29,970	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	0.0%	5.3%	4.8%	4.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.6%	61.1%	68.4%	71.4%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	5.6%	5.3%	4.8%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	24.8%	23.8%	27.0%	27.0%	27.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	9	12	11	11	46.2%	42.9%	50.0%	42.3%	42.3%
Attrition	3	0	1	1	0					
Attrition Rate	25.0%	0.0%	8.3%	9.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	13	12	12	15	15	50.0%	57.1%	50.0%	57.7%	57.7%
Attrition	2	0	1	2	0					
Attrition Rate	15.4%	0.0%	8.3%	13.3%	0.0%					
At Retirement Age	1	0	0	0	0	3.8%	0.0%	0.0%	0.0%	0.0%
Attrition	1	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	0	0	0	1	3.8%	0.0%	0.0%	0.0%	3.8%

## District Report for: EAGLETOWN

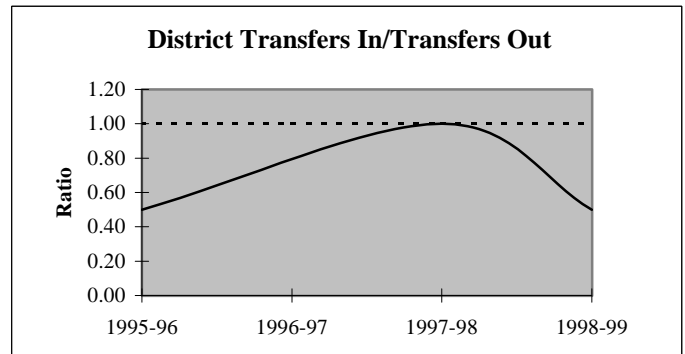
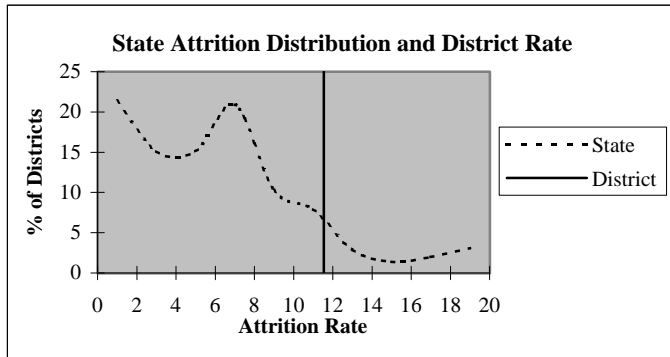
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	26	21	24	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	3	3	3	7.7%	4.8%	12.5%	11.5%	11.5%
Professional Staff	2	2	2	2	2	7.7%	9.5%	8.3%	7.7%	7.7%
<b>Total Teachers</b>	22	18	19	21	21	84.6%	85.7%	79.2%	80.8%	80.8%
Special Education	1	1	1	1	1	4.5%	5.6%	5.3%	4.8%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	8	9	9	9	54.5%	44.4%	47.4%	42.9%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	2	2	4.5%	5.6%	10.5%	9.5%	9.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	1	2	4.5%	11.1%	10.5%	4.8%	9.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	2	2	4.5%	5.6%	5.3%	9.5%	9.5%
<b>Science</b>	1	1	1	1	1	4.5%	5.6%	5.3%	4.8%	4.8%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.5%	5.6%	5.3%	4.8%	4.8%
Vocational Education	3	3	2	2	2	13.6%	16.7%	10.5%	9.5%	9.5%
Other	2	1	1	3	2	9.1%	5.6%	5.3%	14.3%	9.5%
<b>Total Enrollments</b>	274	252	244	232	219	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	19	18	14	12	9.9%	7.5%	7.4%	6.0%	5.5%
Grades 1-4	74	75	81	71	71	27.0%	29.8%	33.2%	30.6%	32.4%
Grades 5-6	36	34	32	36	36	13.1%	13.5%	13.1%	15.5%	16.4%
Grades 7-8	47	38	35	39	31	17.2%	15.1%	14.3%	16.8%	14.2%
Grades 9-12	90	86	78	72	69	32.8%	34.1%	32.0%	31.0%	31.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: EAGLETOWN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	26	21	24	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	21	20	21	22	23	80.8%	95.2%	87.5%	84.6%	88.5%
<b>Newly Hired</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>19.2%</b>	<b>4.8%</b>	<b>12.5%</b>	<b>15.4%</b>	<b>11.5%</b>
Transfers In	1	0	1	1	1	20.0%	0.0%	33.3%	25.0%	33.3%
Reentrants	3	0	2	1	1	60.0%	0.0%	66.7%	25.0%	33.3%
First Time Educators	1	1	0	2	1	20.0%	100.0%	0.0%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>23.1%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>11.5%</b>	<b>-</b>
Transfers Out	2	0	1	2	-	33.3%	0.0%	50.0%	66.7%	-
Leave Oklahoma Educ.	4	0	1	1	-	66.7%	0.0%	50.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	23.1%	0.0%	8.3%	11.5%	-
Transfers In/Out	0.50	nc	1.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	17	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	26

## District Report for: EAGLETOWN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	3	3	3	7.7%	4.8%	12.5%	11.5%	11.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	1	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	7.7%	9.5%	8.3%	7.7%	7.7%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	18	19	21	21	84.6%	85.7%	79.2%	80.8%	80.8%
White - Females	14	11	12	14	14	63.6%	61.1%	63.2%	66.7%	66.7%
White - Males	7	7	6	6	6	31.8%	38.9%	31.6%	28.6%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	5.3%	4.8%	4.8%
Other - Males	1	0	0	0	0	4.5%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	0	4.5%	0.0%	0.0%	5.0%	0.0%
25-29	0	1	2	2	2	0.0%	5.9%	11.1%	10.0%	11.1%
30-34	3	3	2	1	2	13.6%	17.6%	11.1%	5.0%	11.1%
35-39	6	3	3	4	2	27.3%	17.6%	16.7%	20.0%	11.1%
40-44	4	4	3	3	2	18.2%	23.5%	16.7%	15.0%	11.1%
45-49	5	4	3	3	4	22.7%	23.5%	16.7%	15.0%	22.2%
50-54	2	1	3	4	4	9.1%	5.9%	16.7%	20.0%	22.2%
55+	1	1	2	2	2	4.5%	5.9%	11.1%	10.0%	11.1%
<b>Average Age</b>	41.8	41.3	42.0	42.0	43.5					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	5	5	6	22.7%	22.2%	26.3%	23.8%	28.6%
4-7 Years	6	4	5	5	3	27.3%	22.2%	26.3%	23.8%	14.3%
8-11 Years	5	3	1	3	4	22.7%	16.7%	5.3%	14.3%	19.0%
12-15 Years	2	1	2	2	2	9.1%	5.6%	10.5%	9.5%	9.5%
16-19 Years	2	4	2	2	2	9.1%	22.2%	10.5%	9.5%	9.5%
20+ Years	2	2	4	4	4	9.1%	11.1%	21.1%	19.0%	19.0%
<b>Average Experience</b>	8.5	10.2	10.4	10.1	10.5					

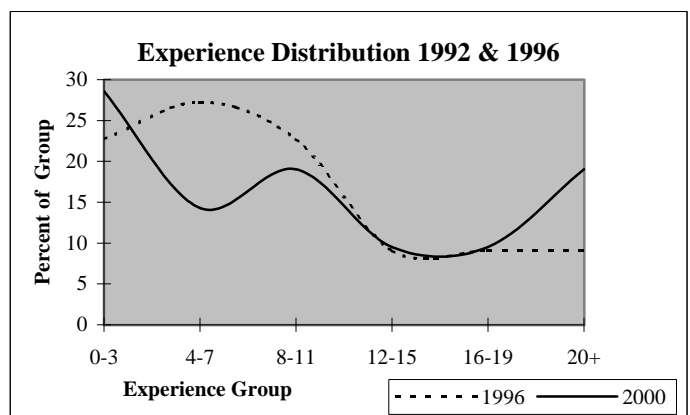
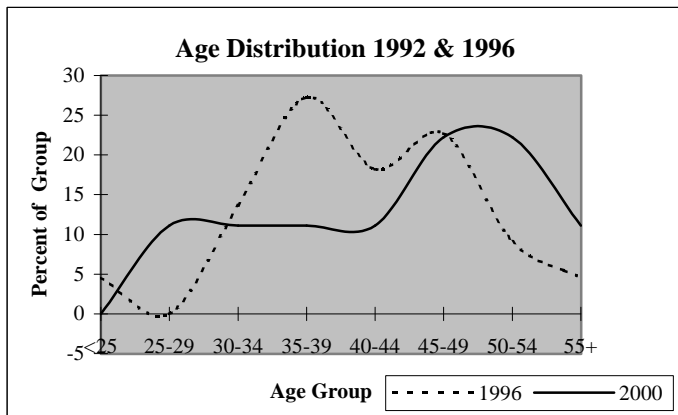


## District Report for: EAGLETOWN

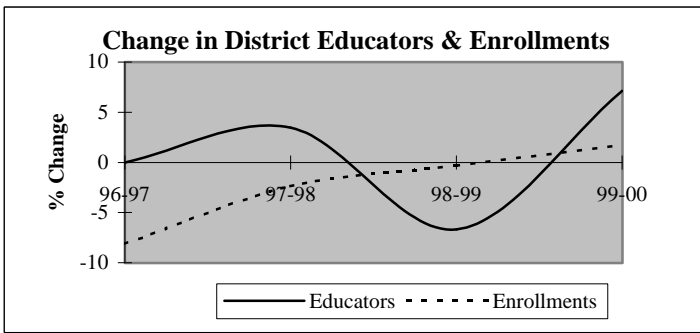
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	0	2	3	-	23.1%	0.0%	8.3%	11.5%	-
Attrition from Transfers	2	0	1	2	-	7.7%	0.0%	4.2%	7.7%	-
Attrition from Exits	4	0	1	1	-	15.4%	0.0%	4.2%	3.8%	-
Teacher Attrition	5	0	1	2	-	22.7%	0.0%	5.3%	9.5%	-
Attrition from Transfers	2	0	1	1	-	9.1%	0.0%	5.3%	4.8%	-
Attrition from Exits	3	0	0	1	-	13.6%	0.0%	0.0%	4.8%	-
<b>District Retention</b>										
Educator Retention	20	21	22	23	-	76.9%	100.0%	91.7%	88.5%	-
Teacher Retention	17	18	18	19	-	77.3%	100.0%	94.7%	90.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	77.8%	11.1%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	3.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.6%	95.2%	91.7%	84.6%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	15.4%	4.8%	8.3%	11.5%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: SMITHVILLE

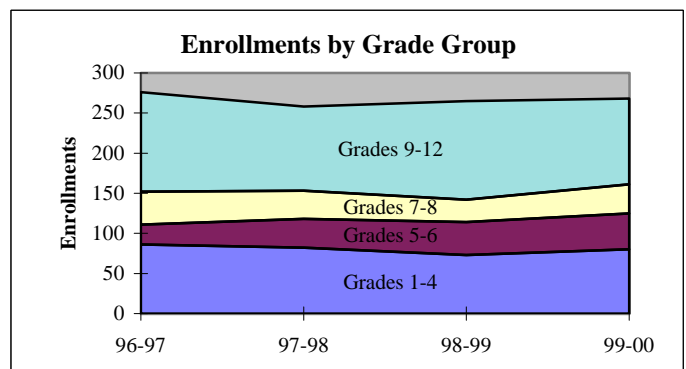
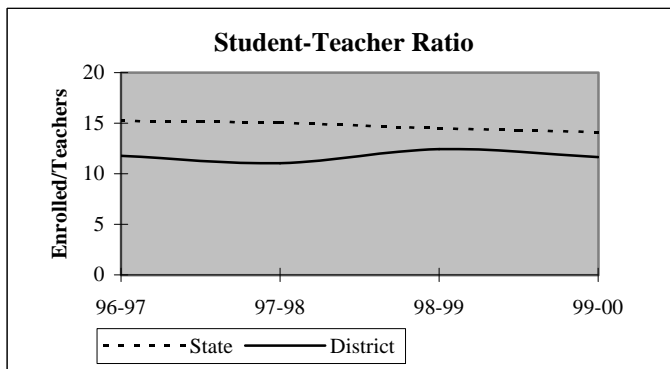


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.1	9.6	10.2	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	11.8	11.0	12.4	11.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	0	1	-2	2	-	-	-	-	-
% Change in Educators	-12.1%	0.0%	3.4%	-6.7%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-53	-26	-7	-1	5	-	-	-	-	-
% Change in Enrollments	-14.2%	-8.1%	-2.4%	-0.3%	1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.9%	6.9%	6.7%	3.6%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.3%	6.9%	10.0%	10.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	6.9%	3.3%	7.1%	10.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.9%	6.9%	6.7%	7.1%	3.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	0.0%	33.3%	33.3%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	41.8	44.3	44.4	45.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	12.3	13.4	13.7	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,557	30,159	29,914	30,314	27,390	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	8.0%	3.8%	4.3%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	62.5%	60.0%	65.4%	69.6%	64.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	4.0%	3.8%	8.7%	4.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.4%	42.9%	40.4%	37.6%	44.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	5	6	5	6	13.8%	17.2%	20.0%	17.9%	20.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	21	20	18	18	72.4%	72.4%	66.7%	64.3%	60.0%
Attrition	1	0	1	0	0					
Attrition Rate	4.8%	0.0%	5.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	4	5	6	13.8%	10.3%	13.3%	17.9%	20.0%
Attrition	2	0	1	1	0					
Attrition Rate	50.0%	0.0%	25.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	4	6	7	7	17.2%	13.8%	20.0%	25.0%	23.3%

## District Report for: SMITHVILLE

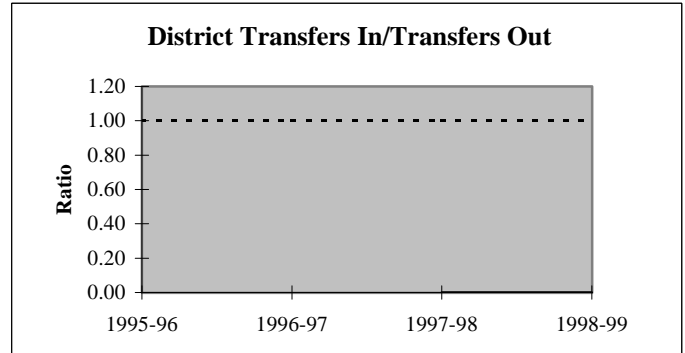
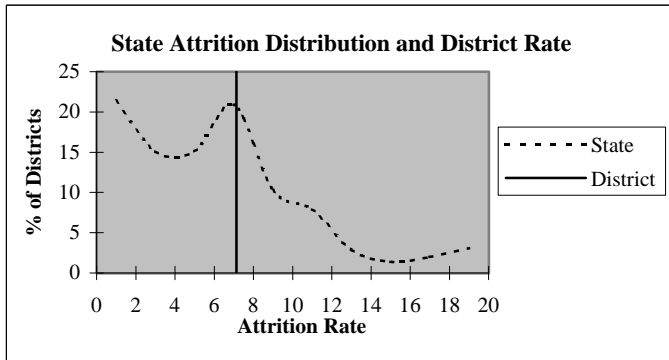
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	29	30	28	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	3	3	2	10.3%	6.9%	10.0%	10.7%	6.7%
Professional Staff	2	2	1	2	3	6.9%	6.9%	3.3%	7.1%	10.0%
<b>Total Teachers</b>	24	25	26	23	25	82.8%	86.2%	86.7%	82.1%	83.3%
Special Education	2	1	1	2	1	8.3%	4.0%	3.8%	8.7%	4.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	8	8	9	25.0%	24.0%	30.8%	34.8%	36.0%
<b>Middle School</b>	6	7	7	3	4	25.0%	28.0%	26.9%	13.0%	16.0%
Language Arts	2	1	2	0	0	8.3%	4.0%	7.7%	0.0%	0.0%
Art & Music	0	1	1	0	0	0.0%	4.0%	3.8%	0.0%	0.0%
Social Studies	1	1	1	1	1	4.2%	4.0%	3.8%	4.3%	4.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.2%	4.0%	3.8%	4.3%	4.0%
Science	1	0	0	0	1	4.2%	0.0%	0.0%	0.0%	4.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	3	2	1	1	4.2%	12.0%	7.7%	4.3%	4.0%
<b>High School (9-12)</b>	10	11	10	10	11	0.0%	1100.0%	1000.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	8.3%	8.0%	7.7%	8.7%	8.0%
Art & Music	1	1	1	1	1	4.2%	4.0%	3.8%	4.3%	4.0%
Social Studies	1	0	0	0	1	4.2%	0.0%	0.0%	0.0%	4.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.2%	4.0%	3.8%	4.3%	4.0%
<b>Science</b>	2	2	2	2	2	8.3%	8.0%	7.7%	8.7%	8.0%
Biology	1	0	1	1	1	4.2%	0.0%	3.8%	4.3%	4.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	1	1	4.2%	8.0%	3.8%	4.3%	4.0%
Vocational Education	3	3	3	3	3	12.5%	12.0%	11.5%	13.0%	12.0%
Other	0	2	1	1	1	0.0%	8.0%	3.8%	4.3%	4.0%
<b>Total Enrollments</b>	320	294	287	286	291	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	18	29	21	23	5.0%	6.1%	10.1%	7.3%	7.9%
Grades 1-4	82	86	82	73	80	25.6%	29.3%	28.6%	25.5%	27.5%
Grades 5-6	39	25	36	41	45	12.2%	8.5%	12.5%	14.3%	15.5%
Grades 7-8	49	41	35	28	36	15.3%	13.9%	12.2%	9.8%	12.4%
Grades 9-12	134	124	105	123	107	41.9%	42.2%	36.6%	43.0%	36.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SMITHVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	29	30	28	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	26	29	28	26	100.0%	89.7%	96.7%	100.0%	86.7%
<b>Newly Hired</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0.0%</b>	<b>10.3%</b>	<b>3.3%</b>	<b>0.0%</b>	<b>13.3%</b>
Transfers In	0	2	0	0	1	0.0%	66.7%	0.0%	0.0%	25.0%
Reentrants	0	1	0	0	2	0.0%	33.3%	0.0%	0.0%	50.0%
First Time Educators	0	0	1	0	1	0.0%	0.0%	100.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>10.3%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	3	0	1	1	-	100.0%	0.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	10.3%	0.0%	6.7%	7.1%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	13	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>29</b>

## District Report for: SMITHVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	3	3	2	10.3%	6.9%	10.0%	10.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	1	66.7%	100.0%	66.7%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	1	1	1	33.3%	0.0%	33.3%	33.3%	50.0%
<b>Professional Staff</b>	2	2	1	2	3	6.9%	6.9%	3.3%	7.1%	10.0%
White - Females	2	2	1	1	2	100.0%	100.0%	100.0%	50.0%	66.7%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	25	26	23	25	82.8%	86.2%	86.7%	82.1%	83.3%
White - Females	14	14	16	15	16	58.3%	56.0%	61.5%	65.2%	64.0%
White - Males	9	9	9	7	9	37.5%	36.0%	34.6%	30.4%	36.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	4.2%	4.0%	3.8%	4.3%	0.0%
Other - Males	0	1	0	0	0	0.0%	4.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	1	0	0	8.3%	8.0%	3.8%	0.0%	0.0%
30-34	3	3	3	2	2	12.5%	12.0%	11.5%	8.7%	8.3%
35-39	6	7	5	7	4	25.0%	28.0%	19.2%	30.4%	16.7%
40-44	6	6	5	5	6	25.0%	24.0%	19.2%	21.7%	25.0%
45-49	3	2	4	2	6	12.5%	8.0%	15.4%	8.7%	25.0%
50-54	0	2	3	3	3	0.0%	8.0%	11.5%	13.0%	12.5%
55+	4	3	5	4	3	16.7%	12.0%	19.2%	17.4%	12.5%
<b>Average Age</b>	41.6	41.8	44.3	44.4	45.1					

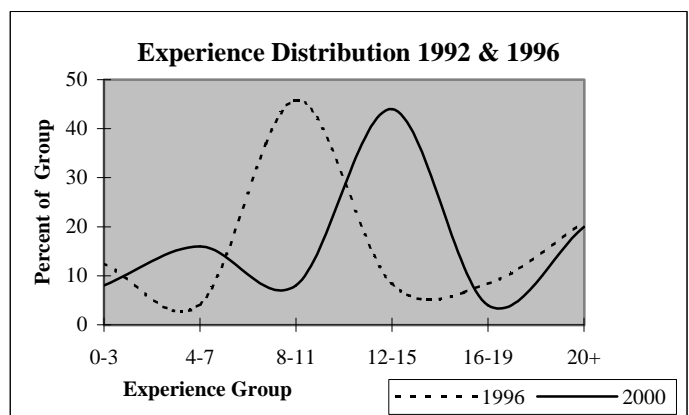
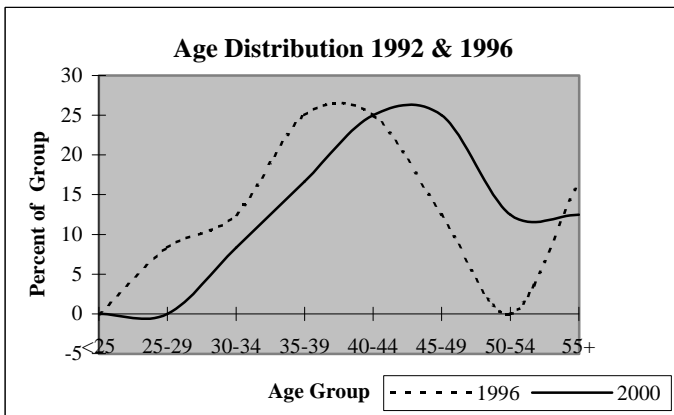
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	1	2	2	2	12.5%	4.0%	7.7%	8.7%	8.0%
4-7 Years	1	4	3	2	4	4.2%	16.0%	11.5%	8.7%	16.0%
8-11 Years	11	11	8	6	2	45.8%	44.0%	30.8%	26.1%	8.0%
12-15 Years	2	2	5	6	11	8.3%	8.0%	19.2%	26.1%	44.0%
16-19 Years	2	3	3	2	1	8.3%	12.0%	11.5%	8.7%	4.0%
20+ Years	5	4	5	5	5	20.8%	16.0%	19.2%	21.7%	20.0%
<b>Average Experience</b>	12.9	12.3	13.4	13.7	13.2					

## District Report for: SMITHVILLE

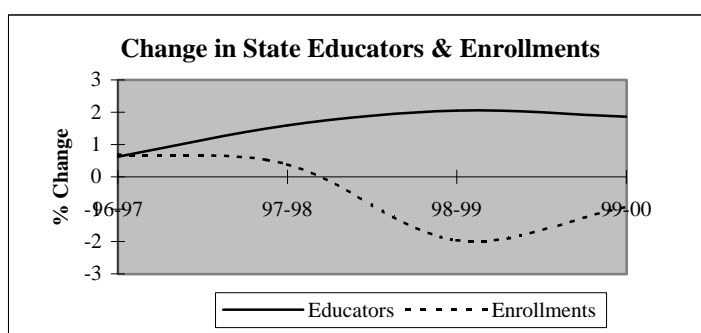
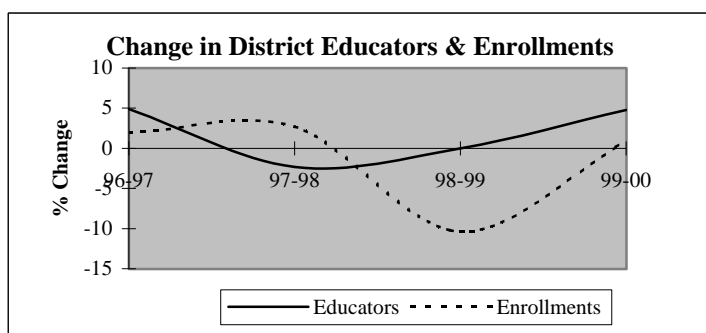
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	2	2	-	10.3%	0.0%	6.7%	7.1%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	3.3%	3.6%	-
Attrition from Exits	3	0	1	1	-	10.3%	0.0%	3.3%	3.6%	-
<b>Teacher Attrition</b>	2	0	2	1	-	8.3%	0.0%	7.7%	4.3%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	3.8%	4.3%	-
Attrition from Exits	2	0	1	0	-	8.3%	0.0%	3.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	26	29	28	26	-	89.7%	100.0%	93.3%	92.9%	-
Teacher Retention	22	25	24	22	-	91.7%	100.0%	92.3%	95.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.4%	3.4%	6.7%	3.6%	3.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	93.1%	90.0%	96.4%	86.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	3.4%	3.3%	0.0%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WRIGHT CITY

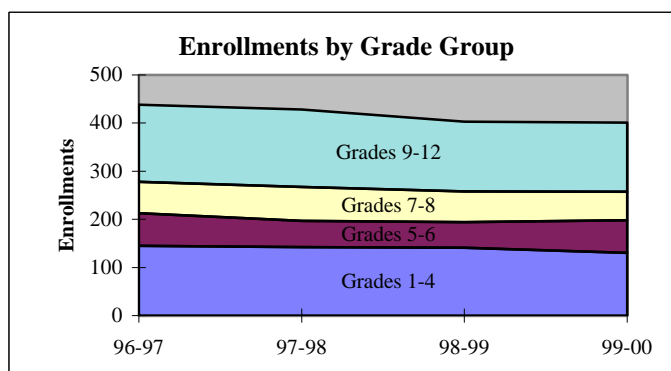
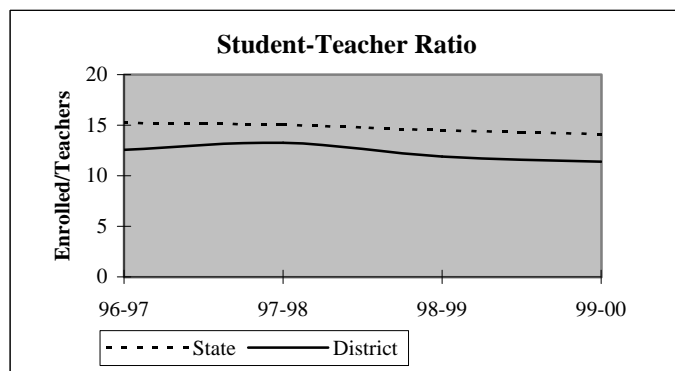


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	11.1	11.7	10.5	10.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.0	12.6	13.3	11.9	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	2	-1	0	2	-	-	-	-	-
% Change in Educators	2.5%	4.9%	-2.3%	0.0%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	9	13	-51	4	-	-	-	-	-
% Change in Enrollments	-1.9%	1.9%	2.7%	-10.4%	0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.9%	7.0%	4.8%	4.8%	11.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.0%	7.1%	7.1%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.9%	4.7%	4.8%	4.8%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.3%	7.0%	7.1%	9.5%	9.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.7	44.2	42.9	43.3	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	14.8	14.4	13.8	14.6	14.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,332	28,535	29,384	29,629	28,471	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.3%	7.9%	8.1%	10.8%	10.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	63.2%	67.6%	67.6%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.3%	5.4%	5.4%	5.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.3%	46.2%	44.2%	45.0%	43.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	8	9	9	10	17.1%	18.6%	21.4%	21.4%	22.7%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	11.1%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	32	32	30	29	28	78.0%	74.4%	71.4%	69.0%	63.6%
Attrition	2	3	0	1	0					
Attrition Rate	6.3%	9.4%	0.0%	3.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	4	6	4.9%	7.0%	7.1%	9.5%	13.6%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	6	4	6	8	9.8%	14.0%	9.5%	14.3%	18.2%

## District Report for: WRIGHT CITY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	43	42	42	44	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.3%	7.0%	7.1%	7.1%	6.8%
Professional Staff	2	2	2	2	2	4.9%	4.7%	4.8%	4.8%	4.5%
<b>Total Teachers</b>	36	38	37	37	39	87.8%	88.4%	88.1%	88.1%	88.6%
Special Education	2	2	2	2	2	5.6%	5.3%	5.4%	5.4%	5.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.6%
Elementary	15	16	16	17	18	41.7%	42.1%	43.2%	45.9%	46.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	20	19	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	4	4	3	11.1%	10.5%	10.8%	10.8%	7.7%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.6%
Social Studies	1	2	2	2	2	2.8%	5.3%	5.4%	5.4%	5.1%
Foreign Language	1	1	1	1	1	2.8%	2.6%	2.7%	2.7%	2.6%
Math	3	3	3	3	3	8.3%	7.9%	8.1%	8.1%	7.7%
<b>Science</b>	2	1	3	3	3	5.6%	2.6%	8.1%	8.1%	7.7%
Biology	1	0	1	1	0	2.8%	0.0%	2.7%	2.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	2	3	2.8%	2.6%	5.4%	5.4%	7.7%
Vocational Education	5	5	4	4	4	13.9%	13.2%	10.8%	10.8%	10.3%
Other	3	4	2	1	1	8.3%	10.5%	5.4%	2.7%	2.6%
<b>Total Enrollments</b>	469	478	491	440	444	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	35	63	35	43	7.2%	7.3%	12.8%	8.0%	9.7%
Grades 1-4	132	145	142	141	130	28.1%	30.3%	28.9%	32.0%	29.3%
Grades 5-6	74	68	55	53	68	15.8%	14.2%	11.2%	12.0%	15.3%
Grades 7-8	80	65	70	64	59	17.1%	13.6%	14.3%	14.5%	13.3%
Grades 9-12	142	160	161	145	144	30.3%	33.5%	32.8%	33.0%	32.4%
Ungraded	7	5	0	2	0	1.5%	1.0%	0.0%	0.5%	0.0%

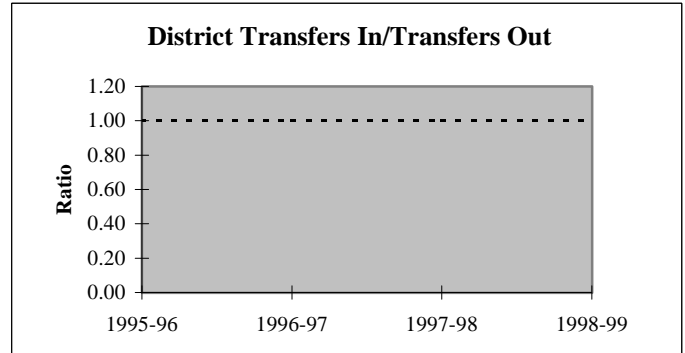
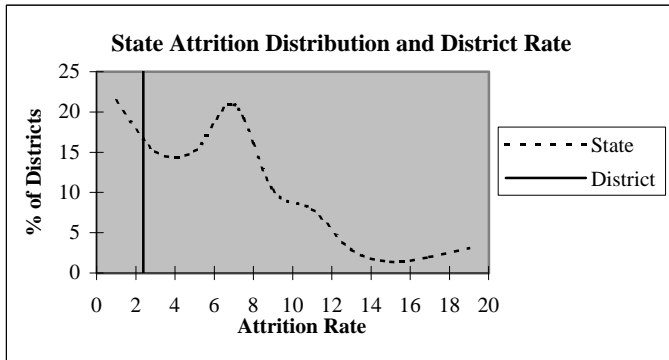




## District Report for: WRIGHT CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	43	42	42	44	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	39	39	41	41	95.1%	90.7%	92.9%	97.6%	93.2%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>4.9%</b>	<b>9.3%</b>	<b>7.1%</b>	<b>2.4%</b>	<b>6.8%</b>
Transfers In	1	1	2	0	1	50.0%	25.0%	66.7%	0.0%	33.3%
Reentrants	1	1	0	0	1	50.0%	25.0%	0.0%	0.0%	33.3%
First Time Educators	0	2	1	1	1	0.0%	50.0%	33.3%	100.0%	33.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>4.9%</b>	<b>9.3%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>-</b>
Transfers Out	0	1	0	0	-	0.0%	25.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	2	3	1	1	-	100.0%	75.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	4.9%	9.3%	2.4%	2.4%	-
Transfers In/Out	nc	1.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	31	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>41</b>

## District Report for: WRIGHT CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.3%	7.0%	7.1%	7.1%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.9%	4.7%	4.8%	4.8%	4.5%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	38	37	37	39	87.8%	88.4%	88.1%	88.1%	88.6%
White - Females	21	21	22	21	22	58.3%	55.3%	59.5%	56.8%	56.4%
White - Males	12	14	12	12	13	33.3%	36.8%	32.4%	32.4%	33.3%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	4	3	8.3%	7.9%	8.1%	10.8%	7.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	2.7%	2.8%	0.0%	0.0%
25-29	1	2	4	4	4	2.9%	5.4%	11.1%	11.1%	10.8%
30-34	2	1	2	3	3	5.7%	2.7%	5.6%	8.3%	8.1%
35-39	7	6	6	6	7	20.0%	16.2%	16.7%	16.7%	18.9%
40-44	7	9	7	5	5	20.0%	24.3%	19.4%	13.9%	13.5%
45-49	6	6	7	8	7	17.1%	16.2%	19.4%	22.2%	18.9%
50-54	7	6	5	5	5	20.0%	16.2%	13.9%	13.9%	13.5%
55+	5	6	4	5	6	14.3%	16.2%	11.1%	13.9%	16.2%
<b>Average Age</b>	44.7	44.2	42.9	43.3	44.2					

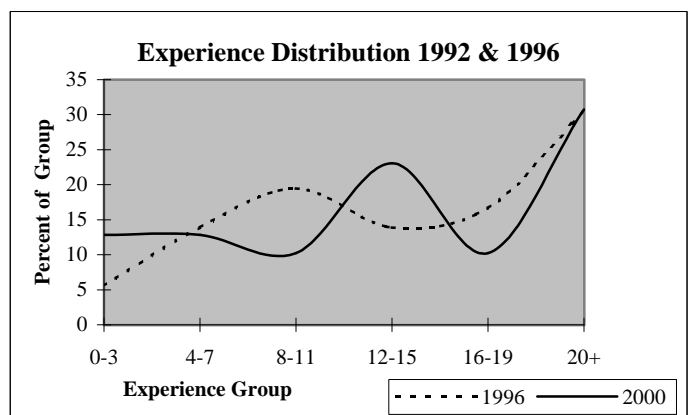
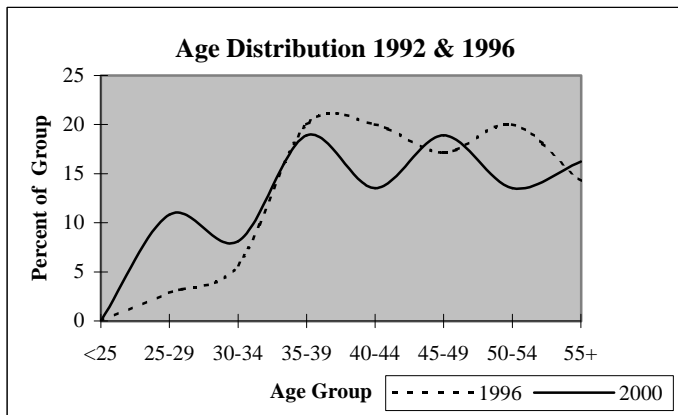
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	3	4	5	5.6%	5.3%	8.1%	10.8%	12.8%
4-7 Years	5	6	6	5	5	13.9%	15.8%	16.2%	13.5%	12.8%
8-11 Years	7	7	8	6	4	19.4%	18.4%	21.6%	16.2%	10.3%
12-15 Years	5	4	5	7	9	13.9%	10.5%	13.5%	18.9%	23.1%
16-19 Years	6	7	6	6	4	16.7%	18.4%	16.2%	16.2%	10.3%
20+ Years	11	12	9	9	12	30.6%	31.6%	24.3%	24.3%	30.8%
<b>Average Experience</b>	14.8	14.4	13.8	14.6	14.7					

## District Report for: WRIGHT CITY

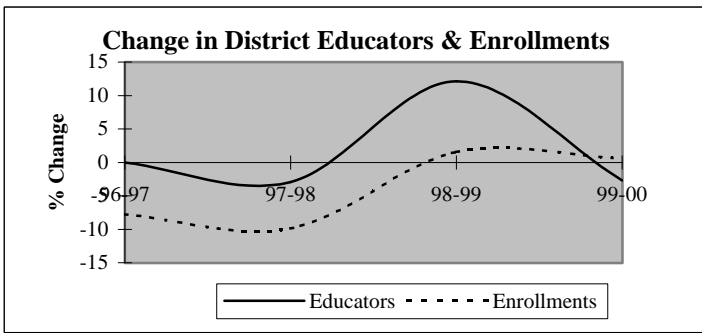
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	4	1	1	-	4.9%	9.3%	2.4%	2.4%	-
Attrition from Transfers	0	1	0	0	-	0.0%	2.3%	0.0%	0.0%	-
Attrition from Exits	2	3	1	1	-	4.9%	7.0%	2.4%	2.4%	-
Teacher Attrition	2	4	1	1	-	5.6%	10.5%	2.7%	2.7%	-
Attrition from Transfers	0	1	0	0	-	0.0%	2.6%	0.0%	0.0%	-
Attrition from Exits	2	3	1	1	-	5.6%	7.9%	2.7%	2.7%	-
<b>District Retention</b>										
Educator Retention	39	39	41	41	-	95.1%	90.7%	97.6%	97.6%	-
Teacher Retention	34	34	36	36	-	94.4%	89.5%	97.3%	97.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.4%	0.0%	2.4%	2.4%	4.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	93.0%	95.2%	95.2%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	7.0%	2.4%	2.4%	4.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BATTIEST

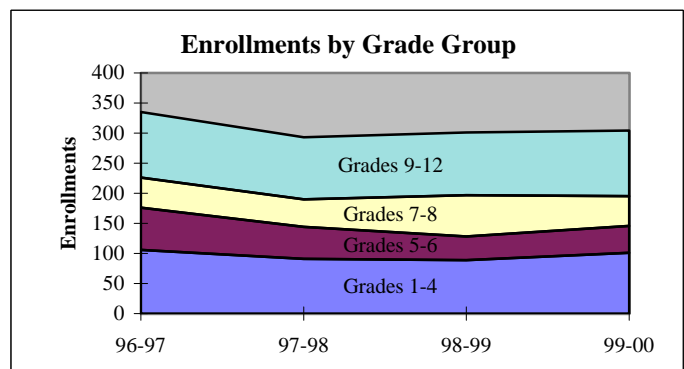
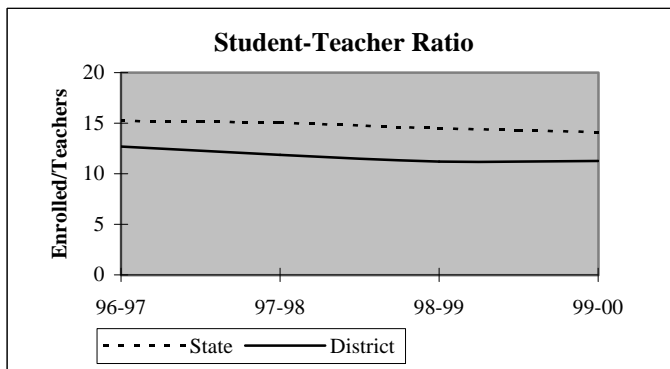


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	10.4	9.7	8.8	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	12.7	11.9	11.2	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	-1	4	-1	-	-	-	-	-
% Change in Educators	-5.6%	0.0%	-2.9%	12.1%	-2.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	-30	-35	5	2	-	-	-	-	-
% Change in Enrollments	4.1%	-7.8%	-9.9%	1.6%	0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.9%	8.8%	6.1%	5.4%	11.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.8%	8.8%	9.1%	10.8%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	8.8%	9.1%	10.8%	11.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.9%	2.9%	3.0%	5.4%	2.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	2.9%	3.0%	2.7%	2.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	41.3	42.1	40.9	41.7	42.0	42.3	42.5	42.7	43.0
Average Experience	9.9	9.5	10.4	9.9	9.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,997	26,527	27,643	29,138	27,583	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.9%	3.6%	3.7%	6.9%	3.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	62.1%	60.7%	59.3%	62.1%	65.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.4%	3.6%	7.4%	6.9%	6.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.5%	36.9%	33.4%	36.3%	46.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	15	11	11	10	44.1%	44.1%	33.3%	29.7%	27.8%
Attrition	2	0	2	3	0					
Attrition Rate	13.3%	0.0%	18.2%	27.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	17	18	20	24	25	50.0%	52.9%	60.6%	64.9%	69.4%
Attrition	0	2	0	4	0					
Attrition Rate	0.0%	11.1%	0.0%	16.7%	0.0%					
At Retirement Age	2	1	2	2	1	5.9%	2.9%	6.1%	5.4%	2.8%
Attrition	1	0	1	1	0					
Attrition Rate	50.0%	0.0%	50.0%	50.0%	0.0%					
At Retirement in 5 yrs.	2	2	2	2	2	5.9%	5.9%	6.1%	5.4%	5.6%

## District Report for: BATTIEST

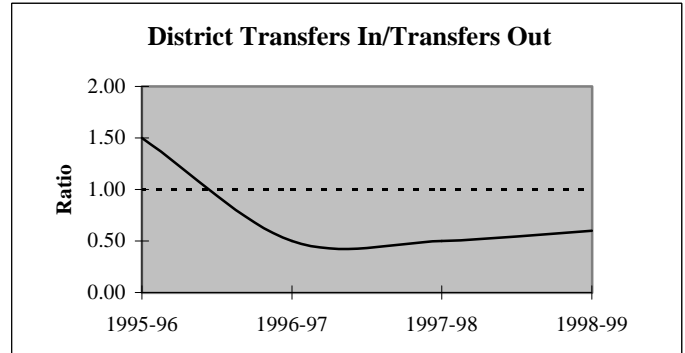
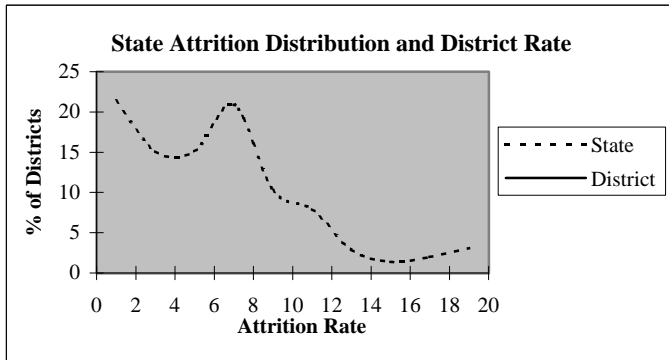
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	34	33	37	36	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	3	8.8%	8.8%	9.1%	10.8%	8.3%
Professional Staff	2	3	3	4	4	5.9%	8.8%	9.1%	10.8%	11.1%
<b>Total Teachers</b>	29	28	27	29	29	85.3%	82.4%	81.8%	78.4%	80.6%
Special Education	1	1	2	2	2	3.4%	3.6%	7.4%	6.9%	6.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	11	12	16	44.8%	42.9%	40.7%	41.4%	55.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	15	14	15	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	3	3	3	2	13.8%	10.7%	11.1%	10.3%	6.9%
Art & Music	1	1	1	1	1	3.4%	3.6%	3.7%	3.4%	3.4%
Social Studies	1	1	1	1	1	3.4%	3.6%	3.7%	3.4%	3.4%
Foreign Language	0	1	1	1	0	0.0%	3.6%	3.7%	3.4%	0.0%
Math	2	2	1	1	1	6.9%	7.1%	3.7%	3.4%	3.4%
<b>Science</b>	1	1	1	2	1	3.4%	3.6%	3.7%	6.9%	3.4%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	3.4%	3.6%	3.7%	3.4%	0.0%
Vocational Education	4	3	4	4	4	13.8%	10.7%	14.8%	13.8%	13.8%
Other	2	3	2	2	1	6.9%	10.7%	7.4%	6.9%	3.4%
<b>Total Enrollments</b>	385	355	320	325	327	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	20	27	24	23	8.3%	5.6%	8.4%	7.4%	7.0%
Grades 1-4	119	106	91	89	101	30.9%	29.9%	28.4%	27.4%	30.9%
Grades 5-6	59	70	53	39	45	15.3%	19.7%	16.6%	12.0%	13.8%
Grades 7-8	66	50	46	69	49	17.1%	14.1%	14.4%	21.2%	15.0%
Grades 9-12	107	109	103	104	109	27.8%	30.7%	32.2%	32.0%	33.3%
Ungraded	2	0	0	0	0	0.5%	0.0%	0.0%	0.0%	0.0%



## District Report for: BATTIEST

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	34	33	37	36	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	31	32	30	29	88.2%	91.2%	97.0%	81.1%	80.6%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>7</b>	<b>7</b>	<b>11.8%</b>	<b>8.8%</b>	<b>3.0%</b>	<b>18.9%</b>	<b>19.4%</b>
Transfers In	3	1	1	3	7	75.0%	33.3%	100.0%	42.9%	100.0%
Reentrants	1	1	0	2	0	25.0%	33.3%	0.0%	28.6%	0.0%
First Time Educators	0	1	0	2	0	0.0%	33.3%	0.0%	28.6%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>8.8%</b>	<b>5.9%</b>	<b>9.1%</b>	<b>21.6%</b>	<b>-</b>
Transfers Out	2	2	2	5	-	66.7%	100.0%	66.7%	62.5%	-
Leave Oklahoma Educ.	1	0	1	3	-	33.3%	0.0%	33.3%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	5.9%	9.1%	21.6%	-
Transfers In/Out	1.50	0.50	0.50	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	26	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>34</b>

## District Report for: BATTIEST

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	4	3	8.8%	8.8%	9.1%	10.8%	8.3%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	25.0%	33.3%
White - Males	2	2	2	3	2	66.7%	66.7%	66.7%	75.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	4	4	5.9%	8.8%	9.1%	10.8%	11.1%
White - Females	2	3	3	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	28	27	29	29	85.3%	82.4%	81.8%	78.4%	80.6%
White - Females	18	17	16	17	18	62.1%	60.7%	59.3%	58.6%	62.1%
White - Males	9	10	10	10	10	31.0%	35.7%	37.0%	34.5%	34.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.4%
Other - Males	2	1	1	1	0	6.9%	3.6%	3.7%	3.4%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	2	0	0.0%	3.6%	0.0%	6.9%	0.0%
25-29	6	4	4	3	6	20.7%	14.3%	14.8%	10.3%	20.7%
30-34	3	3	4	4	4	10.3%	10.7%	14.8%	13.8%	13.8%
35-39	5	6	4	4	2	17.2%	21.4%	14.8%	13.8%	6.9%
40-44	5	1	3	5	5	17.2%	3.6%	11.1%	17.2%	17.2%
45-49	4	6	5	5	4	13.8%	21.4%	18.5%	17.2%	13.8%
50-54	2	4	2	1	2	6.9%	14.3%	7.4%	3.4%	6.9%
55+	4	3	5	5	6	13.8%	10.7%	18.5%	17.2%	20.7%
<b>Average Age</b>	41.0	41.3	42.1	40.9	41.7					

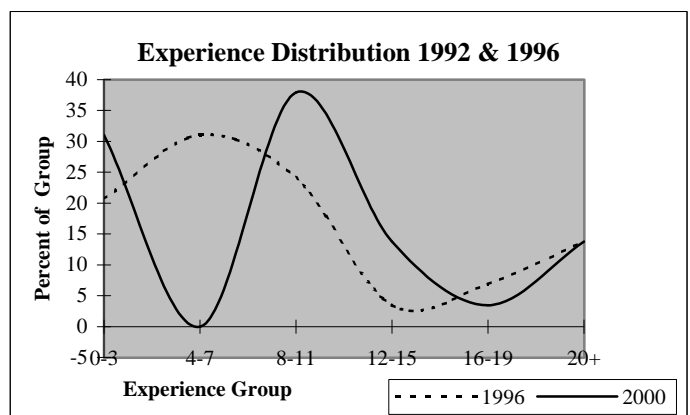
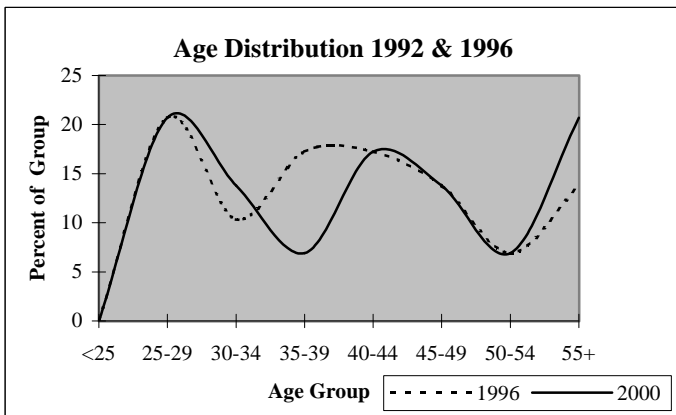
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	3	5	9	20.7%	17.9%	11.1%	17.2%	31.0%
4-7 Years	9	10	8	5	0	31.0%	35.7%	29.6%	17.2%	0.0%
8-11 Years	7	3	6	9	11	24.1%	10.7%	22.2%	31.0%	37.9%
12-15 Years	1	5	5	5	4	3.4%	17.9%	18.5%	17.2%	13.8%
16-19 Years	2	2	1	2	1	6.9%	7.1%	3.7%	6.9%	3.4%
20+ Years	4	3	4	3	4	13.8%	10.7%	14.8%	10.3%	13.8%
<b>Average Experience</b>	9.9	9.5	10.4	9.9	9.6					

## District Report for: BATTIEST

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	3	8	-	8.8%	5.9%	9.1%	21.6%	-
Attrition from Transfers	2	2	2	5	-	5.9%	5.9%	6.1%	13.5%	-
Attrition from Exits	1	0	1	3	-	2.9%	0.0%	3.0%	8.1%	-
<b>Teacher Attrition</b>	3	0	3	5	-	10.3%	0.0%	11.1%	17.2%	-
Attrition from Transfers	2	0	2	4	-	6.9%	0.0%	7.4%	13.8%	-
Attrition from Exits	1	0	1	1	-	3.4%	0.0%	3.7%	3.4%	-
<b>District Retention</b>										
Educator Retention	31	32	30	29	-	91.2%	94.1%	90.9%	78.4%	-
Teacher Retention	26	28	24	24	-	89.7%	100.0%	88.9%	82.8%	-

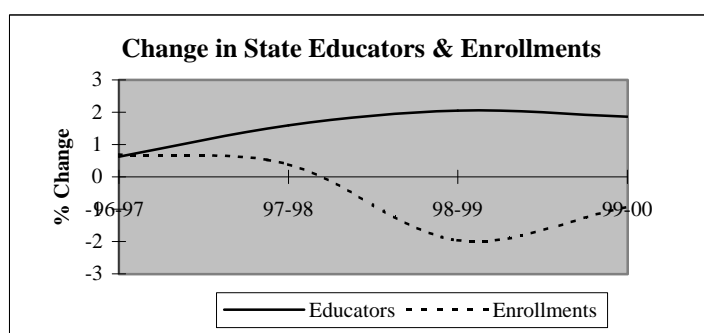
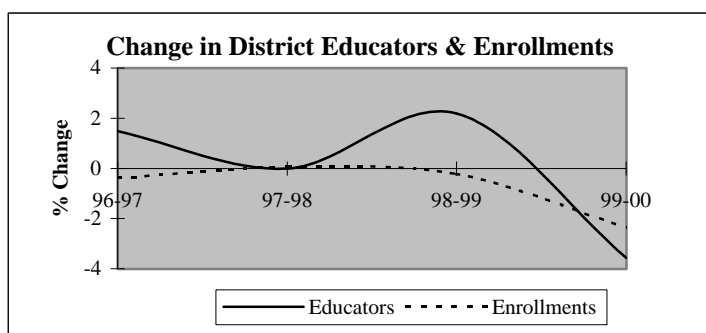
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	0.0%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	20.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	16.7%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.9%	2.9%	6.1%	0.0%	2.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.1%	91.2%	93.9%	89.2%	97.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.9%	5.9%	0.0%	10.8%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: BROKEN BOW

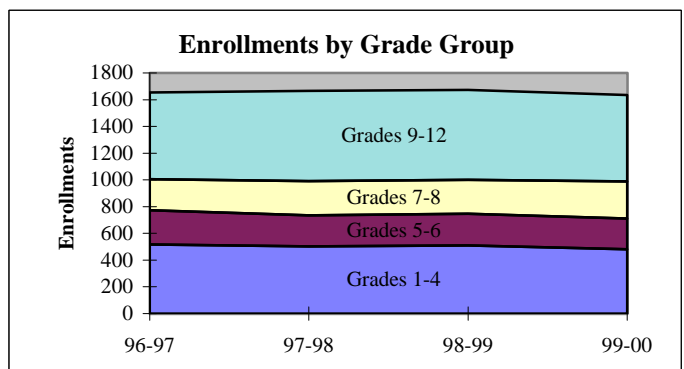
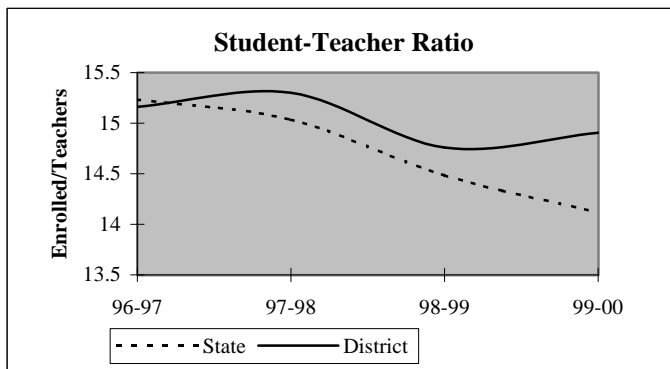


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.1	13.1	12.8	12.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.2	15.3	14.8	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	2	0	3	-5	-	-	-	-	-
% Change in Educators	-2.2%	1.5%	0.0%	2.2%	-3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	34	-7	1	-4	-42	-	-	-	-	-
% Change in Enrollments	1.9%	-0.4%	0.1%	-0.2%	-2.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.4%	12.4%	2.9%	12.9%	3.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.2%	4.4%	5.1%	5.0%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	9.5%	9.5%	8.6%	7.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.6%	10.2%	9.5%	9.3%	10.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.7%	0.7%	0.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.7	44.4	44.1	44.2	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	15.5	14.2	13.7	13.7	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,898	28,621	30,062	30,229	29,832	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.4%	10.2%	9.4%	9.9%	11.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	67.8%	70.1%	71.1%	74.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.0%	11.9%	11.1%	12.4%	12.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.6%	35.6%	38.3%	37.5%	39.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	30	36	40	42	39	22.2%	26.3%	29.2%	30.0%	28.9%
Attrition	4	3	3	2	0					
Attrition Rate	13.3%	8.3%	7.5%	4.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	96	92	85	84	87	71.1%	67.2%	62.0%	60.0%	64.4%
Attrition	10	6	4	10	0					
Attrition Rate	10.4%	6.5%	4.7%	11.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	9	12	14	9	6.7%	6.6%	8.8%	10.0%	6.7%
Attrition Rate	33.3%	44.4%	16.7%	64.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	17	16	17	22	16	12.6%	11.7%	12.4%	15.7%	11.9%

## District Report for: BROKEN BOW

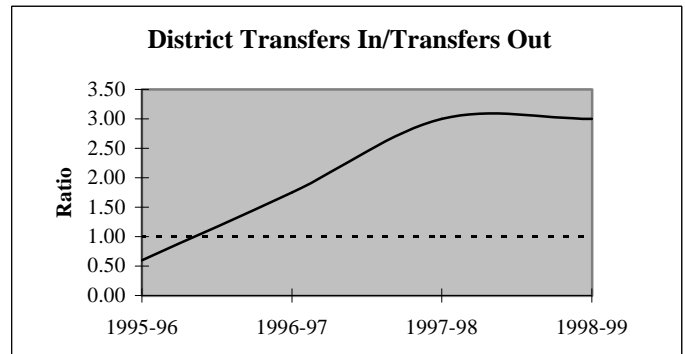
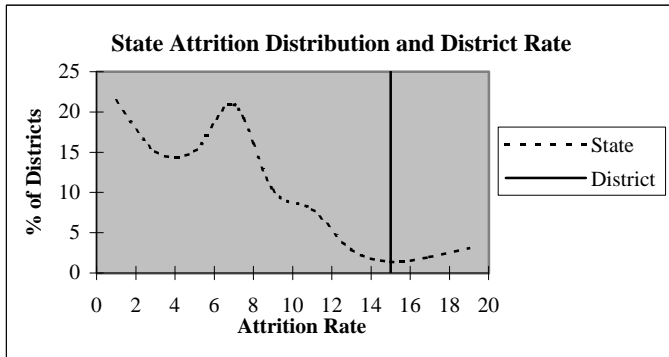
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	135	137	137	140	135	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	6	7	7	8	5.2%	4.4%	5.1%	5.0%	5.9%
Professional Staff	11	13	13	12	10	8.1%	9.5%	9.5%	8.6%	7.4%
<b>Total Teachers</b>	117	118	117	121	117	86.7%	86.1%	85.4%	86.4%	86.7%
Special Education	14	14	13	15	15	12.0%	11.9%	11.1%	12.4%	12.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	40	38	38	39	38	34.2%	32.2%	32.5%	32.2%	32.5%
<b>Middle School</b>	19	21	21	19	19	16.2%	17.8%	17.9%	15.7%	16.2%
Language Arts	4	4	4	4	4	3.4%	3.4%	3.4%	3.3%	3.4%
Art & Music	1	2	2	2	2	0.9%	1.7%	1.7%	1.7%	1.7%
Social Studies	3	3	3	3	3	2.6%	2.5%	2.6%	2.5%	2.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	4	4	4	3.4%	2.5%	3.4%	3.3%	3.4%
Science	4	3	3	3	3	3.4%	2.5%	2.6%	2.5%	2.6%
Vocational Education	1	1	2	1	1	0.9%	0.8%	1.7%	0.8%	0.9%
Other	2	5	3	2	2	1.7%	4.2%	2.6%	1.7%	1.7%
<b>High School (9-12)</b>	44	45	45	48	45	4400.0%	2250.0%	2250.0%	2400.0%	2250.0%
Language Arts	8	7	9	8	8	6.8%	5.9%	7.7%	6.6%	6.8%
Art & Music	4	4	4	3	5	3.4%	3.4%	3.4%	2.5%	4.3%
Social Studies	5	4	5	5	4	4.3%	3.4%	4.3%	4.1%	3.4%
Foreign Language	1	1	1	1	0	0.9%	0.8%	0.9%	0.8%	0.0%
Math	4	4	5	6	4	3.4%	3.4%	4.3%	5.0%	3.4%
<b>Science</b>	5	4	4	4	4	4.3%	3.4%	3.4%	3.3%	3.4%
Biology	1	2	1	1	1	0.9%	1.7%	0.9%	0.8%	0.9%
Chemistry	0	1	0	0	0	0.0%	0.8%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	4	1	3	3	3	3.4%	0.8%	2.6%	2.5%	2.6%
Vocational Education	9	9	8	9	8	7.7%	7.6%	6.8%	7.4%	6.8%
Other	8	12	9	12	12	6.8%	10.2%	7.7%	9.9%	10.3%
<b>Total Enrollments</b>	1,796	1,789	1,790	1,786	1,744	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	145	133	125	104	103	8.1%	7.4%	7.0%	5.8%	5.9%
Grades 1-4	511	518	503	511	481	28.5%	29.0%	28.1%	28.6%	27.6%
Grades 5-6	249	255	231	237	231	13.9%	14.3%	12.9%	13.3%	13.2%
Grades 7-8	242	233	256	253	276	13.5%	13.0%	14.3%	14.2%	15.8%
Grades 9-12	643	649	675	673	648	35.8%	36.3%	37.7%	37.7%	37.2%
Ungraded	6	1	0	8	5	0.3%	0.1%	0.0%	0.4%	0.3%



## District Report for: BROKEN BOW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	135	137	137	140	135	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	126	118	124	128	119	93.3%	86.1%	90.5%	91.4%	88.1%
<b>Newly Hired</b>	<b>9</b>	<b>19</b>	<b>13</b>	<b>12</b>	<b>16</b>	<b>6.7%</b>	<b>13.9%</b>	<b>9.5%</b>	<b>8.6%</b>	<b>11.9%</b>
Transfers In	3	7	6	6	11	33.3%	36.8%	46.2%	50.0%	68.8%
Reentrants	4	6	2	4	1	44.4%	31.6%	15.4%	33.3%	6.3%
First Time Educators	2	6	5	2	4	22.2%	31.6%	38.5%	16.7%	25.0%
<b>Total Exiting Next Year</b>	<b>17</b>	<b>13</b>	<b>9</b>	<b>21</b>	<b>-</b>	<b>12.6%</b>	<b>9.5%</b>	<b>6.6%</b>	<b>15.0%</b>	<b>-</b>
Transfers Out	5	4	2	2	-	29.4%	30.8%	22.2%	9.5%	-
Leave Oklahoma Educ.	12	9	7	19	-	70.6%	69.2%	77.8%	90.5%	-

Dynamics Rates	District Rates				
District Attrition	12.6%	9.5%	6.6%	15.0%	-
Transfers In/Out	0.60	1.75	3.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	1
ECU, Ada	9	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	1
SEOSU, Durant	78	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	19
		<b>Total</b>	<b>135</b>

## District Report for: BROKEN BOW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	6	7	7	8	5.2%	4.4%	5.1%	5.0%	5.9%
White - Females	0	0	1	1	1	0.0%	0.0%	14.3%	14.3%	12.5%
White - Males	7	6	6	6	7	100.0%	100.0%	85.7%	85.7%	87.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	11	13	13	12	10	8.1%	9.5%	9.5%	8.6%	7.4%
White - Females	8	10	10	10	7	72.7%	76.9%	76.9%	83.3%	70.0%
White - Males	1	1	1	1	2	9.1%	7.7%	7.7%	8.3%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	9.1%	7.7%	7.7%	0.0%	0.0%
Other - Males	1	1	1	1	1	9.1%	7.7%	7.7%	8.3%	10.0%
<b>Teachers</b>	117	118	117	121	117	86.7%	86.1%	85.4%	86.4%	86.7%
White - Females	73	73	74	77	78	62.4%	61.9%	63.2%	63.6%	66.7%
White - Males	33	33	32	32	26	28.2%	28.0%	27.4%	26.4%	22.2%
Black - Females	4	4	4	4	5	3.4%	3.4%	3.4%	3.3%	4.3%
Black - Males	1	1	0	0	0	0.9%	0.8%	0.0%	0.0%	0.0%
Other - Females	3	3	4	5	4	2.6%	2.5%	3.4%	4.1%	3.4%
Other - Males	3	4	3	3	4	2.6%	3.4%	2.6%	2.5%	3.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	2	2	4	0.0%	0.9%	1.8%	1.7%	3.5%
25-29	8	6	6	7	8	6.8%	5.1%	5.3%	5.9%	7.0%
30-34	11	15	11	10	9	9.4%	12.8%	9.6%	8.5%	7.9%
35-39	13	12	15	20	20	11.1%	10.3%	13.2%	16.9%	17.5%
40-44	21	17	17	16	18	17.9%	14.5%	14.9%	13.6%	15.8%
45-49	26	29	26	24	23	22.2%	24.8%	22.8%	20.3%	20.2%
50-54	27	26	21	22	20	23.1%	22.2%	18.4%	18.6%	17.5%
55+	11	11	16	17	12	9.4%	9.4%	14.0%	14.4%	10.5%
<b>Average Age</b>	44.7	44.4	44.1	44.2	43.3					

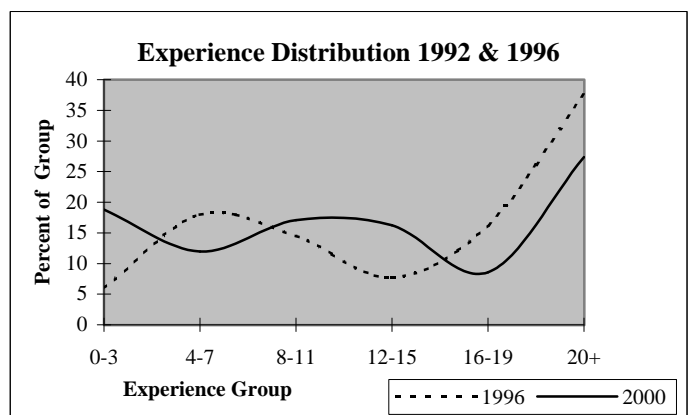
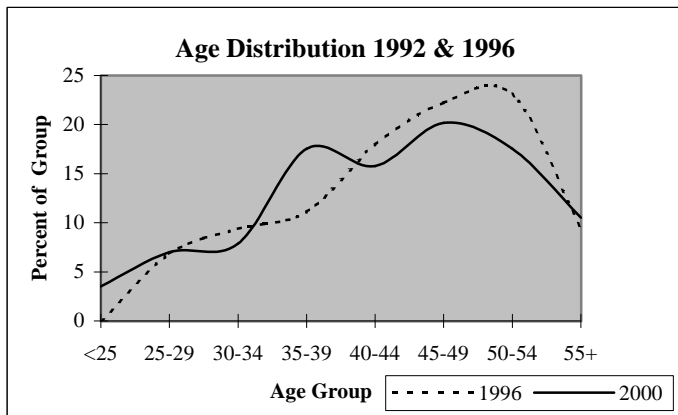
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	13	18	21	22	6.0%	11.0%	15.4%	17.4%	18.8%
4-7 Years	21	20	19	19	14	17.9%	16.9%	16.2%	15.7%	12.0%
8-11 Years	17	16	12	13	20	14.5%	13.6%	10.3%	10.7%	17.1%
12-15 Years	9	14	17	20	19	7.7%	11.9%	14.5%	16.5%	16.2%
16-19 Years	19	16	13	12	10	16.2%	13.6%	11.1%	9.9%	8.5%
20+ Years	44	39	38	36	32	37.6%	33.1%	32.5%	29.8%	27.4%
<b>Average Experience</b>	15.5	14.2	13.7	13.7	12.8					

## District Report for: BROKEN BOW

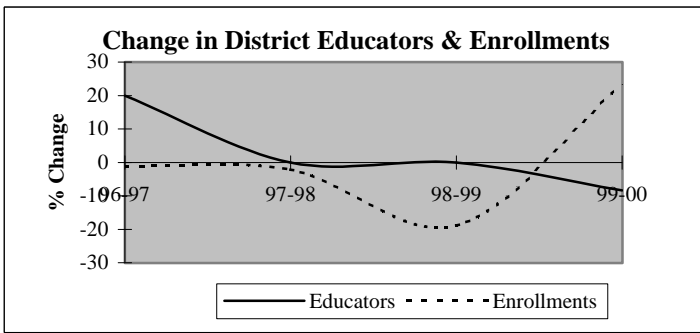
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	17	13	9	21	-	12.6%	9.5%	6.6%	15.0%	-
Attrition from Transfers	5	4	2	2	-	3.7%	2.9%	1.5%	1.4%	-
Attrition from Exits	12	9	7	19	-	8.9%	6.6%	5.1%	13.6%	-
<b>Teacher Attrition</b>	16	9	9	17	-	13.7%	7.6%	7.7%	14.0%	-
Attrition from Transfers	5	3	2	1	-	4.3%	2.5%	1.7%	0.8%	-
Attrition from Exits	11	6	7	16	-	9.4%	5.1%	6.0%	13.2%	-
<b>District Retention</b>										
Educator Retention	118	124	128	119	-	87.4%	90.5%	93.4%	85.0%	-
Teacher Retention	101	109	108	104	-	86.3%	92.4%	92.3%	86.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	90.5%	9.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	94.4%	5.6%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	95.0%	0.0%	95.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.0%	10.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	95.2%	0.0%	95.2%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.5%	3.6%	0.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.6%	89.8%	91.2%	95.0%	96.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.4%	8.8%	5.1%	4.3%	3.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RYAL

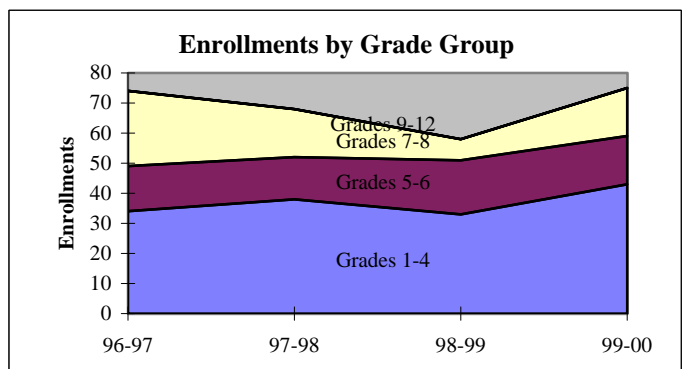
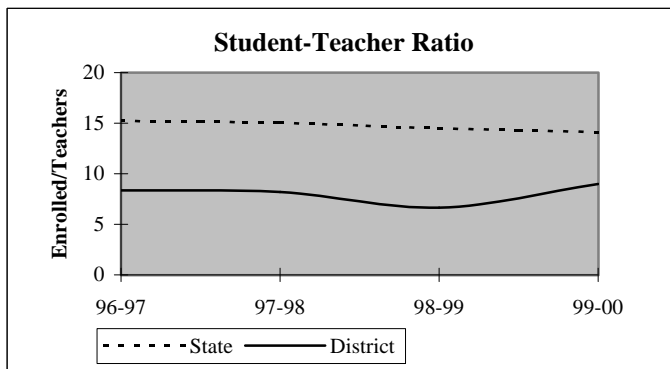


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.3	7.7	7.5	6.1	8.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	8.4	8.2	6.6	9.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	0	0	-1	-	-	-	-	-
% Change in Educators	0.0%	20.0%	0.0%	0.0%	-8.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	-1	-2	-17	17	-	-	-	-	-
% Change in Enrollments	12.0%	-1.1%	-2.2%	-18.9%	23.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	8.3%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	8.3%	8.3%	8.3%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	40.0%	41.7%	41.7%	33.3%	36.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.4	38.9	40.9	39.2	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	8.3	8.7	10.5	9.3	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,467	27,839	28,348	28,044	29,853	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	33.3%	36.4%	36.4%	27.3%	30.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	81.8%	72.7%	81.8%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	18.2%	18.2%	18.2%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	62.4%	63.0%	70.0%	76.7%	73.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	5	4	3	50.0%	50.0%	41.7%	33.3%	27.3%
Attrition	0	2	1	1	0					
Attrition Rate	0.0%	33.3%	20.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	6	7	8	8	50.0%	50.0%	58.3%	66.7%	72.7%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	16.7%	14.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%

## District Report for: RYAL

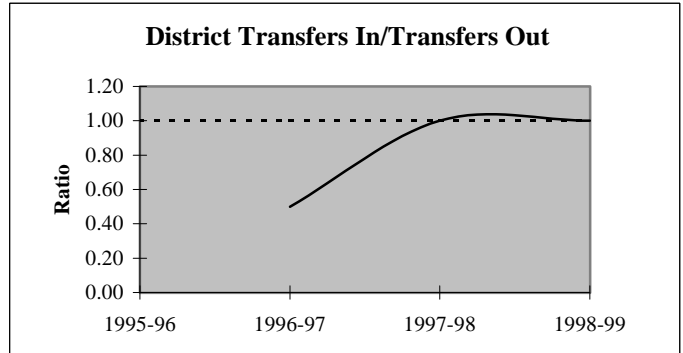
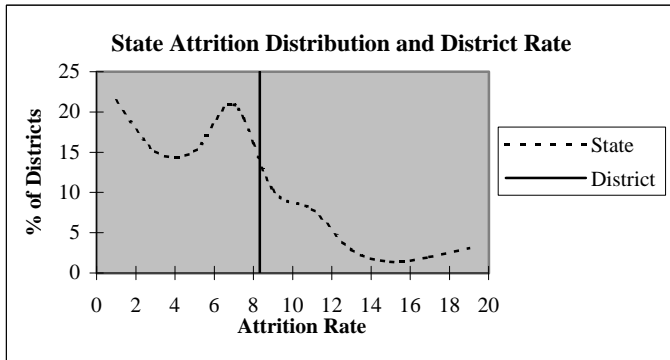
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	12	12	12	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	8.3%	8.3%	8.3%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	11	11	11	10	90.0%	91.7%	91.7%	91.7%	90.9%
Special Education	0	2	2	2	1	0.0%	18.2%	18.2%	18.2%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	9	9	100.0%	81.8%	81.8%	81.8%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	93	92	90	73	90	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	18	22	15	15	18.3%	19.6%	24.4%	20.5%	16.7%
Grades 1-4	36	34	38	33	43	38.7%	37.0%	42.2%	45.2%	47.8%
Grades 5-6	17	15	14	18	16	18.3%	16.3%	15.6%	24.7%	17.8%
Grades 7-8	23	25	16	7	16	24.7%	27.2%	17.8%	9.6%	17.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: RYAL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	12	12	12	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	9	10	11	100.0%	83.3%	75.0%	83.3%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0.0%</b>	<b>16.7%</b>	<b>25.0%</b>	<b>16.7%</b>	<b>0.0%</b>
Transfers In	0	1	2	1	0	0.0%	50.0%	66.7%	50.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	33.3%	0.0%	0.0%
First Time Educators	0	1	0	1	0	0.0%	50.0%	0.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>25.0%</b>	<b>16.7%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	0	2	2	1	-	0.0%	66.7%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	33.3%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	25.0%	16.7%	8.3%	-
Transfers In/Out	nc	0.50	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	8	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	10



## District Report for: RYAL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	8.3%	8.3%	8.3%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	11	11	11	10	90.0%	91.7%	91.7%	91.7%	90.9%
White - Females	5	6	6	7	6	55.6%	54.5%	54.5%	63.6%	60.0%
White - Males	1	1	1	1	1	11.1%	9.1%	9.1%	9.1%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	3	2	2	2	22.2%	27.3%	18.2%	18.2%	20.0%
Other - Males	1	1	2	1	1	11.1%	9.1%	18.2%	9.1%	10.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	0	0.0%	0.0%	9.1%	9.1%	0.0%
25-29	2	2	1	2	2	22.2%	18.2%	9.1%	18.2%	20.0%
30-34	2	3	1	1	1	22.2%	27.3%	9.1%	9.1%	10.0%
35-39	1	2	2	2	2	11.1%	18.2%	18.2%	18.2%	20.0%
40-44	0	0	1	1	1	0.0%	0.0%	9.1%	9.1%	10.0%
45-49	2	2	3	2	1	22.2%	18.2%	27.3%	18.2%	10.0%
50-54	2	2	1	0	1	22.2%	18.2%	9.1%	0.0%	10.0%
55+	0	0	1	2	2	0.0%	0.0%	9.1%	18.2%	20.0%
<b>Average Age</b>	38.4	38.9	40.9	39.2	41.6					

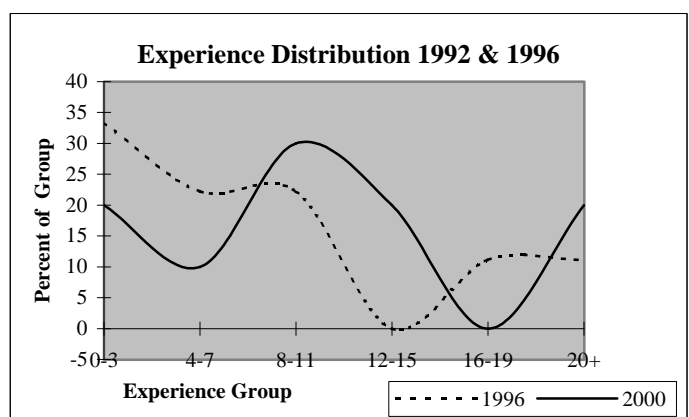
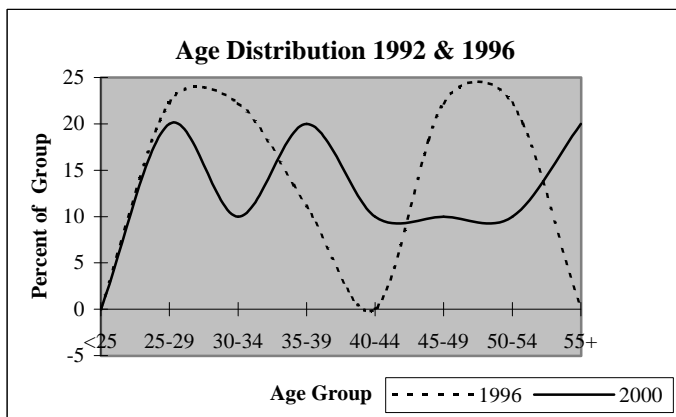
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	2	3	2	33.3%	27.3%	18.2%	27.3%	20.0%
4-7 Years	2	3	3	1	1	22.2%	27.3%	27.3%	9.1%	10.0%
8-11 Years	2	2	2	3	3	22.2%	18.2%	18.2%	27.3%	30.0%
12-15 Years	0	1	1	2	2	0.0%	9.1%	9.1%	18.2%	20.0%
16-19 Years	1	1	1	0	0	11.1%	9.1%	9.1%	0.0%	0.0%
20+ Years	1	1	2	2	2	11.1%	9.1%	18.2%	18.2%	20.0%
<b>Average Experience</b>	8.3	8.7	10.5	9.3	11.2					

## District Report for: RYAL

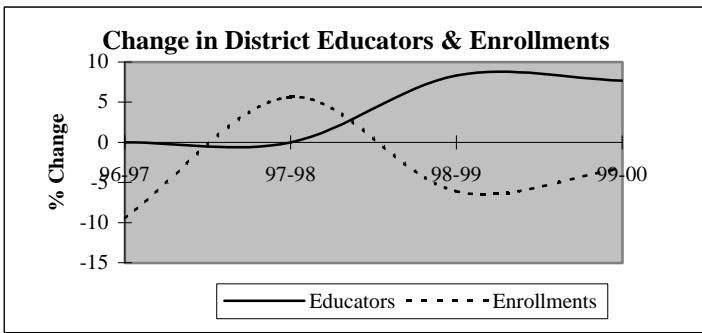
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	2	1	-	0.0%	25.0%	16.7%	8.3%	-
Attrition from Transfers	0	2	2	1	-	0.0%	16.7%	16.7%	8.3%	-
Attrition from Exits	0	1	0	0	-	0.0%	8.3%	0.0%	0.0%	-
Teacher Attrition	0	3	2	1	-	0.0%	27.3%	18.2%	9.1%	-
Attrition from Transfers	0	2	2	1	-	0.0%	18.2%	18.2%	9.1%	-
Attrition from Exits	0	1	0	0	-	0.0%	9.1%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	10	9	10	11	-	100.0%	75.0%	83.3%	91.7%	-
Teacher Retention	9	8	9	10	-	100.0%	72.7%	81.8%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	33.3%	33.3%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	50.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	91.7%	91.7%	91.7%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.3%	8.3%	8.3%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: STIDHAM

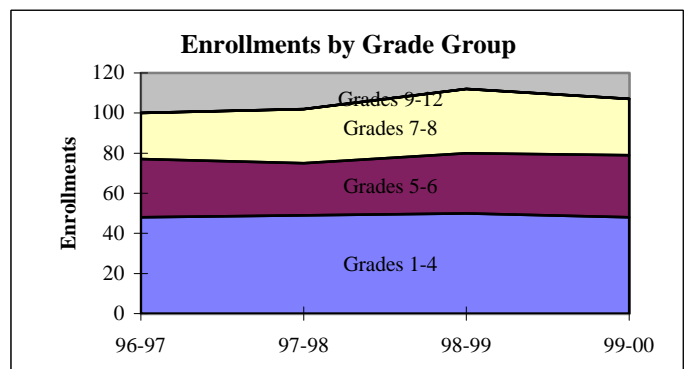
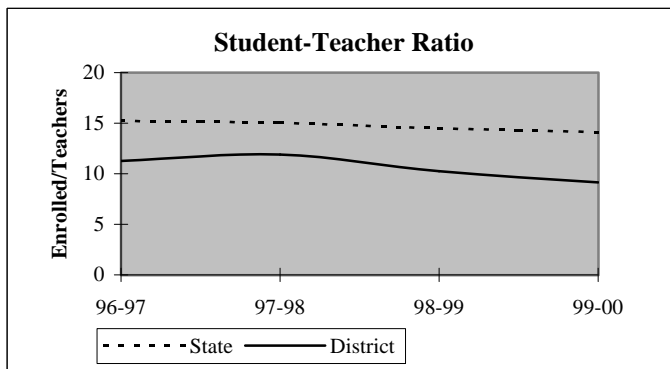


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	10.3	10.9	9.5	8.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	11.3	11.9	10.3	9.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	1	1	-	-	-	-	-
% Change in Educators	-7.7%	0.0%	0.0%	8.3%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	-13	7	-8	-4	-	-	-	-	-
% Change in Enrollments	2.2%	-9.5%	5.6%	-6.1%	-3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	16.7%	8.3%	15.4%	21.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	8.3%	7.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	16.7%	16.7%	15.4%	28.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	46.0	47.0	45.8	45.8	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	10.4	11.3	11.2	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	26,566	27,537	28,355	26,208	26,077	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	9.1%	9.1%	8.3%	23.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	63.6%	63.6%	66.7%	69.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.2%	18.2%	18.2%	16.7%	15.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	48.2%	46.8%	49.6%	50.4%	51.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	4	4	5	5	33.3%	33.3%	33.3%	38.5%	35.7%
Attrition	1	0	0	1	0					
Attrition Rate	25.0%	0.0%	0.0%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	8	8	6	6	7	66.7%	66.7%	50.0%	46.2%	50.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	2	2	2	0.0%	0.0%	16.7%	15.4%	14.3%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	2	2	2	2	0.0%	16.7%	16.7%	15.4%	14.3%

## District Report for: STIDHAM

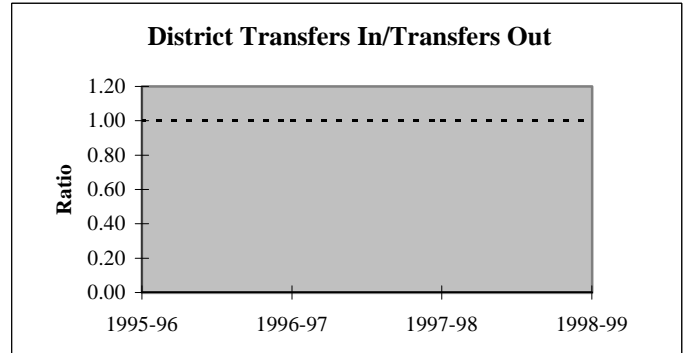
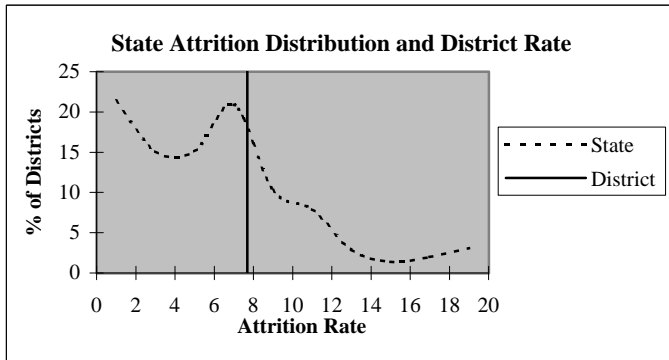
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	12	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	8.3%	8.3%	7.7%	7.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	11	11	11	12	13	91.7%	91.7%	91.7%	92.3%	92.9%
Special Education	2	2	2	2	2	18.2%	18.2%	18.2%	16.7%	15.4%
Pre-K & Kindergarten	1	1	1	1	1	9.1%	9.1%	9.1%	8.3%	7.7%
Elementary	8	8	8	9	10	72.7%	72.7%	72.7%	75.0%	76.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	137	124	131	123	119	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	24	29	11	12	19.7%	19.4%	22.1%	8.9%	10.1%
Grades 1-4	57	48	49	50	48	41.6%	38.7%	37.4%	40.7%	40.3%
Grades 5-6	26	29	26	30	31	19.0%	23.4%	19.8%	24.4%	26.1%
Grades 7-8	27	23	27	32	28	19.7%	18.5%	20.6%	26.0%	23.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STIDHAM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	12	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	11	12	12	12	83.3%	91.7%	100.0%	92.3%	85.7%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>16.7%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>14.3%</b>
Transfers In	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	2	1	0	1	1	100.0%	100.0%	0.0%	100.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>8.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	1	0	0	1	-	100.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	0.0%	0.0%	7.7%	-
Transfers In/Out	0.00	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	6	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>12</b>

## District Report for: STIDHAM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	8.3%	8.3%	7.7%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	11	11	12	13	91.7%	91.7%	91.7%	92.3%	92.9%
White - Females	7	6	6	7	7	63.6%	54.5%	54.5%	58.3%	53.8%
White - Males	3	4	4	4	3	27.3%	36.4%	36.4%	33.3%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	9.1%	9.1%	9.1%	8.3%	15.4%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	9.1%	0.0%
25-29	1	0	0	0	1	9.1%	0.0%	0.0%	0.0%	8.3%
30-34	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
35-39	2	1	1	1	1	18.2%	10.0%	10.0%	9.1%	8.3%
40-44	4	5	5	2	2	36.4%	50.0%	50.0%	18.2%	16.7%
45-49	1	1	1	3	3	9.1%	10.0%	10.0%	27.3%	25.0%
50-54	1	1	1	2	1	9.1%	10.0%	10.0%	18.2%	8.3%
55+	2	2	2	2	3	18.2%	20.0%	20.0%	18.2%	25.0%
<b>Average Age</b>	43.2	46.0	47.0	45.8	45.8					

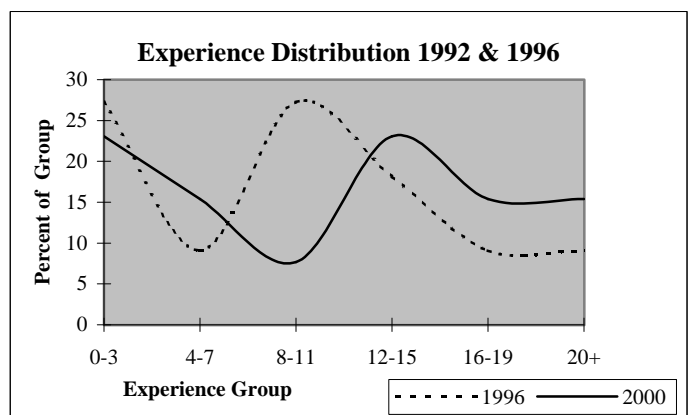
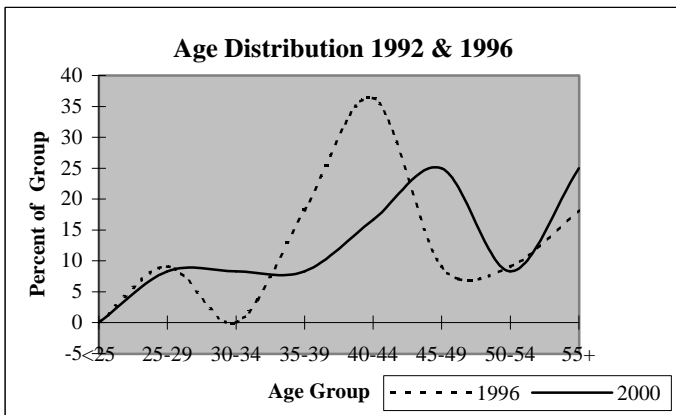
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	3	4	3	27.3%	27.3%	27.3%	33.3%	23.1%
4-7 Years	1	1	1	1	2	9.1%	9.1%	9.1%	8.3%	15.4%
8-11 Years	3	3	1	1	1	27.3%	27.3%	9.1%	8.3%	7.7%
12-15 Years	2	2	3	3	3	18.2%	18.2%	27.3%	25.0%	23.1%
16-19 Years	1	0	1	1	2	9.1%	0.0%	9.1%	8.3%	15.4%
20+ Years	1	2	2	2	2	9.1%	18.2%	18.2%	16.7%	15.4%
<b>Average Experience</b>	9.5	10.4	11.3	11.2	11.2					

## District Report for: STIDHAM

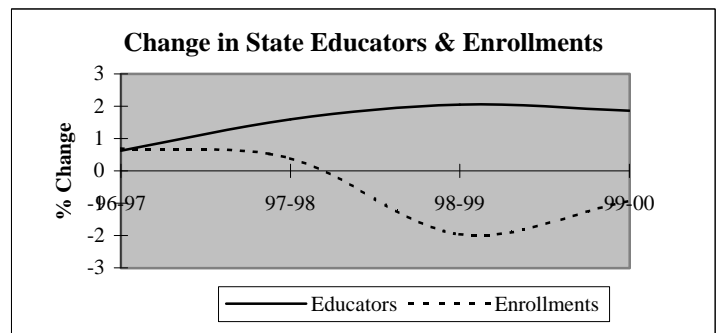
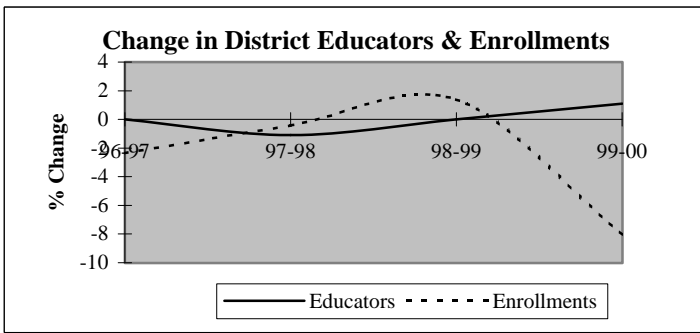
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	0	1	-	8.3%	0.0%	0.0%	7.7%	-
Attrition from Transfers	1	0	0	1	-	8.3%	0.0%	0.0%	7.7%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	1	0	0	1	-	9.1%	0.0%	0.0%	8.3%	-
Attrition from Transfers	1	0	0	1	-	9.1%	0.0%	0.0%	8.3%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	11	12	12	12	-	91.7%	100.0%	100.0%	92.3%	-
Teacher Retention	10	11	11	11	-	90.9%	100.0%	100.0%	91.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.3%	8.3%	8.3%	7.7%	14.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	75.0%	83.3%	91.7%	84.6%	78.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	8.3%	0.0%	7.7%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: EUFAULA



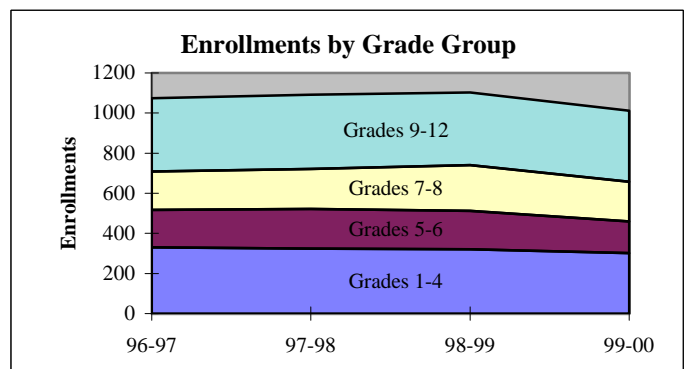
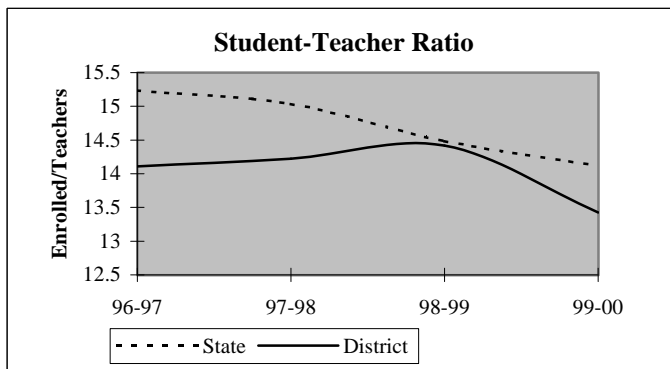
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.6	12.7	12.8	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	14.1	14.2	14.4	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-1	0	1	-	-	-	-	-
% Change in Educators	1.1%	0.0%	-1.1%	0.0%	1.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-49	-28	-5	16	-94	-	-	-	-	-
% Change in Enrollments	-4.0%	-2.4%	-0.4%	1.4%	-8.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	3.3%	2.2%	2.2%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.5%	6.6%	6.6%	7.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.3%	4.4%	4.4%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.9%	12.0%	11.0%	11.0%	10.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	14.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.2%	2.2%	2.2%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	44.4	45.0	45.4	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	15.0	15.0	15.9	16.5	15.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,505	29,383	29,973	30,719	29,739	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.2%	13.4%	12.3%	12.3%	11.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.8%	75.6%	76.5%	76.5%	73.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.0%	11.0%	11.1%	11.1%	11.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	41.4%	43.1%	47.5%	48.5%	40.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	21	20	20	24	23.9%	22.8%	22.0%	22.0%	26.1%
Attrition	7	4	3	2	0					
Attrition Rate	31.8%	19.0%	15.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	61	62	62	62	59	66.3%	67.4%	68.1%	68.1%	64.1%
Attrition	3	2	1	5	0					
Attrition Rate	4.9%	3.2%	1.6%	8.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	9	9	9	9	9.8%	9.8%	9.9%	9.9%	9.8%
Attrition Rate	11.1%	11.1%	11.1%	44.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	11	10	10	15	12	12.0%	10.9%	11.0%	16.5%	13.0%



## District Report for: EUFAULA

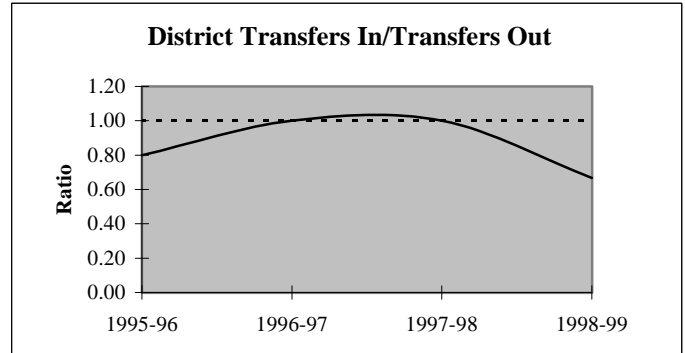
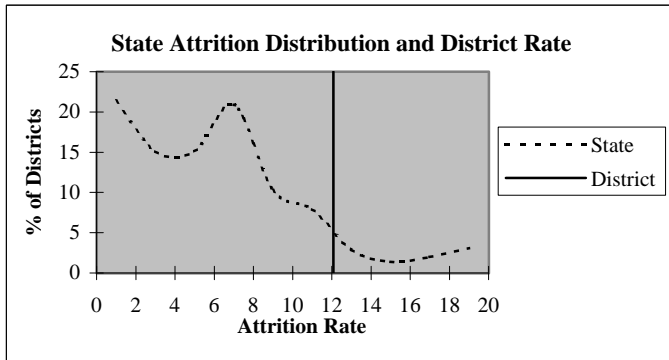
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	92	92	91	91	92	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	7	6.5%	6.5%	6.6%	6.6%	7.6%
Professional Staff	4	4	4	4	5	4.3%	4.3%	4.4%	4.4%	5.4%
<b>Total Teachers</b>	82	82	81	81	80	89.1%	89.1%	89.0%	89.0%	87.0%
Special Education	9	9	9	9	9	11.0%	11.0%	11.1%	11.1%	11.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	34	34	34	33	32	41.5%	41.5%	42.0%	40.7%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	39	39	38	39	39	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	7	6	6	6	5	8.5%	7.3%	7.4%	7.4%	6.3%
Art & Music	4	4	3	4	4	4.9%	4.9%	3.7%	4.9%	5.0%
Social Studies	5	4	4	4	6	6.1%	4.9%	4.9%	4.9%	7.5%
Foreign Language	1	1	1	1	1	1.2%	1.2%	1.2%	1.2%	1.3%
Math	5	5	5	5	5	6.1%	6.1%	6.2%	6.2%	6.3%
<b>Science</b>	5	5	5	5	5	6.1%	6.1%	6.2%	6.2%	6.3%
Biology	2	2	1	2	1	2.4%	2.4%	1.2%	2.5%	1.3%
Chemistry	0	0	1	0	1	0.0%	0.0%	1.2%	0.0%	1.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	3	3	3	3.7%	3.7%	3.7%	3.7%	3.8%
Vocational Education	6	4	4	4	6	7.3%	4.9%	4.9%	4.9%	7.5%
Other	6	10	10	10	7	7.3%	12.2%	12.3%	12.3%	8.8%
<b>Total Enrollments</b>	1,185	1,157	1,152	1,168	1,074	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	57	83	60	65	62	4.8%	7.2%	5.2%	5.6%	5.8%
Grades 1-4	353	330	324	320	302	29.8%	28.5%	28.1%	27.4%	28.1%
Grades 5-6	203	187	198	192	158	17.1%	16.2%	17.2%	16.4%	14.7%
Grades 7-8	199	192	199	229	197	16.8%	16.6%	17.3%	19.6%	18.3%
Grades 9-12	373	365	371	362	355	31.5%	31.5%	32.2%	31.0%	33.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: EUFAULA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	92	92	91	91	92	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	84	81	85	86	80	91.3%	88.0%	93.4%	94.5%	87.0%
<b>Newly Hired</b>	<b>8</b>	<b>11</b>	<b>6</b>	<b>5</b>	<b>12</b>	<b>8.7%</b>	<b>12.0%</b>	<b>6.6%</b>	<b>5.5%</b>	<b>13.0%</b>
Transfers In	4	3	2	2	6	50.0%	27.3%	33.3%	40.0%	50.0%
Reentrants	3	3	3	2	2	37.5%	27.3%	50.0%	40.0%	16.7%
First Time Educators	1	5	1	1	4	12.5%	45.5%	16.7%	20.0%	33.3%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>7</b>	<b>5</b>	<b>11</b>	<b>-</b>	<b>12.0%</b>	<b>7.6%</b>	<b>5.5%</b>	<b>12.1%</b>	<b>-</b>
Transfers Out	5	3	2	3	-	45.5%	42.9%	40.0%	27.3%	-
Leave Oklahoma Educ.	6	4	3	8	-	54.5%	57.1%	60.0%	72.7%	-

Dynamics Rates	District Rates				
District Attrition	12.0%	7.6%	5.5%	12.1%	-
Transfers In/Out	0.80	1.00	1.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	3
ECU, Ada	9	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	51	University of Tulsa, Tulsa	1
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		Total	92

## District Report for: EUFAULA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	6	7	6.5%	6.5%	6.6%	6.6%	7.6%
White - Females	2	2	2	2	2	33.3%	33.3%	33.3%	33.3%	28.6%
White - Males	4	4	4	4	4	66.7%	66.7%	66.7%	66.7%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	14.3%
<b>Professional Staff</b>	4	4	4	4	5	4.3%	4.3%	4.4%	4.4%	5.4%
White - Females	3	3	4	4	5	75.0%	75.0%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	25.0%	25.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	82	82	81	81	80	89.1%	89.1%	89.0%	89.0%	87.0%
White - Females	57	55	55	55	52	69.5%	67.1%	67.9%	67.9%	65.0%
White - Males	15	16	16	16	19	18.3%	19.5%	19.8%	19.8%	23.8%
Black - Females	2	2	2	2	2	2.4%	2.4%	2.5%	2.5%	2.5%
Black - Males	1	1	0	0	0	1.2%	1.2%	0.0%	0.0%	0.0%
Other - Females	4	5	5	5	5	4.9%	6.1%	6.2%	6.2%	6.3%
Other - Males	3	3	3	3	2	3.7%	3.7%	3.7%	3.7%	2.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	1.2%	0.0%
25-29	6	4	4	4	8	7.3%	4.9%	4.9%	4.9%	10.4%
30-34	9	6	6	4	3	11.0%	7.3%	7.4%	4.9%	3.9%
35-39	9	13	9	8	9	11.0%	15.9%	11.1%	9.9%	11.7%
40-44	16	16	13	14	11	19.5%	19.5%	16.0%	17.3%	14.3%
45-49	22	23	25	25	23	26.8%	28.0%	30.9%	30.9%	29.9%
50-54	14	14	17	18	15	17.1%	17.1%	21.0%	22.2%	19.5%
55+	6	6	7	7	8	7.3%	7.3%	8.6%	8.6%	10.4%
<b>Average Age</b>	43.6	44.4	45.0	45.4	44.5					

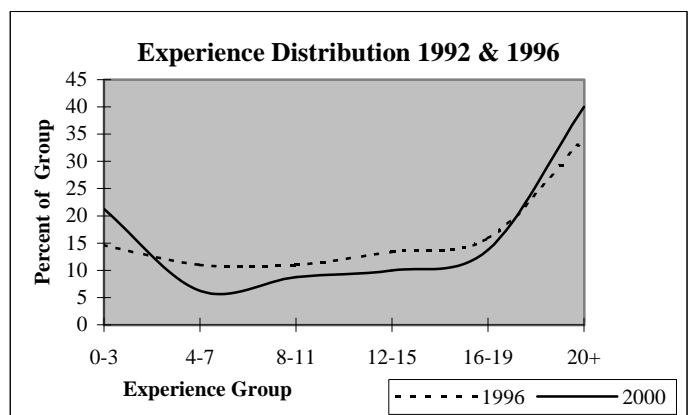
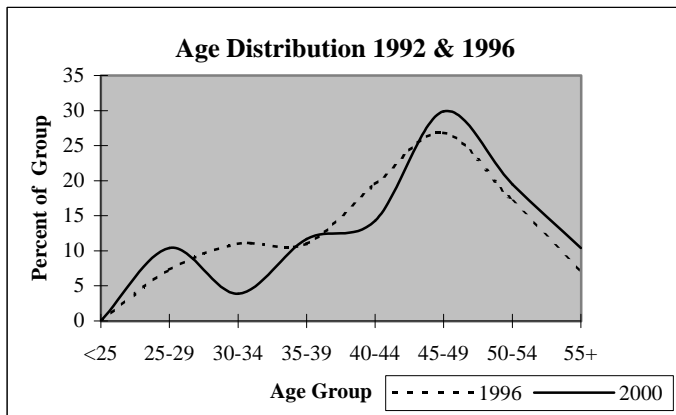
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	12	12	10	17	14.6%	14.6%	14.8%	12.3%	21.3%
4-7 Years	9	8	7	9	5	11.0%	9.8%	8.6%	11.1%	6.3%
8-11 Years	9	9	4	6	7	11.0%	11.0%	4.9%	7.4%	8.8%
12-15 Years	11	7	9	8	8	13.4%	8.5%	11.1%	9.9%	10.0%
16-19 Years	13	17	18	13	11	15.9%	20.7%	22.2%	16.0%	13.8%
20+ Years	28	29	31	35	32	34.1%	35.4%	38.3%	43.2%	40.0%
<b>Average Experience</b>	15.0	15.0	15.9	16.5	15.2					

## District Report for: EUFAULA

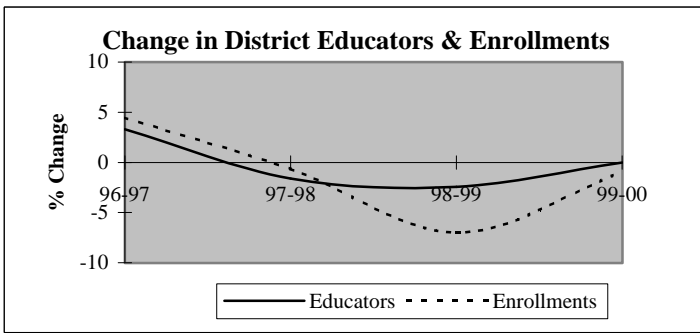
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	7	5	11	-	12.0%	7.6%	5.5%	12.1%	-
Attrition from Transfers	5	3	2	3	-	5.4%	3.3%	2.2%	3.3%	-
Attrition from Exits	6	4	3	8	-	6.5%	4.3%	3.3%	8.8%	-
<b>Teacher Attrition</b>	11	6	5	10	-	13.4%	7.3%	6.2%	12.3%	-
Attrition from Transfers	5	3	2	3	-	6.1%	3.7%	2.5%	3.7%	-
Attrition from Exits	6	3	3	7	-	7.3%	3.7%	3.7%	8.6%	-
<b>District Retention</b>										
Educator Retention	81	85	86	80	-	88.0%	92.4%	94.5%	87.9%	-
Teacher Retention	71	76	76	71	-	86.6%	92.7%	93.8%	87.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	94.7%	0.0%	94.7%	78.2%	9.6%	87.8%
1 Year of Experience	68.8%	31.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	7.1%	78.6%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	20.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	1.1%	2.2%	2.2%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.5%	90.2%	92.3%	93.4%	92.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.1%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	8.7%	4.4%	4.4%	6.5%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: CHECOTAH

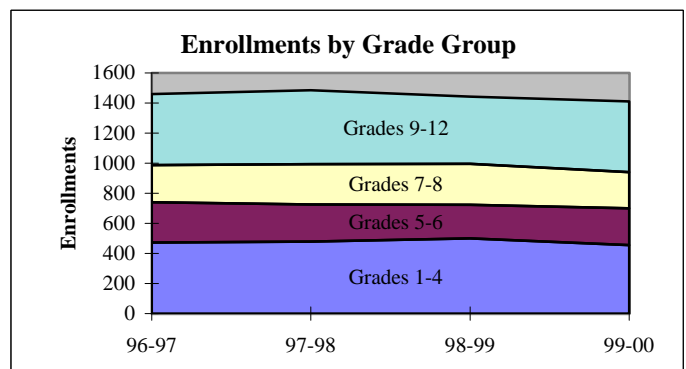
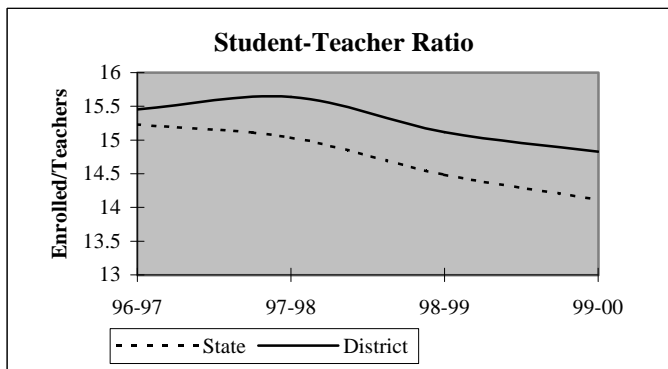


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	13.4	13.5	12.9	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	15.5	15.6	15.1	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	4	-2	-3	0	-	-	-	-	-
% Change in Educators	2.5%	3.3%	-1.6%	-2.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-23	71	-11	-116	-15	-	-	-	-	-
% Change in Enrollments	-1.4%	4.4%	-0.7%	-7.0%	-1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.1%	4.0%	3.3%	1.7%	1.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.6%	6.4%	6.5%	6.7%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.6%	7.2%	7.3%	8.3%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	8.8%	9.8%	8.3%	7.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.7%	1.6%	1.6%	1.7%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	42.1	42.3	42.2	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	12.4	12.6	12.1	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,789	29,451	30,039	30,124	29,727	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.5%	10.2%	11.3%	8.8%	7.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.1%	77.8%	78.3%	78.4%	77.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	9.3%	9.4%	9.8%	9.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.3%	27.6%	29.3%	32.5%	34.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	37	42	42	38	43	30.6%	33.6%	34.1%	31.7%	35.8%
Attrition	2	9	9	5	0					
Attrition Rate	5.4%	21.4%	21.4%	13.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	72	71	69	67	63	59.5%	56.8%	56.1%	55.8%	52.5%
Attrition	5	3	5	4	0					
Attrition Rate	6.9%	4.2%	7.2%	6.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	12	12	12	15	14	9.9%	9.6%	9.8%	12.5%	11.7%
Attrition	3	4	5	3	0					
Attrition Rate	25.0%	33.3%	41.7%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	16	16	21	18	16	13.2%	12.8%	17.1%	15.0%	13.3%

## District Report for: CHECOTAH

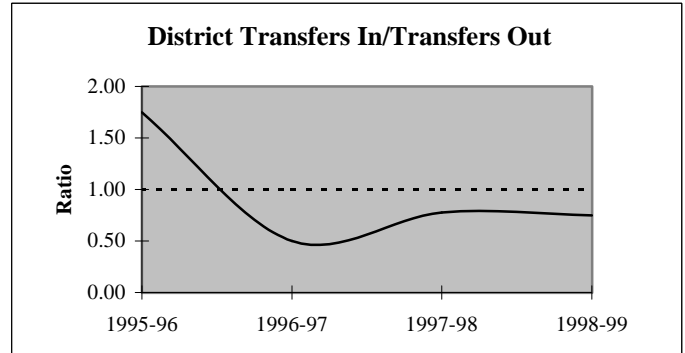
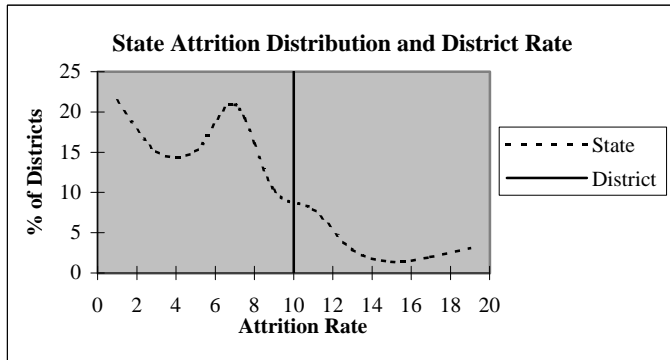
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	121	125	123	120	120	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	8	8	7	6.6%	6.4%	6.5%	6.7%	5.8%
Professional Staff	8	9	9	10	10	6.6%	7.2%	7.3%	8.3%	8.3%
<b>Total Teachers</b>	105	108	106	102	103	86.8%	86.4%	86.2%	85.0%	85.8%
Special Education	9	10	10	10	10	8.6%	9.3%	9.4%	9.8%	9.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	46	44	42	43	45	43.8%	40.7%	39.6%	42.2%	43.7%
<b>Middle School</b>	18	18	16	15	14	17.1%	16.7%	15.1%	14.7%	13.6%
Language Arts	5	6	4	1	2	4.8%	5.6%	3.8%	1.0%	1.9%
Art & Music	1	1	1	1	2	1.0%	0.9%	0.9%	1.0%	1.9%
Social Studies	3	3	4	3	2	2.9%	2.8%	3.8%	2.9%	1.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	3	3	2	3.8%	2.8%	2.8%	2.9%	1.9%
Science	4	3	3	3	2	3.8%	2.8%	2.8%	2.9%	1.9%
Vocational Education	1	2	1	0	0	1.0%	1.9%	0.9%	0.0%	0.0%
Other	0	0	0	4	4	0.0%	0.0%	0.0%	3.9%	3.9%
<b>High School (9-12)</b>	32	36	38	34	34	3200.0%	3600.0%	3800.0%	3400.0%	1700.0%
Language Arts	5	4	5	5	5	4.8%	3.7%	4.7%	4.9%	4.9%
Art & Music	2	3	2	2	2	1.9%	2.8%	1.9%	2.0%	1.9%
Social Studies	4	4	6	5	6	3.8%	3.7%	5.7%	4.9%	5.8%
Foreign Language	1	1	1	1	1	1.0%	0.9%	0.9%	1.0%	1.0%
Math	3	4	5	3	4	2.9%	3.7%	4.7%	2.9%	3.9%
<b>Science</b>	5	6	6	4	4	4.8%	5.6%	5.7%	3.9%	3.9%
Biology	2	1	1	1	0	1.9%	0.9%	0.9%	1.0%	0.0%
Chemistry	0	1	1	1	1	0.0%	0.9%	0.9%	1.0%	1.0%
Physics	1	0	0	0	0	1.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	4	4	2	3	1.9%	3.7%	3.8%	2.0%	2.9%
Vocational Education	6	5	6	7	7	5.7%	4.6%	5.7%	6.9%	6.8%
Other	6	9	7	7	5	5.7%	8.3%	6.6%	6.9%	4.9%
<b>Total Enrollments</b>	1,598	1,669	1,658	1,542	1,527	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	152	201	163	99	114	9.5%	12.0%	9.8%	6.4%	7.5%
Grades 1-4	461	473	478	499	455	28.8%	28.3%	28.8%	32.4%	29.8%
Grades 5-6	259	267	248	225	244	16.2%	16.0%	15.0%	14.6%	16.0%
Grades 7-8	270	247	267	272	241	16.9%	14.8%	16.1%	17.6%	15.8%
Grades 9-12	453	472	492	446	471	28.3%	28.3%	29.7%	28.9%	30.8%
Ungraded	3	9	10	1	2	0.2%	0.5%	0.6%	0.1%	0.1%



## District Report for: CHECOTAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	121	125	123	120	120	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	103	111	109	104	108	85.1%	88.8%	88.6%	86.7%	90.0%
<b>Newly Hired</b>	<b>18</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>12</b>	<b>14.9%</b>	<b>11.2%</b>	<b>11.4%</b>	<b>13.3%</b>	<b>10.0%</b>
Transfers In	7	4	7	3	4	38.9%	28.6%	50.0%	18.8%	33.3%
Reentrants	0	0	2	4	1	0.0%	0.0%	14.3%	25.0%	8.3%
First Time Educators	11	10	5	9	7	61.1%	71.4%	35.7%	56.3%	58.3%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>16</b>	<b>19</b>	<b>12</b>	<b>-</b>	<b>8.3%</b>	<b>12.8%</b>	<b>15.4%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	4	8	9	4	-	40.0%	50.0%	47.4%	33.3%	-
Leave Oklahoma Educ.	6	8	10	8	-	60.0%	50.0%	52.6%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	12.8%	15.4%	10.0%	-
Transfers In/Out	1.75	0.50	0.78	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	1
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	84	University of Tulsa, Tulsa	2
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		Total	121

## District Report for: CHECOTAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	8	8	8	7	6.6%	6.4%	6.5%	6.7%	5.8%
White - Females	2	2	2	2	2	25.0%	25.0%	25.0%	25.0%	28.6%
White - Males	6	6	6	6	5	75.0%	75.0%	75.0%	75.0%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	9	9	10	10	6.6%	7.2%	7.3%	8.3%	8.3%
White - Females	7	8	8	7	7	87.5%	88.9%	88.9%	70.0%	70.0%
White - Males	1	1	1	2	2	12.5%	11.1%	11.1%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	10.0%	10.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	105	108	106	102	103	86.8%	86.4%	86.2%	85.0%	85.8%
White - Females	73	74	73	72	73	69.5%	68.5%	68.9%	70.6%	70.9%
White - Males	22	23	21	21	22	21.0%	21.3%	19.8%	20.6%	21.4%
Black - Females	4	4	4	3	2	3.8%	3.7%	3.8%	2.9%	1.9%
Black - Males	1	1	1	1	1	1.0%	0.9%	0.9%	1.0%	1.0%
Other - Females	5	6	6	5	5	4.8%	5.6%	5.7%	4.9%	4.9%
Other - Males	0	0	1	0	0	0.0%	0.0%	0.9%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	5	3	1	1	0	4.8%	2.8%	1.0%	1.0%	0.0%
25-29	10	17	14	12	8	9.5%	15.7%	13.3%	11.9%	8.2%
30-34	10	8	9	12	15	9.5%	7.4%	8.6%	11.9%	15.5%
35-39	15	16	14	13	14	14.3%	14.8%	13.3%	12.9%	14.4%
40-44	17	19	23	21	20	16.2%	17.6%	21.9%	20.8%	20.6%
45-49	14	12	13	13	14	13.3%	11.1%	12.4%	12.9%	14.4%
50-54	21	20	21	20	15	20.0%	18.5%	20.0%	19.8%	15.5%
55+	13	13	10	9	11	12.4%	12.0%	9.5%	8.9%	11.3%
<b>Average Age</b>	42.8	42.1	42.3	42.2	42.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	21	29	25	27	25	20.0%	26.9%	23.6%	26.5%	24.3%
4-7 Years	16	12	16	10	17	15.2%	11.1%	15.1%	9.8%	16.5%
8-11 Years	9	12	11	18	14	8.6%	11.1%	10.4%	17.6%	13.6%
12-15 Years	14	12	8	7	7	13.3%	11.1%	7.5%	6.9%	6.8%
16-19 Years	14	15	20	16	13	13.3%	13.9%	18.9%	15.7%	12.6%
20+ Years	31	28	26	24	27	29.5%	25.9%	24.5%	23.5%	26.2%
<b>Average Experience</b>	13.4	12.4	12.6	12.1	12.0					

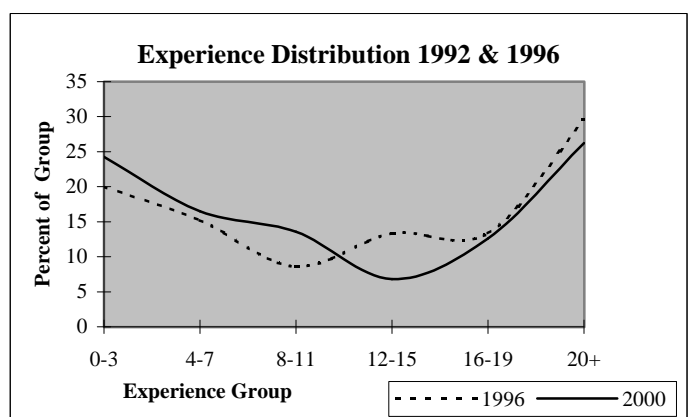
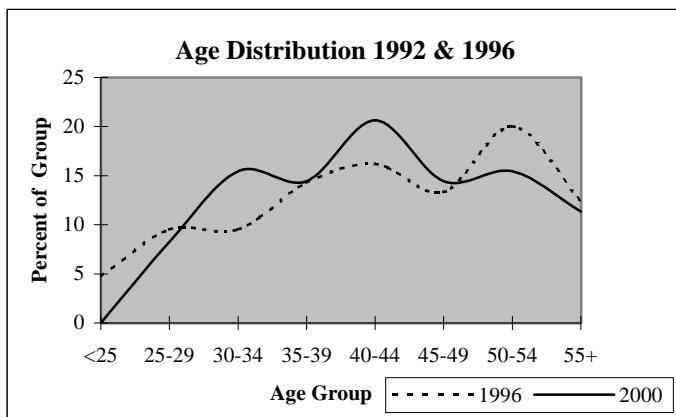


## District Report for: CHECOTAH

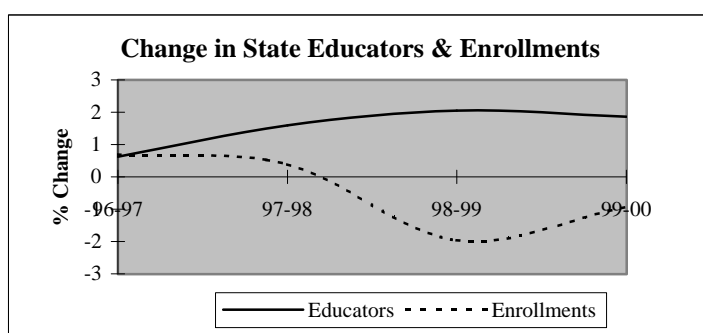
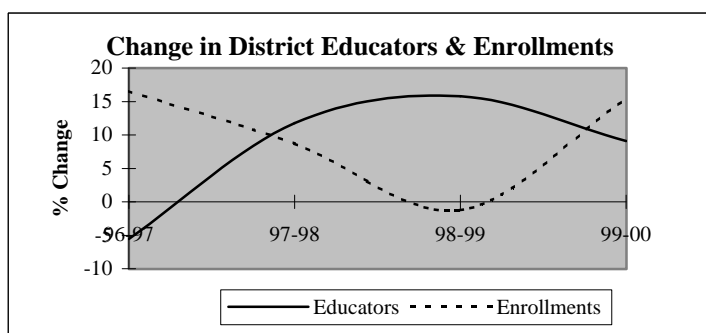
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	16	19	12	-	8.3%	12.8%	15.4%	10.0%	-
Attrition from Transfers	4	8	9	4	-	3.3%	6.4%	7.3%	3.3%	-
Attrition from Exits	6	8	10	8	-	5.0%	6.4%	8.1%	6.7%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>15</b>	<b>17</b>	<b>11</b>	<b>-</b>	<b>8.6%</b>	<b>13.9%</b>	<b>16.0%</b>	<b>10.8%</b>	<b>-</b>
Attrition from Transfers	3	8	9	3	-	2.9%	7.4%	8.5%	2.9%	-
Attrition from Exits	6	7	8	8	-	5.7%	6.5%	7.5%	7.8%	-
<b>District Retention</b>										
Educator Retention	111	109	104	108	-	91.7%	87.2%	84.6%	90.0%	-
Teacher Retention	96	93	89	91	-	91.4%	86.1%	84.0%	89.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	78.0%	12.2%	90.2%	78.2%	9.6%	87.8%
1 Year of Experience	82.1%	10.7%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	77.8%	18.5%	96.3%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	9.5%	95.2%	86.1%	5.6%	91.7%
4 Years of Experience	89.5%	5.3%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	88.2%	11.8%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.7%	1.6%	2.4%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.3%	90.4%	91.9%	89.2%	93.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	8.0%	5.7%	10.8%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MIDWAY

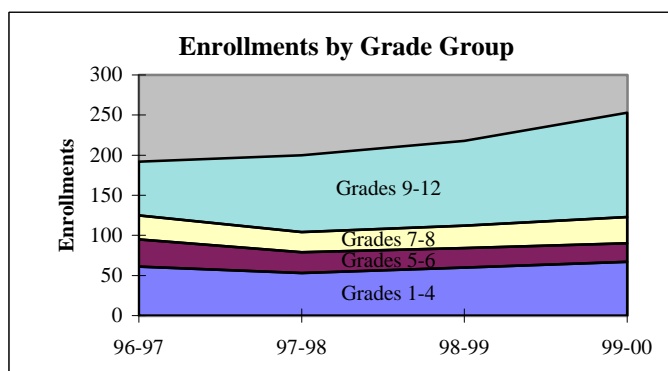
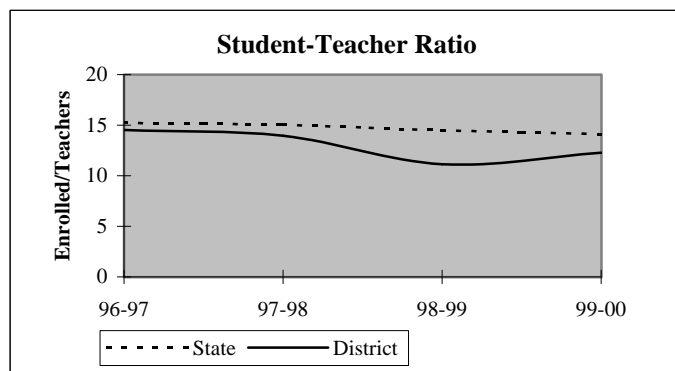


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.4	12.8	12.5	10.6	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.7	14.5	13.9	11.1	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	2	3	2	-	-	-	-	-
% Change in Educators	5.9%	-5.6%	11.8%	15.8%	9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	31	19	-3	36	-	-	-	-	-
% Change in Enrollments	-2.6%	16.6%	8.7%	-1.3%	15.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	0.0%	5.3%	4.5%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.9%	5.3%	4.5%	4.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.9%	5.3%	0.0%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.6%	5.9%	5.3%	4.5%	4.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	39.9	39.9	37.8	38.7	42.0	42.3	42.5	42.7	43.0
Average Experience	10.5	10.5	9.9	8.2	8.9	12.1	12.3	12.3	12.2	12.2
Average Salary	26,802	29,518	27,511	27,617	27,515	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.3%	6.7%	5.9%	4.8%	4.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.3%	80.0%	76.5%	66.7%	59.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.3%	37.6%	17.7%	30.2%	31.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	9	11	10	44.4%	47.1%	47.4%	50.0%	41.7%
Attrition	2	0	2	3	0					
Attrition Rate	25.0%	0.0%	22.2%	27.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	7	8	10	12	38.9%	41.2%	42.1%	45.5%	50.0%
Attrition	3	0	1	2	0					
Attrition Rate	42.9%	0.0%	12.5%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	2	1	2	16.7%	11.8%	10.5%	4.5%	8.3%
Attrition	1	1	1	0	0					
Attrition Rate	33.3%	50.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	2	2	1	2	22.2%	11.8%	10.5%	4.5%	8.3%

## District Report for: MIDWAY

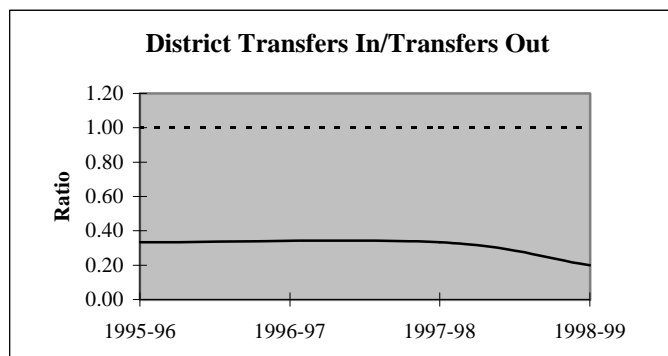
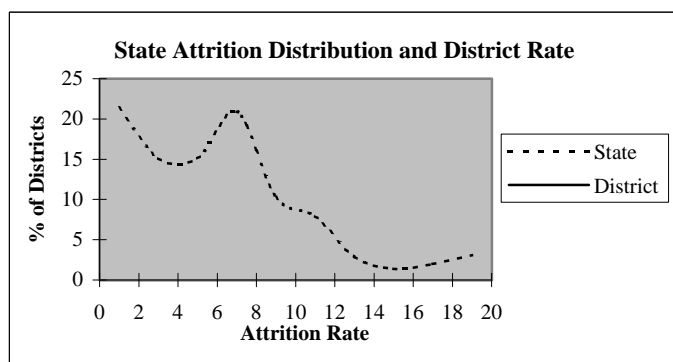
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	17	19	22	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.6%	5.9%	5.3%	4.5%	4.2%
Professional Staff	1	1	1	0	1	5.6%	5.9%	5.3%	0.0%	4.2%
<b>Total Teachers</b>	16	15	17	21	22	88.9%	88.2%	89.5%	95.5%	91.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	9	10	10	56.3%	53.3%	52.9%	47.6%	45.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	8	11	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	6.3%	6.7%	5.9%	9.5%	9.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	3	6.3%	13.3%	11.8%	9.5%	13.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	3	1	6.3%	6.7%	5.9%	14.3%	4.5%
<b>Science</b>	1	1	1	1	2	6.3%	6.7%	5.9%	4.8%	9.1%
Biology	1	0	1	1	1	6.3%	0.0%	5.9%	4.8%	4.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	0	1	0.0%	6.7%	0.0%	0.0%	4.5%
Vocational Education	2	2	2	2	2	12.5%	13.3%	11.8%	9.5%	9.1%
Other	1	0	1	1	2	6.3%	0.0%	5.9%	4.8%	9.1%
<b>Total Enrollments</b>	187	218	237	234	270	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	26	37	16	17	5.9%	11.9%	15.6%	6.8%	6.3%
Grades 1-4	59	61	53	60	67	31.6%	28.0%	22.4%	25.6%	24.8%
Grades 5-6	24	34	26	24	23	12.8%	15.6%	11.0%	10.3%	8.5%
Grades 7-8	39	30	25	28	33	20.9%	13.8%	10.5%	12.0%	12.2%
Grades 9-12	54	67	96	106	130	28.9%	30.7%	40.5%	45.3%	48.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MIDWAY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	17	19	22	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	12	16	15	17	72.2%	70.6%	84.2%	68.2%	70.8%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>27.8%</b>	<b>29.4%</b>	<b>15.8%</b>	<b>31.8%</b>	<b>29.2%</b>
Transfers In	1	4	1	1	2	20.0%	80.0%	33.3%	14.3%	28.6%
Reentrants	1	1	1	2	4	20.0%	20.0%	33.3%	28.6%	57.1%
First Time Educators	3	0	1	4	1	60.0%	0.0%	33.3%	57.1%	14.3%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>33.3%</b>	<b>5.9%</b>	<b>21.1%</b>	<b>22.7%</b>	<b>-</b>
Transfers Out	3	0	3	5	-	50.0%	0.0%	75.0%	100.0%	-
Leave Oklahoma Educ.	3	1	1	0	-	50.0%	100.0%	25.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	5.9%	21.1%	22.7%	-
Transfers In/Out	0.33	nc	0.33	0.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	10	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	18

## District Report for: MIDWAY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.6%	5.9%	5.3%	4.5%	4.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	0	1	5.6%	5.9%	5.3%	0.0%	4.2%
White - Females	1	1	1	0	1	100.0%	100.0%	100.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	15	17	21	22	88.9%	88.2%	89.5%	95.5%	91.7%
White - Females	13	12	13	14	13	81.3%	80.0%	76.5%	66.7%	59.1%
White - Males	2	2	3	6	8	12.5%	13.3%	17.6%	28.6%	36.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	6.3%	6.7%	5.9%	4.8%	4.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	2	6	5	12.5%	13.3%	11.8%	28.6%	22.7%
30-34	4	4	5	3	3	25.0%	26.7%	29.4%	14.3%	13.6%
35-39	3	3	3	5	7	18.8%	20.0%	17.6%	23.8%	31.8%
40-44	1	2	2	1	1	6.3%	13.3%	11.8%	4.8%	4.5%
45-49	1	1	1	1	2	6.3%	6.7%	5.9%	4.8%	9.1%
50-54	1	1	1	3	2	6.3%	6.7%	5.9%	14.3%	9.1%
55+	4	2	3	2	2	25.0%	13.3%	17.6%	9.5%	9.1%
<b>Average Age</b>	42.1	39.9	39.9	37.8	38.7					

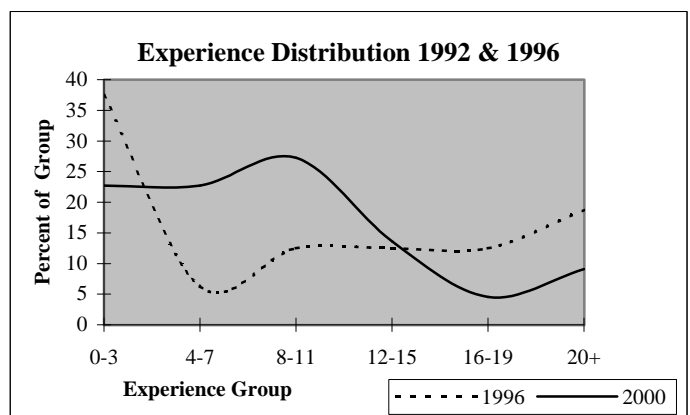
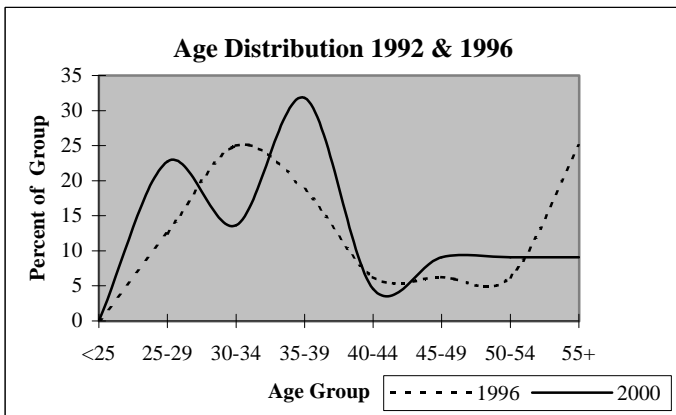
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	3	5	6	5	37.5%	20.0%	29.4%	28.6%	22.7%
4-7 Years	1	4	3	5	5	6.3%	26.7%	17.6%	23.8%	22.7%
8-11 Years	2	2	3	4	6	12.5%	13.3%	17.6%	19.0%	27.3%
12-15 Years	2	2	1	3	3	12.5%	13.3%	5.9%	14.3%	13.6%
16-19 Years	2	2	2	1	1	12.5%	13.3%	11.8%	4.8%	4.5%
20+ Years	3	2	3	2	2	18.8%	13.3%	17.6%	9.5%	9.1%
<b>Average Experience</b>	10.5	10.5	9.9	8.2	8.9					

## District Report for: MIDWAY

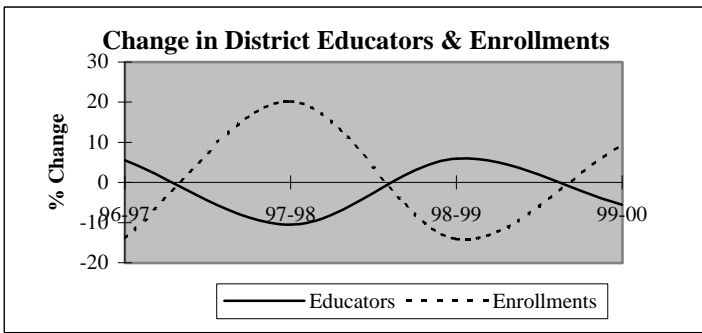
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	1	4	5	-	33.3%	5.9%	21.1%	22.7%	-
Attrition from Transfers	3	0	3	5	-	16.7%	0.0%	15.8%	22.7%	-
Attrition from Exits	3	1	1	0	-	16.7%	5.9%	5.3%	0.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>31.3%</b>	<b>6.7%</b>	<b>17.6%</b>	<b>19.0%</b>	<b>-</b>
Attrition from Transfers	2	0	2	4	-	12.5%	0.0%	11.8%	19.0%	-
Attrition from Exits	3	1	1	0	-	18.8%	6.7%	5.9%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	16	15	17	-	66.7%	94.1%	78.9%	77.3%	-
Teacher Retention	11	14	14	17	-	68.8%	93.3%	82.4%	81.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	33.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	11.8%	0.0%	4.5%	4.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.8%	82.4%	89.5%	63.6%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	4.5%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	22.2%	5.9%	10.5%	27.3%	20.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HANNA

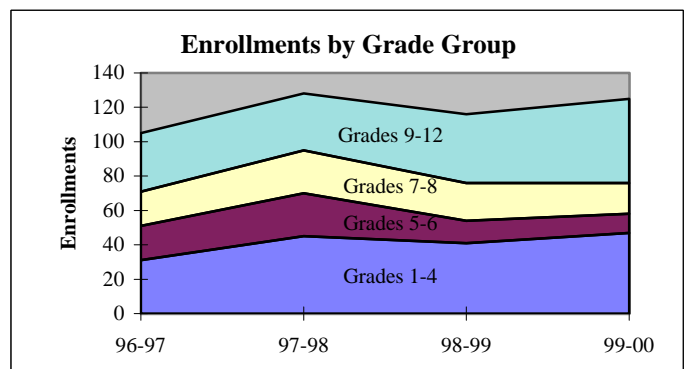
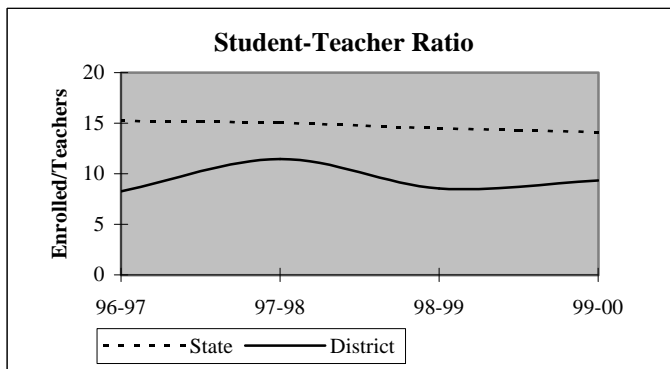


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.0	6.5	8.8	7.1	8.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	8.3	11.5	8.5	9.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	-2	1	-1	-	-	-	-	-
% Change in Educators	0.0%	5.6%	-10.5%	5.9%	-5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-12	-20	25	-21	12	-	-	-	-	-
% Change in Enrollments	-7.7%	-13.9%	20.2%	-14.1%	9.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	10.5%	0.0%	16.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	10.5%	11.8%	11.1%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.1%	10.5%	11.8%	5.6%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.6%	5.3%	5.9%	5.6%	11.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.4	40.3	41.7	41.9	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	9.6	10.4	10.2	9.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,801	26,223	28,546	26,521	29,818	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.1%	6.7%	7.7%	6.7%	13.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.3%	66.7%	69.2%	73.3%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	70.1%	76.6%	63.1%	46.9%	50.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	9	8	9	10	44.4%	47.4%	47.1%	50.0%	58.8%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	11.1%	12.5%	22.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	7	4	4	5	50.0%	36.8%	23.5%	22.2%	29.4%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	28.6%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	3	5	5	2	5.6%	15.8%	29.4%	27.8%	11.8%
Attrition Rate	0.0%	0.0%	20.0%	60.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	6	5	2	16.7%	21.1%	35.3%	27.8%	11.8%

## District Report for: HANNA

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	19	17	18	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	1	11.1%	10.5%	11.8%	11.1%	5.9%
Professional Staff	2	2	2	1	1	11.1%	10.5%	11.8%	5.6%	5.9%
<b>Total Teachers</b>	14	15	13	15	15	77.8%	78.9%	76.5%	83.3%	88.2%
Special Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	11	8	64.3%	60.0%	69.2%	73.3%	53.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	5	6	4	4	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	7.1%	6.7%	7.7%	6.7%	6.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	0	0	1	7.1%	6.7%	0.0%	0.0%	6.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	0	7.1%	6.7%	7.7%	6.7%	0.0%
<b>Science</b>	1	1	1	1	1	7.1%	6.7%	7.7%	6.7%	6.7%
Biology	1	1	0	1	1	7.1%	6.7%	0.0%	6.7%	6.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	0	0	0.0%	0.0%	7.7%	0.0%	0.0%
Vocational Education	1	1	1	1	1	7.1%	6.7%	7.7%	6.7%	6.7%
Other	0	1	0	0	2	0.0%	6.7%	0.0%	0.0%	13.3%
<b>Total Enrollments</b>	144	124	149	128	140	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	19	21	12	15	11.8%	15.3%	14.1%	9.4%	10.7%
Grades 1-4	45	31	45	41	47	31.3%	25.0%	30.2%	32.0%	33.6%
Grades 5-6	23	20	25	13	11	16.0%	16.1%	16.8%	10.2%	7.9%
Grades 7-8	19	20	25	22	18	13.2%	16.1%	16.8%	17.2%	12.9%
Grades 9-12	40	34	33	40	49	27.8%	27.4%	22.1%	31.3%	35.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

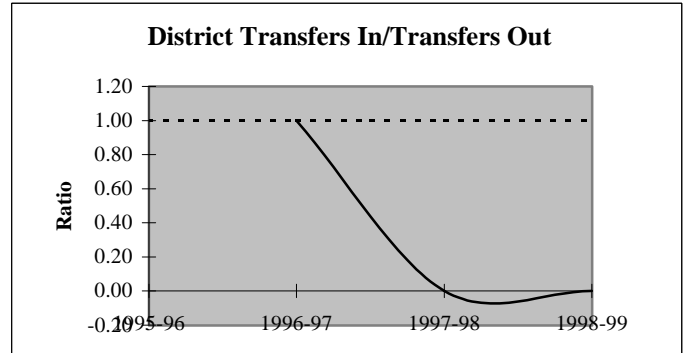
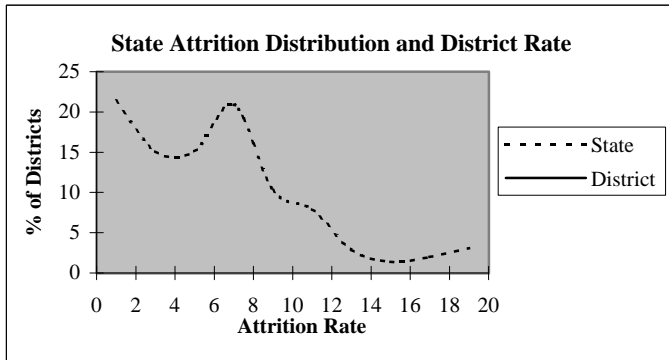




## District Report for: HANNA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	19	17	18	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	12	18	16	15	13	66.7%	94.7%	94.1%	83.3%	76.5%
<b>Newly Hired</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>33.3%</b>	<b>5.3%</b>	<b>5.9%</b>	<b>16.7%</b>	<b>23.5%</b>
Transfers In	3	1	0	0	2	50.0%	100.0%	0.0%	0.0%	50.0%
Reentrants	2	0	1	1	1	33.3%	0.0%	100.0%	33.3%	25.0%
First Time Educators	1	0	0	2	1	16.7%	0.0%	0.0%	66.7%	25.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>0.0%</b>	<b>15.8%</b>	<b>11.8%</b>	<b>27.8%</b>	<b>-</b>
Transfers Out	0	1	1	3	-	0.0%	33.3%	50.0%	60.0%	-
Leave Oklahoma Educ.	0	2	1	2	-	0.0%	66.7%	50.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	15.8%	11.8%	27.8%	-
Transfers In/Out	nc	1.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	18

## District Report for: HANNA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	1	11.1%	10.5%	11.8%	11.1%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	1	1	11.1%	10.5%	11.8%	5.6%	5.9%
White - Females	2	2	1	0	0	100.0%	100.0%	50.0%	0.0%	0.0%
White - Males	0	0	1	1	1	0.0%	0.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	15	13	15	15	77.8%	78.9%	76.5%	83.3%	88.2%
White - Females	8	9	8	10	10	57.1%	60.0%	61.5%	66.7%	66.7%
White - Males	5	5	4	4	3	35.7%	33.3%	30.8%	26.7%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	7.1%	6.7%	7.7%	6.7%	13.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	4	4	3	2	21.4%	26.7%	30.8%	20.0%	13.3%
30-34	0	0	0	2	2	0.0%	0.0%	0.0%	13.3%	13.3%
35-39	5	4	1	0	0	35.7%	26.7%	7.7%	0.0%	0.0%
40-44	1	2	2	3	4	7.1%	13.3%	15.4%	20.0%	26.7%
45-49	1	1	2	3	3	7.1%	6.7%	15.4%	20.0%	20.0%
50-54	4	2	1	1	2	28.6%	13.3%	7.7%	6.7%	13.3%
55+	0	2	3	3	2	0.0%	13.3%	23.1%	20.0%	13.3%
<b>Average Age</b>	40.4	40.3	41.7	41.9	42.9					

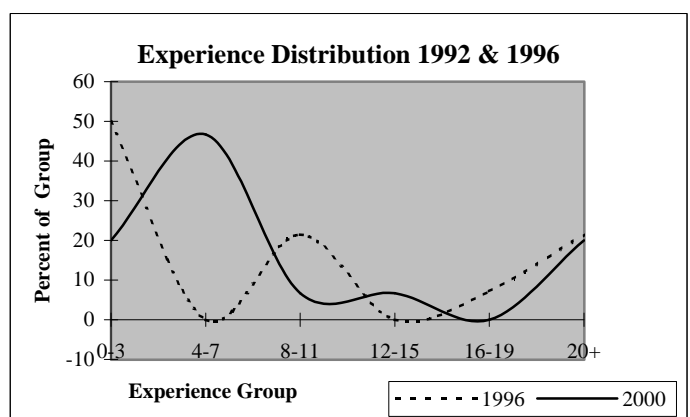
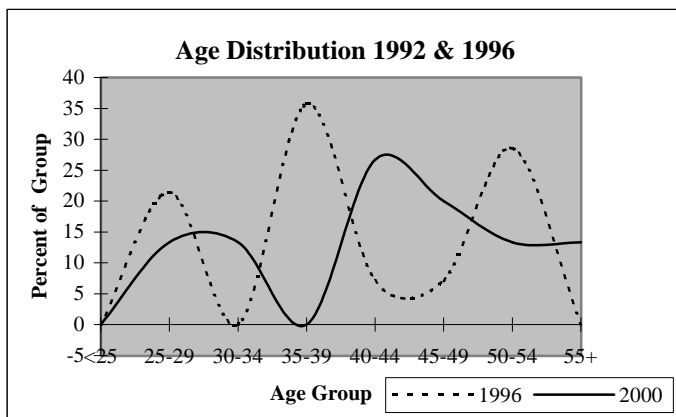
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	6	4	3	3	50.0%	40.0%	30.8%	20.0%	20.0%
4-7 Years	0	2	4	6	7	0.0%	13.3%	30.8%	40.0%	46.7%
8-11 Years	3	2	1	1	1	21.4%	13.3%	7.7%	6.7%	6.7%
12-15 Years	0	1	0	1	1	0.0%	6.7%	0.0%	6.7%	6.7%
16-19 Years	1	1	0	0	0	7.1%	6.7%	0.0%	0.0%	0.0%
20+ Years	3	3	4	4	3	21.4%	20.0%	30.8%	26.7%	20.0%
<b>Average Experience</b>	9.2	9.6	10.4	10.2	9.5					

## District Report for: HANNA

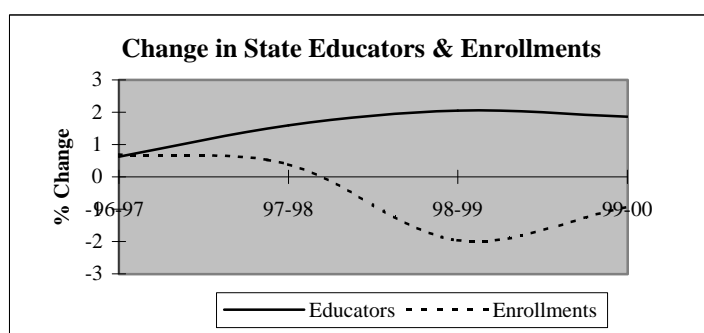
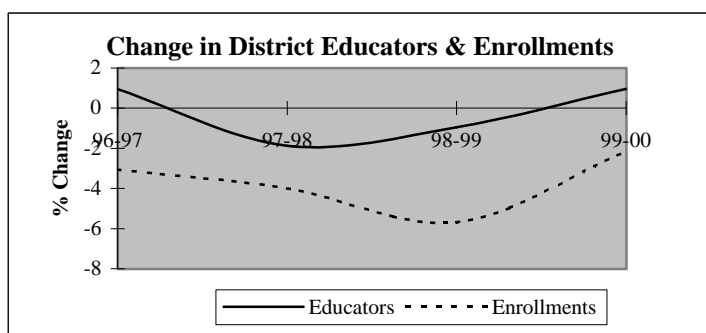
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	2	5	-	0.0%	15.8%	11.8%	27.8%	-
Attrition from Transfers	0	1	1	3	-	0.0%	5.3%	5.9%	16.7%	-
Attrition from Exits	0	2	1	2	-	0.0%	10.5%	5.9%	11.1%	-
Teacher Attrition	0	2	1	3	-	0.0%	13.3%	7.7%	20.0%	-
Attrition from Transfers	0	1	1	3	-	0.0%	6.7%	7.7%	20.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	6.7%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	16	15	13	-	100.0%	84.2%	88.2%	72.2%	-
Teacher Retention	14	13	12	12	-	100.0%	86.7%	92.3%	80.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	57.1%	42.9%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	5.6%	5.3%	5.9%	0.0%	5.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.8%	94.7%	82.4%	83.3%	82.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	5.9%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	0.0%	5.9%	16.7%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SULPHUR

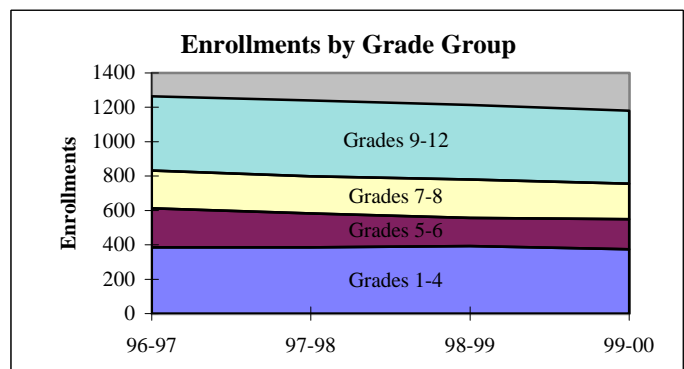
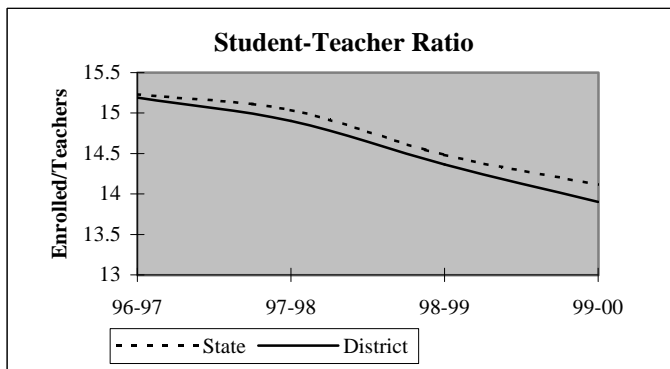


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.3	13.1	12.4	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.2	14.9	14.4	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	1	-2	-1	1	-	-	-	-	-
% Change in Educators	-2.8%	0.9%	-1.9%	-1.0%	1.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	-45	-57	-78	-28	-	-	-	-	-
% Change in Enrollments	0.4%	-3.1%	-4.0%	-5.7%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.7%	3.7%	1.0%	3.8%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.6%	5.7%	5.8%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.6%	6.5%	6.7%	7.7%	7.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.9%	1.9%	1.0%	1.9%	1.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.9%	0.9%	1.0%	1.0%	1.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	42.1	43.7	44.0	44.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	13.2	14.0	14.4	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,548	28,437	29,987	29,966	30,055	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.1%	2.1%	1.1%	2.2%	2.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.0%	71.3%	70.7%	72.2%	70.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	6.4%	6.5%	6.7%	6.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.9%	27.4%	27.9%	28.6%	29.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	34	34	28	29	31	32.1%	31.8%	26.7%	27.9%	29.5%
Attrition	4	8	5	3	0					
Attrition Rate	11.8%	23.5%	17.9%	10.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	67	67	68	65	64	63.2%	62.6%	64.8%	62.5%	61.0%
Attrition	2	2	2	2	0					
Attrition Rate	3.0%	3.0%	2.9%	3.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	9	10	10	4.7%	5.6%	8.6%	9.6%	9.5%
Attrition	0	0	2	2	0					
Attrition Rate	0.0%	0.0%	22.2%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	10	12	14	14	5.7%	9.3%	11.4%	13.5%	13.3%

## District Report for: SULPHUR

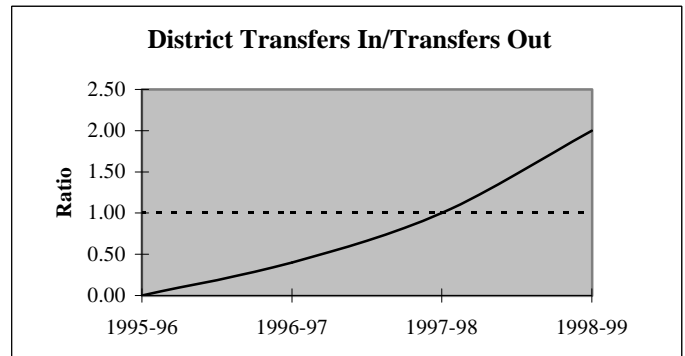
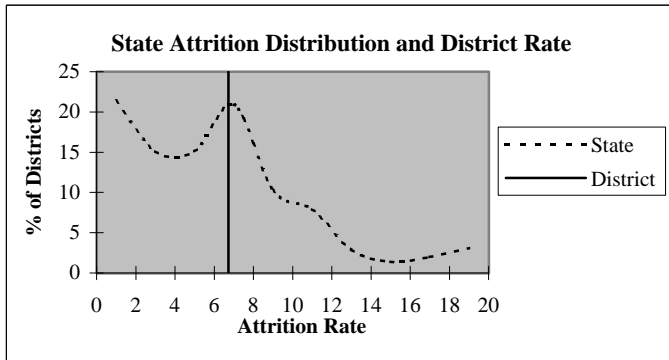
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	106	107	105	104	105	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	5.7%	5.6%	5.7%	5.8%	5.7%
Professional Staff	7	7	7	8	8	6.6%	6.5%	6.7%	7.7%	7.6%
<b>Total Teachers</b>	93	94	92	90	91	87.7%	87.9%	87.6%	86.5%	86.7%
Special Education	8	6	6	6	6	8.6%	6.4%	6.5%	6.7%	6.6%
Pre-K & Kindergarten	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	3.3%
Elementary	47	48	46	44	41	50.5%	51.1%	50.0%	48.9%	45.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	38	40	40	40	41	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	7	7	6	6	6.5%	7.4%	7.6%	6.7%	6.6%
Art & Music	3	3	2	3	3	3.2%	3.2%	2.2%	3.3%	3.3%
Social Studies	6	5	5	5	6	6.5%	5.3%	5.4%	5.6%	6.6%
Foreign Language	1	1	2	2	1	1.1%	1.1%	2.2%	2.2%	1.1%
Math	5	6	5	4	5	5.4%	6.4%	5.4%	4.4%	5.5%
<b>Science</b>	5	5	5	6	7	5.4%	5.3%	5.4%	6.7%	7.7%
Biology	1	2	1	2	1	1.1%	2.1%	1.1%	2.2%	1.1%
Chemistry	1	0	1	0	2	1.1%	0.0%	1.1%	0.0%	2.2%
Physics	0	0	0	1	0	0.0%	0.0%	0.0%	1.1%	0.0%
Other Science	3	3	3	3	4	3.2%	3.2%	3.3%	3.3%	4.4%
Vocational Education	7	8	7	7	6	7.5%	8.5%	7.6%	7.8%	6.6%
Other	5	5	7	7	7	5.4%	5.3%	7.6%	7.8%	7.7%
<b>Total Enrollments</b>	1,473	1,428	1,371	1,293	1,265	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	166	163	130	78	79	11.3%	11.4%	9.5%	6.0%	6.2%
Grades 1-4	415	386	386	393	374	28.2%	27.0%	28.2%	30.4%	29.6%
Grades 5-6	222	227	196	163	176	15.1%	15.9%	14.3%	12.6%	13.9%
Grades 7-8	243	220	216	224	205	16.5%	15.4%	15.8%	17.3%	16.2%
Grades 9-12	424	432	442	433	425	28.8%	30.3%	32.2%	33.5%	33.6%
Ungraded	3	0	1	2	6	0.2%	0.0%	0.1%	0.2%	0.5%



## District Report for: SULPHUR

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	106	107	105	104	105	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	100	100	97	96	97	94.3%	93.5%	92.4%	92.3%	92.4%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>5.7%</b>	<b>6.5%</b>	<b>7.6%</b>	<b>7.7%</b>	<b>7.6%</b>
Transfers In	0	2	4	4	2	0.0%	28.6%	50.0%	50.0%	25.0%
Reentrants	0	0	1	1	2	0.0%	0.0%	12.5%	12.5%	25.0%
First Time Educators	6	5	3	3	4	100.0%	71.4%	37.5%	37.5%	50.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>10</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>5.7%</b>	<b>9.3%</b>	<b>8.6%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	4	5	4	2	-	66.7%	50.0%	44.4%	28.6%	-
Leave Oklahoma Educ.	2	5	5	5	-	33.3%	50.0%	55.6%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	5.7%	9.3%	8.6%	6.7%	-
Transfers In/Out	0.00	0.40	1.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	10	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	2
ECU, Ada	58	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>106</b>

## District Report for: SULPHUR

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	6	6	6	6	6	5.7%	5.6%	5.7%	5.8%	5.7%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	7	7	8	8	6.6%	6.5%	6.7%	7.7%	7.6%
White - Females	6	6	6	7	7	85.7%	85.7%	85.7%	87.5%	87.5%
White - Males	1	1	1	1	1	14.3%	14.3%	14.3%	12.5%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	93	94	92	90	91	87.7%	87.9%	87.6%	86.5%	86.7%
White - Females	65	65	64	63	62	69.9%	69.1%	69.6%	70.0%	68.1%
White - Males	27	27	27	25	27	29.0%	28.7%	29.3%	27.8%	29.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	1	2	2	1.1%	2.1%	1.1%	2.2%	2.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	3	2	1	0	1	3.3%	2.2%	1.1%	0.0%	1.2%
25-29	14	11	7	9	6	15.4%	12.0%	7.8%	10.2%	7.1%
30-34	6	11	9	9	8	6.6%	12.0%	10.0%	10.2%	9.5%
35-39	12	7	9	7	6	13.2%	7.6%	10.0%	8.0%	7.1%
40-44	15	17	20	17	15	16.5%	18.5%	22.2%	19.3%	17.9%
45-49	20	19	17	16	17	22.0%	20.7%	18.9%	18.2%	20.2%
50-54	18	20	19	19	19	19.8%	21.7%	21.1%	21.6%	22.6%
55+	3	5	8	11	12	3.3%	5.4%	8.9%	12.5%	14.3%
Average Age	41.5	42.1	43.7	44.0	44.9					

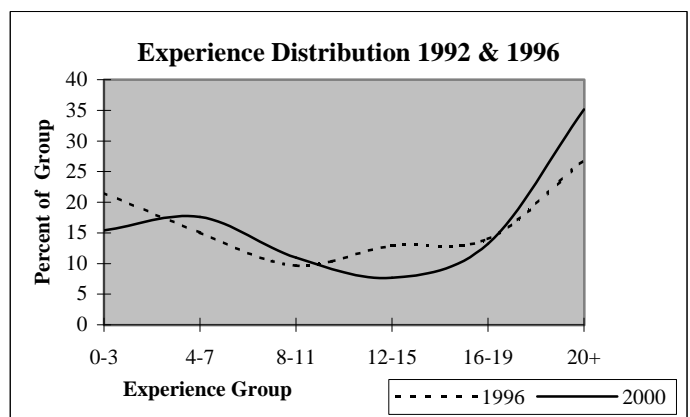
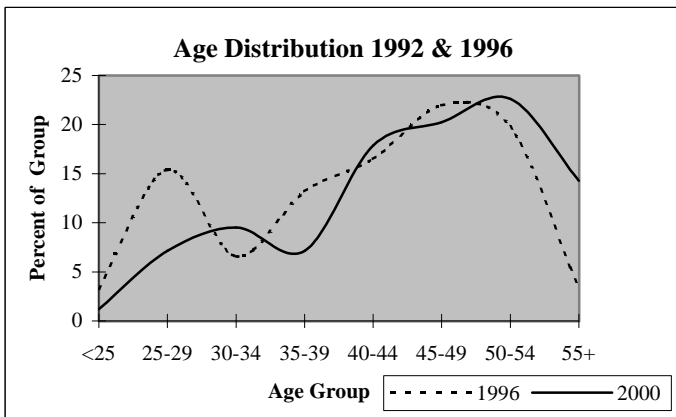
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	20	19	16	12	14	21.5%	20.2%	17.4%	13.3%	15.4%
4-7 Years	14	15	12	16	16	15.1%	16.0%	13.0%	17.8%	17.6%
8-11 Years	9	8	11	10	10	9.7%	8.5%	12.0%	11.1%	11.0%
12-15 Years	12	10	9	9	7	12.9%	10.6%	9.8%	10.0%	7.7%
16-19 Years	13	15	11	10	12	14.0%	16.0%	12.0%	11.1%	13.2%
20+ Years	25	27	33	33	32	26.9%	28.7%	35.9%	36.7%	35.2%
Average Experience	12.6	13.2	14.0	14.4	14.5					

## District Report for: SULPHUR

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	10	9	7	-	5.7%	9.3%	8.6%	6.7%	-
Attrition from Transfers	4	5	4	2	-	3.8%	4.7%	3.8%	1.9%	-
Attrition from Exits	2	5	5	5	-	1.9%	4.7%	4.8%	4.8%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>10</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>5.4%</b>	<b>10.6%</b>	<b>9.8%</b>	<b>7.8%</b>	<b>-</b>
Attrition from Transfers	3	5	4	2	-	3.2%	5.3%	4.3%	2.2%	-
Attrition from Exits	2	5	5	5	-	2.2%	5.3%	5.4%	5.6%	-
<b>District Retention</b>										
Educator Retention	100	97	96	97	-	94.3%	90.7%	91.4%	93.3%	-
Teacher Retention	88	84	83	83	-	94.6%	89.4%	90.2%	92.2%	-

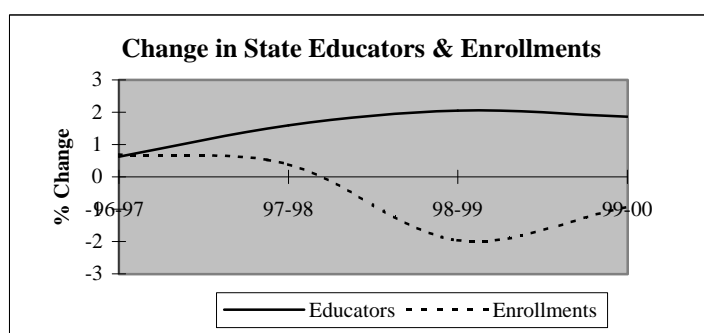
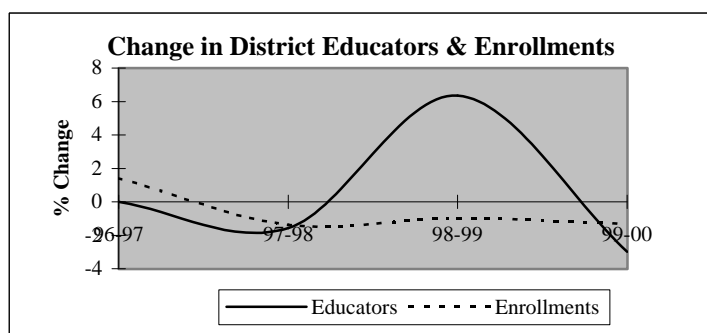
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.8%	8.3%	79.2%	78.2%	9.6%	87.8%
1 Year of Experience	79.2%	16.7%	95.8%	84.2%	6.9%	91.1%
2 Years of Experience	81.0%	9.5%	90.5%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	20.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	94.7%	5.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	95.2%	4.8%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.9%	0.0%	1.0%	1.0%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.4%	95.3%	95.2%	95.2%	92.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.7%	4.7%	3.8%	3.8%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: DAVIS

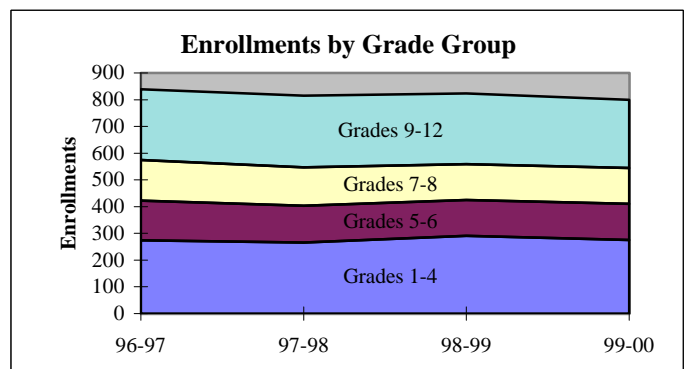
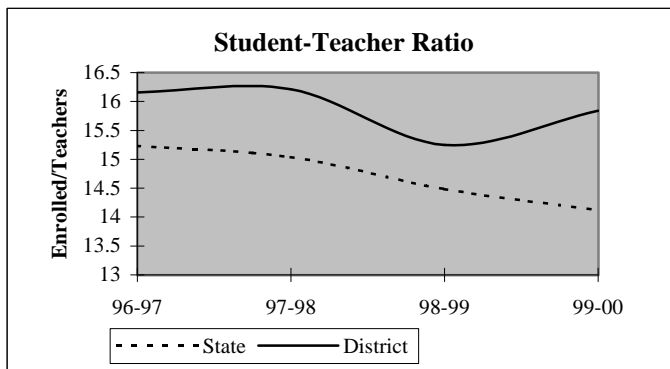


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.4	14.6	14.7	13.7	13.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.4	16.2	16.2	15.3	15.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	4	-2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-1.6%	6.3%	-3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	46	13	-13	-9	-12	-	-	-	-	-
% Change in Enrollments	5.2%	1.4%	-1.4%	-1.0%	-1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.1%	7.8%	1.6%	7.5%	4.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	6.3%	6.3%	6.0%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.9%	3.1%	3.2%	4.5%	6.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	1.6%	3.2%	3.0%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.1%	3.1%	3.2%	3.0%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.8	42.6	43.4	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	13.0	13.4	14.1	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,316	29,073	29,690	29,133	29,785	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	1.7%	3.5%	3.3%	3.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.0%	70.7%	68.4%	70.0%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.4%	8.6%	10.5%	10.0%	10.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.9%	25.8%	26.7%	25.7%	26.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	23	21	20	18	40.6%	35.9%	33.3%	29.9%	27.7%
Attrition	3	3	5	4	0					
Attrition Rate	11.5%	13.0%	23.8%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	35	36	36	38	39	54.7%	56.3%	57.1%	56.7%	60.0%
Attrition	1	4	0	5	0					
Attrition Rate	2.9%	11.1%	0.0%	13.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	5	6	9	8	4.7%	7.8%	9.5%	13.4%	12.3%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	22.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	7	8	12	13	7.8%	10.9%	12.7%	17.9%	20.0%

## District Report for: DAVIS

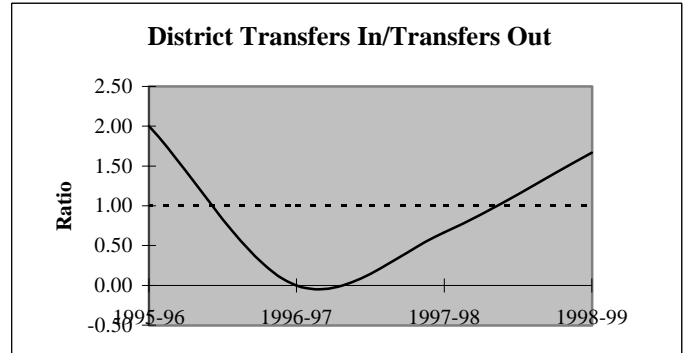
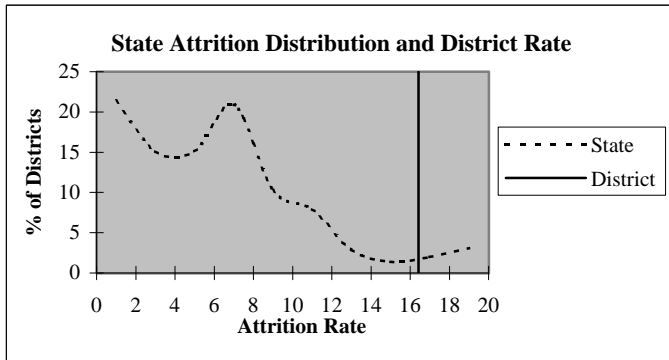
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	64	64	63	67	65	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.3%	6.3%	6.3%	6.0%	6.2%
Professional Staff	7	2	2	3	4	10.9%	3.1%	3.2%	4.5%	6.2%
<b>Total Teachers</b>	53	58	57	60	57	82.8%	90.6%	90.5%	89.6%	87.7%
Special Education	5	5	6	6	6	9.4%	8.6%	10.5%	10.0%	10.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	21	22	22	23	23	39.6%	37.9%	38.6%	38.3%	40.4%
<b>Middle School</b>	12	13	12	12	10	22.6%	22.4%	21.1%	20.0%	17.5%
Language Arts	3	3	2	2	3	5.7%	5.2%	3.5%	3.3%	5.3%
Art & Music	1	1	1	1	0	1.9%	1.7%	1.8%	1.7%	0.0%
Social Studies	2	2	2	2	2	3.8%	3.4%	3.5%	3.3%	3.5%
Foreign Language	0	1	1	0	0	0.0%	1.7%	1.8%	0.0%	0.0%
Math	2	2	2	2	2	3.8%	3.4%	3.5%	3.3%	3.5%
Science	2	2	2	1	2	3.8%	3.4%	3.5%	1.7%	3.5%
Vocational Education	1	1	1	1	1	1.9%	1.7%	1.8%	1.7%	1.8%
Other	1	1	1	3	0	1.9%	1.7%	1.8%	5.0%	0.0%
<b>High School (9-12)</b>	15	18	17	19	18	1500.0%	1800.0%	1700.0%	1900.0%	0.0%
Language Arts	2	4	3	3	3	3.8%	6.9%	5.3%	5.0%	5.3%
Art & Music	2	2	2	2	2	3.8%	3.4%	3.5%	3.3%	3.5%
Social Studies	2	2	2	3	2	3.8%	3.4%	3.5%	5.0%	3.5%
Foreign Language	0	0	1	1	1	0.0%	0.0%	1.8%	1.7%	1.8%
Math	2	2	2	2	2	3.8%	3.4%	3.5%	3.3%	3.5%
<b>Science</b>	2	2	2	2	2	3.8%	3.4%	3.5%	3.3%	3.5%
Biology	1	0	1	1	1	1.9%	0.0%	1.8%	1.7%	1.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	1	1	1.9%	3.4%	1.8%	1.7%	1.8%
Vocational Education	4	5	4	4	4	7.5%	8.6%	7.0%	6.7%	7.0%
Other	1	1	1	2	2	1.9%	1.7%	1.8%	3.3%	3.5%
<b>Total Enrollments</b>	924	937	924	915	903	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	90	96	108	87	102	9.7%	10.2%	11.7%	9.5%	11.3%
Grades 1-4	256	274	266	291	275	27.7%	29.2%	28.8%	31.8%	30.5%
Grades 5-6	153	148	137	134	136	16.6%	15.8%	14.8%	14.6%	15.1%
Grades 7-8	160	153	144	134	134	17.3%	16.3%	15.6%	14.6%	14.8%
Grades 9-12	262	264	268	264	254	28.4%	28.2%	29.0%	28.9%	28.1%
Ungraded	3	2	1	5	2	0.3%	0.2%	0.1%	0.5%	0.2%



## District Report for: DAVIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	64	64	63	67	65	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	59	60	57	58	56	92.2%	93.8%	90.5%	86.6%	86.2%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>7.8%</b>	<b>6.3%</b>	<b>9.5%</b>	<b>13.4%</b>	<b>13.8%</b>
Transfers In	2	0	2	5	5	40.0%	0.0%	33.3%	55.6%	55.6%
Reentrants	0	2	1	2	2	0.0%	50.0%	16.7%	22.2%	22.2%
First Time Educators	3	2	3	2	2	60.0%	50.0%	50.0%	22.2%	22.2%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>11</b>	<b>-</b>	<b>6.3%</b>	<b>10.9%</b>	<b>7.9%</b>	<b>16.4%</b>	<b>-</b>
Transfers Out	1	5	3	3	-	25.0%	71.4%	60.0%	27.3%	-
Leave Oklahoma Educ.	3	2	2	8	-	75.0%	28.6%	40.0%	72.7%	-

Dynamics Rates	District Rates				
District Attrition	6.3%	10.9%	7.9%	16.4%	-
Transfers In/Out	2.00	0.00	0.67	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	42	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>64</b>

## District Report for: DAVIS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.3%	6.3%	6.3%	6.0%	6.2%
White - Females	2	2	2	2	1	50.0%	50.0%	50.0%	50.0%	25.0%
White - Males	2	2	2	2	3	50.0%	50.0%	50.0%	50.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	2	2	3	4	10.9%	3.1%	3.2%	4.5%	6.2%
White - Females	7	2	2	3	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	53	58	57	60	57	82.8%	90.6%	90.5%	89.6%	87.7%
White - Females	35	40	38	41	37	66.0%	69.0%	66.7%	68.3%	64.9%
White - Males	18	17	17	17	18	34.0%	29.3%	29.8%	28.3%	31.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	1.7%	1.8%	1.7%	1.8%
Other - Males	0	0	1	1	1	0.0%	0.0%	1.8%	1.7%	1.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	0	1.9%	0.0%	1.8%	0.0%	0.0%
25-29	7	10	9	8	8	13.2%	17.2%	15.8%	13.3%	14.0%
30-34	5	3	5	8	6	9.4%	5.2%	8.8%	13.3%	10.5%
35-39	4	4	5	5	3	7.5%	6.9%	8.8%	8.3%	5.3%
40-44	13	13	8	7	8	24.5%	22.4%	14.0%	11.7%	14.0%
45-49	10	13	15	15	13	18.9%	22.4%	26.3%	25.0%	22.8%
50-54	9	9	8	9	11	17.0%	15.5%	14.0%	15.0%	19.3%
55+	4	6	6	8	8	7.5%	10.3%	10.5%	13.3%	14.0%
<b>Average Age</b>	42.0	42.8	42.6	43.4	43.8					

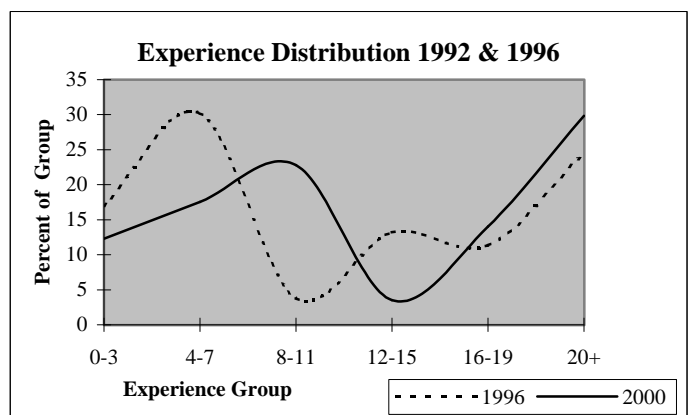
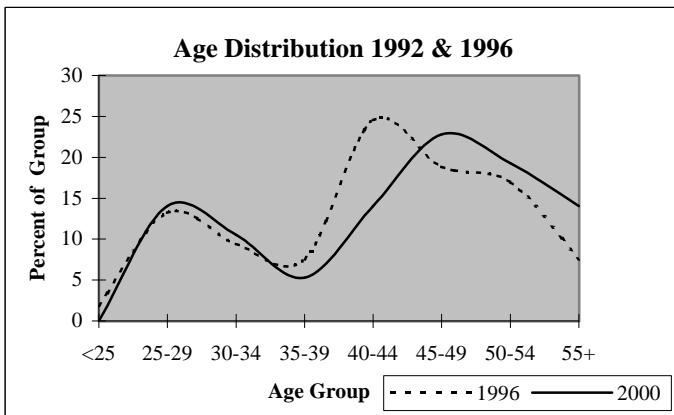
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	9	10	9	7	17.0%	15.5%	17.5%	15.0%	12.3%
4-7 Years	16	14	11	11	10	30.2%	24.1%	19.3%	18.3%	17.5%
8-11 Years	2	5	9	11	13	3.8%	8.6%	15.8%	18.3%	22.8%
12-15 Years	7	6	3	2	2	13.2%	10.3%	5.3%	3.3%	3.5%
16-19 Years	6	9	6	9	8	11.3%	15.5%	10.5%	15.0%	14.0%
20+ Years	13	15	18	18	17	24.5%	25.9%	31.6%	30.0%	29.8%
<b>Average Experience</b>	12.2	13.0	13.4	14.1	14.2					

## District Report for: DAVIS

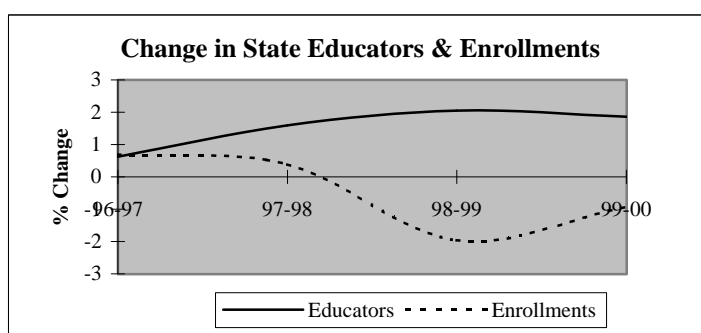
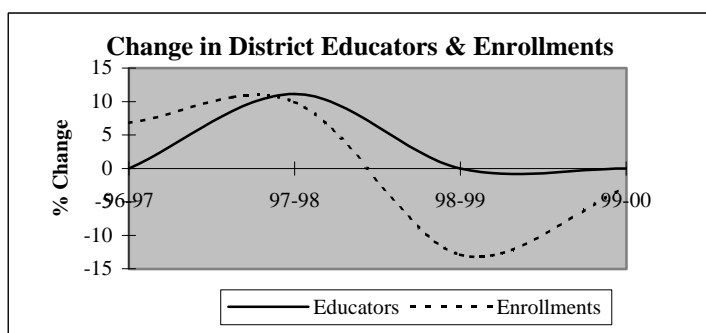
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	7	5	11	-	6.3%	10.9%	7.9%	16.4%	-
Attrition from Transfers	1	5	3	3	-	1.6%	7.8%	4.8%	4.5%	-
Attrition from Exits	3	2	2	8	-	4.7%	3.1%	3.2%	11.9%	-
<b>Teacher Attrition</b>	4	7	5	9	-	7.5%	12.1%	8.8%	15.0%	-
Attrition from Transfers	1	5	3	3	-	1.9%	8.6%	5.3%	5.0%	-
Attrition from Exits	3	2	2	6	-	5.7%	3.4%	3.5%	10.0%	-
<b>District Retention</b>										
Educator Retention	60	57	58	56	-	93.8%	89.1%	92.1%	83.6%	-
Teacher Retention	49	51	52	51	-	92.5%	87.9%	91.2%	85.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	90.9%	9.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	20.0%	90.0%	84.2%	6.9%	91.1%
2 Years of Experience	91.7%	8.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.3%	12.5%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	93.8%	6.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	18.8%	93.8%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.1%	0.0%	1.5%	4.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.3%	90.6%	93.7%	92.5%	89.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.7%	6.3%	6.3%	6.0%	6.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WAINWRIGHT



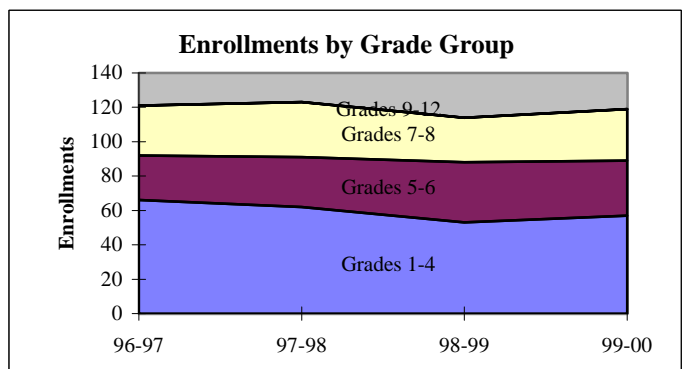
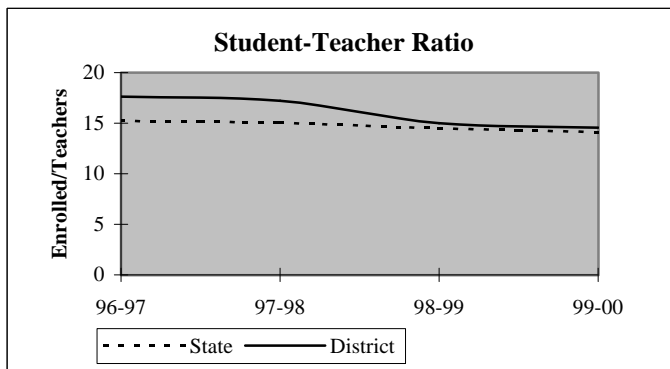
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.7	15.7	15.5	13.5	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.5	17.6	17.2	15.0	14.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	11.1%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	18	9	14	-20	-4	-	-	-	-	-
% Change in Enrollments	15.8%	6.8%	9.9%	-12.9%	-3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	0.0%	10.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	11.1%	10.0%	10.0%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	11.1%	10.0%	10.0%	10.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	40.0	40.6	41.6	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	11.9	12.8	13.8	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,531	29,231	27,819	32,049	32,834	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	12.5%	11.1%	11.1%	11.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.5%	87.5%	88.9%	88.9%	88.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	62.9%	57.4%	47.7%	44.7%	38.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	4	4	3	2	33.3%	44.4%	40.0%	30.0%	20.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	5	6	7	8	66.7%	55.6%	60.0%	70.0%	80.0%
Attrition	1	0	0	0	0					
Attrition Rate	16.7%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%

## District Report for: WAINWRIGHT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	9	9	10	10	10	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	11.1%	11.1%	10.0%	10.0%	10.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	8	8	9	9	9	88.9%	88.9%	90.0%	90.0%	90.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	9	9	9	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

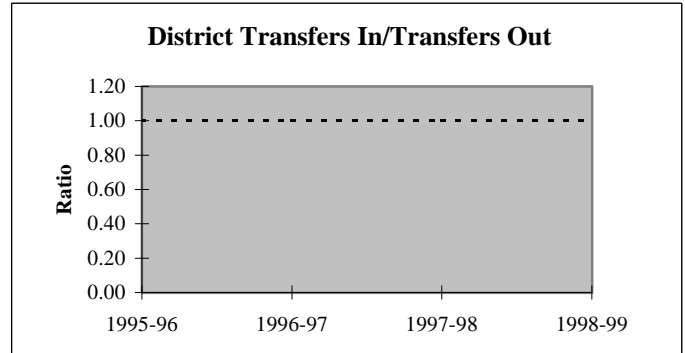
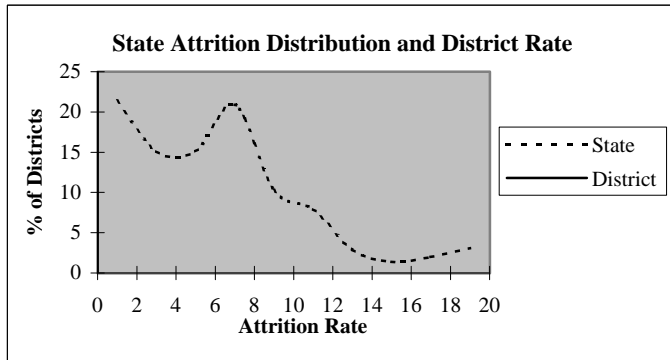
<b>Total Enrollments</b>	132	141	155	135	131	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	18	29	18	12	12.1%	12.8%	18.7%	13.3%	9.2%
Grades 1-4	57	66	62	53	57	43.2%	46.8%	40.0%	39.3%	43.5%
Grades 5-6	29	26	29	35	32	22.0%	18.4%	18.7%	25.9%	24.4%
Grades 7-8	30	29	32	26	30	22.7%	20.6%	20.6%	19.3%	22.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	2	3	3	0	0.0%	1.4%	1.9%	2.2%	0.0%



## District Report for: WAINWRIGHT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	9	9	10	10	10	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	9	8	9	10	10	100.0%	88.9%	90.0%	100.0%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>11.1%</b>	<b>10.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
Reentrants	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>11.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	0.0%	0.0%	0.0%	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	9
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 9



## District Report for: WAINWRIGHT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	11.1%	11.1%	10.0%	10.0%	10.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	8	8	9	9	9	88.9%	88.9%	90.0%	90.0%	90.0%
White - Females	7	6	7	7	7	87.5%	75.0%	77.8%	77.8%	77.8%
White - Males	1	1	1	1	1	12.5%	12.5%	11.1%	11.1%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	12.5%	11.1%	11.1%	11.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	1	1	1	1	1	12.5%	12.5%	11.1%	11.1%	11.1%
35-39	3	3	4	4	4	37.5%	37.5%	44.4%	44.4%	44.4%
40-44	2	1	1	0	0	25.0%	12.5%	11.1%	0.0%	0.0%
45-49	2	3	3	3	3	25.0%	37.5%	33.3%	33.3%	33.3%
50-54	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	11.1%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	39.6	40.0	40.6	41.6	42.6					

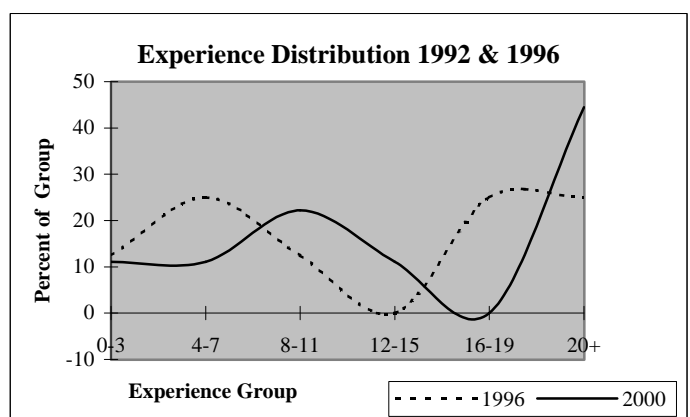
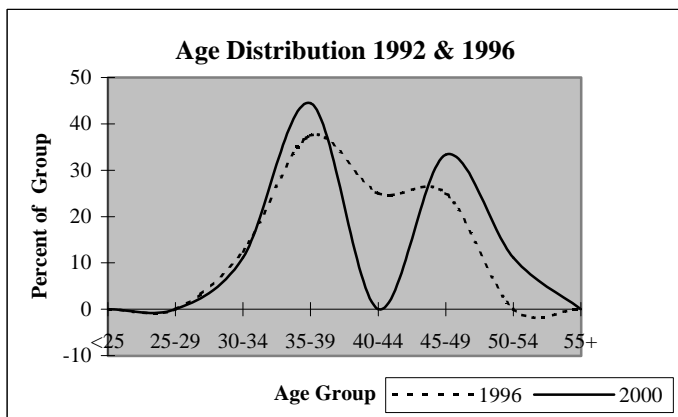
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	1	1	12.5%	12.5%	11.1%	11.1%	11.1%
4-7 Years	2	3	3	2	1	25.0%	37.5%	33.3%	22.2%	11.1%
8-11 Years	1	0	0	1	2	12.5%	0.0%	0.0%	11.1%	22.2%
12-15 Years	0	0	1	1	1	0.0%	0.0%	11.1%	11.1%	11.1%
16-19 Years	2	2	2	0	0	25.0%	25.0%	22.2%	0.0%	0.0%
20+ Years	2	2	2	4	4	25.0%	25.0%	22.2%	44.4%	44.4%
<b>Average Experience</b>	11.9	11.9	12.8	13.8	14.8					

## District Report for: WAINWRIGHT

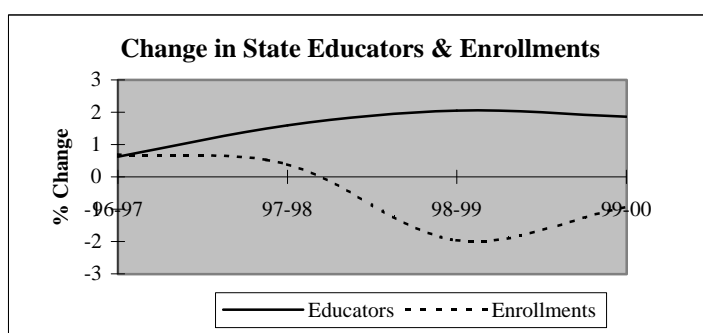
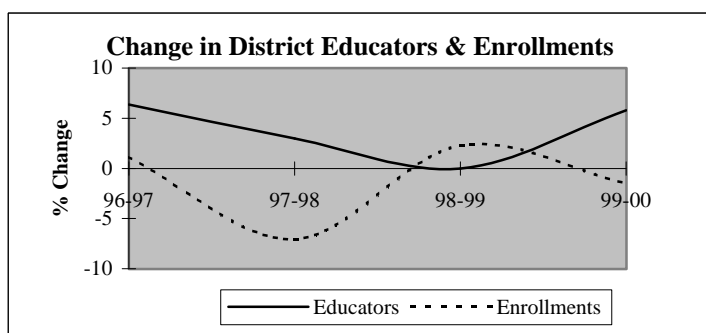
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	1	0	0	0	-	12.5%	0.0%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	12.5%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	8	9	10	10	-	88.9%	100.0%	100.0%	100.0%	-
Teacher Retention	7	8	9	9	-	87.5%	100.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	11.1%	11.1%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	77.8%	100.0%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	11.1%	0.0%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HASKELL

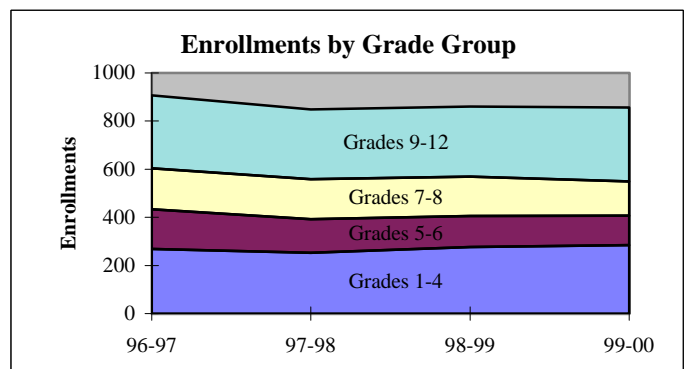
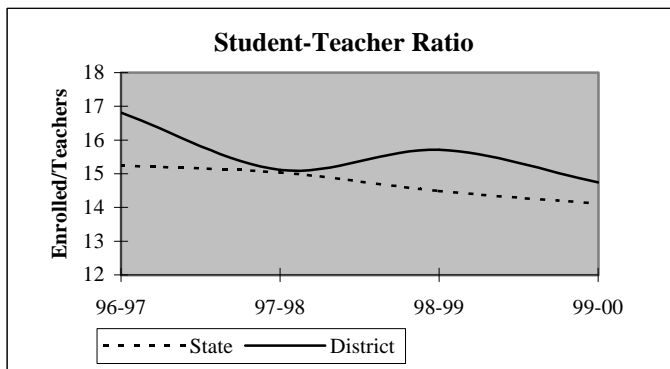


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.6	14.8	13.4	13.7	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.5	16.8	15.1	15.7	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	4	2	0	4	-	-	-	-	-
% Change in Educators	3.3%	6.3%	3.0%	0.0%	5.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	90	11	-70	21	-14	-	-	-	-	-
% Change in Enrollments	10.1%	1.1%	-7.1%	2.3%	-1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.2%	14.9%	4.3%	4.3%	6.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	7.5%	5.8%	5.8%	5.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.5%	5.8%	7.2%	8.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.5%	14.9%	17.4%	18.8%	16.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	20.0%	25.0%	25.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.2%	3.0%	2.9%	2.9%	2.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	39.4	39.9	41.3	40.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.1	11.1	11.2	12.0	11.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,412	28,950	28,157	28,957	28,471	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.9%	13.6%	16.4%	18.3%	15.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.9%	69.5%	65.6%	65.0%	69.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.4%	5.1%	4.9%	5.0%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.1%	41.6%	42.3%	43.5%	43.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	28	30	28	29	36.5%	41.8%	43.5%	40.6%	39.7%
Attrition	2	1	1	4	0					
Attrition Rate	8.7%	3.6%	3.3%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	33	34	35	36	38	52.4%	50.7%	50.7%	52.2%	52.1%
Attrition	0	2	2	2	0					
Attrition Rate	0.0%	5.9%	5.7%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	5	4	5	6	11.1%	7.5%	5.8%	7.2%	8.2%
Attrition Rate	57.1%	20.0%	25.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	9	6	6	7	7	14.3%	9.0%	8.7%	10.1%	9.6%

## District Report for: HASKELL

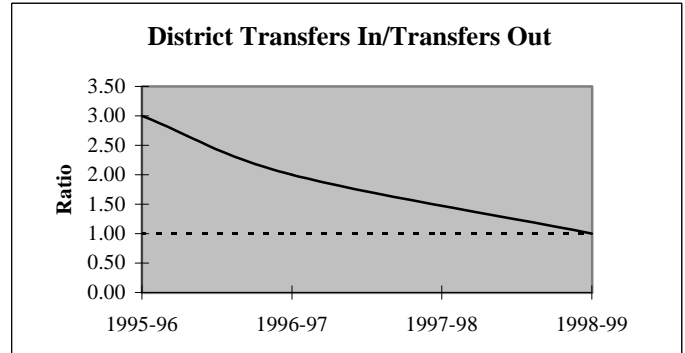
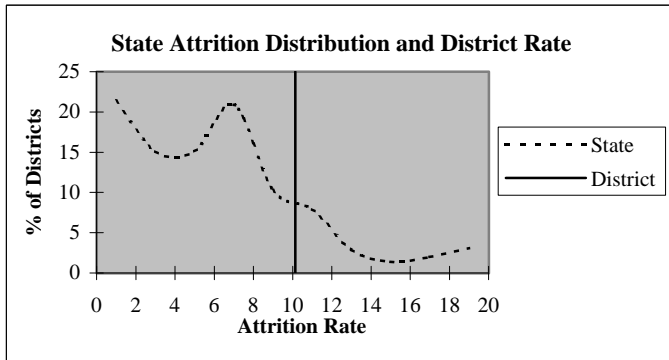
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	63	67	69	69	73	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	5	4	4	4	6.3%	7.5%	5.8%	5.8%	5.5%
Professional Staff	3	3	4	5	6	4.8%	4.5%	5.8%	7.2%	8.2%
<b>Total Teachers</b>	56	59	61	60	63	88.9%	88.1%	88.4%	87.0%	86.3%
Special Education	3	3	3	3	3	5.4%	5.1%	4.9%	5.0%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	23	24	24	24	44.6%	39.0%	39.3%	40.0%	38.1%
<b>Middle School</b>	11	15	15	15	16	19.6%	25.4%	24.6%	25.0%	25.4%
Language Arts	3	5	4	4	4	5.4%	8.5%	6.6%	6.7%	6.3%
Art & Music	1	0	1	1	1	1.8%	0.0%	1.6%	1.7%	1.6%
Social Studies	2	2	2	2	2	3.6%	3.4%	3.3%	3.3%	3.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	3	3	3	4	1.8%	5.1%	4.9%	5.0%	6.3%
Science	2	3	3	3	3	3.6%	5.1%	4.9%	5.0%	4.8%
Vocational Education	0	1	1	1	1	0.0%	1.7%	1.6%	1.7%	1.6%
Other	2	1	1	1	1	3.6%	1.7%	1.6%	1.7%	1.6%
<b>High School (9-12)</b>	17	18	19	18	20	1700.0%	0.0%	1900.0%	1800.0%	2000.0%
Language Arts	4	3	3	3	3	7.1%	5.1%	4.9%	5.0%	4.8%
Art & Music	1	1	1	1	1	1.8%	1.7%	1.6%	1.7%	1.6%
Social Studies	4	4	4	4	4	7.1%	6.8%	6.6%	6.7%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	4	3	3	3	7.1%	6.8%	4.9%	5.0%	4.8%
<b>Science</b>	1	2	2	2	2	1.8%	3.4%	3.3%	3.3%	3.2%
Biology	1	1	1	1	1	1.8%	1.7%	1.6%	1.7%	1.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	1.7%	1.6%	1.7%	1.6%
Vocational Education	2	2	2	2	2	3.6%	3.4%	3.3%	3.3%	3.2%
Other	1	2	4	3	5	1.8%	3.4%	6.6%	5.0%	7.9%
<b>Total Enrollments</b>	981	992	922	943	929	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	75	81	62	78	71	7.6%	8.2%	6.7%	8.3%	7.6%
Grades 1-4	292	268	253	276	284	29.8%	27.0%	27.4%	29.3%	30.6%
Grades 5-6	175	165	139	130	123	17.8%	16.6%	15.1%	13.8%	13.2%
Grades 7-8	175	171	167	163	142	17.8%	17.2%	18.1%	17.3%	15.3%
Grades 9-12	262	303	289	291	307	26.7%	30.5%	31.3%	30.9%	33.0%
Ungraded	2	4	12	5	2	0.2%	0.4%	1.3%	0.5%	0.2%



## District Report for: HASKELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	63	67	69	69	73	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	57	57	63	65	62	90.5%	85.1%	91.3%	94.2%	84.9%
<b>Newly Hired</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>4</b>	<b>11</b>	<b>9.5%</b>	<b>14.9%</b>	<b>8.7%</b>	<b>5.8%</b>	<b>15.1%</b>
Transfers In	3	2	2	2	4	50.0%	20.0%	33.3%	50.0%	36.4%
Reentrants	1	3	1	1	2	16.7%	30.0%	16.7%	25.0%	18.2%
First Time Educators	2	5	3	1	5	33.3%	50.0%	50.0%	25.0%	45.5%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>9.5%</b>	<b>6.0%</b>	<b>5.8%</b>	<b>10.1%</b>	<b>-</b>
Transfers Out	1	1	0	2	-	16.7%	25.0%	0.0%	28.6%	-
Leave Oklahoma Educ.	5	3	4	5	-	83.3%	75.0%	100.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	9.5%	6.0%	5.8%	10.1%	-
Transfers In/Out	3.00	2.00	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	44	University of Tulsa, Tulsa	1
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	63

## District Report for: HASKELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	5	4	4	4	6.3%	7.5%	5.8%	5.8%	5.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	4	3	3	3	75.0%	80.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	25.0%	20.0%	25.0%	25.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	4	5	6	4.8%	4.5%	5.8%	7.2%	8.2%
White - Females	2	1	1	1	2	66.7%	33.3%	25.0%	20.0%	33.3%
White - Males	1	1	2	3	3	33.3%	33.3%	50.0%	60.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	33.3%	25.0%	20.0%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	56	59	61	60	63	88.9%	88.1%	88.4%	87.0%	86.3%
White - Females	36	37	36	35	40	64.3%	62.7%	59.0%	58.3%	63.5%
White - Males	15	14	15	14	13	26.8%	23.7%	24.6%	23.3%	20.6%
Black - Females	2	3	3	3	3	3.6%	5.1%	4.9%	5.0%	4.8%
Black - Males	2	3	3	3	3	3.6%	5.1%	4.9%	5.0%	4.8%
Other - Females	0	1	1	1	1	0.0%	1.7%	1.6%	1.7%	1.6%
Other - Males	1	1	3	4	3	1.8%	1.7%	4.9%	6.7%	4.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	3	0	0	3	0.0%	5.2%	0.0%	0.0%	4.8%
25-29	7	7	8	6	6	12.5%	12.1%	13.3%	10.2%	9.7%
30-34	11	12	13	12	12	19.6%	20.7%	21.7%	20.3%	19.4%
35-39	10	9	8	9	8	17.9%	15.5%	13.3%	15.3%	12.9%
40-44	9	11	12	11	13	16.1%	19.0%	20.0%	18.6%	21.0%
45-49	9	7	7	8	8	16.1%	12.1%	11.7%	13.6%	12.9%
50-54	6	7	10	10	10	10.7%	12.1%	16.7%	16.9%	16.1%
55+	4	2	2	3	2	7.1%	3.4%	3.3%	5.1%	3.2%
<b>Average Age</b>	40.7	39.4	39.9	41.3	40.1					

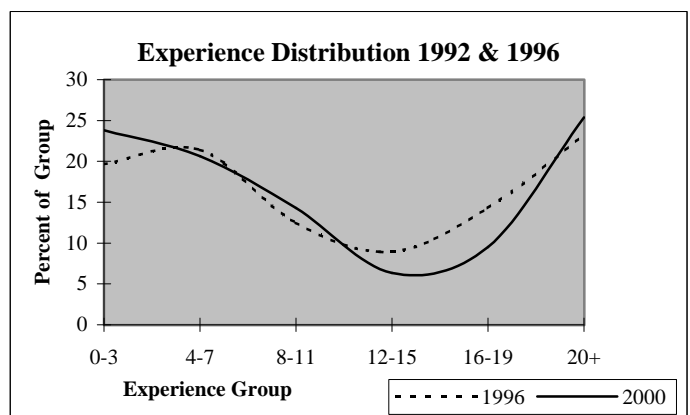
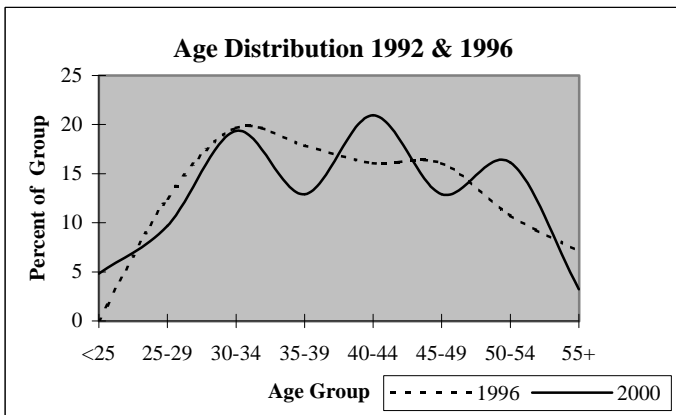
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	13	14	12	15	19.6%	22.0%	23.0%	20.0%	23.8%
4-7 Years	12	14	15	14	13	21.4%	23.7%	24.6%	23.3%	20.6%
8-11 Years	7	7	5	7	9	12.5%	11.9%	8.2%	11.7%	14.3%
12-15 Years	5	6	7	5	4	8.9%	10.2%	11.5%	8.3%	6.3%
16-19 Years	8	8	8	8	6	14.3%	13.6%	13.1%	13.3%	9.5%
20+ Years	13	11	12	14	16	23.2%	18.6%	19.7%	23.3%	25.4%
<b>Average Experience</b>	12.1	11.1	11.2	12.0	11.6					

## District Report for: HASKELL

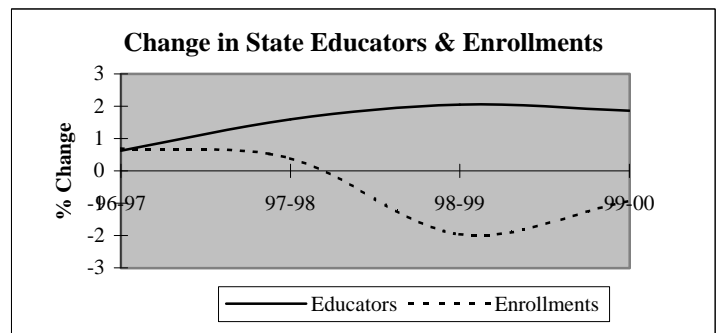
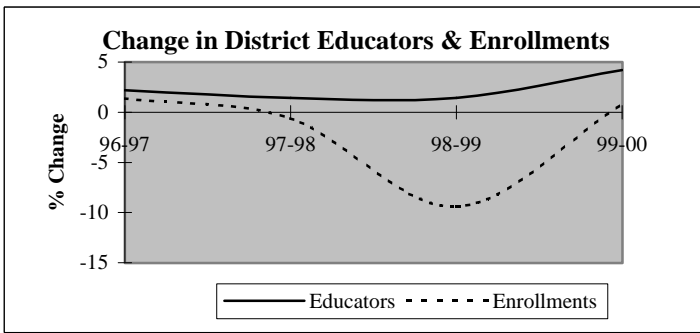
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	4	4	7	-	9.5%	6.0%	5.8%	10.1%	-
Attrition from Transfers	1	1	0	2	-	1.6%	1.5%	0.0%	2.9%	-
Attrition from Exits	5	3	4	5	-	7.9%	4.5%	5.8%	7.2%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>8.9%</b>	<b>5.1%</b>	<b>4.9%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	1	1	0	2	-	1.8%	1.7%	0.0%	3.3%	-
Attrition from Exits	4	2	3	4	-	7.1%	3.4%	4.9%	6.7%	-
<b>District Retention</b>										
Educator Retention	57	63	65	62	-	90.5%	94.0%	94.2%	89.9%	-
Teacher Retention	51	56	58	54	-	91.1%	94.9%	95.1%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.9%	7.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	92.9%	7.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	94.7%	5.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	89.5%	0.0%	89.5%	87.9%	4.7%	92.6%
5 Years of Experience	93.8%	0.0%	93.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.6%	1.5%	1.4%	1.4%	1.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.7%	85.1%	92.8%	95.7%	89.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	11.9%	5.8%	2.9%	9.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FORT GIBSON



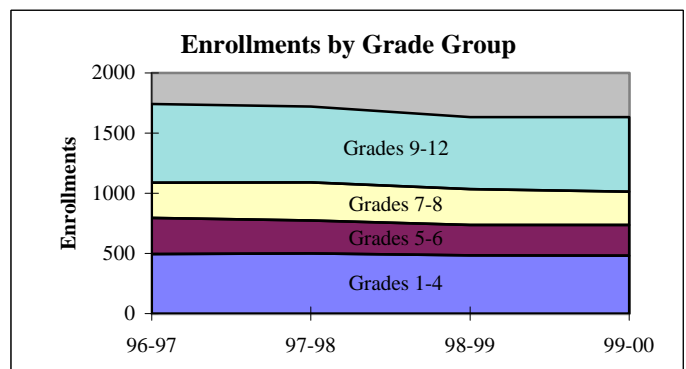
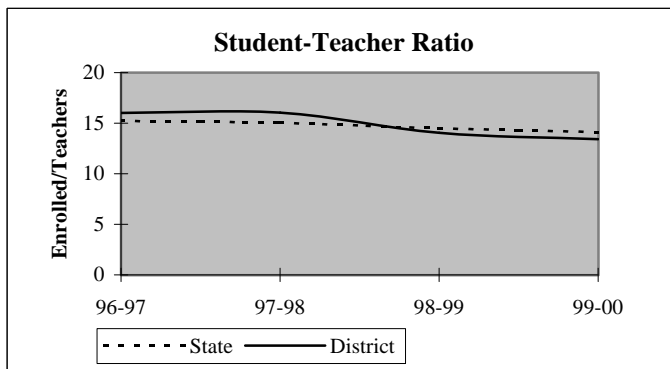
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.8	13.5	12.1	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	16.0	16.0	14.1	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	3	2	2	6	-	-	-	-	-
% Change in Educators	3.8%	2.2%	1.4%	1.4%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	65	26	-12	-180	14	-	-	-	-	-
% Change in Enrollments	3.6%	1.4%	-0.6%	-9.4%	0.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	5.8%	5.0%	6.3%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.0%	5.7%	5.6%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	8.6%	9.9%	8.4%	8.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.7%	15.1%	13.5%	14.0%	14.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	12.5%	28.6%	25.0%	25.0%	28.6%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	2.9%	2.8%	2.8%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.1	43.4	43.8	42.9	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	12.8	13.1	12.1	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	31,559	30,878	32,254	31,377	30,384	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	14.5%	14.2%	11.8%	12.2%	12.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.1%	72.5%	73.1%	72.4%	73.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.3%	10.8%	10.9%	11.4%	12.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.6%	34.0%	36.6%	40.6%	43.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	37	43	41	49	54	27.2%	30.9%	29.1%	34.3%	36.2%
Attrition	1	7	7	6	0					
Attrition Rate	2.7%	16.3%	17.1%	12.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	91	87	92	86	85	66.9%	62.6%	65.2%	60.1%	57.0%
Attrition	7	1	8	6	0					
Attrition Rate	7.7%	1.1%	8.7%	7.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	9	8	8	10	5.9%	6.5%	5.7%	5.6%	6.7%
Attrition Rate	37.5%	44.4%	50.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	15	12	16	13	16	11.0%	8.6%	11.3%	9.1%	10.7%



## District Report for: FORT GIBSON

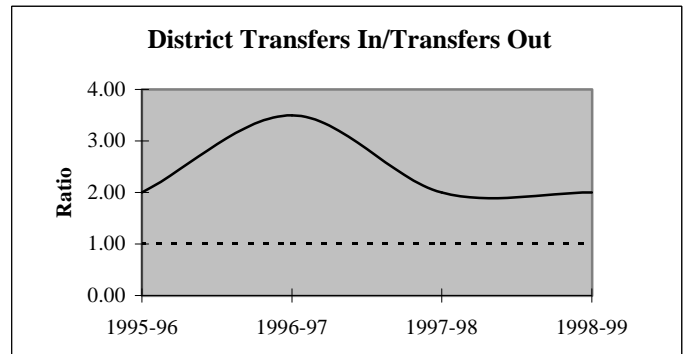
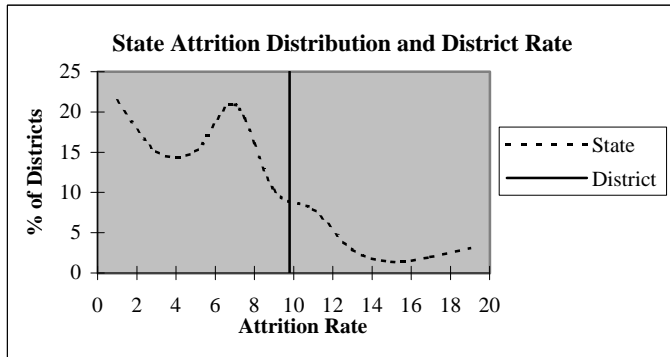
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	136	139	141	143	149	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	7	8	8	7	5.9%	5.0%	5.7%	5.6%	4.7%
Professional Staff	11	12	14	12	12	8.1%	8.6%	9.9%	8.4%	8.1%
<b>Total Teachers</b>	117	120	119	123	130	86.0%	86.3%	84.4%	86.0%	87.2%
Special Education	12	13	13	14	16	10.3%	10.8%	10.9%	11.4%	12.3%
Pre-K & Kindergarten	0	0	0	1	0	0.0%	0.0%	0.0%	0.8%	0.0%
Elementary	48	47	48	48	53	41.0%	39.2%	40.3%	39.0%	40.8%
<b>Middle School</b>	22	24	23	22	23	18.8%	20.0%	19.3%	17.9%	17.7%
Language Arts	5	5	5	5	3	4.3%	4.2%	4.2%	4.1%	2.3%
Art & Music	2	3	3	3	3	1.7%	2.5%	2.5%	2.4%	2.3%
Social Studies	5	5	5	3	3	4.3%	4.2%	4.2%	2.4%	2.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	4	3	3	3	3.4%	3.3%	2.5%	2.4%	2.3%
Science	3	4	4	3	3	2.6%	3.3%	3.4%	2.4%	2.3%
Vocational Education	0	0	1	1	1	0.0%	0.0%	0.8%	0.8%	0.8%
Other	3	3	2	4	7	2.6%	2.5%	1.7%	3.3%	5.4%
<b>High School (9-12)</b>	35	36	35	38	38	1750.0%	1200.0%	1166.7%	1266.7%	1266.7%
Language Arts	7	7	7	7	7	6.0%	5.8%	5.9%	5.7%	5.4%
Art & Music	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.8%
Social Studies	4	5	6	6	5	3.4%	4.2%	5.0%	4.9%	3.8%
Foreign Language	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.8%
Math	5	5	6	4	5	4.3%	4.2%	5.0%	3.3%	3.8%
<b>Science</b>	4	4	5	5	4	3.4%	3.3%	4.2%	4.1%	3.1%
Biology	2	1	1	2	2	1.7%	0.8%	0.8%	1.6%	1.5%
Chemistry	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.8%
Physics	0	0	1	0	0	0.0%	0.0%	0.8%	0.0%	0.0%
Other Science	1	2	2	2	1	0.9%	1.7%	1.7%	1.6%	0.8%
Vocational Education	6	6	4	4	4	5.1%	5.0%	3.4%	3.3%	3.1%
Other	7	7	5	10	11	6.0%	5.8%	4.2%	8.1%	8.5%
<b>Total Enrollments</b>	1,895	1,921	1,909	1,729	1,743	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	151	179	189	97	108	8.0%	9.3%	9.9%	5.6%	6.2%
Grades 1-4	515	495	499	485	481	27.2%	25.8%	26.1%	28.1%	27.6%
Grades 5-6	298	301	274	252	256	15.7%	15.7%	14.4%	14.6%	14.7%
Grades 7-8	303	293	318	297	276	16.0%	15.3%	16.7%	17.2%	15.8%
Grades 9-12	628	653	629	598	619	33.1%	34.0%	32.9%	34.6%	35.5%
Ungraded	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	0.2%



## District Report for: FORT GIBSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	136	139	141	143	149	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	119	125	127	122	129	87.5%	89.9%	90.1%	85.3%	86.6%
<b>Newly Hired</b>	<b>17</b>	<b>14</b>	<b>14</b>	<b>21</b>	<b>20</b>	<b>12.5%</b>	<b>10.1%</b>	<b>9.9%</b>	<b>14.7%</b>	<b>13.4%</b>
Transfers In	6	7	4	8	7	35.3%	50.0%	28.6%	38.1%	35.0%
Reentrants	5	3	6	5	6	29.4%	21.4%	42.9%	23.8%	30.0%
First Time Educators	6	4	4	8	7	35.3%	28.6%	28.6%	38.1%	35.0%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>12</b>	<b>19</b>	<b>14</b>	<b>-</b>	<b>8.1%</b>	<b>8.6%</b>	<b>13.5%</b>	<b>9.8%</b>	<b>-</b>
Transfers Out	3	2	2	4	-	27.3%	16.7%	10.5%	28.6%	-
Leave Oklahoma Educ.	8	10	17	10	-	72.7%	83.3%	89.5%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	8.6%	13.5%	9.8%	-
Transfers In/Out	2.00	3.50	2.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	1
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	91	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	3
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	12
		Total	136

## District Report for: FORT GIBSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	7	8	8	7	5.9%	5.0%	5.7%	5.6%	4.7%
White - Females	4	4	4	4	3	50.0%	57.1%	50.0%	50.0%	42.9%
White - Males	3	1	2	2	2	37.5%	14.3%	25.0%	25.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	2	2	2	12.5%	28.6%	25.0%	25.0%	28.6%
<b>Professional Staff</b>	11	12	14	12	12	8.1%	8.6%	9.9%	8.4%	8.1%
White - Females	7	7	8	6	7	63.6%	58.3%	57.1%	50.0%	58.3%
White - Males	2	3	3	3	2	18.2%	25.0%	21.4%	25.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	3	3	18.2%	16.7%	21.4%	25.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	117	120	119	123	130	86.0%	86.3%	84.4%	86.0%	87.2%
White - Females	78	77	78	80	87	66.7%	64.2%	65.5%	65.0%	66.9%
White - Males	22	26	27	28	27	18.8%	21.7%	22.7%	22.8%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.8%
Other - Females	11	10	9	9	9	9.4%	8.3%	7.6%	7.3%	6.9%
Other - Males	5	6	4	5	6	4.3%	5.0%	3.4%	4.1%	4.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	1	1	4	1	2.6%	0.8%	0.9%	3.3%	0.8%
25-29	5	8	7	8	9	4.3%	6.7%	6.0%	6.6%	7.1%
30-34	11	11	8	10	15	9.4%	9.2%	6.8%	8.3%	11.9%
35-39	16	13	18	17	16	13.7%	10.9%	15.4%	14.0%	12.7%
40-44	29	25	25	24	22	24.8%	21.0%	21.4%	19.8%	17.5%
45-49	26	31	29	29	30	22.2%	26.1%	24.8%	24.0%	23.8%
50-54	20	19	20	20	22	17.1%	16.0%	17.1%	16.5%	17.5%
55+	7	11	9	9	11	6.0%	9.2%	7.7%	7.4%	8.7%
<b>Average Age</b>	43.1	43.4	43.8	42.9	43.4					

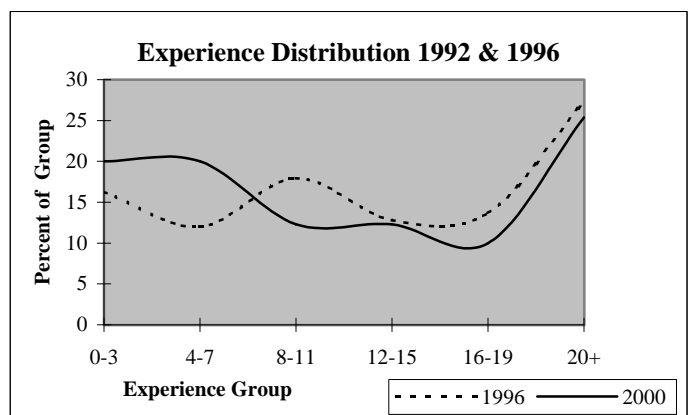
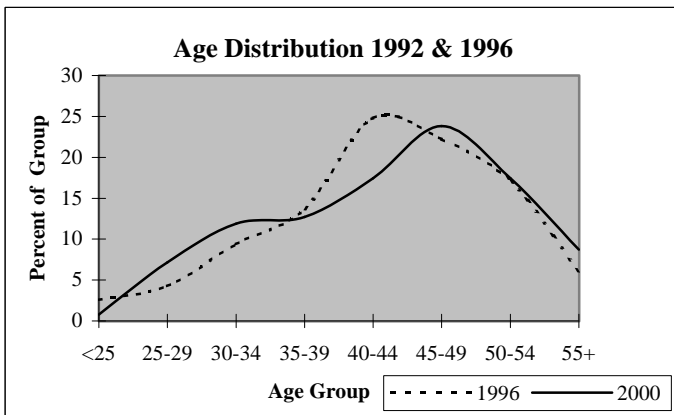
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	19	22	19	24	26	16.2%	18.3%	16.0%	19.5%	20.0%
4-7 Years	14	18	19	22	26	12.0%	15.0%	16.0%	17.9%	20.0%
8-11 Years	21	16	17	20	16	17.9%	13.3%	14.3%	16.3%	12.3%
12-15 Years	15	15	14	12	16	12.8%	12.5%	11.8%	9.8%	12.3%
16-19 Years	16	18	19	14	13	13.7%	15.0%	16.0%	11.4%	10.0%
20+ Years	32	31	31	31	33	27.4%	25.8%	26.1%	25.2%	25.4%
<b>Average Experience</b>	13.2	12.8	13.1	12.1	12.3					

## District Report for: FORT GIBSON

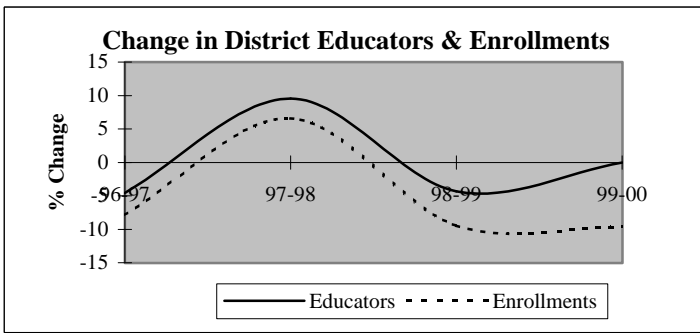
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	12	19	14	-	8.1%	8.6%	13.5%	9.8%	-
Attrition from Transfers	3	2	2	4	-	2.2%	1.4%	1.4%	2.8%	-
Attrition from Exits	8	10	17	10	-	5.9%	7.2%	12.1%	7.0%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>11</b>	<b>15</b>	<b>11</b>	<b>-</b>	<b>7.7%</b>	<b>9.2%</b>	<b>12.6%</b>	<b>8.9%</b>	<b>-</b>
Attrition from Transfers	3	2	2	3	-	2.6%	1.7%	1.7%	2.4%	-
Attrition from Exits	6	9	13	8	-	5.1%	7.5%	10.9%	6.5%	-
<b>District Retention</b>										
Educator Retention	125	127	122	129	-	91.9%	91.4%	86.5%	90.2%	-
Teacher Retention	108	109	104	112	-	92.3%	90.8%	87.4%	91.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	8.0%	88.0%	78.2%	9.6%	87.8%
1 Year of Experience	79.2%	12.5%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	79.2%	4.2%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	95.5%	0.0%	95.5%	86.1%	5.6%	91.7%
4 Years of Experience	90.5%	9.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	0.0%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.7%	1.4%	0.7%	2.1%	0.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.2%	93.5%	92.2%	88.8%	90.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.1%	5.0%	7.1%	9.1%	8.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOYNTON

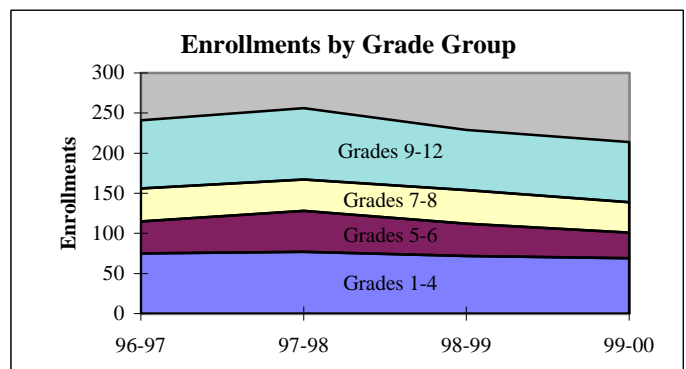
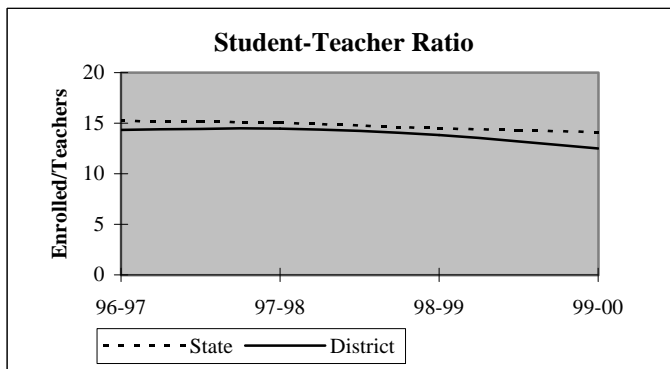


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	12.3	12.0	11.3	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.0	14.3	14.5	13.8	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	-1	2	-1	0	-	-	-	-	-
% Change in Educators	-15.4%	-4.5%	9.5%	-4.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-26	-22	17	-26	-24	-	-	-	-	-
% Change in Enrollments	-8.5%	-7.9%	6.6%	-9.5%	-9.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	36.4%	19.0%	26.1%	13.6%	9.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	9.5%	8.7%	9.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	4.8%	8.7%	9.1%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	40.9%	42.9%	52.2%	50.0%	45.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	50.0%	50.0%	50.0%	50.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.0	42.1	43.1	44.5	45.1	42.0	42.3	42.5	42.7	43.0
Average Experience	16.2	13.7	12.5	14.1	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	23,236	25,944	24,944	28,242	29,023	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	40.0%	38.9%	52.6%	50.0%	44.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	55.0%	66.7%	63.2%	61.1%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	87.5%	88.0%	90.2%	93.6%	91.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	6	11	7	6	18.2%	28.6%	47.8%	31.8%	27.3%
Attrition	0	2	6	1	0					
Attrition Rate	0.0%	33.3%	54.5%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	9	12	14	59.1%	61.9%	39.1%	54.5%	63.6%
Attrition	2	3	0	0	0					
Attrition Rate	15.4%	23.1%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	2	3	3	2	22.7%	9.5%	13.0%	13.6%	9.1%
Attrition Rate	60.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	3	3	3	2	27.3%	14.3%	13.0%	13.6%	9.1%

## District Report for: BOYNTON

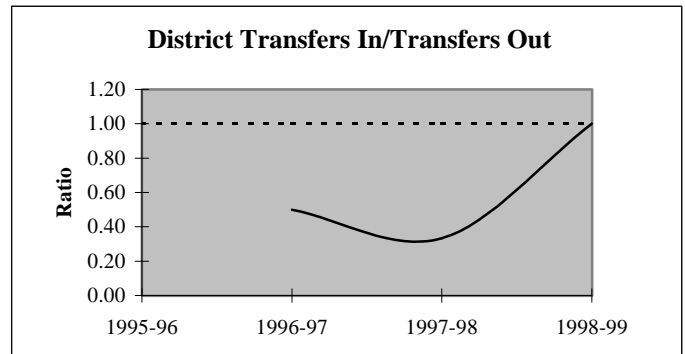
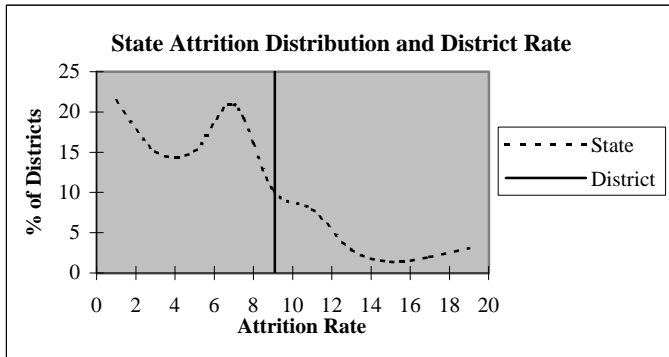
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	21	23	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	9.1%	9.5%	8.7%	9.1%	9.1%
Professional Staff	0	1	2	2	2	0.0%	4.8%	8.7%	9.1%	9.1%
<b>Total Teachers</b>	20	18	19	18	18	90.9%	85.7%	82.6%	81.8%	81.8%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	8	7	7	9	35.0%	44.4%	36.8%	38.9%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	10	12	11	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.0%	5.6%	5.3%	5.6%	5.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	1	5.0%	5.6%	5.3%	11.1%	5.6%
Foreign Language	0	0	1	1	1	0.0%	0.0%	5.3%	5.6%	5.6%
Math	2	1	1	1	1	10.0%	5.6%	5.3%	5.6%	5.6%
<b>Science</b>	2	1	1	1	1	10.0%	5.6%	5.3%	5.6%	5.6%
Biology	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	5.6%	5.3%	5.6%	5.6%
Vocational Education	3	3	3	2	3	15.0%	16.7%	15.8%	11.1%	16.7%
Other	4	3	4	3	1	20.0%	16.7%	21.1%	16.7%	5.6%
<b>Total Enrollments</b>	280	258	275	249	225	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	24	17	19	20	11	8.6%	6.6%	6.9%	8.0%	4.9%
Grades 1-4	84	75	77	72	69	30.0%	29.1%	28.0%	28.9%	30.7%
Grades 5-6	42	40	51	40	32	15.0%	15.5%	18.5%	16.1%	14.2%
Grades 7-8	41	41	39	42	38	14.6%	15.9%	14.2%	16.9%	16.9%
Grades 9-12	89	85	89	75	75	31.8%	32.9%	32.4%	30.1%	33.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BOYNTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	21	23	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	17	16	17	20	86.4%	81.0%	69.6%	77.3%	90.9%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>13.6%</b>	<b>19.0%</b>	<b>30.4%</b>	<b>22.7%</b>	<b>9.1%</b>
Transfers In	0	2	1	1	1	0.0%	50.0%	14.3%	20.0%	50.0%
Reentrants	2	1	4	3	1	66.7%	25.0%	57.1%	60.0%	50.0%
First Time Educators	1	1	2	1	0	33.3%	25.0%	28.6%	20.0%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>22.7%</b>	<b>23.8%</b>	<b>26.1%</b>	<b>9.1%</b>	<b>-</b>
Transfers Out	0	4	3	1	-	0.0%	80.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	5	1	3	1	-	100.0%	20.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	22.7%	23.8%	26.1%	9.1%	-
Transfers In/Out	nc	0.50	0.33	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	18	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	22

## District Report for: BOYNTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	9.1%	9.5%	8.7%	9.1%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	1	2	2	2	0.0%	4.8%	8.7%	9.1%	9.1%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	1	1	0	0	0.0%	100.0%	50.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	18	19	18	18	90.9%	85.7%	82.6%	81.8%	81.8%
White - Females	5	6	5	4	5	25.0%	33.3%	26.3%	22.2%	27.8%
White - Males	7	5	4	5	5	35.0%	27.8%	21.1%	27.8%	27.8%
Black - Females	6	6	7	7	7	30.0%	33.3%	36.8%	38.9%	38.9%
Black - Males	2	1	2	2	1	10.0%	5.6%	10.5%	11.1%	5.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	0	0	0.0%	0.0%	5.3%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	1	4	0	0	0.0%	5.6%	21.1%	0.0%	0.0%
30-34	2	2	0	3	2	10.0%	11.1%	0.0%	16.7%	11.1%
35-39	5	6	2	2	2	25.0%	33.3%	10.5%	11.1%	11.1%
40-44	3	3	4	5	4	15.0%	16.7%	21.1%	27.8%	22.2%
45-49	3	3	5	4	4	15.0%	16.7%	26.3%	22.2%	22.2%
50-54	1	1	2	2	4	5.0%	5.6%	10.5%	11.1%	22.2%
55+	6	2	2	2	2	30.0%	11.1%	10.5%	11.1%	11.1%
<b>Average Age</b>	46.0	42.1	43.1	44.5	45.1					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	3	3	4	5.0%	11.1%	15.8%	16.7%	22.2%
4-7 Years	3	3	6	3	2	15.0%	16.7%	31.6%	16.7%	11.1%
8-11 Years	3	2	0	1	2	15.0%	11.1%	0.0%	5.6%	11.1%
12-15 Years	2	3	2	3	3	10.0%	16.7%	10.5%	16.7%	16.7%
16-19 Years	5	4	3	1	1	25.0%	22.2%	15.8%	5.6%	5.6%
20+ Years	6	4	5	7	6	30.0%	22.2%	26.3%	38.9%	33.3%
<b>Average Experience</b>	16.2	13.7	12.5	14.1	13.2					

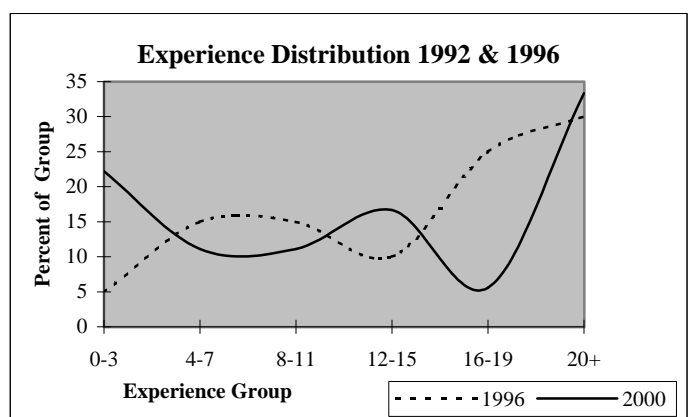
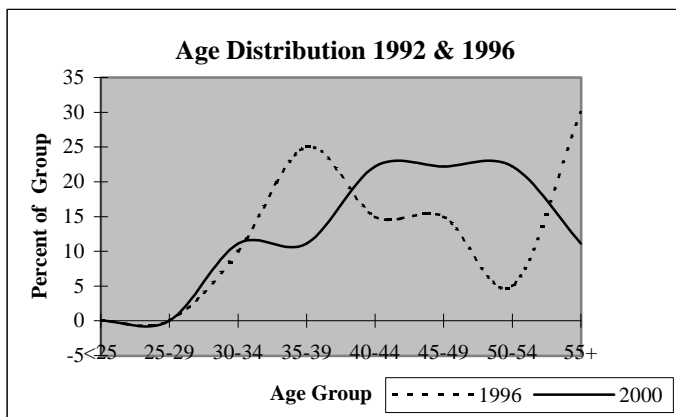


## District Report for: BOYNTON

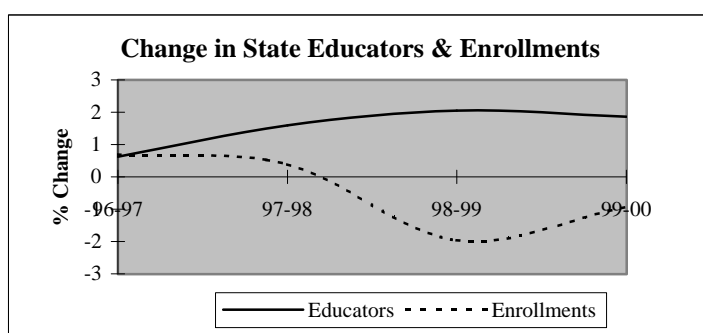
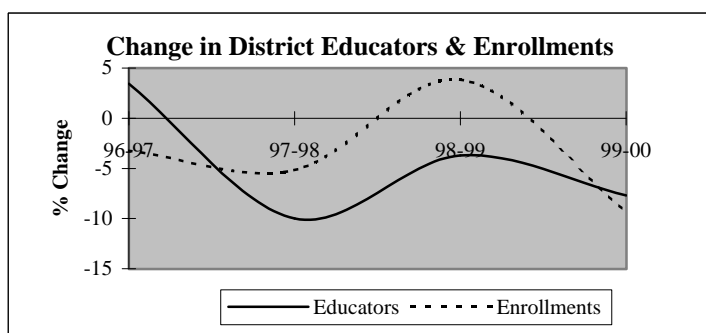
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	6	2	-	22.7%	23.8%	26.1%	9.1%	-
Attrition from Transfers	0	4	3	1	-	0.0%	19.0%	13.0%	4.5%	-
Attrition from Exits	5	1	3	1	-	22.7%	4.8%	13.0%	4.5%	-
<b>Teacher Attrition</b>	4	4	5	2	-	20.0%	22.2%	26.3%	11.1%	-
Attrition from Transfers	0	4	2	1	-	0.0%	22.2%	10.5%	5.6%	-
Attrition from Exits	4	0	3	1	-	20.0%	0.0%	15.8%	5.6%	-
<b>District Retention</b>										
Educator Retention	17	16	17	20	-	77.3%	76.2%	73.9%	90.9%	-
Teacher Retention	16	14	14	16	-	80.0%	77.8%	73.7%	88.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	40.0%	20.0%	60.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	40.0%	60.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	13.6%	14.3%	4.3%	9.1%	4.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	72.7%	76.2%	65.2%	72.7%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	4.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	13.6%	9.5%	26.1%	18.2%	4.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WEBBERS FALLS

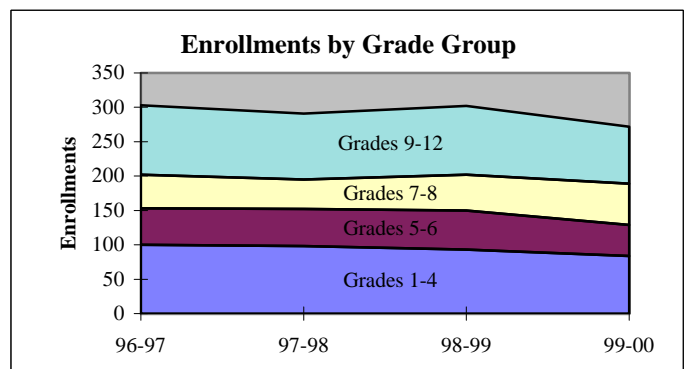
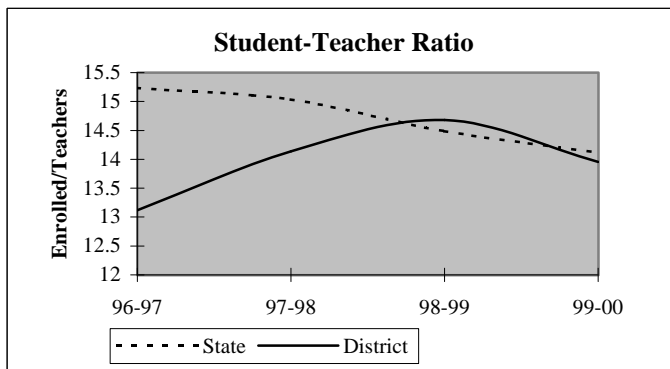


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	10.9	11.5	12.4	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	13.1	14.1	14.7	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-3	-1	-2	-	-	-	-	-
% Change in Educators	3.6%	3.4%	-10.0%	-3.7%	-7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-35	-11	-17	12	-30	-	-	-	-	-
% Change in Enrollments	-9.4%	-3.2%	-5.2%	3.9%	-9.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.9%	6.7%	3.7%	11.5%	8.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.3%	10.0%	11.1%	7.7%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	6.7%	7.4%	7.7%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	3.3%	3.7%	3.8%	4.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	6.7%	7.4%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	43.9	41.0	42.0	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	15.5	15.5	12.6	12.7	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,965	29,151	29,360	28,368	28,271	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	68.0%	63.6%	63.6%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.2%	8.0%	9.1%	9.1%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	42.5%	41.2%	54.0%	45.4%	59.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	8	8	9	24.1%	20.0%	29.6%	30.8%	37.5%
Attrition	4	1	2	5	0					
Attrition Rate	57.1%	16.7%	25.0%	62.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	21	18	16	13	65.5%	70.0%	66.7%	61.5%	54.2%
Attrition	4	3	4	2	0					
Attrition Rate	21.1%	14.3%	22.2%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	1	2	2	10.3%	10.0%	3.7%	7.7%	8.3%
Attrition	1	2	0	1	0					
Attrition Rate	33.3%	66.7%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	3	4	2	13.8%	13.3%	11.1%	15.4%	8.3%

## District Report for: WEBBERS FALLS

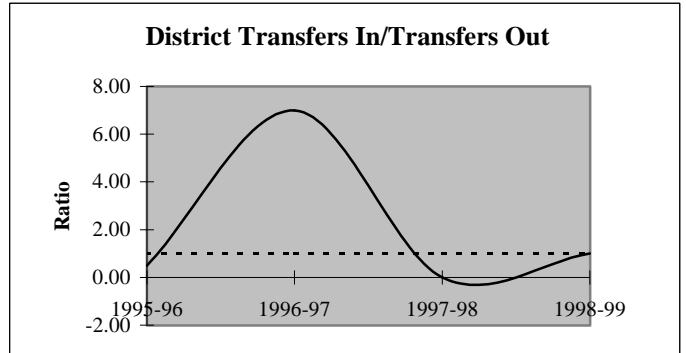
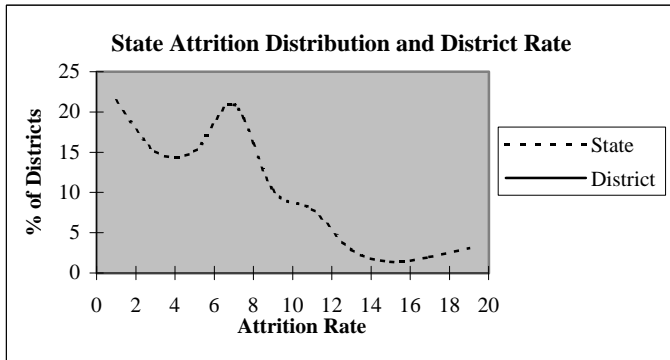
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	30	27	26	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	10.3%	10.0%	11.1%	7.7%	8.3%
Professional Staff	2	2	2	2	1	6.9%	6.7%	7.4%	7.7%	4.2%
<b>Total Teachers</b>	24	25	22	22	21	82.8%	83.3%	81.5%	84.6%	87.5%
Special Education	1	2	2	2	2	4.2%	8.0%	9.1%	9.1%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	10	8	9	54.2%	48.0%	45.5%	36.4%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	10	12	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	1	3	1	4.2%	8.0%	4.5%	13.6%	4.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	3	2	0	1	4.2%	12.0%	9.1%	0.0%	4.8%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	4.5%	4.8%
Math	2	2	2	2	2	8.3%	8.0%	9.1%	9.1%	9.5%
<b>Science</b>	1	1	1	1	1	4.2%	4.0%	4.5%	4.5%	4.8%
Biology	0	0	1	1	1	0.0%	0.0%	4.5%	4.5%	4.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	4.2%	4.0%	0.0%	0.0%	0.0%
Vocational Education	2	3	3	2	2	8.3%	12.0%	13.6%	9.1%	9.5%
Other	3	0	1	3	2	12.5%	0.0%	4.5%	13.6%	9.5%
<b>Total Enrollments</b>	339	328	311	323	293	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	25	20	18	19	6.2%	7.6%	6.4%	5.6%	6.5%
Grades 1-4	111	100	98	93	84	32.7%	30.5%	31.5%	28.8%	28.7%
Grades 5-6	39	53	54	57	45	11.5%	16.2%	17.4%	17.6%	15.4%
Grades 7-8	56	49	43	52	60	16.5%	14.9%	13.8%	16.1%	20.5%
Grades 9-12	112	101	96	100	83	33.0%	30.8%	30.9%	31.0%	28.3%
Ungraded	0	0	0	3	2	0.0%	0.0%	0.0%	0.9%	0.7%



## District Report for: WEBBERS FALLS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	30	27	26	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	20	24	21	18	82.8%	66.7%	88.9%	80.8%	75.0%
<b>Newly Hired</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>17.2%</b>	<b>33.3%</b>	<b>11.1%</b>	<b>19.2%</b>	<b>25.0%</b>
Transfers In	3	7	0	4	2	60.0%	70.0%	0.0%	80.0%	33.3%
Reentrants	0	3	1	0	2	0.0%	30.0%	33.3%	0.0%	33.3%
First Time Educators	2	0	2	1	2	40.0%	0.0%	66.7%	20.0%	33.3%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>6</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>31.0%</b>	<b>20.0%</b>	<b>22.2%</b>	<b>30.8%</b>	<b>-</b>
Transfers Out	6	1	3	4	-	66.7%	16.7%	50.0%	50.0%	-
Leave Oklahoma Educ.	3	5	3	4	-	33.3%	83.3%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	31.0%	20.0%	22.2%	30.8%	-
Transfers In/Out	0.50	7.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	23	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	29

## District Report for: WEBBERS FALLS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	10.3%	10.0%	11.1%	7.7%	8.3%
White - Females	0	2	2	0	0	0.0%	66.7%	66.7%	0.0%	0.0%
White - Males	3	1	1	2	2	100.0%	33.3%	33.3%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	1	6.9%	6.7%	7.4%	7.7%	4.2%
White - Females	1	1	1	1	0	50.0%	50.0%	50.0%	50.0%	0.0%
White - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	25	22	22	21	82.8%	83.3%	81.5%	84.6%	87.5%
White - Females	16	17	14	14	15	66.7%	68.0%	63.6%	63.6%	71.4%
White - Males	8	8	8	8	6	33.3%	32.0%	36.4%	36.4%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	4.2%	0.0%	0.0%	0.0%
25-29	4	3	6	6	6	16.7%	12.5%	27.3%	28.6%	28.6%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	4	1	1	0	2	16.7%	4.2%	4.5%	0.0%	9.5%
40-44	7	10	8	4	3	29.2%	41.7%	36.4%	19.0%	14.3%
45-49	2	1	3	7	8	8.3%	4.2%	13.6%	33.3%	38.1%
50-54	1	2	1	1	1	4.2%	8.3%	4.5%	4.8%	4.8%
55+	6	6	3	3	1	25.0%	25.0%	13.6%	14.3%	4.8%
<b>Average Age</b>	43.6	43.9	41.0	42.0	40.3					

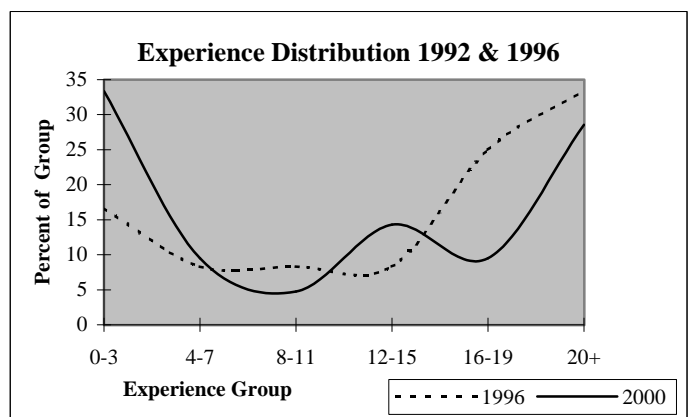
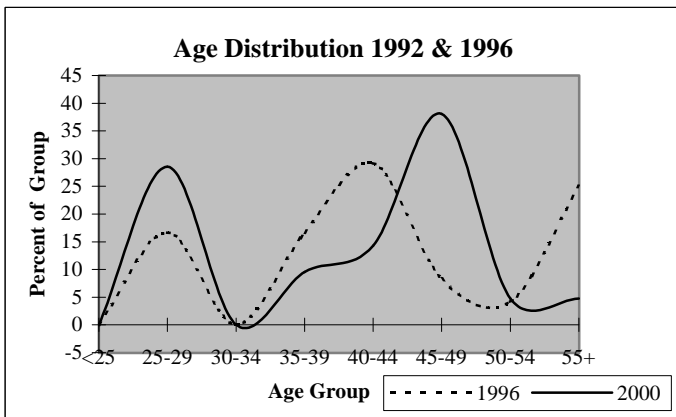
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	6	6	7	16.7%	16.0%	27.3%	27.3%	33.3%
4-7 Years	2	2	2	2	2	8.3%	8.0%	9.1%	9.1%	9.5%
8-11 Years	2	2	1	2	1	8.3%	8.0%	4.5%	9.1%	4.8%
12-15 Years	2	3	4	3	3	8.3%	12.0%	18.2%	13.6%	14.3%
16-19 Years	6	6	6	2	2	25.0%	24.0%	27.3%	9.1%	9.5%
20+ Years	8	8	3	7	6	33.3%	32.0%	13.6%	31.8%	28.6%
<b>Average Experience</b>	15.5	15.5	12.6	12.7	11.3					

## District Report for: WEBBERS FALLS

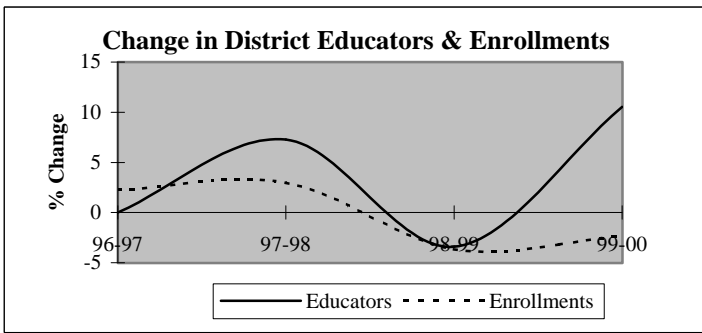
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	6	6	8	-	31.0%	20.0%	22.2%	30.8%	-
Attrition from Transfers	6	1	3	4	-	20.7%	3.3%	11.1%	15.4%	-
Attrition from Exits	3	5	3	4	-	10.3%	16.7%	11.1%	15.4%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>-</b>	<b>16.7%</b>	<b>24.0%</b>	<b>13.6%</b>	<b>31.8%</b>	<b>-</b>
Attrition from Transfers	2	1	2	3	-	8.3%	4.0%	9.1%	13.6%	-
Attrition from Exits	2	5	1	4	-	8.3%	20.0%	4.5%	18.2%	-
<b>District Retention</b>										
Educator Retention	20	24	21	18	-	69.0%	80.0%	77.8%	69.2%	-
Teacher Retention	20	19	19	15	-	83.3%	76.0%	86.4%	68.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	33.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	16.7%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	33.3%	0.0%	33.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.3%	0.0%	0.0%	4.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	86.7%	88.9%	96.2%	79.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.9%	10.0%	11.1%	3.8%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: OKTAHA

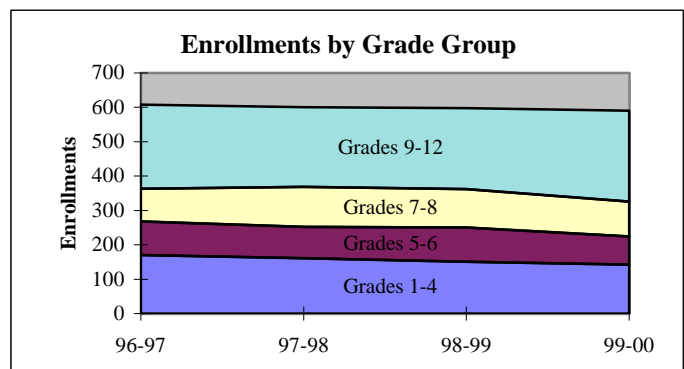
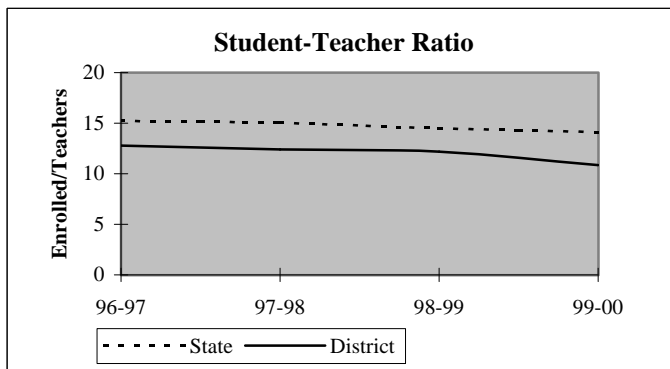


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	11.6	11.2	11.1	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	12.8	12.4	12.2	10.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	7	0	4	-2	6	-	-	-	-	-
% Change in Educators	14.6%	0.0%	7.3%	-3.4%	10.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	35	14	19	-24	-15	-	-	-	-	-
% Change in Enrollments	5.9%	2.2%	3.0%	-3.6%	-2.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.5%	16.4%	18.6%	7.0%	19.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.5%	5.1%	5.3%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	3.6%	5.1%	3.5%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	7.3%	5.1%	5.3%	6.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.8%	1.7%	1.8%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	42.4	40.7	41.6	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	9.6	10.3	10.5	11.1	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	27,260	28,008	27,014	30,054	26,452	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	8.0%	5.7%	5.8%	7.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.0%	76.0%	77.4%	76.9%	77.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	26.0%	24.0%	26.4%	26.9%	28.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.6%	46.5%	41.6%	43.4%	43.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	18	22	21	28	40.0%	32.7%	37.3%	36.8%	44.4%
Attrition	6	6	7	4	0					
Attrition Rate	27.3%	33.3%	31.8%	19.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	30	35	33	33	30	54.5%	63.6%	55.9%	57.9%	47.6%
Attrition	2	1	2	3	0					
Attrition Rate	6.7%	2.9%	6.1%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	4	3	5	5.5%	3.6%	6.8%	5.3%	7.9%
Attrition	1	1	2	2	0					
Attrition Rate	33.3%	50.0%	50.0%	66.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	5	5	8	5.5%	7.3%	8.5%	8.8%	12.7%

## District Report for: OKTAHA

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	55	55	59	57	63	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	5.5%	5.5%	5.1%	5.3%	4.8%
Professional Staff	2	2	3	2	3	3.6%	3.6%	5.1%	3.5%	4.8%
<b>Total Teachers</b>	50	50	53	52	57	90.9%	90.9%	89.8%	91.2%	90.5%
Special Education	13	12	14	14	16	26.0%	24.0%	26.4%	26.9%	28.1%
Pre-K & Kindergarten	0	0	1	1	2	0.0%	0.0%	1.9%	1.9%	3.5%
Elementary	14	15	15	15	16	28.0%	30.0%	28.3%	28.8%	28.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	23	23	23	22	23	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	5	4	5	4	6.0%	10.0%	7.5%	9.6%	7.0%
Art & Music	2	2	1	1	1	4.0%	4.0%	1.9%	1.9%	1.8%
Social Studies	4	2	1	5	4	8.0%	4.0%	1.9%	9.6%	7.0%
Foreign Language	1	1	1	1	0	2.0%	2.0%	1.9%	1.9%	0.0%
Math	1	2	5	3	4	2.0%	4.0%	9.4%	5.8%	7.0%
<b>Science</b>	3	3	3	2	2	6.0%	6.0%	5.7%	3.8%	3.5%
Biology	1	1	1	1	1	2.0%	2.0%	1.9%	1.9%	1.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	1	4.0%	4.0%	3.8%	1.9%	1.8%
Vocational Education	3	3	3	2	2	6.0%	6.0%	5.7%	3.8%	3.5%
Other	6	5	5	3	6	12.0%	10.0%	9.4%	5.8%	10.5%
<b>Total Enrollments</b>	625	639	658	634	619	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	23	30	56	35	28	3.7%	4.7%	8.5%	5.5%	4.5%
Grades 1-4	169	170	161	151	142	27.0%	26.6%	24.5%	23.8%	22.9%
Grades 5-6	105	98	91	99	82	16.8%	15.3%	13.8%	15.6%	13.2%
Grades 7-8	105	95	117	112	102	16.8%	14.9%	17.8%	17.7%	16.5%
Grades 9-12	222	245	231	236	264	35.5%	38.3%	35.1%	37.2%	42.6%
Ungraded	1	1	2	1	1	0.2%	0.2%	0.3%	0.2%	0.2%

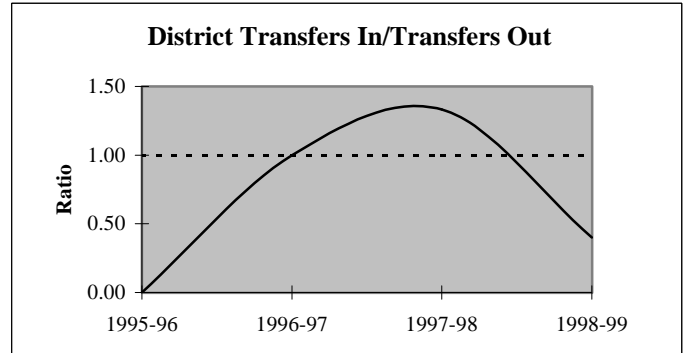
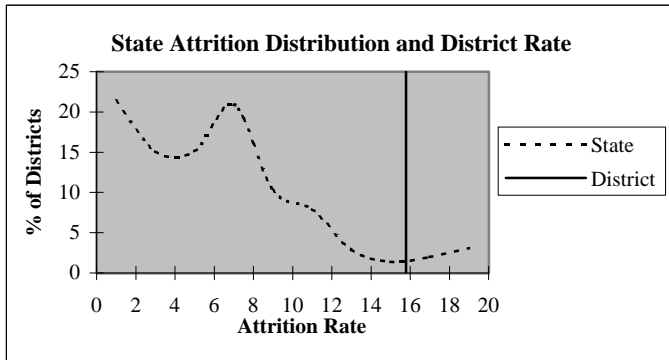




## District Report for: OKTAHA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	55	55	59	57	63	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	47	46	47	48	48	85.5%	83.6%	79.7%	84.2%	76.2%
<b>Newly Hired</b>	<b>8</b>	<b>9</b>	<b>12</b>	<b>9</b>	<b>15</b>	<b>14.5%</b>	<b>16.4%</b>	<b>20.3%</b>	<b>15.8%</b>	<b>23.8%</b>
Transfers In	0	3	4	2	3	0.0%	33.3%	33.3%	22.2%	20.0%
Reentrants	1	4	2	3	3	12.5%	44.4%	16.7%	33.3%	20.0%
First Time Educators	7	2	6	4	9	87.5%	22.2%	50.0%	44.4%	60.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>8</b>	<b>11</b>	<b>9</b>	<b>-</b>	<b>16.4%</b>	<b>14.5%</b>	<b>18.6%</b>	<b>15.8%</b>	<b>-</b>
Transfers Out	4	3	3	5	-	44.4%	37.5%	27.3%	55.6%	-
Leave Oklahoma Educ.	5	5	8	4	-	55.6%	62.5%	72.7%	44.4%	-

Dynamics Rates	District Rates				
District Attrition	16.4%	14.5%	18.6%	15.8%	-
Transfers In/Out	0.00	1.00	1.33	0.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	47	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	55

## District Report for: OKTAHA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	5.5%	5.5%	5.1%	5.3%	4.8%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	2	3	3.6%	3.6%	5.1%	3.5%	4.8%
White - Females	2	2	3	2	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	50	50	53	52	57	90.9%	90.9%	89.8%	91.2%	90.5%
White - Females	37	36	40	39	42	74.0%	72.0%	75.5%	75.0%	73.7%
White - Males	8	10	10	10	11	16.0%	20.0%	18.9%	19.2%	19.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	0	0	0	0	2.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	1	1	2	4.0%	4.0%	1.9%	1.9%	3.5%
Other - Males	2	2	2	2	2	4.0%	4.0%	3.8%	3.8%	3.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	3	1	1	4.1%	4.1%	5.8%	2.0%	1.9%
25-29	4	2	4	3	7	8.2%	4.1%	7.7%	5.9%	13.5%
30-34	7	8	6	4	4	14.3%	16.3%	11.5%	7.8%	7.7%
35-39	8	7	11	15	11	16.3%	14.3%	21.2%	29.4%	21.2%
40-44	10	12	9	8	10	20.4%	24.5%	17.3%	15.7%	19.2%
45-49	10	9	11	11	7	20.4%	18.4%	21.2%	21.6%	13.5%
50-54	4	4	3	5	8	8.2%	8.2%	5.8%	9.8%	15.4%
55+	4	5	5	4	4	8.2%	10.2%	9.6%	7.8%	7.7%
<b>Average Age</b>	41.2	42.4	40.7	41.6	41.2					

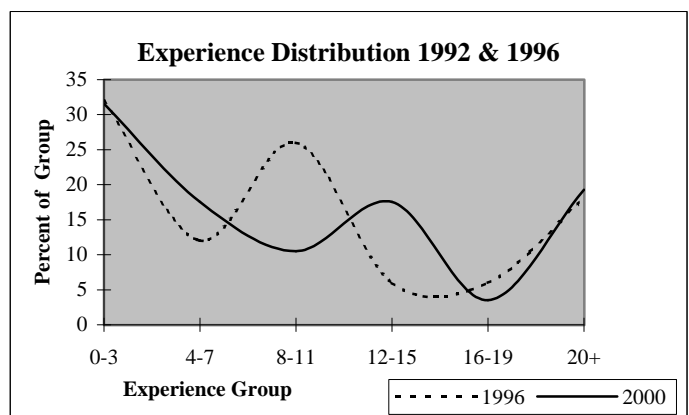
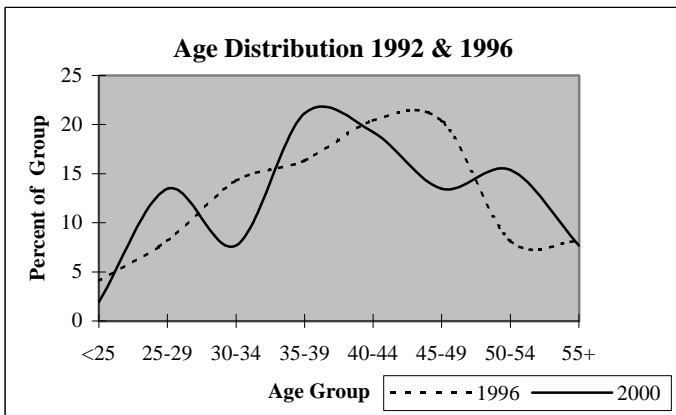
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	16	12	10	10	18	32.0%	24.0%	18.9%	19.2%	31.6%
4-7 Years	6	6	12	11	10	12.0%	12.0%	22.6%	21.2%	17.5%
8-11 Years	13	16	11	8	6	26.0%	32.0%	20.8%	15.4%	10.5%
12-15 Years	3	4	6	9	10	6.0%	8.0%	11.3%	17.3%	17.5%
16-19 Years	3	4	6	6	2	6.0%	8.0%	11.3%	11.5%	3.5%
20+ Years	9	8	8	8	11	18.0%	16.0%	15.1%	15.4%	19.3%
<b>Average Experience</b>	9.6	10.3	10.5	11.1	10.3					

# District Report for: OKTAHA

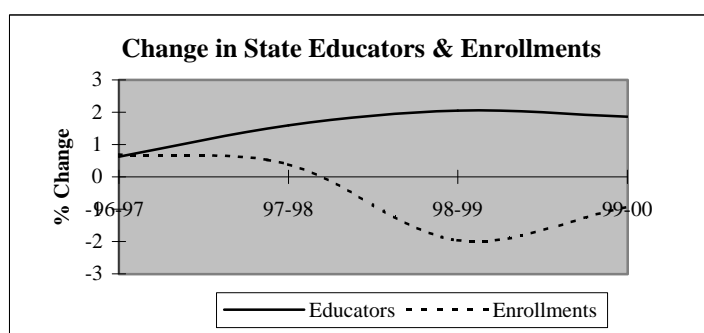
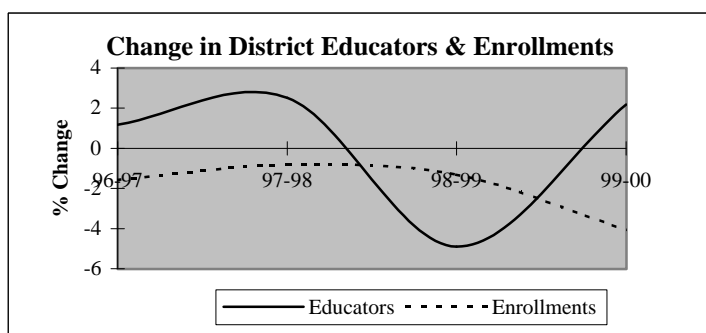
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	8	11	9	-	16.4%	14.5%	18.6%	15.8%	-
Attrition from Transfers	4	3	3	5	-	7.3%	5.5%	5.1%	8.8%	-
Attrition from Exits	5	5	8	4	-	9.1%	9.1%	13.6%	7.0%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>8</b>	<b>10</b>	<b>9</b>	<b>-</b>	<b>16.0%</b>	<b>16.0%</b>	<b>18.9%</b>	<b>17.3%</b>	<b>-</b>
Attrition from Transfers	4	3	3	5	-	8.0%	6.0%	5.7%	9.6%	-
Attrition from Exits	4	5	7	4	-	8.0%	10.0%	13.2%	7.7%	-
<b>District Retention</b>										
Educator Retention	46	47	48	48	-	83.6%	85.5%	81.4%	84.2%	-
Teacher Retention	42	42	43	43	-	84.0%	84.0%	81.1%	82.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	54.2%	25.0%	79.2%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	69.2%	15.4%	84.6%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	78.6%	7.1%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	0.0%	90.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.5%	0.0%	3.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.5%	83.6%	86.4%	84.2%	81.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.5%	10.9%	13.6%	12.3%	19.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MUSKOGEE

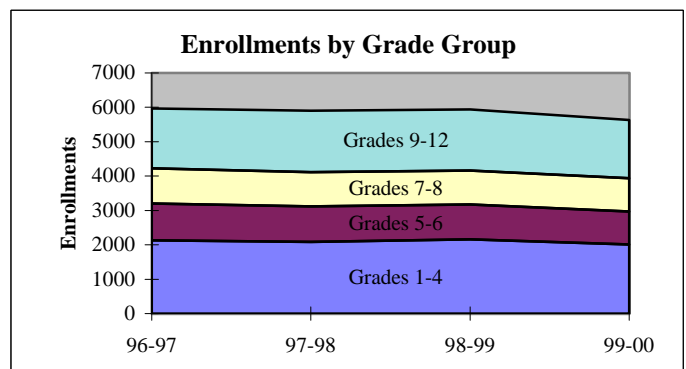
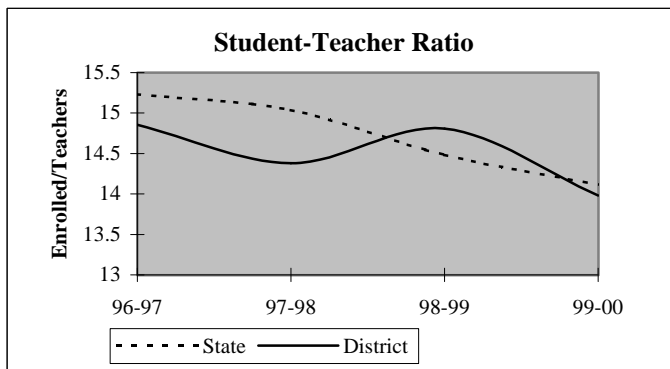


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	12.8	12.4	12.8	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	14.9	14.4	14.8	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	6	13	-26	11	-	-	-	-	-
% Change in Educators	-0.4%	1.2%	2.5%	-4.9%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-193	-106	-54	-86	-263	-	-	-	-	-
% Change in Enrollments	-2.8%	-1.6%	-0.8%	-1.3%	-4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.1%	6.2%	8.7%	8.7%	14.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	4.8%	4.5%	4.6%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.2%	9.1%	9.4%	8.7%	9.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	24.1%	23.4%	22.3%	21.2%	17.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	29.6%	28.0%	25.0%	21.7%	17.4%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.3%	2.3%	2.2%	1.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	43.5	43.1	43.6	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	13.9	13.3	13.4	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	32,364	32,352	32,634	33,215	30,762	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	23.1%	23.4%	21.9%	21.1%	17.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.3%	78.0%	78.3%	79.4%	81.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.6%	10.3%	9.9%	10.5%	10.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.3%	54.8%	56.8%	57.3%	58.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	141	145	172	160	200	27.6%	28.0%	32.5%	31.7%	38.8%
Attrition	16	16	37	28	0					
Attrition Rate	11.3%	11.0%	21.5%	17.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	331	332	318	302	283	64.8%	64.2%	60.0%	59.9%	55.0%
Attrition	18	25	31	33	0					
Attrition Rate	5.4%	7.5%	9.7%	10.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	39	40	40	42	32	7.6%	7.7%	7.5%	8.3%	6.2%
Attrition Rate	12	12	13	22	0					
Attrition Rate	30.8%	30.0%	32.5%	52.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	57	59	61	63	49	11.2%	11.4%	11.5%	12.5%	9.5%

## District Report for: MUSKOGEE

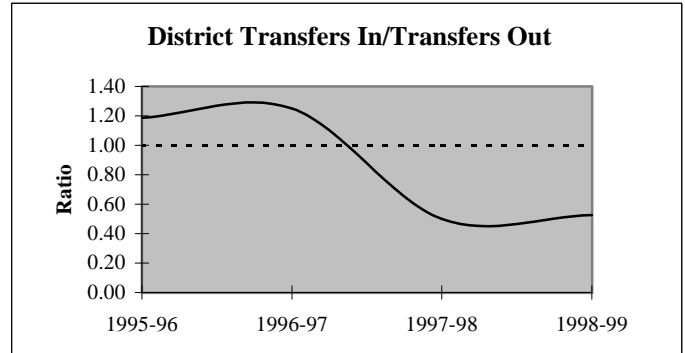
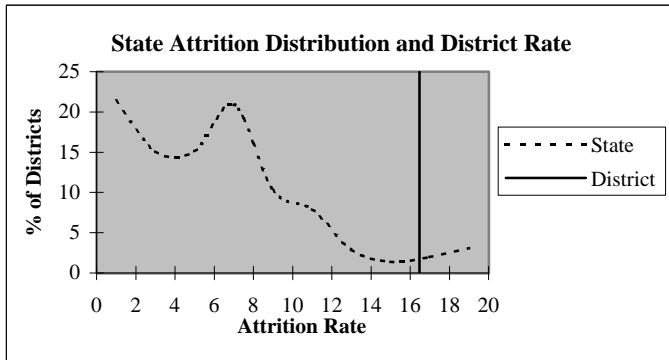
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	511	517	530	504	515	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	25	24	23	23	5.3%	4.8%	4.5%	4.6%	4.5%
Professional Staff	42	47	50	44	48	8.2%	9.1%	9.4%	8.7%	9.3%
<b>Total Teachers</b>	442	445	456	437	444	86.5%	86.1%	86.0%	86.7%	86.2%
Special Education	47	46	45	46	48	10.6%	10.3%	9.9%	10.5%	10.8%
Pre-K & Kindergarten	4	3	3	10	16	0.9%	0.7%	0.7%	2.3%	3.6%
Elementary	202	206	211	196	204	45.7%	46.3%	46.3%	44.9%	45.9%
<b>Middle School</b>	90	94	89	80	69	20.4%	21.1%	19.5%	18.3%	15.5%
Language Arts	28	25	25	24	21	6.3%	5.6%	5.5%	5.5%	4.7%
Art & Music	6	6	6	6	4	1.4%	1.3%	1.3%	1.4%	0.9%
Social Studies	13	12	12	11	11	2.9%	2.7%	2.6%	2.5%	2.5%
Foreign Language	4	4	4	2	0	0.9%	0.9%	0.9%	0.5%	0.0%
Math	14	11	12	12	11	3.2%	2.5%	2.6%	2.7%	2.5%
Science	12	12	12	12	12	2.7%	2.7%	2.6%	2.7%	2.7%
Vocational Education	4	4	2	1	0	0.9%	0.9%	0.4%	0.2%	0.0%
Other	9	20	16	12	10	2.0%	4.5%	3.5%	2.7%	2.3%
<b>High School (9-12)</b>	99	96	108	105	107	1650.0%	1600.0%	1800.0%	1750.0%	2675.0%
Language Arts	18	16	18	18	16	4.1%	3.6%	3.9%	4.1%	3.6%
Art & Music	4	3	5	6	6	0.9%	0.7%	1.1%	1.4%	1.4%
Social Studies	15	16	16	16	12	3.4%	3.6%	3.5%	3.7%	2.7%
Foreign Language	3	4	3	4	5	0.7%	0.9%	0.7%	0.9%	1.1%
Math	12	14	15	15	12	2.7%	3.1%	3.3%	3.4%	2.7%
<b>Science</b>	12	12	13	14	12	2.7%	2.7%	2.9%	3.2%	2.7%
Biology	5	4	4	6	4	1.1%	0.9%	0.9%	1.4%	0.9%
Chemistry	1	0	1	1	1	0.2%	0.0%	0.2%	0.2%	0.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	6	8	8	7	7	1.4%	1.8%	1.8%	1.6%	1.6%
Vocational Education	15	15	16	20	18	3.4%	3.4%	3.5%	4.6%	4.1%
Other	20	16	22	12	26	4.5%	3.6%	4.8%	2.7%	5.9%
<b>Total Enrollments</b>	6,717	6,611	6,557	6,471	6,208	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	576	599	638	506	551	8.6%	9.1%	9.7%	7.8%	8.9%
Grades 1-4	2,206	2,132	2,087	2,162	2,009	32.8%	32.2%	31.8%	33.4%	32.4%
Grades 5-6	1,063	1,073	1,029	1,008	956	15.8%	16.2%	15.7%	15.6%	15.4%
Grades 7-8	1,097	1,025	1,001	994	968	16.3%	15.5%	15.3%	15.4%	15.6%
Grades 9-12	1,748	1,741	1,785	1,776	1,700	26.0%	26.3%	27.2%	27.4%	27.4%
Ungraded	27	41	17	25	24	0.4%	0.6%	0.3%	0.4%	0.4%



## District Report for: MUSKOGEE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	511	517	530	504	515	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	458	465	464	449	421	89.6%	89.9%	87.5%	89.1%	81.7%
<b>Newly Hired</b>	<b>53</b>	<b>52</b>	<b>66</b>	<b>55</b>	<b>94</b>	<b>10.4%</b>	<b>10.1%</b>	<b>12.5%</b>	<b>10.9%</b>	<b>18.3%</b>
Transfers In	19	15	16	10	27	35.8%	28.8%	24.2%	18.2%	28.7%
Reentrants	15	14	18	13	24	28.3%	26.9%	27.3%	23.6%	25.5%
First Time Educators	19	23	32	32	43	35.8%	44.2%	48.5%	58.2%	45.7%
<b>Total Exiting Next Year</b>	<b>46</b>	<b>53</b>	<b>81</b>	<b>83</b>	<b>-</b>	<b>9.0%</b>	<b>10.3%</b>	<b>15.3%</b>	<b>16.5%</b>	<b>-</b>
Transfers Out	16	12	32	19	-	34.8%	22.6%	39.5%	22.9%	-
Leave Oklahoma Educ.	30	41	49	64	-	65.2%	77.4%	60.5%	77.1%	-

Dynamics Rates	District Rates				
District Attrition	9.0%	10.3%	15.3%	16.5%	-
Transfers In/Out	1.19	1.25	0.50	0.53	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	16	Benedictine Heights, Tulsa	-
OSU, Stillwater	16	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	3
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	410	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	9	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	33
		<b>Total</b>	<b>510</b>

## District Report for: MUSKOGEE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	27	25	24	23	23	5.3%	4.8%	4.5%	4.6%	4.5%
White - Females	10	10	10	9	9	37.0%	40.0%	41.7%	39.1%	39.1%
White - Males	9	8	8	9	10	33.3%	32.0%	33.3%	39.1%	43.5%
Black - Females	3	2	2	2	1	11.1%	8.0%	8.3%	8.7%	4.3%
Black - Males	4	4	3	2	2	14.8%	16.0%	12.5%	8.7%	8.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	3.7%	4.0%	4.2%	4.3%	4.3%
<b>Professional Staff</b>	42	47	50	44	48	8.2%	9.1%	9.4%	8.7%	9.3%
White - Females	26	33	33	32	36	61.9%	70.2%	66.0%	72.7%	75.0%
White - Males	3	4	5	2	3	7.1%	8.5%	10.0%	4.5%	6.3%
Black - Females	7	7	8	7	6	16.7%	14.9%	16.0%	15.9%	12.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	6	3	3	2	2	14.3%	6.4%	6.0%	4.5%	4.2%
Other - Males	0	0	1	1	1	0.0%	0.0%	2.0%	2.3%	2.1%
<b>Teachers</b>	442	445	456	437	444	86.5%	86.1%	86.0%	86.7%	86.2%
White - Females	267	268	277	274	300	60.4%	60.2%	60.7%	62.7%	67.6%
White - Males	73	73	79	71	65	16.5%	16.4%	17.3%	16.2%	14.6%
Black - Females	45	46	43	42	34	10.2%	10.3%	9.4%	9.6%	7.7%
Black - Males	14	17	15	16	13	3.2%	3.8%	3.3%	3.7%	2.9%
Other - Females	34	33	37	31	28	7.7%	7.4%	8.1%	7.1%	6.3%
Other - Males	9	8	5	3	4	2.0%	1.8%	1.1%	0.7%	0.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	7	5	9	1	4	1.6%	1.1%	2.0%	0.2%	1.0%
25-29	40	43	47	42	43	9.1%	9.8%	10.5%	9.9%	10.3%
30-34	36	46	48	49	60	8.2%	10.5%	10.8%	11.6%	14.4%
35-39	40	38	43	48	51	9.1%	8.7%	9.6%	11.3%	12.3%
40-44	83	70	69	53	53	18.9%	16.0%	15.5%	12.5%	12.7%
45-49	123	114	106	101	91	28.0%	26.0%	23.8%	23.9%	21.9%
50-54	66	72	75	83	77	15.0%	16.4%	16.8%	19.6%	18.5%
55+	44	50	49	46	37	10.0%	11.4%	11.0%	10.9%	8.9%
<b>Average Age</b>	43.6	43.5	43.1	43.6	42.6					

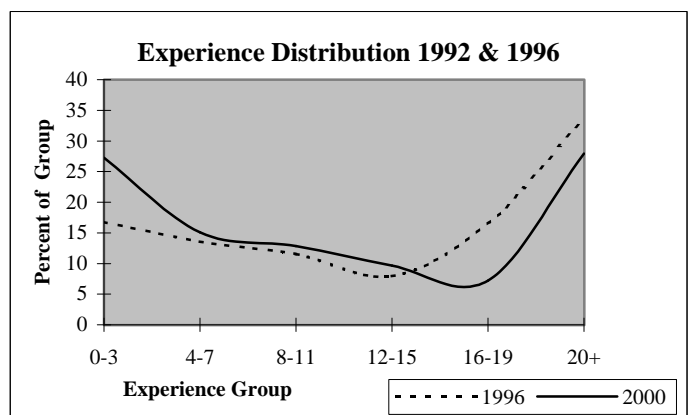
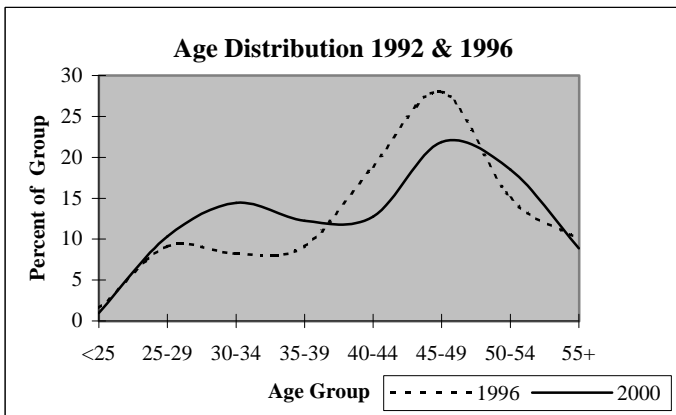
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	74	80	94	85	121	16.7%	18.0%	20.6%	19.5%	27.3%
4-7 Years	60	57	71	67	67	13.6%	12.8%	15.6%	15.3%	15.1%
8-11 Years	51	54	48	60	57	11.5%	12.1%	10.5%	13.7%	12.8%
12-15 Years	35	36	44	37	43	7.9%	8.1%	9.6%	8.5%	9.7%
16-19 Years	73	70	55	42	32	16.5%	15.7%	12.1%	9.6%	7.2%
20+ Years	149	148	144	146	124	33.7%	33.3%	31.6%	33.4%	27.9%
<b>Average Experience</b>	14.0	13.9	13.3	13.4	11.7					

## District Report for: MUSKOGEE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	46	53	81	83	-	9.0%	10.3%	15.3%	16.5%	-
Attrition from Transfers	16	12	32	19	-	3.1%	2.3%	6.0%	3.8%	-
Attrition from Exits	30	41	49	64	-	5.9%	7.9%	9.2%	12.7%	-
<b>Teacher Attrition</b>	<b>34</b>	<b>47</b>	<b>69</b>	<b>74</b>	<b>-</b>	<b>7.7%</b>	<b>10.6%</b>	<b>15.1%</b>	<b>16.9%</b>	<b>-</b>
Attrition from Transfers	9	10	26	17	-	2.0%	2.2%	5.7%	3.9%	-
Attrition from Exits	25	37	43	57	-	5.7%	8.3%	9.4%	13.0%	-
<b>District Retention</b>										
Educator Retention	465	464	449	421	-	91.0%	89.7%	84.7%	83.5%	-
Teacher Retention	408	398	387	363	-	92.3%	89.4%	84.9%	83.1%	-

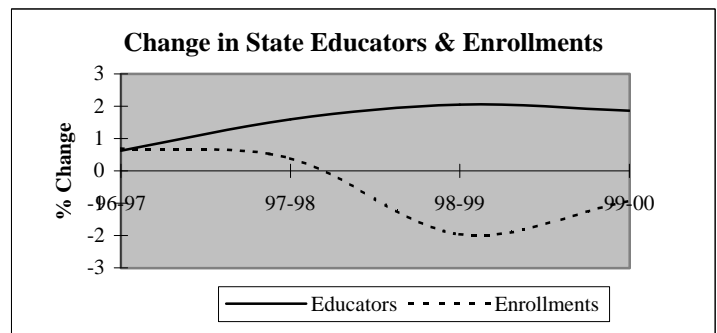
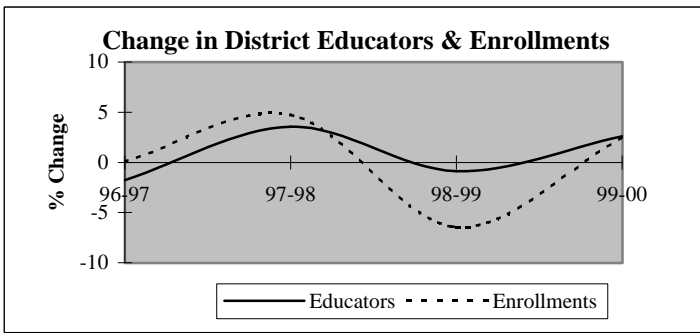
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	65.9%	17.4%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	90.3%	4.3%	94.6%	84.2%	6.9%	91.1%
2 Years of Experience	90.4%	6.0%	96.4%	85.2%	5.9%	91.1%
3 Years of Experience	85.9%	5.9%	91.8%	86.1%	5.6%	91.7%
4 Years of Experience	84.9%	3.5%	88.4%	87.9%	4.7%	92.6%
5 Years of Experience	93.7%	3.8%	97.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.6%	1.2%	1.3%	0.4%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.8%	91.5%	88.9%	90.5%	85.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.4%	0.2%	0.2%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	7.4%	9.4%	8.9%	13.2%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: HILLDALE

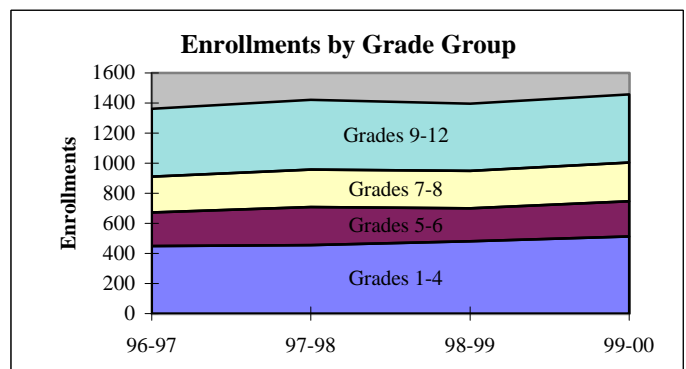
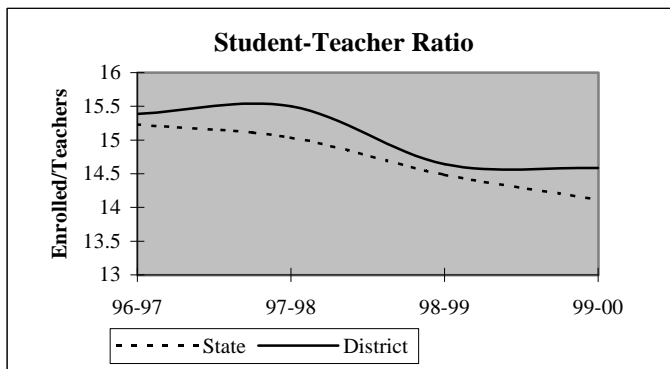


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.7	13.9	13.1	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	15.4	15.5	14.6	14.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	7	-2	4	-1	3	-	-	-	-	-
% Change in Educators	6.5%	-1.8%	3.6%	-0.9%	2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	1	73	-104	38	-	-	-	-	-
% Change in Enrollments	0.2%	0.1%	4.7%	-6.5%	2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.0%	6.3%	14.7%	7.0%	9.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.3%	6.0%	6.1%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.4%	4.5%	4.3%	4.3%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.9%	9.8%	9.5%	8.7%	9.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.8%	1.7%	1.7%	0.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	43.9	43.5	43.3	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.1	12.4	12.5	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,584	29,185	27,603	28,620	27,725	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.8%	10.0%	9.6%	8.7%	10.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	83.0%	84.6%	82.5%	83.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	9.0%	8.7%	8.7%	9.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.9%	33.9%	36.2%	36.8%	39.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	34	34	42	40	54	29.8%	30.4%	36.2%	34.8%	45.8%
Attrition	1	7	8	10	0					
Attrition Rate	2.9%	20.6%	19.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	74	72	66	63	51	64.9%	64.3%	56.9%	54.8%	43.2%
Attrition	7	5	5	12	0					
Attrition Rate	9.5%	6.9%	7.6%	19.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	6	8	12	13	5.3%	5.4%	6.9%	10.4%	11.0%
Attrition	2	1	3	2	0					
Attrition Rate	33.3%	16.7%	37.5%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	9	11	15	18	16	7.9%	9.8%	12.9%	15.7%	13.6%

## District Report for: HILLDALE

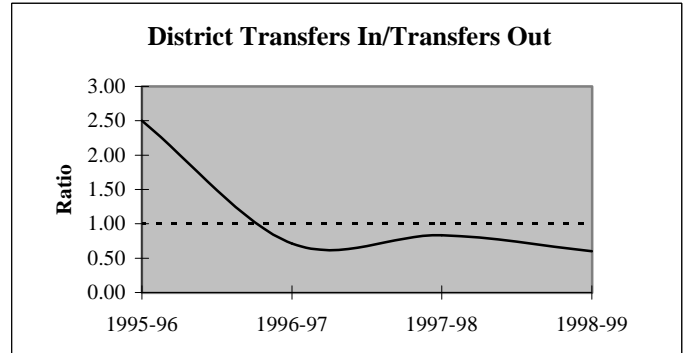
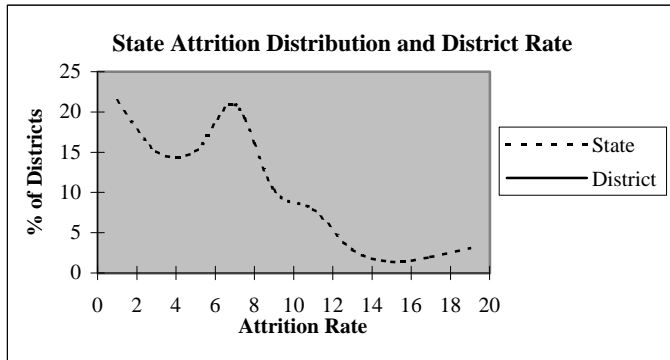
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	114	112	116	115	118	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	6	6.1%	6.3%	6.0%	6.1%	5.1%
Professional Staff	5	5	5	5	6	4.4%	4.5%	4.3%	4.3%	5.1%
<b>Total Teachers</b>	102	100	104	103	106	89.5%	89.3%	89.7%	89.6%	89.8%
Special Education	9	9	9	9	10	8.8%	9.0%	8.7%	8.7%	9.4%
Pre-K & Kindergarten	1	1	0	1	1	1.0%	1.0%	0.0%	1.0%	0.9%
Elementary	39	40	42	40	43	38.2%	40.0%	40.4%	38.8%	40.6%
<b>Middle School</b>	21	20	22	22	22	20.6%	20.0%	21.2%	21.4%	20.8%
Language Arts	5	5	5	5	5	4.9%	5.0%	4.8%	4.9%	4.7%
Art & Music	2	2	1	1	1	2.0%	2.0%	1.0%	1.0%	0.9%
Social Studies	3	3	3	3	3	2.9%	3.0%	2.9%	2.9%	2.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	4	4	2	2.9%	3.0%	3.8%	3.9%	1.9%
Science	3	3	3	3	3	2.9%	3.0%	2.9%	2.9%	2.8%
Vocational Education	1	1	1	1	1	1.0%	1.0%	1.0%	1.0%	0.9%
Other	4	3	5	5	7	3.9%	3.0%	4.8%	4.9%	6.6%
<b>High School (9-12)</b>	32	30	31	31	30	1600.0%	1500.0%	3100.0%	3100.0%	3000.0%
Language Arts	5	5	5	6	6	4.9%	5.0%	4.8%	5.8%	5.7%
Art & Music	2	2	3	2	2	2.0%	2.0%	2.9%	1.9%	1.9%
Social Studies	6	5	5	4	4	5.9%	5.0%	4.8%	3.9%	3.8%
Foreign Language	2	2	1	2	2	2.0%	2.0%	1.0%	1.9%	1.9%
Math	4	4	4	4	4	3.9%	4.0%	3.8%	3.9%	3.8%
<b>Science</b>	4	4	4	4	3	3.9%	4.0%	3.8%	3.9%	2.8%
Biology	1	1	1	1	0	1.0%	1.0%	1.0%	1.0%	0.0%
Chemistry	1	1	1	1	1	1.0%	1.0%	1.0%	1.0%	0.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	2.0%	2.0%	1.9%	1.9%	1.9%
Vocational Education	4	5	4	4	4	3.9%	5.0%	3.8%	3.9%	3.8%
Other	5	3	5	5	5	4.9%	3.0%	4.8%	4.9%	4.7%
<b>Total Enrollments</b>	1,538	1,539	1,612	1,508	1,546	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	149	172	185	109	89	9.7%	11.2%	11.5%	7.2%	5.8%
Grades 1-4	486	448	455	481	512	31.6%	29.1%	28.2%	31.9%	33.1%
Grades 5-6	237	225	253	220	235	15.4%	14.6%	15.7%	14.6%	15.2%
Grades 7-8	238	238	250	249	258	15.5%	15.5%	15.5%	16.5%	16.7%
Grades 9-12	428	451	463	446	452	27.8%	29.3%	28.7%	29.6%	29.2%
Ungraded	0	5	6	3	0	0.0%	0.3%	0.4%	0.2%	0.0%



## District Report for: HILLDALE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	114	112	116	115	118	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	95	104	99	100	91	83.3%	92.9%	85.3%	87.0%	77.1%
<b>Newly Hired</b>	<b>19</b>	<b>8</b>	<b>17</b>	<b>15</b>	<b>27</b>	<b>16.7%</b>	<b>7.1%</b>	<b>14.7%</b>	<b>13.0%</b>	<b>22.9%</b>
Transfers In	5	5	5	6	12	26.3%	62.5%	29.4%	40.0%	44.4%
Reentrants	4	0	4	3	6	21.1%	0.0%	23.5%	20.0%	22.2%
First Time Educators	10	3	8	6	9	52.6%	37.5%	47.1%	40.0%	33.3%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>13</b>	<b>16</b>	<b>24</b>	<b>-</b>	<b>8.8%</b>	<b>11.6%</b>	<b>13.8%</b>	<b>20.9%</b>	<b>-</b>
Transfers Out	2	7	6	10	-	20.0%	53.8%	37.5%	41.7%	-
Leave Oklahoma Educ.	8	6	10	14	-	80.0%	46.2%	62.5%	58.3%	-

Dynamics Rates	District Rates				
District Attrition	8.8%	11.6%	13.8%	20.9%	-
Transfers In/Out	2.50	0.71	0.83	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	89	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	1
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>114</b>

## District Report for: HILLDALE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	7	6	6.1%	6.3%	6.0%	6.1%	5.1%
White - Females	2	2	2	2	1	28.6%	28.6%	28.6%	28.6%	16.7%
White - Males	5	5	5	5	5	71.4%	71.4%	71.4%	71.4%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	5	6	4.4%	4.5%	4.3%	4.3%	5.1%
White - Females	4	4	4	4	6	80.0%	80.0%	80.0%	80.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	20.0%	20.0%	20.0%	20.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	102	100	104	103	106	89.5%	89.3%	89.7%	89.6%	89.8%
White - Females	77	73	78	76	77	75.5%	73.0%	75.0%	73.8%	72.6%
White - Males	17	17	16	18	18	16.7%	17.0%	15.4%	17.5%	17.0%
Black - Females	1	1	1	1	1	1.0%	1.0%	1.0%	1.0%	0.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	7	9	9	8	10	6.9%	9.0%	8.7%	7.8%	9.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	3	4	4	3	2.9%	3.0%	3.9%	4.0%	2.9%
25-29	11	11	13	15	18	10.8%	11.0%	12.7%	14.9%	17.5%
30-34	8	10	7	6	10	7.8%	10.0%	6.9%	5.9%	9.7%
35-39	8	8	13	12	10	7.8%	8.0%	12.7%	11.9%	9.7%
40-44	14	12	13	12	15	13.7%	12.0%	12.7%	11.9%	14.6%
45-49	27	22	14	13	14	26.5%	22.0%	13.7%	12.9%	13.6%
50-54	17	20	24	26	24	16.7%	20.0%	23.5%	25.7%	23.3%
55+	14	14	14	13	9	13.7%	14.0%	13.7%	12.9%	8.7%
<b>Average Age</b>	44.0	43.9	43.5	43.3	42.0					

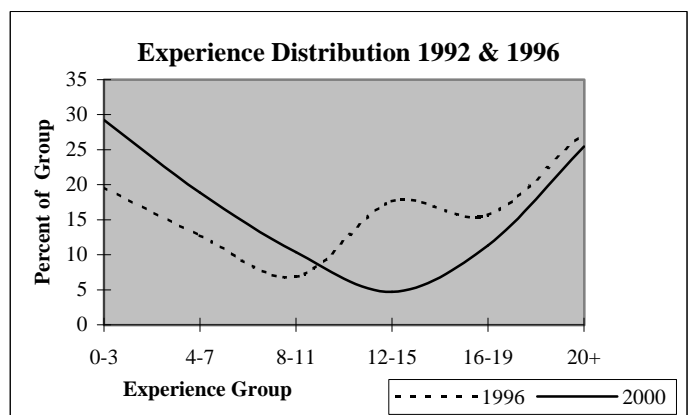
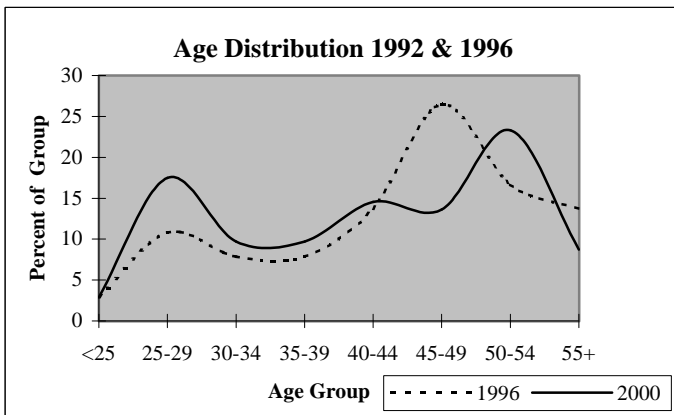
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	20	21	26	26	31	19.6%	21.0%	25.0%	25.2%	29.2%
4-7 Years	13	11	14	12	20	12.7%	11.0%	13.5%	11.7%	18.9%
8-11 Years	7	11	8	12	11	6.9%	11.0%	7.7%	11.7%	10.4%
12-15 Years	18	16	16	11	5	17.6%	16.0%	15.4%	10.7%	4.7%
16-19 Years	16	13	11	13	12	15.7%	13.0%	10.6%	12.6%	11.3%
20+ Years	28	28	29	29	27	27.5%	28.0%	27.9%	28.2%	25.5%
<b>Average Experience</b>	13.1	13.1	12.4	12.5	11.3					

## District Report for: HILLDALE

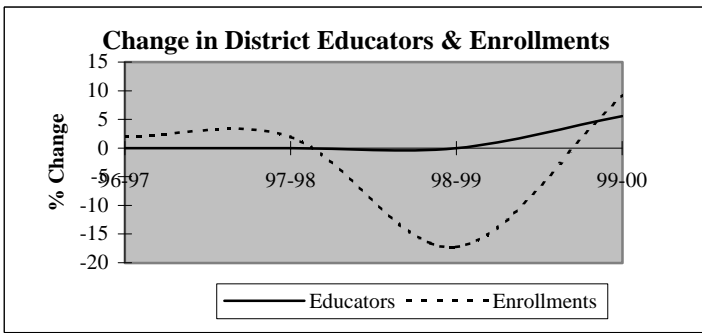
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	13	16	24	-	8.8%	11.6%	13.8%	20.9%	-
Attrition from Transfers	2	7	6	10	-	1.8%	6.3%	5.2%	8.7%	-
Attrition from Exits	8	6	10	14	-	7.0%	5.4%	8.6%	12.2%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>13</b>	<b>16</b>	<b>20</b>	<b>-</b>	<b>7.8%</b>	<b>13.0%</b>	<b>15.4%</b>	<b>19.4%</b>	<b>-</b>
Attrition from Transfers	1	7	6	6	-	1.0%	7.0%	5.8%	5.8%	-
Attrition from Exits	7	6	10	14	-	6.9%	6.0%	9.6%	13.6%	-
<b>District Retention</b>										
Educator Retention	104	99	100	91	-	91.2%	88.4%	86.2%	79.1%	-
Teacher Retention	94	87	88	83	-	92.2%	87.0%	84.6%	80.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.5%	11.8%	88.2%	78.2%	9.6%	87.8%
1 Year of Experience	89.3%	10.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	81.8%	13.6%	95.5%	85.2%	5.9%	91.1%
3 Years of Experience	68.4%	15.8%	84.2%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.2%	5.9%	94.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.6%	0.9%	0.9%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.7%	93.8%	88.8%	89.6%	85.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.7%	0.8%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.3%	2.7%	10.3%	7.8%	12.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: BRAGGS

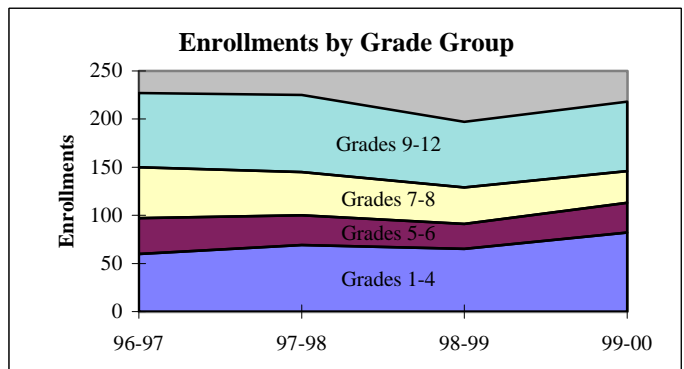
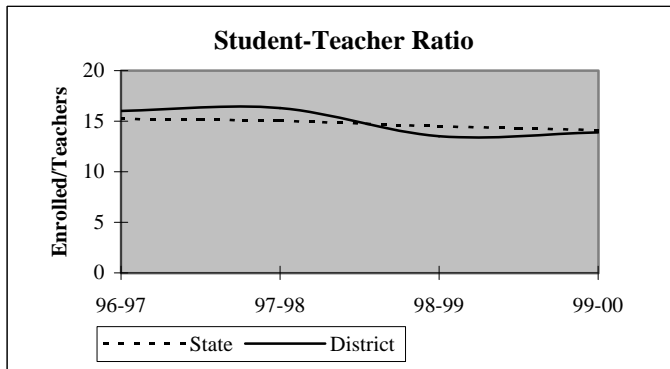


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	14.2	14.5	12.0	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.7	16.0	16.3	13.5	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	5	5	-45	20	-	-	-	-	-
% Change in Enrollments	4.1%	2.0%	2.0%	-17.2%	9.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	5.6%	0.0%	5.6%	10.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	11.1%	11.1%	11.1%	10.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	11.1%	11.1%	16.7%	15.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	42.5	42.1	41.3	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	10.3	11.3	11.8	10.0	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,779	28,715	29,348	28,583	28,041	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.5%	12.5%	12.5%	18.8%	17.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.5%	87.5%	87.5%	87.5%	82.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.3%	6.3%	6.3%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	47.4%	48.8%	51.0%	45.7%	49.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	6	7	7	38.9%	33.3%	33.3%	38.9%	36.8%
Attrition	0	2	1	0	0					
Attrition Rate	0.0%	33.3%	16.7%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	10	10	10	10	50.0%	55.6%	55.6%	55.6%	52.6%
Attrition	0	0	2	1	0					
Attrition Rate	0.0%	0.0%	20.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	1	2	11.1%	11.1%	11.1%	5.6%	10.5%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	2	2	11.1%	11.1%	11.1%	11.1%	10.5%

## District Report for: BRAGGS

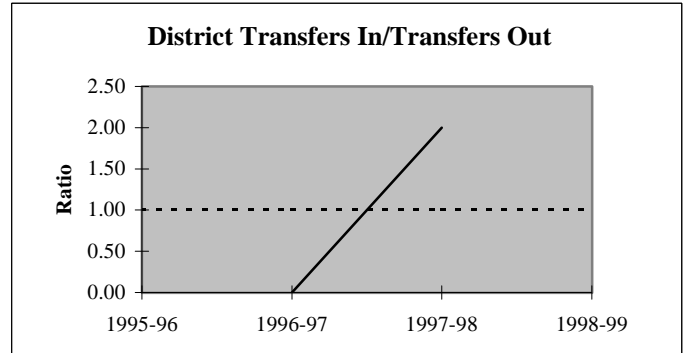
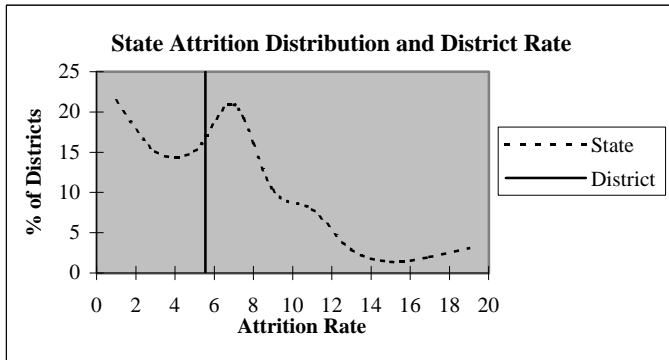
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	18	18	18	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	11.1%	11.1%	11.1%	11.1%	10.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	16	16	16	16	17	88.9%	88.9%	88.9%	88.9%	89.5%
Special Education	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	10	10	10	62.5%	62.5%	62.5%	62.5%	58.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	5	5	5	5	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	2	2	2	0.0%	0.0%	12.5%	12.5%	11.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	5.9%
<b>Science</b>	1	1	0	1	1	6.3%	6.3%	0.0%	6.3%	5.9%
Biology	0	1	0	0	0	0.0%	6.3%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	1	1	6.3%	0.0%	0.0%	6.3%	5.9%
Vocational Education	1	1	0	0	0	6.3%	6.3%	0.0%	0.0%	0.0%
Other	1	1	1	0	1	6.3%	6.3%	6.3%	0.0%	5.9%
<b>Total Enrollments</b>	251	256	261	216	236	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	26	28	17	16	12.7%	10.2%	10.7%	7.9%	6.8%
Grades 1-4	58	60	69	65	82	23.1%	23.4%	26.4%	30.1%	34.7%
Grades 5-6	43	37	31	26	31	17.1%	14.5%	11.9%	12.0%	13.1%
Grades 7-8	35	53	45	38	33	13.9%	20.7%	17.2%	17.6%	14.0%
Grades 9-12	83	77	80	68	72	33.1%	30.1%	30.7%	31.5%	30.5%
Ungraded	0	3	8	2	2	0.0%	1.2%	3.1%	0.9%	0.8%



## District Report for: BRAGGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	18	18	18	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	18	16	14	17	94.4%	100.0%	88.9%	77.8%	89.5%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>5.6%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>10.5%</b>
Transfers In	1	0	2	1	0	100.0%	0.0%	100.0%	25.0%	0.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	0	0	3	1	0.0%	0.0%	0.0%	75.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>5.6%</b>	<b>-</b>
Transfers Out	0	2	1	0	-	0.0%	100.0%	25.0%	0.0%	-
Leave Oklahoma Educ.	0	0	3	1	-	0.0%	0.0%	75.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	11.1%	22.2%	5.6%	-
Transfers In/Out	nc	0.00	2.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	15	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
<b>Total</b>		<b>18</b>	



## District Report for: BRAGGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	11.1%	11.1%	11.1%	11.1%	10.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	16	16	16	17	88.9%	88.9%	88.9%	88.9%	89.5%
White - Females	12	12	12	11	11	75.0%	75.0%	75.0%	68.8%	64.7%
White - Males	2	2	2	2	3	12.5%	12.5%	12.5%	12.5%	17.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	12.5%	12.5%	12.5%	18.8%	17.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	1	1	6.3%	6.3%	6.3%	6.3%	6.3%
30-34	3	3	3	4	3	18.8%	18.8%	18.8%	25.0%	18.8%
35-39	1	1	2	2	2	6.3%	6.3%	12.5%	12.5%	12.5%
40-44	3	3	2	1	2	18.8%	18.8%	12.5%	6.3%	12.5%
45-49	7	6	6	6	3	43.8%	37.5%	37.5%	37.5%	18.8%
50-54	0	1	1	2	5	0.0%	6.3%	6.3%	12.5%	31.3%
55+	1	1	1	0	0	6.3%	6.3%	6.3%	0.0%	0.0%
<b>Average Age</b>	41.5	42.5	42.1	41.3	42.3					

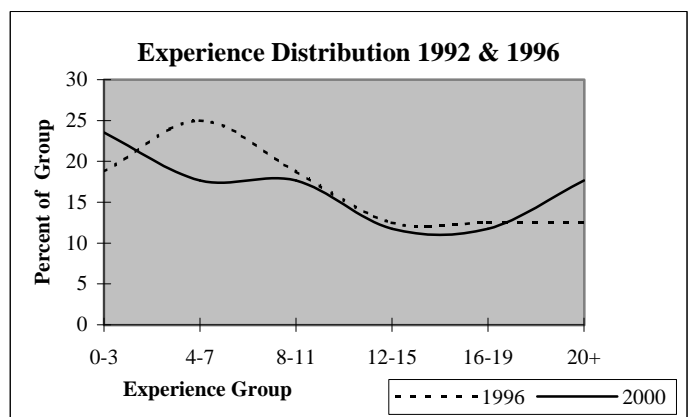
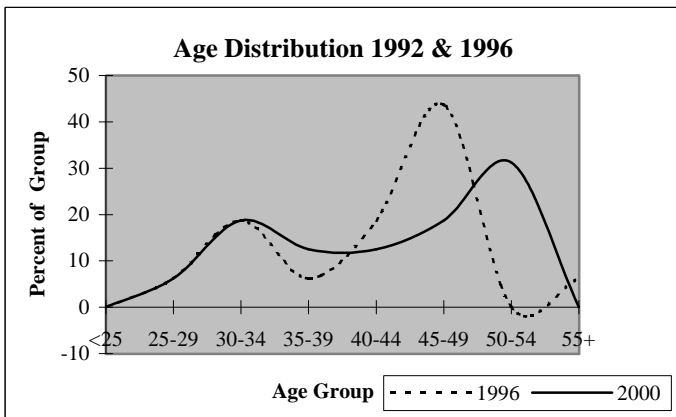
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	3	4	4	18.8%	18.8%	18.8%	25.0%	23.5%
4-7 Years	4	3	3	3	3	25.0%	18.8%	18.8%	18.8%	17.6%
8-11 Years	3	3	3	3	3	18.8%	18.8%	18.8%	18.8%	17.6%
12-15 Years	2	3	3	1	2	12.5%	18.8%	18.8%	6.3%	11.8%
16-19 Years	2	2	2	3	2	12.5%	12.5%	12.5%	18.8%	11.8%
20+ Years	2	2	2	2	3	12.5%	12.5%	12.5%	12.5%	17.6%
<b>Average Experience</b>	10.3	11.3	11.8	10.0	10.4					

# District Report for: BRAGGS

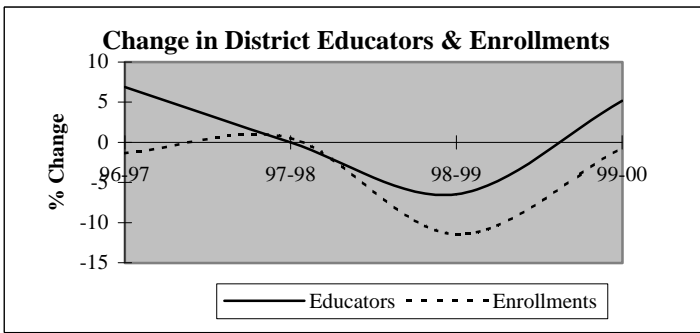
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	4	1	-	0.0%	11.1%	22.2%	5.6%	-
Attrition from Transfers	0	2	1	0	-	0.0%	11.1%	5.6%	0.0%	-
Attrition from Exits	0	0	3	1	-	0.0%	0.0%	16.7%	5.6%	-
<b>Teacher Attrition</b>	0	2	3	0	-	0.0%	12.5%	18.8%	0.0%	-
Attrition from Transfers	0	2	0	0	-	0.0%	12.5%	0.0%	0.0%	-
Attrition from Exits	0	0	3	0	-	0.0%	0.0%	18.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	16	14	17	-	100.0%	88.9%	77.8%	94.4%	-
Teacher Retention	16	14	13	16	-	100.0%	87.5%	81.3%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	83.3%	89.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	16.7%	10.5%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: WARNER

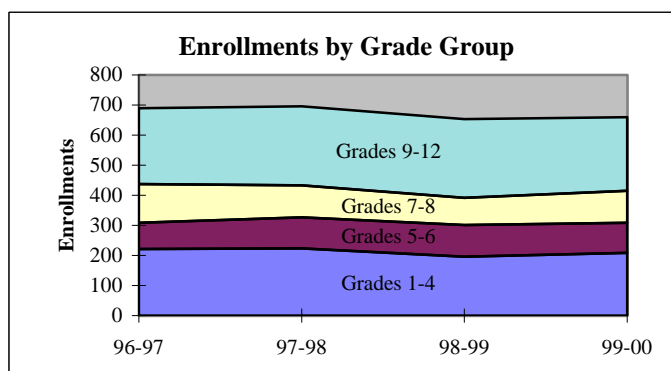
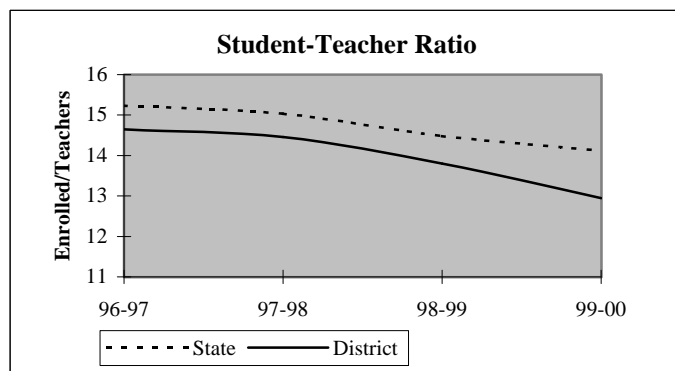


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	12.8	12.8	12.1	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	14.6	14.5	13.8	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	4	0	-4	3	-	-	-	-	-
% Change in Educators	5.5%	6.9%	0.0%	-6.5%	5.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	-11	4	-91	-5	-	-	-	-	-
% Change in Enrollments	1.9%	-1.4%	0.5%	-11.4%	-0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	3.2%	3.2%	1.7%	13.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.2%	6.5%	4.8%	5.2%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.2%	6.5%	6.5%	6.9%	6.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	15.5%	12.9%	9.7%	8.6%	9.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	1.6%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	44.9	45.7	45.9	46.7	42.0	42.3	42.5	42.7	43.0
Average Experience	15.1	15.1	15.5	15.7	15.0	12.1	12.3	12.3	12.2	12.2
Average Salary	31,724	31,958	31,898	32,787	31,065	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.5%	13.0%	9.1%	7.8%	9.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.2%	68.5%	69.1%	66.7%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.8%	5.6%	7.3%	7.8%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.1%	48.7%	45.7%	49.3%	49.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	15	14	13	15	22.4%	24.2%	22.6%	22.4%	24.6%
Attrition	0	1	2	3	0					
Attrition Rate	0.0%	6.7%	14.3%	23.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	36	37	38	33	34	62.1%	59.7%	61.3%	56.9%	55.7%
Attrition	2	3	2	3	0					
Attrition Rate	5.6%	8.1%	5.3%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	10	10	12	12	15.5%	16.1%	16.1%	20.7%	19.7%
Attrition	2	1	2	2	0					
Attrition Rate	22.2%	10.0%	20.0%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	12	15	15	15	20.7%	19.4%	24.2%	25.9%	24.6%

## District Report for: WARNER

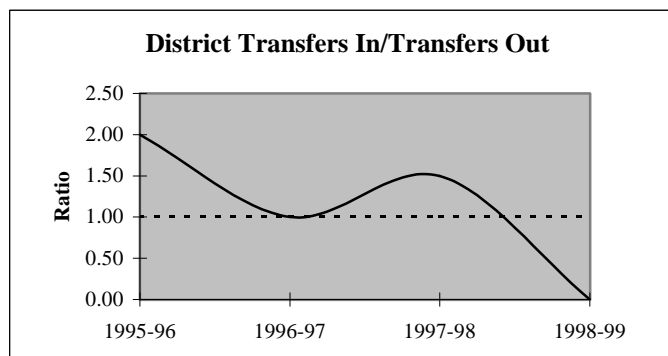
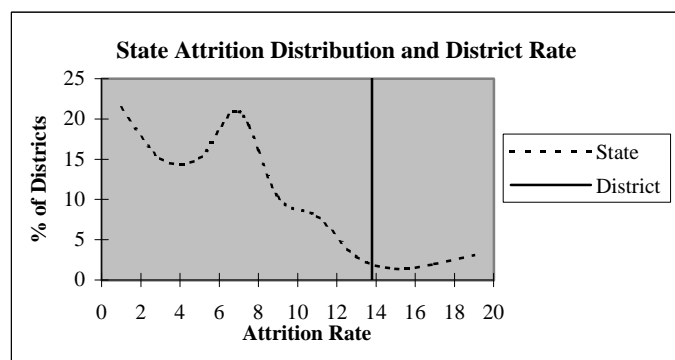
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	58	62	62	58	61	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	3	3	3	5.2%	6.5%	4.8%	5.2%	4.9%
Professional Staff	3	4	4	4	4	5.2%	6.5%	6.5%	6.9%	6.6%
<b>Total Teachers</b>	52	54	55	51	54	89.7%	87.1%	88.7%	87.9%	88.5%
Special Education	3	3	4	4	4	5.8%	5.6%	7.3%	7.8%	7.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	28	23	22	18	18	53.8%	42.6%	40.0%	35.3%	33.3%
<b>Middle School</b>	0	7	9	8	10	0.0%	13.0%	16.4%	15.7%	18.5%
Language Arts	0	3	3	2	2	0.0%	5.6%	5.5%	3.9%	3.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	1	1	2	2	0.0%	1.9%	1.8%	3.9%	3.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	2	2	1	1	0.0%	3.7%	3.6%	2.0%	1.9%
Science	0	1	2	1	1	0.0%	1.9%	3.6%	2.0%	1.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	1	2	4	0.0%	0.0%	1.8%	3.9%	7.4%
<b>High School (9-12)</b>	21	21	20	21	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	3	4	3	5.8%	3.7%	5.5%	7.8%	5.6%
Art & Music	2	2	2	2	2	3.8%	3.7%	3.6%	3.9%	3.7%
Social Studies	3	4	3	3	4	5.8%	7.4%	5.5%	5.9%	7.4%
Foreign Language	1	1	1	1	1	1.9%	1.9%	1.8%	2.0%	1.9%
Math	3	2	3	3	4	5.8%	3.7%	5.5%	5.9%	7.4%
<b>Science</b>	3	3	2	2	2	5.8%	5.6%	3.6%	3.9%	3.7%
Biology	1	1	1	0	1	1.9%	1.9%	1.8%	0.0%	1.9%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.8%	2.0%	1.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	0	1	0	3.8%	3.7%	0.0%	2.0%	0.0%
Vocational Education	4	4	4	3	5	7.7%	7.4%	7.3%	5.9%	9.3%
Other	2	3	2	3	1	3.8%	5.6%	3.6%	5.9%	1.9%
<b>Total Enrollments</b>	802	791	795	704	699	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	100	99	51	39	13.1%	12.6%	12.5%	7.2%	5.6%
Grades 1-4	204	221	223	196	209	25.4%	27.9%	28.1%	27.8%	29.9%
Grades 5-6	96	88	104	105	99	12.0%	11.1%	13.1%	14.9%	14.2%
Grades 7-8	136	128	106	91	107	17.0%	16.2%	13.3%	12.9%	15.3%
Grades 9-12	257	252	263	261	245	32.0%	31.9%	33.1%	37.1%	35.1%
Ungraded	4	2	0	0	0	0.5%	0.3%	0.0%	0.0%	0.0%



## District Report for: WARNER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	58	62	62	58	61	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	54	57	56	50	91.4%	87.1%	91.9%	96.6%	82.0%
<b>Newly Hired</b>	<b>5</b>	<b>8</b>	<b>5</b>	<b>2</b>	<b>11</b>	<b>8.6%</b>	<b>12.9%</b>	<b>8.1%</b>	<b>3.4%</b>	<b>18.0%</b>
Transfers In	4	3	3	0	6	80.0%	37.5%	60.0%	0.0%	54.5%
Reentrants	0	1	0	1	4	0.0%	12.5%	0.0%	50.0%	36.4%
First Time Educators	1	4	2	1	1	20.0%	50.0%	40.0%	50.0%	9.1%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>6.9%</b>	<b>8.1%</b>	<b>9.7%</b>	<b>13.8%</b>	<b>-</b>
Transfers Out	2	3	2	5	-	50.0%	60.0%	33.3%	62.5%	-
Leave Oklahoma Educ.	2	2	4	3	-	50.0%	40.0%	66.7%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	6.9%	8.1%	9.7%	13.8%	-
Transfers In/Out	2.00	1.00	1.50	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	51	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>58</b>

## District Report for: WARNER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	3	3	3	5.2%	6.5%	4.8%	5.2%	4.9%
White - Females	0	1	0	0	0	0.0%	25.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	75.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	4	4	4	4	5.2%	6.5%	6.5%	6.9%	6.6%
White - Females	1	2	2	2	2	33.3%	50.0%	50.0%	50.0%	50.0%
White - Males	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	1	66.7%	25.0%	25.0%	25.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	52	54	55	51	54	89.7%	87.1%	88.7%	87.9%	88.5%
White - Females	30	31	34	31	32	57.7%	57.4%	61.8%	60.8%	59.3%
White - Males	15	16	16	16	17	28.8%	29.6%	29.1%	31.4%	31.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	6	6	4	3	4	11.5%	11.1%	7.3%	5.9%	7.4%
Other - Males	1	1	1	1	1	1.9%	1.9%	1.8%	2.0%	1.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	3	2	3	1	3.8%	5.6%	3.6%	5.9%	1.9%
30-34	7	7	7	4	5	13.5%	13.0%	12.7%	7.8%	9.6%
35-39	4	3	4	6	5	7.7%	5.6%	7.3%	11.8%	9.6%
40-44	13	13	11	8	8	25.0%	24.1%	20.0%	15.7%	15.4%
45-49	8	10	13	11	12	15.4%	18.5%	23.6%	21.6%	23.1%
50-54	10	6	6	8	12	19.2%	11.1%	10.9%	15.7%	23.1%
55+	8	12	12	11	9	15.4%	22.2%	21.8%	21.6%	17.3%
<b>Average Age</b>	44.8	44.9	45.7	45.9	46.7					

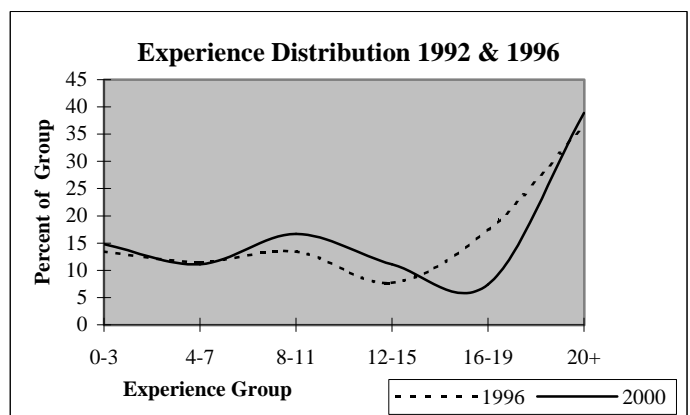
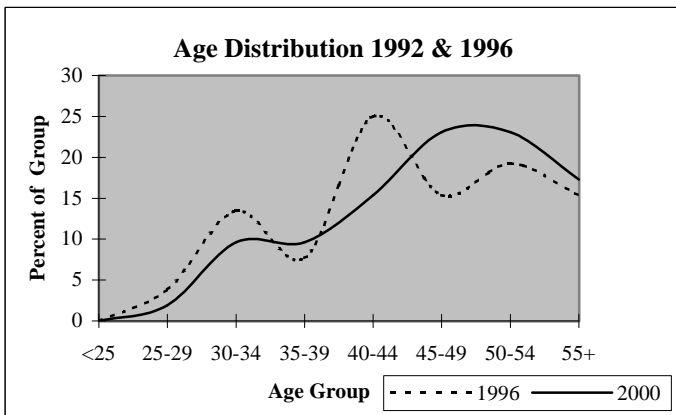
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	10	10	9	8	13.5%	18.5%	18.2%	17.6%	14.8%
4-7 Years	6	4	3	3	6	11.5%	7.4%	5.5%	5.9%	11.1%
8-11 Years	7	6	6	7	9	13.5%	11.1%	10.9%	13.7%	16.7%
12-15 Years	4	6	7	6	6	7.7%	11.1%	12.7%	11.8%	11.1%
16-19 Years	9	8	8	7	4	17.3%	14.8%	14.5%	13.7%	7.4%
20+ Years	19	20	21	19	21	36.5%	37.0%	38.2%	37.3%	38.9%
<b>Average Experience</b>	15.1	15.1	15.5	15.7	15.0					

# District Report for: WARNER

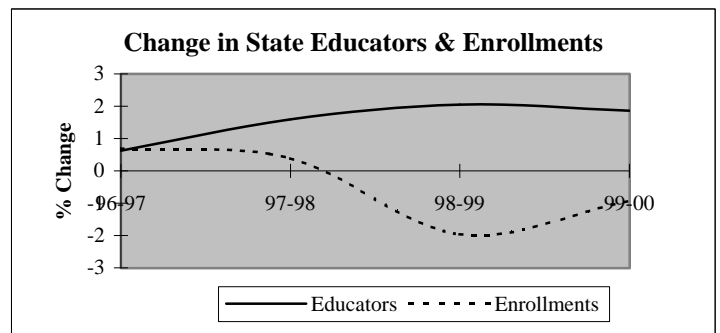
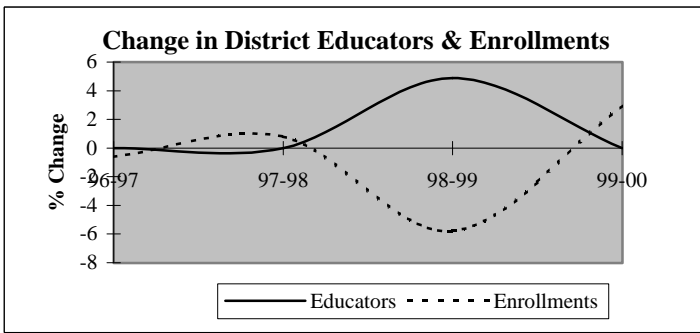
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	5	6	8	-	6.9%	8.1%	9.7%	13.8%	-
Attrition from Transfers	2	3	2	5	-	3.4%	4.8%	3.2%	8.6%	-
Attrition from Exits	2	2	4	3	-	3.4%	3.2%	6.5%	5.2%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>-</b>	<b>1.9%</b>	<b>5.6%</b>	<b>9.1%</b>	<b>15.7%</b>	<b>-</b>
Attrition from Transfers	0	1	1	5	-	0.0%	1.9%	1.8%	9.8%	-
Attrition from Exits	1	2	4	3	-	1.9%	3.7%	7.3%	5.9%	-
<b>District Retention</b>										
Educator Retention	54	57	56	50	-	93.1%	91.9%	90.3%	86.2%	-
Teacher Retention	51	51	50	43	-	98.1%	94.4%	90.9%	84.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.3%	7.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	92.3%	7.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	11.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	16.7%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.2%	1.6%	1.6%	1.7%	1.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	90.3%	95.2%	94.8%	90.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.7%	8.1%	3.2%	3.4%	8.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PORUM



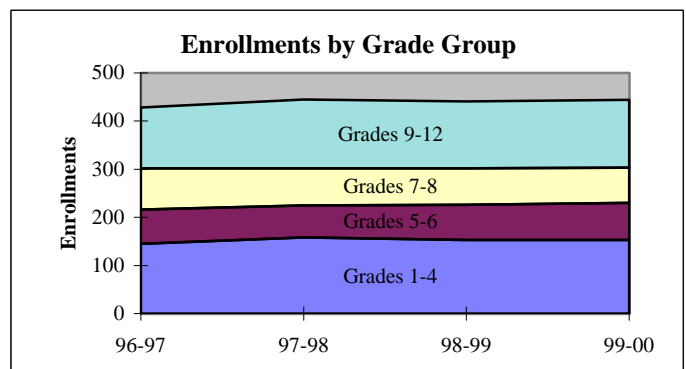
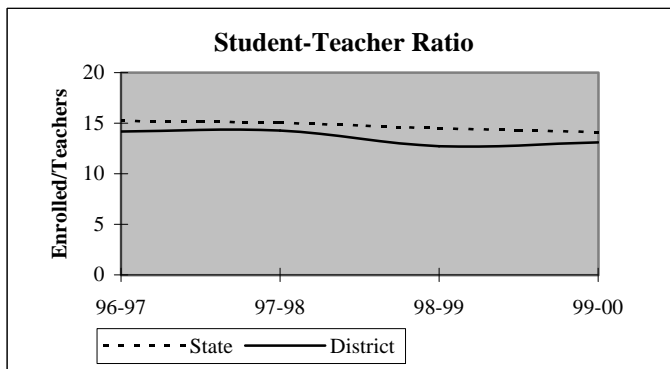
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.1	12.2	11.0	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	14.2	14.3	12.7	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	0	2	0	-	-	-	-	-
% Change in Educators	2.5%	0.0%	0.0%	4.9%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	-3	4	-29	14	-	-	-	-	-
% Change in Enrollments	5.1%	-0.6%	0.8%	-5.8%	3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.4%	0.0%	2.3%	4.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.3%	7.3%	7.0%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.3%	7.3%	7.3%	7.0%	7.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.4%	2.4%	4.7%	4.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.4%	2.4%	2.3%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	42.5	43.5	44.0	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	12.0	13.0	13.5	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,489	30,652	30,877	31,680	31,222	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.9%	2.9%	2.9%	5.4%	2.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	82.9%	82.9%	75.7%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.7%	5.7%	5.7%	5.4%	5.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	41.7%	42.1%	40.0%	36.9%	36.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	12	8	8	8	29.3%	29.3%	19.5%	18.6%	18.6%
Attrition	1	0	0	2	0					
Attrition Rate	8.3%	0.0%	0.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	28	28	30	29	30	68.3%	68.3%	73.2%	67.4%	69.8%
Attrition	2	2	1	2	0					
Attrition Rate	7.1%	7.1%	3.3%	6.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	6	5	2.4%	2.4%	7.3%	14.0%	11.6%
Attrition	0	0	1	2	0					
Attrition Rate	0.0%	0.0%	33.3%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	6	7	6	4.9%	4.9%	14.6%	16.3%	14.0%



## District Report for: PORUM

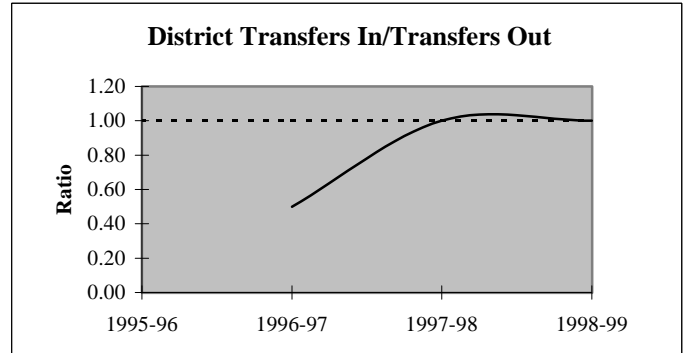
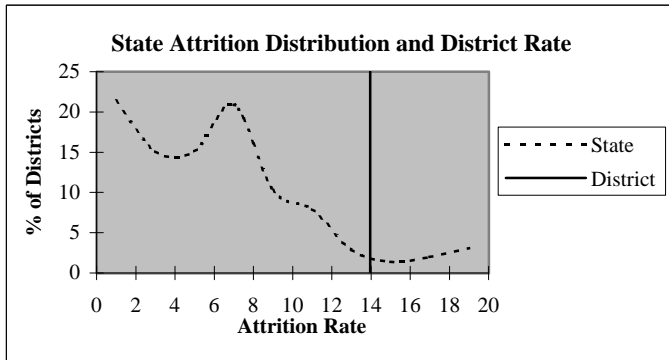
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	41	41	43	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.3%	7.3%	7.3%	7.0%	7.0%
Professional Staff	3	3	3	3	3	7.3%	7.3%	7.3%	7.0%	7.0%
<b>Total Teachers</b>	35	35	35	37	37	85.4%	85.4%	85.4%	86.0%	86.0%
Special Education	2	2	2	2	2	5.7%	5.7%	5.7%	5.4%	5.4%
Pre-K & Kindergarten	1	1	1	1	1	2.9%	2.9%	2.9%	2.7%	2.7%
Elementary	21	21	21	23	23	60.0%	60.0%	60.0%	62.2%	62.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	11	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	3	2	1	8.6%	5.7%	8.6%	5.4%	2.7%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Social Studies	2	2	1	2	2	5.7%	5.7%	2.9%	5.4%	5.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	2	2	2	5.7%	8.6%	5.7%	5.4%	5.4%
<b>Science</b>	1	1	1	1	1	2.9%	2.9%	2.9%	2.7%	2.7%
Biology	0	0	1	1	1	0.0%	0.0%	2.9%	2.7%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	2.9%	2.9%	0.0%	0.0%	0.0%
Vocational Education	3	3	3	3	3	8.6%	8.6%	8.6%	8.1%	8.1%
Other	0	0	1	1	1	0.0%	0.0%	2.9%	2.7%	2.7%
<b>Total Enrollments</b>	499	496	500	471	485	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	69	68	55	30	41	13.8%	13.7%	11.0%	6.4%	8.5%
Grades 1-4	139	145	158	153	153	27.9%	29.2%	31.6%	32.5%	31.5%
Grades 5-6	79	71	67	73	77	15.8%	14.3%	13.4%	15.5%	15.9%
Grades 7-8	84	86	77	76	73	16.8%	17.3%	15.4%	16.1%	15.1%
Grades 9-12	128	126	143	139	141	25.7%	25.4%	28.6%	29.5%	29.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PORUM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	41	41	43	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	38	39	39	37	90.2%	92.7%	95.1%	90.7%	86.0%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>9.8%</b>	<b>7.3%</b>	<b>4.9%</b>	<b>9.3%</b>	<b>14.0%</b>
Transfers In	3	1	1	1	3	75.0%	33.3%	50.0%	25.0%	50.0%
Reentrants	0	1	1	2	0	0.0%	33.3%	50.0%	50.0%	0.0%
First Time Educators	1	1	0	1	3	25.0%	33.3%	0.0%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>7.3%</b>	<b>4.9%</b>	<b>4.9%</b>	<b>14.0%</b>	<b>-</b>
Transfers Out	0	2	1	1	-	0.0%	100.0%	50.0%	16.7%	-
Leave Oklahoma Educ.	3	0	1	5	-	100.0%	0.0%	50.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	7.3%	4.9%	4.9%	14.0%	-
Transfers In/Out	nc	0.50	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	29	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>41</b>

## District Report for: PORUM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.3%	7.3%	7.3%	7.0%	7.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	1	66.7%	66.7%	66.7%	66.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Professional Staff</b>	3	3	3	3	3	7.3%	7.3%	7.3%	7.0%	7.0%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	35	35	37	37	85.4%	85.4%	85.4%	86.0%	86.0%
White - Females	27	28	28	27	27	77.1%	80.0%	80.0%	73.0%	73.0%
White - Males	7	6	6	8	9	20.0%	17.1%	17.1%	21.6%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	2.9%	2.9%	2.9%	2.7%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
25-29	2	1	1	1	1	5.7%	2.9%	2.9%	2.8%	2.9%
30-34	6	7	7	7	6	17.1%	20.6%	20.6%	19.4%	17.1%
35-39	6	5	4	3	3	17.1%	14.7%	11.8%	8.3%	8.6%
40-44	8	10	8	8	6	22.9%	29.4%	23.5%	22.2%	17.1%
45-49	5	3	5	8	8	14.3%	8.8%	14.7%	22.2%	22.9%
50-54	5	5	4	2	3	14.3%	14.7%	11.8%	5.6%	8.6%
55+	3	3	5	7	7	8.6%	8.8%	14.7%	19.4%	20.0%
<b>Average Age</b>	42.2	42.5	43.5	44.0	44.5					

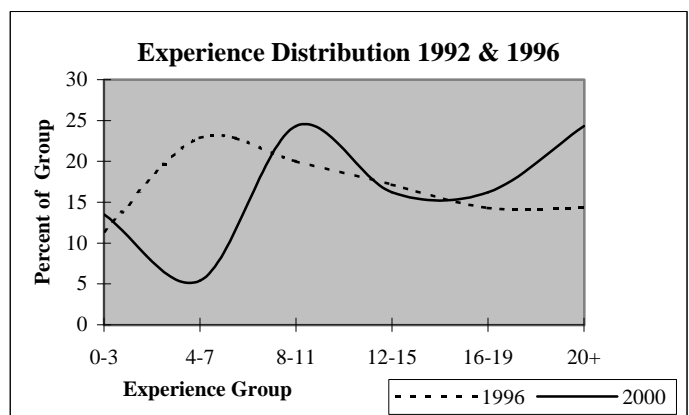
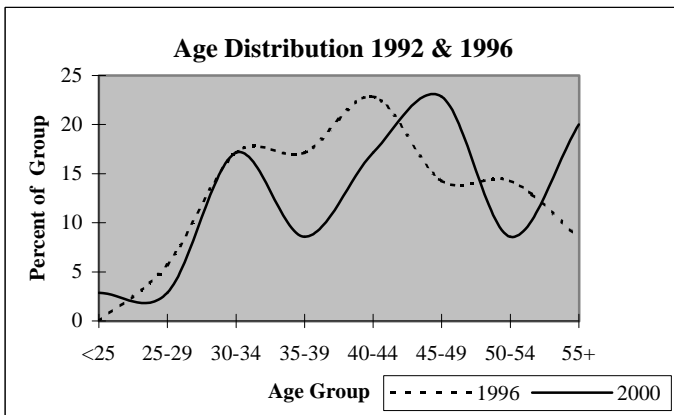
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	3	2	5	11.4%	8.6%	8.6%	5.4%	13.5%
4-7 Years	8	9	5	6	2	22.9%	25.7%	14.3%	16.2%	5.4%
8-11 Years	7	6	6	8	9	20.0%	17.1%	17.1%	21.6%	24.3%
12-15 Years	6	6	9	6	6	17.1%	17.1%	25.7%	16.2%	16.2%
16-19 Years	5	6	5	7	6	14.3%	17.1%	14.3%	18.9%	16.2%
20+ Years	5	5	7	8	9	14.3%	14.3%	20.0%	21.6%	24.3%
<b>Average Experience</b>	11.6	12.0	13.0	13.5	13.9					

## District Report for: PORUM

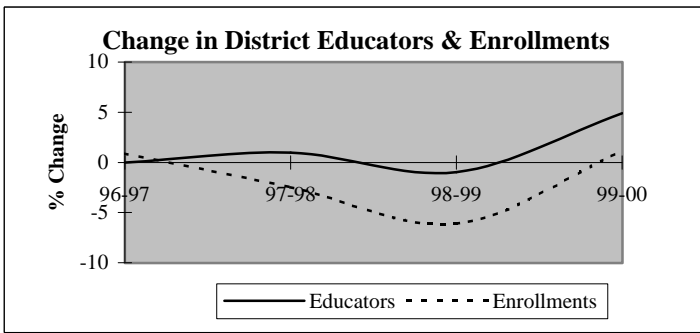
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	2	6	-	7.3%	4.9%	4.9%	14.0%	-
Attrition from Transfers	0	2	1	1	-	0.0%	4.9%	2.4%	2.3%	-
Attrition from Exits	3	0	1	5	-	7.3%	0.0%	2.4%	11.6%	-
<b>Teacher Attrition</b>	2	0	2	4	-	5.7%	0.0%	5.7%	10.8%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	2.9%	2.7%	-
Attrition from Exits	2	0	1	3	-	5.7%	0.0%	2.9%	8.1%	-
<b>District Retention</b>										
Educator Retention	38	39	39	37	-	92.7%	95.1%	95.1%	86.0%	-
Teacher Retention	33	35	33	33	-	94.3%	100.0%	94.3%	89.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	95.1%	97.6%	93.0%	93.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	4.9%	2.4%	7.0%	7.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PERRY

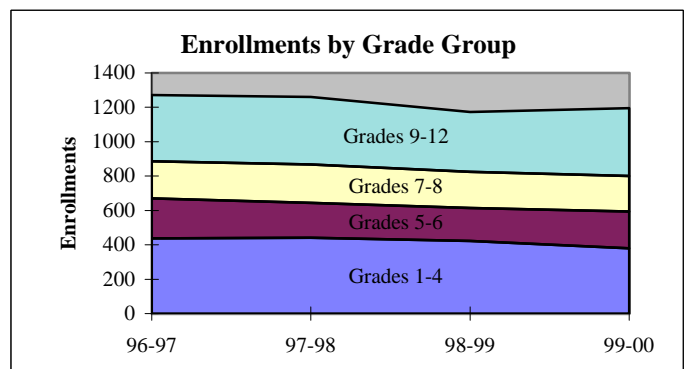
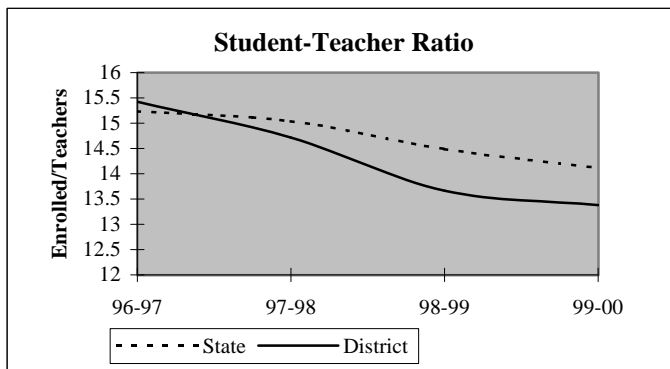


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.5	13.0	12.3	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.4	14.7	13.7	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	-1	5	-	-	-	-	-
% Change in Educators	-1.0%	0.0%	1.0%	-1.0%	4.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-9	12	-34	-82	14	-	-	-	-	-
% Change in Enrollments	-0.7%	0.9%	-2.5%	-6.1%	1.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.9%	2.9%	1.9%	1.0%	7.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.9%	5.9%	4.9%	4.9%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	6.9%	6.8%	4.9%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.9%	5.9%	5.8%	3.9%	5.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	2.0%	1.0%	2.0%	1.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	41.2	41.7	41.2	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	10.8	11.1	11.1	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,520	28,999	29,553	29,808	28,672	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.4%	6.7%	6.6%	4.3%	6.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	76.4%	78.0%	73.9%	73.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	9.0%	9.9%	9.8%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.7%	10.6%	10.3%	9.1%	9.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	41	42	42	42	41	40.2%	41.2%	40.8%	41.2%	38.3%
Attrition	10	9	10	9	0					
Attrition Rate	24.4%	21.4%	23.8%	21.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	53	56	56	55	58	52.0%	54.9%	54.4%	53.9%	54.2%
Attrition	4	4	4	2	0					
Attrition Rate	7.5%	7.1%	7.1%	3.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	4	5	5	8	7.8%	3.9%	4.9%	4.9%	7.5%
Attrition Rate	62.5%	0.0%	20.0%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	10	5	6	9	13	9.8%	4.9%	5.8%	8.8%	12.1%

## District Report for: PERRY

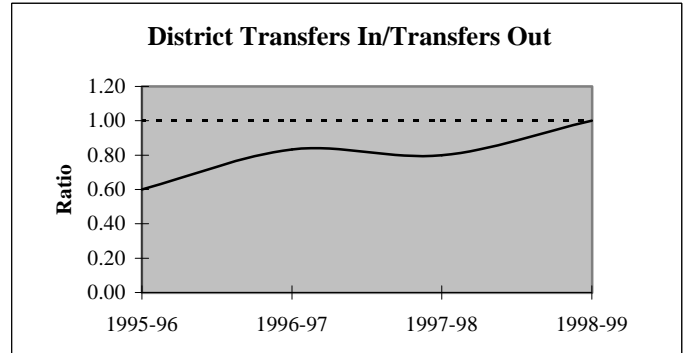
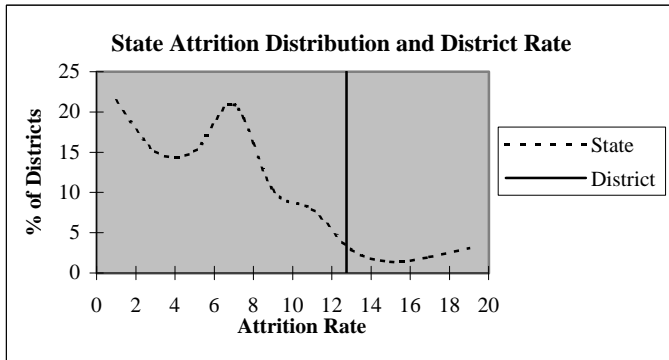
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	102	102	103	102	107	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	5	5	5	4.9%	5.9%	4.9%	4.9%	4.7%
Professional Staff	6	7	7	5	7	5.9%	6.9%	6.8%	4.9%	6.5%
<b>Total Teachers</b>	91	89	91	92	95	89.2%	87.3%	88.3%	90.2%	88.8%
Special Education	8	8	9	9	9	8.8%	9.0%	9.9%	9.8%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	29	30	30	30	31	31.9%	33.7%	33.0%	32.6%	32.6%
<b>Middle School</b>	20	18	25	27	29	22.0%	20.2%	27.5%	29.3%	30.5%
Language Arts	1	3	6	5	5	1.1%	3.4%	6.6%	5.4%	5.3%
Art & Music	0	1	1	2	0	0.0%	1.1%	1.1%	2.2%	0.0%
Social Studies	0	3	4	3	3	0.0%	3.4%	4.4%	3.3%	3.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	3	2	2	4	1.1%	3.4%	2.2%	2.2%	4.2%
Science	0	2	4	3	3	0.0%	2.2%	4.4%	3.3%	3.2%
Vocational Education	0	1	1	1	0	0.0%	1.1%	1.1%	1.1%	0.0%
Other	18	5	7	11	14	19.8%	5.6%	7.7%	12.0%	14.7%
<b>High School (9-12)</b>	34	33	27	26	26	0.0%	3300.0%	2700.0%	1300.0%	0.0%
Language Arts	6	5	5	3	3	6.6%	5.6%	5.5%	3.3%	3.2%
Art & Music	4	4	3	4	4	4.4%	4.5%	3.3%	4.3%	4.2%
Social Studies	6	5	4	5	4	6.6%	5.6%	4.4%	5.4%	4.2%
Foreign Language	1	1	1	1	1	1.1%	1.1%	1.1%	1.1%	1.1%
Math	4	4	5	4	3	4.4%	4.5%	5.5%	4.3%	3.2%
<b>Science</b>	4	4	2	1	2	4.4%	4.5%	2.2%	1.1%	2.1%
Biology	1	2	1	1	1	1.1%	2.2%	1.1%	1.1%	1.1%
Chemistry	1	0	0	0	0	1.1%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Other Science	2	2	1	0	0	2.2%	2.2%	1.1%	0.0%	0.0%
Vocational Education	5	6	5	4	5	5.5%	6.7%	5.5%	4.3%	5.3%
Other	4	4	2	4	4	4.4%	4.5%	2.2%	4.3%	4.2%
<b>Total Enrollments</b>	1,361	1,373	1,339	1,257	1,271	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	75	99	74	83	74	5.5%	7.2%	5.5%	6.6%	5.8%
Grades 1-4	448	437	442	423	380	32.9%	31.8%	33.0%	33.7%	29.9%
Grades 5-6	234	233	203	191	214	17.2%	17.0%	15.2%	15.2%	16.8%
Grades 7-8	229	217	222	210	206	16.8%	15.8%	16.6%	16.7%	16.2%
Grades 9-12	374	384	393	348	395	27.5%	28.0%	29.4%	27.7%	31.1%
Ungraded	1	3	5	2	2	0.1%	0.2%	0.4%	0.2%	0.2%



## District Report for: PERRY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	102	102	103	102	107	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	92	83	89	88	89	90.2%	81.4%	86.4%	86.3%	83.2%
<b>Newly Hired</b>	<b>10</b>	<b>19</b>	<b>14</b>	<b>14</b>	<b>18</b>	<b>9.8%</b>	<b>18.6%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>16.8%</b>
Transfers In	3	5	4	5	6	30.0%	26.3%	28.6%	35.7%	33.3%
Reentrants	3	7	2	3	5	30.0%	36.8%	14.3%	21.4%	27.8%
First Time Educators	4	7	8	6	7	40.0%	36.8%	57.1%	42.9%	38.9%
<b>Total Exiting Next Year</b>	<b>19</b>	<b>13</b>	<b>15</b>	<b>13</b>	<b>-</b>	<b>18.6%</b>	<b>12.7%</b>	<b>14.6%</b>	<b>12.7%</b>	<b>-</b>
Transfers Out	5	6	5	5	-	26.3%	46.2%	33.3%	38.5%	-
Leave Oklahoma Educ.	14	7	10	8	-	73.7%	53.8%	66.7%	61.5%	-

Dynamics Rates	District Rates				
District Attrition	18.6%	12.7%	14.6%	12.7%	-
Transfers In/Out	0.60	0.83	0.80	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	62	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	2
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	11
		<b>Total</b>	<b>101</b>

## District Report for: PERRY

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	5	6	5	5	5	4.9%	5.9%	4.9%	4.9%	4.7%
White - Females	1	2	1	2	2	20.0%	33.3%	20.0%	40.0%	40.0%
White - Males	4	4	4	3	3	80.0%	66.7%	80.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	7	7	5	7	5.9%	6.9%	6.8%	4.9%	6.5%
White - Females	6	6	6	5	6	100.0%	85.7%	85.7%	100.0%	85.7%
White - Males	0	1	1	0	1	0.0%	14.3%	14.3%	0.0%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	91	89	91	92	95	89.2%	87.3%	88.3%	90.2%	88.8%
White - Females	62	64	67	65	66	68.1%	71.9%	73.6%	70.7%	69.5%
White - Males	25	19	18	23	23	27.5%	21.3%	19.8%	25.0%	24.2%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Other - Females	3	4	4	3	3	3.3%	4.5%	4.4%	3.3%	3.2%
Other - Males	1	2	2	1	1	1.1%	2.2%	2.2%	1.1%	1.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	2	1	2	3	0	2.2%	1.1%	2.2%	3.3%	0.0%
25-29	13	14	10	10	7	14.3%	15.7%	11.2%	11.0%	7.7%
30-34	12	13	18	21	18	13.2%	14.6%	20.2%	23.1%	19.8%
35-39	11	10	8	9	14	12.1%	11.2%	9.0%	9.9%	15.4%
40-44	14	14	11	8	10	15.4%	15.7%	12.4%	8.8%	11.0%
45-49	19	19	14	14	15	20.9%	21.3%	15.7%	15.4%	16.5%
50-54	12	12	19	18	18	13.2%	13.5%	21.3%	19.8%	19.8%
55+	8	6	7	8	9	8.8%	6.7%	7.9%	8.8%	9.9%
Average Age	41.4	41.2	41.7	41.2	42.8					

Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	21	22	25	24	25	23.1%	24.7%	27.5%	26.1%	26.3%
4-7 Years	20	19	16	18	15	22.0%	21.3%	17.6%	19.6%	15.8%
8-11 Years	9	8	9	12	16	9.9%	9.0%	9.9%	13.0%	16.8%
12-15 Years	12	13	11	8	6	13.2%	14.6%	12.1%	8.7%	6.3%
16-19 Years	9	11	11	11	10	9.9%	12.4%	12.1%	12.0%	10.5%
20+ Years	20	16	19	19	23	22.0%	18.0%	20.9%	20.7%	24.2%
Average Experience	11.5	10.8	11.1	11.1	11.4					

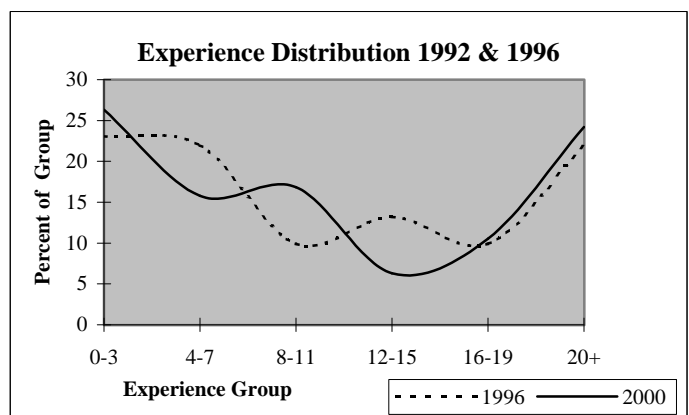
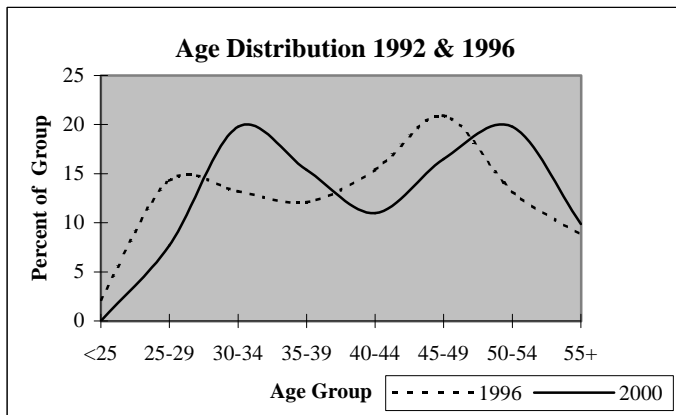


## District Report for: PERRY

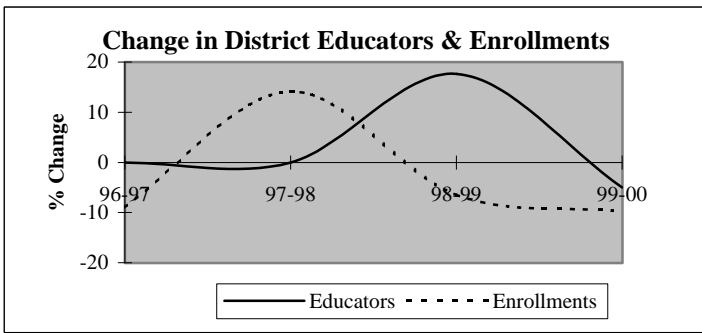
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	19	13	15	13	-	18.6%	12.7%	14.6%	12.7%	-
Attrition from Transfers	5	6	5	5	-	4.9%	5.9%	4.9%	4.9%	-
Attrition from Exits	14	7	10	8	-	13.7%	6.9%	9.7%	7.8%	-
<b>Teacher Attrition</b>	<b>18</b>	<b>11</b>	<b>13</b>	<b>13</b>	<b>-</b>	<b>19.8%</b>	<b>12.4%</b>	<b>14.3%</b>	<b>14.1%</b>	<b>-</b>
Attrition from Transfers	4	5	5	5	-	4.4%	5.6%	5.5%	5.4%	-
Attrition from Exits	14	6	8	8	-	15.4%	6.7%	8.8%	8.7%	-
<b>District Retention</b>										
Educator Retention	83	89	88	89	-	81.4%	87.3%	85.4%	87.3%	-
Teacher Retention	73	78	78	79	-	80.2%	87.6%	85.7%	85.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.7%	13.2%	86.8%	78.2%	9.6%	87.8%
1 Year of Experience	69.7%	18.2%	87.9%	84.2%	6.9%	91.1%
2 Years of Experience	90.5%	4.8%	95.2%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	4.5%	86.4%	86.1%	5.6%	91.7%
4 Years of Experience	73.9%	0.0%	73.9%	87.9%	4.7%	92.6%
5 Years of Experience	79.2%	4.2%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.2%	86.3%	88.3%	90.2%	88.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.9%	13.7%	11.7%	9.8%	11.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BILLINGS

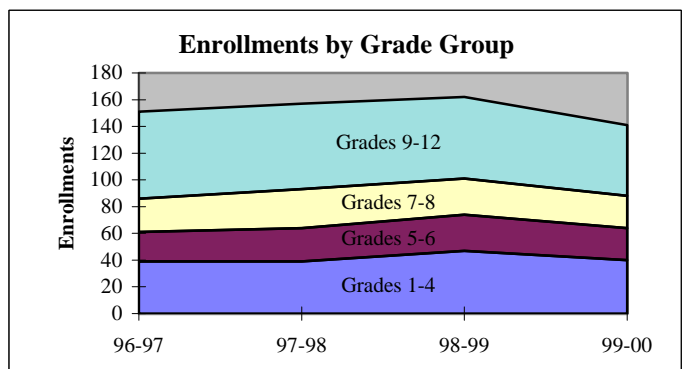
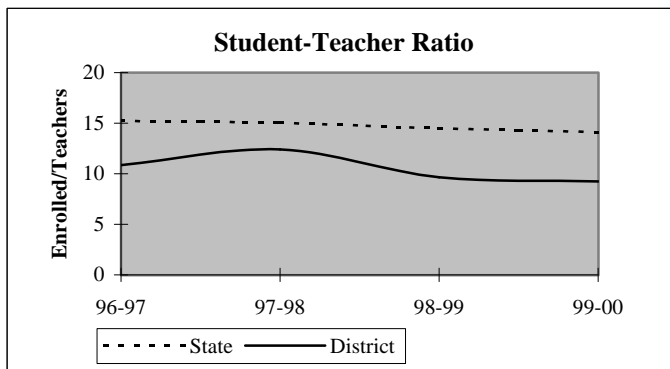


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	9.6	10.9	8.7	8.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.9	10.9	12.4	9.7	9.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	0	0	3	-1	-	-	-	-	-
% Change in Educators	-15.0%	0.0%	0.0%	17.6%	-5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	-16	23	-12	-17	-	-	-	-	-
% Change in Enrollments	5.3%	-8.9%	14.1%	-6.5%	-9.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.8%	5.9%	5.9%	15.0%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.9%	5.9%	5.0%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	5.9%	5.9%	5.0%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	39.1	38.5	39.6	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.1	9.0	10.1	9.6	9.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,217	29,559	29,623	27,254	28,314	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.0%	60.0%	66.7%	72.2%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	6.7%	6.7%	5.6%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.9%	5.5%	17.2%	23.5%	31.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	7	6	9	9	41.2%	41.2%	35.3%	45.0%	47.4%
Attrition	3	3	1	1	0					
Attrition Rate	42.9%	42.9%	16.7%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	10	10	9	8	52.9%	58.8%	58.8%	45.0%	42.1%
Attrition	0	3	2	2	0					
Attrition Rate	0.0%	30.0%	20.0%	22.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	1	2	2	5.9%	0.0%	5.9%	10.0%	10.5%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	2	2	5.9%	5.9%	5.9%	10.0%	10.5%

## District Report for: BILLINGS

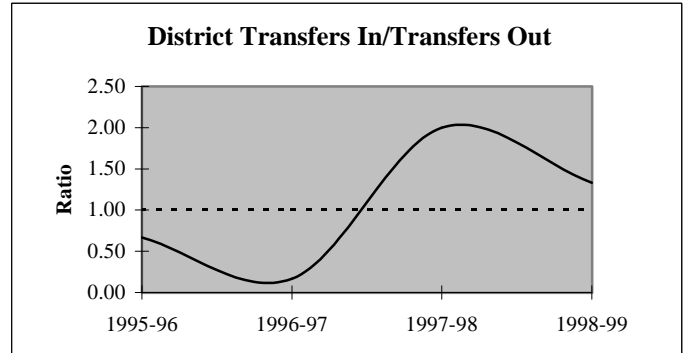
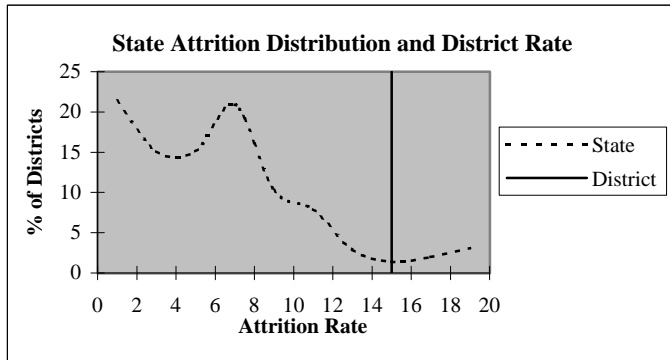
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	17	17	17	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.9%	5.9%	5.9%	5.0%	5.3%
Professional Staff	1	1	1	1	1	5.9%	5.9%	5.9%	5.0%	5.3%
<b>Total Teachers</b>	15	15	15	18	17	88.2%	88.2%	88.2%	90.0%	89.5%
Special Education	1	1	1	1	1	6.7%	6.7%	6.7%	5.6%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	7	8	9	10	46.7%	46.7%	53.3%	50.0%	58.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	6	8	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.7%	6.7%	6.7%	5.6%	5.9%
Art & Music	1	1	0	1	0	6.7%	6.7%	0.0%	5.6%	0.0%
Social Studies	1	1	1	1	1	6.7%	6.7%	6.7%	5.6%	5.9%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	5.6%	0.0%
Math	2	1	1	1	1	13.3%	6.7%	6.7%	5.6%	5.9%
<b>Science</b>	1	1	1	1	1	6.7%	6.7%	6.7%	5.6%	5.9%
Biology	0	1	0	0	0	0.0%	6.7%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	6.7%	0.0%	6.7%	5.6%	5.9%
Vocational Education	1	2	2	1	1	6.7%	13.3%	13.3%	5.6%	5.9%
Other	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.9%
<b>Total Enrollments</b>	179	163	186	174	157	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6	12	29	12	15	3.4%	7.4%	15.6%	6.9%	9.6%
Grades 1-4	47	39	39	47	40	26.3%	23.9%	21.0%	27.0%	25.5%
Grades 5-6	26	22	25	27	24	14.5%	13.5%	13.4%	15.5%	15.3%
Grades 7-8	27	25	29	27	24	15.1%	15.3%	15.6%	15.5%	15.3%
Grades 9-12	73	65	64	61	53	40.8%	39.9%	34.4%	35.1%	33.8%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.6%



## District Report for: BILLINGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	17	17	17	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	13	11	14	17	76.5%	76.5%	64.7%	70.0%	89.5%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>2</b>	<b>23.5%</b>	<b>23.5%</b>	<b>35.3%</b>	<b>30.0%</b>	<b>10.5%</b>
Transfers In	2	1	4	4	0	50.0%	25.0%	66.7%	66.7%	0.0%
Reentrants	1	1	0	2	2	25.0%	25.0%	0.0%	33.3%	100.0%
First Time Educators	1	2	2	0	0	25.0%	50.0%	33.3%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>23.5%</b>	<b>35.3%</b>	<b>17.6%</b>	<b>15.0%</b>	<b>-</b>
Transfers Out	3	6	2	3	-	75.0%	100.0%	66.7%	100.0%	-
Leave Oklahoma Educ.	1	0	1	0	-	25.0%	0.0%	33.3%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	23.5%	35.3%	17.6%	15.0%	-
Transfers In/Out	0.67	0.17	2.00	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	11
UCO, Edmond	1
ECU, Ada	1
NWOSU, Alva	3
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	1
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total

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## District Report for: BILLINGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.9%	5.9%	5.9%	5.0%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.9%	5.9%	5.9%	5.0%	5.3%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	15	15	18	17	88.2%	88.2%	88.2%	90.0%	89.5%
White - Females	9	9	10	13	12	60.0%	60.0%	66.7%	72.2%	70.6%
White - Males	6	6	5	5	5	40.0%	40.0%	33.3%	27.8%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	0	0	0.0%	13.3%	6.7%	0.0%	0.0%
25-29	4	2	1	2	2	26.7%	13.3%	6.7%	11.1%	11.8%
30-34	0	0	2	2	2	0.0%	0.0%	13.3%	11.1%	11.8%
35-39	3	5	5	5	4	20.0%	33.3%	33.3%	27.8%	23.5%
40-44	2	1	2	3	3	13.3%	6.7%	13.3%	16.7%	17.6%
45-49	2	2	2	3	2	13.3%	13.3%	13.3%	16.7%	11.8%
50-54	2	2	2	3	2	13.3%	13.3%	13.3%	16.7%	11.8%
55+	2	1	0	0	2	13.3%	6.7%	0.0%	0.0%	11.8%
<b>Average Age</b>	40.9	39.1	38.5	39.6	41.9					

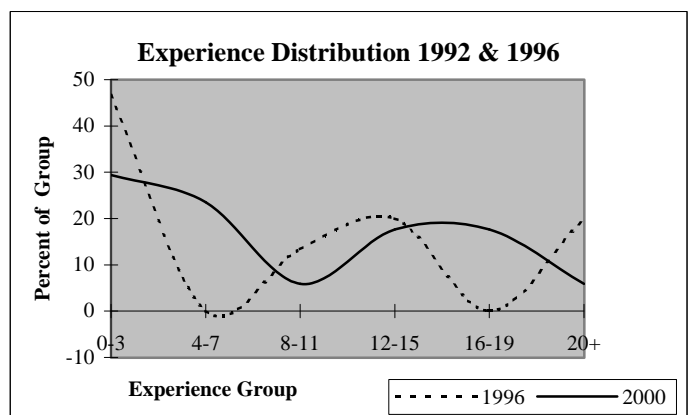
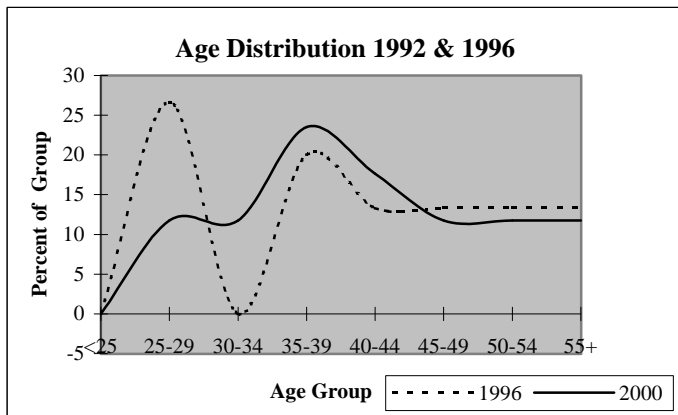
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	7	5	5	5	46.7%	46.7%	33.3%	27.8%	29.4%
4-7 Years	0	0	1	4	4	0.0%	0.0%	6.7%	22.2%	23.5%
8-11 Years	2	2	1	2	1	13.3%	13.3%	6.7%	11.1%	5.9%
12-15 Years	3	3	4	4	3	20.0%	20.0%	26.7%	22.2%	17.6%
16-19 Years	0	1	2	1	3	0.0%	6.7%	13.3%	5.6%	17.6%
20+ Years	3	2	2	2	1	20.0%	13.3%	13.3%	11.1%	5.9%
<b>Average Experience</b>	10.1	9.0	10.1	9.6	9.9					

## District Report for: BILLINGS

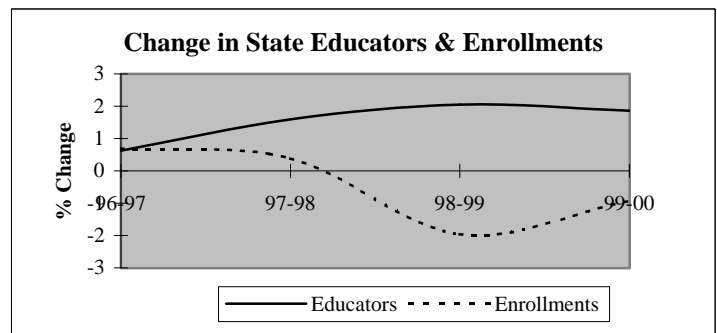
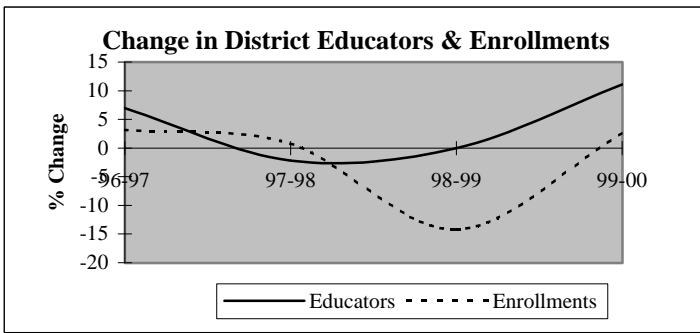
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	6	3	3	-	23.5%	35.3%	17.6%	15.0%	-
Attrition from Transfers	3	6	2	3	-	17.6%	35.3%	11.8%	15.0%	-
Attrition from Exits	1	0	1	0	-	5.9%	0.0%	5.9%	0.0%	-
<b>Teacher Attrition</b>	4	5	2	3	-	26.7%	33.3%	13.3%	16.7%	-
Attrition from Transfers	3	5	1	3	-	20.0%	33.3%	6.7%	16.7%	-
Attrition from Exits	1	0	1	0	-	6.7%	0.0%	6.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	13	11	14	17	-	76.5%	64.7%	82.4%	85.0%	-
Teacher Retention	11	10	13	15	-	73.3%	66.7%	86.7%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	22.2%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	63.6%	36.4%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	62.5%	25.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	11.8%	0.0%	0.0%	5.0%	5.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	76.5%	82.4%	88.2%	80.0%	84.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	5.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.8%	17.6%	11.8%	10.0%	10.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FRONTIER

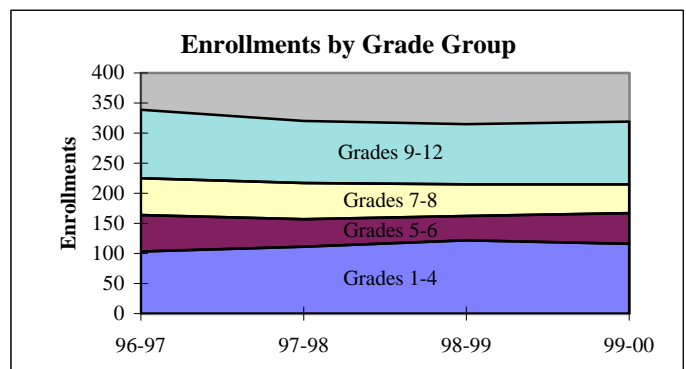
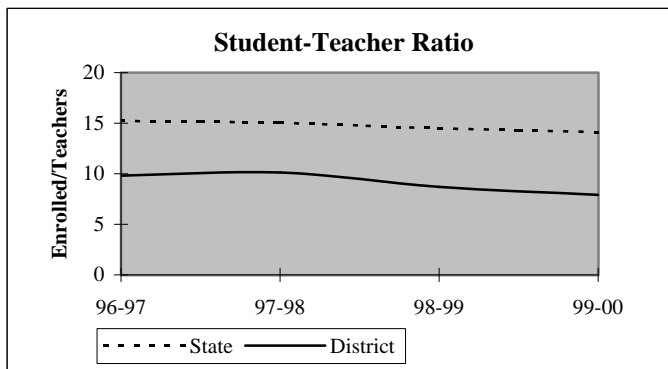


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.8	8.5	8.8	7.5	7.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.0	9.8	10.1	8.7	7.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-5	3	-1	0	5	-	-	-	-	-
% Change in Educators	-10.4%	7.0%	-2.2%	0.0%	11.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-13	12	3	-56	9	-	-	-	-	-
% Change in Enrollments	-3.3%	3.2%	0.8%	-14.2%	2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.7%	6.5%	4.4%	4.4%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.3%	2.2%	4.4%	4.4%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.3%	10.9%	8.9%	8.9%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.3%	8.7%	11.1%	11.1%	10.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	40.8	39.1	39.4	39.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	12.6	11.0	10.7	10.0	12.1	12.3	12.3	12.2	12.2
Average Salary	33,182	31,541	31,786	32,355	31,590	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.9%	7.5%	10.3%	12.8%	11.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.3%	75.0%	76.9%	76.9%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.2%	12.5%	10.3%	10.3%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	53.9%	50.0%	52.9%	54.6%	55.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	15	16	19	25	37.2%	32.6%	35.6%	42.2%	50.0%
Attrition	3	3	2	2	0					
Attrition Rate	18.8%	20.0%	12.5%	10.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	29	28	23	23	58.1%	63.0%	62.2%	51.1%	46.0%
Attrition	1	4	6	3	0					
Attrition Rate	4.0%	13.8%	21.4%	13.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	1	3	2	4.7%	4.3%	2.2%	6.7%	4.0%
Attrition Rate	0.0%	100.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	3	3	3	3	7.0%	6.5%	6.7%	6.7%	6.0%

## District Report for: FRONTIER

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	43	46	45	45	50	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	2	2	2.3%	2.2%	4.4%	4.4%	4.0%
Professional Staff	4	5	4	4	4	9.3%	10.9%	8.9%	8.9%	8.0%
<b>Total Teachers</b>	38	40	39	39	44	88.4%	87.0%	86.7%	86.7%	88.0%
Special Education	5	5	4	4	4	13.2%	12.5%	10.3%	10.3%	9.1%
Pre-K & Kindergarten	1	1	1	1	1	2.6%	2.5%	2.6%	2.6%	2.3%
Elementary	19	19	22	21	23	50.0%	47.5%	56.4%	53.8%	52.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	15	12	13	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	1	2	1	1	0.0%	2.5%	5.1%	2.6%	2.3%
Art & Music	2	2	1	1	1	5.3%	5.0%	2.6%	2.6%	2.3%
Social Studies	1	1	1	1	1	2.6%	2.5%	2.6%	2.6%	2.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	5.3%	5.0%	5.1%	5.1%	4.5%
<b>Science</b>	1	1	1	1	1	2.6%	2.5%	2.6%	2.6%	2.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.6%	2.5%	2.6%	2.6%	2.3%
Vocational Education	4	4	4	4	4	10.5%	10.0%	10.3%	10.3%	9.1%
Other	3	4	1	3	6	7.9%	10.0%	2.6%	7.7%	13.6%
<b>Total Enrollments</b>	380	392	395	339	348	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	55	53	75	24	29	14.5%	13.5%	19.0%	7.1%	8.3%
Grades 1-4	98	103	111	122	116	25.8%	26.3%	28.1%	36.0%	33.3%
Grades 5-6	63	61	46	40	51	16.6%	15.6%	11.6%	11.8%	14.7%
Grades 7-8	55	61	60	53	48	14.5%	15.6%	15.2%	15.6%	13.8%
Grades 9-12	109	114	103	100	104	28.7%	29.1%	26.1%	29.5%	29.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

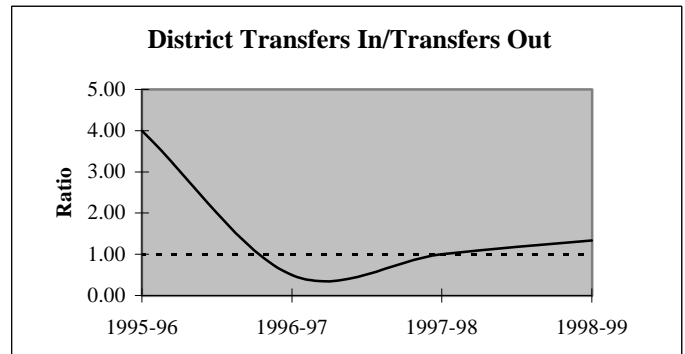
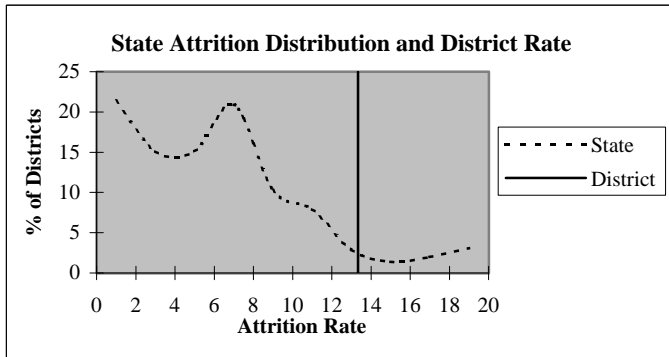




## District Report for: FRONTIER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	43	46	45	45	50	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	36	39	37	37	39	83.7%	84.8%	82.2%	82.2%	78.0%
<b>Newly Hired</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>11</b>	<b>16.3%</b>	<b>15.2%</b>	<b>17.8%</b>	<b>17.8%</b>	<b>22.0%</b>
Transfers In	4	2	1	4	4	57.1%	28.6%	12.5%	50.0%	36.4%
Reentrants	1	3	2	1	2	14.3%	42.9%	25.0%	12.5%	18.2%
First Time Educators	2	2	5	3	5	28.6%	28.6%	62.5%	37.5%	45.5%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>9</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>9.3%</b>	<b>19.6%</b>	<b>17.8%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	1	4	1	3	-	25.0%	44.4%	12.5%	50.0%	-
Leave Oklahoma Educ.	3	5	7	3	-	75.0%	55.6%	87.5%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	9.3%	19.6%	17.8%	13.3%	-
Transfers In/Out	4.00	0.50	1.00	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	21	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	2
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>43</b>

## District Report for: FRONTIER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	2	2	2.3%	2.2%	4.4%	4.4%	4.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	5	4	4	4	9.3%	10.9%	8.9%	8.9%	8.0%
White - Females	3	3	2	2	3	75.0%	60.0%	50.0%	50.0%	75.0%
White - Males	0	1	1	2	1	0.0%	20.0%	25.0%	50.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	25.0%	20.0%	25.0%	0.0%	0.0%
<b>Teachers</b>	38	40	39	39	44	88.4%	87.0%	86.7%	86.7%	88.0%
White - Females	27	28	28	27	30	71.1%	70.0%	71.8%	69.2%	68.2%
White - Males	8	9	7	7	9	21.1%	22.5%	17.9%	17.9%	20.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	5.3%	5.0%	5.1%	7.7%	6.8%
Other - Males	1	1	2	2	2	2.6%	2.5%	5.1%	5.1%	4.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	1	0	1	5.4%	2.6%	2.6%	0.0%	2.4%
25-29	4	5	8	8	8	10.8%	12.8%	21.1%	21.1%	19.5%
30-34	3	4	5	6	7	8.1%	10.3%	13.2%	15.8%	17.1%
35-39	6	4	2	3	4	16.2%	10.3%	5.3%	7.9%	9.8%
40-44	8	10	9	7	5	21.6%	25.6%	23.7%	18.4%	12.2%
45-49	9	8	8	7	9	24.3%	20.5%	21.1%	18.4%	22.0%
50-54	4	5	5	6	5	10.8%	12.8%	13.2%	15.8%	12.2%
55+	1	2	0	1	2	2.7%	5.1%	0.0%	2.6%	4.9%
<b>Average Age</b>	40.5	40.8	39.1	39.4	39.6					

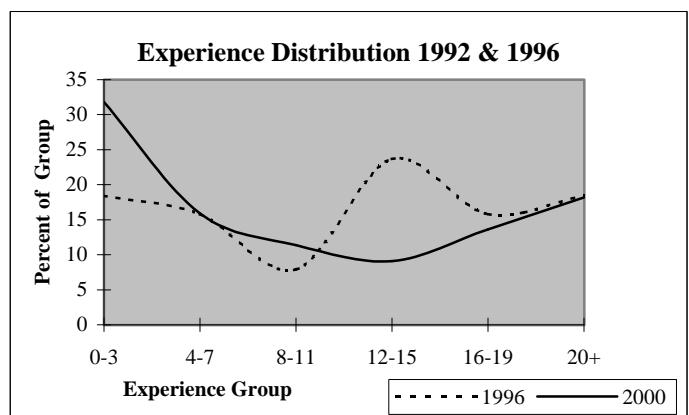
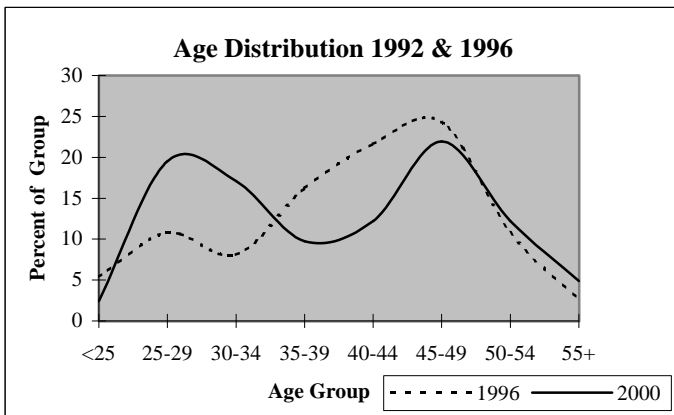
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	7	12	12	14	18.4%	17.5%	30.8%	30.8%	31.8%
4-7 Years	6	6	3	5	7	15.8%	15.0%	7.7%	12.8%	15.9%
8-11 Years	3	5	4	3	5	7.9%	12.5%	10.3%	7.7%	11.4%
12-15 Years	9	9	7	6	4	23.7%	22.5%	17.9%	15.4%	9.1%
16-19 Years	6	6	6	5	6	15.8%	15.0%	15.4%	12.8%	13.6%
20+ Years	7	7	7	8	8	18.4%	17.5%	17.9%	20.5%	18.2%
<b>Average Experience</b>	12.4	12.6	11.0	10.7	10.0					

## District Report for: FRONTIER

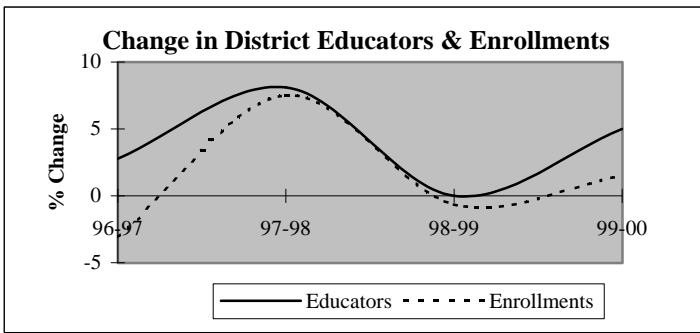
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	9	8	6	-	9.3%	19.6%	17.8%	13.3%	-
Attrition from Transfers	1	4	1	3	-	2.3%	8.7%	2.2%	6.7%	-
Attrition from Exits	3	5	7	3	-	7.0%	10.9%	15.6%	6.7%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>7</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>7.9%</b>	<b>17.5%</b>	<b>12.8%</b>	<b>7.7%</b>	<b>-</b>
Attrition from Transfers	1	3	1	2	-	2.6%	7.5%	2.6%	5.1%	-
Attrition from Exits	2	4	4	1	-	5.3%	10.0%	10.3%	2.6%	-
<b>District Retention</b>										
Educator Retention	39	37	37	39	-	90.7%	80.4%	82.2%	86.7%	-
Teacher Retention	35	33	34	36	-	92.1%	82.5%	87.2%	92.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	11.1%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	84.6%	15.4%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	11.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.3%	0.0%	2.2%	2.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.0%	89.1%	82.2%	88.9%	86.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	2.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.3%	10.9%	15.6%	8.9%	14.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: MORRISON

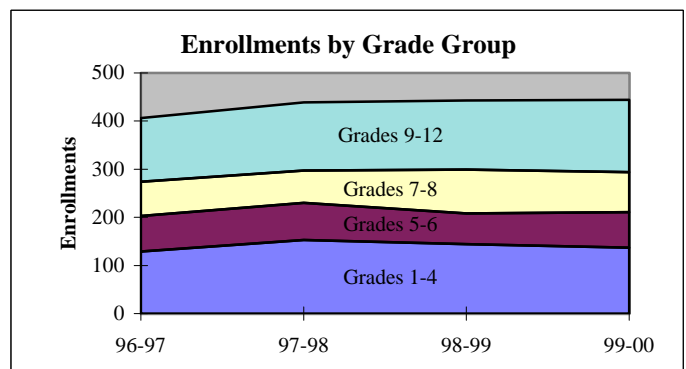
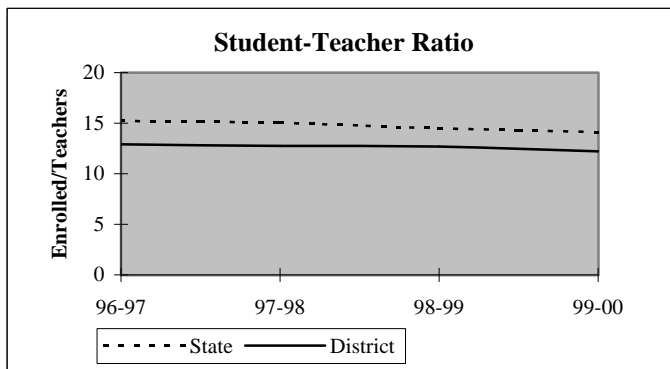


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	11.9	11.8	11.7	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	12.9	12.8	12.7	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	3	0	2	-	-	-	-	-
% Change in Educators	-2.7%	2.8%	8.1%	0.0%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	-14	33	-3	7	-	-	-	-	-
% Change in Enrollments	6.6%	-3.1%	7.5%	-0.6%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	5.4%	17.5%	7.5%	9.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.8%	2.7%	2.5%	2.5%	2.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.4%	5.0%	5.0%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.8%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.4	39.7	38.4	39.6	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	11.4	10.6	11.5	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,516	28,452	27,920	28,842	29,306	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.7%	73.5%	81.1%	81.1%	79.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	8.8%	10.8%	8.1%	10.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.1%	3.4%	8.1%	23.7%	17.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	16	18	16	17	44.4%	43.2%	45.0%	40.0%	40.5%
Attrition	3	2	3	1	0					
Attrition Rate	18.8%	12.5%	16.7%	6.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	19	19	21	23	21	52.8%	51.4%	52.5%	57.5%	50.0%
Attrition	1	1	1	0	0					
Attrition Rate	5.3%	5.3%	4.8%	0.0%	0.0%					
At Retirement Age	1	2	1	1	4	2.8%	5.4%	2.5%	2.5%	9.5%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	3	1	4	6	2.8%	8.1%	2.5%	10.0%	14.3%

## District Report for: MORRISON

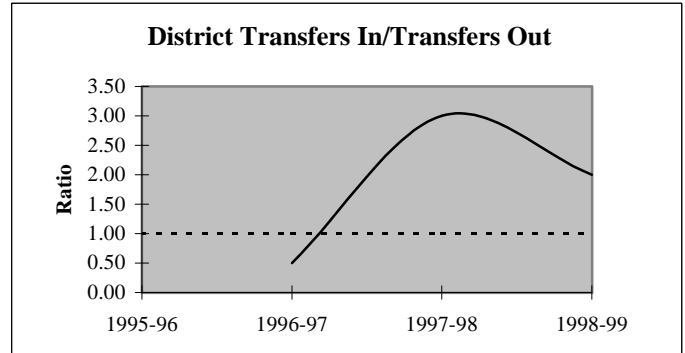
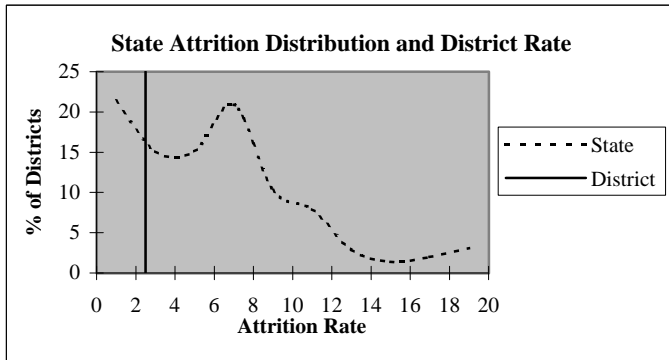
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	36	37	40	40	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	2.8%	2.7%	2.5%	2.5%	2.4%
Professional Staff	2	2	2	2	2	5.6%	5.4%	5.0%	5.0%	4.8%
<b>Total Teachers</b>	33	34	37	37	39	91.7%	91.9%	92.5%	92.5%	92.9%
Special Education	3	3	4	3	4	9.1%	8.8%	10.8%	8.1%	10.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	17	19	20	21	48.5%	50.0%	51.4%	54.1%	53.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	14	14	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	9.1%	8.8%	8.1%	8.1%	7.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	2	2	2	1	9.1%	5.9%	5.4%	5.4%	2.6%
Foreign Language	1	1	1	1	1	3.0%	2.9%	2.7%	2.7%	2.6%
Math	3	3	2	3	2	9.1%	8.8%	5.4%	8.1%	5.1%
<b>Science</b>	1	2	2	1	2	3.0%	5.9%	5.4%	2.7%	5.1%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	1	0	0	0	0.0%	2.9%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	2	3.0%	2.9%	5.4%	2.7%	5.1%
Vocational Education	3	3	4	3	3	9.1%	8.8%	10.8%	8.1%	7.7%
Other	0	0	0	1	2	0.0%	0.0%	0.0%	2.7%	5.1%
<b>Total Enrollments</b>	453	439	472	469	476	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	33	29	25	31	6.0%	7.5%	6.1%	5.3%	6.5%
Grades 1-4	146	129	153	144	137	32.2%	29.4%	32.4%	30.7%	28.8%
Grades 5-6	69	74	77	64	74	15.2%	16.9%	16.3%	13.6%	15.5%
Grades 7-8	73	71	67	91	83	16.1%	16.2%	14.2%	19.4%	17.4%
Grades 9-12	138	132	142	144	150	30.5%	30.1%	30.1%	30.7%	31.5%
Ungraded	0	0	4	1	1	0.0%	0.0%	0.8%	0.2%	0.2%



## District Report for: MORRISON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	36	37	40	40	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	31	32	33	36	39	86.1%	86.5%	82.5%	90.0%	92.9%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>13.9%</b>	<b>13.5%</b>	<b>17.5%</b>	<b>10.0%</b>	<b>7.1%</b>
Transfers In	1	1	3	2	0	20.0%	20.0%	42.9%	50.0%	0.0%
Reentrants	2	0	1	1	2	40.0%	0.0%	14.3%	25.0%	66.7%
First Time Educators	2	4	3	1	1	40.0%	80.0%	42.9%	25.0%	33.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>11.1%</b>	<b>10.8%</b>	<b>10.0%</b>	<b>2.5%</b>	<b>-</b>
Transfers Out	0	2	1	1	-	0.0%	50.0%	25.0%	100.0%	-
Leave Oklahoma Educ.	4	2	3	0	-	100.0%	50.0%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	10.8%	10.0%	2.5%	-
Transfers In/Out	nc	0.50	3.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	25	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>36</b>

## District Report for: MORRISON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	2.8%	2.7%	2.5%	2.5%	2.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.6%	5.4%	5.0%	5.0%	4.8%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	34	37	37	39	91.7%	91.9%	92.5%	92.5%	92.9%
White - Females	23	25	30	30	31	69.7%	73.5%	81.1%	81.1%	79.5%
White - Males	9	9	7	7	8	27.3%	26.5%	18.9%	18.9%	20.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	3.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	2	1	0	0	9.1%	5.9%	2.8%	0.0%	0.0%
25-29	5	6	9	8	6	15.2%	17.6%	25.0%	23.5%	17.1%
30-34	4	3	4	5	8	12.1%	8.8%	11.1%	14.7%	22.9%
35-39	3	4	5	4	4	9.1%	11.8%	13.9%	11.8%	11.4%
40-44	8	7	3	3	3	24.2%	20.6%	8.3%	8.8%	8.6%
45-49	6	7	10	8	6	18.2%	20.6%	27.8%	23.5%	17.1%
50-54	4	3	3	4	5	12.1%	8.8%	8.3%	11.8%	14.3%
55+	0	2	1	2	3	0.0%	5.9%	2.8%	5.9%	8.6%
<b>Average Age</b>	38.4	39.7	38.4	39.6	40.3					

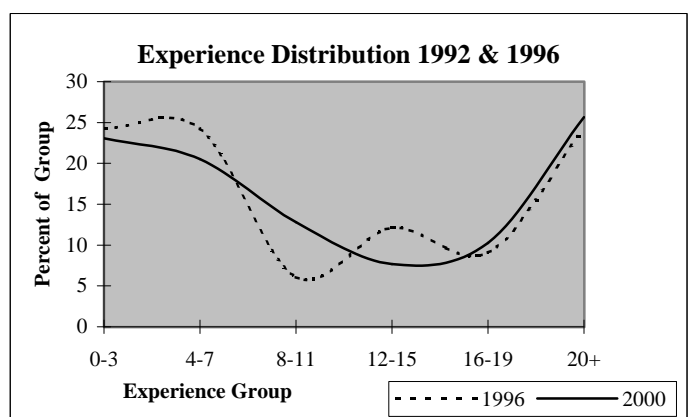
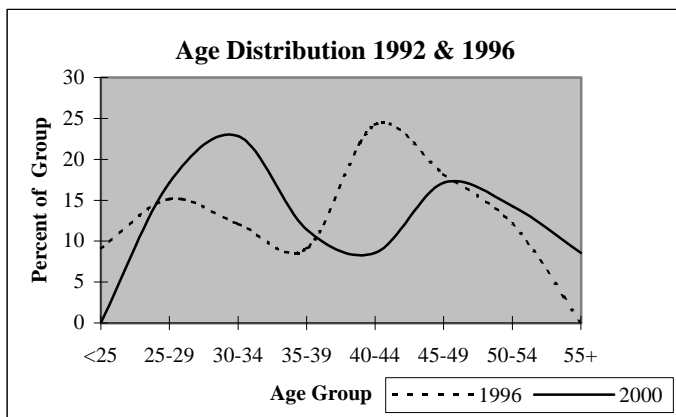
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	8	10	11	9	24.2%	23.5%	27.0%	29.7%	23.1%
4-7 Years	8	8	8	5	8	24.2%	23.5%	21.6%	13.5%	20.5%
8-11 Years	2	3	4	5	5	6.1%	8.8%	10.8%	13.5%	12.8%
12-15 Years	4	4	5	4	3	12.1%	11.8%	13.5%	10.8%	7.7%
16-19 Years	3	2	2	3	4	9.1%	5.9%	5.4%	8.1%	10.3%
20+ Years	8	9	8	9	10	24.2%	26.5%	21.6%	24.3%	25.6%
<b>Average Experience</b>	11.0	11.4	10.6	11.5	12.0					

## District Report for: MORRISON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	4	1	-	11.1%	10.8%	10.0%	2.5%	-
Attrition from Transfers	0	2	1	1	-	0.0%	5.4%	2.5%	2.5%	-
Attrition from Exits	4	2	3	0	-	11.1%	5.4%	7.5%	0.0%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>12.1%</b>	<b>11.8%</b>	<b>10.8%</b>	<b>2.7%</b>	<b>-</b>
Attrition from Transfers	0	2	1	1	-	0.0%	5.9%	2.7%	2.7%	-
Attrition from Exits	4	2	3	0	-	12.1%	5.9%	8.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	32	33	36	39	-	88.9%	89.2%	90.0%	97.5%	-
Teacher Retention	29	30	33	36	-	87.9%	88.2%	89.2%	97.3%	-

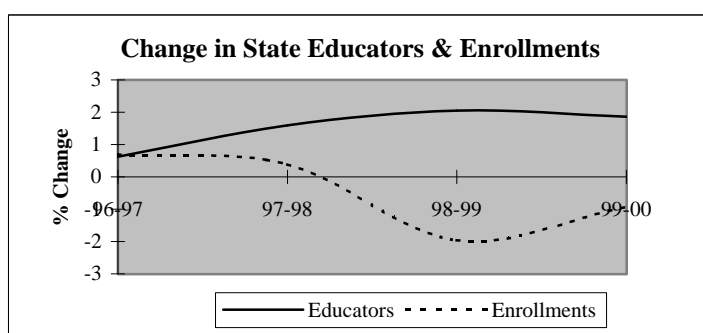
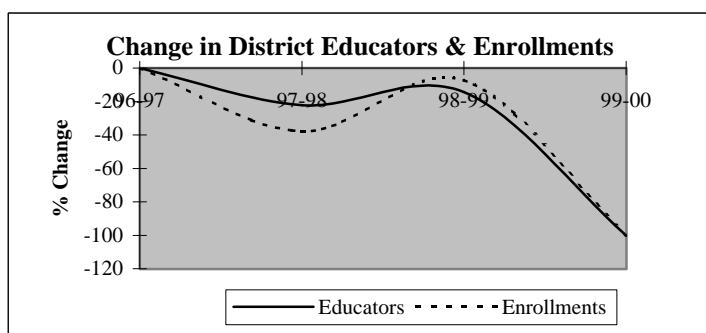
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	78.6%	7.1%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	81.8%	9.1%	90.9%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	70.0%	10.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	10.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.8%	0.0%	0.0%	2.5%	4.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.1%	89.2%	90.0%	92.5%	88.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	10.8%	10.0%	5.0%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: DELAWARE

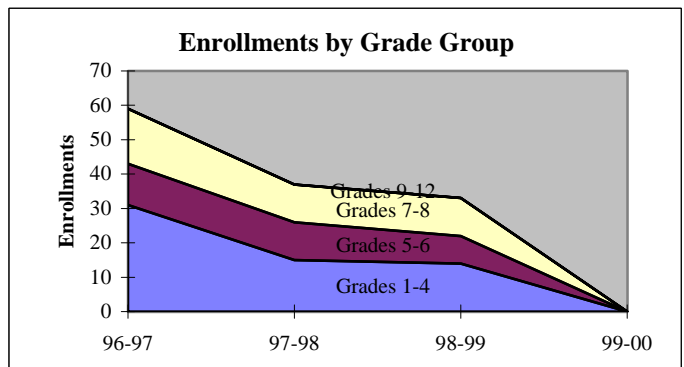
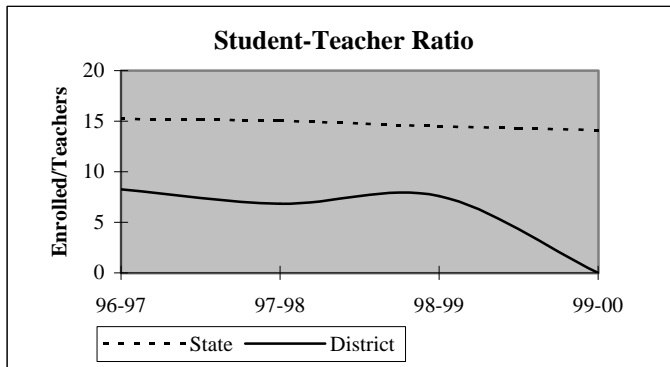


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	nc	7.3	5.9	6.3	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	nc	8.3	6.8	7.6	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	9	-2	-1	-6	-	-	-	-	-
% Change in Educators	#####	#####	-22.2%	-14.3%	-100.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	66	-25	-3	-38	-	-	-	-	-
% Change in Enrollments	#####	#####	-37.9%	-7.3%	-100.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	nc	11.1%	0.0%	0.0%	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	nc	11.1%	14.3%	16.7%	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	nc	0.0%	0.0%	0.0%	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	nc	11.1%	14.3%	16.7%	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	0.0%	0.0%	0.0%	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	nc	0.0%	0.0%	0.0%	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	0.0	34.1	35.2	37.8	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	0.0	5.8	8.5	10.8	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	0	24,745	27,972	29,032	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	nc	12.5%	16.7%	20.0%	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	nc	87.5%	100.0%	100.0%	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	nc	12.5%	16.7%	0.0%	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	18.2%	34.1%	28.9%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	0	6	4	3	0	0.0%	66.7%	57.1%	50.0%	0.0%
Attrition	0	2	2	3	0					
Attrition Rate	0.0%	33.3%	50.0%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	3	3	3	0	0.0%	33.3%	42.9%	50.0%	0.0%
Attrition	0	0	0	3	0					
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

## District Report for: DELAWARE

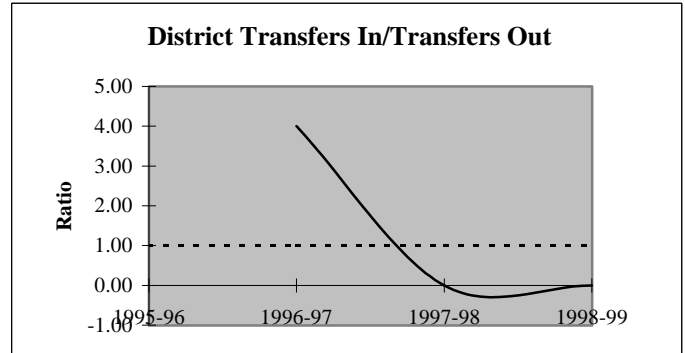
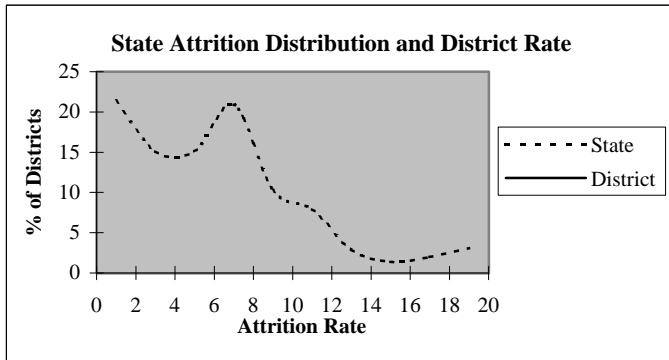
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	0	9	7	6	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	1	1	1	0	0.0%	11.1%	14.3%	16.7%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	0	8	6	5	0	0.0%	88.9%	85.7%	83.3%	0.0%
Special Education	0	1	1	0	0	0.0%	12.5%	16.7%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	0	7	5	5	0	0.0%	87.5%	83.3%	100.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	0	66	41	38	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	7	4	5	0	0.0%	10.6%	9.8%	13.2%	0.0%
Grades 1-4	0	31	15	14	0	0.0%	47.0%	36.6%	36.8%	0.0%
Grades 5-6	0	12	11	8	0	0.0%	18.2%	26.8%	21.1%	0.0%
Grades 7-8	0	16	11	11	0	0.0%	24.2%	26.8%	28.9%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DELAWARE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	0	9	7	6	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	0	7	5	0	0.0%	0.0%	100.0%	83.3%	0.0%
<b>Newly Hired</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>0.0%</b>
Transfers In	0	4	0	0	0	0.0%	44.4%	0.0%	0.0%	0.0%
Reentrants	0	1	0	0	0	0.0%	11.1%	0.0%	0.0%	0.0%
First Time Educators	0	4	0	1	0	0.0%	44.4%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>0.0%</b>	<b>22.2%</b>	<b>28.6%</b>	<b>100.0%</b>	<b>-</b>
Transfers Out	0	1	2	6	-	0.0%	50.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	50.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	nc	22.2%	28.6%	100.0%	-
Transfers In/Out	nc	4.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total -

## District Report for: DELAWARE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	1	1	1	0	0.0%	11.1%	14.3%	16.7%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	0	0.0%	100.0%	100.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	0	8	6	5	0	0.0%	88.9%	85.7%	83.3%	0.0%
White - Females	0	6	5	4	0	0.0%	75.0%	83.3%	80.0%	0.0%
White - Males	0	1	0	0	0	0.0%	12.5%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	0	0.0%	12.5%	16.7%	20.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	4	2	1	0	0.0%	50.0%	33.3%	20.0%	0.0%
30-34	0	1	2	2	0	0.0%	12.5%	33.3%	40.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	1	0	0	0	0.0%	12.5%	0.0%	0.0%	0.0%
45-49	0	2	2	1	0	0.0%	25.0%	33.3%	20.0%	0.0%
50-54	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	0.0	34.1	35.2	37.8	0.0					

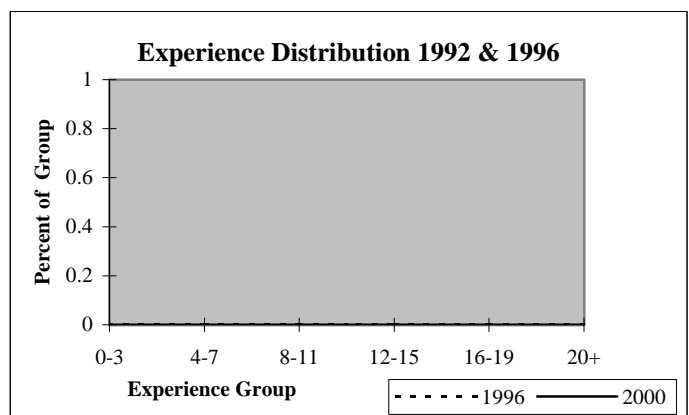
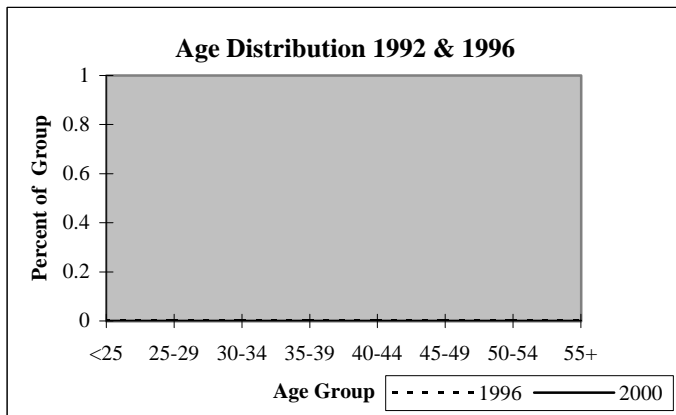
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	6	3	2	0	0.0%	75.0%	50.0%	40.0%	0.0%
4-7 Years	0	0	1	1	0	0.0%	0.0%	16.7%	20.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	1	1	1	0	0.0%	12.5%	16.7%	20.0%	0.0%
20+ Years	0	1	1	1	0	0.0%	12.5%	16.7%	20.0%	0.0%
<b>Average Experience</b>	0.0	5.8	8.5	10.8	0.0					

## District Report for: DELAWARE

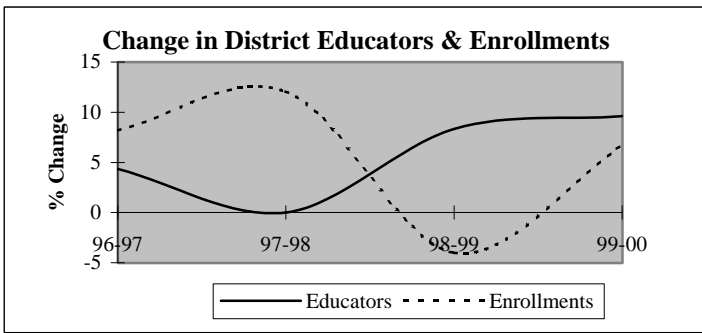
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	6	-	nc	22.2%	28.6%	100.0%	-
Attrition from Transfers	0	1	2	6	-	nc	11.1%	28.6%	100.0%	-
Attrition from Exits	0	1	0	0	-	nc	11.1%	0.0%	0.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>nc</b>	<b>25.0%</b>	<b>33.3%</b>	<b>100.0%</b>	<b>-</b>
Attrition from Transfers	0	1	2	5	-	nc	12.5%	33.3%	100.0%	-
Attrition from Exits	0	1	0	0	-	nc	12.5%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	0	7	5	0	-	nc	77.8%	71.4%	0.0%	-
Teacher Retention	0	6	4	0	-	nc	75.0%	66.7%	0.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	33.3%	50.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	50.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	0.0%	100.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	14.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	0.0%	44.4%	85.7%	83.3%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	100.0%	55.6%	0.0%	16.7%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OKLAHOMA UNION

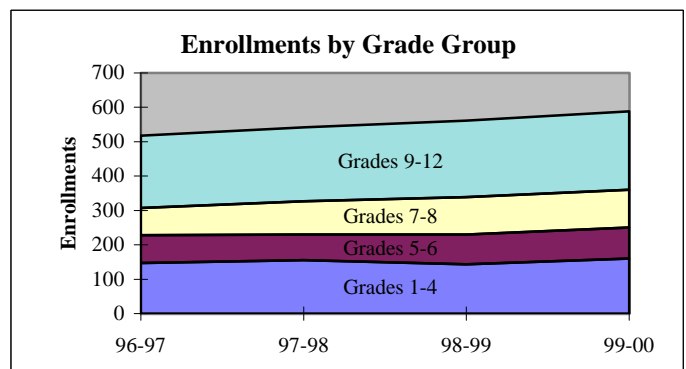
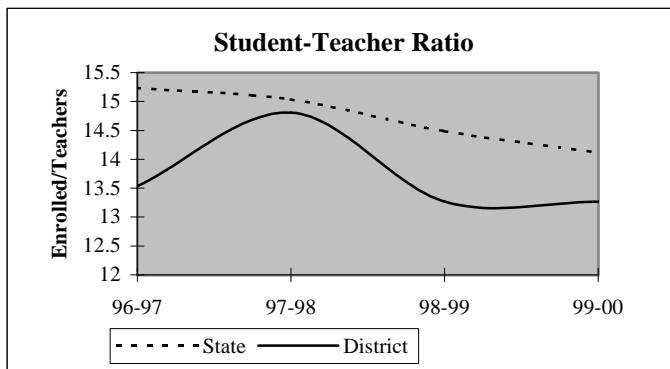


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	11.6	13.0	11.5	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	13.5	14.8	13.3	13.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	0	4	5	-	-	-	-	-
% Change in Educators	4.5%	4.3%	0.0%	8.3%	9.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	46	42	67	-25	40	-	-	-	-	-
% Change in Enrollments	9.9%	8.2%	12.1%	-4.0%	6.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.2%	2.1%	0.0%	1.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.3%	6.3%	5.8%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.7%	8.3%	6.3%	7.7%	8.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	4.2%	4.2%	1.9%	1.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.1%	2.1%	1.9%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.3	37.3	37.8	37.9	39.1	42.0	42.3	42.5	42.7	43.0
Average Experience	8.6	9.0	9.7	9.6	11.6	12.1	12.3	12.3	12.2	12.2
Average Salary	31,936	30,773	31,039	31,438	31,980	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.1%	4.9%	4.8%	2.2%	2.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.2%	65.9%	66.7%	66.7%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.3%	12.2%	9.5%	6.7%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.5%	14.1%	16.9%	16.0%	21.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	20	20	23	22	47.8%	41.7%	41.7%	44.2%	38.6%
Attrition	1	3	4	4	0					
Attrition Rate	4.5%	15.0%	20.0%	17.4%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	23	26	27	28	33	50.0%	54.2%	56.3%	53.8%	57.9%
Attrition	0	2	0	3	0					
Attrition Rate	0.0%	7.7%	0.0%	10.7%	0.0%					
At Retirement Age	1	2	1	1	2	2.2%	4.2%	2.1%	1.9%	3.5%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	2	1	1	6	4.3%	4.2%	2.1%	1.9%	10.5%

## District Report for: OKLAHOMA UNION

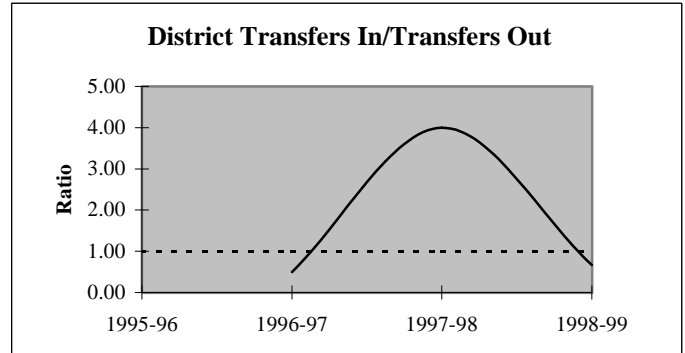
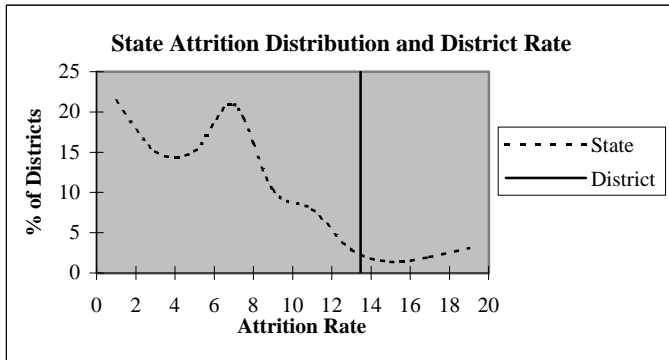
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	46	48	48	52	57	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	4	6.5%	6.3%	6.3%	5.8%	7.0%
Professional Staff	4	4	3	4	5	8.7%	8.3%	6.3%	7.7%	8.8%
<b>Total Teachers</b>	39	41	42	45	48	84.8%	85.4%	87.5%	86.5%	84.2%
Special Education	4	5	4	3	3	10.3%	12.2%	9.5%	6.7%	6.3%
Pre-K & Kindergarten	0	0	1	1	3	0.0%	0.0%	2.4%	2.2%	6.3%
Elementary	18	18	17	19	21	46.2%	43.9%	40.5%	42.2%	43.8%
<b>Middle School</b>	0	0	0	0	11	0.0%	0.0%	0.0%	0.0%	22.9%
Language Arts	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	6.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	8.3%
<b>High School (9-12)</b>	17	18	20	22	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	2	4	1	10.3%	9.8%	4.8%	8.9%	2.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	3	3	1	7.7%	7.3%	7.1%	6.7%	2.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	3	3	2	5.1%	4.9%	7.1%	6.7%	4.2%
<b>Science</b>	2	3	3	3	0	5.1%	7.3%	7.1%	6.7%	0.0%
Biology	0	1	1	1	0	0.0%	2.4%	2.4%	2.2%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	0	5.1%	4.9%	4.8%	4.4%	0.0%
Vocational Education	4	5	4	5	4	10.3%	12.2%	9.5%	11.1%	8.3%
Other	2	1	5	4	2	5.1%	2.4%	11.9%	8.9%	4.2%
<b>Total Enrollments</b>	513	555	622	597	637	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	39	37	80	36	49	7.6%	6.7%	12.9%	6.0%	7.7%
Grades 1-4	136	147	155	143	160	26.5%	26.5%	24.9%	24.0%	25.1%
Grades 5-6	75	81	75	87	90	14.6%	14.6%	12.1%	14.6%	14.1%
Grades 7-8	87	79	97	109	110	17.0%	14.2%	15.6%	18.3%	17.3%
Grades 9-12	176	211	215	222	228	34.3%	38.0%	34.6%	37.2%	35.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OKLAHOMA UNION

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	46	48	48	52	57	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	41	45	42	44	45	89.1%	93.8%	87.5%	84.6%	78.9%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>8</b>	<b>12</b>	<b>10.9%</b>	<b>6.3%</b>	<b>12.5%</b>	<b>15.4%</b>	<b>21.1%</b>
Transfers In	2	1	4	2	6	40.0%	33.3%	66.7%	25.0%	50.0%
Reentrants	1	0	0	2	4	20.0%	0.0%	0.0%	25.0%	33.3%
First Time Educators	2	2	2	4	2	40.0%	66.7%	33.3%	50.0%	16.7%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>2.2%</b>	<b>12.5%</b>	<b>8.3%</b>	<b>13.5%</b>	<b>-</b>
Transfers Out	0	2	1	3	-	0.0%	33.3%	25.0%	42.9%	-
Leave Oklahoma Educ.	1	4	3	4	-	100.0%	66.7%	75.0%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	2.2%	12.5%	8.3%	13.5%	-
Transfers In/Out	nc	0.50	4.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	11	University of Tulsa, Tulsa	2
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	2
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	16
		<b>Total</b>	<b>46</b>



## District Report for: OKLAHOMA UNION

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	4	6.5%	6.3%	6.3%	5.8%	7.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	25.0%
White - Males	2	2	2	2	3	66.7%	66.7%	66.7%	66.7%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	3	4	5	8.7%	8.3%	6.3%	7.7%	8.8%
White - Females	3	3	3	3	4	75.0%	75.0%	100.0%	75.0%	80.0%
White - Males	1	1	0	1	1	25.0%	25.0%	0.0%	25.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	39	41	42	45	48	84.8%	85.4%	87.5%	86.5%	84.2%
White - Females	25	25	26	29	33	64.1%	61.0%	61.9%	64.4%	68.8%
White - Males	12	14	14	15	14	30.8%	34.1%	33.3%	33.3%	29.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	1	1	5.1%	4.9%	4.8%	2.2%	2.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	3	0	0.0%	0.0%	2.4%	6.8%	0.0%
25-29	10	9	9	7	9	25.6%	22.0%	22.0%	15.9%	18.8%
30-34	7	9	6	10	12	17.9%	22.0%	14.6%	22.7%	25.0%
35-39	8	10	9	4	6	20.5%	24.4%	22.0%	9.1%	12.5%
40-44	6	4	5	8	5	15.4%	9.8%	12.2%	18.2%	10.4%
45-49	4	4	6	6	8	10.3%	9.8%	14.6%	13.6%	16.7%
50-54	3	3	3	4	5	7.7%	7.3%	7.3%	9.1%	10.4%
55+	1	2	2	2	3	2.6%	4.9%	4.9%	4.5%	6.3%
<b>Average Age</b>	37.3	37.3	37.8	37.9	39.1					

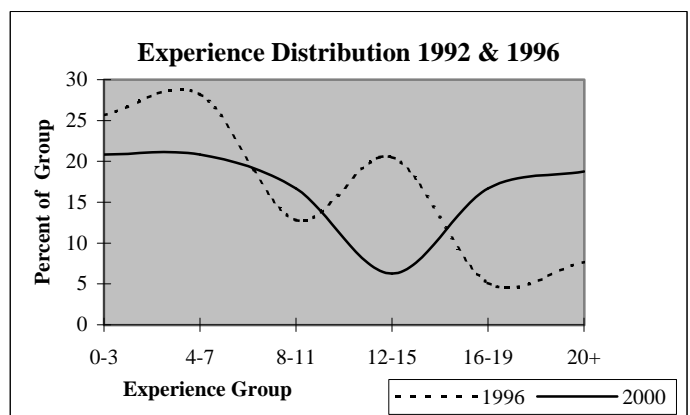
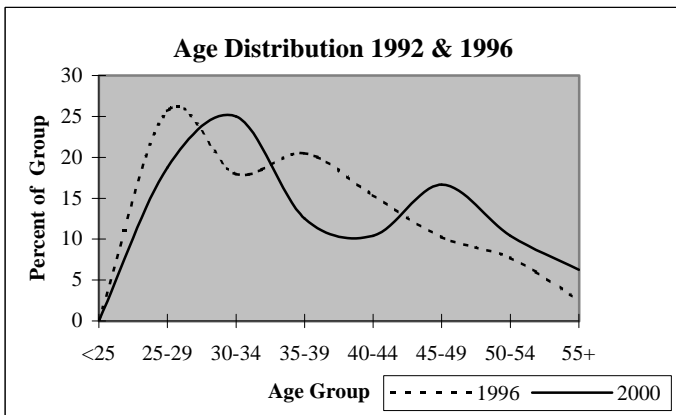
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	10	9	11	10	25.6%	24.4%	21.4%	24.4%	20.8%
4-7 Years	11	9	10	11	10	28.2%	22.0%	23.8%	24.4%	20.8%
8-11 Years	5	9	7	6	8	12.8%	22.0%	16.7%	13.3%	16.7%
12-15 Years	8	7	7	3	3	20.5%	17.1%	16.7%	6.7%	6.3%
16-19 Years	2	3	4	8	8	5.1%	7.3%	9.5%	17.8%	16.7%
20+ Years	3	3	5	6	9	7.7%	7.3%	11.9%	13.3%	18.8%
<b>Average Experience</b>	8.6	9.0	9.7	9.6	11.6					

## District Report for: OKLAHOMA UNION

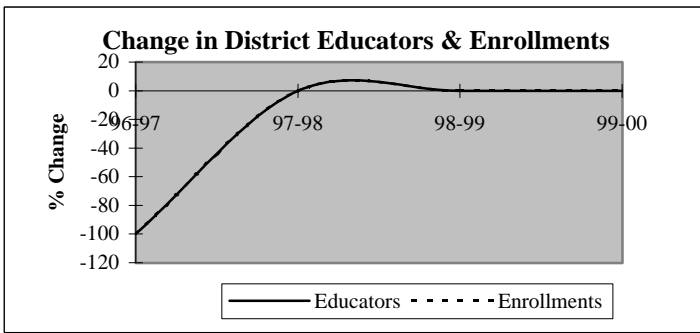
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	4	7	-	2.2%	12.5%	8.3%	13.5%	-
Attrition from Transfers	0	2	1	3	-	0.0%	4.2%	2.1%	5.8%	-
Attrition from Exits	1	4	3	4	-	2.2%	8.3%	6.3%	7.7%	-
<b>Teacher Attrition</b>	1	5	4	6	-	2.6%	12.2%	9.5%	13.3%	-
Attrition from Transfers	0	1	1	3	-	0.0%	2.4%	2.4%	6.7%	-
Attrition from Exits	1	4	3	3	-	2.6%	9.8%	7.1%	6.7%	-
<b>District Retention</b>										
Educator Retention	45	42	44	45	-	97.8%	87.5%	91.7%	86.5%	-
Teacher Retention	38	36	38	39	-	97.4%	87.8%	90.5%	86.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	76.9%	15.4%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	91.7%	8.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	78.6%	14.3%	92.9%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	86.7%	6.7%	93.3%	87.9%	4.7%	92.6%
5 Years of Experience	76.9%	0.0%	76.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	2.2%	0.0%	0.0%	1.9%	1.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.3%	95.8%	95.8%	86.5%	87.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.5%	4.2%	4.2%	11.5%	10.5%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: DELAWARE

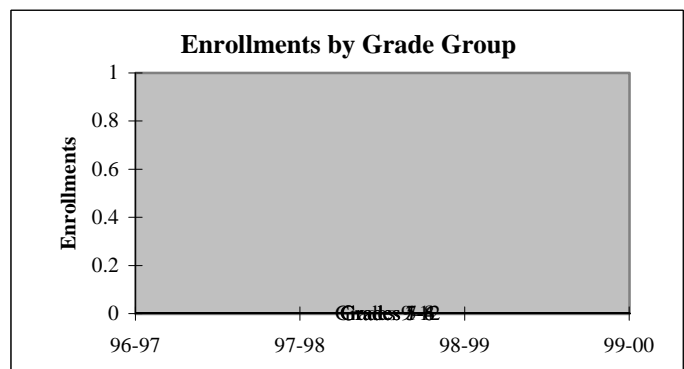
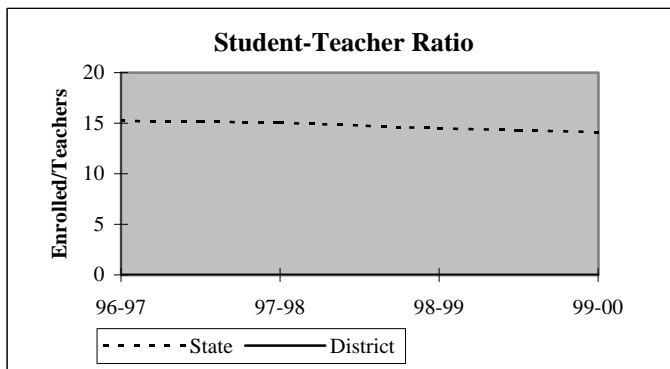


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.6	nc	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.8	nc	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-16	0	0	0	-	-	-	-	-
% Change in Educators	6.7%	-100.0%	#####	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-28	-105	0	0	0	-	-	-	-	-
% Change in Enrollments	-21.1%	-100.0%	#####	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	37.5%	nc	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	nc	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	18.8%	nc	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	18.8%	nc	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	nc	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	nc	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	33.7	0.0	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	6.8	0.0	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	21,630	0	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	16.7%	nc	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	50.0%	nc	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	nc	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.4%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	0	0	0	0	62.5%	0.0%	0.0%	0.0%	0.0%
Attrition	10	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	0	0	0	0	37.5%	0.0%	0.0%	0.0%	0.0%
Attrition	6	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: DELAWARE

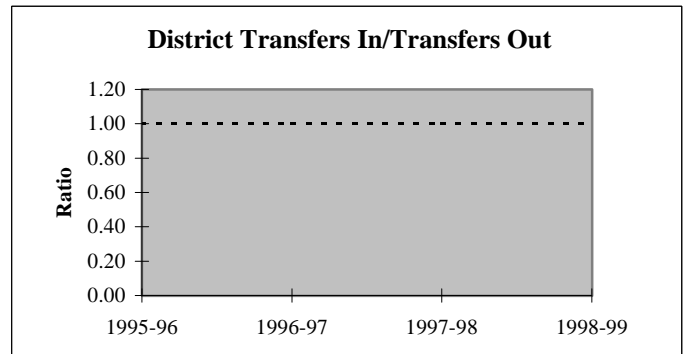
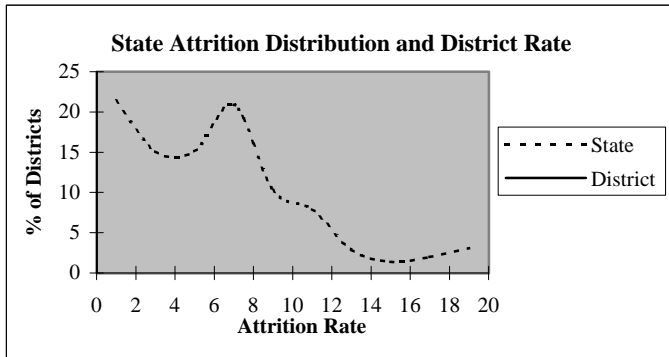
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
Professional Staff	3	0	0	0	0	18.8%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	12	0	0	0	0	75.0%	0.0%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	4	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
Other	4	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	105	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	7	0	0	0	0	6.7%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	26	0	0	0	0	24.8%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	19	0	0	0	0	18.1%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	16	0	0	0	0	15.2%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	37	0	0	0	0	35.2%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DELAWARE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	0	0	0	0	31.3%	0.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>68.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	3	0	0	0	0	27.3%	0.0%	0.0%	0.0%	0.0%
Reentrants	4	0	0	0	0	36.4%	0.0%	0.0%	0.0%	0.0%
First Time Educators	4	0	0	0	0	36.4%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	11	0	0	0	-	68.8%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	5	0	0	0	-	31.3%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	100.0%	nc	nc	nc	-
Transfers In/Out	0.27	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	8	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	16

## District Report for: DELAWARE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	0	0	0	0	18.8%	0.0%	0.0%	0.0%	0.0%
White - Females	2	0	0	0	0	66.7%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	0	0	0	0	75.0%	0.0%	0.0%	0.0%	0.0%
White - Females	5	0	0	0	0	41.7%	0.0%	0.0%	0.0%	0.0%
White - Males	5	0	0	0	0	41.7%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	7	0	0	0	0	58.3%	0.0%	0.0%	0.0%	0.0%
30-34	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
45-49	2	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
50-54	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	33.7	0.0	0.0	0.0	0.0					

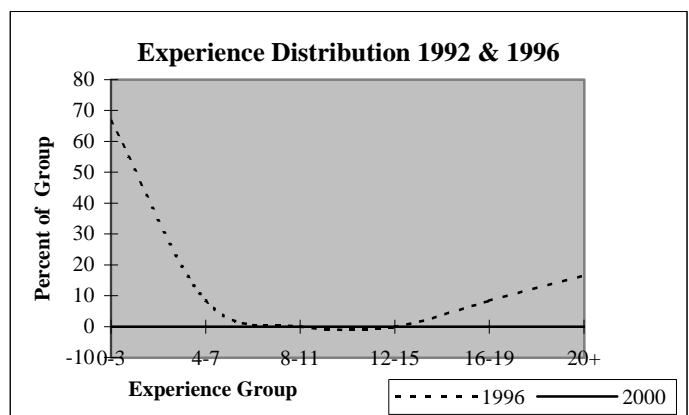
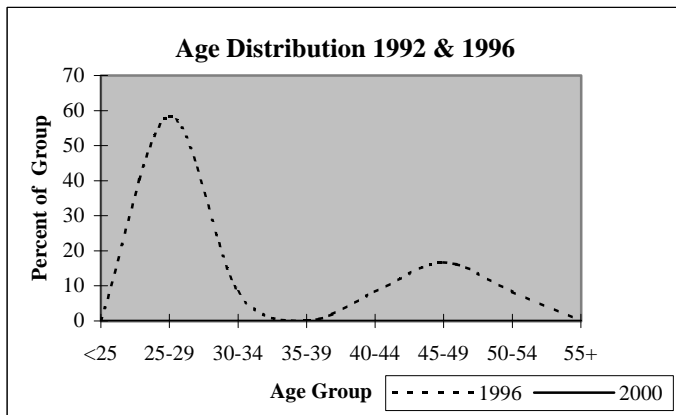
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	0	0	0	0	66.7%	0.0%	0.0%	0.0%	0.0%
4-7 Years	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	6.8	0.0	0.0	0.0	0.0					

# District Report for: DELAWARE

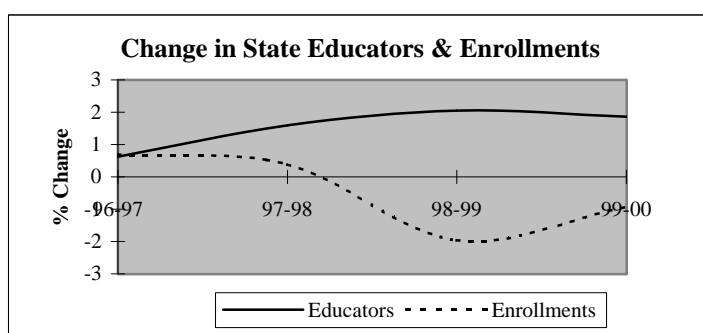
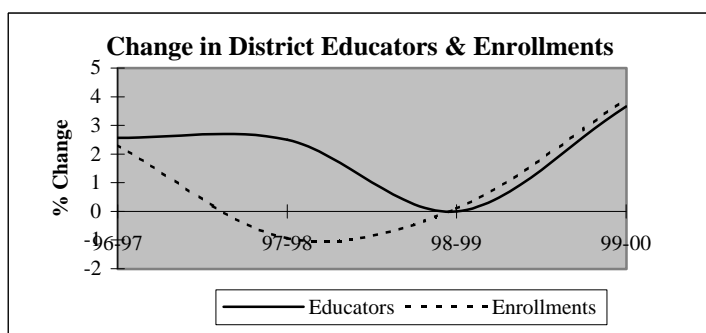
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	0	0	0	-	100.0%	nc	nc	nc	-
Attrition from Transfers	11	0	0	0	-	68.8%	nc	nc	nc	-
Attrition from Exits	5	0	0	0	-	31.3%	nc	nc	nc	-
<b>Teacher Attrition</b>	12	0	0	0	-	100.0%	nc	nc	nc	-
Attrition from Transfers	8	0	0	0	-	66.7%	nc	nc	nc	-
Attrition from Exits	4	0	0	0	-	33.3%	nc	nc	nc	-
<b>District Retention</b>										
Educator Retention	0	0	0	0	-	0.0%	nc	nc	nc	-
Teacher Retention	0	0	0	0	-	0.0%	nc	nc	nc	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	0.0%	83.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	50.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	0.0%	0.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	0.0%	50.0%	50.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	50.0%	0.0%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	50.0%	100.0%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NOWATA



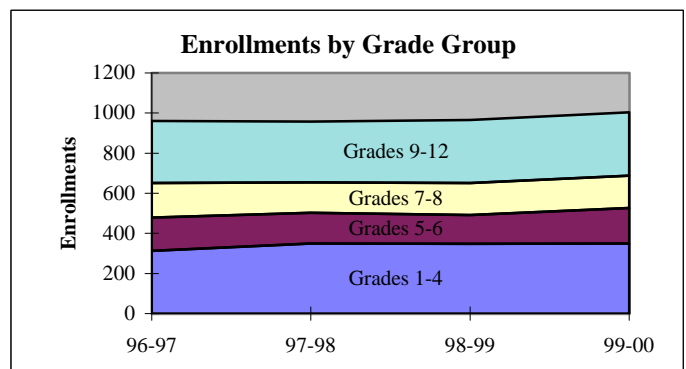
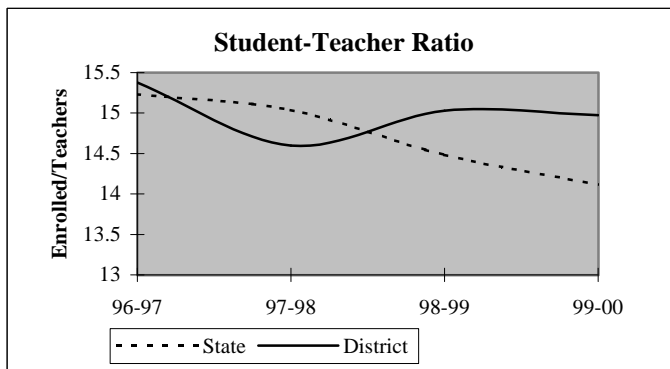
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.3	12.8	12.8	12.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.5	15.4	14.6	15.0	15.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	2	0	3	-	-	-	-	-
% Change in Educators	-1.3%	2.6%	2.5%	0.0%	3.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	24	-10	1	41	-	-	-	-	-
% Change in Enrollments	1.0%	2.3%	-0.9%	0.1%	3.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.3%	5.0%	4.9%	3.7%	4.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.1%	5.0%	4.9%	4.9%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.0%	8.8%	7.3%	9.8%	9.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.1%	7.5%	8.5%	8.5%	8.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	25.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.5%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	42.0	41.4	41.9	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	13.5	12.9	13.4	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,350	29,471	29,349	30,354	30,502	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.5%	7.2%	9.7%	10.0%	9.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.6%	76.8%	75.0%	74.3%	76.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	7.2%	6.9%	5.7%	6.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	41.7%	51.5%	54.5%	55.6%	52.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	20	21	22	27	23.1%	25.0%	25.6%	26.8%	31.8%
Attrition	4	4	4	3	0					
Attrition Rate	22.2%	20.0%	19.0%	13.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	55	52	54	50	47	70.5%	65.0%	65.9%	61.0%	55.3%
Attrition	4	4	4	5	0					
Attrition Rate	7.3%	7.7%	7.4%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	8	7	10	11	6.4%	10.0%	8.5%	12.2%	12.9%
Attrition	0	3	0	0	0					
Attrition Rate	0.0%	37.5%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	10	10	12	12	10.3%	12.5%	12.2%	14.6%	14.1%



## District Report for: NOWATA

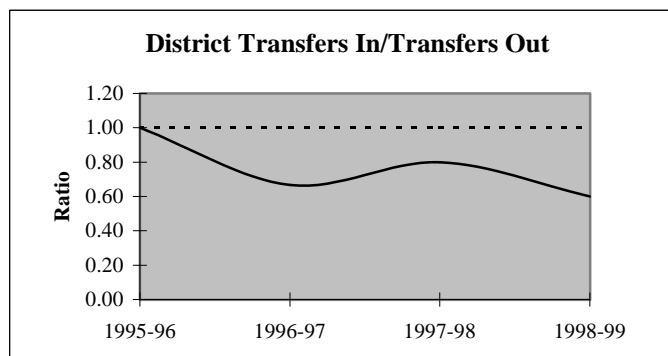
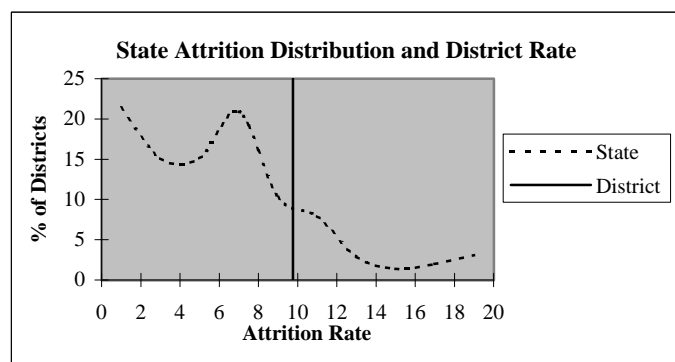
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	78	80	82	82	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.1%	5.0%	4.9%	4.9%	4.7%
Professional Staff	7	7	6	8	8	9.0%	8.8%	7.3%	9.8%	9.4%
<b>Total Teachers</b>	67	69	72	70	73	85.9%	86.3%	87.8%	85.4%	85.9%
Special Education	5	5	5	4	5	7.5%	7.2%	6.9%	5.7%	6.8%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	2.7%
Elementary	27	28	30	30	31	40.3%	40.6%	41.7%	42.9%	42.5%
<b>Middle School</b>	15	15	16	17	16	22.4%	21.7%	22.2%	24.3%	21.9%
Language Arts	2	2	2	3	3	3.0%	2.9%	2.8%	4.3%	4.1%
Art & Music	3	3	3	3	3	4.5%	4.3%	4.2%	4.3%	4.1%
Social Studies	3	3	3	3	3	4.5%	4.3%	4.2%	4.3%	4.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	3.0%	2.9%	2.8%	2.9%	2.7%
Science	2	2	1	2	2	3.0%	2.9%	1.4%	2.9%	2.7%
Vocational Education	2	2	2	2	1	3.0%	2.9%	2.8%	2.9%	1.4%
Other	1	1	3	2	2	1.5%	1.4%	4.2%	2.9%	2.7%
<b>High School (9-12)</b>	20	21	21	19	19	666.7%	700.0%	700.0%	633.3%	633.3%
Language Arts	6	5	5	3	4	9.0%	7.2%	6.9%	4.3%	5.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	3	3	3.0%	2.9%	2.8%	4.3%	4.1%
Foreign Language	1	1	0	1	1	1.5%	1.4%	0.0%	1.4%	1.4%
Math	2	3	3	3	3	3.0%	4.3%	4.2%	4.3%	4.1%
<b>Science</b>	2	2	3	2	2	3.0%	2.9%	4.2%	2.9%	2.7%
Biology	1	1	1	1	1	1.5%	1.4%	1.4%	1.4%	1.4%
Chemistry	1	1	1	1	1	1.5%	1.4%	1.4%	1.4%	1.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	0	0	0.0%	0.0%	1.4%	0.0%	0.0%
Vocational Education	2	3	3	2	3	3.0%	4.3%	4.2%	2.9%	4.1%
Other	5	5	5	5	3	7.5%	7.2%	6.9%	7.1%	4.1%
<b>Total Enrollments</b>	1,037	1,061	1,051	1,052	1,093	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	98	93	82	81	89	9.5%	8.8%	7.8%	7.7%	8.1%
Grades 1-4	320	312	349	348	349	30.9%	29.4%	33.2%	33.1%	31.9%
Grades 5-6	161	166	153	144	178	15.5%	15.6%	14.6%	13.7%	16.3%
Grades 7-8	160	173	153	159	161	15.4%	16.3%	14.6%	15.1%	14.7%
Grades 9-12	296	310	303	314	315	28.5%	29.2%	28.8%	29.8%	28.8%
Ungraded	2	7	11	6	1	0.2%	0.7%	1.0%	0.6%	0.1%



## District Report for: NOWATA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	78	80	82	82	85	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	72	70	69	74	74	92.3%	87.5%	84.1%	90.2%	87.1%
<b>Newly Hired</b>	<b>6</b>	<b>10</b>	<b>13</b>	<b>8</b>	<b>11</b>	<b>7.7%</b>	<b>12.5%</b>	<b>15.9%</b>	<b>9.8%</b>	<b>12.9%</b>
Transfers In	5	4	4	3	5	83.3%	40.0%	30.8%	37.5%	45.5%
Reentrants	0	2	4	1	1	0.0%	20.0%	30.8%	12.5%	9.1%
First Time Educators	1	4	5	4	5	16.7%	40.0%	38.5%	50.0%	45.5%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>11</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>10.3%</b>	<b>13.8%</b>	<b>9.8%</b>	<b>9.8%</b>	<b>-</b>
Transfers Out	5	6	5	5	-	62.5%	54.5%	62.5%	62.5%	-
Leave Oklahoma Educ.	3	5	3	3	-	37.5%	45.5%	37.5%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	10.3%	13.8%	9.8%	9.8%	-
Transfers In/Out	1.00	0.67	0.80	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	2
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	2
NESU, Tahlequah	32	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	4
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	12
		Total	78

## District Report for: NOWATA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.1%	5.0%	4.9%	4.9%	4.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	4	4	4	75.0%	75.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	25.0%	25.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	7	6	8	8	9.0%	8.8%	7.3%	9.8%	9.4%
White - Females	5	4	3	4	5	71.4%	57.1%	50.0%	50.0%	62.5%
White - Males	2	3	3	4	3	28.6%	42.9%	50.0%	50.0%	37.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	67	69	72	70	73	85.9%	86.3%	87.8%	85.4%	85.9%
White - Females	47	49	49	47	51	70.1%	71.0%	68.1%	67.1%	69.9%
White - Males	17	15	16	16	15	25.4%	21.7%	22.2%	22.9%	20.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	5	5	5	4.5%	5.8%	6.9%	7.1%	6.8%
Other - Males	0	1	2	2	2	0.0%	1.4%	2.8%	2.9%	2.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	1	2	0	3.0%	3.0%	1.4%	2.9%	0.0%
25-29	1	4	7	9	11	1.5%	6.0%	9.9%	13.0%	15.3%
30-34	9	9	8	4	5	13.6%	13.4%	11.3%	5.8%	6.9%
35-39	13	11	13	10	12	19.7%	16.4%	18.3%	14.5%	16.7%
40-44	18	14	13	13	10	27.3%	20.9%	18.3%	18.8%	13.9%
45-49	11	14	16	15	15	16.7%	20.9%	22.5%	21.7%	20.8%
50-54	8	9	10	9	12	12.1%	13.4%	14.1%	13.0%	16.7%
55+	4	4	3	7	7	6.1%	6.0%	4.2%	10.1%	9.7%
<b>Average Age</b>	41.9	42.0	41.4	41.9	42.4					

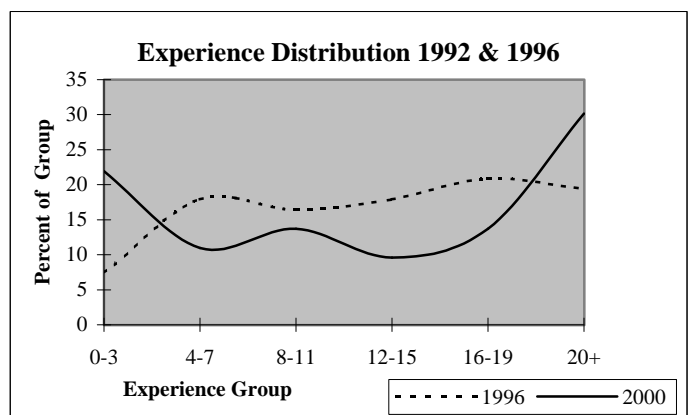
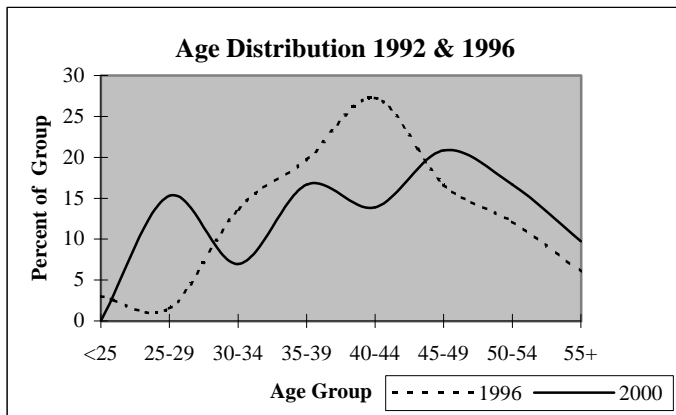
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	9	13	14	16	7.5%	13.0%	18.1%	20.0%	21.9%
4-7 Years	12	10	8	6	8	17.9%	14.5%	11.1%	8.6%	11.0%
8-11 Years	11	12	12	11	10	16.4%	17.4%	16.7%	15.7%	13.7%
12-15 Years	12	8	11	8	7	17.9%	11.6%	15.3%	11.4%	9.6%
16-19 Years	14	13	12	11	10	20.9%	18.8%	16.7%	15.7%	13.7%
20+ Years	13	17	16	20	22	19.4%	24.6%	22.2%	28.6%	30.1%
<b>Average Experience</b>	13.6	13.5	12.9	13.4	13.4					

## District Report for: NOWATA

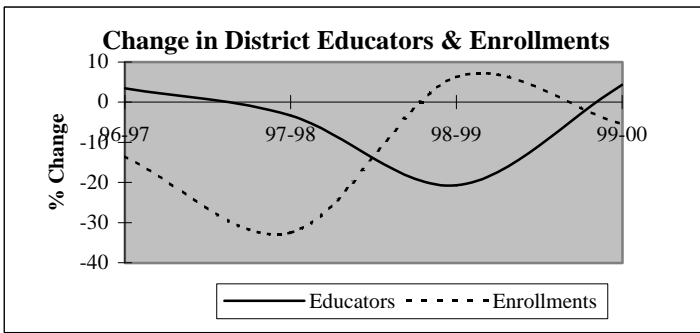
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	11	8	8	-	10.3%	13.8%	9.8%	9.8%	-
Attrition from Transfers	5	6	5	5	-	6.4%	7.5%	6.1%	6.1%	-
Attrition from Exits	3	5	3	3	-	3.8%	6.3%	3.7%	3.7%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>-</b>	<b>10.4%</b>	<b>11.6%</b>	<b>11.1%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	4	4	5	4	-	6.0%	5.8%	6.9%	5.7%	-
Attrition from Exits	3	4	3	3	-	4.5%	5.8%	4.2%	4.3%	-
<b>District Retention</b>										
Educator Retention	70	69	74	74	-	89.7%	86.3%	90.2%	90.2%	-
Teacher Retention	60	61	64	63	-	89.6%	88.4%	88.9%	90.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	73.3%	13.3%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	81.8%	18.2%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	62.5%	12.5%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	77.8%	22.2%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	16.7%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.3%	0.0%	0.0%	0.0%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.2%	91.3%	89.0%	93.9%	89.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.3%	0.0%	0.0%	0.0%	1.2%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.3%	8.8%	11.0%	6.1%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: S COFFEYVILLE

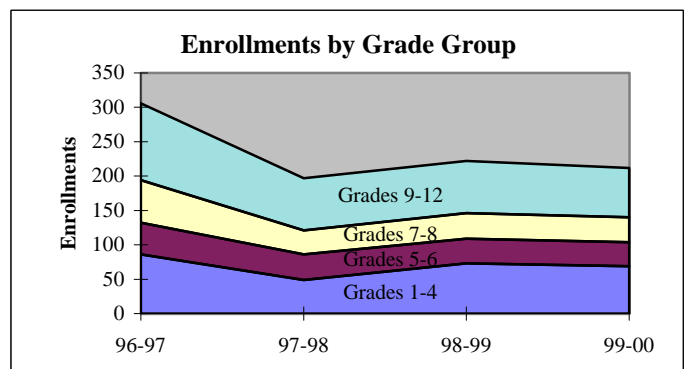
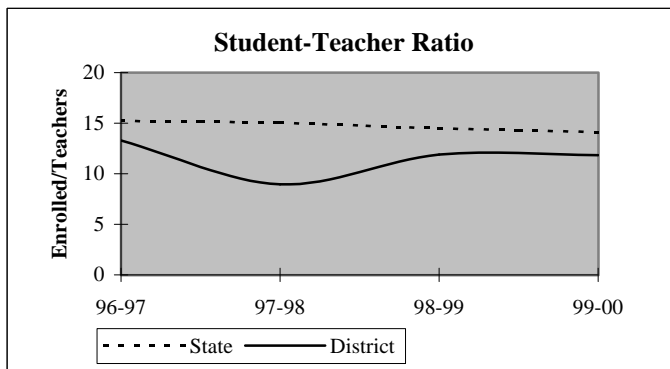


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	11.1	7.7	10.3	9.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	13.3	9.0	11.9	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	1	-1	-6	1	-	-	-	-	-
% Change in Educators	16.0%	3.4%	-3.3%	-20.7%	4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	56	-52	-108	14	-13	-	-	-	-	-
% Change in Enrollments	17.1%	-13.5%	-32.5%	6.3%	-5.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	13.8%	13.3%	10.3%	4.3%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.3%	6.7%	6.9%	4.3%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	10.0%	6.9%	8.7%	12.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.3%	6.7%	6.9%	4.3%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	42.1	44.1	46.1	49.7	42.0	42.3	42.5	42.7	43.0
Average Experience	10.3	10.0	12.0	14.8	15.9	12.1	12.3	12.3	12.2	12.2
Average Salary	27,798	27,582	28,929	29,962	28,804	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.5%	8.0%	8.0%	5.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	54.2%	52.0%	48.0%	55.0%	63.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	4.0%	12.0%	15.0%	15.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	24.2%	25.9%	29.5%	23.7%	21.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	14	12	7	6	41.4%	46.7%	41.4%	30.4%	25.0%
Attrition	5	2	4	3	0					
Attrition Rate	41.7%	14.3%	33.3%	42.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	15	14	14	16	55.2%	50.0%	48.3%	60.9%	66.7%
Attrition	1	0	1	0	0					
Attrition Rate	6.3%	0.0%	7.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	2	2	3.4%	3.3%	10.3%	8.7%	8.3%
Attrition Rate	100.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	3	2	3	6.9%	10.0%	10.3%	8.7%	12.5%

## District Report for: S COFFEYVILLE

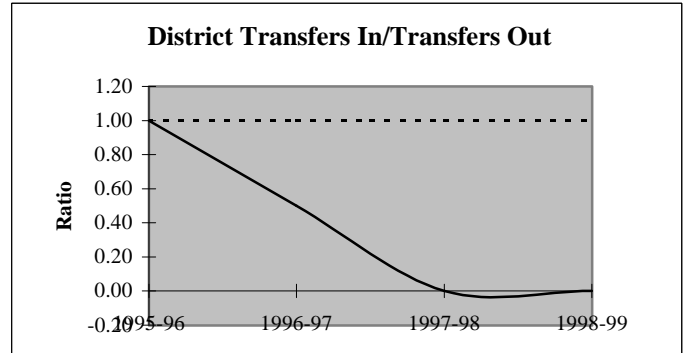
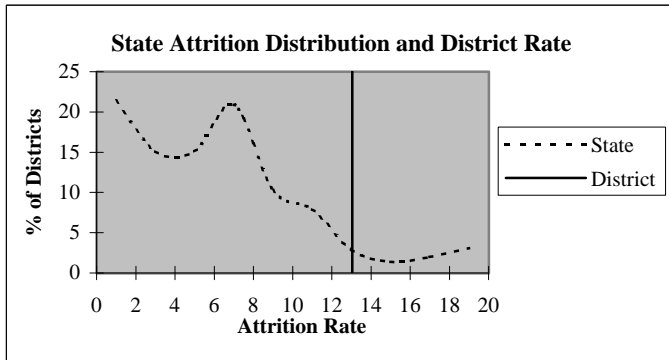
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	30	29	23	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	2	1	2	10.3%	6.7%	6.9%	4.3%	8.3%
Professional Staff	2	3	2	2	3	6.9%	10.0%	6.9%	8.7%	12.5%
<b>Total Teachers</b>	24	25	25	20	19	82.8%	83.3%	86.2%	87.0%	79.2%
Special Education	2	1	3	3	3	8.3%	4.0%	12.0%	15.0%	15.8%
Pre-K & Kindergarten	0	1	0	0	0	0.0%	4.0%	0.0%	0.0%	0.0%
Elementary	12	12	11	9	9	50.0%	48.0%	44.0%	45.0%	47.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	11	8	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	1	1	4.2%	4.0%	8.0%	5.0%	5.3%
Art & Music	1	1	1	0	1	4.2%	4.0%	4.0%	0.0%	5.3%
Social Studies	2	3	2	1	1	8.3%	12.0%	8.0%	5.0%	5.3%
Foreign Language	1	0	0	0	0	4.2%	0.0%	0.0%	0.0%	0.0%
Math	1	1	2	2	1	4.2%	4.0%	8.0%	10.0%	5.3%
<b>Science</b>	1	1	1	1	1	4.2%	4.0%	4.0%	5.0%	5.3%
Biology	1	1	1	0	0	4.2%	4.0%	4.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	1	0.0%	0.0%	0.0%	5.0%	5.3%
Vocational Education	1	2	1	2	1	4.2%	8.0%	4.0%	10.0%	5.3%
Other	2	2	2	1	1	8.3%	8.0%	8.0%	5.0%	5.3%
<b>Total Enrollments</b>	384	332	224	238	225	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	26	27	16	13	8.1%	7.8%	12.1%	6.7%	5.8%
Grades 1-4	92	86	49	73	69	24.0%	25.9%	21.9%	30.7%	30.7%
Grades 5-6	64	46	37	36	35	16.7%	13.9%	16.5%	15.1%	15.6%
Grades 7-8	81	62	35	37	36	21.1%	18.7%	15.6%	15.5%	16.0%
Grades 9-12	116	112	76	76	72	30.2%	33.7%	33.9%	31.9%	32.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: S COFFEYVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	30	29	23	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	22	28	23	20	51.7%	73.3%	96.6%	100.0%	83.3%
<b>Newly Hired</b>	<b>14</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>48.3%</b>	<b>26.7%</b>	<b>3.4%</b>	<b>0.0%</b>	<b>16.7%</b>
Transfers In	2	1	0	0	2	14.3%	12.5%	0.0%	0.0%	50.0%
Reentrants	3	4	0	0	1	21.4%	50.0%	0.0%	0.0%	25.0%
First Time Educators	9	3	1	0	1	64.3%	37.5%	100.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>24.1%</b>	<b>6.7%</b>	<b>20.7%</b>	<b>13.0%</b>	<b>-</b>
Transfers Out	2	2	1	2	-	28.6%	100.0%	16.7%	66.7%	-
Leave Oklahoma Educ.	5	0	5	1	-	71.4%	0.0%	83.3%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	24.1%	6.7%	20.7%	13.0%	-
Transfers In/Out	1.00	0.50	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	18	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>28</b>

## District Report for: S COFFEYVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	2	1	2	10.3%	6.7%	6.9%	4.3%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	2	2	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	2	2	3	6.9%	10.0%	6.9%	8.7%	12.5%
White - Females	2	1	1	1	2	100.0%	33.3%	50.0%	50.0%	66.7%
White - Males	0	2	1	1	1	0.0%	66.7%	50.0%	50.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	25	25	20	19	82.8%	83.3%	86.2%	87.0%	79.2%
White - Females	13	13	12	11	12	54.2%	52.0%	48.0%	55.0%	63.2%
White - Males	8	10	11	8	7	33.3%	40.0%	44.0%	40.0%	36.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	3	2	2	1	0	12.5%	8.0%	8.0%	5.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	0	0	0	8.3%	8.0%	0.0%	0.0%	0.0%
25-29	1	4	5	2	1	4.2%	16.0%	20.0%	10.0%	5.3%
30-34	3	2	0	1	1	12.5%	8.0%	0.0%	5.0%	5.3%
35-39	2	1	2	2	1	8.3%	4.0%	8.0%	10.0%	5.3%
40-44	4	2	2	2	1	16.7%	8.0%	8.0%	10.0%	5.3%
45-49	6	7	8	5	4	25.0%	28.0%	32.0%	25.0%	21.1%
50-54	3	4	5	4	6	12.5%	16.0%	20.0%	20.0%	31.6%
55+	3	3	3	4	5	12.5%	12.0%	12.0%	20.0%	26.3%
<b>Average Age</b>	43.0	42.1	44.1	46.1	49.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	10	8	4	1	37.5%	40.0%	32.0%	20.0%	5.3%
4-7 Years	1	2	3	2	4	4.2%	8.0%	12.0%	10.0%	21.1%
8-11 Years	2	1	0	1	2	8.3%	4.0%	0.0%	5.0%	10.5%
12-15 Years	2	2	2	2	1	8.3%	8.0%	8.0%	10.0%	5.3%
16-19 Years	6	6	4	3	1	25.0%	24.0%	16.0%	15.0%	5.3%
20+ Years	4	4	8	8	10	16.7%	16.0%	32.0%	40.0%	52.6%
<b>Average Experience</b>	10.3	10.0	12.0	14.8	15.9					

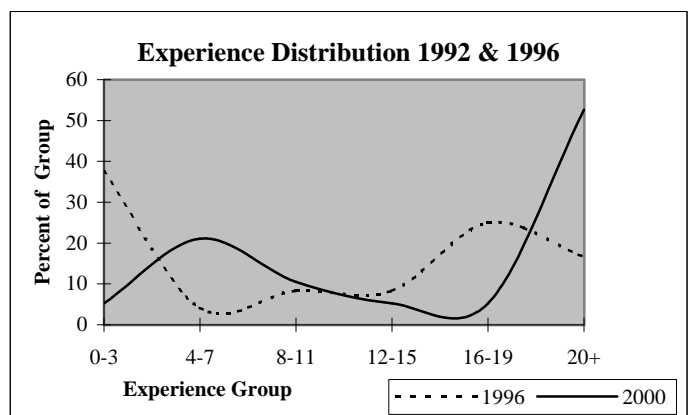
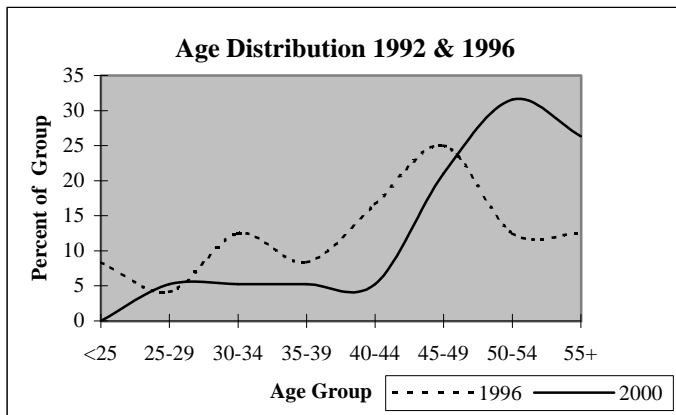


## District Report for: S COFFEYVILLE

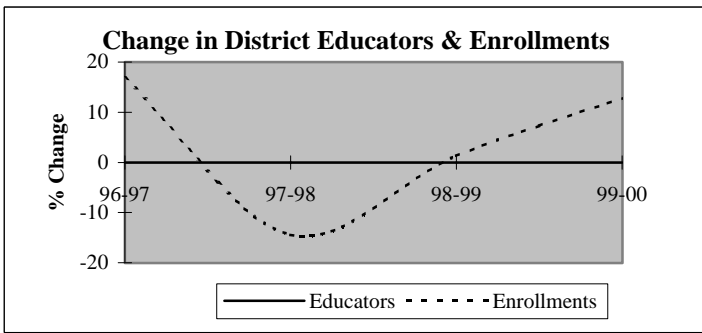
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	2	6	3	-	24.1%	6.7%	20.7%	13.0%	-
Attrition from Transfers	2	2	1	2	-	6.9%	6.7%	3.4%	8.7%	-
Attrition from Exits	5	0	5	1	-	17.2%	0.0%	17.2%	4.3%	-
<b>Teacher Attrition</b>	4	2	4	2	-	16.7%	8.0%	16.0%	10.0%	-
Attrition from Transfers	1	2	0	1	-	4.2%	8.0%	0.0%	5.0%	-
Attrition from Exits	3	0	4	1	-	12.5%	0.0%	16.0%	5.0%	-
<b>District Retention</b>										
Educator Retention	22	28	23	20	-	75.9%	93.3%	79.3%	87.0%	-
Teacher Retention	20	23	21	18	-	83.3%	92.0%	84.0%	90.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	20.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	16.7%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	6.7%	3.4%	4.3%	4.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	55.2%	70.0%	86.2%	91.3%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	3.4%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	44.8%	23.3%	6.9%	4.3%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BEARDEN

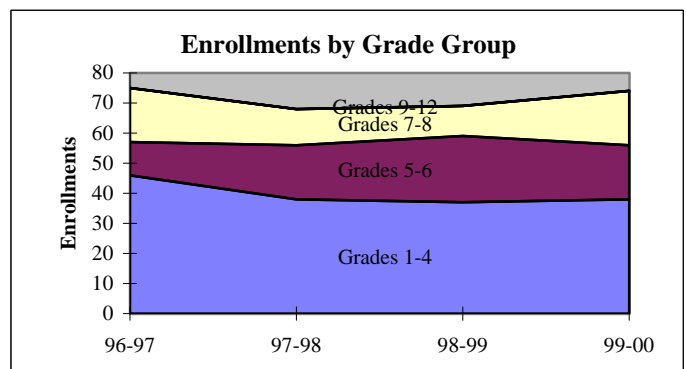
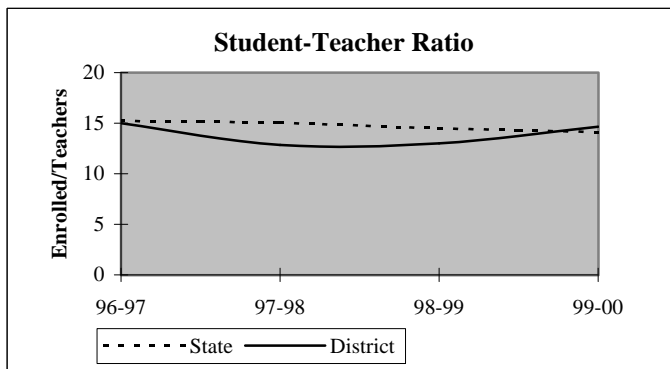


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	12.9	11.0	11.1	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.8	15.0	12.8	13.0	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	13	-13	1	10	-	-	-	-	-
% Change in Enrollments	2.7%	16.9%	-14.4%	1.3%	12.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.3%	14.3%	14.3%	14.3%	14.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	14.3%	14.3%	14.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	28.6%	28.6%	28.6%	28.6%	28.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	43.0	44.0	43.7	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	14.2	15.2	16.2	13.2	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,017	28,724	28,966	28,266	28,943	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	33.3%	33.3%	33.3%	33.3%	33.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	83.3%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	58.4%	56.7%	58.4%	52.6%	43.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	1	1	3	3	28.6%	14.3%	14.3%	42.9%	42.9%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	4	5	4	1	1	57.1%	71.4%	57.1%	14.3%	14.3%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
At Retirement Age	1	1	2	3	3	14.3%	14.3%	28.6%	42.9%	42.9%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	2	3	3	3	14.3%	28.6%	42.9%	42.9%	42.9%

## District Report for: BEARDEN

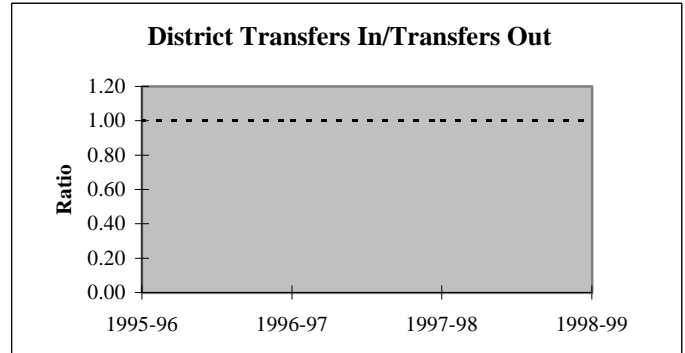
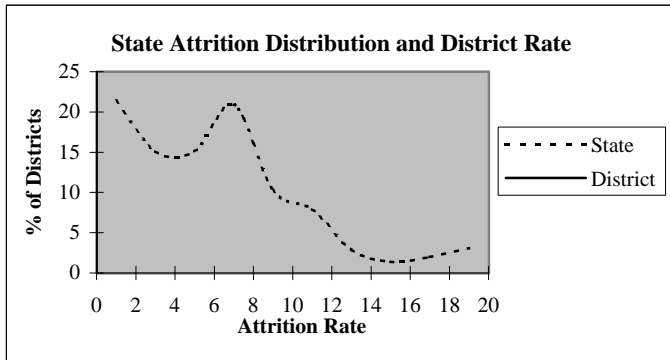
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	77	90	77	78	88	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	15	9	9	14	20.8%	16.7%	11.7%	11.5%	15.9%
Grades 1-4	33	46	38	37	38	42.9%	51.1%	49.4%	47.4%	43.2%
Grades 5-6	12	11	18	22	18	15.6%	12.2%	23.4%	28.2%	20.5%
Grades 7-8	16	18	12	10	18	20.8%	20.0%	15.6%	12.8%	20.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BEARDEN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	7	7	5	7	71.4%	100.0%	100.0%	71.4%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>28.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>28.6%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	2	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	2	0	0.0%	0.0%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>28.6%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	0	0	1	0	-	0.0%	0.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	28.6%	0.0%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	7

## District Report for: BEARDEN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
White - Females	4	4	4	4	4	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
Other - Males	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	1	0	0.0%	0.0%	0.0%	16.7%	0.0%
30-34	2	2	1	0	1	33.3%	33.3%	16.7%	0.0%	16.7%
35-39	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	16.7%
40-44	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
45-49	1	1	1	0	0	16.7%	16.7%	16.7%	0.0%	0.0%
50-54	2	2	2	3	3	33.3%	33.3%	33.3%	50.0%	50.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	42.0	43.0	44.0	43.7	44.7					

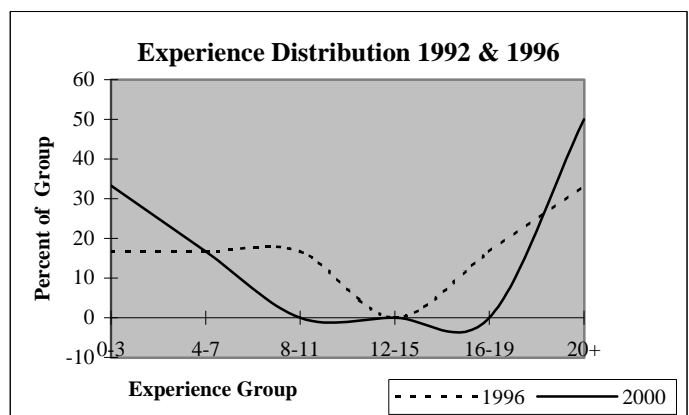
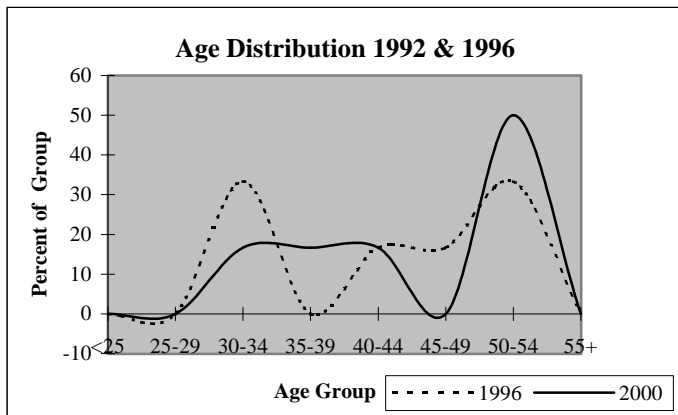
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	3	2	16.7%	16.7%	16.7%	50.0%	33.3%
4-7 Years	1	0	0	0	1	16.7%	0.0%	0.0%	0.0%	16.7%
8-11 Years	1	1	1	0	0	16.7%	16.7%	16.7%	0.0%	0.0%
12-15 Years	0	1	1	0	0	0.0%	16.7%	16.7%	0.0%	0.0%
16-19 Years	1	1	1	1	0	16.7%	16.7%	16.7%	16.7%	0.0%
20+ Years	2	2	2	2	3	33.3%	33.3%	33.3%	33.3%	50.0%
<b>Average Experience</b>	14.2	15.2	16.2	13.2	14.2					

## District Report for: BEARDEN

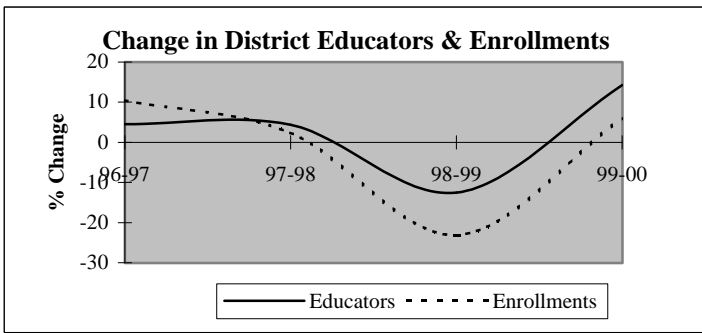
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	2	0	-	0.0%	0.0%	28.6%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Teacher Attrition	0	0	2	0	-	0.0%	0.0%	33.3%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	16.7%	0.0%	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	16.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	7	5	7	-	100.0%	100.0%	71.4%	100.0%	-
Teacher Retention	6	6	4	6	-	100.0%	100.0%	66.7%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	14.3%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	57.1%	100.0%	100.0%	71.4%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	28.6%	0.0%	0.0%	28.6%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MASON

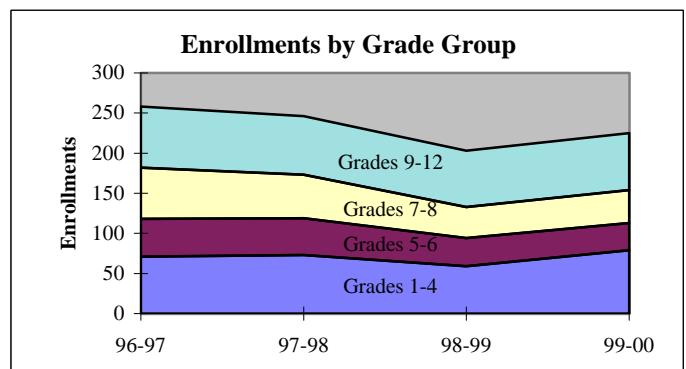
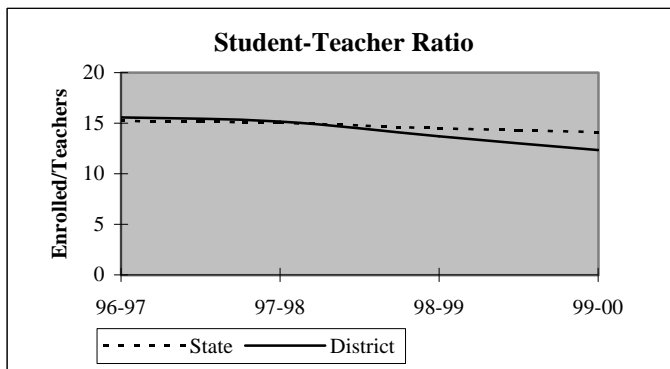


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.9	12.6	11.1	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	15.6	15.2	13.7	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	1	-3	3	-	-	-	-	-
% Change in Educators	4.8%	4.5%	4.3%	-12.5%	14.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	9	28	7	-70	14	-	-	-	-	-
% Change in Enrollments	3.5%	10.4%	2.4%	-23.1%	6.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.3%	4.2%	4.8%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.7%	8.3%	9.5%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	8.7%	8.3%	9.5%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	8.7%	16.7%	19.0%	12.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	44.1	44.1	46.2	44.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	13.0	12.6	14.5	11.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,950	28,664	29,363	30,542	28,023	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.1%	10.5%	15.0%	17.6%	15.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	78.9%	85.0%	76.5%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.3%	5.0%	5.9%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	42.2%	41.2%	36.6%	39.6%	40.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	10	10	7	9	45.5%	43.5%	41.7%	33.3%	37.5%
Attrition	0	2	3	1	0					
Attrition Rate	0.0%	20.0%	30.0%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	11	11	11	45.5%	39.1%	45.8%	52.4%	45.8%
Attrition	1	2	1	1	0					
Attrition Rate	10.0%	22.2%	9.1%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	4	3	3	4	9.1%	17.4%	12.5%	14.3%	16.7%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	25.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	4	3	5	5	18.2%	17.4%	12.5%	23.8%	20.8%

## District Report for: MASON

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	23	24	21	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	9.1%	8.7%	8.3%	9.5%	8.3%
Professional Staff	2	2	2	2	2	9.1%	8.7%	8.3%	9.5%	8.3%
<b>Total Teachers</b>	18	19	20	17	20	81.8%	82.6%	83.3%	81.0%	83.3%
Special Education	1	1	1	1	1	5.6%	5.3%	5.0%	5.9%	5.0%
Pre-K & Kindergarten	0	1	1	0	0	0.0%	5.3%	5.0%	0.0%	0.0%
Elementary	10	10	11	9	11	55.6%	52.6%	55.0%	52.9%	55.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	7	7	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.6%	5.3%	5.0%	5.9%	5.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	1	1	11.1%	5.3%	5.0%	5.9%	5.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	5.6%	5.3%	5.0%	5.9%	10.0%
<b>Science</b>	1	1	1	1	1	5.6%	5.3%	5.0%	5.9%	5.0%
Biology	1	0	1	1	1	5.6%	0.0%	5.0%	5.9%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	0	0	0.0%	5.3%	0.0%	0.0%	0.0%
Vocational Education	2	2	2	2	2	11.1%	10.5%	10.0%	11.8%	10.0%
Other	0	1	1	1	1	0.0%	5.3%	5.0%	5.9%	5.0%
<b>Total Enrollments</b>	268	296	303	233	247	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	38	57	30	22	7.1%	12.8%	18.8%	12.9%	8.9%
Grades 1-4	67	71	73	59	79	25.0%	24.0%	24.1%	25.3%	32.0%
Grades 5-6	38	47	46	35	34	14.2%	15.9%	15.2%	15.0%	13.8%
Grades 7-8	62	64	54	39	41	23.1%	21.6%	17.8%	16.7%	16.6%
Grades 9-12	82	76	73	70	71	30.6%	25.7%	24.1%	30.0%	28.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

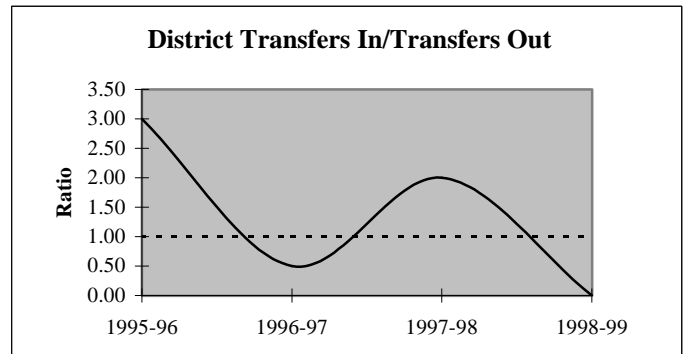
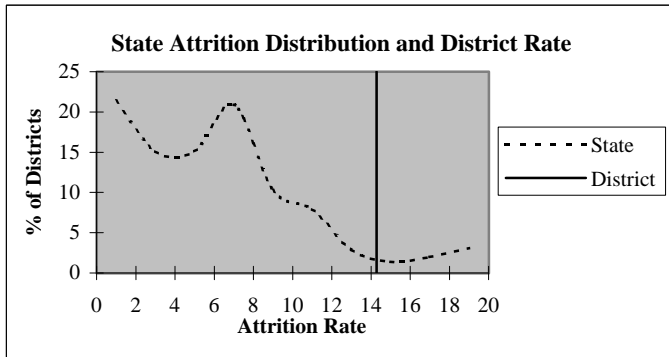




## District Report for: MASON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	23	24	21	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	21	18	20	18	86.4%	91.3%	75.0%	95.2%	75.0%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>6</b>	<b>13.6%</b>	<b>8.7%</b>	<b>25.0%</b>	<b>4.8%</b>	<b>25.0%</b>
Transfers In	3	1	4	0	3	100.0%	50.0%	66.7%	0.0%	50.0%
Reentrants	0	0	1	1	2	0.0%	0.0%	16.7%	100.0%	33.3%
First Time Educators	0	1	1	0	1	0.0%	50.0%	16.7%	0.0%	16.7%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>4.5%</b>	<b>21.7%</b>	<b>16.7%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	1	2	2	2	-	100.0%	40.0%	50.0%	66.7%	-
Leave Oklahoma Educ.	0	3	2	1	-	0.0%	60.0%	50.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	4.5%	21.7%	16.7%	14.3%	-
Transfers In/Out	3.00	0.50	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	9	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	22

## District Report for: MASON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	9.1%	8.7%	8.3%	9.5%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	9.1%	8.7%	8.3%	9.5%	8.3%
White - Females	1	1	0	0	1	50.0%	50.0%	0.0%	0.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	0	0.0%	0.0%	50.0%	50.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	19	20	17	20	81.8%	82.6%	83.3%	81.0%	83.3%
White - Females	12	13	14	11	13	66.7%	68.4%	70.0%	64.7%	65.0%
White - Males	4	4	3	3	4	22.2%	21.1%	15.0%	17.6%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	2	2	11.1%	10.5%	15.0%	11.8%	10.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	3	2	1	16.7%	11.1%	15.8%	12.5%	5.6%
30-34	0	1	1	1	3	0.0%	5.6%	5.3%	6.3%	16.7%
35-39	6	4	2	1	1	33.3%	22.2%	10.5%	6.3%	5.6%
40-44	0	2	3	3	4	0.0%	11.1%	15.8%	18.8%	22.2%
45-49	3	3	3	3	3	16.7%	16.7%	15.8%	18.8%	16.7%
50-54	4	1	2	1	2	22.2%	5.6%	10.5%	6.3%	11.1%
55+	2	5	5	5	4	11.1%	27.8%	26.3%	31.3%	22.2%
<b>Average Age</b>	43.0	44.1	44.1	46.2	44.4					

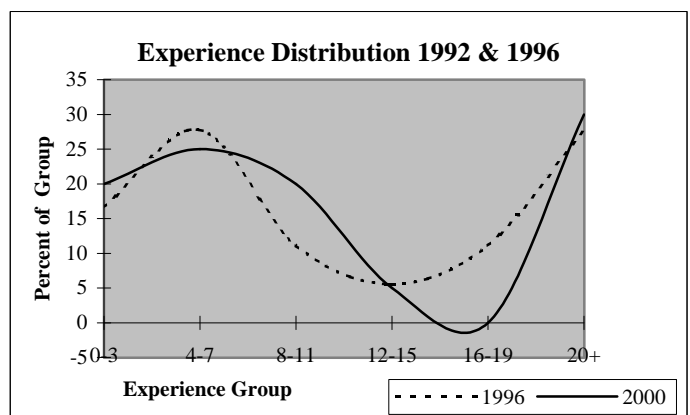
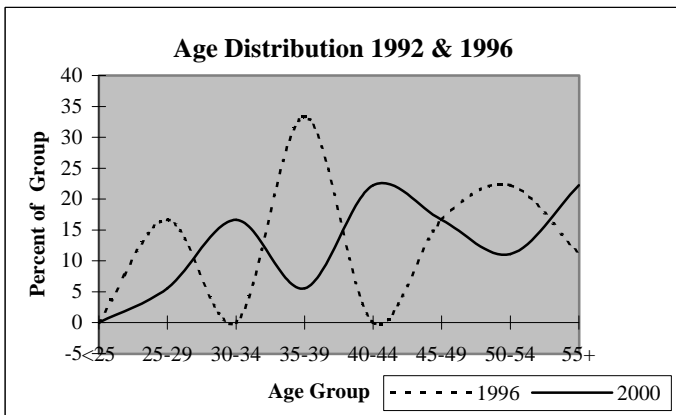
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	4	4	1	4	16.7%	21.1%	20.0%	5.9%	20.0%
4-7 Years	5	5	6	6	5	27.8%	26.3%	30.0%	35.3%	25.0%
8-11 Years	2	1	1	2	4	11.1%	5.3%	5.0%	11.8%	20.0%
12-15 Years	1	1	1	1	1	5.6%	5.3%	5.0%	5.9%	5.0%
16-19 Years	2	3	2	1	0	11.1%	15.8%	10.0%	5.9%	0.0%
20+ Years	5	5	6	6	6	27.8%	26.3%	30.0%	35.3%	30.0%
<b>Average Experience</b>	12.3	13.0	12.6	14.5	11.6					

## District Report for: MASON

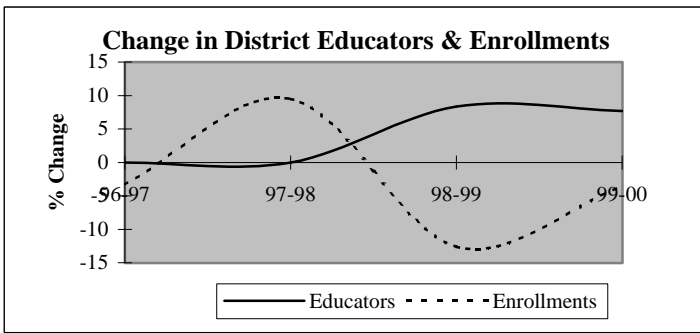
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	5	4	3	-	4.5%	21.7%	16.7%	14.3%	-
Attrition from Transfers	1	2	2	2	-	4.5%	8.7%	8.3%	9.5%	-
Attrition from Exits	0	3	2	1	-	0.0%	13.0%	8.3%	4.8%	-
Teacher Attrition	1	4	4	2	-	5.6%	21.1%	20.0%	11.8%	-
Attrition from Transfers	1	1	2	1	-	5.6%	5.3%	10.0%	5.9%	-
Attrition from Exits	0	3	2	1	-	0.0%	15.8%	10.0%	5.9%	-
<b>District Retention</b>										
Educator Retention	21	18	20	18	-	95.5%	78.3%	83.3%	85.7%	-
Teacher Retention	17	15	16	15	-	94.4%	78.9%	80.0%	88.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.2%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	95.7%	87.5%	95.2%	87.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	4.3%	8.3%	4.8%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOLEY

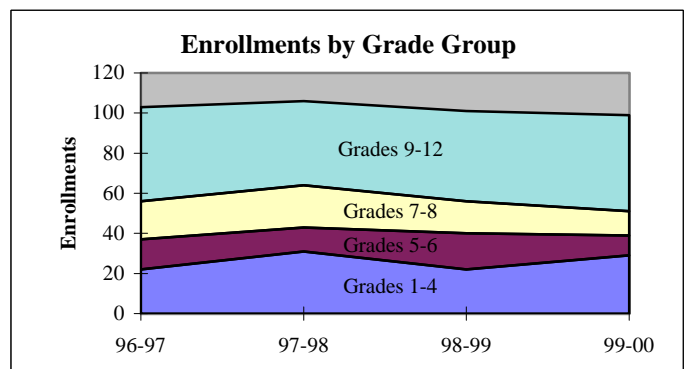
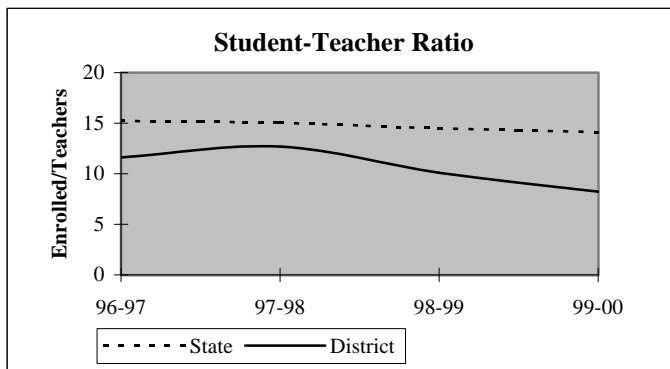


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	9.7	10.6	8.5	7.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.0	11.6	12.7	10.1	8.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	0	1	1	-	-	-	-	-
% Change in Educators	-14.3%	0.0%	0.0%	8.3%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	-4	11	-16	-4	-	-	-	-	-
% Change in Enrollments	-6.3%	-3.3%	9.5%	-12.6%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	8.3%	8.3%	7.7%	21.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.3%	8.3%	7.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.3%	8.3%	7.7%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	50.0%	41.7%	41.7%	61.5%	57.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.0	47.3	48.8	46.3	40.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	12.7	13.8	13.8	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,905	26,864	28,280	30,451	27,603	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	60.0%	50.0%	50.0%	63.6%	53.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.0%	50.0%	50.0%	54.5%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	10.0%	10.0%	9.1%	15.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	100.0%	95.7%	95.3%	100.0%	100.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	4	4	5	7	33.3%	33.3%	33.3%	38.5%	50.0%
Attrition	2	1	0	2	0					
Attrition Rate	50.0%	25.0%	0.0%	40.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	8	8	7	8	7	66.7%	66.7%	58.3%	61.5%	50.0%
Attrition	1	0	1	2	0					
Attrition Rate	12.5%	0.0%	14.3%	25.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	0	0.0%	0.0%	8.3%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	1	1	0	0.0%	8.3%	8.3%	7.7%	0.0%

## District Report for: BOLEY

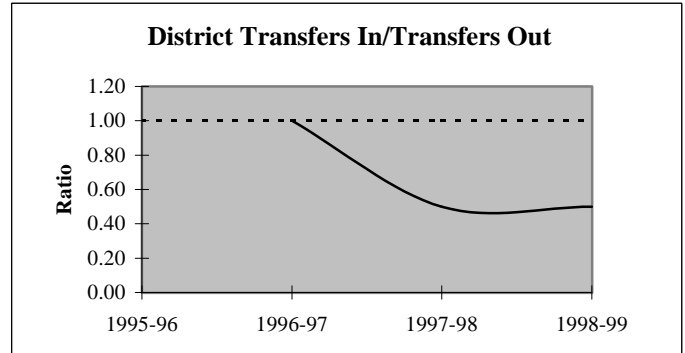
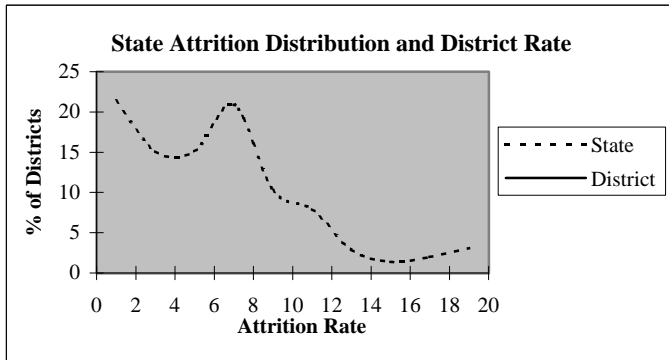
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	12	12	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	8.3%	8.3%	7.7%	7.1%
Professional Staff	1	1	1	1	0	8.3%	8.3%	8.3%	7.7%	0.0%
<b>Total Teachers</b>	10	10	10	11	13	83.3%	83.3%	83.3%	84.6%	92.9%
Special Education	1	1	1	1	2	10.0%	10.0%	10.0%	9.1%	15.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	4	4	4	5	6	40.0%	40.0%	40.0%	45.5%	46.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	5	5	5	5	5	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	10.0%	10.0%	10.0%	9.1%	7.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	0	0	1	10.0%	0.0%	0.0%	0.0%	7.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	10.0%	10.0%	10.0%	9.1%	7.7%
<b>Science</b>	1	1	1	1	0	10.0%	10.0%	10.0%	9.1%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	10.0%	10.0%	10.0%	9.1%	0.0%
Vocational Education	1	1	1	1	0	10.0%	10.0%	10.0%	9.1%	0.0%
Other	0	1	1	1	2	0.0%	10.0%	10.0%	9.1%	15.4%
<b>Total Enrollments</b>	120	116	127	111	107	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	13	19	10	8	12.5%	11.2%	15.0%	9.0%	7.5%
Grades 1-4	22	22	31	22	29	18.3%	19.0%	24.4%	19.8%	27.1%
Grades 5-6	21	15	12	18	10	17.5%	12.9%	9.4%	16.2%	9.3%
Grades 7-8	17	19	21	16	12	14.2%	16.4%	16.5%	14.4%	11.2%
Grades 9-12	44	47	42	45	48	36.7%	40.5%	33.1%	40.5%	44.9%
Ungraded	1	0	2	0	0	0.8%	0.0%	1.6%	0.0%	0.0%



## District Report for: BOLEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	12	12	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	9	11	10	9	91.7%	75.0%	91.7%	76.9%	64.3%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>8.3%</b>	<b>25.0%</b>	<b>8.3%</b>	<b>23.1%</b>	<b>35.7%</b>
Transfers In	1	1	1	1	3	100.0%	33.3%	100.0%	33.3%	60.0%
Reentrants	0	1	0	1	0	0.0%	33.3%	0.0%	33.3%	0.0%
First Time Educators	0	1	0	1	2	0.0%	33.3%	0.0%	33.3%	40.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>25.0%</b>	<b>8.3%</b>	<b>16.7%</b>	<b>30.8%</b>	<b>-</b>
Transfers Out	0	1	2	2	-	0.0%	100.0%	100.0%	50.0%	-
Leave Oklahoma Educ.	3	0	0	2	-	100.0%	0.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	8.3%	16.7%	30.8%	-
Transfers In/Out	nc	1.00	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	6	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>12</b>

## District Report for: BOLEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	8.3%	8.3%	7.7%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	0	8.3%	8.3%	8.3%	7.7%	0.0%
White - Females	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	10	10	10	11	13	83.3%	83.3%	83.3%	84.6%	92.9%
White - Females	1	1	1	0	4	10.0%	10.0%	10.0%	0.0%	30.8%
White - Males	3	4	4	4	2	30.0%	40.0%	40.0%	36.4%	15.4%
Black - Females	5	4	4	6	6	50.0%	40.0%	40.0%	54.5%	46.2%
Black - Males	1	1	1	1	1	10.0%	10.0%	10.0%	9.1%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	2	0.0%	0.0%	0.0%	9.1%	15.4%
25-29	1	1	0	0	1	10.0%	10.0%	0.0%	0.0%	7.7%
30-34	0	0	1	1	1	0.0%	0.0%	10.0%	9.1%	7.7%
35-39	1	0	0	0	1	10.0%	0.0%	0.0%	0.0%	7.7%
40-44	1	2	1	2	3	10.0%	20.0%	10.0%	18.2%	23.1%
45-49	4	3	4	3	2	40.0%	30.0%	40.0%	27.3%	15.4%
50-54	2	2	2	2	2	20.0%	20.0%	20.0%	18.2%	15.4%
55+	1	2	2	2	1	10.0%	20.0%	20.0%	18.2%	7.7%
<b>Average Age</b>	46.0	47.3	48.8	46.3	40.2					

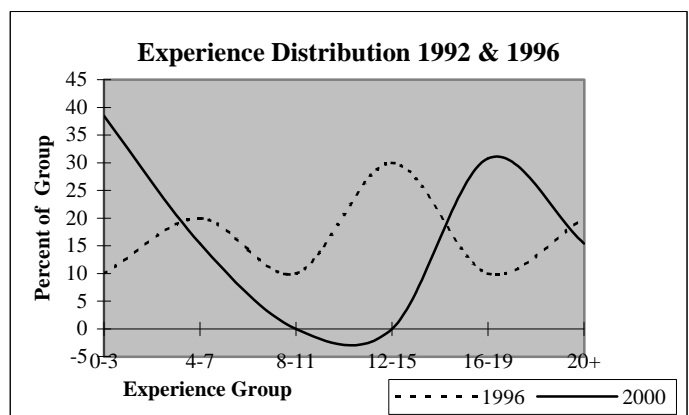
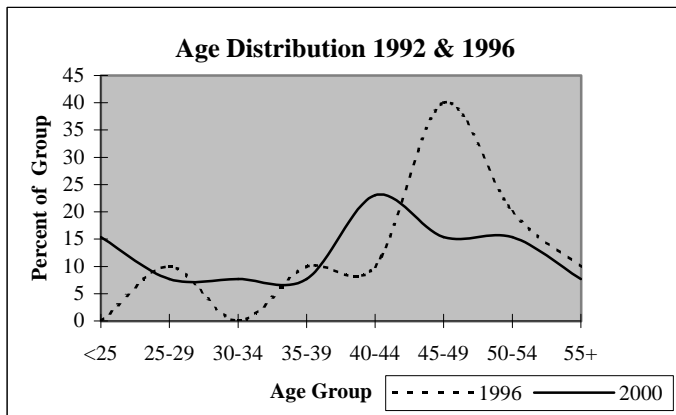
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	2	5	10.0%	10.0%	10.0%	18.2%	38.5%
4-7 Years	2	2	2	2	2	20.0%	20.0%	20.0%	18.2%	15.4%
8-11 Years	1	1	1	0	0	10.0%	10.0%	10.0%	0.0%	0.0%
12-15 Years	3	3	2	2	0	30.0%	30.0%	20.0%	18.2%	0.0%
16-19 Years	1	0	1	2	4	10.0%	0.0%	10.0%	18.2%	30.8%
20+ Years	2	3	3	3	2	20.0%	30.0%	30.0%	27.3%	15.4%
<b>Average Experience</b>	12.7	12.7	13.8	13.8	10.5					

## District Report for: BOLEY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	2	4	-	25.0%	8.3%	16.7%	30.8%	-
Attrition from Transfers	0	1	2	2	-	0.0%	8.3%	16.7%	15.4%	-
Attrition from Exits	3	0	0	2	-	25.0%	0.0%	0.0%	15.4%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>30.0%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>27.3%</b>	<b>-</b>
Attrition from Transfers	0	1	1	1	-	0.0%	10.0%	10.0%	9.1%	-
Attrition from Exits	3	0	0	2	-	30.0%	0.0%	0.0%	18.2%	-
<b>District Retention</b>										
Educator Retention	9	11	10	9	-	75.0%	91.7%	83.3%	69.2%	-
Teacher Retention	7	9	9	8	-	70.0%	90.0%	90.0%	72.7%	-

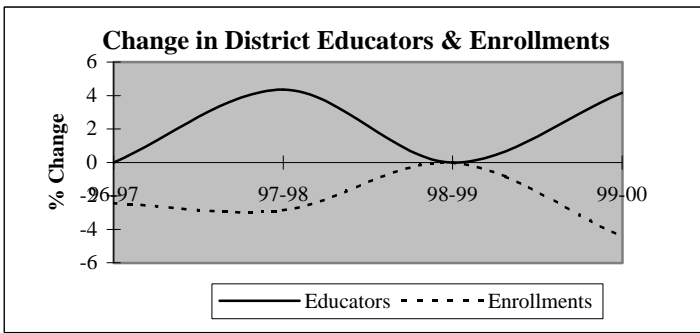
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	50.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	100.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	0.0%	50.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	8.3%	0.0%	7.7%	14.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	75.0%	100.0%	76.9%	71.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	16.7%	0.0%	15.4%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: PADEN

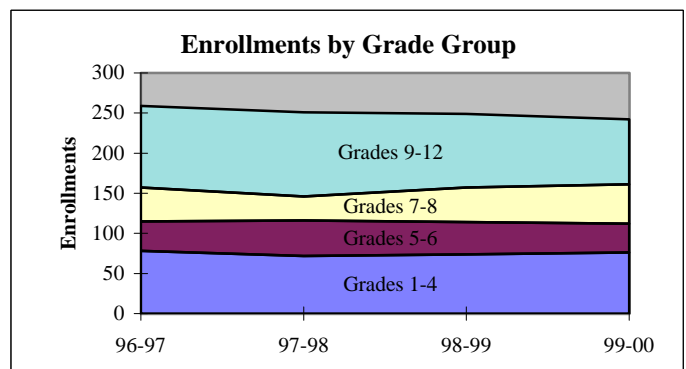
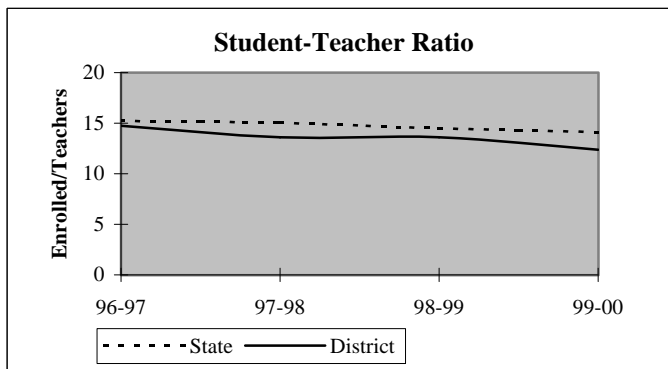


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.2	11.3	11.3	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.1	14.7	13.6	13.6	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	4.3%	0.0%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	36	-7	-8	0	-12	-	-	-	-	-
% Change in Enrollments	14.3%	-2.4%	-2.9%	0.0%	-4.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	13.0%	8.3%	8.3%	8.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	13.0%	13.0%	8.3%	8.3%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.3%	4.3%	8.3%	8.3%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	8.7%	8.3%	8.3%	8.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	4.3%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	41.7	41.9	42.9	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	12.8	13.5	14.4	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,775	27,422	29,143	30,417	28,883	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	10.5%	10.0%	10.0%	9.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	68.4%	70.0%	70.0%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.3%	5.0%	5.0%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.4%	33.6%	35.7%	34.6%	33.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	8	8	8	9	43.5%	34.8%	33.3%	33.3%	36.0%
Attrition	1	2	0	2	0					
Attrition Rate	10.0%	25.0%	0.0%	25.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	10	12	12	10	11	43.5%	52.2%	50.0%	41.7%	44.0%
Attrition	1	1	0	0	0					
Attrition Rate	10.0%	8.3%	0.0%	0.0%	0.0%					
At Retirement Age	3	3	4	6	5	13.0%	13.0%	16.7%	25.0%	20.0%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
At Retirement in 5 yrs.	3	4	6	6	5	13.0%	17.4%	25.0%	25.0%	20.0%

## District Report for: PADEN

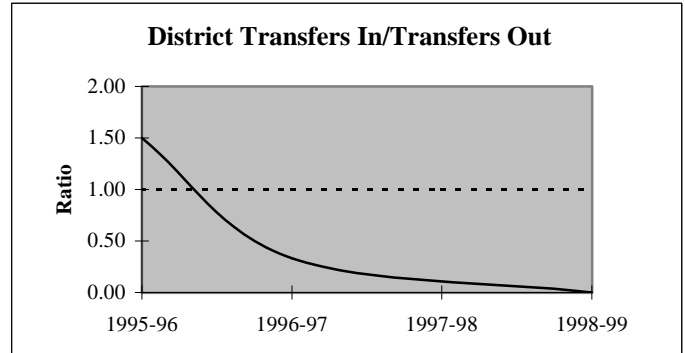
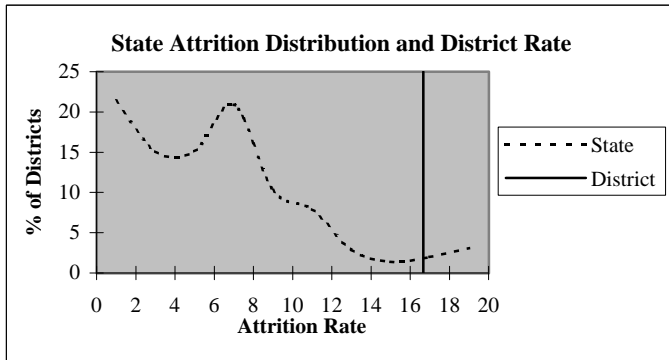
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	23	24	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	2	2	13.0%	13.0%	8.3%	8.3%	8.0%
Professional Staff	1	1	2	2	2	4.3%	4.3%	8.3%	8.3%	8.0%
<b>Total Teachers</b>	19	19	20	20	21	82.6%	82.6%	83.3%	83.3%	84.0%
Special Education	1	1	1	1	1	5.3%	5.3%	5.0%	5.0%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	10	10	10	47.4%	47.4%	50.0%	50.0%	47.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	9	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	10.5%	10.5%	10.0%	10.0%	9.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	1	1	1	5.3%	0.0%	5.0%	5.0%	4.8%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
Math	1	1	1	1	1	5.3%	5.3%	5.0%	5.0%	4.8%
<b>Science</b>	1	1	1	1	1	5.3%	5.3%	5.0%	5.0%	4.8%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	5.3%	5.3%	5.0%	5.0%	0.0%
Vocational Education	3	3	3	3	3	15.8%	15.8%	15.0%	15.0%	14.3%
Other	1	2	1	1	1	5.3%	10.5%	5.0%	5.0%	4.8%
<b>Total Enrollments</b>	287	280	272	272	260	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	23	21	21	23	18	8.0%	7.5%	7.7%	8.5%	6.9%
Grades 1-4	83	78	72	74	76	28.9%	27.9%	26.5%	27.2%	29.2%
Grades 5-6	31	37	44	40	36	10.8%	13.2%	16.2%	14.7%	13.8%
Grades 7-8	54	42	30	43	49	18.8%	15.0%	11.0%	15.8%	18.8%
Grades 9-12	96	102	105	92	81	33.4%	36.4%	38.6%	33.8%	31.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PADEN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	23	24	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	21	20	24	20	82.6%	91.3%	83.3%	100.0%	80.0%
<b>Newly Hired</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>17.4%</b>	<b>8.7%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>20.0%</b>
Transfers In	3	1	1	0	4	75.0%	50.0%	25.0%	0.0%	80.0%
Reentrants	0	1	1	0	0	0.0%	50.0%	25.0%	0.0%	0.0%
First Time Educators	1	0	2	0	1	25.0%	0.0%	50.0%	0.0%	20.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>-</b>	<b>8.7%</b>	<b>13.0%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	2	3	0	2	-	100.0%	100.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	0	0	0	2	-	0.0%	0.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	8.7%	13.0%	0.0%	16.7%	-
Transfers In/Out	1.50	0.33	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	1
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>23</b>

## District Report for: PADEN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	2	2	2	13.0%	13.0%	8.3%	8.3%	8.0%
White - Females	0	1	0	0	0	0.0%	33.3%	0.0%	0.0%	0.0%
White - Males	3	2	2	2	2	100.0%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	2	2	4.3%	4.3%	8.3%	8.3%	8.0%
White - Females	1	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	19	20	20	21	82.6%	82.6%	83.3%	83.3%	84.0%
White - Females	12	12	13	13	13	63.2%	63.2%	65.0%	65.0%	61.9%
White - Males	6	5	5	5	6	31.6%	26.3%	25.0%	25.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	5.3%	5.3%	5.0%	5.0%	4.8%
Other - Males	0	1	1	1	1	0.0%	5.3%	5.0%	5.0%	4.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	5.3%	0.0%	5.0%	5.0%	0.0%
25-29	4	3	3	3	3	21.1%	15.8%	15.0%	15.0%	15.0%
30-34	1	3	3	3	3	5.3%	15.8%	15.0%	15.0%	15.0%
35-39	1	1	1	1	0	5.3%	5.3%	5.0%	5.0%	0.0%
40-44	5	3	3	2	3	26.3%	15.8%	15.0%	10.0%	15.0%
45-49	2	4	3	4	4	10.5%	21.1%	15.0%	20.0%	20.0%
50-54	3	3	4	2	2	15.8%	15.8%	20.0%	10.0%	10.0%
55+	2	2	2	4	5	10.5%	10.5%	10.0%	20.0%	25.0%
<b>Average Age</b>	40.7	41.7	41.9	42.9	44.5					

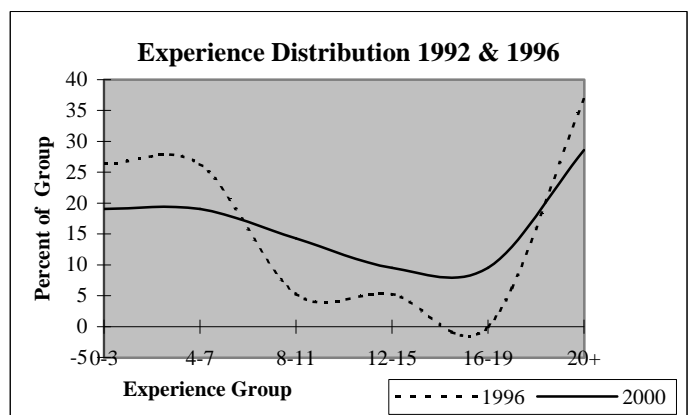
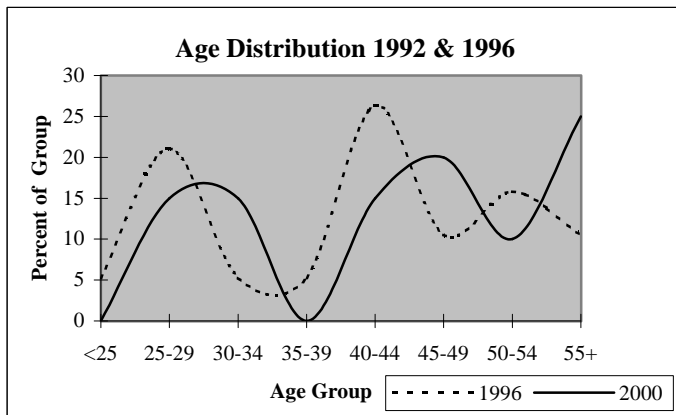
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	5	4	4	26.3%	26.3%	25.0%	20.0%	19.0%
4-7 Years	5	3	2	3	4	26.3%	15.8%	10.0%	15.0%	19.0%
8-11 Years	1	3	3	3	3	5.3%	15.8%	15.0%	15.0%	14.3%
12-15 Years	1	1	3	3	2	5.3%	5.3%	15.0%	15.0%	9.5%
16-19 Years	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	9.5%
20+ Years	7	7	7	7	6	36.8%	36.8%	35.0%	35.0%	28.6%
<b>Average Experience</b>	12.2	12.8	13.5	14.4	13.4					

## District Report for: PADEN

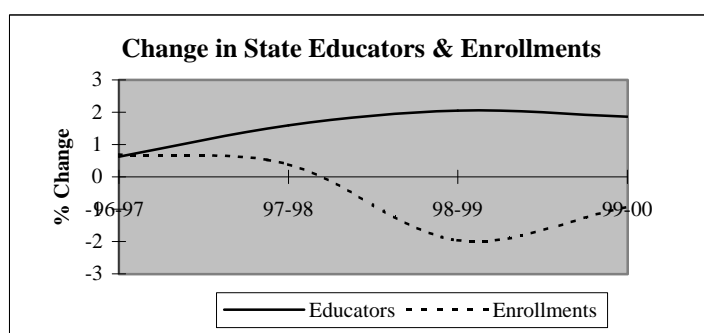
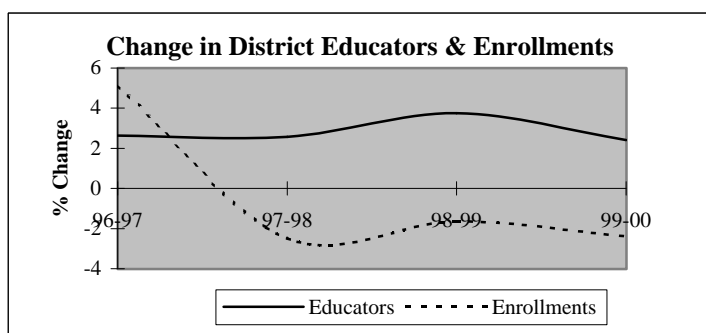
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	0	4	-	8.7%	13.0%	0.0%	16.7%	-
Attrition from Transfers	2	3	0	2	-	8.7%	13.0%	0.0%	8.3%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	8.3%	-
<b>Teacher Attrition</b>	1	2	0	3	-	5.3%	10.5%	0.0%	15.0%	-
Attrition from Transfers	1	2	0	1	-	5.3%	10.5%	0.0%	5.0%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	10.0%	-
<b>District Retention</b>										
Educator Retention	21	20	24	20	-	91.3%	87.0%	100.0%	83.3%	-
Teacher Retention	18	17	20	17	-	94.7%	89.5%	100.0%	85.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	4.2%	12.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.7%	95.7%	87.5%	95.8%	84.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	4.3%	12.5%	0.0%	4.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OKEMAH

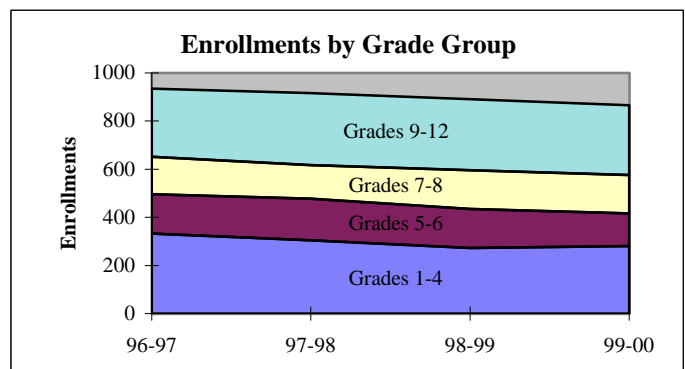
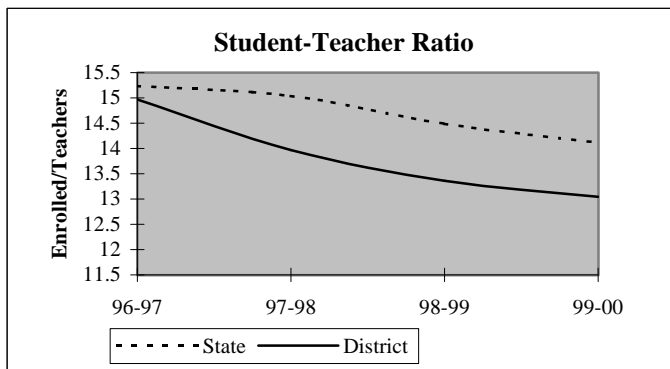


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	12.9	12.2	11.6	11.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.7	15.0	14.0	13.4	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	2	2	3	2	-	-	-	-	-
% Change in Educators	-3.8%	2.6%	2.6%	3.8%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	49	-25	-16	-23	-	-	-	-	-
% Change in Enrollments	0.1%	5.1%	-2.5%	-1.6%	-2.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.9%	5.1%	3.8%	6.0%	1.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	6.4%	6.3%	4.8%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.2%	7.7%	6.3%	8.4%	10.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.9%	6.4%	6.3%	7.2%	8.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	1.3%	1.3%	1.2%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	42.0	42.1	42.0	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	12.7	11.7	11.9	10.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,775	30,525	30,849	30,233	31,111	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.6%	7.5%	7.1%	8.3%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.8%	71.6%	71.4%	75.0%	73.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.2%	9.0%	10.0%	9.7%	9.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.8%	37.3%	40.4%	41.0%	40.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	22	27	27	33	25.0%	28.2%	33.8%	32.5%	38.8%
Attrition	2	2	3	4	0					
Attrition Rate	10.5%	9.1%	11.1%	14.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	48	48	47	51	47	63.2%	61.5%	58.8%	61.4%	55.3%
Attrition	5	5	3	11	0					
Attrition Rate	10.4%	10.4%	6.4%	21.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	8	6	5	5	11.8%	10.3%	7.5%	6.0%	5.9%
Attrition Rate	22.2%	25.0%	33.3%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	10	9	6	8	8	13.2%	11.5%	7.5%	9.6%	9.4%

## District Report for: OKEMAH

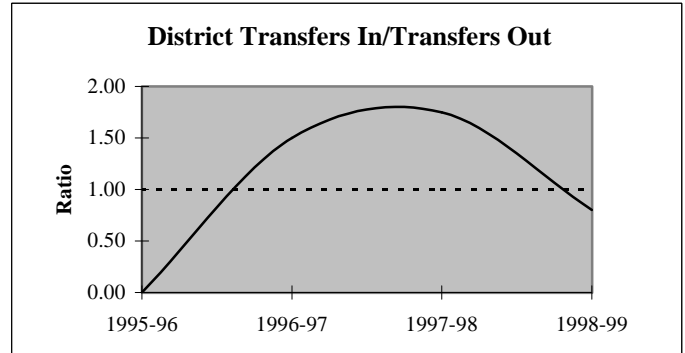
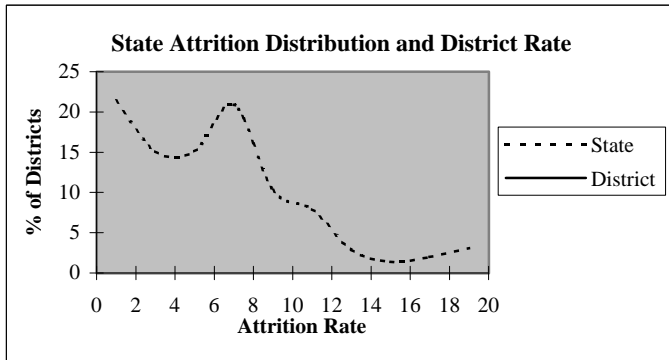
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	76	78	80	83	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	5	5	4	4	5.3%	6.4%	6.3%	4.8%	4.7%
Professional Staff	7	6	5	7	9	9.2%	7.7%	6.3%	8.4%	10.6%
<b>Total Teachers</b>	65	67	70	72	72	85.5%	85.9%	87.5%	86.7%	84.7%
Special Education	6	6	7	7	7	9.2%	9.0%	10.0%	9.7%	9.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	26	26	26	27	38.5%	38.8%	37.1%	36.1%	37.5%
<b>Middle School</b>	12	13	14	14	14	18.5%	19.4%	20.0%	19.4%	19.4%
Language Arts	3	3	4	4	2	4.6%	4.5%	5.7%	5.6%	2.8%
Art & Music	1	1	0	0	0	1.5%	1.5%	0.0%	0.0%	0.0%
Social Studies	3	3	3	3	4	4.6%	4.5%	4.3%	4.2%	5.6%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Math	3	3	3	3	2	4.6%	4.5%	4.3%	4.2%	2.8%
Science	1	1	1	1	2	1.5%	1.5%	1.4%	1.4%	2.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	3	3	3	1.5%	3.0%	4.3%	4.2%	4.2%
<b>High School (9-12)</b>	22	22	23	25	24	2200.0%	2200.0%	0.0%	0.0%	0.0%
Language Arts	6	5	3	4	4	9.2%	7.5%	4.3%	5.6%	5.6%
Art & Music	1	2	3	2	4	1.5%	3.0%	4.3%	2.8%	5.6%
Social Studies	3	3	3	3	4	4.6%	4.5%	4.3%	4.2%	5.6%
Foreign Language	2	2	2	2	1	3.1%	3.0%	2.9%	2.8%	1.4%
Math	2	1	4	4	4	3.1%	1.5%	5.7%	5.6%	5.6%
<b>Science</b>	2	2	4	3	3	3.1%	3.0%	5.7%	4.2%	4.2%
Biology	2	2	2	2	2	3.1%	3.0%	2.9%	2.8%	2.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	2	1	1	0.0%	0.0%	2.9%	1.4%	1.4%
Vocational Education	5	3	3	3	3	7.7%	4.5%	4.3%	4.2%	4.2%
Other	1	4	1	4	1	1.5%	6.0%	1.4%	5.6%	1.4%
<b>Total Enrollments</b>	954	1,003	978	962	939	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	66	61	59	68	58	6.9%	6.1%	6.0%	7.1%	6.2%
Grades 1-4	336	332	304	272	281	35.2%	33.1%	31.1%	28.3%	29.9%
Grades 5-6	143	164	174	163	135	15.0%	16.4%	17.8%	16.9%	14.4%
Grades 7-8	155	155	139	161	160	16.2%	15.5%	14.2%	16.7%	17.0%
Grades 9-12	254	284	299	295	290	26.6%	28.3%	30.6%	30.7%	30.9%
Ungraded	0	7	3	3	15	0.0%	0.7%	0.3%	0.3%	1.6%



## District Report for: OKEMAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	76	78	80	83	85	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	75	67	69	72	66	98.7%	85.9%	86.3%	86.7%	77.6%
<b>Newly Hired</b>	<b>1</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>19</b>	<b>1.3%</b>	<b>14.1%</b>	<b>13.8%</b>	<b>13.3%</b>	<b>22.4%</b>
Transfers In	0	6	7	8	10	0.0%	54.5%	63.6%	72.7%	52.6%
Reentrants	1	3	2	1	3	100.0%	27.3%	18.2%	9.1%	15.8%
First Time Educators	0	2	2	2	6	0.0%	18.2%	18.2%	18.2%	31.6%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>9</b>	<b>8</b>	<b>17</b>	<b>-</b>	<b>11.8%</b>	<b>11.5%</b>	<b>10.0%</b>	<b>20.5%</b>	<b>-</b>
Transfers Out	5	4	4	10	-	55.6%	44.4%	50.0%	58.8%	-
Leave Oklahoma Educ.	4	5	4	7	-	44.4%	55.6%	50.0%	41.2%	-

Dynamics Rates	District Rates				
District Attrition	11.8%	11.5%	10.0%	20.5%	-
Transfers In/Out	0.00	1.50	1.75	0.80	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	8	OBU, Shawnee	5
ECU, Ada	38	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	76



## District Report for: OKEMAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	5	5	4	4	5.3%	6.4%	6.3%	4.8%	4.7%
White - Females	0	1	1	1	1	0.0%	20.0%	20.0%	25.0%	25.0%
White - Males	4	4	4	3	3	100.0%	80.0%	80.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	6	5	7	9	9.2%	7.7%	6.3%	8.4%	10.6%
White - Females	6	6	5	7	7	85.7%	100.0%	100.0%	100.0%	77.8%
White - Males	1	0	0	0	1	14.3%	0.0%	0.0%	0.0%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	65	67	70	72	72	85.5%	85.9%	87.5%	86.7%	84.7%
White - Females	43	43	45	49	48	66.2%	64.2%	64.3%	68.1%	66.7%
White - Males	19	19	20	17	18	29.2%	28.4%	28.6%	23.6%	25.0%
Black - Females	1	1	1	1	1	1.5%	1.5%	1.4%	1.4%	1.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	4	4	4	4	3.1%	6.0%	5.7%	5.6%	5.6%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	1.4%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	1.4%	1.5%
25-29	5	5	8	5	4	7.7%	7.5%	11.8%	7.1%	5.9%
30-34	9	12	8	7	12	13.8%	17.9%	11.8%	10.0%	17.6%
35-39	14	13	14	15	10	21.5%	19.4%	20.6%	21.4%	14.7%
40-44	8	11	12	15	16	12.3%	16.4%	17.6%	21.4%	23.5%
45-49	14	12	12	10	9	21.5%	17.9%	17.6%	14.3%	13.2%
50-54	6	5	6	10	9	9.2%	7.5%	8.8%	14.3%	13.2%
55+	9	9	8	7	7	13.8%	13.4%	11.8%	10.0%	10.3%
<b>Average Age</b>	42.9	42.0	42.1	42.0	41.8					

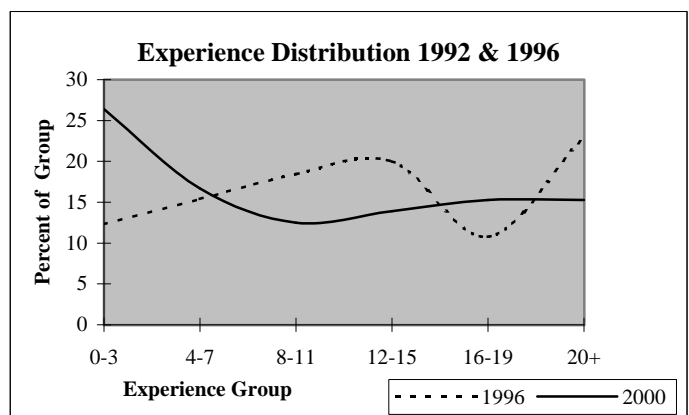
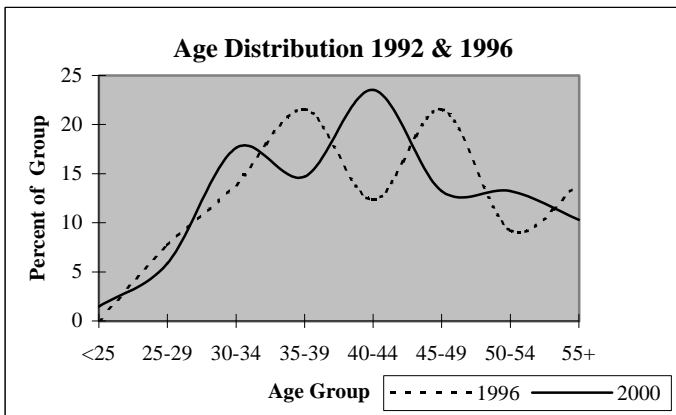
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	6	10	10	19	12.3%	9.0%	14.3%	13.9%	26.4%
4-7 Years	10	15	16	15	12	15.4%	22.4%	22.9%	20.8%	16.7%
8-11 Years	12	14	13	11	9	18.5%	20.9%	18.6%	15.3%	12.5%
12-15 Years	13	12	12	15	10	20.0%	17.9%	17.1%	20.8%	13.9%
16-19 Years	7	8	9	10	11	10.8%	11.9%	12.9%	13.9%	15.3%
20+ Years	15	12	10	11	11	23.1%	17.9%	14.3%	15.3%	15.3%
<b>Average Experience</b>	13.5	12.7	11.7	11.9	10.7					

## District Report for: OKEMAH

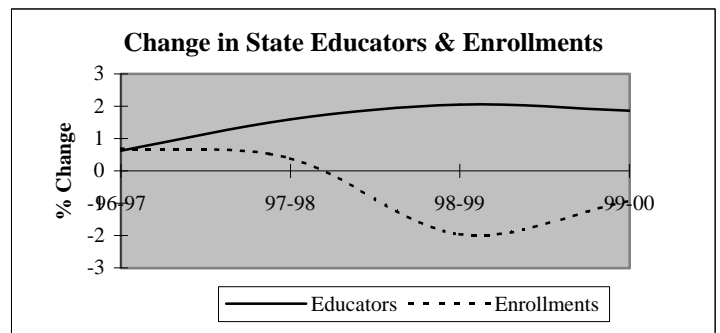
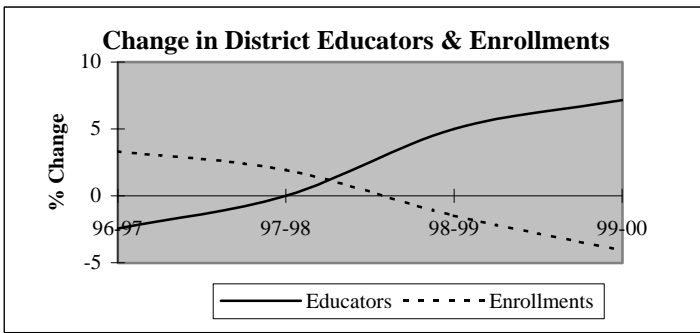
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	9	8	17	-	11.8%	11.5%	10.0%	20.5%	-
Attrition from Transfers	5	4	4	10	-	6.6%	5.1%	5.0%	12.0%	-
Attrition from Exits	4	5	4	7	-	5.3%	6.4%	5.0%	8.4%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>8</b>	<b>5</b>	<b>14</b>	<b>-</b>	<b>10.8%</b>	<b>11.9%</b>	<b>7.1%</b>	<b>19.4%</b>	<b>-</b>
Attrition from Transfers	3	3	2	9	-	4.6%	4.5%	2.9%	12.5%	-
Attrition from Exits	4	5	3	5	-	6.2%	7.5%	4.3%	6.9%	-
<b>District Retention</b>										
Educator Retention	67	69	72	66	-	88.2%	88.5%	90.0%	79.5%	-
Teacher Retention	58	59	65	58	-	89.2%	88.1%	92.9%	80.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	11.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	93.8%	6.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	6.3%	93.8%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	0.0%	88.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	1.3%	1.3%	1.2%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.4%	92.3%	93.8%	95.2%	85.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.3%	6.4%	5.0%	3.6%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WELEETKA

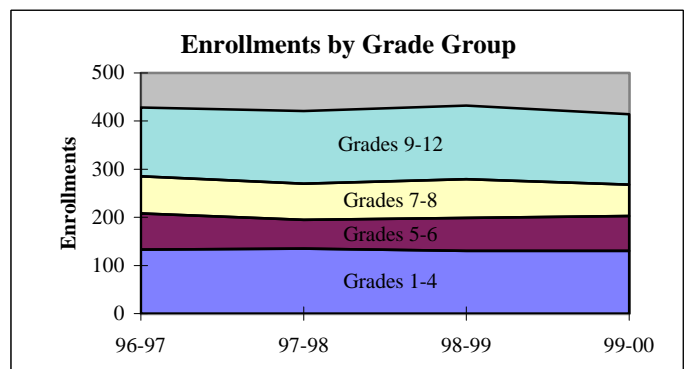
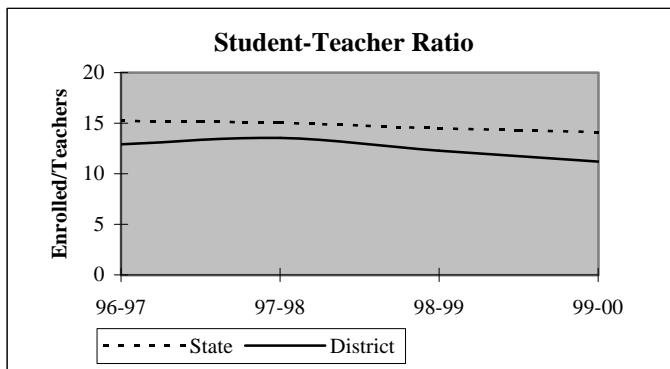


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	11.6	11.9	11.1	10.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	12.9	13.5	12.3	11.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	2	3	-	-	-	-	-
% Change in Educators	0.0%	-2.4%	0.0%	5.0%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	15	9	-7	-19	-	-	-	-	-
% Change in Enrollments	3.9%	3.3%	1.9%	-1.5%	-4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.4%	2.5%	5.0%	7.1%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.5%	7.5%	4.8%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.4%	2.5%	5.0%	4.8%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	5.0%	4.8%	4.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	33.3%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.5%	2.5%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	42.1	41.5	42.2	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	12.9	11.6	11.7	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,790	28,945	28,900	29,517	28,936	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	2.9%	5.3%	5.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.6%	66.7%	71.4%	71.1%	72.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.5%	13.9%	14.3%	13.2%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.4%	47.7%	50.2%	45.6%	46.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	13	15	14	14	41.5%	32.5%	37.5%	33.3%	31.1%
Attrition	1	2	2	4	0					
Attrition Rate	5.9%	15.4%	13.3%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	24	24	27	28	51.2%	60.0%	60.0%	64.3%	62.2%
Attrition	0	4	2	0	0					
Attrition Rate	0.0%	16.7%	8.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	1	1	3	7.3%	7.5%	2.5%	2.4%	6.7%
Attrition Rate	0.0%	66.7%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	2	3	6	7.3%	7.5%	5.0%	7.1%	13.3%

## District Report for: WELEETKA

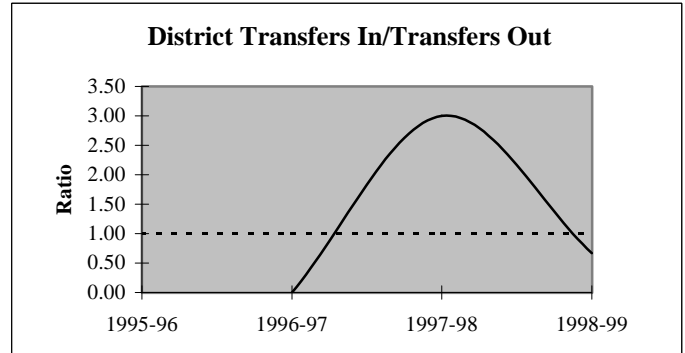
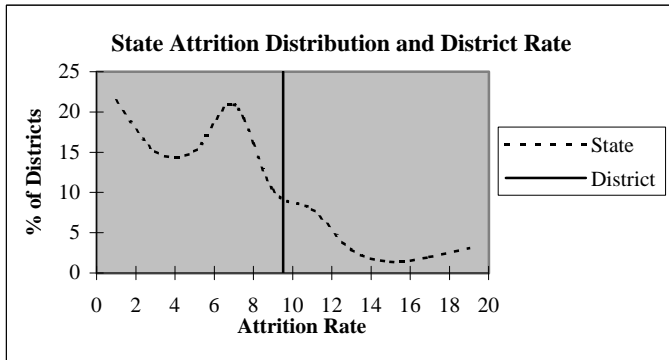
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	40	40	42	45	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	7.3%	7.5%	7.5%	4.8%	4.4%
Professional Staff	1	1	2	2	3	2.4%	2.5%	5.0%	4.8%	6.7%
<b>Total Teachers</b>	37	36	35	38	40	90.2%	90.0%	87.5%	90.5%	88.9%
Special Education	5	5	5	5	5	13.5%	13.9%	14.3%	13.2%	12.5%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	2.9%	2.6%	2.5%
Elementary	15	14	14	14	16	40.5%	38.9%	40.0%	36.8%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	15	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	5.4%	5.6%	5.7%	5.3%	5.0%
Art & Music	2	2	2	2	2	5.4%	5.6%	5.7%	5.3%	5.0%
Social Studies	2	1	3	2	2	5.4%	2.8%	8.6%	5.3%	5.0%
Foreign Language	1	1	1	1	0	2.7%	2.8%	2.9%	2.6%	0.0%
Math	2	2	2	2	2	5.4%	5.6%	5.7%	5.3%	5.0%
<b>Science</b>	3	3	1	1	2	8.1%	8.3%	2.9%	2.6%	5.0%
Biology	1	0	1	0	1	2.7%	0.0%	2.9%	0.0%	2.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	3	0	1	1	5.4%	8.3%	0.0%	2.6%	2.5%
Vocational Education	4	4	3	2	2	10.8%	11.1%	8.6%	5.3%	5.0%
Other	1	2	1	6	6	2.7%	5.6%	2.9%	15.8%	15.0%
<b>Total Enrollments</b>	450	465	474	467	448	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	36	53	35	34	9.3%	7.7%	11.2%	7.5%	7.6%
Grades 1-4	128	133	135	130	130	28.4%	28.6%	28.5%	27.8%	29.0%
Grades 5-6	68	75	60	69	73	15.1%	16.1%	12.7%	14.8%	16.3%
Grades 7-8	85	77	75	80	65	18.9%	16.6%	15.8%	17.1%	14.5%
Grades 9-12	125	143	151	153	146	27.8%	30.8%	31.9%	32.8%	32.6%
Ungraded	2	1	0	0	0	0.4%	0.2%	0.0%	0.0%	0.0%



## District Report for: WELEETKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	40	40	42	45	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	40	32	36	38	92.7%	100.0%	80.0%	85.7%	84.4%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>7.3%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>14.3%</b>	<b>15.6%</b>
Transfers In	1	0	3	2	1	33.3%	0.0%	37.5%	33.3%	14.3%
Reentrants	0	0	4	2	2	0.0%	0.0%	50.0%	33.3%	28.6%
First Time Educators	2	0	1	2	4	66.7%	0.0%	12.5%	33.3%	57.1%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>2.4%</b>	<b>20.0%</b>	<b>10.0%</b>	<b>9.5%</b>	<b>-</b>
Transfers Out	0	4	1	3	-	0.0%	50.0%	25.0%	75.0%	-
Leave Oklahoma Educ.	1	4	3	1	-	100.0%	50.0%	75.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	2.4%	20.0%	10.0%	9.5%	-
Transfers In/Out	nc	0.00	3.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	20	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	41

## District Report for: WELEETKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	2	2	7.3%	7.5%	7.5%	4.8%	4.4%
White - Females	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	100.0%	100.0%
Black - Females	0	0	1	0	0	0.0%	0.0%	33.3%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	2	3	2.4%	2.5%	5.0%	4.8%	6.7%
White - Females	1	1	1	1	2	100.0%	100.0%	50.0%	50.0%	66.7%
White - Males	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	36	35	38	40	90.2%	90.0%	87.5%	90.5%	88.9%
White - Females	25	24	25	26	27	67.6%	66.7%	71.4%	68.4%	67.5%
White - Males	12	12	9	10	11	32.4%	33.3%	25.7%	26.3%	27.5%
Black - Females	0	0	0	1	2	0.0%	0.0%	0.0%	2.6%	5.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	0	0.0%	0.0%	2.9%	2.6%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	2.9%	0.0%	0.0%
25-29	4	3	2	4	2	10.8%	8.3%	5.7%	10.5%	5.0%
30-34	8	7	9	8	9	21.6%	19.4%	25.7%	21.1%	22.5%
35-39	5	6	4	5	9	13.5%	16.7%	11.4%	13.2%	22.5%
40-44	5	4	3	3	2	13.5%	11.1%	8.6%	7.9%	5.0%
45-49	9	8	7	6	5	24.3%	22.2%	20.0%	15.8%	12.5%
50-54	2	4	5	8	9	5.4%	11.1%	14.3%	21.1%	22.5%
55+	4	4	4	4	4	10.8%	11.1%	11.4%	10.5%	10.0%
<b>Average Age</b>	41.1	42.1	41.5	42.2	42.9					

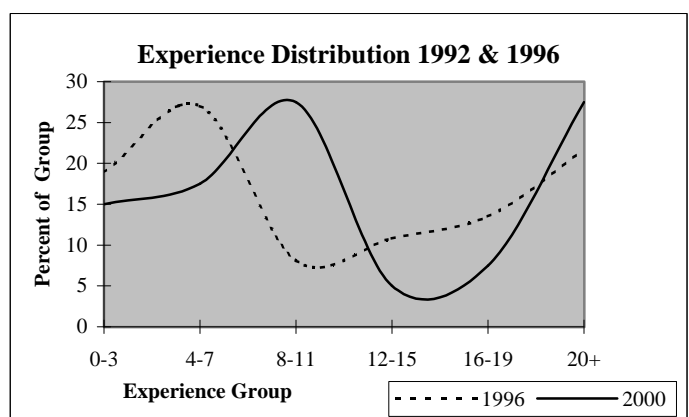
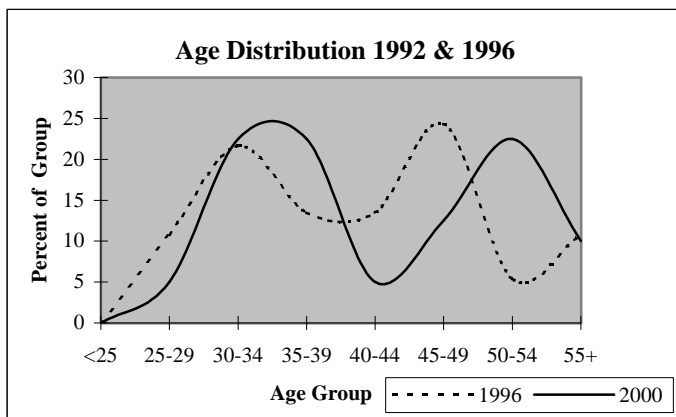
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	4	5	6	6	18.9%	11.1%	14.3%	15.8%	15.0%
4-7 Years	10	9	10	8	7	27.0%	25.0%	28.6%	21.1%	17.5%
8-11 Years	3	6	7	10	11	8.1%	16.7%	20.0%	26.3%	27.5%
12-15 Years	4	4	2	1	2	10.8%	11.1%	5.7%	2.6%	5.0%
16-19 Years	5	5	3	4	3	13.5%	13.9%	8.6%	10.5%	7.5%
20+ Years	8	8	8	9	11	21.6%	22.2%	22.9%	23.7%	27.5%
<b>Average Experience</b>	11.6	12.9	11.6	11.7	12.2					

## District Report for: WELEETKA

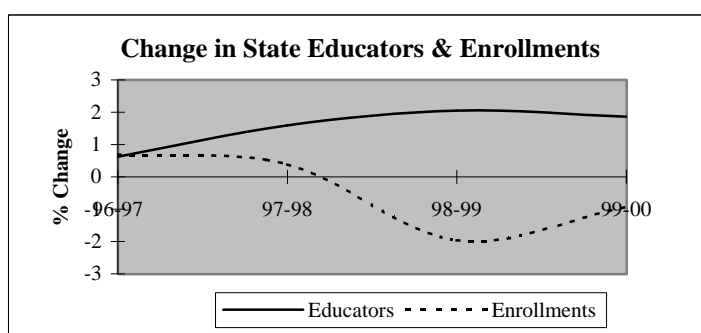
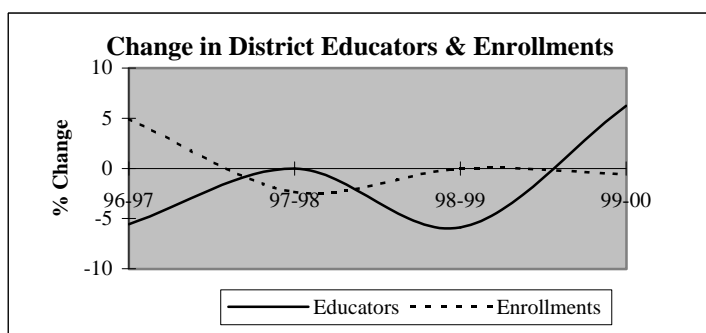
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	8	4	4	-	2.4%	20.0%	10.0%	9.5%	-
Attrition from Transfers	0	4	1	3	-	0.0%	10.0%	2.5%	7.1%	-
Attrition from Exits	1	4	3	1	-	2.4%	10.0%	7.5%	2.4%	-
Teacher Attrition	1	7	4	4	-	2.7%	19.4%	11.4%	10.5%	-
Attrition from Transfers	0	4	1	3	-	0.0%	11.1%	2.9%	7.9%	-
Attrition from Exits	1	3	3	1	-	2.7%	8.3%	8.6%	2.6%	-
<b>District Retention</b>										
Educator Retention	40	32	36	38	-	97.6%	80.0%	90.0%	90.5%	-
Teacher Retention	36	29	31	34	-	97.3%	80.6%	88.6%	89.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	62.5%	37.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	8.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.5%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	97.5%	87.5%	90.5%	86.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.9%	0.0%	12.5%	9.5%	13.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GRAHAM



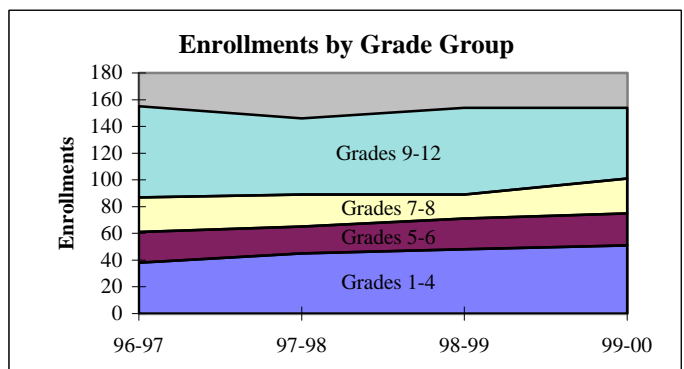
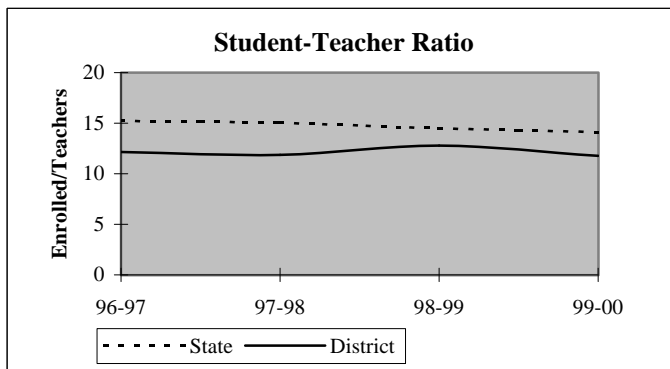
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.0	10.0	9.8	10.4	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.8	12.1	11.9	12.8	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	0	-1	1	-	-	-	-	-
% Change in Educators	-5.3%	-5.6%	0.0%	-5.9%	6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	8	-4	0	-1	-	-	-	-	-
% Change in Enrollments	0.0%	4.9%	-2.4%	0.0%	-0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	5.9%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	5.9%	5.9%	6.3%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	11.8%	11.8%	12.5%	11.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	5.9%	11.8%	12.5%	11.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.7	36.7	36.6	36.2	34.1	42.0	42.3	42.5	42.7	43.0
Average Experience	8.3	8.6	9.0	8.2	5.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,120	27,617	27,732	28,274	27,313	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	7.1%	7.7%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.3%	78.6%	78.6%	61.5%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	7.1%	7.1%	7.7%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	48.1%	44.7%	48.2%	52.4%	53.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	9	8	9	12	44.4%	52.9%	47.1%	56.3%	70.6%
Attrition	1	2	2	5	0					
Attrition Rate	12.5%	22.2%	25.0%	55.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	8	9	7	5	50.0%	47.1%	52.9%	43.8%	29.4%
Attrition	1	0	3	3	0					
Attrition Rate	11.1%	0.0%	33.3%	42.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	0	0	5.6%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	0	0	0	5.6%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					



# District Report for: GRAHAM

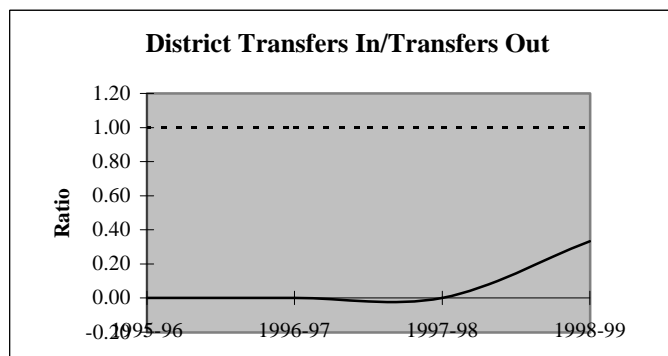
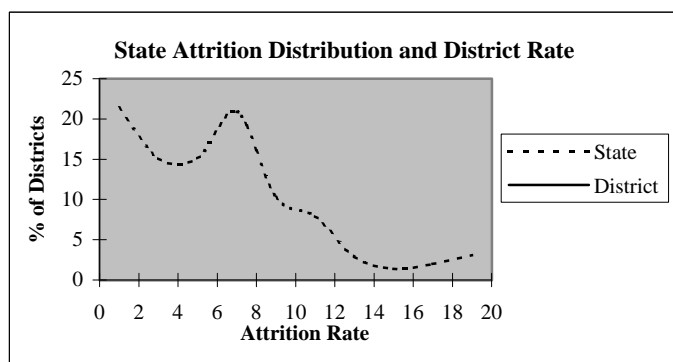
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	17	17	16	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	1	11.1%	5.9%	5.9%	6.3%	5.9%
Professional Staff	1	2	2	2	2	5.6%	11.8%	11.8%	12.5%	11.8%
<b>Total Teachers</b>	15	14	14	13	14	83.3%	82.4%	82.4%	81.3%	82.4%
Special Education	1	1	1	1	1	6.7%	7.1%	7.1%	7.7%	7.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	4	4	5	7	33.3%	28.6%	28.6%	38.5%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	7	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	1	1	13.3%	7.1%	7.1%	7.7%	7.1%
Art & Music	1	1	0	0	0	6.7%	7.1%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	2	6.7%	7.1%	7.1%	15.4%	14.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.7%	7.1%	7.1%	7.7%	7.1%
<b>Science</b>	1	2	2	2	1	6.7%	14.3%	14.3%	15.4%	7.1%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	1	6.7%	14.3%	14.3%	15.4%	7.1%
Vocational Education	2	2	1	1	1	13.3%	14.3%	7.1%	7.7%	7.1%
Other	1	1	3	0	0	6.7%	7.1%	21.4%	0.0%	0.0%
<b>Total Enrollments</b>	162	170	166	166	165	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	15	20	12	11	8.6%	8.8%	12.0%	7.2%	6.7%
Grades 1-4	39	38	45	48	51	24.1%	22.4%	27.1%	28.9%	30.9%
Grades 5-6	18	23	20	23	24	11.1%	13.5%	12.0%	13.9%	14.5%
Grades 7-8	23	26	24	18	26	14.2%	15.3%	14.5%	10.8%	15.8%
Grades 9-12	68	68	57	65	53	42.0%	40.0%	34.3%	39.2%	32.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GRAHAM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	17	17	16	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	15	15	12	8	94.4%	88.2%	88.2%	75.0%	47.1%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>5.6%</b>	<b>11.8%</b>	<b>11.8%</b>	<b>25.0%</b>	<b>52.9%</b>
Transfers In	0	0	0	2	2	0.0%	0.0%	0.0%	50.0%	22.2%
Reentrants	0	1	0	0	3	0.0%	50.0%	0.0%	0.0%	33.3%
First Time Educators	1	1	2	2	4	100.0%	50.0%	100.0%	50.0%	44.4%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>-</b>	<b>16.7%</b>	<b>11.8%</b>	<b>29.4%</b>	<b>50.0%</b>	<b>-</b>
Transfers Out	2	2	5	6	-	66.7%	100.0%	100.0%	75.0%	-
Leave Oklahoma Educ.	1	0	0	2	-	33.3%	0.0%	0.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	11.8%	29.4%	50.0%	-
Transfers In/Out	0.00	0.00	0.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	18

## District Report for: GRAHAM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	1	11.1%	5.9%	5.9%	6.3%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	2	2	5.6%	11.8%	11.8%	12.5%	11.8%
White - Females	1	1	1	1	1	100.0%	50.0%	50.0%	50.0%	50.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	14	14	13	14	83.3%	82.4%	82.4%	81.3%	82.4%
White - Females	11	11	10	7	9	73.3%	78.6%	71.4%	53.8%	64.3%
White - Males	4	3	3	5	4	26.7%	21.4%	21.4%	38.5%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	7.1%	7.7%	7.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	1	6.7%	0.0%	7.1%	0.0%	7.1%
25-29	2	4	4	5	3	13.3%	28.6%	28.6%	38.5%	21.4%
30-34	4	3	3	3	6	26.7%	21.4%	21.4%	23.1%	42.9%
35-39	2	2	1	0	1	13.3%	14.3%	7.1%	0.0%	7.1%
40-44	2	2	1	2	1	13.3%	14.3%	7.1%	15.4%	7.1%
45-49	2	1	2	1	1	13.3%	7.1%	14.3%	7.7%	7.1%
50-54	0	1	1	1	0	0.0%	7.1%	7.1%	7.7%	0.0%
55+	2	1	1	1	1	13.3%	7.1%	7.1%	7.7%	7.1%
<b>Average Age</b>	37.7	36.7	36.6	36.2	34.1					

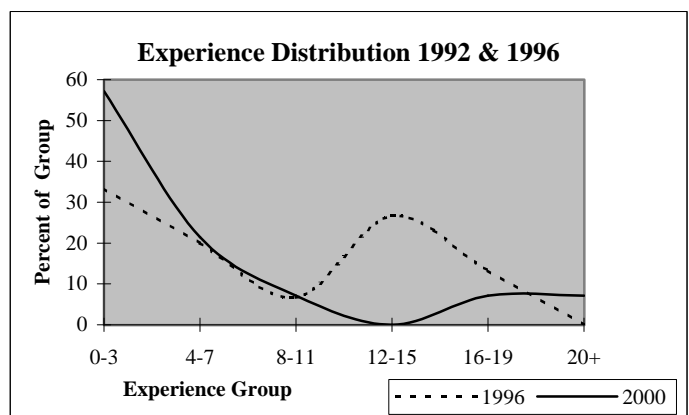
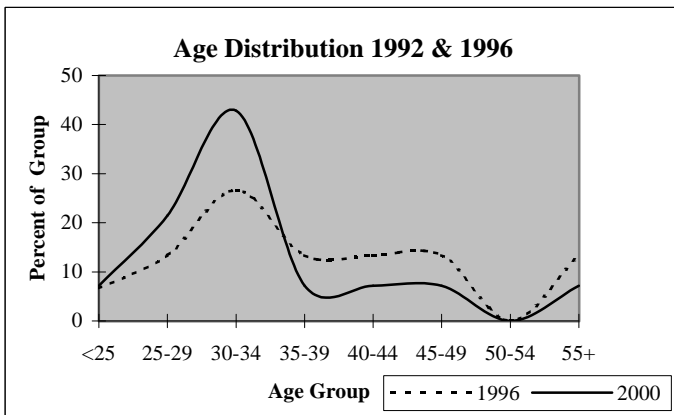
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	4	6	8	33.3%	28.6%	28.6%	46.2%	57.1%
4-7 Years	3	4	3	2	3	20.0%	28.6%	21.4%	15.4%	21.4%
8-11 Years	1	1	1	0	1	6.7%	7.1%	7.1%	0.0%	7.1%
12-15 Years	4	2	2	1	0	26.7%	14.3%	14.3%	7.7%	0.0%
16-19 Years	2	3	3	2	1	13.3%	21.4%	21.4%	15.4%	7.1%
20+ Years	0	0	1	2	1	0.0%	0.0%	7.1%	15.4%	7.1%
<b>Average Experience</b>	8.3	8.6	9.0	8.2	5.3					

## District Report for: GRAHAM

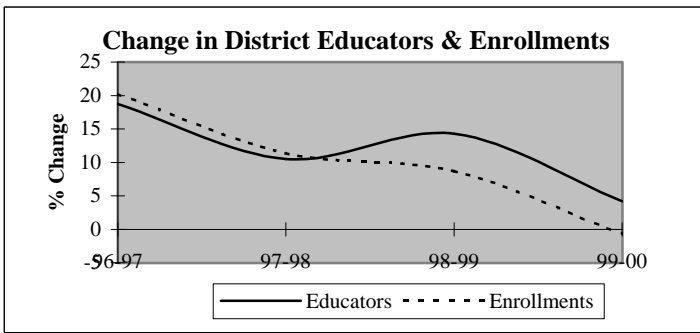
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	5	8	-	16.7%	11.8%	29.4%	50.0%	-
Attrition from Transfers	2	2	5	6	-	11.1%	11.8%	29.4%	37.5%	-
Attrition from Exits	1	0	0	2	-	5.6%	0.0%	0.0%	12.5%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>-</b>	<b>13.3%</b>	<b>14.3%</b>	<b>35.7%</b>	<b>61.5%</b>	<b>-</b>
Attrition from Transfers	2	2	5	6	-	13.3%	14.3%	35.7%	46.2%	-
Attrition from Exits	0	0	0	2	-	0.0%	0.0%	0.0%	15.4%	-
<b>District Retention</b>										
Educator Retention	15	15	12	8	-	83.3%	88.2%	70.6%	50.0%	-
Teacher Retention	13	12	9	5	-	86.7%	85.7%	64.3%	38.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	28.6%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	40.0%	40.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	88.2%	88.2%	87.5%	58.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	11.8%	11.8%	12.5%	41.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OAKDALE

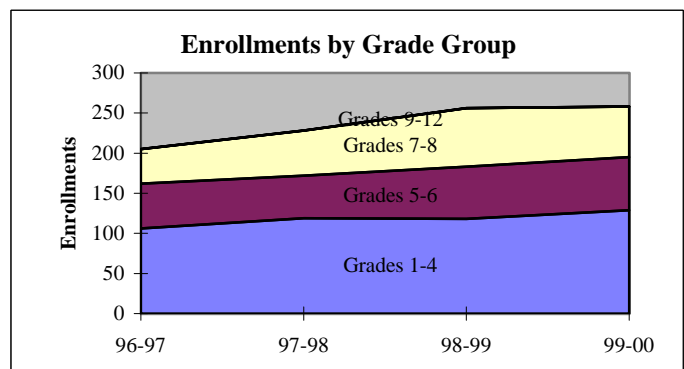
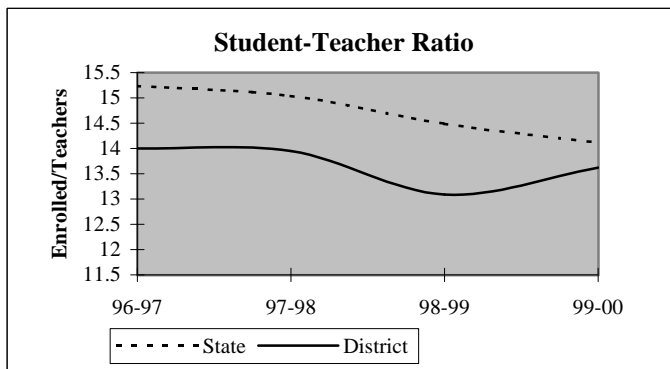


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	12.5	12.6	12.0	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	14.0	13.9	13.1	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	3	2	3	1	-	-	-	-	-
% Change in Educators	6.7%	18.8%	10.5%	14.3%	4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	40	27	23	-2	-	-	-	-	-
% Change in Enrollments	1.0%	20.2%	11.3%	8.7%	-0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.3%	5.3%	4.8%	12.5%	8.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	5.3%	4.8%	4.2%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	5.3%	4.8%	4.2%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.4	38.2	39.1	39.8	40.7	42.0	42.3	42.5	42.7	43.0
Average Experience	9.8	8.1	8.8	9.4	10.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,715	28,838	29,416	28,641	29,978	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	92.9%	88.2%	84.2%	81.8%	90.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	5.9%	5.3%	4.5%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.1%	10.9%	10.2%	11.1%	11.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	11	11	12	12	43.8%	57.9%	52.4%	50.0%	48.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	9.1%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	8	9	11	12	56.3%	42.1%	42.9%	45.8%	48.0%
Attrition	1	0	0	1	0					
Attrition Rate	11.1%	0.0%	0.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	1	1	0.0%	0.0%	4.8%	4.2%	4.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	1	6.3%	5.3%	4.8%	4.2%	4.0%

## District Report for: OAKDALE

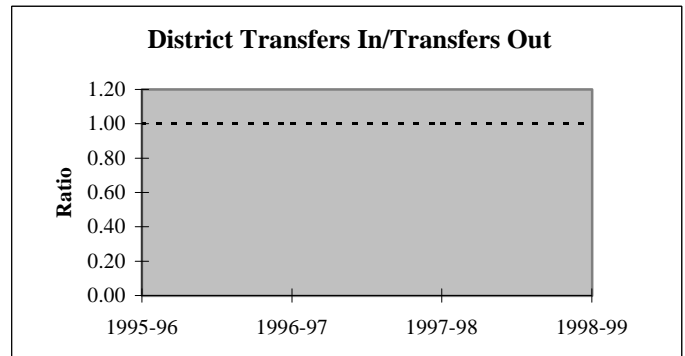
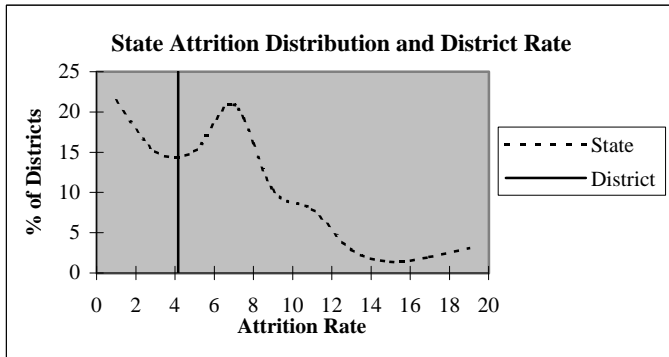
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	19	21	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	6.3%	5.3%	4.8%	4.2%	8.0%
Professional Staff	1	1	1	1	2	6.3%	5.3%	4.8%	4.2%	8.0%
<b>Total Teachers</b>	14	17	19	22	21	87.5%	89.5%	90.5%	91.7%	84.0%
Special Education	1	1	1	1	1	7.1%	5.9%	5.3%	4.5%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	16	18	21	20	92.9%	94.1%	94.7%	95.5%	95.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	198	238	265	288	286	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	32	36	31	27	7.1%	13.4%	13.6%	10.8%	9.4%
Grades 1-4	94	106	119	118	129	47.5%	44.5%	44.9%	41.0%	45.1%
Grades 5-6	43	56	53	65	66	21.7%	23.5%	20.0%	22.6%	23.1%
Grades 7-8	46	43	56	73	63	23.2%	18.1%	21.1%	25.3%	22.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	1	1	1	1	0.5%	0.4%	0.4%	0.3%	0.3%



## District Report for: OAKDALE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	19	21	24	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	15	18	21	23	81.3%	78.9%	85.7%	87.5%	92.0%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>18.8%</b>	<b>21.1%</b>	<b>14.3%</b>	<b>12.5%</b>	<b>8.0%</b>
Transfers In	0	1	2	0	1	0.0%	25.0%	66.7%	0.0%	50.0%
Reentrants	0	2	0	2	1	0.0%	50.0%	0.0%	66.7%	50.0%
First Time Educators	3	1	1	1	0	100.0%	25.0%	33.3%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>6.3%</b>	<b>5.3%</b>	<b>0.0%</b>	<b>4.2%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	1	0	1	-	100.0%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.3%	5.3%	0.0%	4.2%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	2
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>16</b>

## District Report for: OAKDALE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	6.3%	5.3%	4.8%	4.2%	8.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	6.3%	5.3%	4.8%	4.2%	8.0%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	17	19	22	21	87.5%	89.5%	90.5%	91.7%	84.0%
White - Females	13	15	16	18	19	92.9%	88.2%	84.2%	81.8%	90.5%
White - Males	1	2	3	4	2	7.1%	11.8%	15.8%	18.2%	9.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	3	1	0	0	15.4%	18.8%	5.9%	0.0%	0.0%
25-29	0	3	4	6	5	0.0%	18.8%	23.5%	30.0%	26.3%
30-34	1	1	2	3	4	7.7%	6.3%	11.8%	15.0%	21.1%
35-39	1	1	1	0	0	7.7%	6.3%	5.9%	0.0%	0.0%
40-44	3	3	2	3	1	23.1%	18.8%	11.8%	15.0%	5.3%
45-49	3	3	4	3	4	23.1%	18.8%	23.5%	15.0%	21.1%
50-54	1	1	2	3	2	7.7%	6.3%	11.8%	15.0%	10.5%
55+	2	1	1	2	3	15.4%	6.3%	5.9%	10.0%	15.8%
<b>Average Age</b>	42.4	38.2	39.1	39.8	40.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	6	8	5	21.4%	29.4%	31.6%	36.4%	23.8%
4-7 Years	4	6	5	4	5	28.6%	35.3%	26.3%	18.2%	23.8%
8-11 Years	1	1	2	3	4	7.1%	5.9%	10.5%	13.6%	19.0%
12-15 Years	1	1	0	0	1	7.1%	5.9%	0.0%	0.0%	4.8%
16-19 Years	3	3	3	3	2	21.4%	17.6%	15.8%	13.6%	9.5%
20+ Years	2	1	3	4	4	14.3%	5.9%	15.8%	18.2%	19.0%
<b>Average Experience</b>	9.8	8.1	8.8	9.4	10.0					

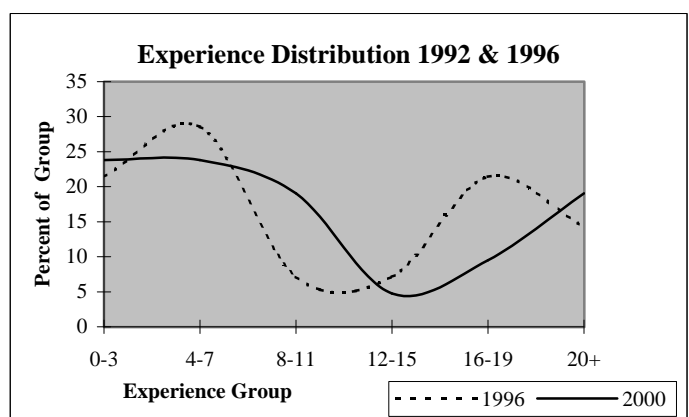
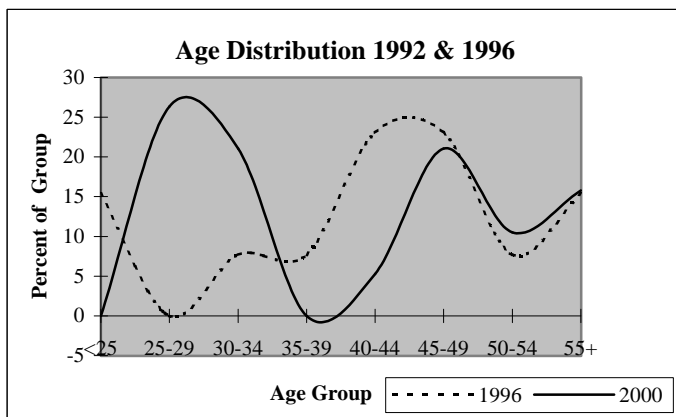


## District Report for: OAKDALE

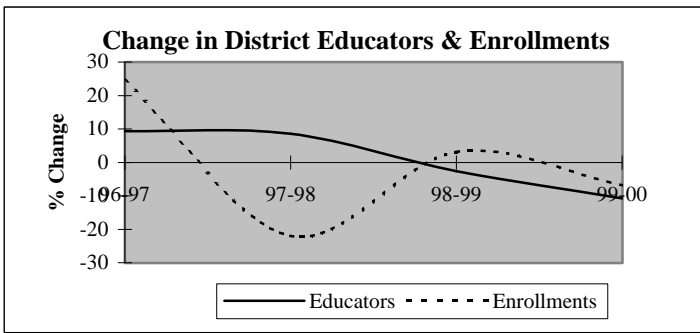
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	0	1	-	6.3%	5.3%	0.0%	4.2%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	0	1	-	6.3%	5.3%	0.0%	4.2%	-
<b>Teacher Attrition</b>	1	1	0	1	-	7.1%	5.9%	0.0%	4.5%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	0	1	-	7.1%	5.9%	0.0%	4.5%	-
<b>District Retention</b>										
Educator Retention	15	18	21	23	-	93.8%	94.7%	100.0%	95.8%	-
Teacher Retention	13	16	19	21	-	92.9%	94.1%	100.0%	95.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	6.3%	5.3%	4.8%	0.0%	4.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	75.0%	78.9%	90.5%	87.5%	92.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.8%	15.8%	4.8%	12.5%	4.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CRUTCHO

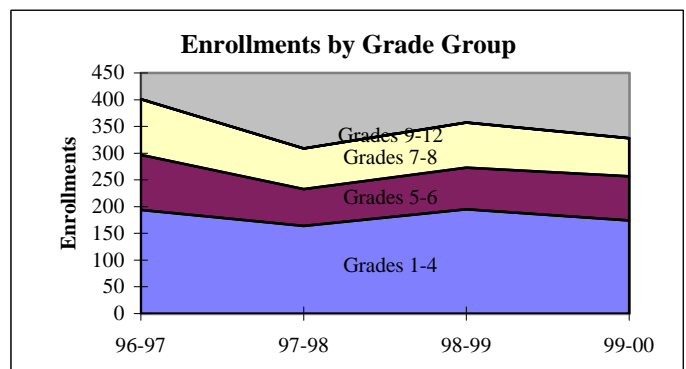
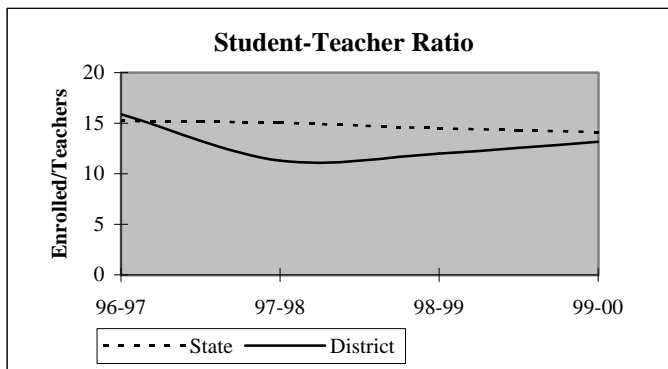


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	14.1	10.1	10.7	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	15.9	11.3	12.0	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	3	3	-1	-4	-	-	-	-	-
% Change in Educators	0.0%	9.4%	8.6%	-2.6%	-10.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	53	97	-108	12	-27	-	-	-	-	-
% Change in Enrollments	15.5%	24.6%	-22.0%	3.1%	-6.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	25.0%	14.3%	5.3%	10.8%	12.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.1%	5.7%	5.3%	5.4%	6.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	5.7%	5.3%	5.4%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	18.8%	17.1%	23.7%	27.0%	30.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.5	37.2	37.0	38.8	39.0	42.0	42.3	42.5	42.7	43.0
Average Experience	6.8	6.9	7.2	8.4	9.1	12.1	12.3	12.3	12.2	12.2
Average Salary	26,383	26,072	27,398	28,320	28,988	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.7%	19.4%	26.5%	30.3%	32.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.5%	77.4%	76.5%	75.8%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.8%	12.9%	11.8%	12.1%	10.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	80.8%	79.3%	73.2%	75.6%	75.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	22	24	20	16	59.4%	62.9%	63.2%	54.1%	48.5%
Attrition	5	2	3	7	0					
Attrition Rate	26.3%	9.1%	12.5%	35.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	14	16	16	40.6%	37.1%	36.8%	43.2%	48.5%
Attrition	0	0	0	3	0					
Attrition Rate	0.0%	0.0%	0.0%	18.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	3.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	1	1	0.0%	0.0%	2.6%	2.7%	3.0%

## District Report for: CRUTCHO

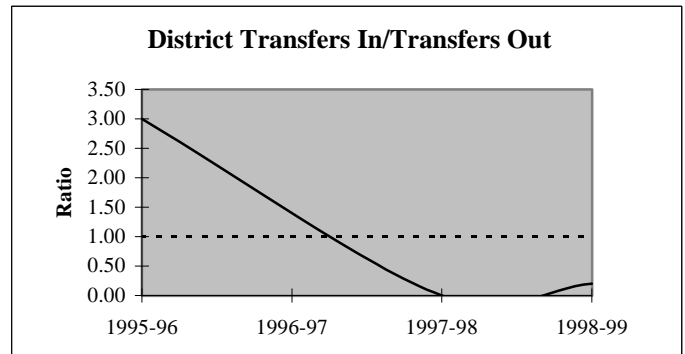
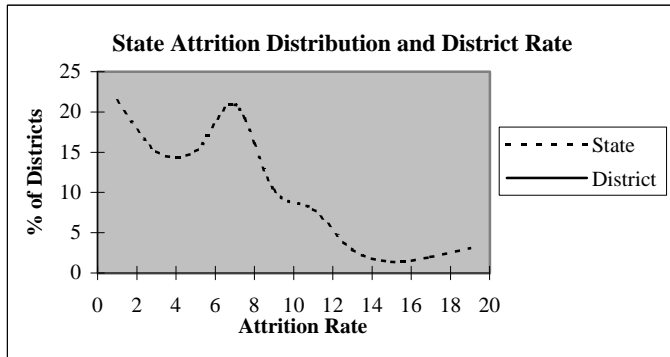
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	32	35	38	37	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	3.1%	5.7%	5.3%	5.4%	6.1%
Professional Staff	2	2	2	2	3	6.3%	5.7%	5.3%	5.4%	9.1%
<b>Total Teachers</b>	29	31	34	33	28	90.6%	88.6%	89.5%	89.2%	84.8%
Special Education	4	4	4	4	3	13.8%	12.9%	11.8%	12.1%	10.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	27	30	29	25	86.2%	87.1%	88.2%	87.9%	89.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	395	492	384	396	369	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	46	91	75	39	41	11.6%	18.5%	19.5%	9.8%	11.1%
Grades 1-4	176	194	164	195	174	44.6%	39.4%	42.7%	49.2%	47.2%
Grades 5-6	79	103	69	78	83	20.0%	20.9%	18.0%	19.7%	22.5%
Grades 7-8	94	104	76	84	71	23.8%	21.1%	19.8%	21.2%	19.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CRUTCHO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	32	35	38	37	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	27	33	35	27	71.9%	77.1%	86.8%	94.6%	81.8%
<b>Newly Hired</b>	<b>9</b>	<b>8</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>28.1%</b>	<b>22.9%</b>	<b>13.2%</b>	<b>5.4%</b>	<b>18.2%</b>
Transfers In	3	2	0	1	1	33.3%	25.0%	0.0%	50.0%	16.7%
Reentrants	1	0	1	0	1	11.1%	0.0%	20.0%	0.0%	16.7%
First Time Educators	5	6	4	1	4	55.6%	75.0%	80.0%	50.0%	66.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>-</b>	<b>15.6%</b>	<b>5.7%</b>	<b>7.9%</b>	<b>27.0%</b>	<b>-</b>
Transfers Out	1	0	3	5	-	20.0%	0.0%	100.0%	50.0%	-
Leave Oklahoma Educ.	4	2	0	5	-	80.0%	100.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	15.6%	5.7%	7.9%	27.0%	-
Transfers In/Out	3.00	nc	0.00	0.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	18	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	2
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	32

## District Report for: CRUTCHO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	3.1%	5.7%	5.3%	5.4%	6.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	3	6.3%	5.7%	5.3%	5.4%	9.1%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	31	34	33	28	90.6%	88.6%	89.5%	89.2%	84.8%
White - Females	13	18	19	17	14	44.8%	58.1%	55.9%	51.5%	50.0%
White - Males	10	7	6	6	5	34.5%	22.6%	17.6%	18.2%	17.9%
Black - Females	5	5	6	7	5	17.2%	16.1%	17.6%	21.2%	17.9%
Black - Males	0	0	2	2	3	0.0%	0.0%	5.9%	6.1%	10.7%
Other - Females	1	1	1	1	1	3.4%	3.2%	2.9%	3.0%	3.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	0	0	0.0%	6.7%	3.0%	0.0%	0.0%
25-29	6	8	10	5	6	21.4%	26.7%	30.3%	15.6%	22.2%
30-34	4	2	4	7	4	14.3%	6.7%	12.1%	21.9%	14.8%
35-39	5	4	3	3	3	17.9%	13.3%	9.1%	9.4%	11.1%
40-44	8	8	8	7	4	28.6%	26.7%	24.2%	21.9%	14.8%
45-49	3	4	5	8	8	10.7%	13.3%	15.2%	25.0%	29.6%
50-54	2	2	2	0	1	7.1%	6.7%	6.1%	0.0%	3.7%
55+	0	0	0	2	1	0.0%	0.0%	0.0%	6.3%	3.7%
<b>Average Age</b>	37.5	37.2	37.0	38.8	39.0					

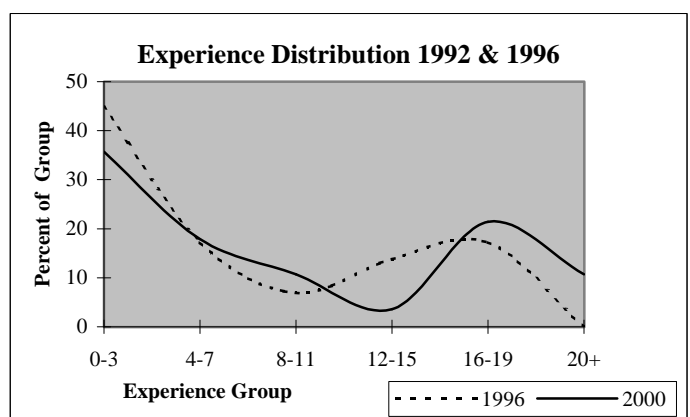
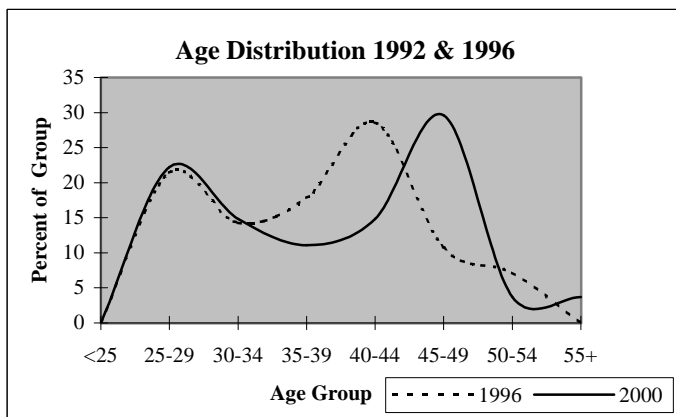
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	14	15	11	10	44.8%	45.2%	44.1%	33.3%	35.7%
4-7 Years	5	6	7	8	5	17.2%	19.4%	20.6%	24.2%	17.9%
8-11 Years	2	1	2	4	3	6.9%	3.2%	5.9%	12.1%	10.7%
12-15 Years	4	5	3	2	1	13.8%	16.1%	8.8%	6.1%	3.6%
16-19 Years	5	4	5	4	6	17.2%	12.9%	14.7%	12.1%	21.4%
20+ Years	0	1	2	4	3	0.0%	3.2%	5.9%	12.1%	10.7%
<b>Average Experience</b>	6.8	6.9	7.2	8.4	9.1					

## District Report for: CRUTCHO

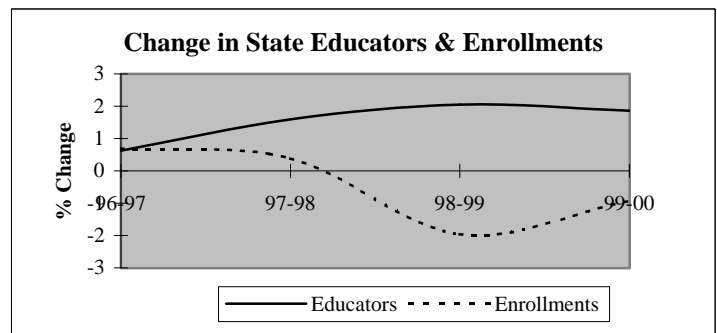
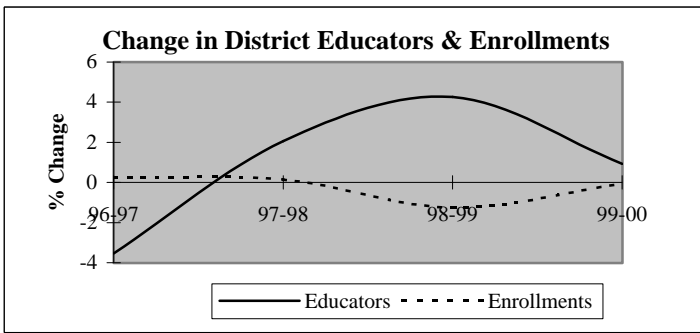
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	3	10	-	15.6%	5.7%	7.9%	27.0%	-
Attrition from Transfers	1	0	3	5	-	3.1%	0.0%	7.9%	13.5%	-
Attrition from Exits	4	2	0	5	-	12.5%	5.7%	0.0%	13.5%	-
<b>Teacher Attrition</b>	5	2	3	10	-	17.2%	6.5%	8.8%	30.3%	-
Attrition from Transfers	1	0	3	5	-	3.4%	0.0%	8.8%	15.2%	-
Attrition from Exits	4	2	0	5	-	13.8%	6.5%	0.0%	15.2%	-
<b>District Retention</b>										
Educator Retention	27	33	35	27	-	84.4%	94.3%	92.1%	73.0%	-
Teacher Retention	24	29	31	23	-	82.8%	93.5%	91.2%	69.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	10.0%	85.0%	78.2%	9.6%	87.8%
1 Year of Experience	72.2%	11.1%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	13.3%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	10.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	72.7%	18.2%	90.9%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	9.4%	0.0%	7.9%	2.7%	3.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	71.9%	82.9%	73.7%	94.6%	81.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	5.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.8%	17.1%	13.2%	2.7%	15.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PUTNAM CITY

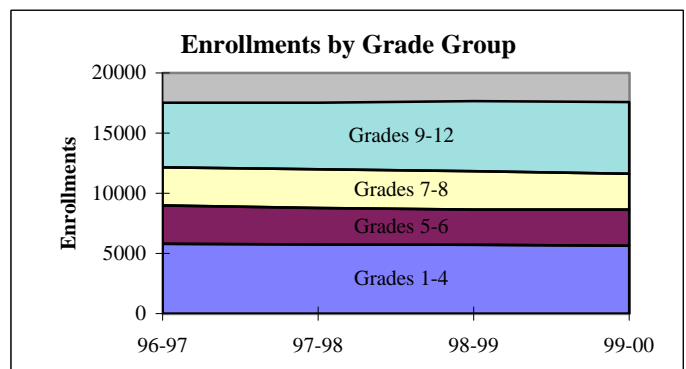
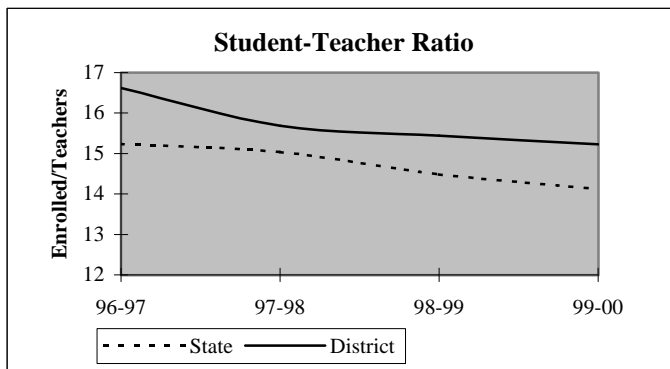


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	14.6	14.3	13.5	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	16.6	15.7	15.4	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-22	-48	27	57	13	-	-	-	-	-
% Change in Educators	-1.6%	-3.5%	2.1%	4.3%	0.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	161	44	27	-239	-11	-	-	-	-	-
% Change in Enrollments	0.9%	0.2%	0.1%	-1.3%	-0.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	6.3%	6.4%	6.7%	6.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.9%	3.7%	3.7%	3.8%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.0%	8.8%	5.2%	8.6%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.1%	2.9%	3.4%	3.4%	3.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	3.8%	4.2%	4.0%	1.9%	1.9%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.5%	1.4%	1.4%	1.5%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	42.0	42.3	42.1	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	12.0	11.9	11.5	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,609	29,885	30,975	31,500	32,430	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.0%	2.8%	3.4%	3.5%	3.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.1%	80.7%	81.3%	79.8%	79.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.0%	9.1%	3.0%	9.4%	8.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	22.6%	23.6%	25.6%	27.6%	29.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	533	501	530	567	582	39.2%	38.2%	39.6%	40.6%	41.3%
Attrition	97	73	100	106	0					
Attrition Rate	18.2%	14.6%	18.9%	18.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	716	701	692	697	682	52.7%	53.5%	51.7%	50.0%	48.4%
Attrition	38	43	42	58	0					
Attrition Rate	5.3%	6.1%	6.1%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	110	109	116	131	144	8.1%	8.3%	8.7%	9.4%	10.2%
Attrition	25	23	27	28	0					
Attrition Rate	22.7%	21.1%	23.3%	21.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	139	145	161	183	183	10.2%	11.1%	12.0%	13.1%	13.0%

## District Report for: PUTNAM CITY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	1,359	1,311	1,338	1,395	1,408	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	53	48	50	53	53	3.9%	3.7%	3.7%	3.8%	3.8%
Professional Staff	122	115	70	120	117	9.0%	8.8%	5.2%	8.6%	8.3%
<b>Total Teachers</b>	1,184	1,148	1,218	1,222	1,238	87.1%	87.6%	91.0%	87.6%	87.9%
Special Education	107	105	36	115	110	9.0%	9.1%	3.0%	9.4%	8.9%
Pre-K & Kindergarten	4	4	7	11	14	0.3%	0.3%	0.6%	0.9%	1.1%
Elementary	512	495	581	509	523	43.2%	43.1%	47.7%	41.7%	42.2%
<b>Middle School</b>	265	254	287	266	264	22.4%	22.1%	23.6%	21.8%	21.3%
Language Arts	61	62	57	55	55	5.2%	5.4%	4.7%	4.5%	4.4%
Art & Music	19	20	20	22	20	1.6%	1.7%	1.6%	1.8%	1.6%
Social Studies	45	39	40	41	42	3.8%	3.4%	3.3%	3.4%	3.4%
Foreign Language	13	9	11	11	10	1.1%	0.8%	0.9%	0.9%	0.8%
Math	43	41	42	40	40	3.6%	3.6%	3.4%	3.3%	3.2%
Science	42	42	41	42	42	3.5%	3.7%	3.4%	3.4%	3.4%
Vocational Education	11	11	13	9	10	0.9%	1.0%	1.1%	0.7%	0.8%
Other	31	30	63	46	45	2.6%	2.6%	5.2%	3.8%	3.6%
<b>High School (9-12)</b>	296	290	307	321	327	1557.9%	1450.0%	1535.0%	1459.1%	1635.0%
Language Arts	53	51	57	60	57	4.5%	4.4%	4.7%	4.9%	4.6%
Art & Music	18	21	23	25	25	1.5%	1.8%	1.9%	2.0%	2.0%
Social Studies	40	45	48	48	49	3.4%	3.9%	3.9%	3.9%	4.0%
Foreign Language	26	22	20	23	22	2.2%	1.9%	1.6%	1.9%	1.8%
Math	38	36	35	39	43	3.2%	3.1%	2.9%	3.2%	3.5%
<b>Science</b>	36	31	32	34	35	3.0%	2.7%	2.6%	2.8%	2.8%
Biology	8	12	12	10	12	0.7%	1.0%	1.0%	0.8%	1.0%
Chemistry	4	5	5	5	5	0.3%	0.4%	0.4%	0.4%	0.4%
Physics	3	1	2	1	2	0.3%	0.1%	0.2%	0.1%	0.2%
Other Science	21	13	13	18	16	1.8%	1.1%	1.1%	1.5%	1.3%
Vocational Education	35	31	21	22	25	3.0%	2.7%	1.7%	1.8%	2.0%
Other	50	53	71	70	71	4.2%	4.6%	5.8%	5.7%	5.7%
<b>Total Enrollments</b>	19,035	19,079	19,106	18,867	18,856	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,485	1,500	1,517	1,161	1,252	7.8%	7.9%	7.9%	6.2%	6.6%
Grades 1-4	5,897	5,794	5,747	5,729	5,648	31.0%	30.4%	30.1%	30.4%	30.0%
Grades 5-6	3,178	3,184	3,037	2,924	3,001	16.7%	16.7%	15.9%	15.5%	15.9%
Grades 7-8	3,109	3,172	3,221	3,173	2,979	16.3%	16.6%	16.9%	16.8%	15.8%
Grades 9-12	5,320	5,367	5,530	5,839	5,945	27.9%	28.1%	28.9%	30.9%	31.5%
Ungraded	46	62	54	41	31	0.2%	0.3%	0.3%	0.2%	0.2%

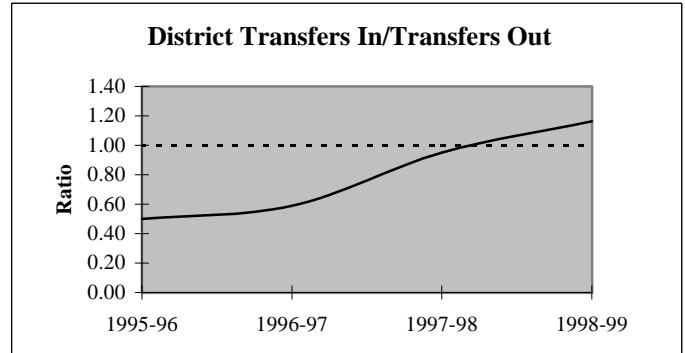
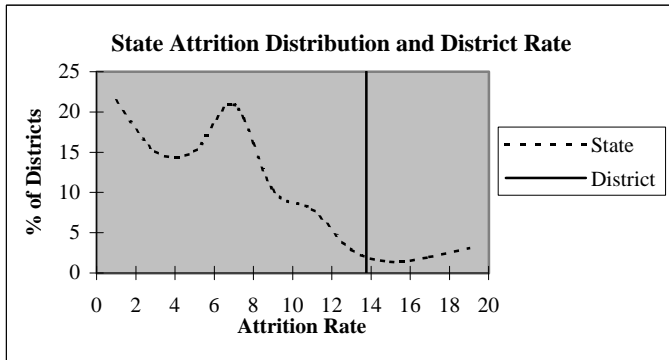




## District Report for: PUTNAM CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	1359	1311	1338	1395	1408	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1257	1199	1172	1169	1203	92.5%	91.5%	87.6%	83.8%	85.4%
<b>Newly Hired</b>	<b>102</b>	<b>112</b>	<b>166</b>	<b>226</b>	<b>205</b>	<b>7.5%</b>	<b>8.5%</b>	<b>12.4%</b>	<b>16.2%</b>	<b>14.6%</b>
Transfers In	19	20	38	57	46	18.6%	17.9%	22.9%	25.2%	22.4%
Reentrants	26	36	48	67	53	25.5%	32.1%	28.9%	29.6%	25.9%
First Time Educators	57	56	80	102	106	55.9%	50.0%	48.2%	45.1%	51.7%
<b>Total Exiting Next Year</b>	<b>160</b>	<b>139</b>	<b>169</b>	<b>192</b>	<b>-</b>	<b>11.8%</b>	<b>10.6%</b>	<b>12.6%</b>	<b>13.8%</b>	<b>-</b>
Transfers Out	38	34	40	49	-	23.8%	24.5%	23.7%	25.5%	-
Leave Oklahoma Educ.	122	105	129	143	-	76.3%	75.5%	76.3%	74.5%	-

Dynamics Rates	District Rates				
District Attrition	11.8%	10.6%	12.6%	13.8%	-
Transfers In/Out	0.50	0.59	0.95	1.16	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	201	Benedictine Heights, Tulsa	-
OSU, Stillwater	109	Southern Nazarene Univ., Bethany	99
UCO, Edmond	523	OBU, Shawnee	21
ECU, Ada	20	OCU, Oklahoma City	53
NWOSU, Alva	15	Phillips Univ., Enid	9
NESU, Tahlequah	19	University of Tulsa, Tulsa	5
SEOSU, Durant	8	OCUSA, Oklahoma City	21
SWOSU, Weatherford	44	Cameron, Lawton	7
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	5	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	196
		<b>Total</b>	<b>1,359</b>

## District Report for: PUTNAM CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	53	48	50	53	53	3.9%	3.7%	3.7%	3.8%	3.8%
White - Females	19	18	18	20	24	35.8%	37.5%	36.0%	37.7%	45.3%
White - Males	32	28	30	32	28	60.4%	58.3%	60.0%	60.4%	52.8%
Black - Females	1	1	1	1	1	1.9%	2.1%	2.0%	1.9%	1.9%
Black - Males	1	1	1	0	0	1.9%	2.1%	2.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	122	115	70	120	117	9.0%	8.8%	5.2%	8.6%	8.3%
White - Females	107	101	57	102	99	87.7%	87.8%	81.4%	85.0%	84.6%
White - Males	11	10	10	15	16	9.0%	8.7%	14.3%	12.5%	13.7%
Black - Females	3	3	1	1	0	2.5%	2.6%	1.4%	0.8%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	1.4%	0.8%	0.9%
Other - Males	1	1	1	1	1	0.8%	0.9%	1.4%	0.8%	0.9%
<b>Teachers</b>	1184	1148	1218	1222	1238	87.1%	87.6%	91.0%	87.6%	87.9%
White - Females	933	903	963	941	948	78.8%	78.7%	79.1%	77.0%	76.6%
White - Males	215	213	214	238	243	18.2%	18.6%	17.6%	19.5%	19.6%
Black - Females	5	4	7	9	12	0.4%	0.3%	0.6%	0.7%	1.0%
Black - Males	2	2	5	2	2	0.2%	0.2%	0.4%	0.2%	0.2%
Other - Females	22	19	20	25	25	1.9%	1.7%	1.6%	2.0%	2.0%
Other - Males	7	7	9	7	8	0.6%	0.6%	0.7%	0.6%	0.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	15	19	23	27	22	1.3%	1.7%	1.9%	2.3%	1.9%
25-29	209	165	169	179	161	17.8%	14.6%	14.1%	15.0%	14.0%
30-34	139	150	153	152	149	11.8%	13.3%	12.8%	12.7%	12.9%
35-39	117	108	115	115	123	10.0%	9.6%	9.6%	9.6%	10.7%
40-44	181	160	160	163	142	15.4%	14.2%	13.4%	13.6%	12.3%
45-49	248	226	224	212	186	21.1%	20.0%	18.7%	17.7%	16.1%
50-54	149	187	225	228	244	12.7%	16.5%	18.8%	19.1%	21.1%
55+	115	115	126	119	127	9.8%	10.2%	10.5%	10.0%	11.0%
<b>Average Age</b>	41.3	42.0	42.3	42.1	42.4					

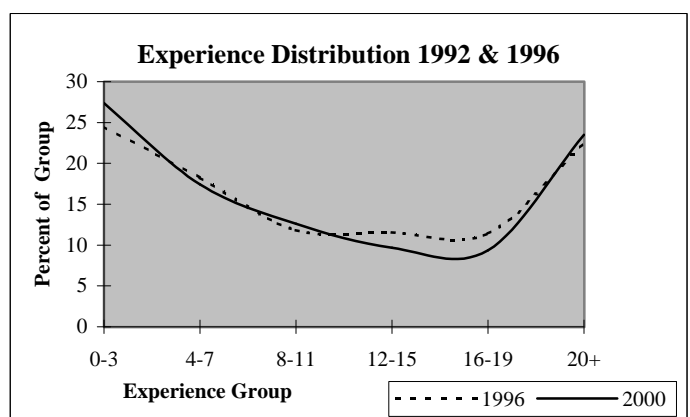
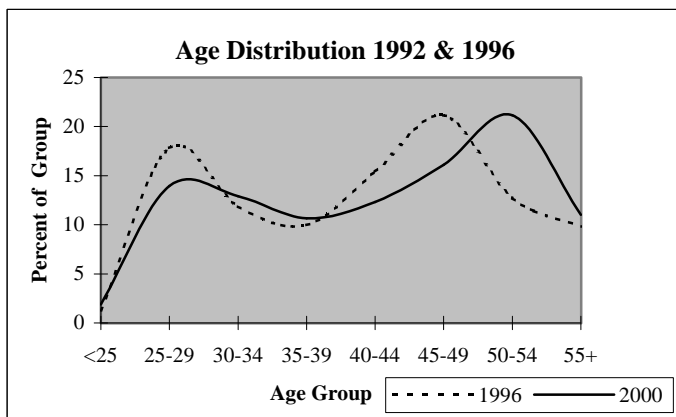
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	290	244	259	292	339	24.5%	21.3%	21.3%	23.9%	27.4%
4-7 Years	216	236	260	247	216	18.2%	20.6%	21.3%	20.2%	17.4%
8-11 Years	140	139	136	139	156	11.8%	12.1%	11.2%	11.4%	12.6%
12-15 Years	137	115	124	128	120	11.6%	10.0%	10.2%	10.5%	9.7%
16-19 Years	135	127	134	132	116	11.4%	11.1%	11.0%	10.8%	9.4%
20+ Years	266	287	305	284	291	22.5%	25.0%	25.0%	23.2%	23.5%
<b>Average Experience</b>	11.5	12.0	11.9	11.5	11.3					

## District Report for: PUTNAM CITY

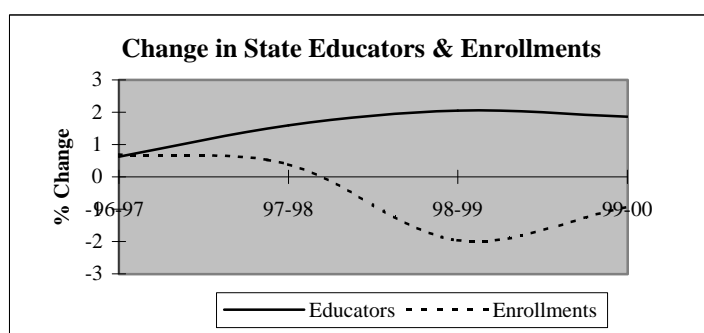
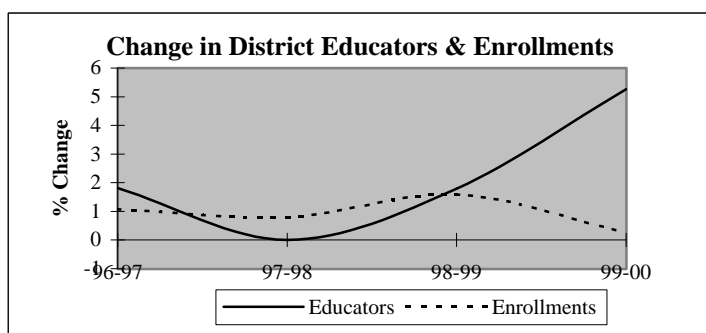
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	160	139	169	192	-	11.8%	10.6%	12.6%	13.8%	-
Attrition from Transfers	38	34	40	49	-	2.8%	2.6%	3.0%	3.5%	-
Attrition from Exits	122	105	129	143	-	9.0%	8.0%	9.6%	10.3%	-
<b>Teacher Attrition</b>	<b>144</b>	<b>125</b>	<b>155</b>	<b>170</b>	<b>-</b>	<b>12.2%</b>	<b>10.9%</b>	<b>12.7%</b>	<b>13.9%</b>	<b>-</b>
Attrition from Transfers	34	28	39	41	-	2.9%	2.4%	3.2%	3.4%	-
Attrition from Exits	110	97	116	129	-	9.3%	8.4%	9.5%	10.6%	-
<b>District Retention</b>										
Educator Retention	1,199	1,172	1,169	1,203	-	88.2%	89.4%	87.4%	86.2%	-
Teacher Retention	1,040	1,023	1,063	1,052	-	87.8%	89.1%	87.3%	86.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.5%	7.0%	84.5%	78.2%	9.6%	87.8%
1 Year of Experience	81.5%	3.8%	85.3%	84.2%	6.9%	91.1%
2 Years of Experience	80.6%	6.7%	87.3%	85.2%	5.9%	91.1%
3 Years of Experience	84.5%	4.4%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	84.5%	2.4%	86.9%	87.9%	4.7%	92.6%
5 Years of Experience	83.6%	3.4%	87.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.1%	1.1%	1.5%	1.9%	2.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.6%	91.7%	88.8%	85.7%	86.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.1%	7.2%	9.6%	12.3%	11.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LUTHER

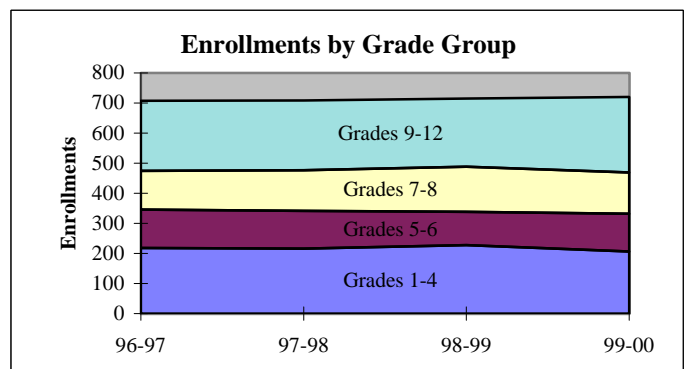
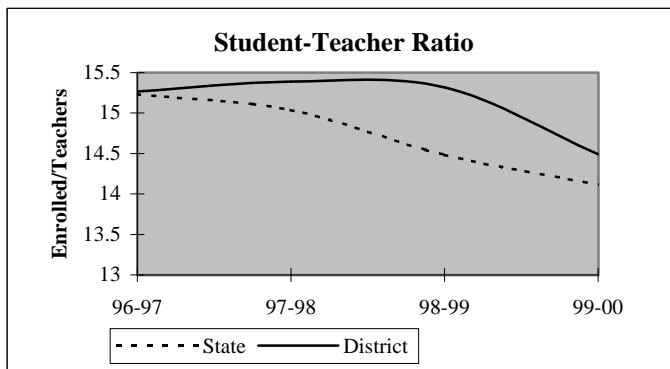


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.4	13.5	13.4	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.3	15.4	15.3	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	0	1	3	-	-	-	-	-
% Change in Educators	-1.8%	1.8%	0.0%	1.8%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	32	8	6	12	2	-	-	-	-	-
% Change in Enrollments	4.5%	1.1%	0.8%	1.6%	0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.8%	1.8%	0.0%	1.8%	3.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.1%	7.1%	7.0%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.5%	5.4%	5.4%	5.3%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.5%	8.9%	8.9%	7.0%	6.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	1.8%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.1	39.5	39.8	40.8	41.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	10.8	11.1	11.3	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,513	29,978	30,249	29,594	28,938	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.3%	10.2%	10.2%	8.0%	7.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.2%	75.5%	75.5%	72.0%	71.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.7%	16.3%	16.3%	18.0%	15.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.4%	21.7%	21.4%	20.0%	16.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	18	18	17	25	32.7%	32.1%	32.1%	29.8%	41.7%
Attrition	2	1	8	2	0					
Attrition Rate	11.1%	5.6%	44.4%	11.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	34	35	36	37	33	61.8%	62.5%	64.3%	64.9%	55.0%
Attrition	3	1	1	6	0					
Attrition Rate	8.8%	2.9%	2.8%	16.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	2	3	2	5.5%	5.4%	3.6%	5.3%	3.3%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	33.3%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	4	3	4	5.5%	5.4%	7.1%	5.3%	6.7%

## District Report for: LUTHER

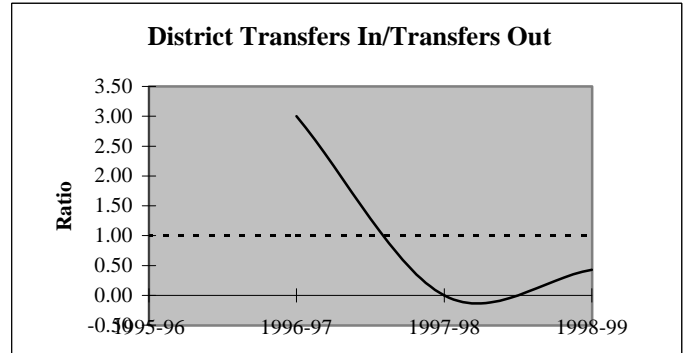
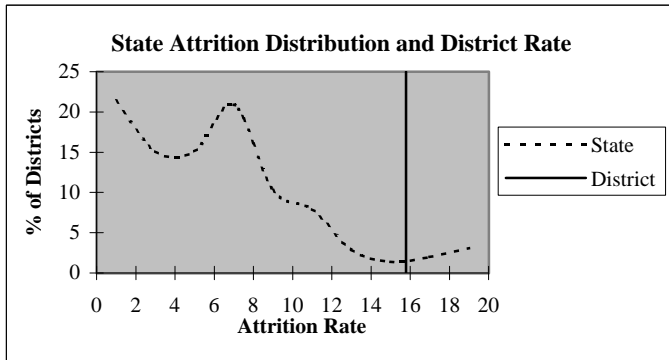
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	55	56	56	57	60	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.3%	7.1%	7.1%	7.0%	6.7%
Professional Staff	3	3	3	3	3	5.5%	5.4%	5.4%	5.3%	5.0%
<b>Total Teachers</b>	48	49	49	50	53	87.3%	87.5%	87.5%	87.7%	88.3%
Special Education	8	8	8	9	8	16.7%	16.3%	16.3%	18.0%	15.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	17	16	16	17	35.4%	34.7%	32.7%	32.0%	32.1%
<b>Middle School</b>	7	9	10	12	13	14.6%	18.4%	20.4%	24.0%	24.5%
Language Arts	4	5	5	4	5	8.3%	10.2%	10.2%	8.0%	9.4%
Art & Music	0	1	1	1	1	0.0%	2.0%	2.0%	2.0%	1.9%
Social Studies	1	2	0	4	3	2.1%	4.1%	0.0%	8.0%	5.7%
Foreign Language	0	1	1	1	1	0.0%	2.0%	2.0%	2.0%	1.9%
Math	0	0	2	2	2	0.0%	0.0%	4.1%	4.0%	3.8%
Science	2	0	0	0	0	4.2%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	1	0	1	0.0%	0.0%	2.0%	0.0%	1.9%
<b>High School (9-12)</b>	16	15	15	13	15	0.0%	1500.0%	1500.0%	1300.0%	1500.0%
Language Arts	3	2	2	2	2	6.3%	4.1%	4.1%	4.0%	3.8%
Art & Music	1	0	0	0	0	2.1%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	3	2	2	4.2%	4.1%	6.1%	4.0%	3.8%
Foreign Language	0	1	1	1	1	0.0%	2.0%	2.0%	2.0%	1.9%
Math	2	2	2	2	2	4.2%	4.1%	4.1%	4.0%	3.8%
<b>Science</b>	3	3	3	2	3	6.3%	6.1%	6.1%	4.0%	5.7%
Biology	1	1	1	1	1	2.1%	2.0%	2.0%	2.0%	1.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	2	4.2%	4.1%	4.1%	2.0%	3.8%
Vocational Education	5	5	4	4	4	10.4%	10.2%	8.2%	8.0%	7.5%
Other	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.9%
<b>Total Enrollments</b>	740	748	754	766	768	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	41	45	51	48	5.9%	5.5%	6.0%	6.7%	6.3%
Grades 1-4	217	218	216	228	206	29.3%	29.1%	28.6%	29.8%	26.8%
Grades 5-6	139	128	125	110	126	18.8%	17.1%	16.6%	14.4%	16.4%
Grades 7-8	133	128	136	150	137	18.0%	17.1%	18.0%	19.6%	17.8%
Grades 9-12	207	233	232	227	251	28.0%	31.1%	30.8%	29.6%	32.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LUTHER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	55	56	56	57	60	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	51	50	53	47	48	92.7%	89.3%	94.6%	82.5%	80.0%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>10</b>	<b>12</b>	<b>7.3%</b>	<b>10.7%</b>	<b>5.4%</b>	<b>17.5%</b>	<b>20.0%</b>
Transfers In	2	3	0	3	3	50.0%	50.0%	0.0%	30.0%	25.0%
Reentrants	0	2	0	1	2	0.0%	33.3%	0.0%	10.0%	16.7%
First Time Educators	2	1	3	6	7	50.0%	16.7%	100.0%	60.0%	58.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>9</b>	<b>9</b>	<b>-</b>	<b>9.1%</b>	<b>5.4%</b>	<b>16.1%</b>	<b>15.8%</b>	<b>-</b>
Transfers Out	0	1	3	7	-	0.0%	33.3%	33.3%	77.8%	-
Leave Oklahoma Educ.	5	2	6	2	-	100.0%	66.7%	66.7%	22.2%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	5.4%	16.1%	15.8%	-
Transfers In/Out	nc	3.00	0.00	0.43	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	1
UCO, Edmond	33	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	3
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>55</b>

## District Report for: LUTHER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.3%	7.1%	7.1%	7.0%	6.7%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
White - Males	4	4	4	3	3	100.0%	100.0%	100.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	5.5%	5.4%	5.4%	5.3%	5.0%
White - Females	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	48	49	49	50	53	87.3%	87.5%	87.5%	87.7%	88.3%
White - Females	36	34	34	34	36	75.0%	69.4%	69.4%	68.0%	67.9%
White - Males	9	10	10	12	13	18.8%	20.4%	20.4%	24.0%	24.5%
Black - Females	1	2	2	2	2	2.1%	4.1%	4.1%	4.0%	3.8%
Black - Males	1	2	2	2	2	2.1%	4.1%	4.1%	4.0%	3.8%
Other - Females	1	1	1	0	0	2.1%	2.0%	2.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	1	1	0.0%	2.0%	0.0%	2.1%	2.2%
25-29	6	7	8	6	4	12.5%	14.3%	16.3%	12.5%	8.7%
30-34	11	11	12	8	7	22.9%	22.4%	24.5%	16.7%	15.2%
35-39	7	8	7	8	10	14.6%	16.3%	14.3%	16.7%	21.7%
40-44	7	6	5	6	5	14.6%	12.2%	10.2%	12.5%	10.9%
45-49	10	6	8	9	7	20.8%	12.2%	16.3%	18.8%	15.2%
50-54	3	6	7	6	9	6.3%	12.2%	14.3%	12.5%	19.6%
55+	4	4	2	4	3	8.3%	8.2%	4.1%	8.3%	6.5%
<b>Average Age</b>	40.1	39.5	39.8	40.8	41.5					

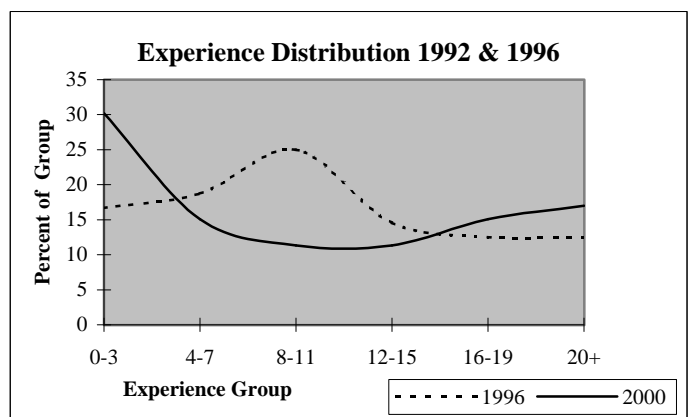
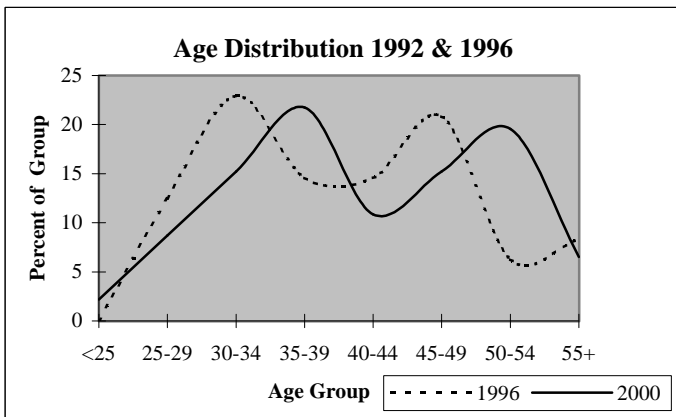
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	9	8	11	16	16.7%	18.4%	16.3%	22.0%	30.2%
4-7 Years	9	8	9	6	8	18.8%	16.3%	18.4%	12.0%	15.1%
8-11 Years	12	10	9	8	6	25.0%	20.4%	18.4%	16.0%	11.3%
12-15 Years	7	7	9	9	6	14.6%	14.3%	18.4%	18.0%	11.3%
16-19 Years	6	9	5	6	8	12.5%	18.4%	10.2%	12.0%	15.1%
20+ Years	6	6	9	10	9	12.5%	12.2%	18.4%	20.0%	17.0%
<b>Average Experience</b>	10.9	10.8	11.1	11.3	10.4					

# District Report for: LUTHER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	9	9	-	9.1%	5.4%	16.1%	15.8%	-
Attrition from Transfers	0	1	3	7	-	0.0%	1.8%	5.4%	12.3%	-
Attrition from Exits	5	2	6	2	-	9.1%	3.6%	10.7%	3.5%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>7</b>	<b>-</b>	<b>10.4%</b>	<b>6.1%</b>	<b>16.3%</b>	<b>14.0%</b>	<b>-</b>
Attrition from Transfers	0	1	3	6	-	0.0%	2.0%	6.1%	12.0%	-
Attrition from Exits	5	2	5	1	-	10.4%	4.1%	10.2%	2.0%	-
<b>District Retention</b>										
Educator Retention	50	53	47	48	-	90.9%	94.6%	83.9%	84.2%	-
Teacher Retention	43	46	41	43	-	89.6%	93.9%	83.7%	86.0%	-

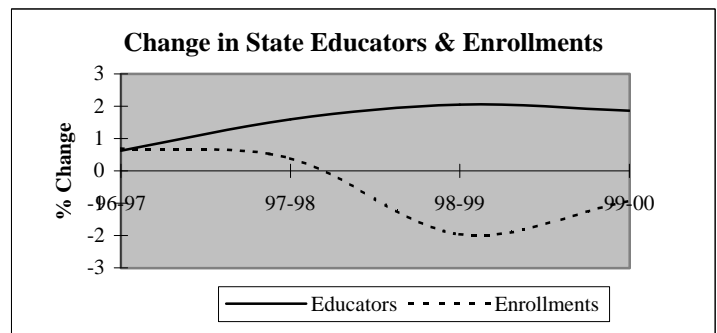
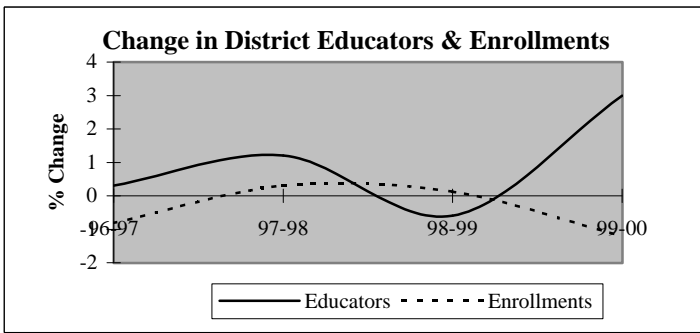
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	61.5%	30.8%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	0.0%	87.5%	84.2%	6.9%	91.1%
2 Years of Experience	90.0%	0.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	8.3%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	0.0%	81.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.4%	94.6%	94.6%	87.7%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	5.4%	5.4%	12.3%	15.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CHOCTAW/NICOMA PARK

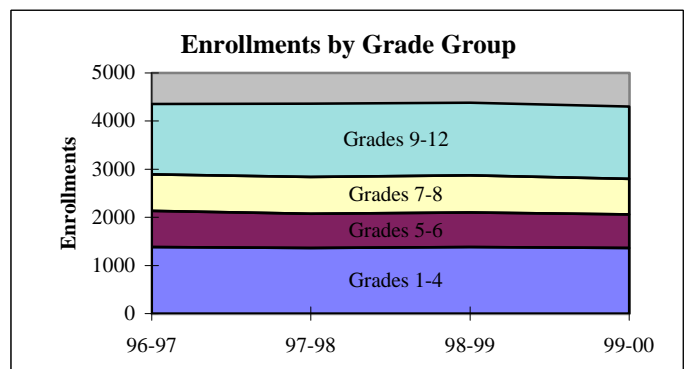
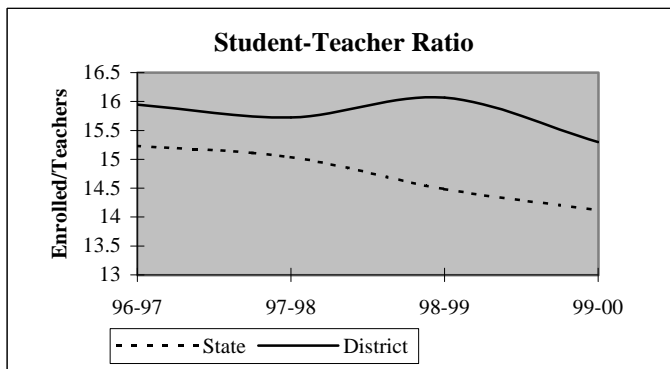


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.1	14.0	13.9	14.0	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	15.9	15.7	16.1	15.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	1	4	-2	10	-	-	-	-	-
% Change in Educators	-1.2%	0.3%	1.2%	-0.6%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	13	-38	14	6	-56	-	-	-	-	-
% Change in Enrollments	0.3%	-0.8%	0.3%	0.1%	-1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	5.4%	5.1%	0.9%	5.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.5%	4.5%	4.8%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	7.8%	7.4%	8.4%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.9%	1.5%	2.1%	2.7%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.8%	1.8%	2.1%	2.1%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	42.3	42.2	41.8	42.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.4	12.3	12.2	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,008	28,787	28,848	29,881	29,416	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.0%	1.7%	2.4%	3.1%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.2%	79.7%	79.4%	78.6%	79.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.1%	12.4%	13.2%	13.4%	13.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.0%	15.8%	15.1%	16.8%	17.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	97	97	102	105	113	29.3%	29.2%	30.4%	31.4%	32.8%
Attrition	13	23	15	13	0					
Attrition Rate	13.4%	23.7%	14.7%	12.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	215	212	207	200	198	65.0%	63.9%	61.6%	59.9%	57.6%
Attrition	10	10	13	14	0					
Attrition Rate	4.7%	4.7%	6.3%	7.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	19	23	27	29	33	5.7%	6.9%	8.0%	8.7%	9.6%
Attrition Rate	10.5%	30.4%	29.6%	20.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	25	33	39	37	41	7.6%	9.9%	11.6%	11.1%	11.9%

## District Report for: CHOCTAW/NICOMA PARK

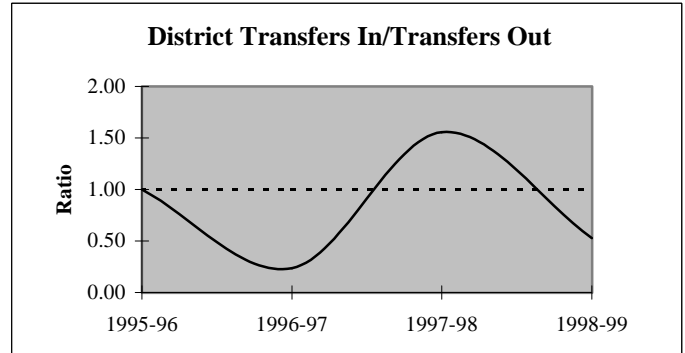
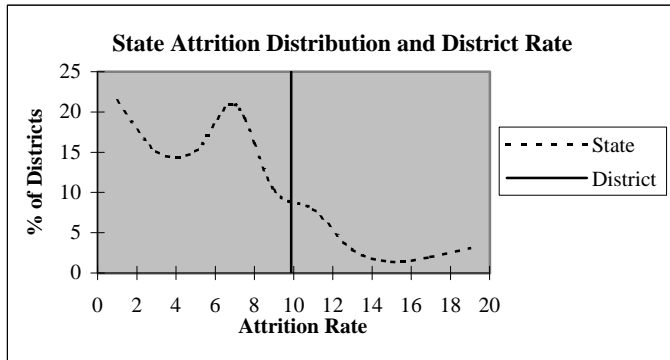
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	331	332	336	334	344	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	15	15	16	16	4.8%	4.5%	4.5%	4.8%	4.7%
Professional Staff	26	26	25	28	27	7.9%	7.8%	7.4%	8.4%	7.8%
<b>Total Teachers</b>	289	291	296	290	301	87.3%	87.7%	88.1%	86.8%	87.5%
Special Education	38	36	39	39	41	13.1%	12.4%	13.2%	13.4%	13.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	133	134	133	131	135	46.0%	46.0%	44.9%	45.2%	44.9%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	118	121	124	120	125	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	24	25	24	25	24	8.3%	8.6%	8.1%	8.6%	8.0%
Art & Music	9	9	9	8	9	3.1%	3.1%	3.0%	2.8%	3.0%
Social Studies	20	21	20	20	22	6.9%	7.2%	6.8%	6.9%	7.3%
Foreign Language	6	6	6	6	6	2.1%	2.1%	2.0%	2.1%	2.0%
Math	20	19	20	22	19	6.9%	6.5%	6.8%	7.6%	6.3%
Science	19	17	19	19	19	6.6%	5.8%	6.4%	6.6%	6.3%
Biology	4	4	4	5	6	1.4%	1.4%	1.4%	1.7%	2.0%
Chemistry	2	2	2	2	2	0.7%	0.7%	0.7%	0.7%	0.7%
Physics	1	1	1	1	0	0.3%	0.3%	0.3%	0.3%	0.0%
Other Science	12	10	12	11	11	4.2%	3.4%	4.1%	3.8%	3.7%
Vocational Education	10	11	11	11	12	3.5%	3.8%	3.7%	3.8%	4.0%
Other	10	13	15	9	14	3.5%	4.5%	5.1%	3.1%	4.7%
<b>Total Enrollments</b>	4,678	4,640	4,654	4,660	4,604	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	284	272	271	258	277	6.1%	5.9%	5.8%	5.5%	6.0%
Grades 1-4	1,376	1,382	1,361	1,384	1,365	29.4%	29.8%	29.2%	29.7%	29.6%
Grades 5-6	758	749	712	714	696	16.2%	16.1%	15.3%	15.3%	15.1%
Grades 7-8	772	763	765	777	737	16.5%	16.4%	16.4%	16.7%	16.0%
Grades 9-12	1,463	1,458	1,526	1,505	1,507	31.3%	31.4%	32.8%	32.3%	32.7%
Ungraded	25	16	19	22	22	0.5%	0.3%	0.4%	0.5%	0.5%



## District Report for: CHOCTAW/NICOMA PARK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	331	332	336	334	344	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	301	306	292	300	301	90.9%	92.2%	86.9%	89.8%	87.5%
<b>Newly Hired</b>	<b>30</b>	<b>26</b>	<b>44</b>	<b>34</b>	<b>43</b>	<b>9.1%</b>	<b>7.8%</b>	<b>13.1%</b>	<b>10.2%</b>	<b>12.5%</b>
Transfers In	10	4	14	9	9	33.3%	15.4%	31.8%	26.5%	20.9%
Reentrants	3	9	7	7	13	10.0%	34.6%	15.9%	20.6%	30.2%
First Time Educators	17	13	23	18	21	56.7%	50.0%	52.3%	52.9%	48.8%
<b>Total Exiting Next Year</b>	<b>25</b>	<b>40</b>	<b>36</b>	<b>33</b>	<b>-</b>	<b>7.6%</b>	<b>12.0%</b>	<b>10.7%</b>	<b>9.9%</b>	<b>-</b>
Transfers Out	10	17	9	17	-	40.0%	42.5%	25.0%	51.5%	-
Leave Oklahoma Educ.	15	23	27	16	-	60.0%	57.5%	75.0%	48.5%	-

Dynamics Rates	District Rates				
District Attrition	7.6%	12.0%	10.7%	9.9%	-
Transfers In/Out	1.00	0.24	1.56	0.53	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	34	Benedictine Heights, Tulsa	-
OSU, Stillwater	21	Southern Nazarene Univ., Bethany	4
UCO, Edmond	173	OBU, Shawnee	8
ECU, Ada	18	OCU, Oklahoma City	2
NWOSU, Alva	4	Phillips Univ., Enid	2
NESU, Tahlequah	7	University of Tulsa, Tulsa	-
SEOSU, Durant	7	OCUSA, Oklahoma City	8
SWOSU, Weatherford	11	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	4	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	25
		Total	331

## District Report for: CHOCTAW/NICOMA PARK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	16	15	15	16	16	4.8%	4.5%	4.5%	4.8%	4.7%
White - Females	6	6	7	7	6	37.5%	40.0%	46.7%	43.8%	37.5%
White - Males	10	9	8	9	10	62.5%	60.0%	53.3%	56.3%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	26	26	25	28	27	7.9%	7.8%	7.4%	8.4%	7.8%
White - Females	20	20	19	23	23	76.9%	76.9%	76.0%	82.1%	85.2%
White - Males	6	6	6	5	4	23.1%	23.1%	24.0%	17.9%	14.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	289	291	296	290	301	87.3%	87.7%	88.1%	86.8%	87.5%
White - Females	227	228	230	221	229	78.5%	78.4%	77.7%	76.2%	76.1%
White - Males	59	58	59	60	59	20.4%	19.9%	19.9%	20.7%	19.6%
Black - Females	1	1	0	0	1	0.3%	0.3%	0.0%	0.0%	0.3%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Other - Females	1	3	5	7	8	0.3%	1.0%	1.7%	2.4%	2.7%
Other - Males	0	0	1	1	3	0.0%	0.0%	0.3%	0.3%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	9	4	4	8	6	3.1%	1.4%	1.4%	2.8%	2.1%
25-29	30	36	38	42	42	10.4%	12.5%	13.1%	14.7%	14.6%
30-34	34	30	29	25	32	11.8%	10.4%	10.0%	8.8%	11.1%
35-39	43	42	41	41	34	14.9%	14.6%	14.1%	14.4%	11.8%
40-44	51	45	51	44	45	17.7%	15.6%	17.6%	15.4%	15.6%
45-49	51	46	44	51	46	17.7%	16.0%	15.2%	17.9%	16.0%
50-54	48	57	52	47	51	16.7%	19.8%	17.9%	16.5%	17.7%
55+	22	28	31	27	32	7.6%	9.7%	10.7%	9.5%	11.1%
<b>Average Age</b>	41.6	42.3	42.2	41.8	42.2					

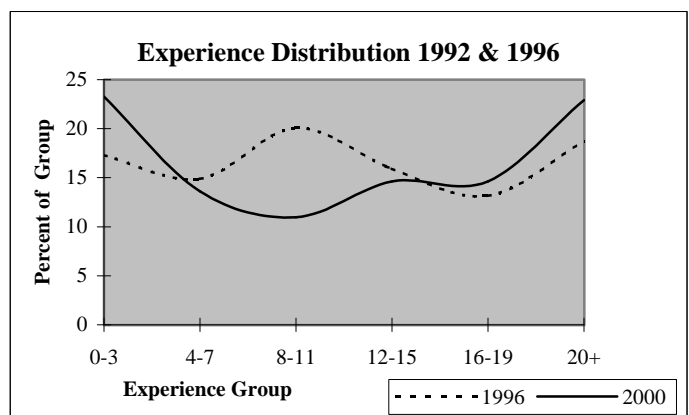
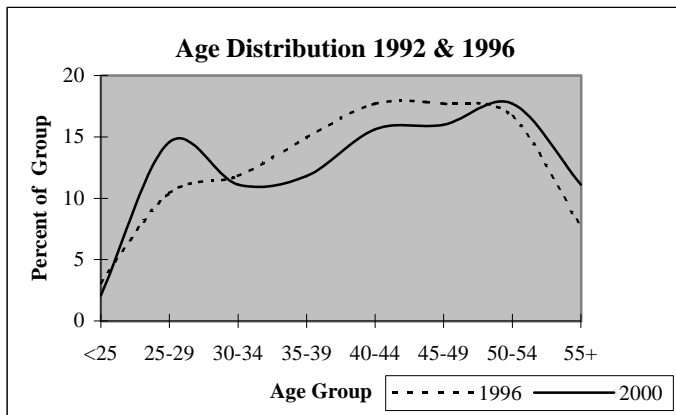
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	50	56	64	65	70	17.3%	19.2%	21.6%	22.4%	23.3%
4-7 Years	43	40	38	38	41	14.9%	13.7%	12.8%	13.1%	13.6%
8-11 Years	58	48	43	33	33	20.1%	16.5%	14.5%	11.4%	11.0%
12-15 Years	46	38	43	41	44	15.9%	13.1%	14.5%	14.1%	14.6%
16-19 Years	38	44	44	52	44	13.1%	15.1%	14.9%	17.9%	14.6%
20+ Years	54	65	64	61	69	18.7%	22.3%	21.6%	21.0%	22.9%
<b>Average Experience</b>	11.9	12.4	12.3	12.2	12.2					

## District Report for: CHOCTAW/NICOMA PARK

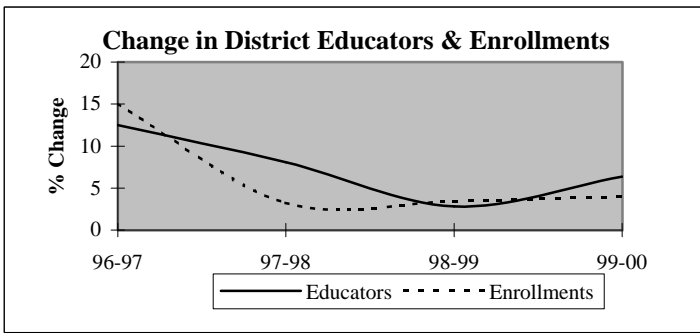
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	25	40	36	33	-	7.6%	12.0%	10.7%	9.9%	-
Attrition from Transfers	10	17	9	17	-	3.0%	5.1%	2.7%	5.1%	-
Attrition from Exits	15	23	27	16	-	4.5%	6.9%	8.0%	4.8%	-
<b>Teacher Attrition</b>	21	38	35	26	-	7.3%	13.1%	11.8%	9.0%	-
Attrition from Transfers	8	16	9	12	-	2.8%	5.5%	3.0%	4.1%	-
Attrition from Exits	13	22	26	14	-	4.5%	7.6%	8.8%	4.8%	-
<b>District Retention</b>										
Educator Retention	306	292	300	301	-	92.4%	88.0%	89.3%	90.1%	-
Teacher Retention	268	253	261	264	-	92.7%	86.9%	88.2%	91.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	72.0%	12.0%	84.0%	78.2%	9.6%	87.8%
1 Year of Experience	81.1%	9.5%	90.5%	84.2%	6.9%	91.1%
2 Years of Experience	92.9%	5.4%	98.2%	85.2%	5.9%	91.1%
3 Years of Experience	84.2%	8.8%	93.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	3.6%	89.3%	87.9%	4.7%	92.6%
5 Years of Experience	84.3%	11.8%	96.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.5%	1.5%	0.6%	1.8%	0.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.8%	91.9%	90.5%	90.4%	89.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.6%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.0%	6.6%	8.9%	7.8%	9.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DEER CREEK

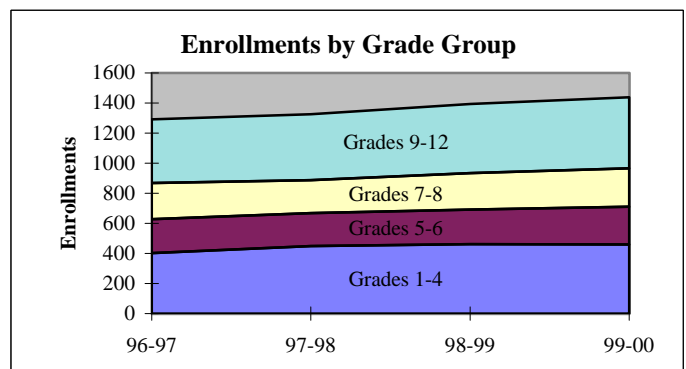
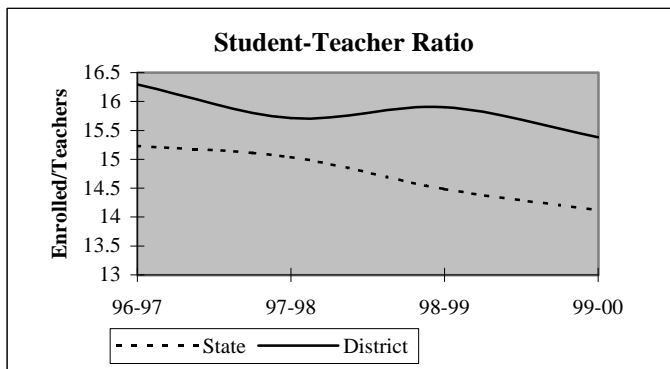


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.7	14.0	13.4	13.4	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	16.3	15.7	15.9	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	8	11	8	3	7	-	-	-	-	-
% Change in Educators	10.0%	12.5%	8.1%	2.8%	6.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	31	181	45	49	59	-	-	-	-	-
% Change in Enrollments	2.6%	15.0%	3.2%	3.4%	4.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.1%	11.1%	6.5%	10.0%	9.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	6.1%	6.5%	5.5%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.0%	8.1%	8.4%	10.0%	9.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.4%	4.0%	3.7%	3.6%	4.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	42.0	42.3	42.2	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	10.8	11.1	11.1	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	32,360	28,407	28,606	28,682	29,026	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.0%	74.1%	75.8%	76.3%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	9.4%	8.8%	9.7%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.9%	3.5%	7.7%	9.5%	10.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	31	42	41	42	46	35.2%	42.4%	38.3%	38.2%	39.3%
Attrition	4	14	8	4	0					
Attrition Rate	12.9%	33.3%	19.5%	9.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	56	55	62	65	64	63.6%	55.6%	57.9%	59.1%	54.7%
Attrition	6	3	7	3	0					
Attrition Rate	10.7%	5.5%	11.3%	4.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	4	3	7	1.1%	2.0%	3.7%	2.7%	6.0%
Attrition Rate	0.0%	0.0%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	0.0%	25.0%	0.0%	0.0%					

## District Report for: DEER CREEK

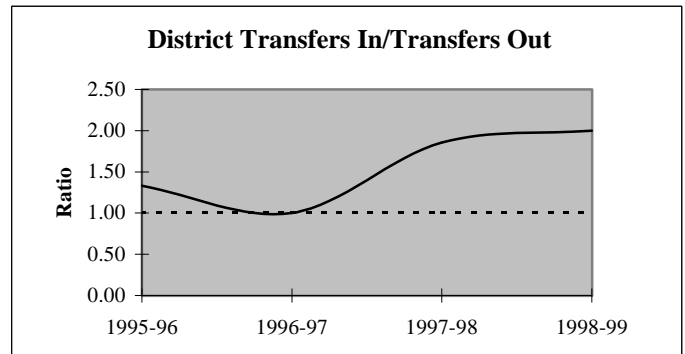
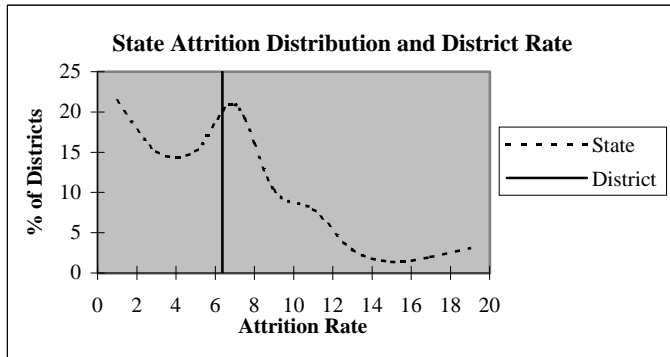
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	88	99	107	110	117	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	7	6	6	6.8%	6.1%	6.5%	5.5%	5.1%
Professional Staff	7	8	9	11	11	8.0%	8.1%	8.4%	10.0%	9.4%
<b>Total Teachers</b>	75	85	91	93	100	85.2%	85.9%	85.0%	84.5%	85.5%
Special Education	6	8	8	9	10	8.0%	9.4%	8.8%	9.7%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	28	33	38	45	41	37.3%	38.8%	41.8%	48.4%	41.0%
<b>Middle School</b>	18	18	16	13	20	24.0%	21.2%	17.6%	14.0%	20.0%
Language Arts	6	4	4	2	4	8.0%	4.7%	4.4%	2.2%	4.0%
Art & Music	2	2	2	2	2	2.7%	2.4%	2.2%	2.2%	2.0%
Social Studies	3	4	3	2	4	4.0%	4.7%	3.3%	2.2%	4.0%
Foreign Language	0	1	0	0	0	0.0%	1.2%	0.0%	0.0%	0.0%
Math	2	2	2	2	4	2.7%	2.4%	2.2%	2.2%	4.0%
Science	3	3	3	3	3	4.0%	3.5%	3.3%	3.2%	3.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	2	2	3	2.7%	2.4%	2.2%	2.2%	3.0%
<b>High School (9-12)</b>	23	26	29	26	29	1150.0%	1300.0%	1450.0%	1300.0%	1450.0%
Language Arts	5	4	5	5	6	6.7%	4.7%	5.5%	5.4%	6.0%
Art & Music	1	1	0	1	3	1.3%	1.2%	0.0%	1.1%	3.0%
Social Studies	3	3	5	3	4	4.0%	3.5%	5.5%	3.2%	4.0%
Foreign Language	2	2	3	2	3	2.7%	2.4%	3.3%	2.2%	3.0%
Math	5	4	4	4	4	6.7%	4.7%	4.4%	4.3%	4.0%
<b>Science</b>	3	3	4	4	4	4.0%	3.5%	4.4%	4.3%	4.0%
Biology	0	1	1	1	0	0.0%	1.2%	1.1%	1.1%	0.0%
Chemistry	1	1	1	1	1	1.3%	1.2%	1.1%	1.1%	1.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	3	2.7%	1.2%	2.2%	2.2%	3.0%
Vocational Education	1	0	2	1	1	1.3%	0.0%	2.2%	1.1%	1.0%
Other	3	9	6	6	4	4.0%	10.6%	6.6%	6.5%	4.0%
<b>Total Enrollments</b>	1,204	1,385	1,430	1,479	1,538	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	66	90	101	81	92	5.5%	6.5%	7.1%	5.5%	6.0%
Grades 1-4	355	402	448	462	460	29.5%	29.0%	31.3%	31.2%	29.9%
Grades 5-6	194	226	220	230	251	16.1%	16.3%	15.4%	15.6%	16.3%
Grades 7-8	225	241	220	241	254	18.7%	17.4%	15.4%	16.3%	16.5%
Grades 9-12	363	423	438	460	473	30.1%	30.5%	30.6%	31.1%	30.8%
Ungraded	1	3	3	5	8	0.1%	0.2%	0.2%	0.3%	0.5%



## District Report for: DEER CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	88	99	107	110	117	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	76	78	82	91	103	86.4%	78.8%	76.6%	82.7%	88.0%
<b>Newly Hired</b>	<b>12</b>	<b>21</b>	<b>25</b>	<b>19</b>	<b>14</b>	<b>13.6%</b>	<b>21.2%</b>	<b>23.4%</b>	<b>17.3%</b>	<b>12.0%</b>
Transfers In	4	7	13	8	3	33.3%	33.3%	52.0%	42.1%	21.4%
Reentrants	3	7	7	3	6	25.0%	33.3%	28.0%	15.8%	42.9%
First Time Educators	5	7	5	8	5	41.7%	33.3%	20.0%	42.1%	35.7%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>17</b>	<b>16</b>	<b>7</b>	<b>-</b>	<b>11.4%</b>	<b>17.2%</b>	<b>15.0%</b>	<b>6.4%</b>	<b>-</b>
Transfers Out	3	7	7	4	-	30.0%	41.2%	43.8%	57.1%	-
Leave Oklahoma Educ.	7	10	9	3	-	70.0%	58.8%	56.3%	42.9%	-

Dynamics Rates	District Rates				
District Attrition	11.4%	17.2%	15.0%	6.4%	-
Transfers In/Out	1.33	1.00	1.86	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	1
UCO, Edmond	42	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	4
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	16
		<b>Total</b>	<b>88</b>



## District Report for: DEER CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	7	6	6	6.8%	6.1%	6.5%	5.5%	5.1%
White - Females	3	4	4	4	5	50.0%	66.7%	57.1%	66.7%	83.3%
White - Males	3	2	3	2	1	50.0%	33.3%	42.9%	33.3%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	8	9	11	11	8.0%	8.1%	8.4%	10.0%	9.4%
White - Females	7	7	8	10	9	100.0%	87.5%	88.9%	90.9%	81.8%
White - Males	0	1	1	1	2	0.0%	12.5%	11.1%	9.1%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	75	85	91	93	100	85.2%	85.9%	85.0%	84.5%	85.5%
White - Females	57	63	69	71	80	76.0%	74.1%	75.8%	76.3%	80.0%
White - Males	18	22	22	22	20	24.0%	25.9%	24.2%	23.7%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	2	2	1	2.7%	2.4%	2.3%	2.3%	1.1%
25-29	8	12	13	7	10	10.7%	14.3%	15.1%	8.0%	10.8%
30-34	5	5	6	16	13	6.7%	6.0%	7.0%	18.2%	14.0%
35-39	6	8	8	8	9	8.0%	9.5%	9.3%	9.1%	9.7%
40-44	21	23	17	14	16	28.0%	27.4%	19.8%	15.9%	17.2%
45-49	17	13	20	20	21	22.7%	15.5%	23.3%	22.7%	22.6%
50-54	12	14	12	14	15	16.0%	16.7%	14.0%	15.9%	16.1%
55+	4	7	8	7	8	5.3%	8.3%	9.3%	8.0%	8.6%
<b>Average Age</b>	42.2	42.0	42.3	42.2	42.9					

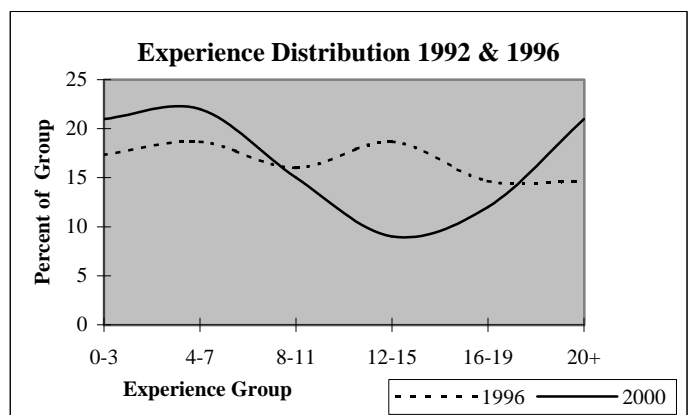
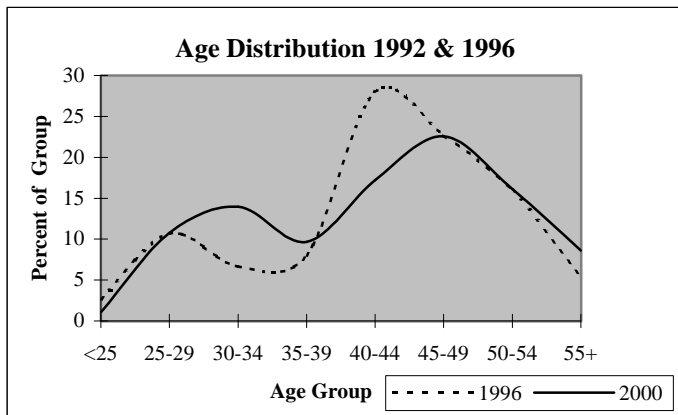
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	19	19	19	21	17.3%	22.4%	20.9%	20.4%	21.0%
4-7 Years	14	19	20	21	22	18.7%	22.4%	22.0%	22.6%	22.0%
8-11 Years	12	9	9	11	15	16.0%	10.6%	9.9%	11.8%	15.0%
12-15 Years	14	7	11	11	9	18.7%	8.2%	12.1%	11.8%	9.0%
16-19 Years	11	17	16	14	12	14.7%	20.0%	17.6%	15.1%	12.0%
20+ Years	11	14	16	17	21	14.7%	16.5%	17.6%	18.3%	21.0%
<b>Average Experience</b>	11.4	10.8	11.1	11.1	11.5					

## District Report for: DEER CREEK

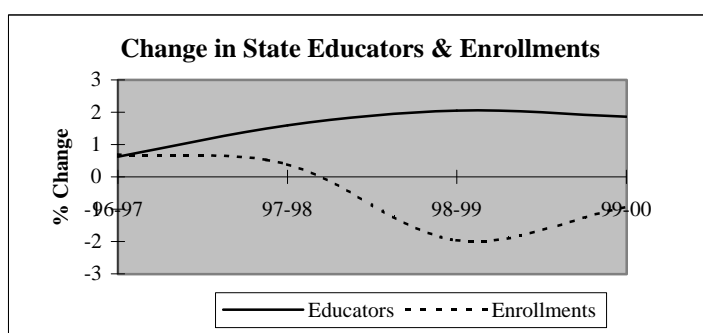
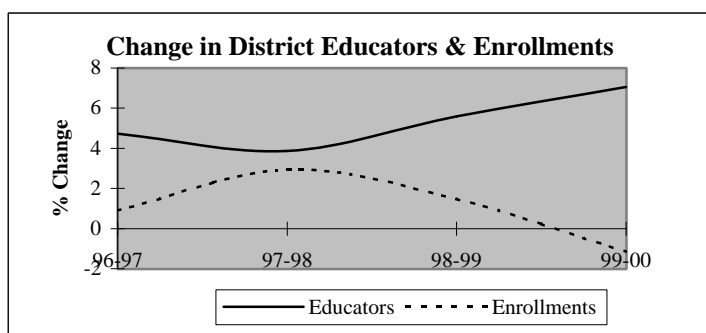
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	17	16	7	-	11.4%	17.2%	15.0%	6.4%	-
Attrition from Transfers	3	7	7	4	-	3.4%	7.1%	6.5%	3.6%	-
Attrition from Exits	7	10	9	3	-	8.0%	10.1%	8.4%	2.7%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>15</b>	<b>13</b>	<b>5</b>	<b>-</b>	<b>10.7%</b>	<b>17.6%</b>	<b>14.3%</b>	<b>5.4%</b>	<b>-</b>
Attrition from Transfers	2	6	6	3	-	2.7%	7.1%	6.6%	3.2%	-
Attrition from Exits	6	9	7	2	-	8.0%	10.6%	7.7%	2.2%	-
<b>District Retention</b>										
Educator Retention	78	82	91	103	-	88.6%	82.8%	85.0%	93.6%	-
Teacher Retention	67	70	78	88	-	89.3%	82.4%	85.7%	94.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	68.0%	16.0%	84.0%	78.2%	9.6%	87.8%
1 Year of Experience	78.9%	5.3%	84.2%	84.2%	6.9%	91.1%
2 Years of Experience	88.2%	0.0%	88.2%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	4.8%	90.5%	86.1%	5.6%	91.7%
4 Years of Experience	95.7%	0.0%	95.7%	87.9%	4.7%	92.6%
5 Years of Experience	85.2%	11.1%	96.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.3%	2.0%	0.9%	1.8%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.6%	83.8%	86.9%	88.2%	88.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	14.1%	12.1%	10.0%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HARRAH

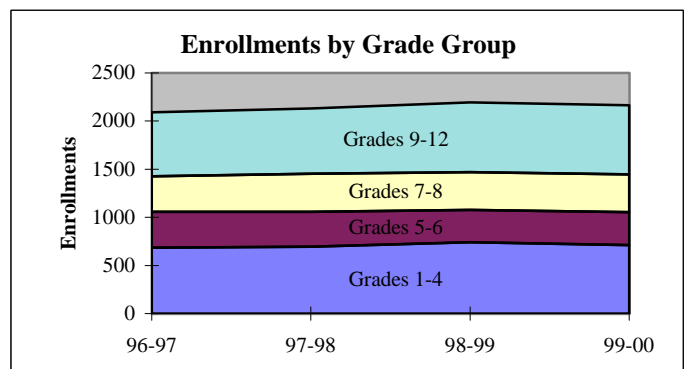
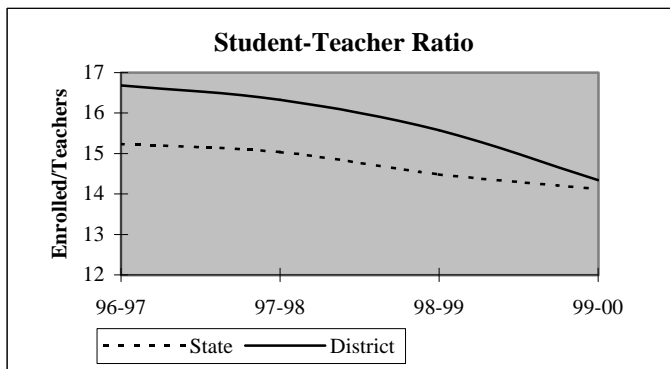


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.0	14.4	14.3	13.7	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.2	16.7	16.3	15.6	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	7	6	9	12	-	-	-	-	-
% Change in Educators	0.7%	4.7%	3.9%	5.6%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	60	20	66	34	-27	-	-	-	-	-
% Change in Enrollments	2.8%	0.9%	3.0%	1.5%	-1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.4%	3.9%	3.1%	5.3%	8.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.7%	5.8%	5.6%	5.3%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	7.7%	6.8%	6.5%	6.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.0%	1.9%	1.9%	2.4%	1.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	14.3%	11.1%	11.1%	11.1%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.6%	1.2%	1.2%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	41.3	42.4	42.5	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	10.8	11.2	11.9	11.6	10.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,349	29,235	29,365	29,213	27,890	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.6%	1.5%	1.4%	2.0%	1.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.6%	73.1%	70.9%	69.3%	70.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.6%	11.2%	10.6%	12.0%	13.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.9%	22.2%	20.4%	21.4%	22.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	57	59	58	64	80	38.5%	38.1%	36.0%	37.6%	44.0%
Attrition	6	5	6	8	0					
Attrition Rate	10.5%	8.5%	10.3%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	87	88	90	92	92	58.8%	56.8%	55.9%	54.1%	50.5%
Attrition	3	9	5	14	0					
Attrition Rate	3.4%	10.2%	5.6%	15.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	8	13	14	10	2.7%	5.2%	8.1%	8.2%	5.5%
Attrition Rate	0.0%	0.0%	15.4%	35.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	9	10	16	18	15	6.1%	6.5%	9.9%	10.6%	8.2%

## District Report for: HARRAH

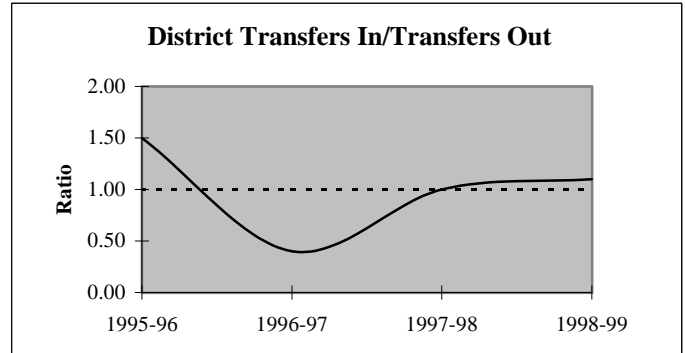
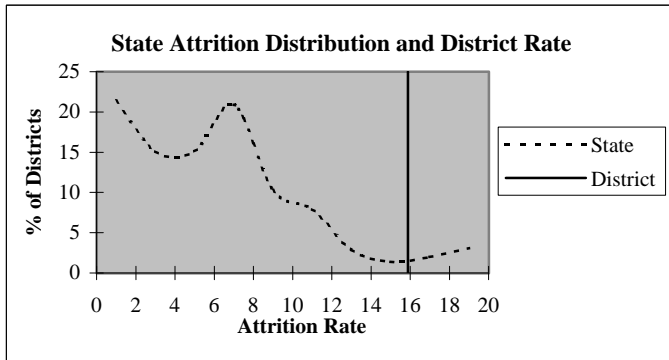
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	148	155	161	170	182	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	9	9	9	9	4.7%	5.8%	5.6%	5.3%	4.9%
Professional Staff	12	12	11	11	12	8.1%	7.7%	6.8%	6.5%	6.6%
<b>Total Teachers</b>	129	134	141	150	161	87.2%	86.5%	87.6%	88.2%	88.5%
Special Education	15	15	15	18	21	11.6%	11.2%	10.6%	12.0%	13.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	56	58	59	57	63	43.4%	43.3%	41.8%	38.0%	39.1%
<b>Middle School</b>	27	28	29	33	33	20.9%	20.9%	20.6%	22.0%	20.5%
Language Arts	6	7	7	6	7	4.7%	5.2%	5.0%	4.0%	4.3%
Art & Music	2	2	2	2	2	1.6%	1.5%	1.4%	1.3%	1.2%
Social Studies	4	5	4	5	5	3.1%	3.7%	2.8%	3.3%	3.1%
Foreign Language	1	0	0	1	1	0.8%	0.0%	0.0%	0.7%	0.6%
Math	4	4	4	5	6	3.1%	3.0%	2.8%	3.3%	3.7%
Science	4	4	5	6	5	3.1%	3.0%	3.5%	4.0%	3.1%
Vocational Education	2	2	2	1	1	1.6%	1.5%	1.4%	0.7%	0.6%
Other	4	4	5	7	6	3.1%	3.0%	3.5%	4.7%	3.7%
<b>High School (9-12)</b>	31	33	38	42	44	1550.0%	1650.0%	1900.0%	2100.0%	2200.0%
Language Arts	5	6	6	8	7	3.9%	4.5%	4.3%	5.3%	4.3%
Art & Music	3	3	3	4	3	2.3%	2.2%	2.1%	2.7%	1.9%
Social Studies	5	4	4	5	5	3.9%	3.0%	2.8%	3.3%	3.1%
Foreign Language	2	2	3	3	3	1.6%	1.5%	2.1%	2.0%	1.9%
Math	4	6	6	6	6	3.1%	4.5%	4.3%	4.0%	3.7%
<b>Science</b>	3	3	5	4	4	2.3%	2.2%	3.5%	2.7%	2.5%
Biology	1	2	3	2	2	0.8%	1.5%	2.1%	1.3%	1.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	2	1.6%	0.7%	1.4%	1.3%	1.2%
Vocational Education	7	7	7	8	7	5.4%	5.2%	5.0%	5.3%	4.3%
Other	2	2	4	4	9	1.6%	1.5%	2.8%	2.7%	5.6%
<b>Total Enrollments</b>	2,216	2,236	2,302	2,336	2,309	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	141	143	171	137	145	6.4%	6.4%	7.4%	5.9%	6.3%
Grades 1-4	692	684	695	740	711	31.2%	30.6%	30.2%	31.7%	30.8%
Grades 5-6	361	372	361	337	344	16.3%	16.6%	15.7%	14.4%	14.9%
Grades 7-8	375	371	396	391	391	16.9%	16.6%	17.2%	16.7%	16.9%
Grades 9-12	647	665	678	727	718	29.2%	29.7%	29.5%	31.1%	31.1%
Ungraded	0	1	1	4	0	0.0%	0.0%	0.0%	0.2%	0.0%



## District Report for: HARRAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	148	155	161	170	182	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	130	139	141	148	143	87.8%	89.7%	87.6%	87.1%	78.6%
<b>Newly Hired</b>	<b>18</b>	<b>16</b>	<b>20</b>	<b>22</b>	<b>39</b>	<b>12.2%</b>	<b>10.3%</b>	<b>12.4%</b>	<b>12.9%</b>	<b>21.4%</b>
Transfers In	6	2	8	11	13	33.3%	12.5%	40.0%	50.0%	33.3%
Reentrants	3	5	7	1	7	16.7%	31.3%	35.0%	4.5%	17.9%
First Time Educators	9	9	5	10	19	50.0%	56.3%	25.0%	45.5%	48.7%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>14</b>	<b>13</b>	<b>27</b>	<b>-</b>	<b>6.1%</b>	<b>9.0%</b>	<b>8.1%</b>	<b>15.9%</b>	<b>-</b>
Transfers Out	4	5	8	10	-	44.4%	35.7%	61.5%	37.0%	-
Leave Oklahoma Educ.	5	9	5	17	-	55.6%	64.3%	38.5%	63.0%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	9.0%	8.1%	15.9%	-
Transfers In/Out	1.50	0.40	1.00	1.10	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	12	Benedictine Heights, Tulsa	-
OSU, Stillwater	19	Southern Nazarene Univ., Bethany	-
UCO, Edmond	70	OBU, Shawnee	7
ECU, Ada	11	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	2
SWOSU, Weatherford	12	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>148</b>

## District Report for: HARRAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	9	9	9	9	4.7%	5.8%	5.6%	5.3%	4.9%
White - Females	0	1	2	2	2	0.0%	11.1%	22.2%	22.2%	22.2%
White - Males	6	7	6	6	7	85.7%	77.8%	66.7%	66.7%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	0	14.3%	11.1%	11.1%	11.1%	0.0%
<b>Professional Staff</b>	12	12	11	11	12	8.1%	7.7%	6.8%	6.5%	6.6%
White - Females	10	10	9	9	9	83.3%	83.3%	81.8%	81.8%	75.0%
White - Males	2	2	2	2	3	16.7%	16.7%	18.2%	18.2%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	129	134	141	150	161	87.2%	86.5%	87.6%	88.2%	88.5%
White - Females	93	97	99	103	112	72.1%	72.4%	70.2%	68.7%	69.6%
White - Males	34	35	40	44	46	26.4%	26.1%	28.4%	29.3%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	1	1.6%	0.7%	0.7%	0.7%	0.6%
Other - Males	0	1	1	2	2	0.0%	0.7%	0.7%	1.3%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	1	0	1	5	2.3%	0.8%	0.0%	0.7%	3.4%
25-29	15	18	15	13	14	11.7%	13.6%	10.9%	9.0%	9.5%
30-34	12	18	22	21	24	9.4%	13.6%	16.1%	14.6%	16.2%
35-39	25	19	16	25	26	19.5%	14.4%	11.7%	17.4%	17.6%
40-44	20	20	22	18	23	15.6%	15.2%	16.1%	12.5%	15.5%
45-49	31	28	24	24	20	24.2%	21.2%	17.5%	16.7%	13.5%
50-54	15	18	24	29	23	11.7%	13.6%	17.5%	20.1%	15.5%
55+	7	10	14	13	13	5.5%	7.6%	10.2%	9.0%	8.8%
<b>Average Age</b>	41.1	41.3	42.4	42.5	41.2					

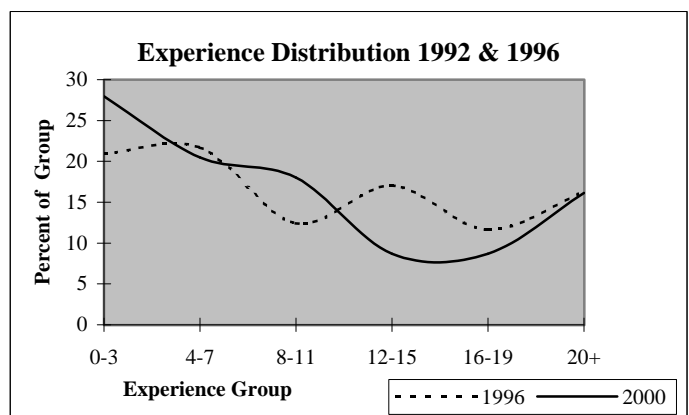
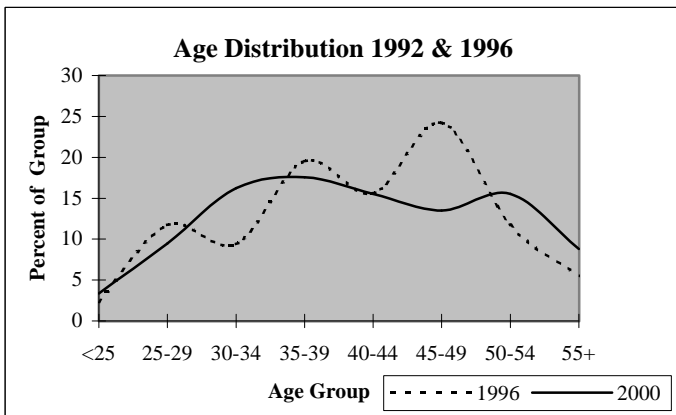
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	27	27	24	34	45	20.9%	20.1%	17.0%	22.7%	28.0%
4-7 Years	28	29	31	28	33	21.7%	21.6%	22.0%	18.7%	20.5%
8-11 Years	16	17	19	25	29	12.4%	12.7%	13.5%	16.7%	18.0%
12-15 Years	22	17	18	13	14	17.1%	12.7%	12.8%	8.7%	8.7%
16-19 Years	15	20	22	18	14	11.6%	14.9%	15.6%	12.0%	8.7%
20+ Years	21	24	27	32	26	16.3%	17.9%	19.1%	21.3%	16.1%
<b>Average Experience</b>	10.8	11.2	11.9	11.6	10.0					

## District Report for: HARRAH

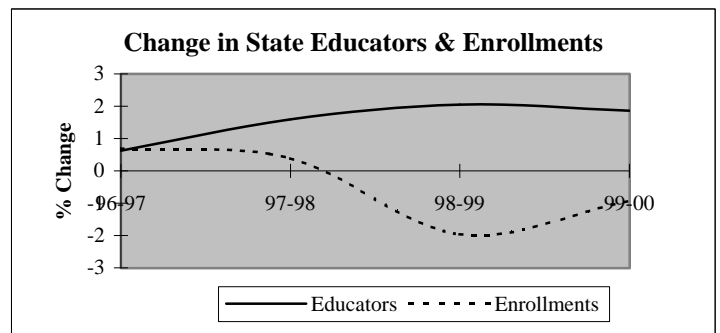
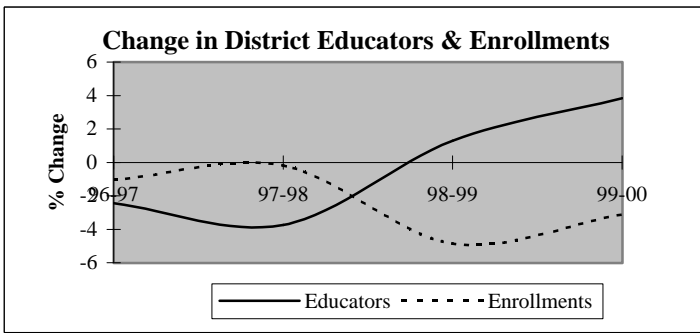
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	14	13	27	-	6.1%	9.0%	8.1%	15.9%	-
Attrition from Transfers	4	5	8	10	-	2.7%	3.2%	5.0%	5.9%	-
Attrition from Exits	5	9	5	17	-	3.4%	5.8%	3.1%	10.0%	-
<b>Teacher Attrition</b>	9	10	11	25	-	7.0%	7.5%	7.8%	16.7%	-
Attrition from Transfers	4	4	6	10	-	3.1%	3.0%	4.3%	6.7%	-
Attrition from Exits	5	6	5	15	-	3.9%	4.5%	3.5%	10.0%	-
<b>District Retention</b>										
Educator Retention	139	141	148	143	-	93.9%	91.0%	91.9%	84.1%	-
Teacher Retention	120	124	130	125	-	93.0%	92.5%	92.2%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	82.5%	7.5%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	78.8%	12.1%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	96.9%	3.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	8.3%	97.2%	86.1%	5.6%	91.7%
4 Years of Experience	88.6%	5.7%	94.3%	87.9%	4.7%	92.6%
5 Years of Experience	94.7%	5.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.7%	0.0%	1.2%	0.6%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.5%	91.0%	90.7%	92.9%	83.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.7%	0.0%	0.6%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.1%	9.0%	7.5%	6.5%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: JONES



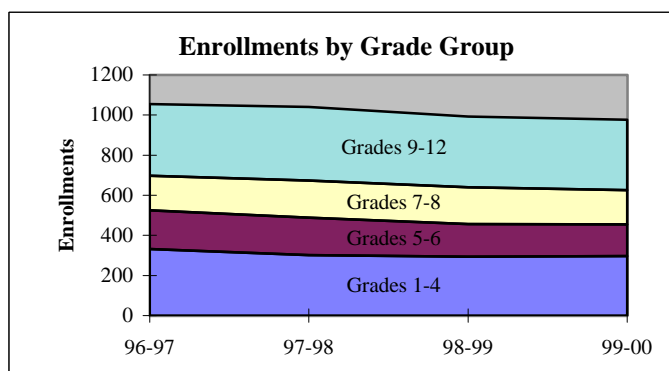
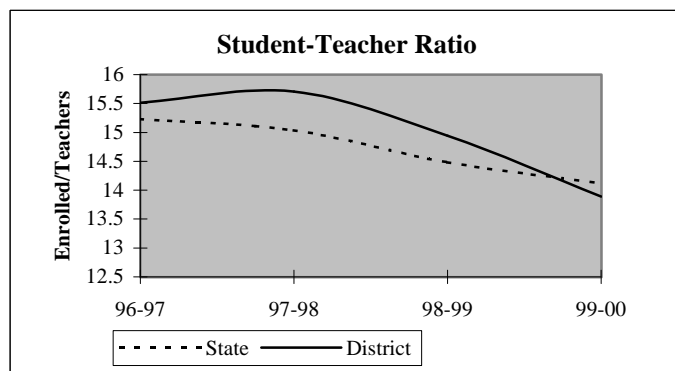
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	14.0	14.5	13.6	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.5	15.7	14.9	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-2	-3	1	3	-	-	-	-	-
% Change in Educators	3.8%	-2.4%	-3.8%	1.3%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	-12	-2	-54	-33	-	-	-	-	-
% Change in Enrollments	-0.6%	-1.1%	-0.2%	-4.8%	-3.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.4%	6.3%	5.2%	3.8%	16.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.3%	5.2%	5.1%	4.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	3.8%	2.6%	3.8%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.3%	5.0%	7.8%	10.3%	8.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	25.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.3%	1.3%	2.6%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	40.8	40.5	40.2	40.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	12.0	11.7	11.5	10.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,543	28,711	29,109	28,844	27,295	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.1%	5.6%	8.5%	9.9%	8.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.0%	76.4%	71.8%	76.1%	77.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	8.3%	8.5%	8.5%	8.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.5%	16.0%	17.3%	16.0%	15.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	29	26	26	30	30	35.4%	32.5%	33.8%	38.5%	37.0%
Attrition	5	5	2	11	0					
Attrition Rate	17.2%	19.2%	7.7%	36.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	53	54	50	45	49	64.6%	67.5%	64.9%	57.7%	60.5%
Attrition	3	9	6	4	0					
Attrition Rate	5.7%	16.7%	12.0%	8.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	3	2	0.0%	0.0%	1.3%	3.8%	2.5%
Attrition Rate	0.0%	0.0%	0.0%	66.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	2	3	5	7	0.0%	2.5%	3.9%	6.4%	8.6%



## District Report for: JONES

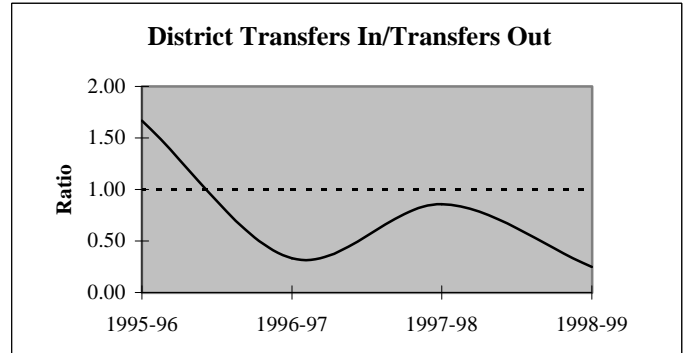
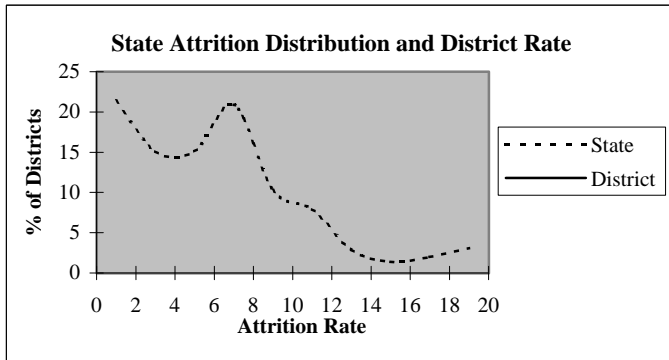
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	82	80	77	78	81	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	4	4	4	6.1%	6.3%	5.2%	5.1%	4.9%
Professional Staff	3	3	2	3	3	3.7%	3.8%	2.6%	3.8%	3.7%
<b>Total Teachers</b>	74	72	71	71	74	90.2%	90.0%	92.2%	91.0%	91.4%
Special Education	6	6	6	6	6	8.1%	8.3%	8.5%	8.5%	8.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	31	31	29	31	32	41.9%	43.1%	40.8%	43.7%	43.2%
<b>Middle School</b>	12	9	10	11	10	16.2%	12.5%	14.1%	15.5%	13.5%
Language Arts	5	2	4	4	3	6.8%	2.8%	5.6%	5.6%	4.1%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Social Studies	1	2	2	1	2	1.4%	2.8%	2.8%	1.4%	2.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	1	2.7%	2.8%	2.8%	2.8%	1.4%
Science	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	2	1	3	2	4.1%	2.8%	1.4%	4.2%	2.7%
<b>High School (9-12)</b>	25	26	26	23	26	0.0%	0.0%	0.0%	0.0%	2600.0%
Language Arts	4	4	4	4	3	5.4%	5.6%	5.6%	5.6%	4.1%
Art & Music	2	3	3	2	2	2.7%	4.2%	4.2%	2.8%	2.7%
Social Studies	2	2	3	5	1	2.7%	2.8%	4.2%	7.0%	1.4%
Foreign Language	0	1	1	1	1	0.0%	1.4%	1.4%	1.4%	1.4%
Math	3	3	3	3	3	4.1%	4.2%	4.2%	4.2%	4.1%
<b>Science</b>	2	1	2	2	2	2.7%	1.4%	2.8%	2.8%	2.7%
Biology	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	1.4%	0.0%	1.4%	1.4%	1.4%
Vocational Education	5	4	4	3	2	6.8%	5.6%	5.6%	4.2%	2.7%
Other	7	8	6	3	12	9.5%	11.1%	8.5%	4.2%	16.2%
<b>Total Enrollments</b>	1,129	1,117	1,115	1,061	1,028	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	62	74	67	51	5.2%	5.6%	6.6%	6.3%	5.0%
Grades 1-4	352	332	302	293	297	31.2%	29.7%	27.1%	27.6%	28.9%
Grades 5-6	181	193	186	164	158	16.0%	17.3%	16.7%	15.5%	15.4%
Grades 7-8	180	173	185	183	170	15.9%	15.5%	16.6%	17.2%	16.5%
Grades 9-12	357	357	368	352	351	31.6%	32.0%	33.0%	33.2%	34.1%
Ungraded	0	0	0	2	1	0.0%	0.0%	0.0%	0.2%	0.1%



## District Report for: JONES

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	82	80	77	78	81	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	72	74	66	69	61	87.8%	92.5%	85.7%	88.5%	75.3%
<b>Newly Hired</b>	<b>10</b>	<b>6</b>	<b>11</b>	<b>9</b>	<b>20</b>	<b>12.2%</b>	<b>7.5%</b>	<b>14.3%</b>	<b>11.5%</b>	<b>24.7%</b>
Transfers In	5	3	6	1	9	50.0%	50.0%	54.5%	11.1%	45.0%
Reentrants	3	1	0	5	4	30.0%	16.7%	0.0%	55.6%	20.0%
First Time Educators	2	2	5	3	7	20.0%	33.3%	45.5%	33.3%	35.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>14</b>	<b>8</b>	<b>17</b>	<b>-</b>	<b>9.8%</b>	<b>17.5%</b>	<b>10.4%</b>	<b>21.8%</b>	<b>-</b>
Transfers Out	3	9	7	4	-	37.5%	64.3%	87.5%	23.5%	-
Leave Oklahoma Educ.	5	5	1	13	-	62.5%	35.7%	12.5%	76.5%	-

Dynamics Rates	District Rates				
District Attrition	9.8%	17.5%	10.4%	21.8%	-
Transfers In/Out	1.67	0.33	0.86	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	1
UCO, Edmond	44	OBU, Shawnee	1
ECU, Ada	9	OCU, Oklahoma City	2
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	82

## District Report for: JONES

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	4	4	4	6.1%	6.3%	5.2%	5.1%	4.9%
White - Females	1	1	1	2	2	20.0%	20.0%	25.0%	50.0%	50.0%
White - Males	4	4	3	1	1	80.0%	80.0%	75.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	2	3	3	3.7%	3.8%	2.6%	3.8%	3.7%
White - Females	3	3	2	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	74	72	71	71	74	90.2%	90.0%	92.2%	91.0%	91.4%
White - Females	53	51	47	49	52	71.6%	70.8%	66.2%	69.0%	70.3%
White - Males	15	17	18	15	16	20.3%	23.6%	25.4%	21.1%	21.6%
Black - Females	2	1	1	1	1	2.7%	1.4%	1.4%	1.4%	1.4%
Black - Males	2	0	2	2	1	2.7%	0.0%	2.8%	2.8%	1.4%
Other - Females	2	3	3	4	4	2.7%	4.2%	4.2%	5.6%	5.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	3	2	2	0.0%	1.4%	4.2%	2.9%	2.9%
25-29	3	4	8	10	9	4.1%	5.6%	11.3%	14.3%	12.9%
30-34	18	14	9	11	10	24.3%	19.4%	12.7%	15.7%	14.3%
35-39	13	12	10	8	10	17.6%	16.7%	14.1%	11.4%	14.3%
40-44	18	17	17	17	10	24.3%	23.6%	23.9%	24.3%	14.3%
45-49	14	15	11	5	10	18.9%	20.8%	15.5%	7.1%	14.3%
50-54	4	5	9	13	15	5.4%	6.9%	12.7%	18.6%	21.4%
55+	4	4	4	4	4	5.4%	5.6%	5.6%	5.7%	5.7%
<b>Average Age</b>	40.5	40.8	40.5	40.2	40.8					

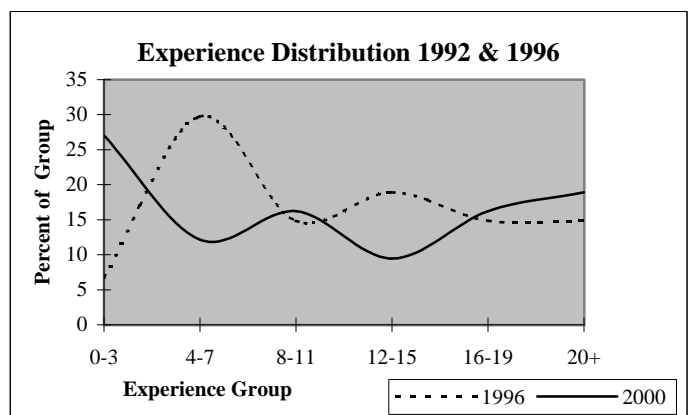
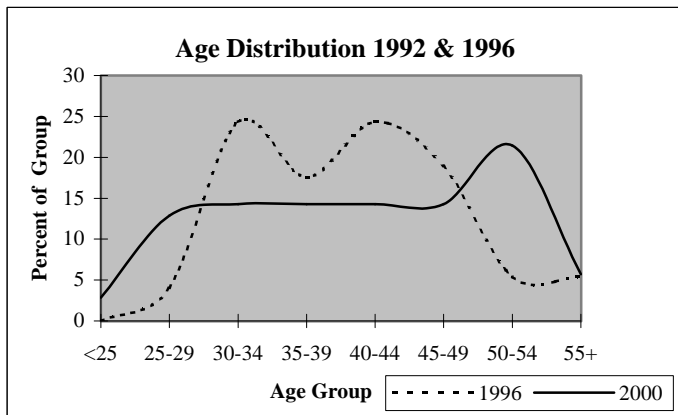
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	9	11	14	20	6.8%	12.5%	15.5%	19.7%	27.0%
4-7 Years	22	15	14	15	9	29.7%	20.8%	19.7%	21.1%	12.2%
8-11 Years	11	11	9	8	12	14.9%	15.3%	12.7%	11.3%	16.2%
12-15 Years	14	14	13	9	7	18.9%	19.4%	18.3%	12.7%	9.5%
16-19 Years	11	12	12	12	12	14.9%	16.7%	16.9%	16.9%	16.2%
20+ Years	11	11	12	13	14	14.9%	15.3%	16.9%	18.3%	18.9%
<b>Average Experience</b>	11.4	12.0	11.7	11.5	10.9					

## District Report for: JONES

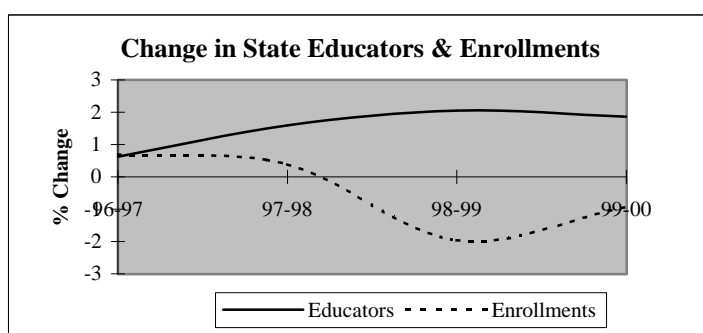
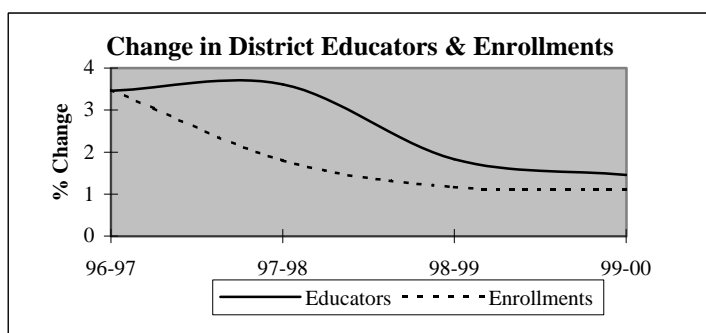
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	14	8	17	-	9.8%	17.5%	10.4%	21.8%	-
Attrition from Transfers	3	9	7	4	-	3.7%	11.3%	9.1%	5.1%	-
Attrition from Exits	5	5	1	13	-	6.1%	6.3%	1.3%	16.7%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>11</b>	<b>7</b>	<b>16</b>	<b>-</b>	<b>10.8%</b>	<b>15.3%</b>	<b>9.9%</b>	<b>22.5%</b>	<b>-</b>
Attrition from Transfers	3	7	6	4	-	4.1%	9.7%	8.5%	5.6%	-
Attrition from Exits	5	4	1	12	-	6.8%	5.6%	1.4%	16.9%	-
<b>District Retention</b>										
Educator Retention	74	66	69	61	-	90.2%	82.5%	89.6%	78.2%	-
Teacher Retention	66	61	64	55	-	89.2%	84.7%	90.1%	77.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.3%	0.0%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	57.1%	14.3%	71.4%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.3%	12.5%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	94.1%	5.9%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.5%	0.0%	90.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.6%	0.0%	1.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	96.3%	90.9%	89.7%	85.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.1%	3.8%	6.5%	10.3%	13.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: EDMOND

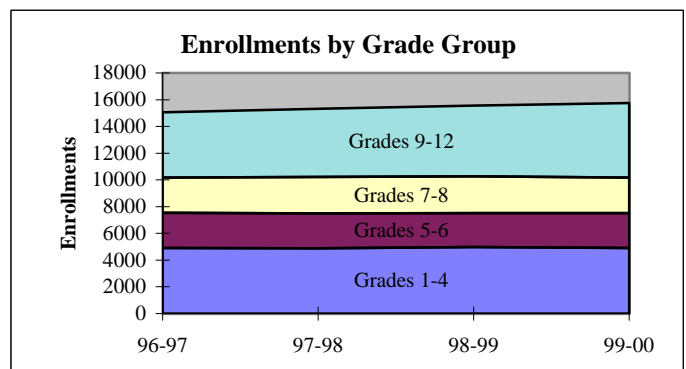
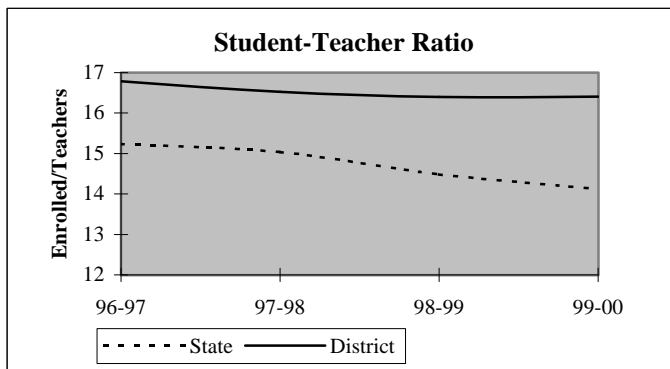


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.6	14.6	14.4	14.3	14.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.9	16.8	16.5	16.4	16.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	37	40	21	17	-	-	-	-	-
% Change in Educators	0.0%	3.5%	3.6%	1.8%	1.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	454	545	291	192	185	-	-	-	-	-
% Change in Enrollments	3.0%	3.5%	1.8%	1.2%	1.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.2%	6.1%	6.6%	6.3%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.2%	4.4%	4.3%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	8.7%	8.6%	8.7%	8.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.3%	3.3%	2.9%	3.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	6.5%	8.5%	7.8%	8.0%	7.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.5%	2.8%	2.7%	2.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	41.9	42.3	42.6	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	10.4	10.7	10.8	11.2	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,838	28,949	29,309	30,217	31,009	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.4%	2.2%	3.2%	2.9%	3.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.8%	82.6%	82.0%	82.3%	82.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.8%	12.7%	13.3%	13.2%	13.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.7%	12.6%	12.8%	13.4%	13.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	409	420	440	427	449	38.2%	37.9%	38.4%	36.6%	37.9%
Attrition	55	65	74	56	0					
Attrition Rate	13.4%	15.5%	16.8%	13.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	629	649	649	677	650	58.8%	58.6%	56.6%	58.0%	54.9%
Attrition	28	50	43	51	0					
Attrition Rate	4.5%	7.7%	6.6%	7.5%	0.0%					
At Retirement Age	32	38	58	64	86	3.0%	3.4%	5.1%	5.5%	7.3%
Attrition	7	6	12	11	0					
Attrition Rate	21.9%	15.8%	20.7%	17.2%	0.0%					
At Retirement in 5 yrs.	48	66	78	99	122	4.5%	6.0%	6.8%	8.5%	10.3%

## District Report for: EDMOND

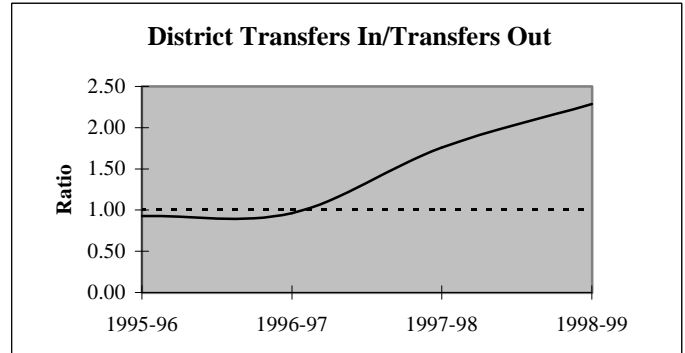
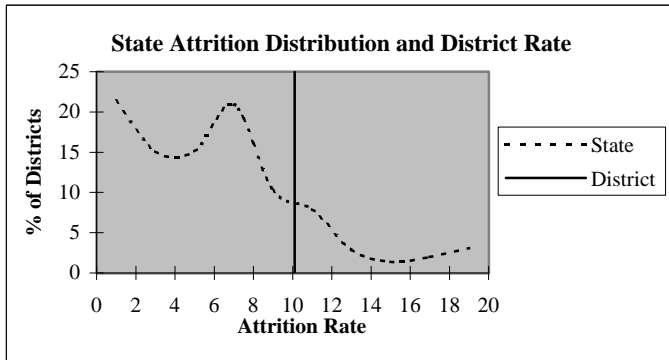
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	1,070	1,107	1,147	1,168	1,185	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	46	47	51	50	52	4.3%	4.2%	4.4%	4.3%	4.4%
Professional Staff	97	96	99	102	106	9.1%	8.7%	8.6%	8.7%	8.9%
<b>Total Teachers</b>	927	964	997	1,016	1,027	86.6%	87.1%	86.9%	87.0%	86.7%
Special Education	119	122	133	134	140	12.8%	12.7%	13.3%	13.2%	13.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	381	391	389	402	398	41.1%	40.6%	39.0%	39.6%	38.8%
<b>Middle School</b>	196	207	215	218	216	21.1%	21.5%	21.6%	21.5%	21.0%
Language Arts	45	49	52	56	52	4.9%	5.1%	5.2%	5.5%	5.1%
Art & Music	21	21	26	26	26	2.3%	2.2%	2.6%	2.6%	2.5%
Social Studies	33	34	31	30	30	3.6%	3.5%	3.1%	3.0%	2.9%
Foreign Language	7	11	16	16	17	0.8%	1.1%	1.6%	1.6%	1.7%
Math	30	31	31	31	31	3.2%	3.2%	3.1%	3.1%	3.0%
Science	34	34	31	33	30	3.7%	3.5%	3.1%	3.2%	2.9%
Vocational Education	4	3	4	4	4	0.4%	0.3%	0.4%	0.4%	0.4%
Other	22	24	24	22	26	2.4%	2.5%	2.4%	2.2%	2.5%
<b>High School (9-12)</b>	231	244	260	262	273	1100.0%	1161.9%	1000.0%	1007.7%	1050.0%
Language Arts	45	47	50	50	52	4.9%	4.9%	5.0%	4.9%	5.1%
Art & Music	18	18	16	17	17	1.9%	1.9%	1.6%	1.7%	1.7%
Social Studies	32	37	41	43	44	3.5%	3.8%	4.1%	4.2%	4.3%
Foreign Language	19	20	22	21	23	2.0%	2.1%	2.2%	2.1%	2.2%
Math	34	36	37	38	39	3.7%	3.7%	3.7%	3.7%	3.8%
<b>Science</b>	30	32	33	35	36	3.2%	3.3%	3.3%	3.4%	3.5%
Biology	11	12	12	11	12	1.2%	1.2%	1.2%	1.1%	1.2%
Chemistry	6	6	7	7	8	0.6%	0.6%	0.7%	0.7%	0.8%
Physics	2	3	3	3	3	0.2%	0.3%	0.3%	0.3%	0.3%
Other Science	11	11	11	14	13	1.2%	1.1%	1.1%	1.4%	1.3%
Vocational Education	25	27	28	28	29	2.7%	2.8%	2.8%	2.8%	2.8%
Other	28	27	33	30	33	3.0%	2.8%	3.3%	3.0%	3.2%
<b>Total Enrollments</b>	15,637	16,182	16,473	16,665	16,850	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,089	1,069	1,106	1,035	1,052	7.0%	6.6%	6.7%	6.2%	6.2%
Grades 1-4	4,883	4,898	4,872	4,988	4,914	31.2%	30.3%	29.6%	29.9%	29.2%
Grades 5-6	2,598	2,646	2,611	2,538	2,605	16.6%	16.4%	15.9%	15.2%	15.5%
Grades 7-8	2,518	2,638	2,730	2,731	2,652	16.1%	16.3%	16.6%	16.4%	15.7%
Grades 9-12	4,491	4,876	5,105	5,313	5,573	28.7%	30.1%	31.0%	31.9%	33.1%
Ungraded	58	55	49	60	54	0.4%	0.3%	0.3%	0.4%	0.3%



## District Report for: EDMOND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	1070	1107	1147	1168	1185	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	980	980	986	1018	1050	91.6%	88.5%	86.0%	87.2%	88.6%
<b>Newly Hired</b>	<b>90</b>	<b>127</b>	<b>161</b>	<b>150</b>	<b>135</b>	<b>8.4%</b>	<b>11.5%</b>	<b>14.0%</b>	<b>12.8%</b>	<b>11.4%</b>
Transfers In	13	26	44	48	37	14.4%	20.5%	27.3%	32.0%	27.4%
Reentrants	30	51	50	48	56	33.3%	40.2%	31.1%	32.0%	41.5%
First Time Educators	47	50	67	54	42	52.2%	39.4%	41.6%	36.0%	31.1%
<b>Total Exiting Next Year</b>	<b>90</b>	<b>121</b>	<b>129</b>	<b>118</b>	<b>-</b>	<b>8.4%</b>	<b>10.9%</b>	<b>11.2%</b>	<b>10.1%</b>	<b>-</b>
Transfers Out	14	27	25	21	-	15.6%	22.3%	19.4%	17.8%	-
Leave Oklahoma Educ.	76	94	104	97	-	84.4%	77.7%	80.6%	82.2%	-

Dynamics Rates	District Rates				
District Attrition	8.4%	10.9%	11.2%	10.1%	-
Transfers In/Out	0.93	0.96	1.76	2.29	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	69	Benedictine Heights, Tulsa	-
OSU, Stillwater	109	Southern Nazarene Univ., Bethany	3
UCO, Edmond	585	OBU, Shawnee	7
ECU, Ada	8	OCU, Oklahoma City	19
NWOSU, Alva	6	Phillips Univ., Enid	3
NESU, Tahlequah	11	University of Tulsa, Tulsa	4
SEOSU, Durant	7	OCUSA, Oklahoma City	25
SWOSU, Weatherford	22	Cameron, Lawton	7
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	177
		<b>Total</b>	<b>1,070</b>

## District Report for: EDMOND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	46	47	51	50	52	4.3%	4.2%	4.4%	4.3%	4.4%
White - Females	25	25	29	29	30	54.3%	53.2%	56.9%	58.0%	57.7%
White - Males	18	18	18	17	18	39.1%	38.3%	35.3%	34.0%	34.6%
Black - Females	2	3	3	2	2	4.3%	6.4%	5.9%	4.0%	3.8%
Black - Males	1	1	1	2	2	2.2%	2.1%	2.0%	4.0%	3.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	97	96	99	102	106	9.1%	8.7%	8.6%	8.7%	8.9%
White - Females	89	90	90	93	96	91.8%	93.8%	90.9%	91.2%	90.6%
White - Males	7	5	7	8	10	7.2%	5.2%	7.1%	7.8%	9.4%
Black - Females	0	0	1	0	0	0.0%	0.0%	1.0%	0.0%	0.0%
Black - Males	1	1	1	0	0	1.0%	1.0%	1.0%	0.0%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	1.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	927	964	997	1016	1027	86.6%	87.1%	86.9%	87.0%	86.7%
White - Females	749	778	793	813	815	80.8%	80.7%	79.5%	80.0%	79.4%
White - Males	156	165	172	174	175	16.8%	17.1%	17.3%	17.1%	17.0%
Black - Females	6	6	10	11	14	0.6%	0.6%	1.0%	1.1%	1.4%
Black - Males	3	2	3	2	3	0.3%	0.2%	0.3%	0.2%	0.3%
Other - Females	13	12	15	12	16	1.4%	1.2%	1.5%	1.2%	1.6%
Other - Males	0	1	4	4	4	0.0%	0.1%	0.4%	0.4%	0.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	16	13	13	19	14	1.7%	1.4%	1.3%	1.9%	1.4%
25-29	122	122	123	118	109	13.2%	12.8%	12.6%	11.9%	11.1%
30-34	93	93	104	103	109	10.1%	9.8%	10.7%	10.4%	11.1%
35-39	136	132	127	108	111	14.7%	13.9%	13.0%	10.9%	11.3%
40-44	167	166	164	183	165	18.1%	17.5%	16.8%	18.5%	16.8%
45-49	198	210	191	186	185	21.5%	22.1%	19.6%	18.8%	18.8%
50-54	126	138	165	175	171	13.7%	14.5%	16.9%	17.7%	17.4%
55+	65	77	89	98	118	7.0%	8.1%	9.1%	9.9%	12.0%
<b>Average Age</b>	41.4	41.9	42.3	42.6	43.0					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	209	209	211	219	220	22.5%	21.7%	21.2%	21.6%	21.4%
4-7 Years	185	198	214	187	206	20.0%	20.5%	21.5%	18.4%	20.1%
8-11 Years	153	145	150	171	152	16.5%	15.0%	15.0%	16.8%	14.8%
12-15 Years	128	135	130	118	126	13.8%	14.0%	13.0%	11.6%	12.3%
16-19 Years	125	121	119	130	114	13.5%	12.6%	11.9%	12.8%	11.1%
20+ Years	127	156	173	191	209	13.7%	16.2%	17.4%	18.8%	20.4%
<b>Average Experience</b>	10.4	10.7	10.8	11.2	11.3					

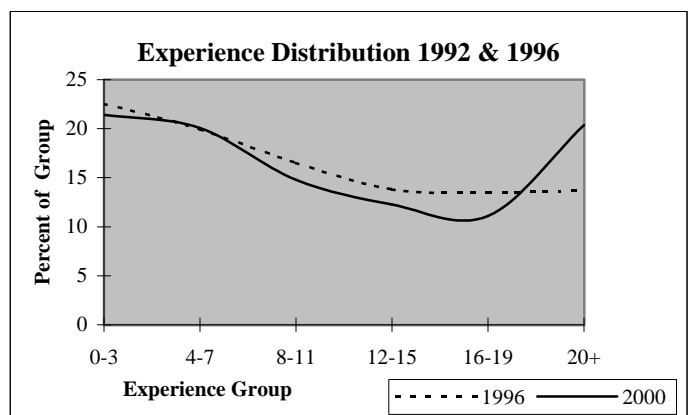
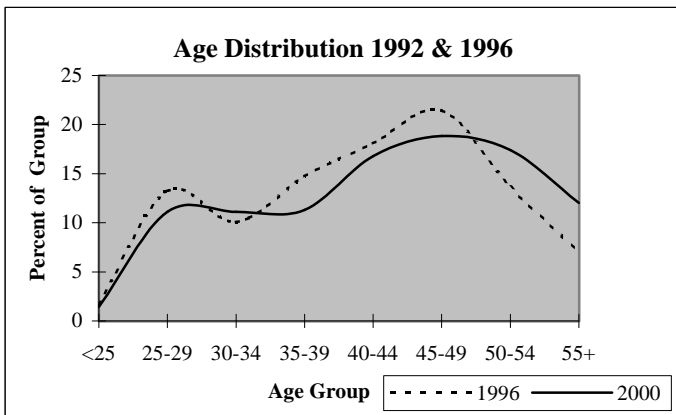


# District Report for: EDMOND

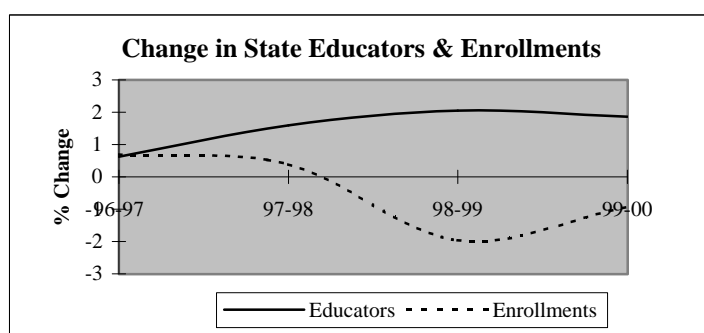
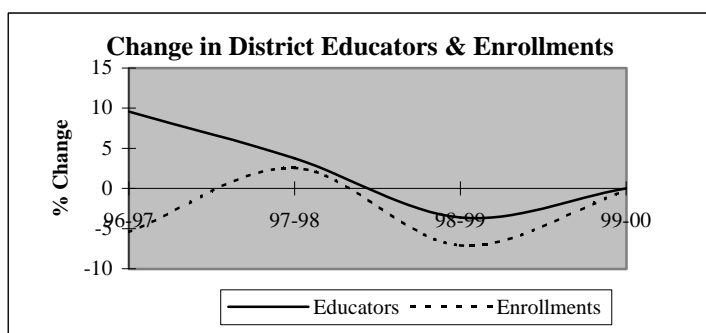
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	90	121	129	118	-	8.4%	10.9%	11.2%	10.1%	-
Attrition from Transfers	14	27	25	21	-	1.3%	2.4%	2.2%	1.8%	-
Attrition from Exits	76	94	104	97	-	7.1%	8.5%	9.1%	8.3%	-
<b>Teacher Attrition</b>	<b>78</b>	<b>108</b>	<b>110</b>	<b>105</b>	<b>-</b>	<b>8.4%</b>	<b>11.2%</b>	<b>11.0%</b>	<b>10.3%</b>	<b>-</b>
Attrition from Transfers	12	25	18	18	-	1.3%	2.6%	1.8%	1.8%	-
Attrition from Exits	66	83	92	87	-	7.1%	8.6%	9.2%	8.6%	-
<b>District Retention</b>										
Educator Retention	980	986	1,018	1,050	-	91.6%	89.1%	88.8%	89.9%	-
Teacher Retention	849	856	887	911	-	91.6%	88.8%	89.0%	89.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	80.1%	5.4%	85.5%	78.2%	9.6%	87.8%
1 Year of Experience	86.5%	2.6%	89.1%	84.2%	6.9%	91.1%
2 Years of Experience	83.9%	2.3%	86.2%	85.2%	5.9%	91.1%
3 Years of Experience	85.1%	1.2%	86.3%	86.1%	5.6%	91.7%
4 Years of Experience	85.1%	2.5%	87.6%	87.9%	4.7%	92.6%
5 Years of Experience	90.7%	1.1%	91.8%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.3%	1.8%	1.6%	1.2%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	88.9%	86.0%	88.4%	90.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.1%	0.2%	1.3%	1.0%	0.3%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	9.1%	11.2%	9.4%	8.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MILLWOOD

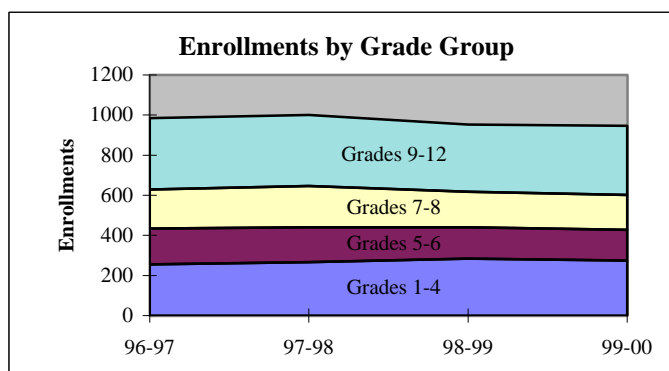
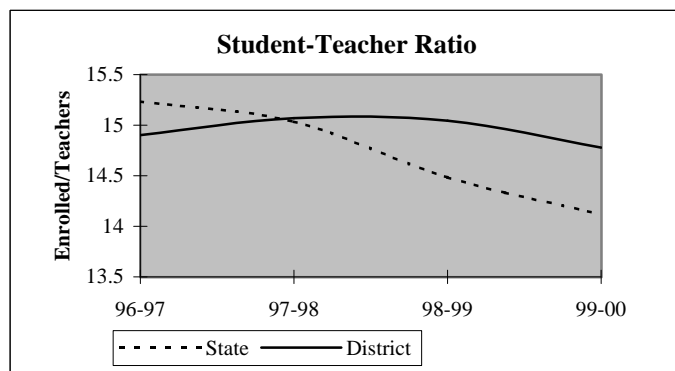


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.3	13.2	13.1	12.6	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.8	14.9	15.1	15.0	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	7	3	-3	0	-	-	-	-	-
% Change in Educators	-3.9%	9.6%	3.8%	-3.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	52	-61	27	-77	-3	-	-	-	-	-
% Change in Enrollments	4.9%	-5.5%	2.6%	-7.1%	-0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.2%	7.5%	12.0%	11.3%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.0%	7.2%	10.0%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.2%	6.3%	6.0%	6.3%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	58.9%	53.8%	55.4%	51.3%	55.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	83.3%	87.5%	85.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.7%	2.5%	4.8%	6.3%	5.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.8	43.1	43.5	44.9	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	9.6	9.9	9.9	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,690	27,259	27,358	28,004	28,243	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	54.0%	49.3%	52.8%	46.3%	51.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	64.8%	70.8%	68.7%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	5.6%	5.6%	7.5%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	98.7%	99.5%	99.8%	99.1%	99.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	21	36	36	35	35	28.8%	45.0%	43.4%	43.8%	43.8%
Attrition	2	7	13	9	0					
Attrition Rate	9.5%	19.4%	36.1%	25.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	46	39	43	40	37	63.0%	48.8%	51.8%	50.0%	46.3%
Attrition	11	4	7	4	0					
Attrition Rate	23.9%	10.3%	16.3%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	5	4	5	8	8.2%	6.3%	4.8%	6.3%	10.0%
Attrition Rate	33.3%	20.0%	25.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	10	5	6	9	10	13.7%	6.3%	7.2%	11.3%	12.5%

## District Report for: MILLWOOD

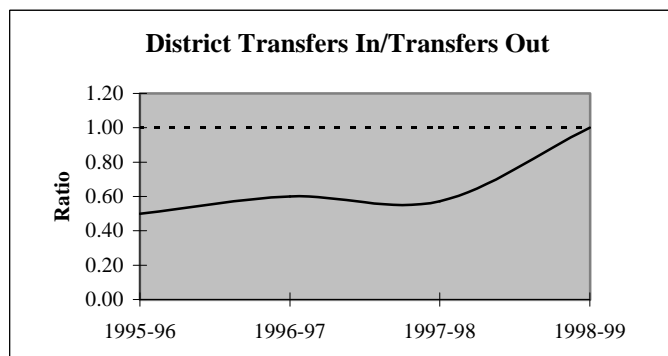
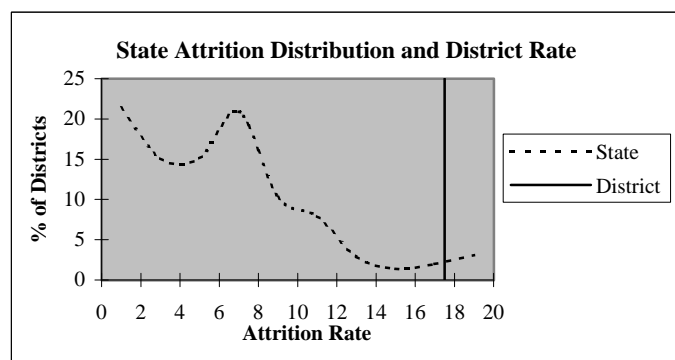
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	73	80	83	80	80	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	6	8	7	5.5%	5.0%	7.2%	10.0%	8.8%
Professional Staff	6	5	5	5	5	8.2%	6.3%	6.0%	6.3%	6.3%
<b>Total Teachers</b>	63	71	72	67	68	86.3%	88.8%	86.7%	83.8%	85.0%
Special Education	6	4	4	5	5	9.5%	5.6%	5.6%	7.5%	7.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	25	27	24	26	34.9%	35.2%	37.5%	35.8%	38.2%
<b>Middle School</b>	13	19	17	15	13	20.6%	26.8%	23.6%	22.4%	19.1%
Language Arts	1	3	3	3	3	1.6%	4.2%	4.2%	4.5%	4.4%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.5%
Social Studies	1	2	3	3	2	1.6%	2.8%	4.2%	4.5%	2.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	2	3	3	4.8%	4.2%	2.8%	4.5%	4.4%
Science	2	3	3	2	1	3.2%	4.2%	4.2%	3.0%	1.5%
Vocational Education	1	1	1	0	0	1.6%	1.4%	1.4%	0.0%	0.0%
Other	5	7	5	4	3	7.9%	9.9%	6.9%	6.0%	4.4%
<b>High School (9-12)</b>	22	23	24	23	24	0.0%	0.0%	0.0%	0.0%	2400.0%
Language Arts	5	5	4	3	3	7.9%	7.0%	5.6%	4.5%	4.4%
Art & Music	3	3	3	2	2	4.8%	4.2%	4.2%	3.0%	2.9%
Social Studies	4	3	3	3	5	6.3%	4.2%	4.2%	4.5%	7.4%
Foreign Language	0	1	1	1	1	0.0%	1.4%	1.4%	1.5%	1.5%
Math	2	3	2	3	3	3.2%	4.2%	2.8%	4.5%	4.4%
<b>Science</b>	3	3	2	3	3	4.8%	4.2%	2.8%	4.5%	4.4%
Biology	1	2	1	1	1	1.6%	2.8%	1.4%	1.5%	1.5%
Chemistry	0	0	1	1	1	0.0%	0.0%	1.4%	1.5%	1.5%
Physics	0	1	0	0	0	0.0%	1.4%	0.0%	0.0%	0.0%
Other Science	2	0	0	1	1	3.2%	0.0%	0.0%	1.5%	1.5%
Vocational Education	2	2	2	3	3	3.2%	2.8%	2.8%	4.5%	4.4%
Other	3	3	7	5	4	4.8%	4.2%	9.7%	7.5%	5.9%
<b>Total Enrollments</b>	1,119	1,058	1,085	1,008	1,005	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	85	74	85	55	58	7.6%	7.0%	7.8%	5.5%	5.8%
Grades 1-4	288	255	267	284	275	25.7%	24.1%	24.6%	28.2%	27.4%
Grades 5-6	178	179	174	157	153	15.9%	16.9%	16.0%	15.6%	15.2%
Grades 7-8	180	195	205	176	173	16.1%	18.4%	18.9%	17.5%	17.2%
Grades 9-12	388	355	354	336	346	34.7%	33.6%	32.6%	33.3%	34.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MILLWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	73	80	83	80	80	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	64	58	68	62	66	87.7%	72.5%	81.9%	77.5%	82.5%
<b>Newly Hired</b>	<b>9</b>	<b>22</b>	<b>15</b>	<b>18</b>	<b>14</b>	<b>12.3%</b>	<b>27.5%</b>	<b>18.1%</b>	<b>22.5%</b>	<b>17.5%</b>
Transfers In	1	3	4	4	4	11.1%	13.6%	26.7%	22.2%	28.6%
Reentrants	4	7	8	8	5	44.4%	31.8%	53.3%	44.4%	35.7%
First Time Educators	4	12	3	6	5	44.4%	54.5%	20.0%	33.3%	35.7%
<b>Total Exiting Next Year</b>	<b>15</b>	<b>12</b>	<b>21</b>	<b>14</b>	<b>-</b>	<b>20.5%</b>	<b>15.0%</b>	<b>25.3%</b>	<b>17.5%</b>	<b>-</b>
Transfers Out	2	5	7	4	-	13.3%	41.7%	33.3%	28.6%	-
Leave Oklahoma Educ.	13	7	14	10	-	86.7%	58.3%	66.7%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	20.5%	15.0%	25.3%	17.5%	-
Transfers In/Out	0.50	0.60	0.57	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	10	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	26	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	1
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	12	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>73</b>

## District Report for: MILLWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	6	8	7	5.5%	5.0%	7.2%	10.0%	8.8%
White - Females	0	0	1	1	1	0.0%	0.0%	16.7%	12.5%	14.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	3	4	3	50.0%	50.0%	50.0%	50.0%	42.9%
Black - Males	2	2	2	3	3	50.0%	50.0%	33.3%	37.5%	42.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	5	5	5	5	8.2%	6.3%	6.0%	6.3%	6.3%
White - Females	1	1	2	2	2	16.7%	20.0%	40.0%	40.0%	40.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	4	3	2	2	2	66.7%	60.0%	40.0%	40.0%	40.0%
Black - Males	1	1	1	1	1	16.7%	20.0%	20.0%	20.0%	20.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	63	71	72	67	68	86.3%	88.8%	86.7%	83.8%	85.0%
White - Females	18	24	24	24	23	28.6%	33.8%	33.3%	35.8%	33.8%
White - Males	11	12	10	12	10	17.5%	16.9%	13.9%	17.9%	14.7%
Black - Females	24	22	26	21	25	38.1%	31.0%	36.1%	31.3%	36.8%
Black - Males	10	12	10	8	9	15.9%	16.9%	13.9%	11.9%	13.2%
Other - Females	0	0	1	1	0	0.0%	0.0%	1.4%	1.5%	0.0%
Other - Males	0	1	1	1	1	0.0%	1.4%	1.4%	1.5%	1.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	0	0	0	0.0%	2.9%	0.0%	0.0%	0.0%
25-29	5	5	5	4	6	8.1%	7.4%	7.6%	6.6%	9.8%
30-34	6	7	11	5	7	9.7%	10.3%	16.7%	8.2%	11.5%
35-39	3	5	4	8	5	4.8%	7.4%	6.1%	13.1%	8.2%
40-44	21	20	14	12	12	33.9%	29.4%	21.2%	19.7%	19.7%
45-49	11	13	18	14	14	17.7%	19.1%	27.3%	23.0%	23.0%
50-54	12	10	5	7	8	19.4%	14.7%	7.6%	11.5%	13.1%
55+	4	6	9	11	9	6.5%	8.8%	13.6%	18.0%	14.8%
<b>Average Age</b>	43.8	43.1	43.5	44.9	44.1					

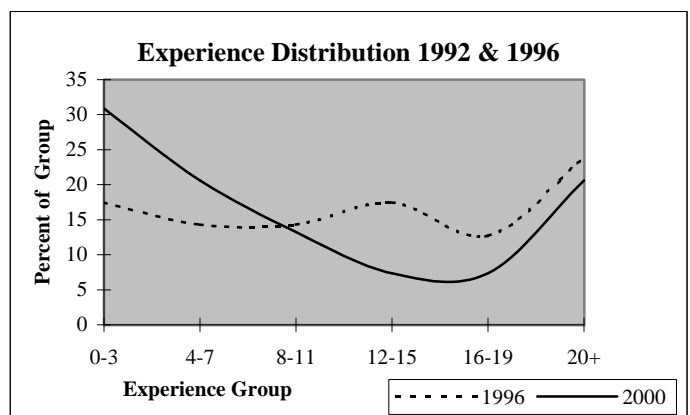
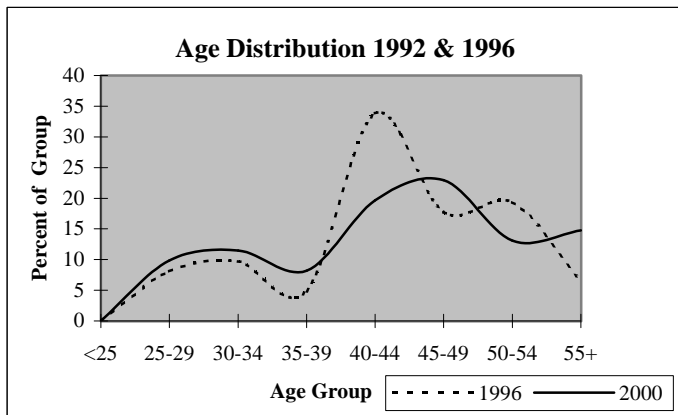
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	22	20	22	21	17.5%	31.0%	27.8%	32.8%	30.9%
4-7 Years	9	13	16	12	14	14.3%	18.3%	22.2%	17.9%	20.6%
8-11 Years	9	11	11	12	9	14.3%	15.5%	15.3%	17.9%	13.2%
12-15 Years	11	6	5	1	5	17.5%	8.5%	6.9%	1.5%	7.4%
16-19 Years	8	7	9	8	5	12.7%	9.9%	12.5%	11.9%	7.4%
20+ Years	15	12	11	12	14	23.8%	16.9%	15.3%	17.9%	20.6%
<b>Average Experience</b>	12.5	9.6	9.9	9.9	10.3					

## District Report for: MILLWOOD

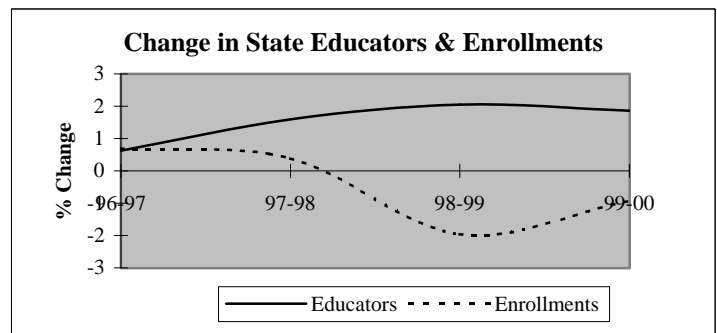
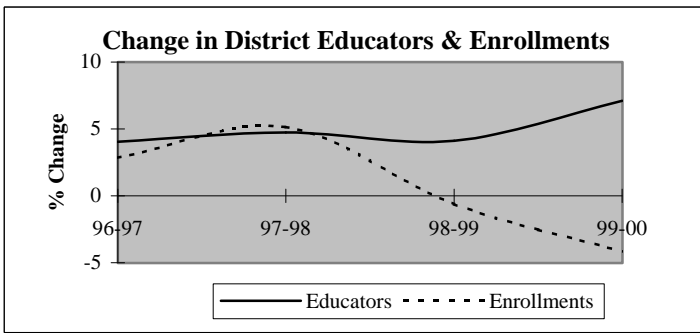
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	15	12	21	14	-	20.5%	15.0%	25.3%	17.5%	-
Attrition from Transfers	2	5	7	4	-	2.7%	6.3%	8.4%	5.0%	-
Attrition from Exits	13	7	14	10	-	17.8%	8.8%	16.9%	12.5%	-
<b>Teacher Attrition</b>	13	10	19	13	-	20.6%	14.1%	26.4%	19.4%	-
Attrition from Transfers	2	5	7	4	-	3.2%	7.0%	9.7%	6.0%	-
Attrition from Exits	11	5	12	9	-	17.5%	7.0%	16.7%	13.4%	-
<b>District Retention</b>										
Educator Retention	58	68	62	66	-	79.5%	85.0%	74.7%	82.5%	-
Teacher Retention	50	61	53	54	-	79.4%	85.9%	73.6%	80.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	72.4%	13.8%	86.2%	78.2%	9.6%	87.8%
1 Year of Experience	61.5%	15.4%	76.9%	84.2%	6.9%	91.1%
2 Years of Experience	73.7%	10.5%	84.2%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	78.9%	10.5%	89.5%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	11.1%	94.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.4%	3.8%	2.4%	0.0%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.3%	72.5%	84.3%	81.3%	83.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.3%	23.8%	13.3%	18.8%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WESTERN HGTS

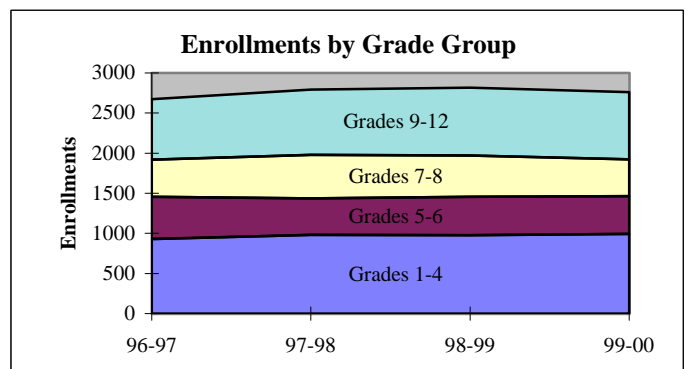
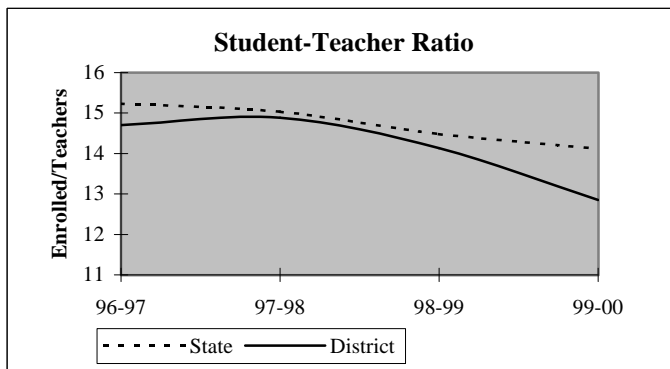


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.2	13.1	13.1	12.5	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	14.7	14.9	14.1	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-9	9	11	10	18	-	-	-	-	-
% Change in Educators	-3.9%	4.0%	4.7%	4.1%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	51	84	156	-20	-132	-	-	-	-	-
% Change in Enrollments	1.8%	2.9%	5.2%	-0.6%	-4.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.3%	3.4%	6.2%	4.3%	18.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.9%	4.7%	4.9%	4.7%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	6.5%	7.0%	6.7%	8.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.8%	5.2%	5.3%	7.1%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	9.1%	9.1%	8.3%	8.3%	7.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.2%	2.1%	2.4%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.4	42.1	41.6	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.3	12.9	12.3	11.6	12.1	12.3	12.3	12.2	12.2
Average Salary	31,148	30,414	29,992	30,037	28,917	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	4.9%	5.1%	7.1%	5.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	78.2%	79.4%	81.3%	79.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.1%	9.7%	10.3%	11.2%	12.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.1%	40.7%	40.4%	41.3%	41.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	72	84	97	109	116	32.3%	36.2%	39.9%	43.1%	42.8%
Attrition	9	9	20	27	0					
Attrition Rate	12.5%	10.7%	20.6%	24.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	134	128	123	117	130	60.1%	55.2%	50.6%	46.2%	48.0%
Attrition	5	10	8	14	0					
Attrition Rate	3.7%	7.8%	6.5%	12.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	17	20	23	27	25	7.6%	8.6%	9.5%	10.7%	9.2%
Attrition	2	5	6	4	0					
Attrition Rate	11.8%	25.0%	26.1%	14.8%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	22	28	33	30	34	9.9%	12.1%	13.6%	11.9%	12.5%

## District Report for: WESTERN HGTS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	223	232	243	253	271	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	12	12	13	4.9%	4.7%	4.9%	4.7%	4.8%
Professional Staff	14	15	17	17	22	6.3%	6.5%	7.0%	6.7%	8.1%
<b>Total Teachers</b>	198	206	214	224	236	88.8%	88.8%	88.1%	88.5%	87.1%
Special Education	20	20	22	25	29	10.1%	9.7%	10.3%	11.2%	12.3%
Pre-K & Kindergarten	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	1.3%
Elementary	101	103	93	97	93	51.0%	50.0%	43.5%	43.3%	39.4%
<b>Middle School</b>	0	0	43	45	50	0.0%	0.0%	20.1%	20.1%	21.2%
Language Arts	0	0	11	11	13	0.0%	0.0%	5.1%	4.9%	5.5%
Art & Music	0	0	4	4	6	0.0%	0.0%	1.9%	1.8%	2.5%
Social Studies	0	0	4	5	6	0.0%	0.0%	1.9%	2.2%	2.5%
Foreign Language	0	0	1	4	3	0.0%	0.0%	0.5%	1.8%	1.3%
Math	0	0	5	7	7	0.0%	0.0%	2.3%	3.1%	3.0%
Science	0	0	4	7	8	0.0%	0.0%	1.9%	3.1%	3.4%
Vocational Education	0	0	1	1	0	0.0%	0.0%	0.5%	0.4%	0.0%
Other	0	0	13	6	7	0.0%	0.0%	6.1%	2.7%	3.0%
<b>High School (9-12)</b>	77	83	56	57	61	0.0%	0.0%	1400.0%	1425.0%	1016.7%
Language Arts	14	16	7	8	8	7.1%	7.8%	3.3%	3.6%	3.4%
Art & Music	7	8	4	5	4	3.5%	3.9%	1.9%	2.2%	1.7%
Social Studies	12	10	8	8	8	6.1%	4.9%	3.7%	3.6%	3.4%
Foreign Language	5	4	3	3	3	2.5%	1.9%	1.4%	1.3%	1.3%
Math	8	8	6	6	6	4.0%	3.9%	2.8%	2.7%	2.5%
<b>Science</b>	9	8	6	6	7	4.5%	3.9%	2.8%	2.7%	3.0%
Biology	2	3	2	3	2	1.0%	1.5%	0.9%	1.3%	0.8%
Chemistry	0	1	1	1	1	0.0%	0.5%	0.5%	0.4%	0.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	7	4	3	2	4	3.5%	1.9%	1.4%	0.9%	1.7%
Vocational Education	11	12	9	10	12	5.6%	5.8%	4.2%	4.5%	5.1%
Other	11	17	13	11	13	5.6%	8.3%	6.1%	4.9%	5.5%
<b>Total Enrollments</b>	2,945	3,029	3,185	3,165	3,033	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	295	346	387	334	262	10.0%	11.4%	12.2%	10.6%	8.6%
Grades 1-4	926	931	981	978	994	31.4%	30.7%	30.8%	30.9%	32.8%
Grades 5-6	508	527	456	480	471	17.2%	17.4%	14.3%	15.2%	15.5%
Grades 7-8	440	461	542	513	457	14.9%	15.2%	17.0%	16.2%	15.1%
Grades 9-12	766	755	813	845	838	26.0%	24.9%	25.5%	26.7%	27.6%
Ungraded	10	9	6	15	11	0.3%	0.3%	0.2%	0.5%	0.4%

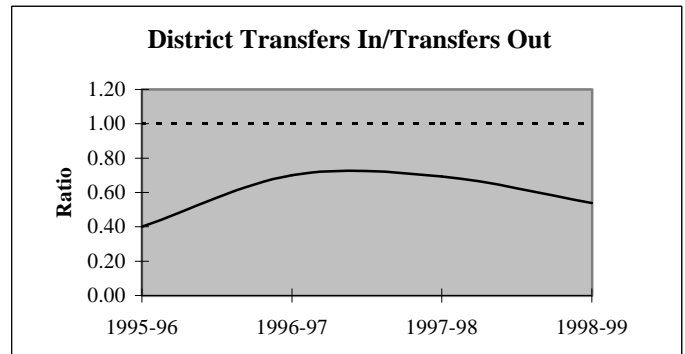
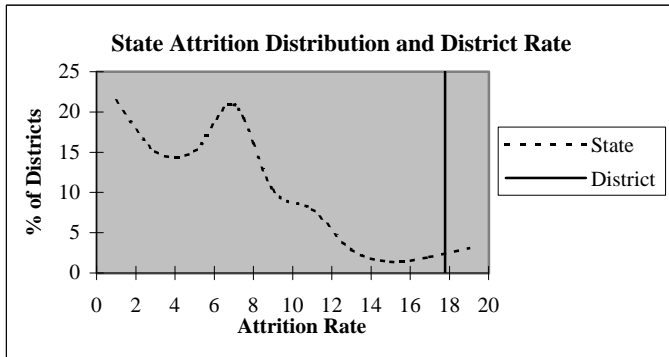




## District Report for: WESTERN HGTS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	223	232	243	253	271	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	212	207	208	209	208	95.1%	89.2%	85.6%	82.6%	76.8%
<b>Newly Hired</b>	<b>11</b>	<b>25</b>	<b>35</b>	<b>44</b>	<b>63</b>	<b>4.9%</b>	<b>10.8%</b>	<b>14.4%</b>	<b>17.4%</b>	<b>23.2%</b>
Transfers In	2	7	9	14	22	18.2%	28.0%	25.7%	31.8%	34.9%
Reentrants	2	4	12	10	11	18.2%	16.0%	34.3%	22.7%	17.5%
First Time Educators	7	14	14	20	30	63.6%	56.0%	40.0%	45.5%	47.6%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>24</b>	<b>34</b>	<b>45</b>	<b>-</b>	<b>7.2%</b>	<b>10.3%</b>	<b>14.0%</b>	<b>17.8%</b>	<b>-</b>
Transfers Out	5	10	13	26	-	31.3%	41.7%	38.2%	57.8%	-
Leave Oklahoma Educ.	11	14	21	19	-	68.8%	58.3%	61.8%	42.2%	-

Dynamics Rates	District Rates				
District Attrition	7.2%	10.3%	14.0%	17.8%	-
Transfers In/Out	0.40	0.70	0.69	0.54	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	21	Benedictine Heights, Tulsa	-
OSU, Stillwater	13	Southern Nazarene Univ., Bethany	18
UCO, Edmond	96	OBU, Shawnee	5
ECU, Ada	6	OCU, Oklahoma City	4
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	2
SWOSU, Weatherford	23	Cameron, Lawton	3
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	20
		Total	222

## District Report for: WESTERN HGTS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	11	11	12	12	13	4.9%	4.7%	4.9%	4.7%	4.8%
White - Females	5	5	5	6	7	45.5%	45.5%	41.7%	50.0%	53.8%
White - Males	5	5	6	5	5	45.5%	45.5%	50.0%	41.7%	38.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	9.1%	8.3%	8.3%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	14	15	17	17	22	6.3%	6.5%	7.0%	6.7%	8.1%
White - Females	8	9	11	12	17	57.1%	60.0%	64.7%	70.6%	77.3%
White - Males	5	5	5	4	2	35.7%	33.3%	29.4%	23.5%	9.1%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	7.1%	6.7%	5.9%	5.9%	9.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	198	206	214	224	236	88.8%	88.8%	88.1%	88.5%	87.1%
White - Females	147	155	163	173	182	74.2%	75.2%	76.2%	77.2%	77.1%
White - Males	40	41	40	35	42	20.2%	19.9%	18.7%	15.6%	17.8%
Black - Females	4	3	4	4	3	2.0%	1.5%	1.9%	1.8%	1.3%
Black - Males	1	1	1	2	3	0.5%	0.5%	0.5%	0.9%	1.3%
Other - Females	3	3	3	5	3	1.5%	1.5%	1.4%	2.2%	1.3%
Other - Males	3	3	3	5	3	1.5%	1.5%	1.4%	2.2%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	2	3	0.5%	0.0%	0.5%	0.9%	1.4%
25-29	29	28	29	35	27	14.7%	13.7%	13.8%	15.8%	12.3%
30-34	19	21	29	33	39	9.6%	10.2%	13.8%	14.9%	17.7%
35-39	29	25	26	23	25	14.7%	12.2%	12.4%	10.4%	11.4%
40-44	28	35	27	30	34	14.2%	17.1%	12.9%	13.5%	15.5%
45-49	42	40	39	34	28	21.3%	19.5%	18.6%	15.3%	12.7%
50-54	34	39	42	49	47	17.3%	19.0%	20.0%	22.1%	21.4%
55+	15	17	17	16	17	7.6%	8.3%	8.1%	7.2%	7.7%
<b>Average Age</b>	42.0	42.4	42.1	41.6	41.6					

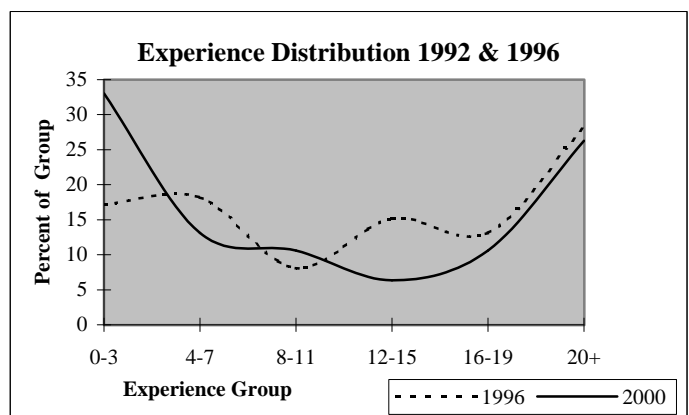
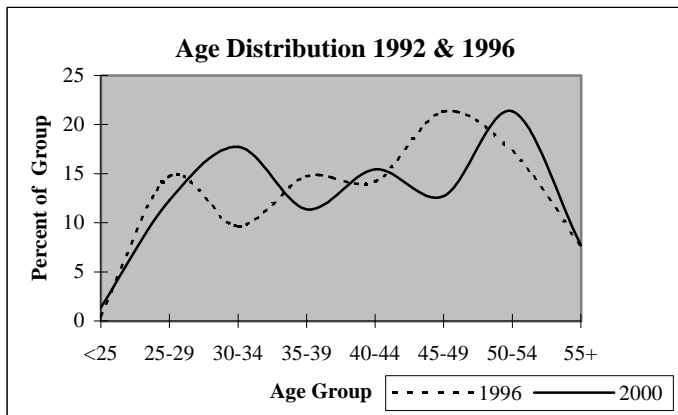
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	34	39	46	59	78	17.2%	18.9%	21.5%	26.3%	33.1%
4-7 Years	36	42	45	43	31	18.2%	20.4%	21.0%	19.2%	13.1%
8-11 Years	16	12	14	17	25	8.1%	5.8%	6.5%	7.6%	10.6%
12-15 Years	30	20	19	13	15	15.2%	9.7%	8.9%	5.8%	6.4%
16-19 Years	26	31	26	31	25	13.1%	15.0%	12.1%	13.8%	10.6%
20+ Years	56	62	64	61	62	28.3%	30.1%	29.9%	27.2%	26.3%
<b>Average Experience</b>	13.3	13.3	12.9	12.3	11.6					

## District Report for: WESTERN HGTS

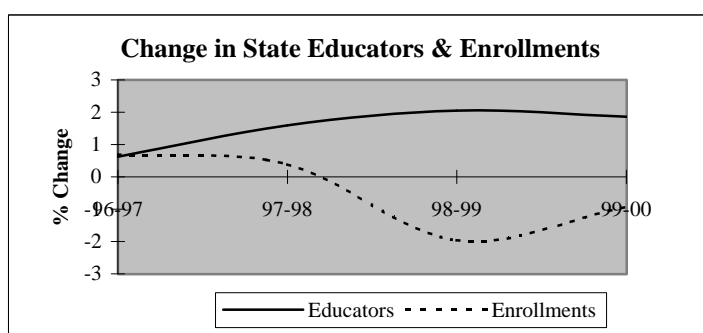
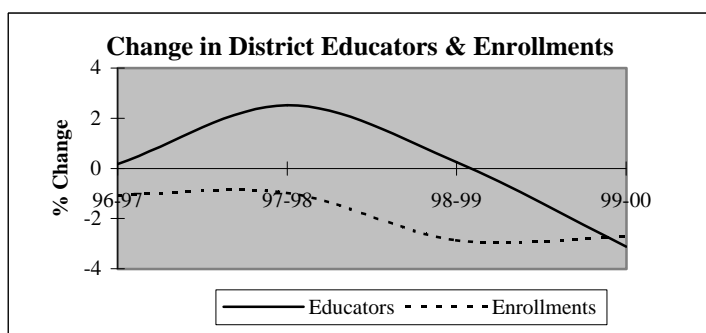
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	24	34	45	-	7.2%	10.3%	14.0%	17.8%	-
Attrition from Transfers	5	10	13	26	-	2.2%	4.3%	5.3%	10.3%	-
Attrition from Exits	11	14	21	19	-	4.9%	6.0%	8.6%	7.5%	-
<b>Teacher Attrition</b>	13	19	31	39	-	6.6%	9.2%	14.5%	17.4%	-
Attrition from Transfers	5	8	13	22	-	2.5%	3.9%	6.1%	9.8%	-
Attrition from Exits	8	11	18	17	-	4.0%	5.3%	8.4%	7.6%	-
<b>District Retention</b>										
Educator Retention	207	208	209	208	-	92.8%	89.7%	86.0%	82.2%	-
Teacher Retention	185	187	183	185	-	93.4%	90.8%	85.5%	82.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	67.2%	14.9%	82.1%	78.2%	9.6%	87.8%
1 Year of Experience	84.9%	5.7%	90.6%	84.2%	6.9%	91.1%
2 Years of Experience	84.9%	5.7%	90.6%	85.2%	5.9%	91.1%
3 Years of Experience	82.4%	11.8%	94.1%	86.1%	5.6%	91.7%
4 Years of Experience	96.0%	0.0%	96.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	13.3%	93.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.4%	0.0%	0.8%	1.2%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	92.2%	87.7%	86.2%	83.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.5%	7.8%	11.1%	12.3%	15.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MWC/DEL CITY

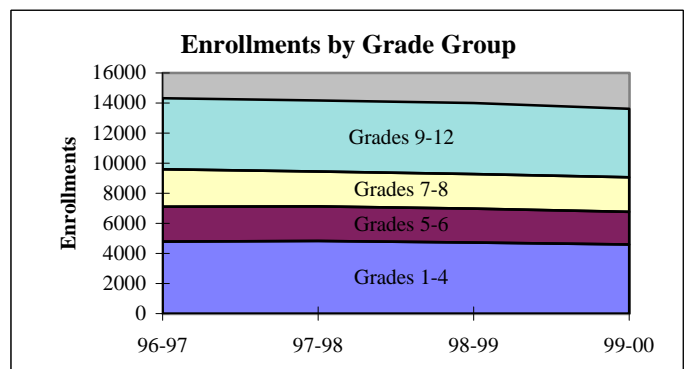
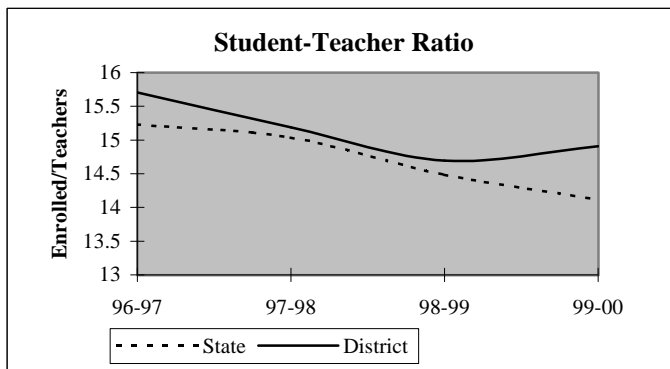


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	13.6	13.1	12.7	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.9	15.7	15.2	14.7	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-27	2	29	3	-37	-	-	-	-	-
% Change in Educators	-2.3%	0.2%	2.5%	0.3%	-3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	86	-168	-152	-444	-408	-	-	-	-	-
% Change in Enrollments	0.5%	-1.1%	-1.0%	-2.9%	-2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.9%	5.7%	5.5%	4.2%	6.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.5%	4.3%	4.7%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.7%	8.9%	9.2%	8.7%	9.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.7%	9.2%	9.3%	9.8%	9.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	10.9%	11.5%	9.8%	10.7%	12.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	1.9%	2.0%	2.4%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	41.9	42.2	42.4	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.8	12.7	12.7	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	32,004	31,258	31,395	31,891	31,895	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.5%	8.7%	8.9%	9.6%	9.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.4%	72.9%	73.3%	73.2%	73.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.4%	10.1%	11.1%	11.5%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.3%	33.0%	34.3%	36.0%	36.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	383	393	428	432	399	33.3%	34.1%	36.2%	36.5%	34.8%
Attrition	45	43	66	89	0					
Attrition Rate	11.7%	10.9%	15.4%	20.6%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	687	668	645	636	624	59.7%	57.9%	54.6%	53.7%	54.4%
Attrition	32	38	37	43	0					
Attrition Rate	4.7%	5.7%	5.7%	6.8%	0.0%					
At Retirement Age	81	92	109	118	129	7.0%	8.0%	9.2%	10.0%	11.2%
Attrition	15	16	29	24	0					
Attrition Rate	18.5%	17.4%	26.6%	20.3%	0.0%					
At Retirement in 5 yrs.	111	128	148	158	174	9.6%	11.1%	12.5%	13.3%	15.2%

## District Report for: MWC/DEL CITY

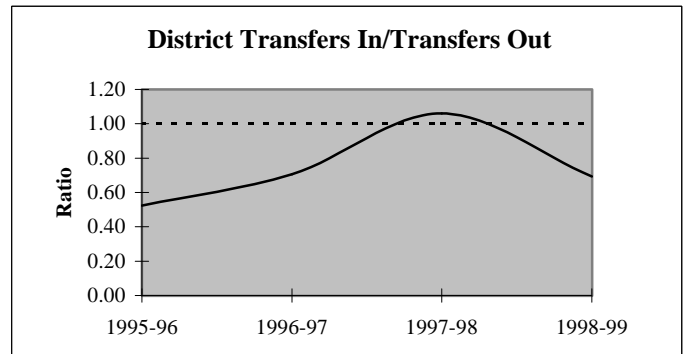
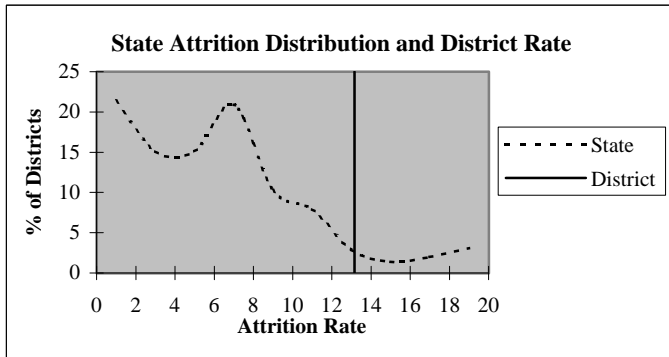
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	1,151	1,153	1,182	1,185	1,148	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	55	52	51	56	58	4.8%	4.5%	4.3%	4.7%	5.1%
Professional Staff	100	103	109	103	106	8.7%	8.9%	9.2%	8.7%	9.2%
<b>Total Teachers</b>	996	998	1,022	1,026	984	86.5%	86.6%	86.5%	86.6%	85.7%
Special Education	104	101	113	118	114	10.4%	10.1%	11.1%	11.5%	11.6%
Pre-K & Kindergarten	3	4	5	6	6	0.3%	0.4%	0.5%	0.6%	0.6%
Elementary	466	460	468	463	442	46.8%	46.1%	45.8%	45.1%	44.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	423	433	436	439	422	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	88	84	92	92	84	8.8%	8.4%	9.0%	9.0%	8.5%
Art & Music	34	34	35	33	32	3.4%	3.4%	3.4%	3.2%	3.3%
Social Studies	61	56	61	59	59	6.1%	5.6%	6.0%	5.8%	6.0%
Foreign Language	24	22	24	25	21	2.4%	2.2%	2.3%	2.4%	2.1%
Math	46	52	54	58	52	4.6%	5.2%	5.3%	5.7%	5.3%
<b>Science</b>	45	42	47	42	43	4.5%	4.2%	4.6%	4.1%	4.4%
Biology	9	6	10	10	10	0.9%	0.6%	1.0%	1.0%	1.0%
Chemistry	5	3	5	5	3	0.5%	0.3%	0.5%	0.5%	0.3%
Physics	0	1	0	0	2	0.0%	0.1%	0.0%	0.0%	0.2%
Other Science	31	32	32	27	28	3.1%	3.2%	3.1%	2.6%	2.8%
Vocational Education	72	74	71	73	69	7.2%	7.4%	6.9%	7.1%	7.0%
Other	53	69	52	57	62	5.3%	6.9%	5.1%	5.6%	6.3%
<b>Total Enrollments</b>	15,843	15,675	15,523	15,079	14,671	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,337	1,294	1,299	1,010	985	8.4%	8.3%	8.4%	6.7%	6.7%
Grades 1-4	4,742	4,797	4,829	4,716	4,600	29.9%	30.6%	31.1%	31.3%	31.4%
Grades 5-6	2,416	2,318	2,298	2,267	2,171	15.2%	14.8%	14.8%	15.0%	14.8%
Grades 7-8	2,598	2,482	2,320	2,289	2,284	16.4%	15.8%	14.9%	15.2%	15.6%
Grades 9-12	4,689	4,732	4,714	4,731	4,560	29.6%	30.2%	30.4%	31.4%	31.1%
Ungraded	61	52	63	66	71	0.4%	0.3%	0.4%	0.4%	0.5%



## District Report for: MWC/DEL CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	1151	1153	1182	1186	1152	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1085	1059	1056	1050	1030	94.3%	91.8%	89.3%	88.5%	89.4%
<b>Newly Hired</b>	<b>66</b>	<b>94</b>	<b>126</b>	<b>136</b>	<b>122</b>	<b>5.7%</b>	<b>8.2%</b>	<b>10.7%</b>	<b>11.5%</b>	<b>10.6%</b>
Transfers In	11	12	35	36	27	16.7%	12.8%	27.8%	26.5%	22.1%
Reentrants	16	26	29	26	25	24.2%	27.7%	23.0%	19.1%	20.5%
First Time Educators	39	56	62	74	70	59.1%	59.6%	49.2%	54.4%	57.4%
<b>Total Exiting Next Year</b>	<b>92</b>	<b>97</b>	<b>132</b>	<b>156</b>	<b>-</b>	<b>8.0%</b>	<b>8.4%</b>	<b>11.2%</b>	<b>13.2%</b>	<b>-</b>
Transfers Out	21	17	33	52	-	22.8%	17.5%	25.0%	33.3%	-
Leave Oklahoma Educ.	71	80	99	104	-	77.2%	82.5%	75.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	8.4%	11.2%	13.2%	-
Transfers In/Out	0.52	0.71	1.06	0.69	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	140	Benedictine Heights, Tulsa	1
OSU, Stillwater	80	Southern Nazarene Univ., Bethany	6
UCO, Edmond	660	OBU, Shawnee	19
ECU, Ada	35	OCU, Oklahoma City	13
NWOSU, Alva	9	Phillips Univ., Enid	2
NESU, Tahlequah	10	University of Tulsa, Tulsa	1
SEOSU, Durant	15	OCUSA, Oklahoma City	23
SWOSU, Weatherford	43	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	89
		Total	1,152

## District Report for: MWC/DEL CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	55	52	51	56	58	4.8%	4.5%	4.3%	4.7%	5.1%
White - Females	19	19	21	25	24	34.5%	36.5%	41.2%	44.6%	41.4%
White - Males	30	27	25	25	27	54.5%	51.9%	49.0%	44.6%	46.6%
Black - Females	1	1	1	2	2	1.8%	1.9%	2.0%	3.6%	3.4%
Black - Males	3	3	3	3	3	5.5%	5.8%	5.9%	5.4%	5.2%
Other - Females	1	1	1	1	2	1.8%	1.9%	2.0%	1.8%	3.4%
Other - Males	1	1	0	0	0	1.8%	1.9%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	100	103	109	103	106	8.7%	8.9%	9.2%	8.7%	9.2%
White - Females	72	72	75	70	70	72.0%	69.9%	68.8%	68.0%	66.0%
White - Males	17	18	20	21	23	17.0%	17.5%	18.3%	20.4%	21.7%
Black - Females	4	4	3	3	5	4.0%	3.9%	2.8%	2.9%	4.7%
Black - Males	0	1	1	0	0	0.0%	1.0%	0.9%	0.0%	0.0%
Other - Females	4	5	7	6	5	4.0%	4.9%	6.4%	5.8%	4.7%
Other - Males	3	3	3	3	3	3.0%	2.9%	2.8%	2.9%	2.8%
<b>Teachers</b>	996	998	1022	1026	984	86.5%	86.6%	86.5%	86.6%	85.7%
White - Females	658	672	691	689	663	66.1%	67.3%	67.6%	67.2%	67.4%
White - Males	243	239	240	239	227	24.4%	23.9%	23.5%	23.3%	23.1%
Black - Females	23	20	21	21	20	2.3%	2.0%	2.1%	2.0%	2.0%
Black - Males	16	15	17	19	21	1.6%	1.5%	1.7%	1.9%	2.1%
Other - Females	40	36	37	41	37	4.0%	3.6%	3.6%	4.0%	3.8%
Other - Males	16	16	16	17	16	1.6%	1.6%	1.6%	1.7%	1.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	22	22	21	20	9	2.2%	2.2%	2.1%	2.0%	1.0%
25-29	147	130	133	132	120	14.9%	13.2%	13.3%	13.3%	13.0%
30-34	104	114	119	121	115	10.5%	11.6%	11.9%	12.1%	12.5%
35-39	122	107	104	107	97	12.3%	10.9%	10.4%	10.7%	10.5%
40-44	177	169	158	140	114	17.9%	17.2%	15.8%	14.1%	12.4%
45-49	197	195	201	183	182	19.9%	19.8%	20.1%	18.4%	19.7%
50-54	132	158	165	178	177	13.3%	16.1%	16.5%	17.9%	19.2%
55+	88	88	100	115	108	8.9%	9.0%	10.0%	11.5%	11.7%
<b>Average Age</b>	41.5	41.9	42.2	42.4	42.9					

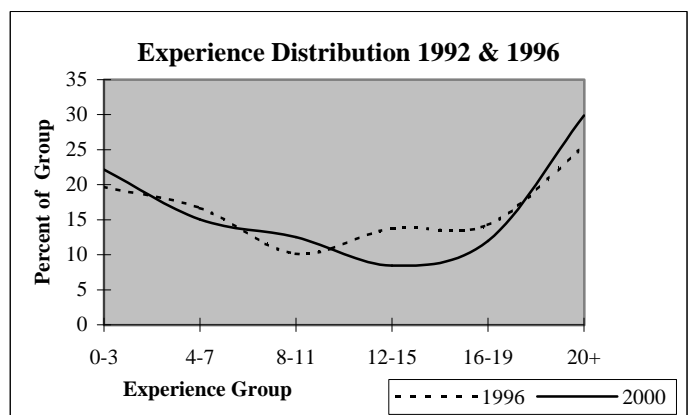
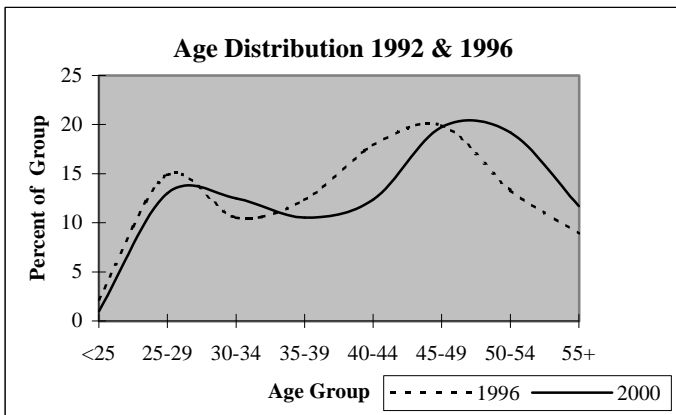
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	196	193	226	229	218	19.7%	19.3%	22.1%	22.3%	22.2%
4-7 Years	166	176	174	175	148	16.7%	17.6%	17.0%	17.1%	15.0%
8-11 Years	101	97	98	107	123	10.1%	9.7%	9.6%	10.4%	12.5%
12-15 Years	137	120	100	93	83	13.8%	12.0%	9.8%	9.1%	8.4%
16-19 Years	142	145	142	128	118	14.3%	14.5%	13.9%	12.5%	12.0%
20+ Years	254	267	282	294	294	25.5%	26.8%	27.6%	28.7%	29.9%
<b>Average Experience</b>	12.6	12.8	12.7	12.7	12.9					

## District Report for: MWC/DEL CITY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	92	97	132	156	-	8.0%	8.4%	11.2%	13.2%	-
Attrition from Transfers	21	17	33	52	-	1.8%	1.5%	2.8%	4.4%	-
Attrition from Exits	71	80	99	104	-	6.2%	6.9%	8.4%	8.8%	-
<b>Teacher Attrition</b>	<b>80</b>	<b>87</b>	<b>116</b>	<b>144</b>	<b>-</b>	<b>8.0%</b>	<b>8.7%</b>	<b>11.4%</b>	<b>14.0%</b>	<b>-</b>
Attrition from Transfers	18	16	29	47	-	1.8%	1.6%	2.8%	4.6%	-
Attrition from Exits	62	71	87	97	-	6.2%	7.1%	8.5%	9.5%	-
<b>District Retention</b>										
Educator Retention	1,059	1,056	1,050	1,029	-	92.0%	91.6%	88.8%	86.8%	-
Teacher Retention	916	911	906	882	-	92.0%	91.3%	88.6%	86.0%	-

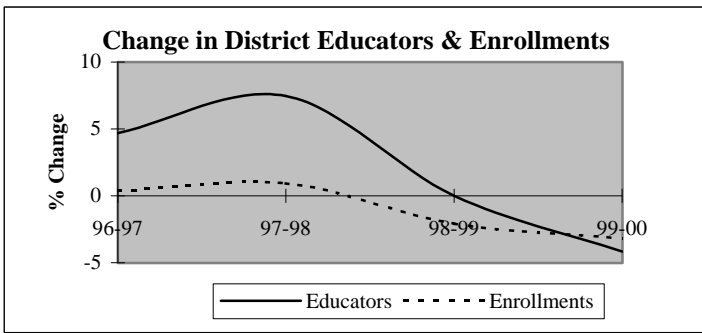
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	79.5%	8.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	83.6%	6.6%	90.2%	84.2%	6.9%	91.1%
2 Years of Experience	87.3%	2.5%	89.9%	85.2%	5.9%	91.1%
3 Years of Experience	90.1%	2.1%	92.1%	86.1%	5.6%	91.7%
4 Years of Experience	85.8%	3.7%	89.4%	87.9%	4.7%	92.6%
5 Years of Experience	85.9%	5.0%	90.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	0.7%	1.9%	1.4%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	92.2%	90.2%	90.0%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.2%	0.1%	0.3%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	7.1%	7.8%	8.4%	8.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CROOKED OAK

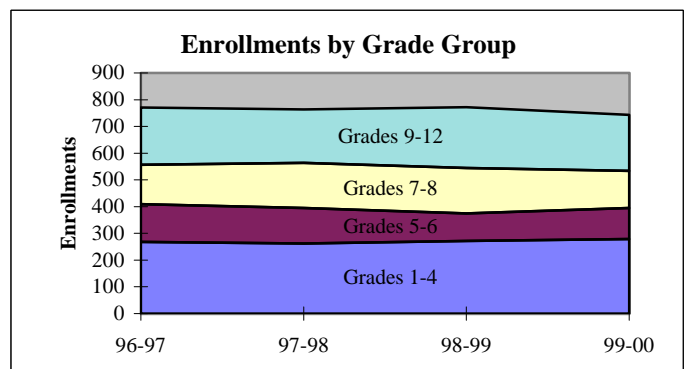
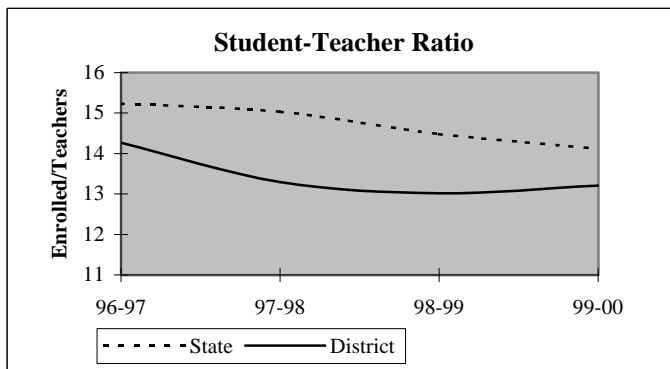


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	12.8	12.0	11.8	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	14.3	13.3	13.0	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	3	5	0	-3	-	-	-	-	-
% Change in Educators	3.2%	4.7%	7.5%	0.0%	-4.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	96	3	8	-18	-27	-	-	-	-	-
% Change in Enrollments	12.7%	0.4%	0.9%	-2.1%	-3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.9%	3.0%	4.2%	2.8%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.7%	6.0%	5.6%	5.6%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.1%	4.5%	4.2%	4.2%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.1%	13.4%	13.9%	13.9%	14.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	25.0%	25.0%	25.0%	25.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.1%	3.0%	2.8%	2.8%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	45.1	45.4	45.8	46.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.8	12.5	12.9	13.0	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	31,097	31,518	31,814	32,479	33,023	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.6%	13.3%	13.8%	13.8%	14.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.9%	71.7%	72.3%	76.9%	77.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.6%	16.7%	16.9%	15.4%	16.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	52.9%	53.2%	54.3%	58.1%	61.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	21	24	25	22	20	32.8%	35.8%	34.7%	30.6%	29.0%
Attrition	7	4	6	7	0					
Attrition Rate	33.3%	16.7%	24.0%	31.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	39	38	37	41	38	60.9%	56.7%	51.4%	56.9%	55.1%
Attrition	4	0	2	4	0					
Attrition Rate	10.3%	0.0%	5.4%	9.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	5	10	9	11	6.3%	7.5%	13.9%	12.5%	15.9%
Attrition	0	0	2	2	0					
Attrition Rate	0.0%	0.0%	20.0%	22.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	10	11	12	13	9.4%	14.9%	15.3%	16.7%	18.8%

## District Report for: CROOKED OAK

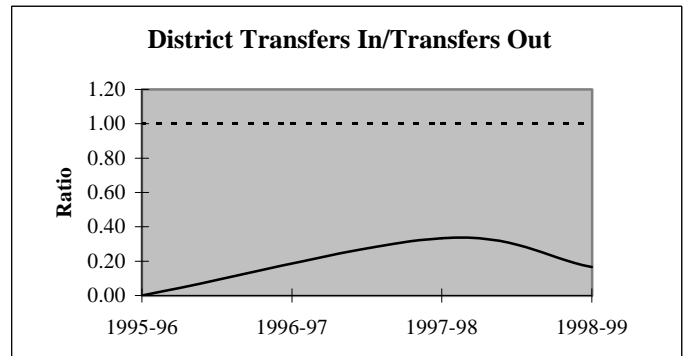
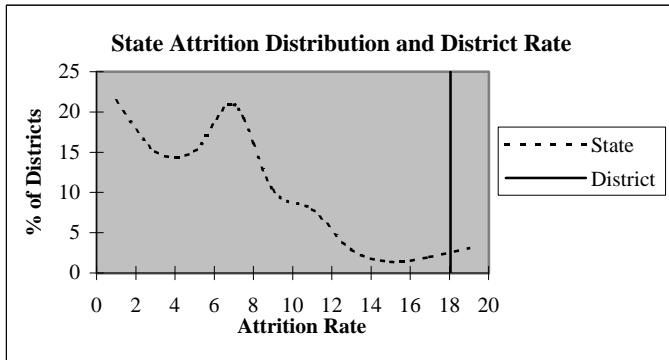
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	64	67	72	72	69	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	4	4	4	4.7%	6.0%	5.6%	5.6%	5.8%
Professional Staff	2	3	3	3	3	3.1%	4.5%	4.2%	4.2%	4.3%
<b>Total Teachers</b>	59	60	65	65	62	92.2%	89.6%	90.3%	90.3%	89.9%
Special Education	11	10	11	10	10	18.6%	16.7%	16.9%	15.4%	16.1%
Pre-K & Kindergarten	1	1	1	1	1	1.7%	1.7%	1.5%	1.5%	1.6%
Elementary	22	24	25	25	25	37.3%	40.0%	38.5%	38.5%	40.3%
<b>Middle School</b>	13	12	14	16	15	22.0%	20.0%	21.5%	24.6%	24.2%
Language Arts	4	3	3	5	5	6.8%	5.0%	4.6%	7.7%	8.1%
Art & Music	1	1	0	1	1	1.7%	1.7%	0.0%	1.5%	1.6%
Social Studies	2	2	1	2	2	3.4%	3.3%	1.5%	3.1%	3.2%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.5%	1.6%
Math	1	3	1	3	3	1.7%	5.0%	1.5%	4.6%	4.8%
Science	2	0	2	1	1	3.4%	0.0%	3.1%	1.5%	1.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	3	7	3	2	5.1%	5.0%	10.8%	4.6%	3.2%
<b>High School (9-12)</b>	12	13	14	13	11	1200.0%	1300.0%	0.0%	1300.0%	1100.0%
Language Arts	1	0	1	0	0	1.7%	0.0%	1.5%	0.0%	0.0%
Art & Music	1	1	1	1	1	1.7%	1.7%	1.5%	1.5%	1.6%
Social Studies	3	2	3	2	2	5.1%	3.3%	4.6%	3.1%	3.2%
Foreign Language	0	1	1	0	0	0.0%	1.7%	1.5%	0.0%	0.0%
Math	1	1	2	2	2	1.7%	1.7%	3.1%	3.1%	3.2%
<b>Science</b>	1	1	1	1	2	1.7%	1.7%	1.5%	1.5%	3.2%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	1.5%	0.0%
Chemistry	1	0	1	0	0	1.7%	0.0%	1.5%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	0	2	0.0%	1.7%	0.0%	0.0%	3.2%
Vocational Education	3	4	4	3	3	5.1%	6.7%	6.2%	4.6%	4.8%
Other	2	3	1	4	1	3.4%	5.0%	1.5%	6.2%	1.6%
<b>Total Enrollments</b>	853	856	864	846	819	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	83	84	100	74	74	9.7%	9.8%	11.6%	8.7%	9.0%
Grades 1-4	262	268	262	272	279	30.7%	31.3%	30.3%	32.2%	34.1%
Grades 5-6	164	141	133	103	116	19.2%	16.5%	15.4%	12.2%	14.2%
Grades 7-8	122	148	169	169	139	14.3%	17.3%	19.6%	20.0%	17.0%
Grades 9-12	222	214	200	228	209	26.0%	25.0%	23.1%	27.0%	25.5%
Ungraded	0	1	0	0	2	0.0%	0.1%	0.0%	0.0%	0.2%



## District Report for: CROOKED OAK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	64	67	72	72	69	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	54	53	63	62	59	84.4%	79.1%	87.5%	86.1%	85.5%
<b>Newly Hired</b>	<b>10</b>	<b>14</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>15.6%</b>	<b>20.9%</b>	<b>12.5%</b>	<b>13.9%</b>	<b>14.5%</b>
Transfers In	0	2	1	1	4	0.0%	14.3%	11.1%	10.0%	40.0%
Reentrants	8	6	4	4	2	80.0%	42.9%	44.4%	40.0%	20.0%
First Time Educators	2	6	4	5	4	20.0%	42.9%	44.4%	50.0%	40.0%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>4</b>	<b>10</b>	<b>13</b>	<b>-</b>	<b>17.2%</b>	<b>6.0%</b>	<b>13.9%</b>	<b>18.1%</b>	<b>-</b>
Transfers Out	3	0	3	6	-	27.3%	0.0%	30.0%	46.2%	-
Leave Oklahoma Educ.	8	4	7	7	-	72.7%	100.0%	70.0%	53.8%	-

Dynamics Rates	District Rates				
District Attrition	17.2%	6.0%	13.9%	18.1%	-
Transfers In/Out	0.00	nc	0.33	0.17	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	13	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	1
UCO, Edmond	17	OBU, Shawnee	1
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	5	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>65</b>

## District Report for: CROOKED OAK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	4	4	4	4.7%	6.0%	5.6%	5.6%	5.8%
White - Females	1	1	1	1	1	33.3%	25.0%	25.0%	25.0%	25.0%
White - Males	1	2	2	2	2	33.3%	50.0%	50.0%	50.0%	50.0%
Black - Females	1	1	1	1	1	33.3%	25.0%	25.0%	25.0%	25.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	3	3	3.1%	4.5%	4.2%	4.2%	4.3%
White - Females	2	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	59	60	65	65	62	92.2%	89.6%	90.3%	90.3%	89.9%
White - Females	38	38	42	45	43	64.4%	63.3%	64.6%	69.2%	69.4%
White - Males	13	14	14	11	10	22.0%	23.3%	21.5%	16.9%	16.1%
Black - Females	5	5	5	5	5	8.5%	8.3%	7.7%	7.7%	8.1%
Black - Males	2	2	2	2	2	3.4%	3.3%	3.1%	3.1%	3.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	2	2	2	1.7%	1.7%	3.1%	3.1%	3.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	0	0	0.0%	1.8%	1.6%	0.0%	0.0%
25-29	2	2	5	6	5	3.5%	3.5%	8.1%	9.7%	8.8%
30-34	3	3	3	2	3	5.3%	5.3%	4.8%	3.2%	5.3%
35-39	10	9	7	5	4	17.5%	15.8%	11.3%	8.1%	7.0%
40-44	14	11	11	9	5	24.6%	19.3%	17.7%	14.5%	8.8%
45-49	12	15	14	17	13	21.1%	26.3%	22.6%	27.4%	22.8%
50-54	9	8	12	14	16	15.8%	14.0%	19.4%	22.6%	28.1%
55+	7	8	9	9	11	12.3%	14.0%	14.5%	14.5%	19.3%
<b>Average Age</b>	44.8	45.1	45.4	45.8	46.9					

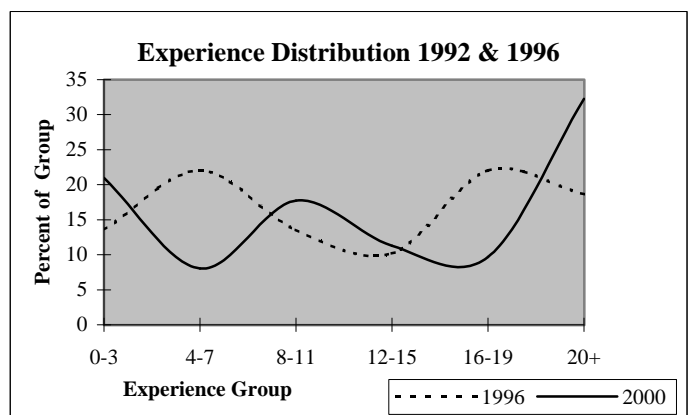
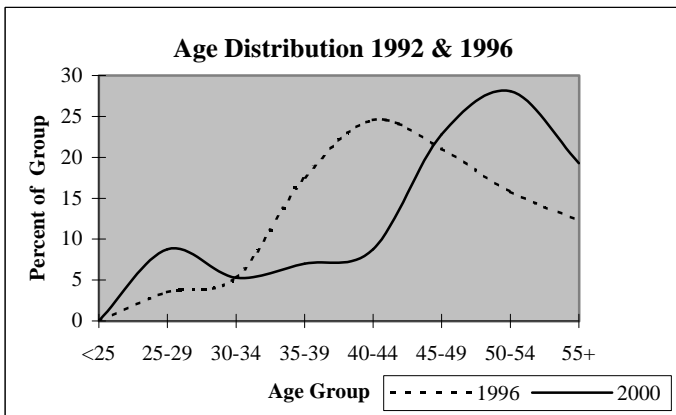
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	9	9	13	13	13.6%	15.0%	13.8%	20.0%	21.0%
4-7 Years	13	14	15	8	5	22.0%	23.3%	23.1%	12.3%	8.1%
8-11 Years	8	6	7	10	11	13.6%	10.0%	10.8%	15.4%	17.7%
12-15 Years	6	8	9	7	7	10.2%	13.3%	13.8%	10.8%	11.3%
16-19 Years	13	11	7	6	6	22.0%	18.3%	10.8%	9.2%	9.7%
20+ Years	11	12	18	21	20	18.6%	20.0%	27.7%	32.3%	32.3%
<b>Average Experience</b>	12.8	12.5	12.9	13.0	13.7					

## District Report for: CROOKED OAK

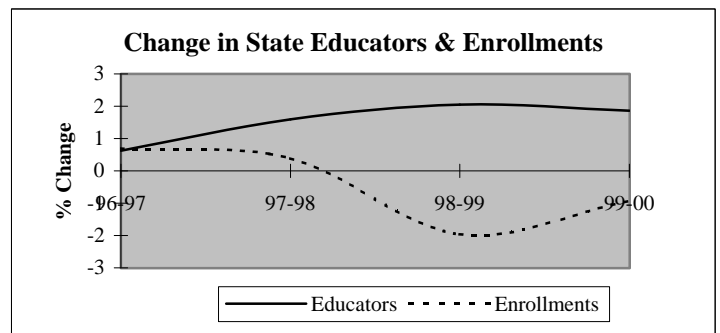
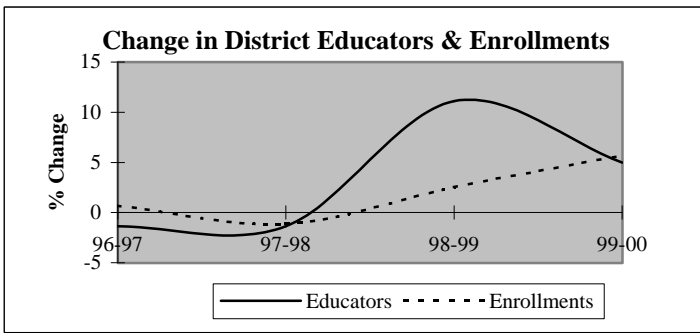
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	4	10	13	-	17.2%	6.0%	13.9%	18.1%	-
Attrition from Transfers	3	0	3	6	-	4.7%	0.0%	4.2%	8.3%	-
Attrition from Exits	8	4	7	7	-	12.5%	6.0%	9.7%	9.7%	-
<b>Teacher Attrition</b>	11	4	8	11	-	18.6%	6.7%	12.3%	16.9%	-
Attrition from Transfers	3	0	2	5	-	5.1%	0.0%	3.1%	7.7%	-
Attrition from Exits	8	4	6	6	-	13.6%	6.7%	9.2%	9.2%	-
<b>District Retention</b>										
Educator Retention	53	63	62	59	-	82.8%	94.0%	86.1%	81.9%	-
Teacher Retention	48	56	57	54	-	81.4%	93.3%	87.7%	83.1%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	60.0%	10.0%	70.0%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	12.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	77.8%	22.2%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	10.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	72.2%	11.1%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	4.2%	4.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	84.4%	82.1%	88.9%	83.3%	87.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	15.6%	17.9%	11.1%	12.5%	8.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BETHANY

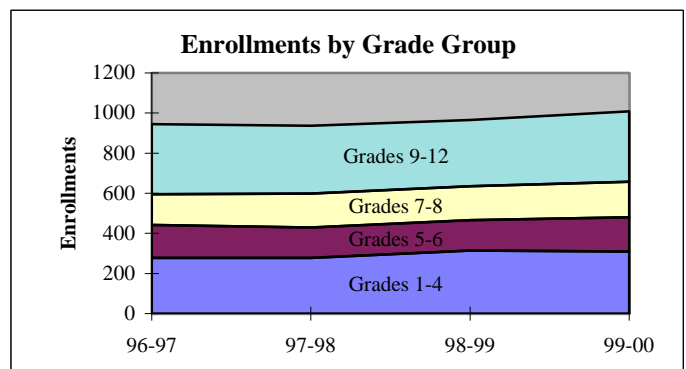
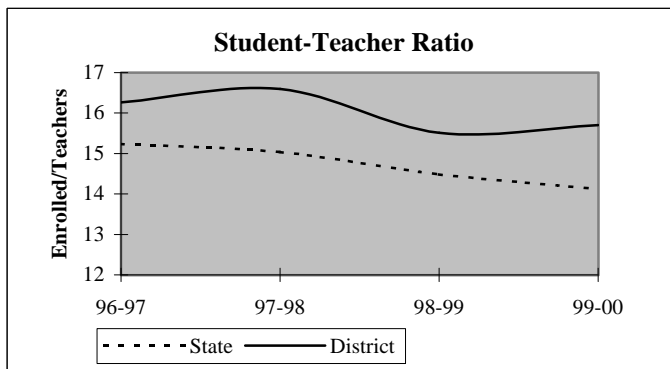


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	14.3	14.3	13.2	13.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.9	16.3	16.6	15.5	15.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-1	8	4	-	-	-	-	-
% Change in Educators	0.0%	-1.4%	-1.4%	11.1%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	26	7	-12	26	60	-	-	-	-	-
% Change in Enrollments	2.6%	0.7%	-1.2%	2.5%	5.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.8%	8.2%	8.3%	13.8%	14.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.1%	2.7%	5.6%	5.0%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	9.6%	8.3%	10.0%	10.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.7%	1.4%	1.4%	1.3%	1.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.4%	4.2%	3.8%	3.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	39.9	40.3	41.3	42.2	42.0	42.3	42.5	42.7	43.0
Average Experience	7.8	8.4	8.1	9.3	10.2	12.1	12.3	12.3	12.2	12.2
Average Salary	27,844	27,481	27,053	27,075	27,578	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	1.6%	1.6%	1.5%	1.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.4%	75.0%	75.8%	75.0%	73.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.8%	14.1%	14.5%	16.2%	14.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.0%	9.5%	9.0%	9.9%	10.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	40	33	34	35	38	54.1%	45.2%	47.2%	43.8%	45.2%
Attrition	5	4	3	4	0					
Attrition Rate	12.5%	12.1%	8.8%	11.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	29	34	36	41	35	39.2%	46.6%	50.0%	51.3%	41.7%
Attrition	2	3	1	3	0					
Attrition Rate	6.9%	8.8%	2.8%	7.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	2	4	11	6.8%	8.2%	2.8%	5.0%	13.1%
Attrition	0	4	0	0	0					
Attrition Rate	0.0%	66.7%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	6	2	8	12	8.1%	8.2%	2.8%	10.0%	14.3%

## District Report for: BETHANY

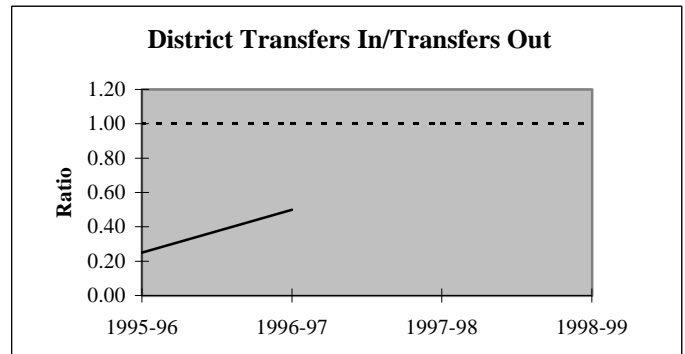
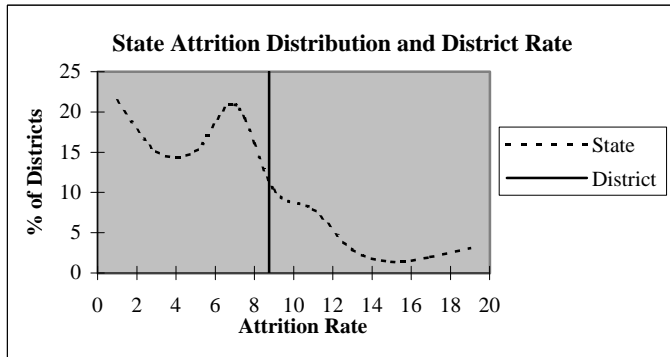
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	74	73	72	80	84	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	4	4	4	4.1%	2.7%	5.6%	5.0%	4.8%
Professional Staff	6	7	6	8	9	8.1%	9.6%	8.3%	10.0%	10.7%
<b>Total Teachers</b>	65	64	62	68	71	87.8%	87.7%	86.1%	85.0%	84.5%
Special Education	9	9	9	11	10	13.8%	14.1%	14.5%	16.2%	14.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Elementary	23	24	23	25	26	35.4%	37.5%	37.1%	36.8%	36.6%
<b>Middle School</b>	11	10	11	9	10	16.9%	15.6%	17.7%	13.2%	14.1%
Language Arts	2	2	2	2	2	3.1%	3.1%	3.2%	2.9%	2.8%
Art & Music	1	1	0	0	0	1.5%	1.6%	0.0%	0.0%	0.0%
Social Studies	2	2	2	3	3	3.1%	3.1%	3.2%	4.4%	4.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	3	2	2	3.1%	3.1%	4.8%	2.9%	2.8%
Science	2	3	2	2	2	3.1%	4.7%	3.2%	2.9%	2.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	0	2	0	1	3.1%	0.0%	3.2%	0.0%	1.4%
<b>High School (9-12)</b>	22	21	19	23	24	2200.0%	2100.0%	0.0%	0.0%	0.0%
Language Arts	5	5	5	5	5	7.7%	7.8%	8.1%	7.4%	7.0%
Art & Music	3	3	3	3	3	4.6%	4.7%	4.8%	4.4%	4.2%
Social Studies	2	2	2	3	2	3.1%	3.1%	3.2%	4.4%	2.8%
Foreign Language	1	1	1	1	1	1.5%	1.6%	1.6%	1.5%	1.4%
Math	3	3	2	4	4	4.6%	4.7%	3.2%	5.9%	5.6%
<b>Science</b>	2	2	2	2	2	3.1%	3.1%	3.2%	2.9%	2.8%
Biology	1	1	1	0	1	1.5%	1.6%	1.6%	0.0%	1.4%
Chemistry	1	0	0	0	0	1.5%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	2	1	0.0%	1.6%	1.6%	2.9%	1.4%
Vocational Education	2	3	2	2	2	3.1%	4.7%	3.2%	2.9%	2.8%
Other	4	2	2	3	5	6.2%	3.1%	3.2%	4.4%	7.0%
<b>Total Enrollments</b>	1,034	1,041	1,029	1,055	1,115	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	61	72	70	69	78	5.9%	6.9%	6.8%	6.5%	7.0%
Grades 1-4	280	278	278	314	309	27.1%	26.7%	27.0%	29.8%	27.7%
Grades 5-6	161	164	152	152	171	15.6%	15.8%	14.8%	14.4%	15.3%
Grades 7-8	151	153	168	169	178	14.6%	14.7%	16.3%	16.0%	16.0%
Grades 9-12	356	350	338	330	350	34.4%	33.6%	32.8%	31.3%	31.4%
Ungraded	25	24	23	21	29	2.4%	2.3%	2.2%	2.0%	2.6%



## District Report for: BETHANY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	74	73	72	80	84	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	64	67	62	68	73	86.5%	91.8%	86.1%	85.0%	86.9%
<b>Newly Hired</b>	<b>10</b>	<b>6</b>	<b>10</b>	<b>12</b>	<b>11</b>	<b>13.5%</b>	<b>8.2%</b>	<b>13.9%</b>	<b>15.0%</b>	<b>13.1%</b>
Transfers In	1	1	1	1	2	10.0%	16.7%	10.0%	8.3%	18.2%
Reentrants	1	2	3	9	8	10.0%	33.3%	30.0%	75.0%	72.7%
First Time Educators	8	3	6	2	1	80.0%	50.0%	60.0%	16.7%	9.1%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>11</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>9.5%</b>	<b>15.1%</b>	<b>5.6%</b>	<b>8.8%</b>	<b>-</b>
Transfers Out	4	2	0	0	-	57.1%	18.2%	0.0%	0.0%	-
Leave Oklahoma Educ.	3	9	4	7	-	42.9%	81.8%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	9.5%	15.1%	5.6%	8.8%	-
Transfers In/Out	0.25	0.50	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	11	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	24
UCO, Edmond	20	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	2
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	1
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		Total	74



## District Report for: BETHANY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	4	4	4	4.1%	2.7%	5.6%	5.0%	4.8%
White - Females	1	1	3	3	3	33.3%	50.0%	75.0%	75.0%	75.0%
White - Males	2	1	1	1	1	66.7%	50.0%	25.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	7	6	8	9	8.1%	9.6%	8.3%	10.0%	10.7%
White - Females	5	5	5	7	6	83.3%	71.4%	83.3%	87.5%	66.7%
White - Males	1	2	1	1	3	16.7%	28.6%	16.7%	12.5%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	65	64	62	68	71	87.8%	87.7%	86.1%	85.0%	84.5%
White - Females	48	48	47	51	52	73.8%	75.0%	75.8%	75.0%	73.2%
White - Males	15	15	14	16	18	23.1%	23.4%	22.6%	23.5%	25.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	1.5%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	1.5%	1.6%	1.6%	1.5%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	5	3	1	0	0	7.7%	4.7%	1.6%	0.0%	0.0%
25-29	7	8	9	9	10	10.8%	12.5%	14.8%	13.2%	14.3%
30-34	9	9	6	8	7	13.8%	14.1%	9.8%	11.8%	10.0%
35-39	14	10	12	9	10	21.5%	15.6%	19.7%	13.2%	14.3%
40-44	10	15	9	14	13	15.4%	23.4%	14.8%	20.6%	18.6%
45-49	12	8	15	18	17	18.5%	12.5%	24.6%	26.5%	24.3%
50-54	3	6	5	5	7	4.6%	9.4%	8.2%	7.4%	10.0%
55+	5	5	4	5	6	7.7%	7.8%	6.6%	7.4%	8.6%
<b>Average Age</b>	39.1	39.9	40.3	41.3	42.2					

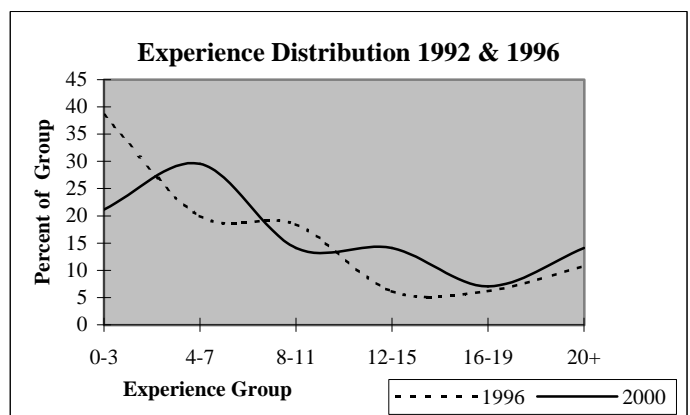
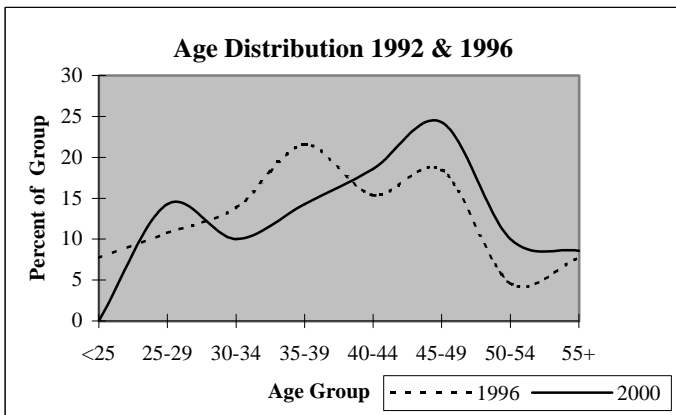
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	25	22	17	16	15	38.5%	34.4%	27.4%	23.5%	21.1%
4-7 Years	13	9	16	17	21	20.0%	14.1%	25.8%	25.0%	29.6%
8-11 Years	12	15	11	15	10	18.5%	23.4%	17.7%	22.1%	14.1%
12-15 Years	4	8	9	9	10	6.2%	12.5%	14.5%	13.2%	14.1%
16-19 Years	4	3	4	3	5	6.2%	4.7%	6.5%	4.4%	7.0%
20+ Years	7	7	5	8	10	10.8%	10.9%	8.1%	11.8%	14.1%
<b>Average Experience</b>	7.8	8.4	8.1	9.3	10.2					

## District Report for: BETHANY

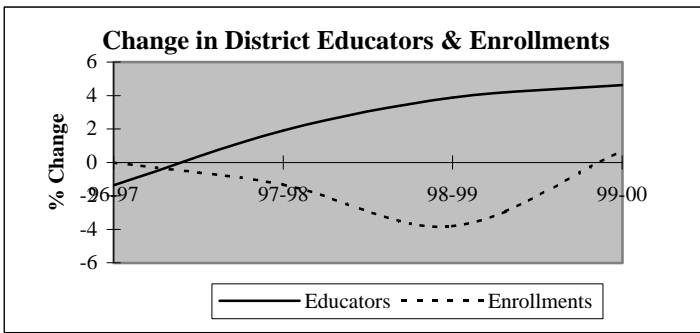
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	11	4	7	-	9.5%	15.1%	5.6%	8.8%	-
Attrition from Transfers	4	2	0	0	-	5.4%	2.7%	0.0%	0.0%	-
Attrition from Exits	3	9	4	7	-	4.1%	12.3%	5.6%	8.8%	-
<b>Teacher Attrition</b>	7	9	4	6	-	10.8%	14.1%	6.5%	8.8%	-
Attrition from Transfers	4	2	0	0	-	6.2%	3.1%	0.0%	0.0%	-
Attrition from Exits	3	7	4	6	-	4.6%	10.9%	6.5%	8.8%	-
<b>District Retention</b>										
Educator Retention	67	62	68	73	-	90.5%	84.9%	94.4%	91.3%	-
Teacher Retention	58	55	58	62	-	89.2%	85.9%	93.5%	91.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	69.0%	3.4%	72.4%	78.2%	9.6%	87.8%
1 Year of Experience	92.3%	0.0%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	8.3%	95.8%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	4.5%	95.5%	86.1%	5.6%	91.7%
4 Years of Experience	94.7%	0.0%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	84.2%	5.3%	89.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.7%	2.7%	5.6%	1.3%	10.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.1%	90.4%	77.8%	83.8%	78.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.4%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.2%	6.8%	15.3%	15.0%	10.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OKLAHOMA CITY

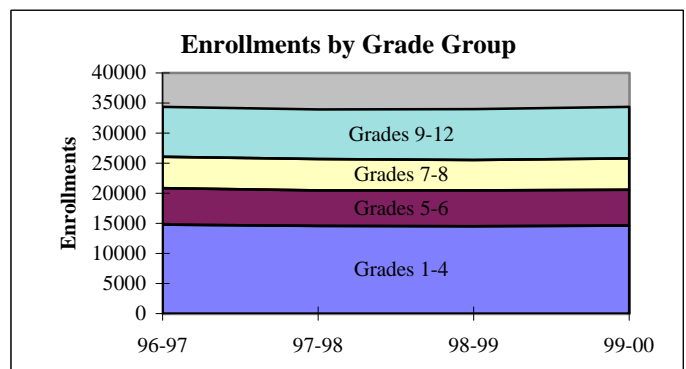
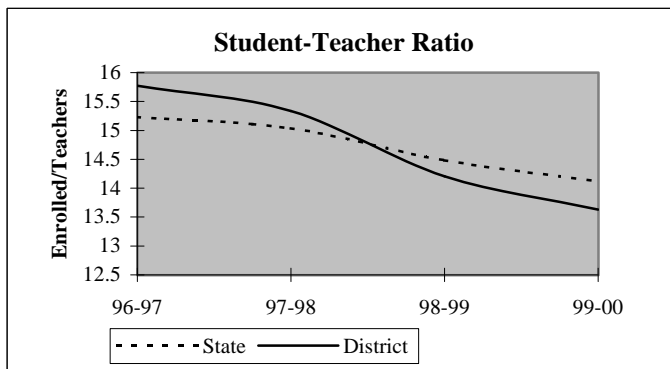


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.8	13.4	12.4	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.8	15.3	14.2	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	24	-40	55	114	141	-	-	-	-	-
% Change in Educators	0.8%	-1.4%	1.9%	3.9%	4.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	776	-2	-528	-1,498	247	-	-	-	-	-
% Change in Enrollments	2.0%	0.0%	-1.3%	-3.8%	0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.5%	8.5%	8.0%	11.9%	9.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.9%	4.8%	5.3%	5.1%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	7.6%	7.4%	7.6%	7.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	28.5%	28.6%	28.0%	27.9%	27.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	45.8%	45.3%	45.2%	48.1%	44.4%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.5%	2.7%	2.8%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	43.5	43.8	44.0	44.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	11.9	12.0	11.8	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	31,236	30,314	30,474	30,453	30,711	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	27.3%	27.5%	26.9%	26.8%	26.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.2%	78.3%	77.9%	77.2%	77.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	17.9%	17.1%	17.7%	17.3%	16.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	62.2%	63.7%	65.1%	66.0%	67.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1186	1172	1203	1268	1375	40.6%	40.7%	41.0%	41.6%	43.1%
Attrition	155	168	160	184	0					
Attrition Rate	13.1%	14.3%	13.3%	14.5%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	1484	1429	1407	1427	1440	50.8%	49.6%	47.9%	46.8%	45.1%
Attrition	74	64	70	89	0					
Attrition Rate	5.0%	4.5%	5.0%	6.2%	0.0%					
At Retirement Age	253	284	331	367	388	8.7%	9.9%	11.3%	12.0%	12.2%
Attrition	53	43	60	63	0					
Attrition Rate	20.9%	15.1%	18.1%	17.2%	0.0%					
At Retirement in 5 yrs.	345	375	435	454	480	11.8%	13.0%	14.8%	14.9%	15.0%

## District Report for: OKLAHOMA CITY

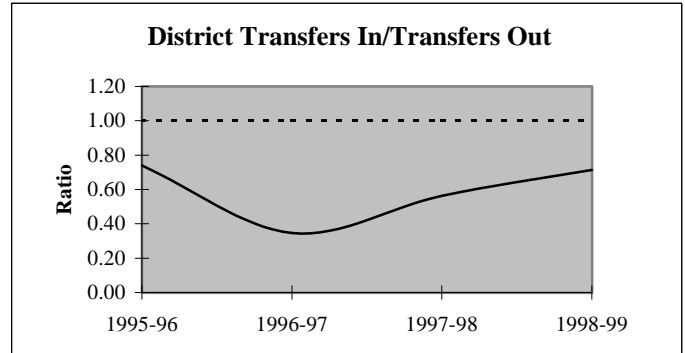
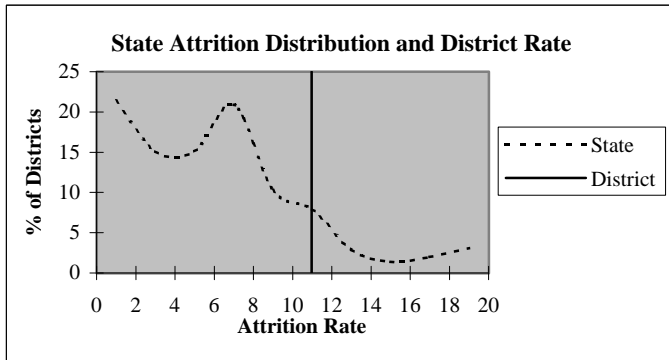
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	2,921	2,881	2,936	3,050	3,191	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	142	137	155	156	162	4.9%	4.8%	5.3%	5.1%	5.1%
Professional Staff	230	219	218	233	238	7.9%	7.6%	7.4%	7.6%	7.5%
<b>Total Teachers</b>	2,549	2,525	2,563	2,661	2,791	87.3%	87.6%	87.3%	87.2%	87.5%
Special Education	455	433	453	461	470	17.9%	17.1%	17.7%	17.3%	16.8%
Pre-K & Kindergarten	43	45	50	54	54	1.7%	1.8%	2.0%	2.0%	1.9%
Elementary	1,177	1,140	1,163	1,191	1,269	46.2%	45.1%	45.4%	44.8%	45.5%
<b>Middle School</b>	328	385	386	416	434	12.9%	15.2%	15.1%	15.6%	15.5%
Language Arts	67	82	78	85	75	2.6%	3.2%	3.0%	3.2%	2.7%
Art & Music	25	29	29	33	31	1.0%	1.1%	1.1%	1.2%	1.1%
Social Studies	51	54	60	60	57	2.0%	2.1%	2.3%	2.3%	2.0%
Foreign Language	10	9	10	13	15	0.4%	0.4%	0.4%	0.5%	0.5%
Math	53	61	57	65	61	2.1%	2.4%	2.2%	2.4%	2.2%
Science	53	58	60	60	55	2.1%	2.3%	2.3%	2.3%	2.0%
Vocational Education	3	1	2	3	4	0.1%	0.0%	0.1%	0.1%	0.1%
Other	66	91	90	97	136	2.6%	3.6%	3.5%	3.6%	4.9%
<b>High School (9-12)</b>	546	522	511	539	564	2184.0%	1800.0%	1762.1%	1633.3%	1819.4%
Language Arts	89	71	74	84	87	3.5%	2.8%	2.9%	3.2%	3.1%
Art & Music	37	34	36	37	45	1.5%	1.3%	1.4%	1.4%	1.6%
Social Studies	76	61	65	62	70	3.0%	2.4%	2.5%	2.3%	2.5%
Foreign Language	20	24	23	25	31	0.8%	1.0%	0.9%	0.9%	1.1%
Math	65	51	53	54	54	2.6%	2.0%	2.1%	2.0%	1.9%
<b>Science</b>	62	49	51	47	57	2.4%	1.9%	2.0%	1.8%	2.0%
Biology	20	18	17	18	18	0.8%	0.7%	0.7%	0.7%	0.6%
Chemistry	12	11	10	12	12	0.5%	0.4%	0.4%	0.5%	0.4%
Physics	4	2	3	0	1	0.2%	0.1%	0.1%	0.0%	0.0%
Other Science	26	18	21	17	26	1.0%	0.7%	0.8%	0.6%	0.9%
Vocational Education	78	75	74	71	80	3.1%	3.0%	2.9%	2.7%	2.9%
Other	119	157	135	159	140	4.7%	6.2%	5.3%	6.0%	5.0%
<b>Total Enrollments</b>	39,829	39,827	39,299	37,801	38,048	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	5,313	5,421	5,200	3,635	3,527	13.3%	13.6%	13.2%	9.6%	9.3%
Grades 1-4	14,778	14,773	14,576	14,539	14,611	37.1%	37.1%	37.1%	38.5%	38.4%
Grades 5-6	6,275	6,086	5,891	5,938	5,959	15.8%	15.3%	15.0%	15.7%	15.7%
Grades 7-8	5,198	5,231	5,211	5,058	5,210	13.1%	13.1%	13.3%	13.4%	13.7%
Grades 9-12	8,215	8,268	8,265	8,445	8,561	20.6%	20.8%	21.0%	22.3%	22.5%
Ungraded	50	48	156	186	180	0.1%	0.1%	0.4%	0.5%	0.5%



## District Report for: OKLAHOMA CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	2923	2885	2941	3062	3203	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2647	2641	2610	2651	2726	90.6%	91.5%	88.7%	86.6%	85.1%
<b>Newly Hired</b>	<b>276</b>	<b>244</b>	<b>331</b>	<b>411</b>	<b>477</b>	<b>9.4%</b>	<b>8.5%</b>	<b>11.3%</b>	<b>13.4%</b>	<b>14.9%</b>
Transfers In	37	28	45	55	84	13.4%	11.5%	13.6%	13.4%	17.6%
Reentrants	83	89	98	134	154	30.1%	36.5%	29.6%	32.6%	32.3%
First Time Educators	156	127	188	222	239	56.5%	52.0%	56.8%	54.0%	50.1%
<b>Total Exiting Next Year</b>	<b>282</b>	<b>275</b>	<b>290</b>	<b>336</b>	<b>-</b>	<b>9.6%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>11.0%</b>	<b>-</b>
Transfers Out	50	81	80	77	-	17.7%	29.5%	27.6%	22.9%	-
Leave Oklahoma Educ.	232	194	210	259	-	82.3%	70.5%	72.4%	77.1%	-

Dynamics Rates	District Rates				
District Attrition	9.6%	9.5%	9.9%	11.0%	-
Transfers In/Out	0.74	0.35	0.56	0.71	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	351	Benedictine Heights, Tulsa	1
OSU, Stillwater	138	Southern Nazarene Univ., Bethany	34
UCO, Edmond	1,377	OBU, Shawnee	26
ECU, Ada	52	OCU, Oklahoma City	136
NWOSU, Alva	23	Phillips Univ., Enid	5
NESU, Tahlequah	51	University of Tulsa, Tulsa	7
SEOSU, Durant	30	OCUSA, Oklahoma City	29
SWOSU, Weatherford	83	Cameron, Lawton	20
OK Panhandle SU, Goodwell	7	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	20	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	141	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	391
		Total	2,923

## District Report for: OKLAHOMA CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	142	137	155	156	162	4.9%	4.8%	5.3%	5.1%	5.1%
White - Females	43	41	45	44	48	30.3%	29.9%	29.0%	28.2%	29.6%
White - Males	34	34	40	37	42	23.9%	24.8%	25.8%	23.7%	25.9%
Black - Females	29	28	33	39	37	20.4%	20.4%	21.3%	25.0%	22.8%
Black - Males	30	28	30	27	26	21.1%	20.4%	19.4%	17.3%	16.0%
Other - Females	1	1	1	1	3	0.7%	0.7%	0.6%	0.6%	1.9%
Other - Males	5	5	6	8	6	3.5%	3.6%	3.9%	5.1%	3.7%
<b>Professional Staff</b>	230	219	218	233	238	7.9%	7.6%	7.4%	7.6%	7.5%
White - Females	121	121	125	139	144	52.6%	55.3%	57.3%	59.7%	60.5%
White - Males	37	32	30	29	25	16.1%	14.6%	13.8%	12.4%	10.5%
Black - Females	53	50	49	51	52	23.0%	22.8%	22.5%	21.9%	21.8%
Black - Males	11	9	7	7	8	4.8%	4.1%	3.2%	3.0%	3.4%
Other - Females	6	6	6	6	7	2.6%	2.7%	2.8%	2.6%	2.9%
Other - Males	2	1	1	1	2	0.9%	0.5%	0.5%	0.4%	0.8%
<b>Teachers</b>	2549	2525	2563	2661	2791	87.3%	87.6%	87.3%	87.2%	87.5%
White - Females	1480	1455	1477	1517	1589	58.1%	57.6%	57.6%	57.0%	56.9%
White - Males	374	375	396	432	456	14.7%	14.9%	15.5%	16.2%	16.3%
Black - Females	450	449	440	442	458	17.7%	17.8%	17.2%	16.6%	16.4%
Black - Males	152	142	143	143	150	6.0%	5.6%	5.6%	5.4%	5.4%
Other - Females	64	73	80	96	105	2.5%	2.9%	3.1%	3.6%	3.8%
Other - Males	29	31	27	31	33	1.1%	1.2%	1.1%	1.2%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	46	22	29	40	30	1.8%	0.9%	1.2%	1.5%	1.2%
25-29	324	304	310	284	256	12.8%	12.2%	12.3%	10.9%	9.8%
30-34	237	243	242	260	298	9.4%	9.7%	9.6%	10.0%	11.5%
35-39	284	270	251	273	262	11.2%	10.8%	10.0%	10.5%	10.1%
40-44	407	382	357	365	342	16.1%	15.3%	14.2%	14.1%	13.1%
45-49	535	505	482	468	466	21.2%	20.2%	19.2%	18.0%	17.9%
50-54	380	445	479	520	534	15.0%	17.8%	19.1%	20.0%	20.5%
55+	316	325	362	385	413	12.5%	13.0%	14.4%	14.8%	15.9%
<b>Average Age</b>	42.9	43.5	43.8	44.0	44.4					

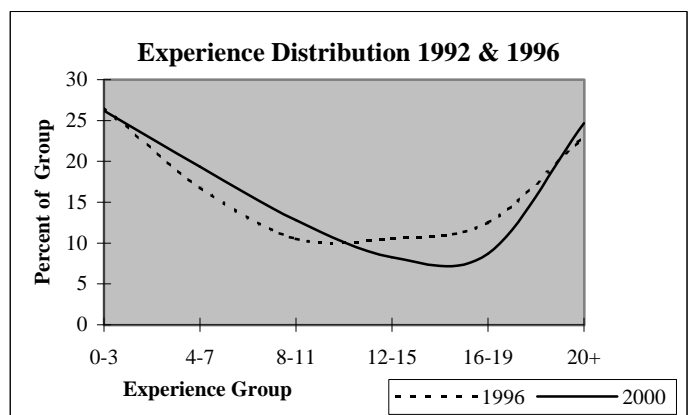
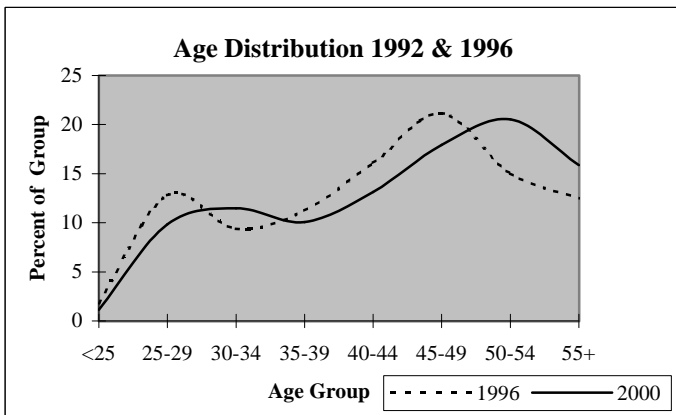
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	678	591	624	628	731	26.6%	23.4%	24.3%	23.6%	26.2%
4-7 Years	429	500	494	540	540	16.8%	19.8%	19.3%	20.3%	19.3%
8-11 Years	269	269	276	307	357	10.6%	10.7%	10.8%	11.5%	12.8%
12-15 Years	269	227	220	238	231	10.6%	9.0%	8.6%	8.9%	8.3%
16-19 Years	318	320	306	281	243	12.5%	12.7%	11.9%	10.6%	8.7%
20+ Years	586	618	643	667	689	23.0%	24.5%	25.1%	25.1%	24.7%
<b>Average Experience</b>	11.5	11.9	12.0	11.8	11.4					

## District Report for: OKLAHOMA CITY

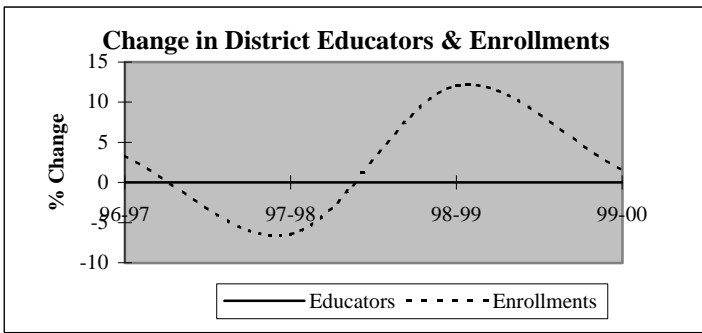
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	282	275	290	336	-	9.7%	9.5%	9.9%	11.0%	-
Attrition from Transfers	50	81	80	77	-	1.7%	2.8%	2.7%	2.5%	-
Attrition from Exits	232	194	210	259	-	7.9%	6.7%	7.2%	8.5%	-
<b>Teacher Attrition</b>	<b>239</b>	<b>254</b>	<b>258</b>	<b>294</b>	<b>-</b>	<b>9.4%</b>	<b>10.1%</b>	<b>10.1%</b>	<b>11.0%</b>	<b>-</b>
Attrition from Transfers	46	74	73	67	-	1.8%	2.9%	2.8%	2.5%	-
Attrition from Exits	193	180	185	227	-	7.6%	7.1%	7.2%	8.5%	-
<b>District Retention</b>										
Educator Retention	2,639	2,606	2,646	2,714	-	90.3%	90.5%	90.1%	89.0%	-
Teacher Retention	2,310	2,271	2,305	2,367	-	90.6%	89.9%	89.9%	89.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	76.8%	7.3%	84.1%	78.2%	9.6%	87.8%
1 Year of Experience	87.8%	3.8%	91.6%	84.2%	6.9%	91.1%
2 Years of Experience	86.4%	4.3%	90.8%	85.2%	5.9%	91.1%
3 Years of Experience	87.2%	3.3%	90.5%	86.1%	5.6%	91.7%
4 Years of Experience	87.2%	3.6%	90.9%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	4.0%	91.5%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.8%	1.7%	1.9%	2.4%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.7%	90.6%	87.6%	85.8%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.2%	0.3%	0.7%	0.4%	0.6%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.2%	7.5%	9.8%	11.4%	12.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: LIBERTY



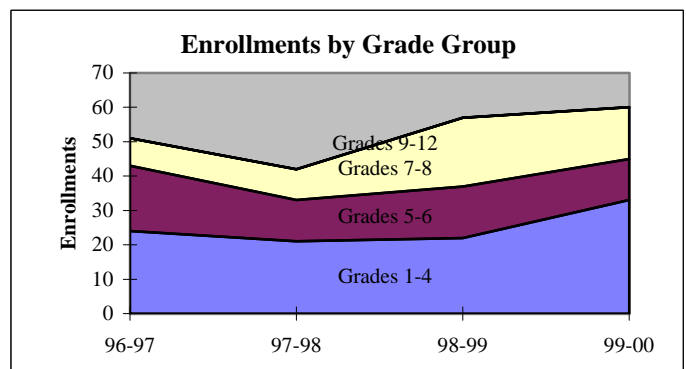
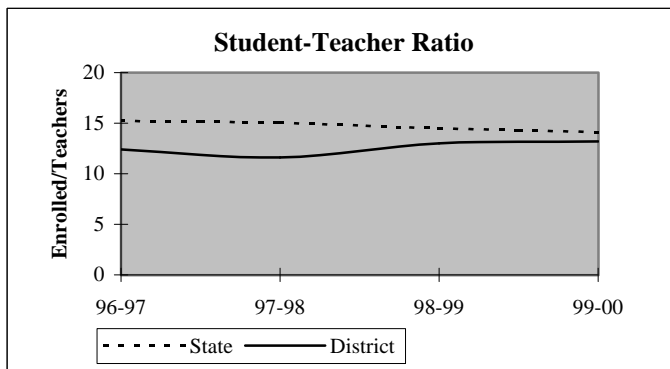
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	10.3	9.7	10.8	11.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.0	12.4	11.6	13.0	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	0	0	0	-	-	-	-	-
% Change in Educators	20.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	2	-4	7	1	-	-	-	-	-
% Change in Enrollments	-3.2%	3.3%	-6.5%	12.1%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	16.7%	16.7%	16.7%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	16.7%	16.7%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	41.2	42.2	43.2	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	14.2	15.0	15.8	16.8	17.0	12.1	12.3	12.3	12.2	12.2
Average Salary	25,672	25,348	27,522	27,989	28,150	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.7%	19.4%	13.8%	41.2%	37.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	2	2	2	33.3%	33.3%	33.3%	33.3%	33.3%
Attrition	1	0	0	2	0					
Attrition Rate	50.0%	0.0%	0.0%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	3	2	3	3	66.7%	50.0%	33.3%	50.0%	50.0%
Attrition	1	0	0	0	0					
Attrition Rate	25.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	2	1	1	0.0%	16.7%	33.3%	16.7%	16.7%
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	2	1	2	16.7%	33.3%	33.3%	16.7%	33.3%



# District Report for: LIBERTY

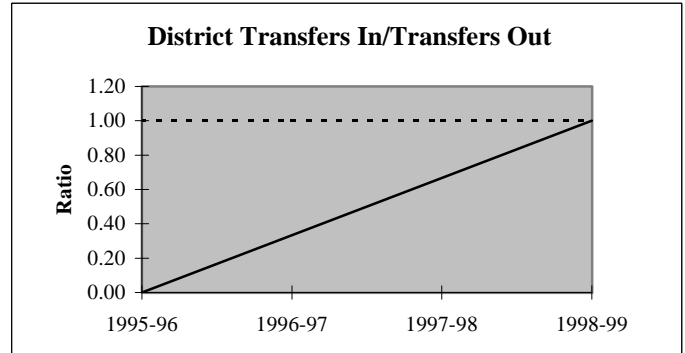
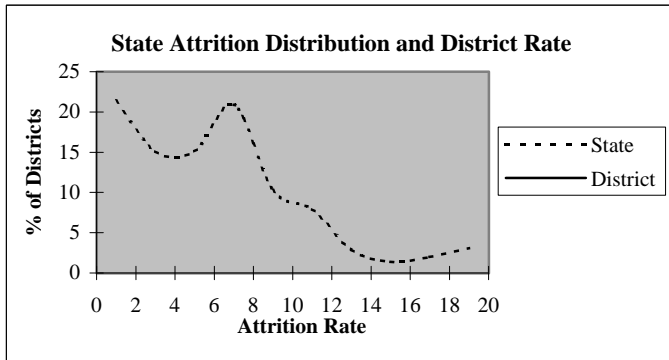
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	60	62	58	65	66	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	4	11	15	8	4	6.7%	17.7%	25.9%	12.3%	6.1%
Grades 1-4	28	24	21	22	33	46.7%	38.7%	36.2%	33.8%	50.0%
Grades 5-6	15	19	12	15	12	25.0%	30.6%	20.7%	23.1%	18.2%
Grades 7-8	13	8	9	20	15	21.7%	12.9%	15.5%	30.8%	22.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	1	0	2	0.0%	0.0%	1.7%	0.0%	3.0%



## District Report for: LIBERTY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	4	6	5	4	66.7%	66.7%	100.0%	83.3%	66.7%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>33.3%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>33.3%</b>
Transfers In	0	1	0	1	1	0.0%	50.0%	0.0%	100.0%	50.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	2	1	0	0	1	100.0%	50.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>33.3%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>33.3%</b>	<b>-</b>
Transfers Out	2	0	0	1	-	100.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	0	0	1	1	-	0.0%	0.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	0.0%	16.7%	33.3%	-
Transfers In/Out	0.00	nc	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	6

## District Report for: LIBERTY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
White - Females	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	2	1	1	20.0%	40.0%	40.0%	20.0%	20.0%
30-34	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	20.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	2	1	0	0	0	40.0%	20.0%	0.0%	0.0%	0.0%
50-54	1	2	3	3	2	20.0%	40.0%	60.0%	60.0%	40.0%
55+	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
<b>Average Age</b>	39.6	41.2	42.2	43.2	44.0					

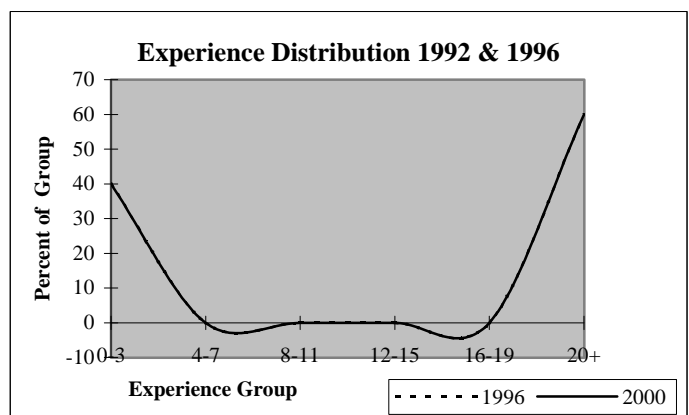
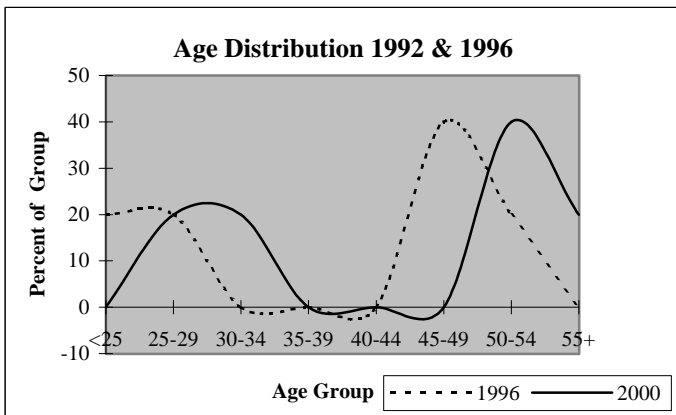
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	40.0%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	3	3	3	3	3	60.0%	60.0%	60.0%	60.0%	60.0%
<b>Average Experience</b>	14.2	15.0	15.8	16.8	17.0					

## District Report for: LIBERTY

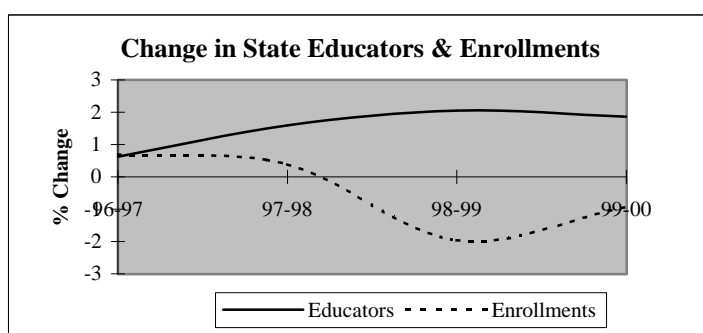
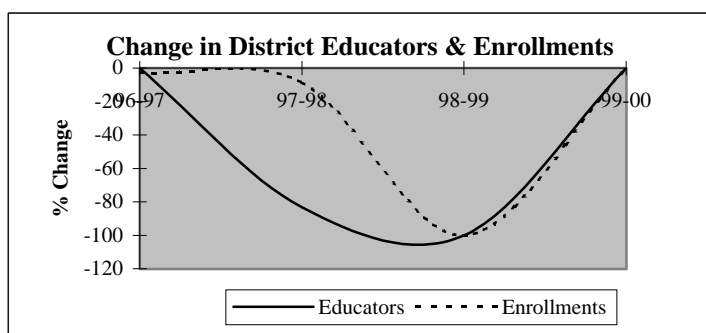
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	1	2	-	33.3%	0.0%	16.7%	33.3%	-
Attrition from Transfers	2	0	0	1	-	33.3%	0.0%	0.0%	16.7%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	16.7%	16.7%	-
<b>Teacher Attrition</b>	1	0	0	2	-	20.0%	0.0%	0.0%	40.0%	-
Attrition from Transfers	1	0	0	1	-	20.0%	0.0%	0.0%	20.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	20.0%	-
<b>District Retention</b>										
Educator Retention	4	6	5	4	-	66.7%	100.0%	83.3%	66.7%	-
Teacher Retention	4	5	5	3	-	80.0%	100.0%	100.0%	60.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	0.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	100.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	16.7%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	66.7%	83.3%	83.3%	100.0%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	33.3%	16.7%	0.0%	0.0%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NUYAKA

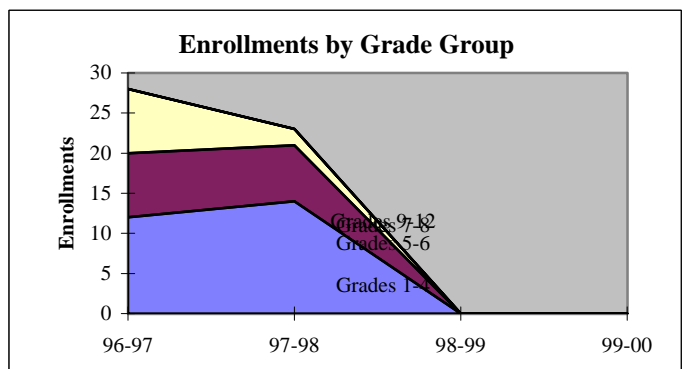
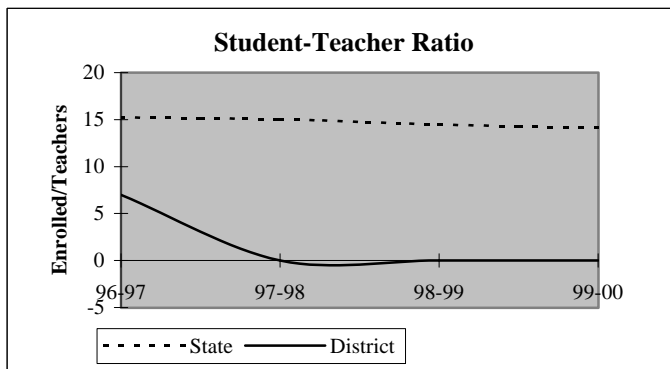


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.0	5.8	32.0	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.2	7.0	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-5	-1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-83.3%	-100.0%	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-1	-3	-32	0	-	-	-	-	-
% Change in Enrollments	-10.0%	-2.8%	-8.6%	-100.0%	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	0.0%	0.0%	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	100.0%	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	0.0%	0.0%	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.8	36.2	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	3.8	2.8	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	24,780	25,398	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.0%	0.0%	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	88.9%	48.6%	15.6%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	4	0	0	0	66.7%	66.7%	0.0%	0.0%	0.0%
Attrition	2	4	0	0	0					
Attrition Rate	50.0%	100.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	1	0	0	0	33.3%	16.7%	0.0%	0.0%	0.0%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	1	0	0	0.0%	16.7%	100.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	1	1	0	0	16.7%	16.7%	100.0%	0.0%	0.0%

# District Report for: NUYAKA

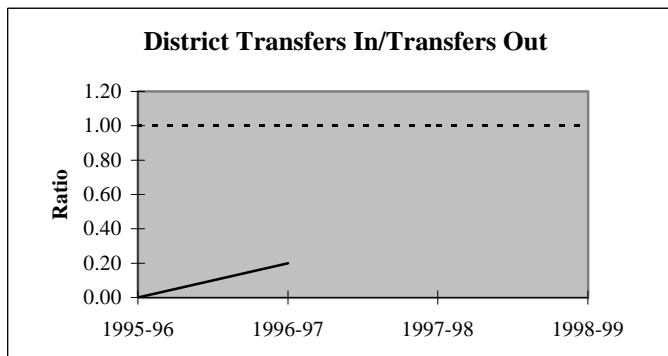
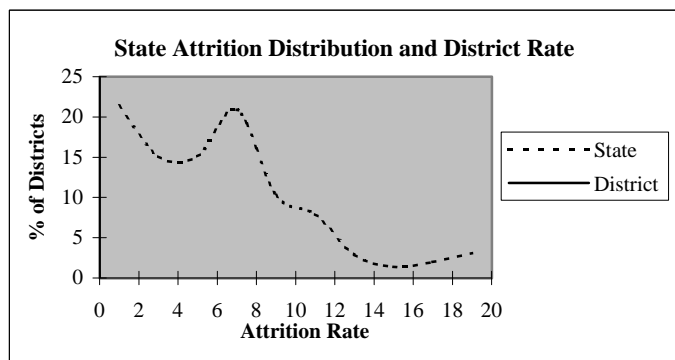
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	1	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	0	0	16.7%	16.7%	100.0%	0.0%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	0	0	0	83.3%	83.3%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	36	35	32	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6	7	9	0	0	16.7%	20.0%	28.1%	0.0%	0.0%
Grades 1-4	17	12	14	0	0	47.2%	34.3%	43.8%	0.0%	0.0%
Grades 5-6	6	8	7	0	0	16.7%	22.9%	21.9%	0.0%	0.0%
Grades 7-8	7	8	2	0	0	19.4%	22.9%	6.3%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: NUYAKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	1	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	4	1	0	0	83.3%	66.7%	100.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16.7%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
Reentrants	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>33.3%</b>	<b>83.3%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	2	5	0	0	-	100.0%	100.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	83.3%	100.0%	nc	-
Transfers In/Out	0.00	0.20	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	6

## District Report for: NUYAKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	0	0	16.7%	16.7%	100.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	0	0	0	83.3%	83.3%	0.0%	0.0%	0.0%
White - Females	3	4	0	0	0	60.0%	80.0%	0.0%	0.0%	0.0%
White - Males	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	0	0	0	0.0%	40.0%	0.0%	0.0%	0.0%
25-29	2	1	0	0	0	40.0%	20.0%	0.0%	0.0%	0.0%
30-34	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	37.8	36.2	0.0	0.0	0.0					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	4	0	0	0	60.0%	80.0%	0.0%	0.0%	0.0%
4-7 Years	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	3.8	2.8	0.0	0.0	0.0					

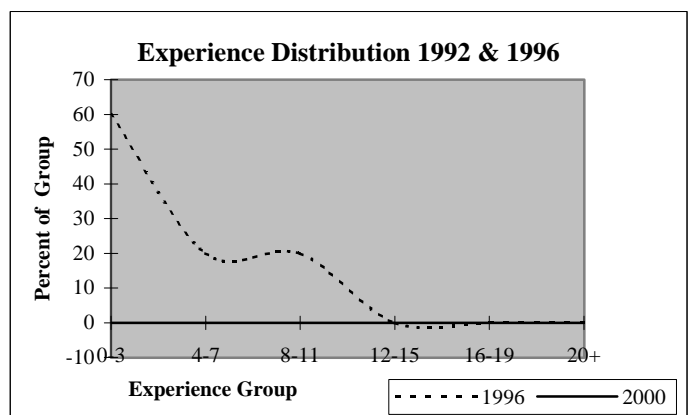
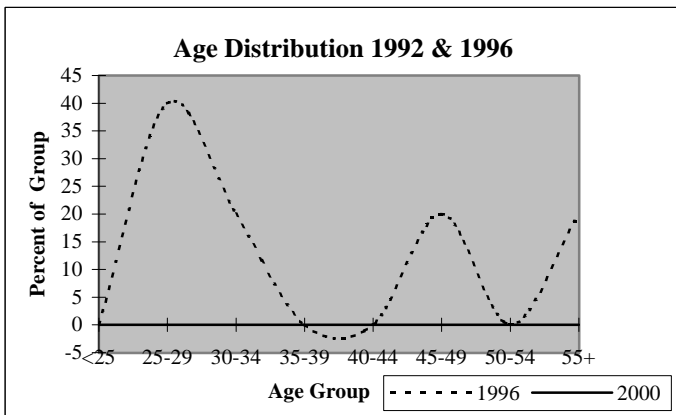


# District Report for: NUYAKA

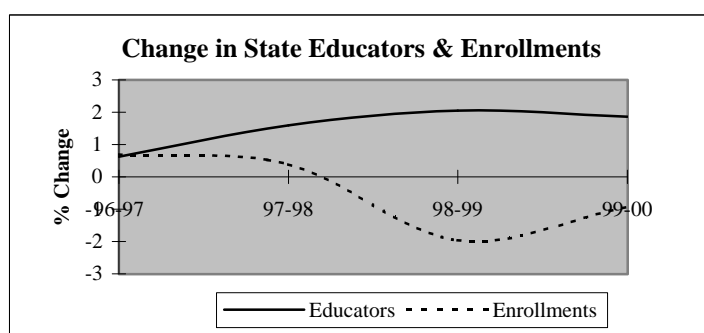
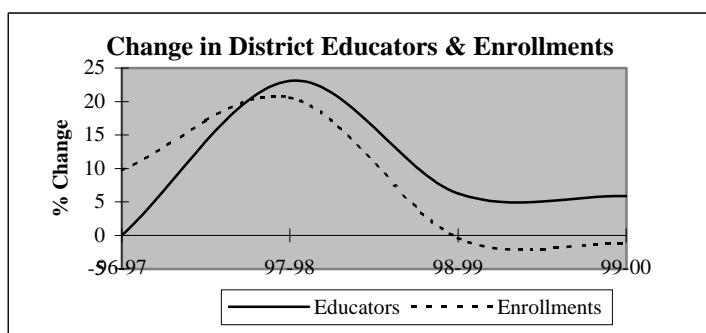
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	1	0	-	33.3%	83.3%	100.0%	nc	-
Attrition from Transfers	2	5	0	0	-	33.3%	83.3%	0.0%	nc	-
Attrition from Exits	0	0	1	0	-	0.0%	0.0%	100.0%	nc	-
<b>Teacher Attrition</b>	2	5	0	0	-	40.0%	100.0%	nc	nc	-
Attrition from Transfers	2	5	0	0	-	40.0%	100.0%	nc	nc	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	nc	nc	-
<b>District Retention</b>										
Educator Retention	4	1	0	0	-	66.7%	16.7%	0.0%	nc	-
Teacher Retention	3	0	0	0	-	60.0%	0.0%	nc	nc	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	33.3%	66.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	33.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	100.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	0.0%	100.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	16.7%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	66.7%	100.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	16.7%	0.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TWIN HILLS

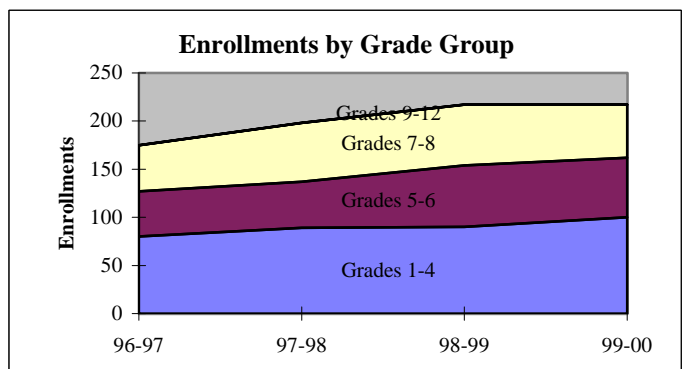
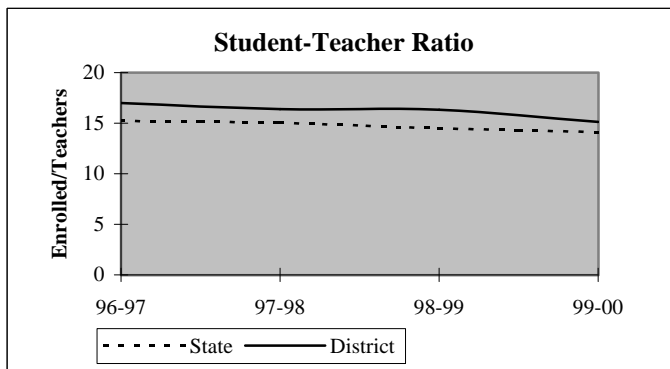


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	15.7	15.4	14.4	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.5	17.0	16.4	16.3	15.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	3	1	1	-	-	-	-	-
% Change in Educators	8.3%	0.0%	23.1%	6.3%	5.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	18	42	-1	-3	-	-	-	-	-
% Change in Enrollments	-2.1%	9.7%	20.6%	-0.4%	-1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	15.4%	0.0%	12.5%	5.9%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.7%	6.3%	5.9%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	5.9%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	5.9%	5.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.4	37.2	38.0	39.5	37.3	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	10.1	9.5	11.4	10.1	12.1	12.3	12.3	12.2	12.2
Average Salary	27,584	30,265	28,424	29,874	30,654	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	91.7%	91.7%	93.3%	86.7%	87.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	8.3%	6.7%	6.7%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.2%	36.3%	37.8%	29.4%	29.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	6	5	5	38.5%	46.2%	37.5%	29.4%	27.8%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	5	8	9	10	46.2%	38.5%	50.0%	52.9%	55.6%
Attrition	1	0	1	0	0					
Attrition Rate	16.7%	0.0%	12.5%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	3	15.4%	15.4%	12.5%	17.6%	16.7%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	4	3	15.4%	15.4%	12.5%	23.5%	16.7%

## District Report for: TWIN HILLS

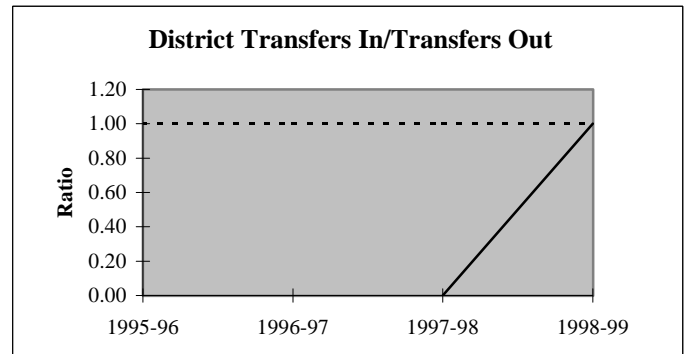
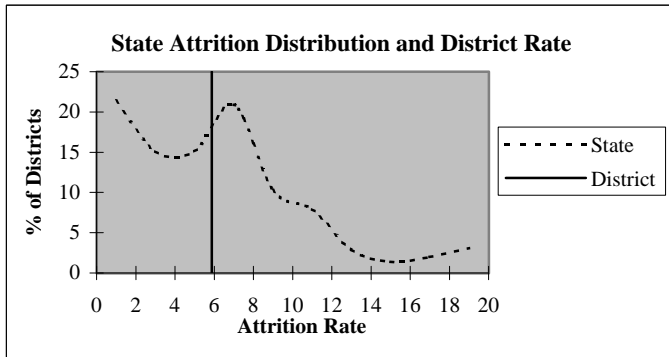
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	13	16	17	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.7%	7.7%	6.3%	5.9%	5.6%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
<b>Total Teachers</b>	12	12	15	15	16	92.3%	92.3%	93.8%	88.2%	88.9%
Special Education	0	1	1	1	2	0.0%	8.3%	6.7%	6.7%	12.5%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	6.7%	6.7%	6.3%
Elementary	12	11	13	13	13	100.0%	91.7%	86.7%	86.7%	81.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	186	204	246	245	242	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	14	29	48	28	25	7.5%	14.2%	19.5%	11.4%	10.3%
Grades 1-4	82	80	89	90	100	44.1%	39.2%	36.2%	36.7%	41.3%
Grades 5-6	48	47	48	64	62	25.8%	23.0%	19.5%	26.1%	25.6%
Grades 7-8	42	48	61	63	55	22.6%	23.5%	24.8%	25.7%	22.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TWIN HILLS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	13	16	17	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	12	12	13	15	16	92.3%	92.3%	81.3%	88.2%	88.9%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>7.7%</b>	<b>7.7%</b>	<b>18.8%</b>	<b>11.8%</b>	<b>11.1%</b>
Transfers In	0	1	0	1	2	0.0%	100.0%	0.0%	50.0%	100.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	33.3%	50.0%	0.0%
First Time Educators	1	0	2	0	0	100.0%	0.0%	66.7%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>7.7%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>5.9%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	0.0%	6.3%	5.9%	-
Transfers In/Out	nc	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	11	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>13</b>

## District Report for: TWIN HILLS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.7%	7.7%	6.3%	5.9%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
<b>Teachers</b>	12	12	15	15	16	92.3%	92.3%	93.8%	88.2%	88.9%
White - Females	11	11	14	13	14	91.7%	91.7%	93.3%	86.7%	87.5%
White - Males	1	1	1	2	2	8.3%	8.3%	6.7%	13.3%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	2	1	3	25.0%	16.7%	14.3%	7.1%	20.0%
30-34	3	4	5	3	3	25.0%	33.3%	35.7%	21.4%	20.0%
35-39	1	2	2	5	4	8.3%	16.7%	14.3%	35.7%	26.7%
40-44	2	2	2	1	2	16.7%	16.7%	14.3%	7.1%	13.3%
45-49	1	1	2	2	2	8.3%	8.3%	14.3%	14.3%	13.3%
50-54	1	0	0	0	0	8.3%	0.0%	0.0%	0.0%	0.0%
55+	1	1	1	2	1	8.3%	8.3%	7.1%	14.3%	6.7%
<b>Average Age</b>	37.4	37.2	38.0	39.5	37.3					

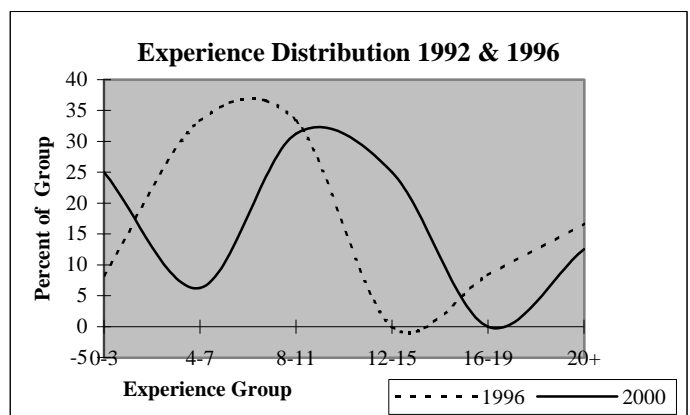
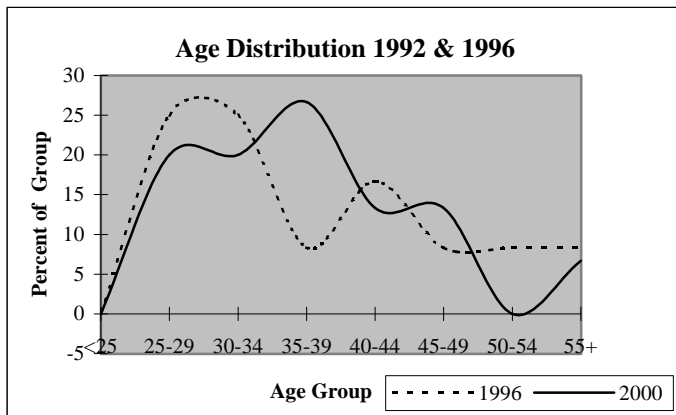
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	3	3	4	8.3%	8.3%	20.0%	20.0%	25.0%
4-7 Years	4	5	3	2	1	33.3%	41.7%	20.0%	13.3%	6.3%
8-11 Years	4	4	7	4	5	33.3%	33.3%	46.7%	26.7%	31.3%
12-15 Years	0	0	0	3	4	0.0%	0.0%	0.0%	20.0%	25.0%
16-19 Years	1	1	0	0	0	8.3%	8.3%	0.0%	0.0%	0.0%
20+ Years	2	1	2	3	2	16.7%	8.3%	13.3%	20.0%	12.5%
<b>Average Experience</b>	10.9	10.1	9.5	11.4	10.1					

## District Report for: TWIN HILLS

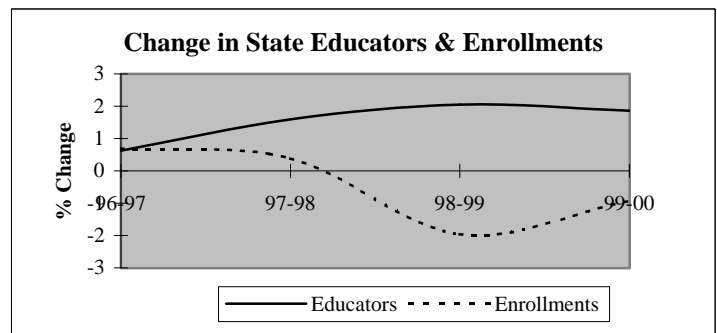
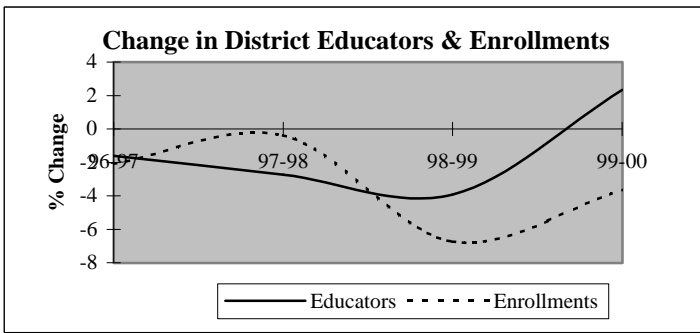
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	1	1	-	7.7%	0.0%	6.3%	5.9%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	6.3%	5.9%	-
Attrition from Exits	1	0	0	0	-	7.7%	0.0%	0.0%	0.0%	-
Teacher Attrition	1	0	1	1	-	8.3%	0.0%	6.7%	6.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	6.7%	6.7%	-
Attrition from Exits	1	0	0	0	-	8.3%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	13	15	16	-	92.3%	100.0%	93.8%	94.1%	-
Teacher Retention	11	12	14	14	-	91.7%	100.0%	93.3%	93.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	17.6%	5.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	100.0%	81.3%	76.5%	94.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	0.0%	18.8%	5.9%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: OKMULGEE

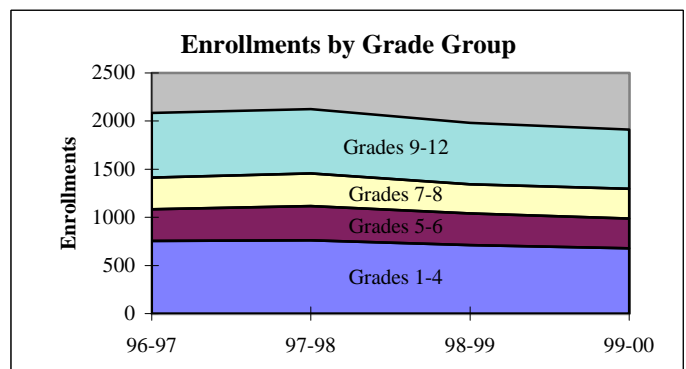
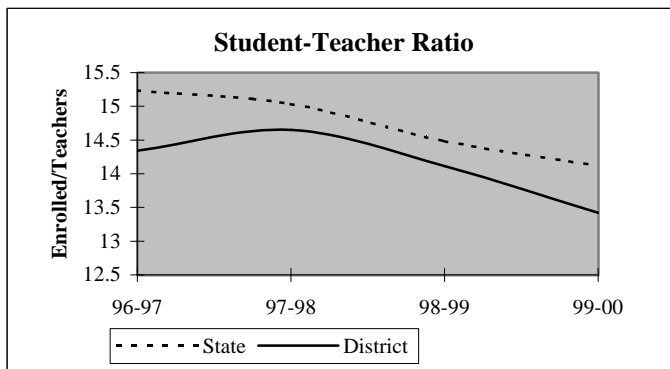


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	12.6	12.9	12.5	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	14.3	14.6	14.1	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-7	-3	-5	-7	4	-	-	-	-	-
% Change in Educators	-3.6%	-1.6%	-2.7%	-3.9%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-51	-49	-9	-155	-78	-	-	-	-	-
% Change in Enrollments	-2.1%	-2.1%	-0.4%	-6.7%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.2%	4.4%	1.1%	2.3%	4.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.5%	5.6%	5.3%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.5%	6.6%	6.2%	5.8%	6.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	28.0%	27.3%	27.5%	28.1%	28.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	36.4%	40.0%	40.0%	44.4%	40.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	1.1%	1.8%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	42.9	44.0	45.1	45.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	13.9	15.0	16.0	16.2	12.1	12.3	12.3	12.2	12.2
Average Salary	31,356	31,124	31,296	31,746	32,002	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	26.4%	26.1%	26.1%	27.0%	26.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.9%	71.4%	72.6%	71.1%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.2%	8.7%	8.9%	8.6%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	49.9%	50.5%	51.7%	50.9%	54.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	46	48	45	34	38	24.7%	26.2%	25.3%	19.9%	21.7%
Attrition	12	8	4	4	0					
Attrition Rate	26.1%	16.7%	8.9%	11.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	130	125	117	119	115	69.9%	68.3%	65.7%	69.6%	65.7%
Attrition	12	5	2	6	0					
Attrition Rate	9.2%	4.0%	1.7%	5.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	10	16	18	22	5.4%	5.5%	9.0%	10.5%	12.6%
Attrition	2	1	4	4	0					
Attrition Rate	20.0%	10.0%	25.0%	22.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	17	24	25	31	6.5%	9.3%	13.5%	14.6%	17.7%

## District Report for: OKMULGEE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	186	183	178	171	175	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	10	10	9	10	5.9%	5.5%	5.6%	5.3%	5.7%
Professional Staff	12	12	11	10	11	6.5%	6.6%	6.2%	5.8%	6.3%
<b>Total Teachers</b>	163	161	157	152	154	87.6%	88.0%	88.2%	88.9%	88.0%
Special Education	15	14	14	13	14	9.2%	8.7%	8.9%	8.6%	9.1%
Pre-K & Kindergarten	1	1	1	2	2	0.6%	0.6%	0.6%	1.3%	1.3%
Elementary	67	65	64	61	62	41.1%	40.4%	40.8%	40.1%	40.3%
<b>Middle School</b>	37	35	37	36	36	22.7%	21.7%	23.6%	23.7%	23.4%
Language Arts	7	7	7	4	8	4.3%	4.3%	4.5%	2.6%	5.2%
Art & Music	4	4	2	1	2	2.5%	2.5%	1.3%	0.7%	1.3%
Social Studies	5	6	6	4	6	3.1%	3.7%	3.8%	2.6%	3.9%
Foreign Language	0	1	2	2	2	0.0%	0.6%	1.3%	1.3%	1.3%
Math	4	4	6	3	5	2.5%	2.5%	3.8%	2.0%	3.2%
Science	4	4	3	4	4	2.5%	2.5%	1.9%	2.6%	2.6%
Vocational Education	2	3	2	1	1	1.2%	1.9%	1.3%	0.7%	0.6%
Other	11	6	9	17	8	6.7%	3.7%	5.7%	11.2%	5.2%
<b>High School (9-12)</b>	43	46	41	40	40	1075.0%	1150.0%	2050.0%	4000.0%	2000.0%
Language Arts	8	10	8	9	7	4.9%	6.2%	5.1%	5.9%	4.5%
Art & Music	2	2	3	3	3	1.2%	1.2%	1.9%	2.0%	1.9%
Social Studies	7	6	5	5	5	4.3%	3.7%	3.2%	3.3%	3.2%
Foreign Language	2	2	1	1	1	1.2%	1.2%	0.6%	0.7%	0.6%
Math	5	6	5	5	5	3.1%	3.7%	3.2%	3.3%	3.2%
<b>Science</b>	5	5	4	5	7	3.1%	3.1%	2.5%	3.3%	4.5%
Biology	3	2	1	2	2	1.8%	1.2%	0.6%	1.3%	1.3%
Chemistry	0	0	0	1	1	0.0%	0.0%	0.0%	0.7%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	3	3	2	4	1.2%	1.9%	1.9%	1.3%	2.6%
Vocational Education	8	8	6	5	5	4.9%	5.0%	3.8%	3.3%	3.2%
Other	6	7	9	7	7	3.7%	4.3%	5.7%	4.6%	4.5%
<b>Total Enrollments</b>	2,358	2,309	2,300	2,145	2,067	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	221	215	171	162	153	9.4%	9.3%	7.4%	7.6%	7.4%
Grades 1-4	764	754	760	712	678	32.4%	32.7%	33.0%	33.2%	32.8%
Grades 5-6	347	331	356	329	311	14.7%	14.3%	15.5%	15.3%	15.0%
Grades 7-8	364	328	341	302	307	15.4%	14.2%	14.8%	14.1%	14.9%
Grades 9-12	651	673	666	638	617	27.6%	29.1%	29.0%	29.7%	29.9%
Ungraded	11	8	6	2	1	0.5%	0.3%	0.3%	0.1%	0.0%

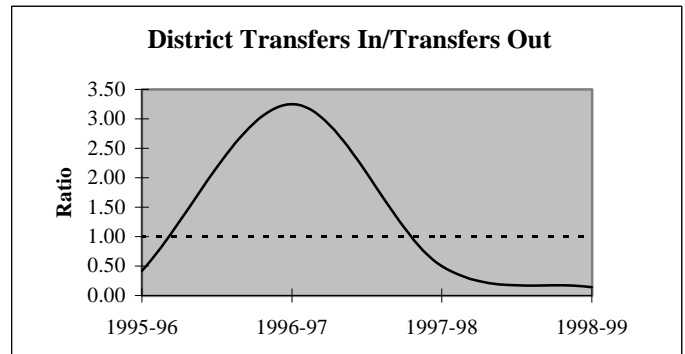
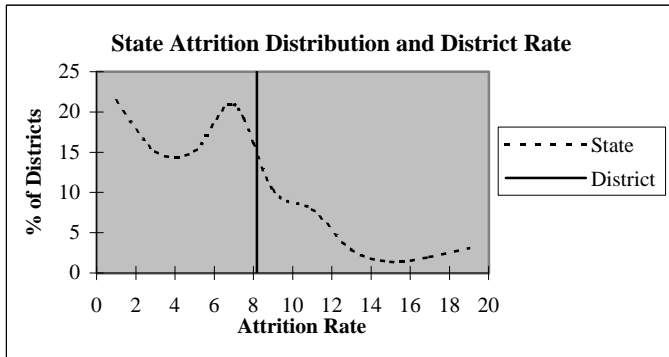




## District Report for: OKMULGEE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	186	183	178	171	175	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	173	160	169	168	157	93.0%	87.4%	94.9%	98.2%	89.7%
<b>Newly Hired</b>	<b>13</b>	<b>23</b>	<b>9</b>	<b>3</b>	<b>18</b>	<b>7.0%</b>	<b>12.6%</b>	<b>5.1%</b>	<b>1.8%</b>	<b>10.3%</b>
Transfers In	5	13	1	1	5	38.5%	56.5%	11.1%	33.3%	27.8%
Reentrants	4	4	4	1	4	30.8%	17.4%	44.4%	33.3%	22.2%
First Time Educators	4	6	4	1	9	30.8%	26.1%	44.4%	33.3%	50.0%
<b>Total Exiting Next Year</b>	<b>26</b>	<b>14</b>	<b>10</b>	<b>14</b>	<b>-</b>	<b>14.0%</b>	<b>7.7%</b>	<b>5.6%</b>	<b>8.2%</b>	<b>-</b>
Transfers Out	12	4	2	7	-	46.2%	28.6%	20.0%	50.0%	-
Leave Oklahoma Educ.	14	10	8	7	-	53.8%	71.4%	80.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	14.0%	7.7%	5.6%	8.2%	-
Transfers In/Out	0.42	3.25	0.50	0.14	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	11	Benedictine Heights, Tulsa	-
OSU, Stillwater	18	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	1
ECU, Ada	20	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	85	University of Tulsa, Tulsa	7
SEOSU, Durant	6	OCUSA, Oklahoma City	2
SWOSU, Weatherford	5	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	10	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	13
		Total	185

## District Report for: OKMULGEE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	11	10	10	9	10	5.9%	5.5%	5.6%	5.3%	5.7%
White - Females	1	1	1	2	2	9.1%	10.0%	10.0%	22.2%	20.0%
White - Males	6	5	5	3	4	54.5%	50.0%	50.0%	33.3%	40.0%
Black - Females	1	1	1	1	1	9.1%	10.0%	10.0%	11.1%	10.0%
Black - Males	3	3	3	3	2	27.3%	30.0%	30.0%	33.3%	20.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
<b>Professional Staff</b>	12	12	11	10	11	6.5%	6.6%	6.2%	5.8%	6.3%
White - Females	6	7	7	7	7	50.0%	58.3%	63.6%	70.0%	63.6%
White - Males	1	1	0	0	0	8.3%	8.3%	0.0%	0.0%	0.0%
Black - Females	2	1	1	1	2	16.7%	8.3%	9.1%	10.0%	18.2%
Black - Males	2	2	2	1	1	16.7%	16.7%	18.2%	10.0%	9.1%
Other - Females	1	1	1	1	1	8.3%	8.3%	9.1%	10.0%	9.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	163	161	157	152	154	87.6%	88.0%	88.2%	88.9%	88.0%
White - Females	83	82	82	78	78	50.9%	50.9%	52.2%	51.3%	50.6%
White - Males	37	37	34	33	35	22.7%	23.0%	21.7%	21.7%	22.7%
Black - Females	18	20	20	19	20	11.0%	12.4%	12.7%	12.5%	13.0%
Black - Males	9	7	7	9	8	5.5%	4.3%	4.5%	5.9%	5.2%
Other - Females	13	13	12	11	11	8.0%	8.1%	7.6%	7.2%	7.1%
Other - Males	3	2	2	2	2	1.8%	1.2%	1.3%	1.3%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	2	0	0	0.0%	0.6%	1.3%	0.0%	0.0%
25-29	20	18	12	8	9	12.3%	11.3%	7.7%	5.3%	6.0%
30-34	13	9	9	11	11	8.0%	5.6%	5.8%	7.3%	7.3%
35-39	20	22	21	19	15	12.3%	13.8%	13.5%	12.7%	10.0%
40-44	33	35	32	26	19	20.2%	21.9%	20.6%	17.3%	12.7%
45-49	44	37	35	38	39	27.0%	23.1%	22.6%	25.3%	26.0%
50-54	21	27	29	34	41	12.9%	16.9%	18.7%	22.7%	27.3%
55+	12	11	15	14	16	7.4%	6.9%	9.7%	9.3%	10.7%
<b>Average Age</b>	42.5	42.9	44.0	45.1	45.7					

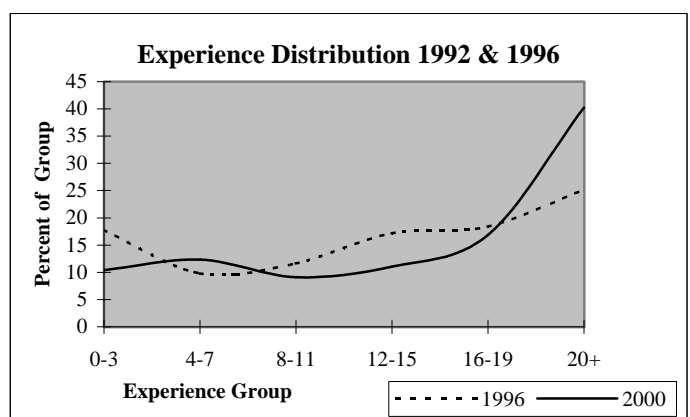
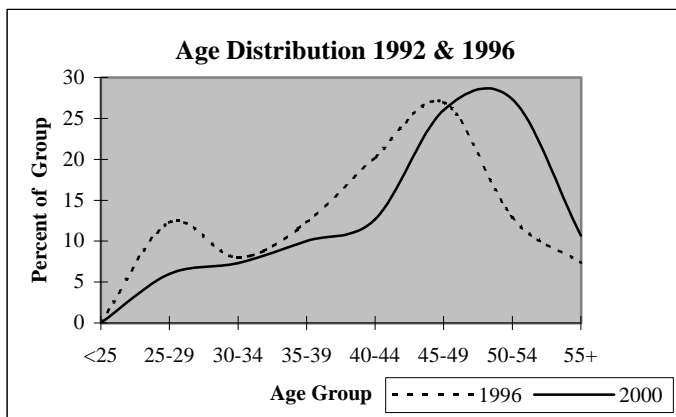
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	29	26	16	9	16	17.8%	16.1%	10.2%	5.9%	10.4%
4-7 Years	16	21	28	25	19	9.8%	13.0%	17.8%	16.4%	12.3%
8-11 Years	19	15	11	14	14	11.7%	9.3%	7.0%	9.2%	9.1%
12-15 Years	28	24	21	18	17	17.2%	14.9%	13.4%	11.8%	11.0%
16-19 Years	30	29	31	29	26	18.4%	18.0%	19.7%	19.1%	16.9%
20+ Years	41	46	50	57	62	25.2%	28.6%	31.8%	37.5%	40.3%
<b>Average Experience</b>	13.5	13.9	15.0	16.0	16.2					

## District Report for: OKMULGEE

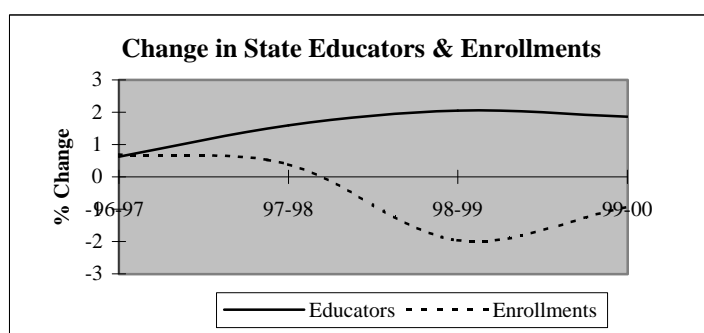
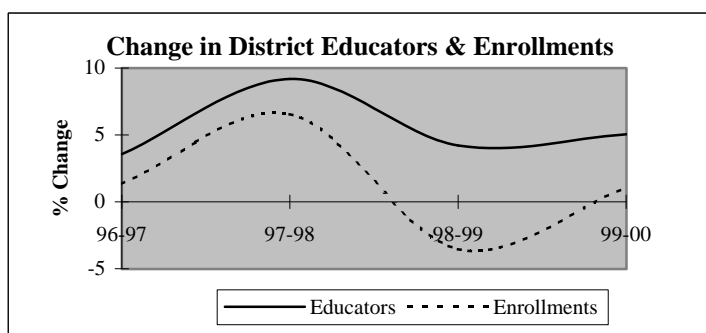
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	26	14	10	14	-	14.0%	7.7%	5.6%	8.2%	-
Attrition from Transfers	12	4	2	7	-	6.5%	2.2%	1.1%	4.1%	-
Attrition from Exits	14	10	8	7	-	7.5%	5.5%	4.5%	4.1%	-
<b>Teacher Attrition</b>	<b>22</b>	<b>13</b>	<b>7</b>	<b>11</b>	<b>-</b>	<b>13.5%</b>	<b>8.1%</b>	<b>4.5%</b>	<b>7.2%</b>	<b>-</b>
Attrition from Transfers	9	4	1	5	-	5.5%	2.5%	0.6%	3.3%	-
Attrition from Exits	13	9	6	6	-	8.0%	5.6%	3.8%	3.9%	-
<b>District Retention</b>										
Educator Retention	160	169	168	157	-	86.0%	92.3%	94.4%	91.8%	-
Teacher Retention	141	148	150	141	-	86.5%	91.9%	95.5%	92.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	56.7%	16.7%	73.3%	78.2%	9.6%	87.8%
1 Year of Experience	84.6%	3.8%	88.5%	84.2%	6.9%	91.1%
2 Years of Experience	86.7%	0.0%	86.7%	85.2%	5.9%	91.1%
3 Years of Experience	87.1%	9.7%	96.8%	86.1%	5.6%	91.7%
4 Years of Experience	90.6%	6.3%	96.9%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	3.7%	92.6%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.7%	94.0%	95.5%	98.2%	92.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	5.5%	4.5%	1.2%	7.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HENRYETTA

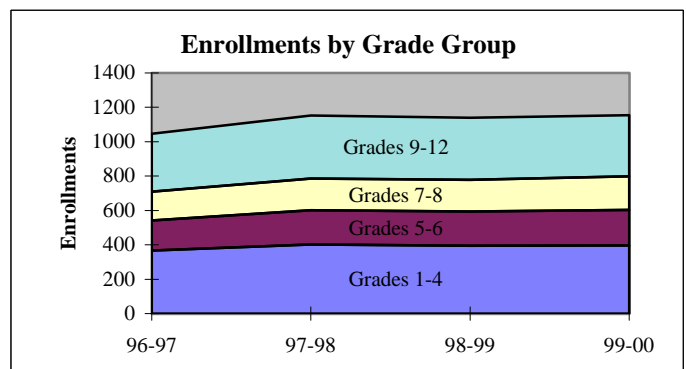
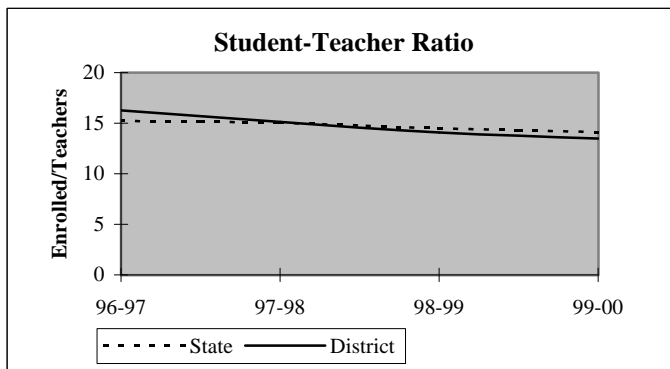


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.0	13.7	12.7	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.7	16.3	15.1	14.1	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	3	8	4	5	-	-	-	-	-
% Change in Educators	2.4%	3.6%	9.2%	4.2%	5.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	40	16	80	-46	13	-	-	-	-	-
% Change in Enrollments	3.4%	1.3%	6.6%	-3.5%	1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	1.1%	6.3%	8.1%	1.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.6%	4.2%	4.0%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.5%	9.2%	5.3%	6.1%	5.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.1%	6.9%	6.3%	4.0%	3.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.1	44.6	43.7	43.0	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	17.1	16.0	15.6	15.1	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	31,009	30,004	29,178	30,162	31,642	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.3%	8.0%	7.0%	4.5%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	77.3%	76.7%	77.5%	78.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	9.3%	11.6%	12.4%	12.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.5%	35.0%	39.3%	39.5%	38.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	18	23	27	31	15.5%	20.7%	24.2%	27.3%	29.8%
Attrition	0	1	2	4	0					
Attrition Rate	0.0%	5.6%	8.7%	14.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	62	60	59	57	54	73.8%	69.0%	62.1%	57.6%	51.9%
Attrition	3	1	2	4	0					
Attrition Rate	4.8%	1.7%	3.4%	7.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	9	13	15	19	10.7%	10.3%	13.7%	15.2%	18.3%
Attrition	3	1	3	0	0					
Attrition Rate	33.3%	11.1%	23.1%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	14	14	20	19	25	16.7%	16.1%	21.1%	19.2%	24.0%

## District Report for: HENRYETTA

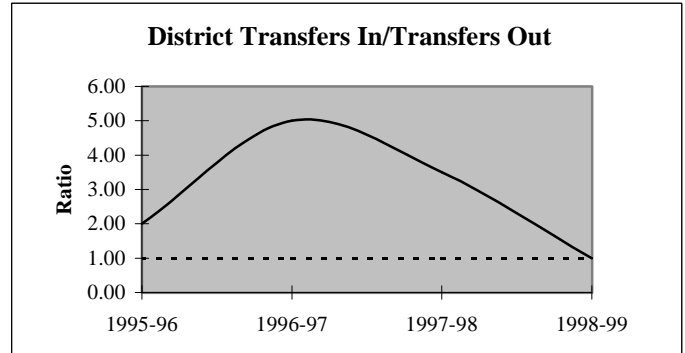
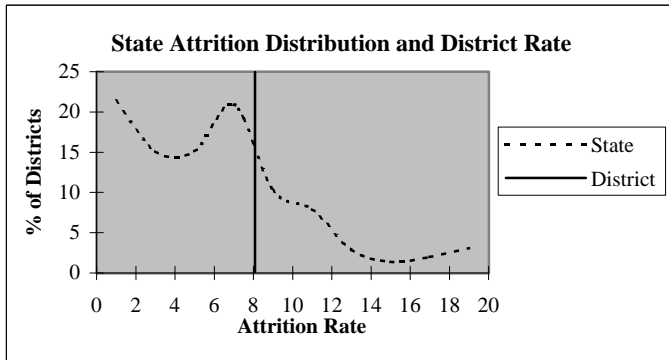
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	84	87	95	99	104	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.8%	4.6%	4.2%	4.0%	3.8%
Professional Staff	8	8	5	6	6	9.5%	9.2%	5.3%	6.1%	5.8%
<b>Total Teachers</b>	72	75	86	89	94	85.7%	86.2%	90.5%	89.9%	90.4%
Special Education	6	7	10	11	12	8.3%	9.3%	11.6%	12.4%	12.8%
Pre-K & Kindergarten	2	2	2	3	3	2.8%	2.7%	2.3%	3.4%	3.2%
Elementary	30	31	32	33	38	41.7%	41.3%	37.2%	37.1%	40.4%
<b>Middle School</b>	14	13	15	15	17	19.4%	17.3%	17.4%	16.9%	18.1%
Language Arts	4	3	4	4	4	5.6%	4.0%	4.7%	4.5%	4.3%
Art & Music	1	1	1	1	1	1.4%	1.3%	1.2%	1.1%	1.1%
Social Studies	2	2	2	3	2	2.8%	2.7%	2.3%	3.4%	2.1%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.1%
Math	3	3	2	2	2	4.2%	4.0%	2.3%	2.2%	2.1%
Science	3	3	3	3	3	4.2%	4.0%	3.5%	3.4%	3.2%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	3	2	4	1.4%	1.3%	3.5%	2.2%	4.3%
<b>High School (9-12)</b>	20	22	27	27	24	2000.0%	2200.0%	2700.0%	2700.0%	2400.0%
Language Arts	4	4	3	3	3	5.6%	5.3%	3.5%	3.4%	3.2%
Art & Music	1	1	3	3	3	1.4%	1.3%	3.5%	3.4%	3.2%
Social Studies	3	3	4	5	5	4.2%	4.0%	4.7%	5.6%	5.3%
Foreign Language	1	1	1	1	1	1.4%	1.3%	1.2%	1.1%	1.1%
Math	3	4	4	4	5	4.2%	5.3%	4.7%	4.5%	5.3%
<b>Science</b>	3	3	3	3	3	4.2%	4.0%	3.5%	3.4%	3.2%
Biology	1	1	1	1	1	1.4%	1.3%	1.2%	1.1%	1.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	2.8%	2.7%	2.3%	2.2%	2.1%
Vocational Education	2	2	2	2	1	2.8%	2.7%	2.3%	2.2%	1.1%
Other	3	4	7	6	3	4.2%	5.3%	8.1%	6.7%	3.2%
<b>Total Enrollments</b>	1,204	1,220	1,300	1,254	1,267	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	160	150	139	100	106	13.3%	12.3%	10.7%	8.0%	8.4%
Grades 1-4	354	366	403	395	397	29.4%	30.0%	31.0%	31.5%	31.3%
Grades 5-6	162	175	199	198	207	13.5%	14.3%	15.3%	15.8%	16.3%
Grades 7-8	175	168	184	185	195	14.5%	13.8%	14.2%	14.8%	15.4%
Grades 9-12	336	338	367	361	355	27.9%	27.7%	28.2%	28.8%	28.0%
Ungraded	17	23	8	15	7	1.4%	1.9%	0.6%	1.2%	0.6%



## District Report for: HENRYETTA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	84	87	95	99	104	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	80	78	84	88	91	95.2%	89.7%	88.4%	88.9%	87.5%
<b>Newly Hired</b>	<b>4</b>	<b>9</b>	<b>11</b>	<b>11</b>	<b>13</b>	<b>4.8%</b>	<b>10.3%</b>	<b>11.6%</b>	<b>11.1%</b>	<b>12.5%</b>
Transfers In	2	5	7	5	8	50.0%	55.6%	63.6%	45.5%	61.5%
Reentrants	0	1	1	1	1	0.0%	11.1%	9.1%	9.1%	7.7%
First Time Educators	2	3	3	5	4	50.0%	33.3%	27.3%	45.5%	30.8%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>7.1%</b>	<b>3.4%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>-</b>
Transfers Out	1	1	2	5	-	16.7%	33.3%	28.6%	62.5%	-
Leave Oklahoma Educ.	5	2	5	3	-	83.3%	66.7%	71.4%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	3.4%	7.4%	8.1%	-
Transfers In/Out	2.00	5.00	3.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	14	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	39	University of Tulsa, Tulsa	1
SEOSU, Durant	7	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	84

## District Report for: HENRYETTA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	4.8%	4.6%	4.2%	4.0%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	8	5	6	6	9.5%	9.2%	5.3%	6.1%	5.8%
White - Females	6	6	4	5	5	75.0%	75.0%	80.0%	83.3%	83.3%
White - Males	2	2	1	1	1	25.0%	25.0%	20.0%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	72	75	86	89	94	85.7%	86.2%	90.5%	89.9%	90.4%
White - Females	53	57	65	68	73	73.6%	76.0%	75.6%	76.4%	77.7%
White - Males	13	12	15	17	17	18.1%	16.0%	17.4%	19.1%	18.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.4%	1.3%	1.2%	1.1%	1.1%
Other - Males	5	5	5	3	3	6.9%	6.7%	5.8%	3.4%	3.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	4	1	1	1.4%	2.7%	4.7%	1.1%	1.1%
25-29	2	7	6	10	10	2.8%	9.3%	7.0%	11.2%	10.9%
30-34	5	4	9	11	15	6.9%	5.3%	10.5%	12.4%	16.3%
35-39	10	9	11	14	11	13.9%	12.0%	12.8%	15.7%	12.0%
40-44	8	8	12	12	15	11.1%	10.7%	14.0%	13.5%	16.3%
45-49	18	19	14	14	10	25.0%	25.3%	16.3%	15.7%	10.9%
50-54	14	13	16	14	15	19.4%	17.3%	18.6%	15.7%	16.3%
55+	14	13	14	13	15	19.4%	17.3%	16.3%	14.6%	16.3%
<b>Average Age</b>	46.1	44.6	43.7	43.0	42.7					

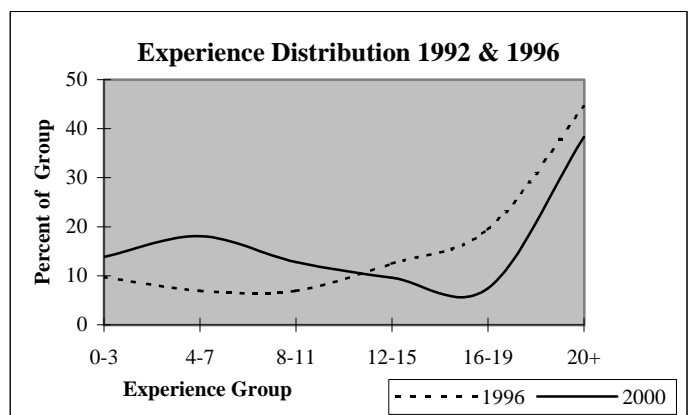
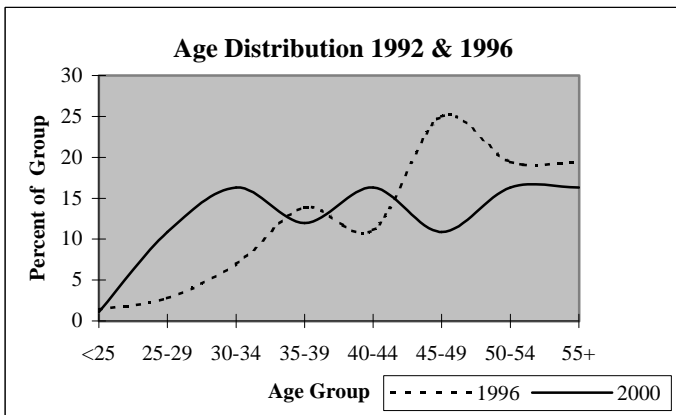
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	11	12	11	13	9.7%	14.7%	14.0%	12.4%	13.8%
4-7 Years	5	6	11	15	17	6.9%	8.0%	12.8%	16.9%	18.1%
8-11 Years	5	7	8	9	12	6.9%	9.3%	9.3%	10.1%	12.8%
12-15 Years	9	8	6	10	9	12.5%	10.7%	7.0%	11.2%	9.6%
16-19 Years	14	11	13	11	7	19.4%	14.7%	15.1%	12.4%	7.4%
20+ Years	32	32	36	33	36	44.4%	42.7%	41.9%	37.1%	38.3%
<b>Average Experience</b>	17.1	16.0	15.6	15.1	14.9					

## District Report for: HENRYETTA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	3	7	8	-	7.1%	3.4%	7.4%	8.1%	-
Attrition from Transfers	1	1	2	5	-	1.2%	1.1%	2.1%	5.1%	-
Attrition from Exits	5	2	5	3	-	6.0%	2.3%	5.3%	3.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>6.9%</b>	<b>4.0%</b>	<b>8.1%</b>	<b>9.0%</b>	<b>-</b>
Attrition from Transfers	1	1	2	5	-	1.4%	1.3%	2.3%	5.6%	-
Attrition from Exits	4	2	5	3	-	5.6%	2.7%	5.8%	3.4%	-
<b>District Retention</b>										
Educator Retention	78	84	88	91	-	92.9%	96.6%	92.6%	91.9%	-
Teacher Retention	67	72	79	81	-	93.1%	96.0%	91.9%	91.0%	-

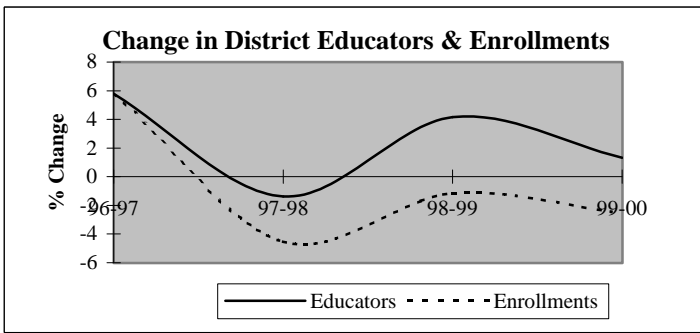
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	12.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.0%	10.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.9%	7.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	92.3%	7.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	8.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.1%	1.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.6%	95.4%	93.7%	92.9%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	4.6%	4.2%	6.1%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: MORRIS

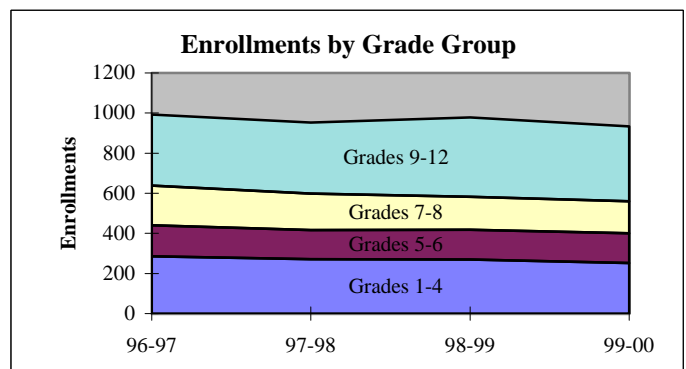
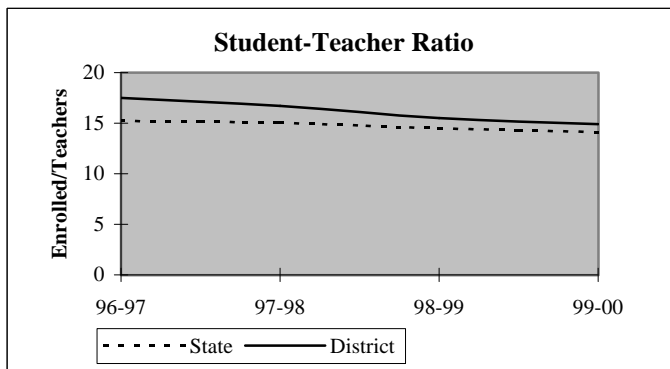


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.9	14.9	14.4	13.7	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.4	17.5	16.7	15.5	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	4	-1	3	1	-	-	-	-	-
% Change in Educators	-2.8%	5.8%	-1.4%	4.2%	1.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	63	60	-49	-12	-26	-	-	-	-	-
% Change in Enrollments	6.5%	5.9%	-4.5%	-1.2%	-2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	1.4%	0.0%	1.3%	1.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.8%	5.5%	5.6%	5.3%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.7%	9.6%	8.3%	6.7%	6.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.3%	6.8%	6.9%	8.0%	7.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	1.4%	1.4%	1.3%	1.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.8	43.0	43.5	42.7	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	15.4	14.0	14.8	13.8	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	31,127	30,422	31,735	31,325	31,567	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.1%	8.1%	8.1%	9.1%	9.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.5%	69.4%	71.0%	68.2%	73.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.8%	6.5%	6.5%	7.6%	7.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.8%	33.5%	33.9%	33.8%	35.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	23	19	23	24	27.5%	31.5%	26.4%	30.7%	31.6%
Attrition	1	4	3	5	0					
Attrition Rate	5.3%	17.4%	15.8%	21.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	44	41	43	44	43	63.8%	56.2%	59.7%	58.7%	56.6%
Attrition	4	1	2	2	0					
Attrition Rate	9.1%	2.4%	4.7%	4.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	9	10	8	9	8.7%	12.3%	13.9%	10.7%	11.8%
Attrition Rate	33.3%	0.0%	40.0%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	12	10	12	11	15	17.4%	13.7%	16.7%	14.7%	19.7%

## District Report for: MORRIS

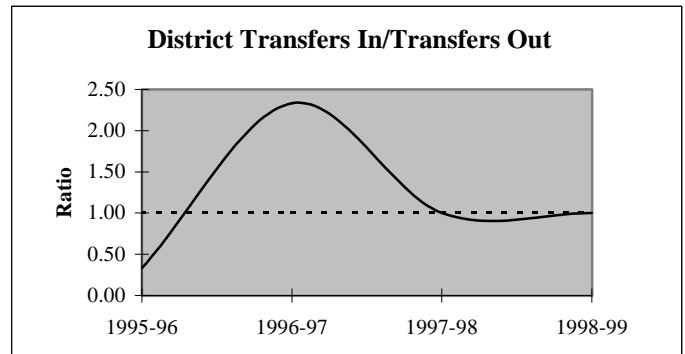
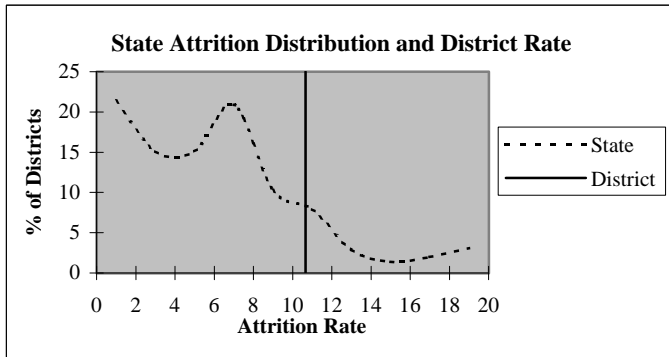
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	69	73	72	75	76	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.8%	5.5%	5.6%	5.3%	5.3%
Professional Staff	6	7	6	5	5	8.7%	9.6%	8.3%	6.7%	6.6%
<b>Total Teachers</b>	59	62	62	66	67	85.5%	84.9%	86.1%	88.0%	88.2%
Special Education	4	4	4	5	5	6.8%	6.5%	6.5%	7.6%	7.5%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	1.6%	1.6%	1.5%	1.5%
Elementary	19	18	18	20	21	32.2%	29.0%	29.0%	30.3%	31.3%
<b>Middle School</b>	15	14	14	14	14	25.4%	22.6%	22.6%	21.2%	20.9%
Language Arts	3	3	3	2	3	5.1%	4.8%	4.8%	3.0%	4.5%
Art & Music	2	2	2	2	2	3.4%	3.2%	3.2%	3.0%	3.0%
Social Studies	3	3	3	3	3	5.1%	4.8%	4.8%	4.5%	4.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	4	3	2	3	3	6.8%	4.8%	3.2%	4.5%	4.5%
Science	1	2	2	2	2	1.7%	3.2%	3.2%	3.0%	3.0%
Vocational Education	1	0	0	0	0	1.7%	0.0%	0.0%	0.0%	0.0%
Other	1	1	2	2	1	1.7%	1.6%	3.2%	3.0%	1.5%
<b>High School (9-12)</b>	21	25	25	26	26	1050.0%	1250.0%	1250.0%	1300.0%	1300.0%
Language Arts	3	4	4	4	4	5.1%	6.5%	6.5%	6.1%	6.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	4	4	4	3.4%	4.8%	6.5%	6.1%	6.0%
Foreign Language	1	1	1	1	1	1.7%	1.6%	1.6%	1.5%	1.5%
Math	3	3	3	3	3	5.1%	4.8%	4.8%	4.5%	4.5%
<b>Science</b>	3	3	3	3	3	5.1%	4.8%	4.8%	4.5%	4.5%
Biology	1	1	1	1	2	1.7%	1.6%	1.6%	1.5%	3.0%
Chemistry	1	0	1	0	1	1.7%	0.0%	1.6%	0.0%	1.5%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	2	0	1.7%	3.2%	1.6%	3.0%	0.0%
Vocational Education	3	4	4	4	5	5.1%	6.5%	6.5%	6.1%	7.5%
Other	6	7	6	7	6	10.2%	11.3%	9.7%	10.6%	9.0%
<b>Total Enrollments</b>	1,025	1,085	1,036	1,024	998	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	66	83	79	37	53	6.4%	7.6%	7.6%	3.6%	5.3%
Grades 1-4	278	285	272	269	252	27.1%	26.3%	26.3%	26.3%	25.3%
Grades 5-6	162	156	145	149	149	15.8%	14.4%	14.0%	14.6%	14.9%
Grades 7-8	185	197	182	165	159	18.0%	18.2%	17.6%	16.1%	15.9%
Grades 9-12	321	355	354	395	374	31.3%	32.7%	34.2%	38.6%	37.5%
Ungraded	13	9	4	9	11	1.3%	0.8%	0.4%	0.9%	1.1%



## District Report for: MORRIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	69	73	72	75	76	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	67	62	68	63	67	97.1%	84.9%	94.4%	84.0%	88.2%
<b>Newly Hired</b>	<b>2</b>	<b>11</b>	<b>4</b>	<b>12</b>	<b>9</b>	<b>2.9%</b>	<b>15.1%</b>	<b>5.6%</b>	<b>16.0%</b>	<b>11.8%</b>
Transfers In	1	7	2	4	5	50.0%	63.6%	50.0%	33.3%	55.6%
Reentrants	0	2	1	1	1	0.0%	18.2%	25.0%	8.3%	11.1%
First Time Educators	1	2	1	7	3	50.0%	18.2%	25.0%	58.3%	33.3%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>8</b>	<b>-</b>	<b>10.1%</b>	<b>6.8%</b>	<b>12.5%</b>	<b>10.7%</b>	<b>-</b>
Transfers Out	3	3	2	4	-	42.9%	60.0%	22.2%	50.0%	-
Leave Oklahoma Educ.	4	2	7	4	-	57.1%	40.0%	77.8%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	10.1%	6.8%	12.5%	10.7%	-
Transfers In/Out	0.33	2.33	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	10	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	39	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		Total	69

## District Report for: MORRIS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.8%	5.5%	5.6%	5.3%	5.3%
White - Females	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	25.0%
White - Males	4	3	3	3	3	100.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	7	6	5	5	8.7%	9.6%	8.3%	6.7%	6.6%
White - Females	4	5	4	4	4	66.7%	71.4%	66.7%	80.0%	80.0%
White - Males	2	2	2	1	1	33.3%	28.6%	33.3%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	59	62	62	66	67	85.5%	84.9%	86.1%	88.0%	88.2%
White - Females	39	40	41	43	47	66.1%	64.5%	66.1%	65.2%	70.1%
White - Males	17	17	16	17	14	28.8%	27.4%	25.8%	25.8%	20.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.7%	1.6%	1.6%	1.5%	1.5%
Other - Females	2	3	3	2	2	3.4%	4.8%	4.8%	3.0%	3.0%
Other - Males	0	1	1	3	3	0.0%	1.6%	1.6%	4.5%	4.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	1	0	0.0%	3.2%	1.6%	1.5%	0.0%
25-29	3	7	7	6	7	5.1%	11.3%	11.3%	9.1%	10.6%
30-34	4	3	5	9	6	6.8%	4.8%	8.1%	13.6%	9.1%
35-39	8	9	6	7	8	13.6%	14.5%	9.7%	10.6%	12.1%
40-44	11	10	10	11	11	18.6%	16.1%	16.1%	16.7%	16.7%
45-49	16	16	16	13	12	27.1%	25.8%	25.8%	19.7%	18.2%
50-54	11	10	9	11	13	18.6%	16.1%	14.5%	16.7%	19.7%
55+	6	5	8	8	9	10.2%	8.1%	12.9%	12.1%	13.6%
<b>Average Age</b>	44.8	43.0	43.5	42.7	43.9					

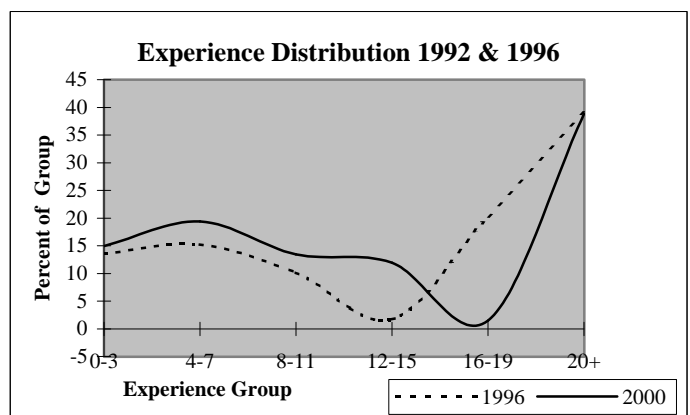
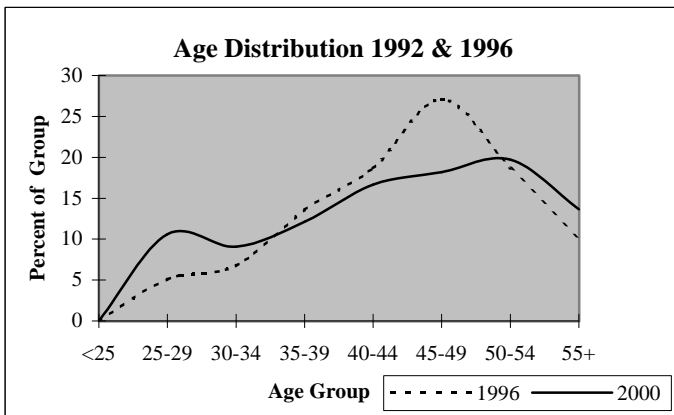
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	11	8	11	10	13.6%	17.7%	12.9%	16.7%	14.9%
4-7 Years	9	9	10	11	13	15.3%	14.5%	16.1%	16.7%	19.4%
8-11 Years	6	9	9	10	9	10.2%	14.5%	14.5%	15.2%	13.4%
12-15 Years	1	1	4	7	8	1.7%	1.6%	6.5%	10.6%	11.9%
16-19 Years	12	10	5	1	1	20.3%	16.1%	8.1%	1.5%	1.5%
20+ Years	23	22	26	26	26	39.0%	35.5%	41.9%	39.4%	38.8%
<b>Average Experience</b>	15.4	14.0	14.8	13.8	14.3					

## District Report for: MORRIS

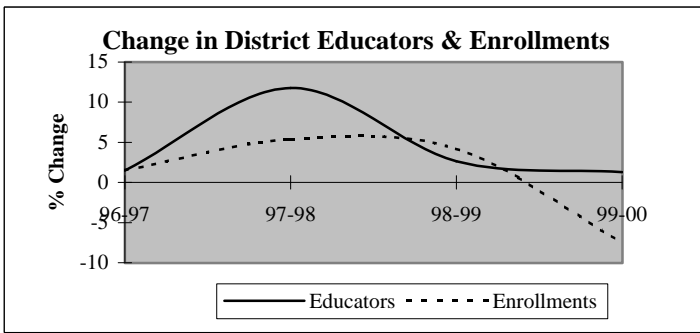
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	5	9	8	-	10.1%	6.8%	12.5%	10.7%	-
Attrition from Transfers	3	3	2	4	-	4.3%	4.1%	2.8%	5.3%	-
Attrition from Exits	4	2	7	4	-	5.8%	2.7%	9.7%	5.3%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>-</b>	<b>10.2%</b>	<b>4.8%</b>	<b>11.3%</b>	<b>10.6%</b>	<b>-</b>
Attrition from Transfers	3	2	2	4	-	5.1%	3.2%	3.2%	6.1%	-
Attrition from Exits	3	1	5	3	-	5.1%	1.6%	8.1%	4.5%	-
<b>District Retention</b>										
Educator Retention	62	68	63	67	-	89.9%	93.2%	87.5%	89.3%	-
Teacher Retention	53	59	55	59	-	89.8%	95.2%	88.7%	89.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.9%	15.4%	92.3%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	10.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	9.1%	90.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.3%	1.4%	1.4%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.8%	93.2%	95.8%	89.3%	94.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.4%	5.5%	2.8%	10.7%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BEGGS

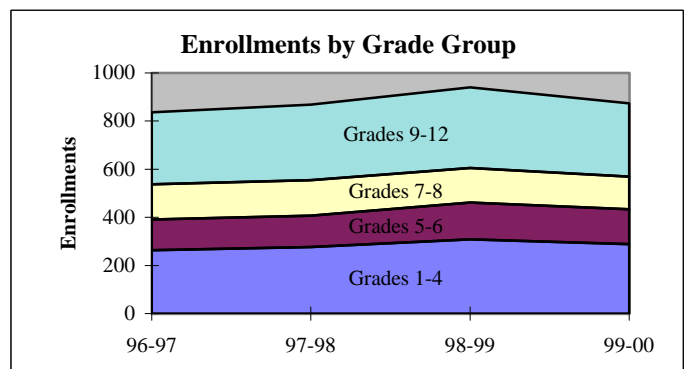
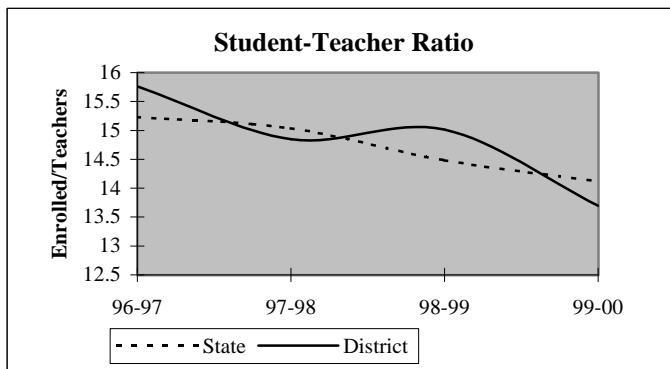


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.7	13.7	12.9	13.1	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.8	14.8	15.0	13.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	8	2	1	-	-	-	-	-
% Change in Educators	3.1%	1.5%	11.8%	2.6%	1.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	67	14	50	41	-76	-	-	-	-	-
% Change in Enrollments	7.9%	1.5%	5.4%	4.2%	-7.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.4%	5.9%	5.3%	5.1%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.0%	5.9%	5.3%	5.1%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.5%	7.4%	7.9%	7.7%	7.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.9%	14.7%	14.5%	14.1%	12.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.5%	1.5%	1.3%	1.3%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.2	45.6	43.8	43.2	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	16.9	16.5	14.2	13.8	12.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,008	29,971	29,370	30,779	29,624	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	17.2%	16.9%	16.7%	16.2%	14.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.5%	67.8%	71.2%	70.6%	73.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	10.2%	10.6%	10.3%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	33.1%	34.0%	35.4%	29.0%	25.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	13	23	24	28	16.4%	19.1%	30.3%	30.8%	35.4%
Attrition	1	2	4	2	0					
Attrition Rate	9.1%	15.4%	17.4%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	44	43	43	45	43	65.7%	63.2%	56.6%	57.7%	54.4%
Attrition	3	4	1	5	0					
Attrition Rate	6.8%	9.3%	2.3%	11.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	12	12	10	9	8	17.9%	17.6%	13.2%	11.5%	10.1%
Attrition Rate	2	4	4	3	0					
Attrition Rate	16.7%	33.3%	40.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	14	14	12	13	9	20.9%	20.6%	15.8%	16.7%	11.4%

## District Report for: BEGGS

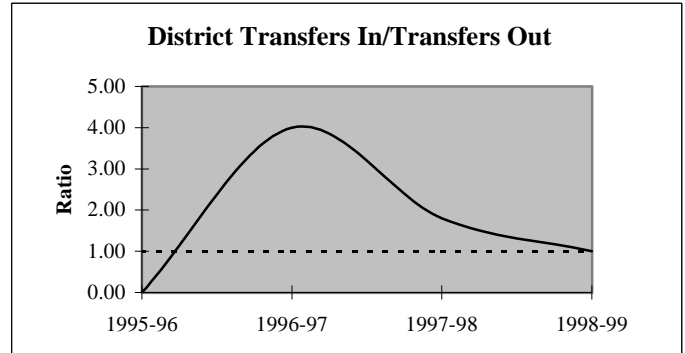
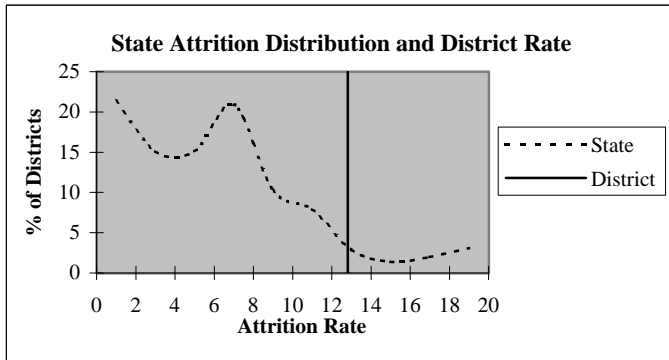
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	67	68	76	78	79	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.0%	5.9%	5.3%	5.1%	5.1%
Professional Staff	5	5	6	6	6	7.5%	7.4%	7.9%	7.7%	7.6%
<b>Total Teachers</b>	58	59	66	68	69	86.6%	86.8%	86.8%	87.2%	87.3%
Special Education	5	6	7	7	8	8.6%	10.2%	10.6%	10.3%	11.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	20	21	24	24	25	34.5%	35.6%	36.4%	35.3%	36.2%
<b>Middle School</b>	11	12	14	13	14	19.0%	20.3%	21.2%	19.1%	20.3%
Language Arts	3	3	3	3	3	5.2%	5.1%	4.5%	4.4%	4.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	3	3.4%	3.4%	3.0%	2.9%	4.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	3	2	1	3.4%	3.4%	4.5%	2.9%	1.4%
Science	2	2	3	2	2	3.4%	3.4%	4.5%	2.9%	2.9%
Vocational Education	0	1	0	0	0	0.0%	1.7%	0.0%	0.0%	0.0%
Other	2	2	3	4	5	3.4%	3.4%	4.5%	5.9%	7.2%
<b>High School (9-12)</b>	22	20	21	24	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	3	4	4	5.2%	3.4%	4.5%	5.9%	5.8%
Art & Music	2	2	2	2	2	3.4%	3.4%	3.0%	2.9%	2.9%
Social Studies	3	3	1	3	2	5.2%	5.1%	1.5%	4.4%	2.9%
Foreign Language	1	1	1	1	1	1.7%	1.7%	1.5%	1.5%	1.4%
Math	2	3	2	4	4	3.4%	5.1%	3.0%	5.9%	5.8%
<b>Science</b>	2	2	2	2	3	3.4%	3.4%	3.0%	2.9%	4.3%
Biology	1	1	1	1	2	1.7%	1.7%	1.5%	1.5%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.7%	1.7%	1.5%	1.5%	1.4%
Vocational Education	5	5	5	6	5	8.6%	8.5%	7.6%	8.8%	7.2%
Other	4	2	5	2	1	6.9%	3.4%	7.6%	2.9%	1.4%
<b>Total Enrollments</b>	916	930	980	1,021	945	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	83	89	104	64	62	9.1%	9.6%	10.6%	6.3%	6.6%
Grades 1-4	254	263	277	309	288	27.7%	28.3%	28.3%	30.3%	30.5%
Grades 5-6	134	128	130	152	145	14.6%	13.8%	13.3%	14.9%	15.3%
Grades 7-8	148	146	147	144	136	16.2%	15.7%	15.0%	14.1%	14.4%
Grades 9-12	289	300	314	335	305	31.6%	32.3%	32.0%	32.8%	32.3%
Ungraded	8	4	8	17	9	0.9%	0.4%	0.8%	1.7%	1.0%



## District Report for: BEGGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	67	68	76	78	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	65	61	58	67	68	97.0%	89.7%	76.3%	85.9%	86.1%
<b>Newly Hired</b>	<b>2</b>	<b>7</b>	<b>18</b>	<b>11</b>	<b>11</b>	<b>3.0%</b>	<b>10.3%</b>	<b>23.7%</b>	<b>14.1%</b>	<b>13.9%</b>
Transfers In	0	4	9	3	4	0.0%	57.1%	50.0%	27.3%	36.4%
Reentrants	0	1	2	3	1	0.0%	14.3%	11.1%	27.3%	9.1%
First Time Educators	2	2	7	5	6	100.0%	28.6%	38.9%	45.5%	54.5%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>-</b>	<b>9.0%</b>	<b>14.7%</b>	<b>11.8%</b>	<b>12.8%</b>	<b>-</b>
Transfers Out	2	1	5	3	-	33.3%	10.0%	55.6%	30.0%	-
Leave Oklahoma Educ.	4	9	4	7	-	66.7%	90.0%	44.4%	70.0%	-

Dynamics Rates	District Rates				
District Attrition	9.0%	14.7%	11.8%	12.8%	-
Transfers In/Out	0.00	4.00	1.80	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	29	University of Tulsa, Tulsa	5
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	5	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	67



## District Report for: BEGGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.0%	5.9%	5.3%	5.1%	5.1%
White - Females	1	1	1	1	2	25.0%	25.0%	25.0%	25.0%	50.0%
White - Males	3	3	3	3	2	75.0%	75.0%	75.0%	75.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	6	6	6	7.5%	7.4%	7.9%	7.7%	7.6%
White - Females	3	3	4	4	5	60.0%	60.0%	66.7%	66.7%	83.3%
White - Males	2	2	2	2	1	40.0%	40.0%	33.3%	33.3%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	58	59	66	68	69	86.6%	86.8%	86.8%	87.2%	87.3%
White - Females	30	32	39	39	42	51.7%	54.2%	59.1%	57.4%	60.9%
White - Males	18	17	16	18	17	31.0%	28.8%	24.2%	26.5%	24.6%
Black - Females	7	7	6	6	6	12.1%	11.9%	9.1%	8.8%	8.7%
Black - Males	1	1	1	0	0	1.7%	1.7%	1.5%	0.0%	0.0%
Other - Females	1	1	2	3	3	1.7%	1.7%	3.0%	4.4%	4.3%
Other - Males	1	1	2	2	1	1.7%	1.7%	3.0%	2.9%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	2	1	1	0.0%	0.0%	3.1%	1.5%	1.5%
25-29	5	4	6	8	9	8.6%	6.8%	9.2%	11.9%	13.2%
30-34	4	5	7	7	12	6.9%	8.5%	10.8%	10.4%	17.6%
35-39	4	7	6	6	7	6.9%	11.9%	9.2%	9.0%	10.3%
40-44	10	8	9	9	7	17.2%	13.6%	13.8%	13.4%	10.3%
45-49	14	14	13	15	12	24.1%	23.7%	20.0%	22.4%	17.6%
50-54	8	11	13	14	14	13.8%	18.6%	20.0%	20.9%	20.6%
55+	13	10	9	7	6	22.4%	16.9%	13.8%	10.4%	8.8%
<b>Average Age</b>	46.2	45.6	43.8	43.2	41.8					

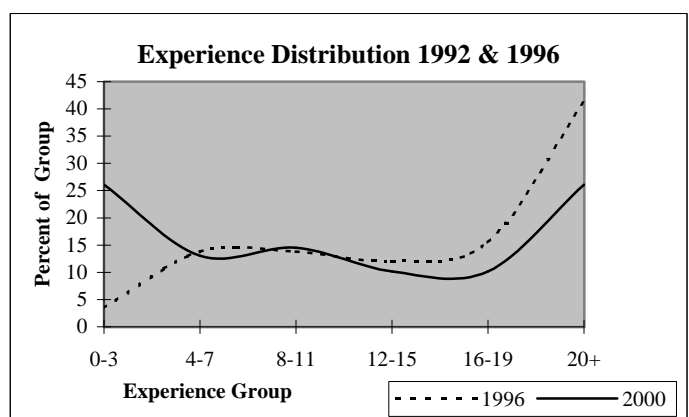
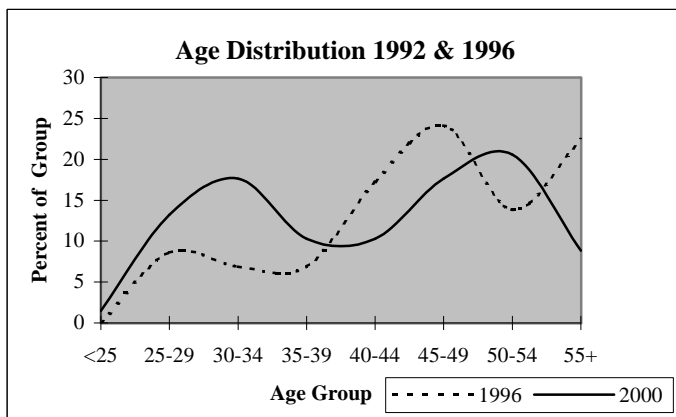
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	5	14	14	18	3.4%	8.5%	21.2%	20.6%	26.1%
4-7 Years	8	7	7	8	9	13.8%	11.9%	10.6%	11.8%	13.0%
8-11 Years	8	8	9	10	10	13.8%	13.6%	13.6%	14.7%	14.5%
12-15 Years	7	5	5	6	7	12.1%	8.5%	7.6%	8.8%	10.1%
16-19 Years	9	10	7	6	7	15.5%	16.9%	10.6%	8.8%	10.1%
20+ Years	24	24	24	24	18	41.4%	40.7%	36.4%	35.3%	26.1%
<b>Average Experience</b>	16.9	16.5	14.2	13.8	12.1					

## District Report for: BEGGS

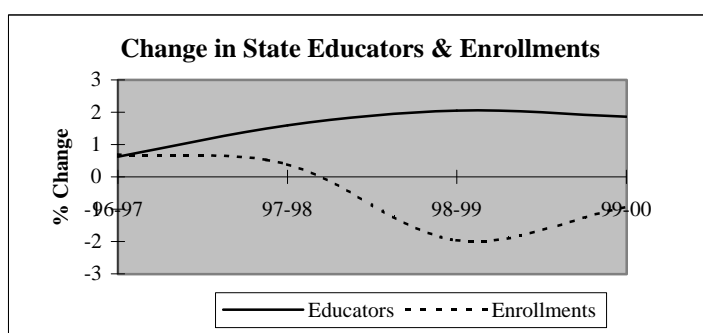
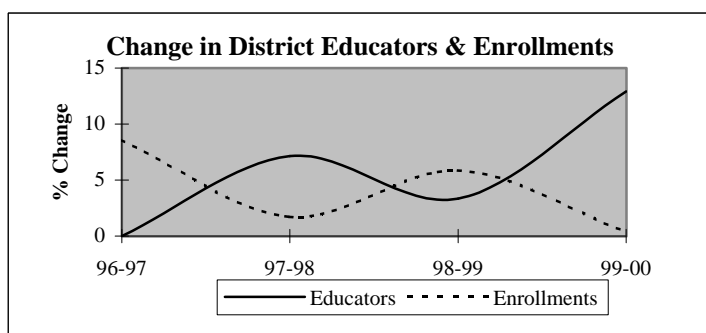
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	10	9	10	-	9.0%	14.7%	11.8%	12.8%	-
Attrition from Transfers	2	1	5	3	-	3.0%	1.5%	6.6%	3.8%	-
Attrition from Exits	4	9	4	7	-	6.0%	13.2%	5.3%	9.0%	-
<b>Teacher Attrition</b>	6	9	8	8	-	10.3%	15.3%	12.1%	11.8%	-
Attrition from Transfers	2	1	4	2	-	3.4%	1.7%	6.1%	2.9%	-
Attrition from Exits	4	8	4	6	-	6.9%	13.6%	6.1%	8.8%	-
<b>District Retention</b>										
Educator Retention	61	58	67	68	-	91.0%	85.3%	88.2%	87.2%	-
Teacher Retention	52	50	58	60	-	89.7%	84.7%	87.9%	88.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.2%	10.5%	94.7%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.5%	1.5%	2.6%	1.3%	1.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.5%	94.1%	85.5%	88.5%	89.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.0%	4.4%	11.8%	10.3%	8.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PRESTON

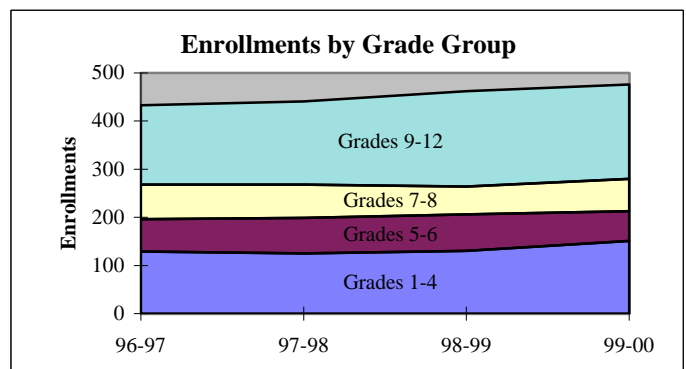
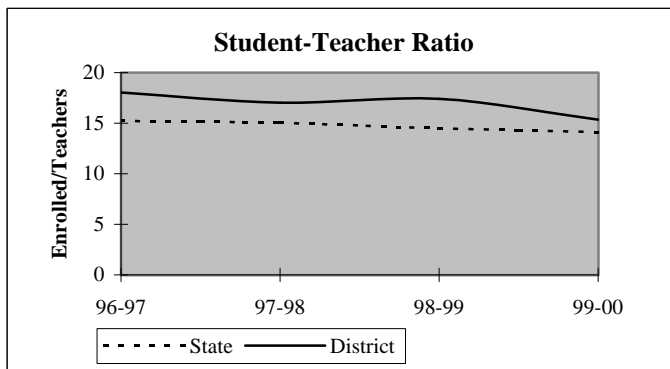


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.4	16.8	15.9	16.3	14.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	18.0	17.0	17.4	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	0	2	1	4	-	-	-	-	-
% Change in Educators	16.7%	0.0%	7.1%	3.3%	12.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	11	37	8	28	2	-	-	-	-	-
% Change in Enrollments	2.6%	8.6%	1.7%	5.9%	0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	7.1%	6.7%	9.7%	5.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.6%	3.6%	3.3%	3.2%	2.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.6%	3.6%	3.3%	3.2%	2.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	3.3%	3.2%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.4	42.2	42.2	44.2	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	12.5	12.4	14.3	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,306	29,887	31,088	30,626	31,406	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	3.6%	3.4%	3.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.2%	73.1%	71.4%	72.4%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.8%	3.8%	7.1%	6.9%	3.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.5%	33.7%	30.6%	36.4%	37.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	10	12	10	14	35.7%	35.7%	40.0%	32.3%	40.0%
Attrition	1	2	2	1	0					
Attrition Rate	10.0%	20.0%	16.7%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	16	15	17	15	60.7%	57.1%	50.0%	54.8%	42.9%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	11.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	3	4	6	3.6%	7.1%	10.0%	12.9%	17.1%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	3	6	7	7.1%	10.7%	10.0%	19.4%	20.0%

## District Report for: PRESTON

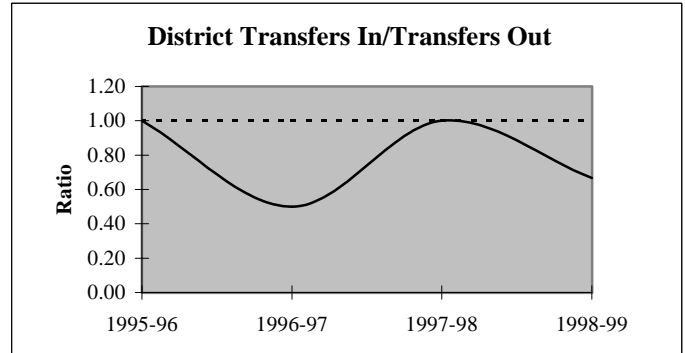
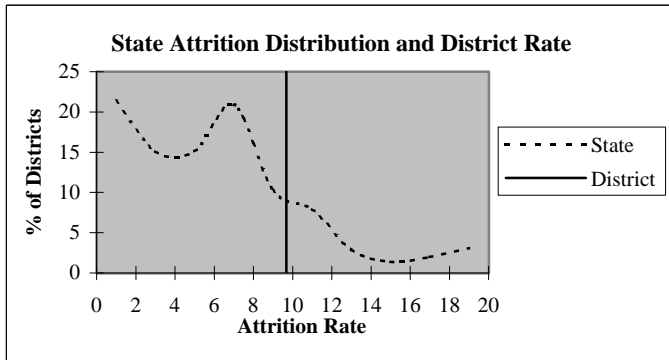
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	28	30	31	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.6%	3.6%	3.3%	3.2%	2.9%
Professional Staff	1	1	1	1	1	3.6%	3.6%	3.3%	3.2%	2.9%
<b>Total Teachers</b>	26	26	28	29	33	92.9%	92.9%	93.3%	93.5%	94.3%
Special Education	1	1	2	2	1	3.8%	3.8%	7.1%	6.9%	3.0%
Pre-K & Kindergarten	0	0	0	1	2	0.0%	0.0%	0.0%	3.4%	6.1%
Elementary	13	12	13	12	15	50.0%	46.2%	46.4%	41.4%	45.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	13	13	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	1	7.7%	7.7%	7.1%	6.9%	3.0%
Art & Music	2	2	2	2	2	7.7%	7.7%	7.1%	6.9%	6.1%
Social Studies	2	2	2	2	4	7.7%	7.7%	7.1%	6.9%	12.1%
Foreign Language	1	1	1	1	1	3.8%	3.8%	3.6%	3.4%	3.0%
Math	2	2	2	1	2	7.7%	7.7%	7.1%	3.4%	6.1%
<b>Science</b>	1	1	1	1	1	3.8%	3.8%	3.6%	3.4%	3.0%
Biology	1	1	1	1	1	3.8%	3.8%	3.6%	3.4%	3.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	1	1	1	1	1	3.8%	3.8%	3.6%	3.4%	3.0%
Other	1	2	2	4	3	3.8%	7.7%	7.1%	13.8%	9.1%
<b>Total Enrollments</b>	432	469	477	505	507	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	36	36	43	31	7.9%	7.7%	7.5%	8.5%	6.1%
Grades 1-4	114	129	125	130	151	26.4%	27.5%	26.2%	25.7%	29.8%
Grades 5-6	68	67	74	76	62	15.7%	14.3%	15.5%	15.0%	12.2%
Grades 7-8	58	72	69	58	67	13.4%	15.4%	14.5%	11.5%	13.2%
Grades 9-12	158	165	173	198	196	36.6%	35.2%	36.3%	39.2%	38.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PRESTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	28	30	31	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	27	26	28	28	82.1%	96.4%	86.7%	90.3%	80.0%
<b>Newly Hired</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>17.9%</b>	<b>3.6%</b>	<b>13.3%</b>	<b>9.7%</b>	<b>20.0%</b>
Transfers In	1	1	2	2	3	20.0%	100.0%	50.0%	66.7%	42.9%
Reentrants	1	0	0	1	0	20.0%	0.0%	0.0%	33.3%	0.0%
First Time Educators	3	0	2	0	4	60.0%	0.0%	50.0%	0.0%	57.1%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>3.6%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>9.7%</b>	<b>-</b>
Transfers Out	1	2	2	3	-	100.0%	100.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	3.6%	7.1%	6.7%	9.7%	-
Transfers In/Out	1.00	0.50	1.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	8	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	12	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	27

## District Report for: PRESTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.6%	3.6%	3.3%	3.2%	2.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.6%	3.6%	3.3%	3.2%	2.9%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	26	28	29	33	92.9%	92.9%	93.3%	93.5%	94.3%
White - Females	18	19	19	20	23	69.2%	73.1%	67.9%	69.0%	69.7%
White - Males	8	7	8	8	9	30.8%	26.9%	28.6%	27.6%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	3.6%	3.4%	3.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	3.8%	3.8%	3.6%	0.0%	0.0%
25-29	4	3	4	5	4	15.4%	11.5%	14.3%	17.2%	12.5%
30-34	2	2	2	1	2	7.7%	7.7%	7.1%	3.4%	6.3%
35-39	3	3	2	3	4	11.5%	11.5%	7.1%	10.3%	12.5%
40-44	4	3	5	3	1	15.4%	11.5%	17.9%	10.3%	3.1%
45-49	8	9	9	6	6	30.8%	34.6%	32.1%	20.7%	18.8%
50-54	4	5	3	8	11	15.4%	19.2%	10.7%	27.6%	34.4%
55+	0	0	2	3	4	0.0%	0.0%	7.1%	10.3%	12.5%
<b>Average Age</b>	40.4	42.2	42.2	44.2	44.8					

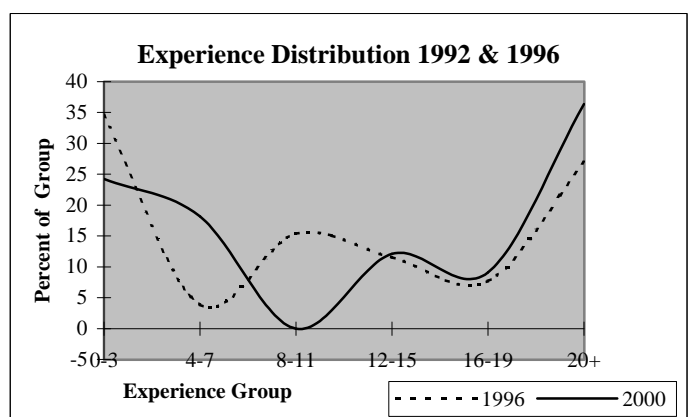
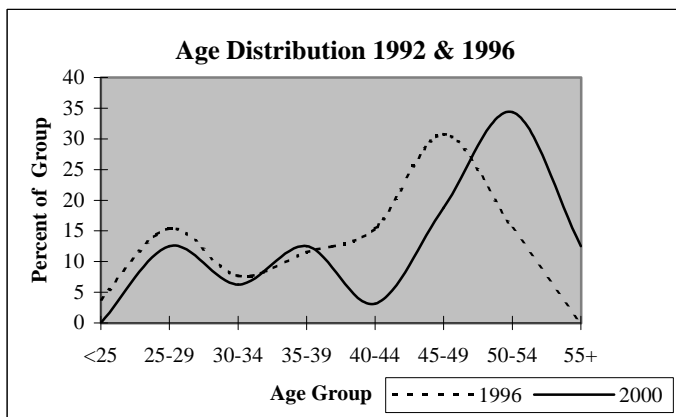
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	6	8	6	8	34.6%	23.1%	28.6%	20.7%	24.2%
4-7 Years	1	4	4	4	6	3.8%	15.4%	14.3%	13.8%	18.2%
8-11 Years	4	3	2	2	0	15.4%	11.5%	7.1%	6.9%	0.0%
12-15 Years	3	4	4	5	4	11.5%	15.4%	14.3%	17.2%	12.1%
16-19 Years	2	2	2	2	3	7.7%	7.7%	7.1%	6.9%	9.1%
20+ Years	7	7	8	10	12	26.9%	26.9%	28.6%	34.5%	36.4%
<b>Average Experience</b>	11.4	12.5	12.4	14.3	14.2					

## District Report for: PRESTON

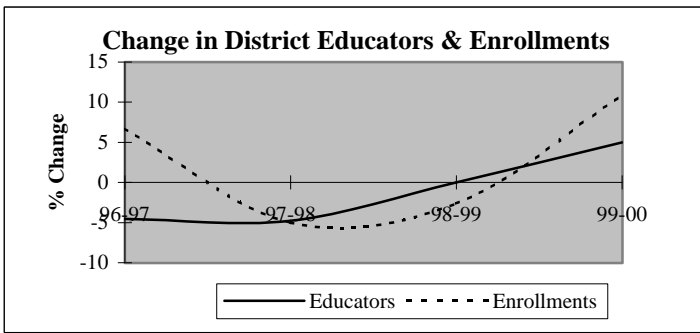
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	2	2	3	-	3.6%	7.1%	6.7%	9.7%	-
Attrition from Transfers	1	2	2	3	-	3.6%	7.1%	6.7%	9.7%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	2	2	3	-	3.8%	7.7%	7.1%	10.3%	-
Attrition from Transfers	1	2	2	3	-	3.8%	7.7%	7.1%	10.3%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	27	26	28	28	-	96.4%	92.9%	93.3%	90.3%	-
Teacher Retention	25	24	26	26	-	96.2%	92.3%	92.9%	89.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	88.9%	11.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.6%	3.6%	0.0%	0.0%	2.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	82.1%	96.4%	93.3%	96.8%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	0.0%	6.7%	3.2%	11.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SCHULTER



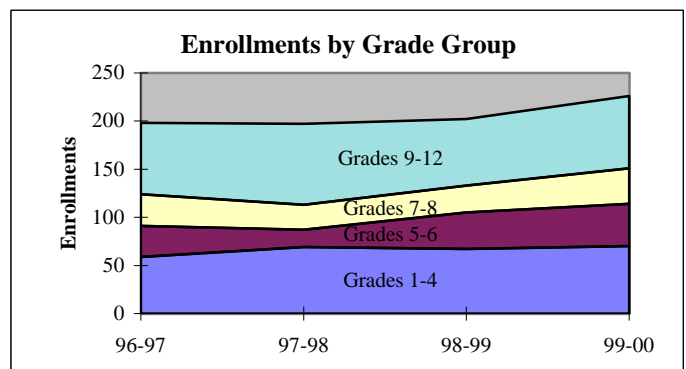
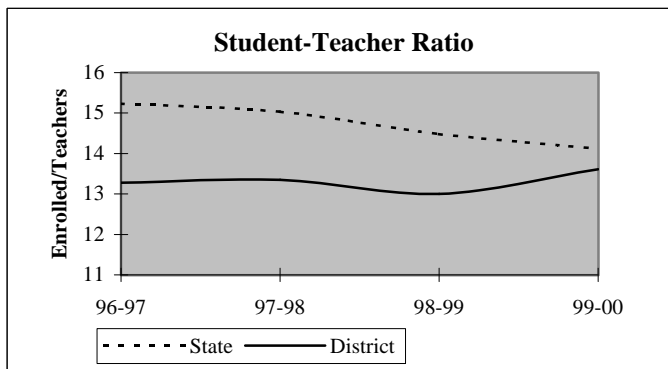
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.2	11.4	11.4	11.1	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	13.3	13.4	13.0	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	-1	0	1	-	-	-	-	-
% Change in Educators	-4.3%	-4.5%	-4.8%	0.0%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	15	-12	-6	24	-	-	-	-	-
% Change in Enrollments	-5.9%	6.7%	-5.0%	-2.6%	10.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.8%	0.0%	0.0%	9.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.8%	10.0%	5.0%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	9.5%	5.0%	10.0%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	4.8%	5.0%	10.0%	9.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	43.4	44.2	45.5	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	10.8	10.9	10.8	12.4	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,228	28,174	28,220	29,280	27,805	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.5%	5.6%	5.9%	5.9%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	66.7%	58.8%	70.6%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	15.8%	5.6%	5.9%	5.9%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.4%	25.9%	21.6%	27.6%	30.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	11	10	9	9	50.0%	52.4%	50.0%	45.0%	42.9%
Attrition	4	5	4	1	0					
Attrition Rate	36.4%	45.5%	40.0%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	9	10	9	45.5%	42.9%	45.0%	50.0%	42.9%
Attrition	1	1	0	1	0					
Attrition Rate	10.0%	11.1%	0.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	3	4.5%	4.8%	5.0%	5.0%	14.3%
Attrition Rate	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	1	4	3	4.5%	9.5%	5.0%	20.0%	14.3%
Attrition Rate										



## District Report for: SCHULTER

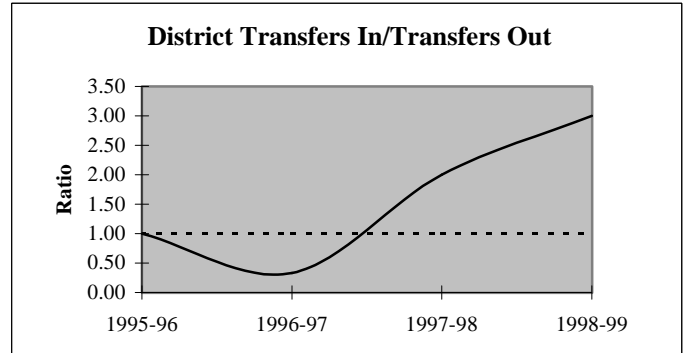
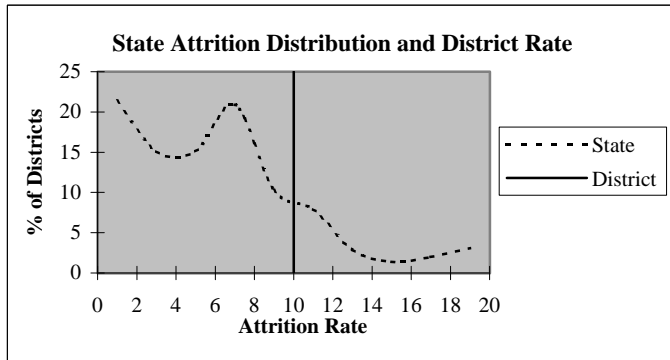
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	21	20	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	4.5%	4.8%	10.0%	5.0%	4.8%
Professional Staff	2	2	1	2	2	9.1%	9.5%	5.0%	10.0%	9.5%
<b>Total Teachers</b>	19	18	17	17	18	86.4%	85.7%	85.0%	85.0%	85.7%
Special Education	3	1	1	1	1	15.8%	5.6%	5.9%	5.9%	5.6%
Pre-K & Kindergarten	0	1	0	0	1	0.0%	5.6%	0.0%	0.0%	5.6%
Elementary	8	9	9	9	9	42.1%	50.0%	52.9%	52.9%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	7	7	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.3%	5.6%	5.9%	5.9%	5.6%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	2	5.3%	5.6%	5.9%	5.9%	11.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	2	10.5%	11.1%	11.8%	5.9%	11.1%
<b>Science</b>	1	1	1	1	1	5.3%	5.6%	5.9%	5.9%	5.6%
Biology	1	0	1	0	0	5.3%	0.0%	5.9%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	1	0.0%	5.6%	0.0%	5.9%	5.6%
Vocational Education	1	1	1	1	1	5.3%	5.6%	5.9%	5.9%	5.6%
Other	2	1	1	2	0	10.5%	5.6%	5.9%	11.8%	0.0%
<b>Total Enrollments</b>	224	239	227	221	245	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	41	30	19	19	12.1%	17.2%	13.2%	8.6%	7.8%
Grades 1-4	53	59	69	67	70	23.7%	24.7%	30.4%	30.3%	28.6%
Grades 5-6	25	32	18	38	44	11.2%	13.4%	7.9%	17.2%	18.0%
Grades 7-8	48	33	26	28	37	21.4%	13.8%	11.5%	12.7%	15.1%
Grades 9-12	71	74	84	69	75	31.7%	31.0%	37.0%	31.2%	30.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SCHULTER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	21	20	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	17	15	16	18	77.3%	81.0%	75.0%	80.0%	85.7%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>22.7%</b>	<b>19.0%</b>	<b>25.0%</b>	<b>20.0%</b>	<b>14.3%</b>
Transfers In	3	1	2	3	1	60.0%	25.0%	40.0%	75.0%	33.3%
Reentrants	2	0	1	1	0	40.0%	0.0%	20.0%	25.0%	0.0%
First Time Educators	0	3	2	0	2	0.0%	75.0%	40.0%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>22.7%</b>	<b>28.6%</b>	<b>20.0%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	3	3	1	1	-	60.0%	50.0%	25.0%	50.0%	-
Leave Oklahoma Educ.	2	3	3	1	-	40.0%	50.0%	75.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	22.7%	28.6%	20.0%	10.0%	-
Transfers In/Out	1.00	0.33	2.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	11	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>22</b>

## District Report for: SCHULTER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	4.5%	4.8%	10.0%	5.0%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	1	2	2	9.1%	9.5%	5.0%	10.0%	9.5%
White - Females	1	1	1	1	1	50.0%	50.0%	100.0%	50.0%	50.0%
White - Males	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	18	17	17	18	86.4%	85.7%	85.0%	85.0%	85.7%
White - Females	11	11	9	11	12	57.9%	61.1%	52.9%	64.7%	66.7%
White - Males	6	6	7	5	5	31.6%	33.3%	41.2%	29.4%	27.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	1	10.5%	5.6%	5.9%	5.9%	5.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	5.9%	0.0%	0.0%
25-29	2	1	0	1	1	10.5%	5.6%	0.0%	5.9%	5.9%
30-34	3	5	3	2	2	15.8%	27.8%	17.6%	11.8%	11.8%
35-39	3	1	2	2	3	15.8%	5.6%	11.8%	11.8%	17.6%
40-44	4	4	4	2	2	21.1%	22.2%	23.5%	11.8%	11.8%
45-49	1	1	2	5	5	5.3%	5.6%	11.8%	29.4%	29.4%
50-54	3	3	1	1	1	15.8%	16.7%	5.9%	5.9%	5.9%
55+	3	3	4	4	3	15.8%	16.7%	23.5%	23.5%	17.6%
<b>Average Age</b>	42.5	43.4	44.2	45.5	44.6					

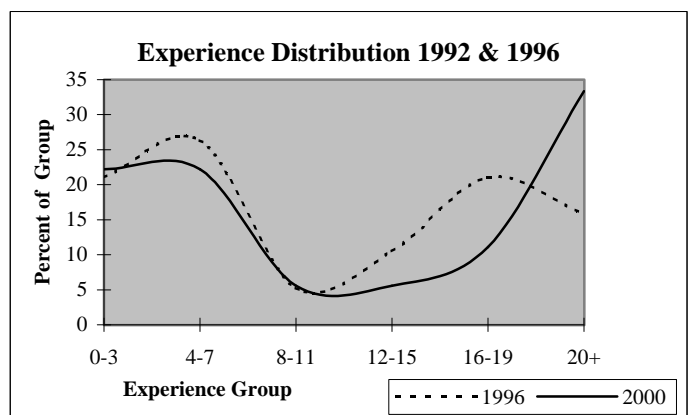
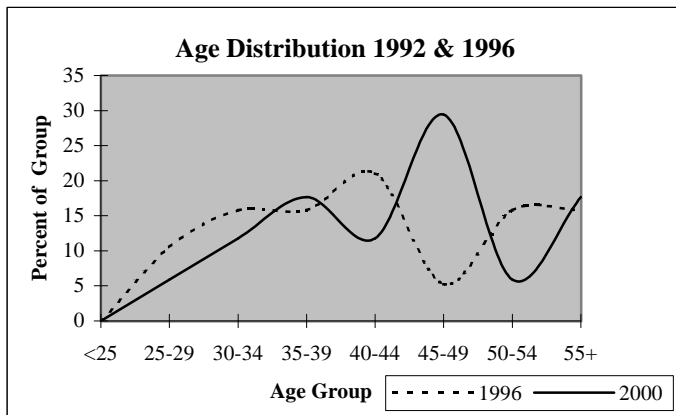
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	4	3	4	21.1%	16.7%	23.5%	17.6%	22.2%
4-7 Years	5	6	4	4	4	26.3%	33.3%	23.5%	23.5%	22.2%
8-11 Years	1	0	1	1	1	5.3%	0.0%	5.9%	5.9%	5.6%
12-15 Years	2	2	2	1	1	10.5%	11.1%	11.8%	5.9%	5.6%
16-19 Years	4	4	3	3	2	21.1%	22.2%	17.6%	17.6%	11.1%
20+ Years	3	3	3	5	6	15.8%	16.7%	17.6%	29.4%	33.3%
<b>Average Experience</b>	10.8	10.9	10.8	12.4	12.2					

## District Report for: SCHULTER

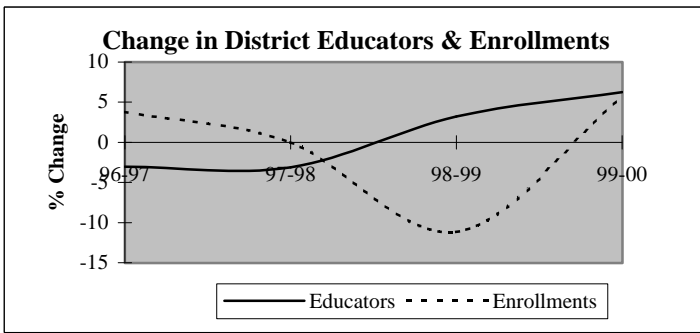
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	4	2	-	22.7%	28.6%	20.0%	10.0%	-
Attrition from Transfers	3	3	1	1	-	13.6%	14.3%	5.0%	5.0%	-
Attrition from Exits	2	3	3	1	-	9.1%	14.3%	15.0%	5.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>26.3%</b>	<b>27.8%</b>	<b>17.6%</b>	<b>11.8%</b>	<b>-</b>
Attrition from Transfers	3	2	1	1	-	15.8%	11.1%	5.9%	5.9%	-
Attrition from Exits	2	3	2	1	-	10.5%	16.7%	11.8%	5.9%	-
<b>District Retention</b>										
Educator Retention	17	15	16	18	-	77.3%	71.4%	80.0%	90.0%	-
Teacher Retention	14	13	14	15	-	73.7%	72.2%	82.4%	88.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	25.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	20.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	0.0%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	85.7%	85.0%	95.0%	90.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	14.3%	15.0%	5.0%	9.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WILSON

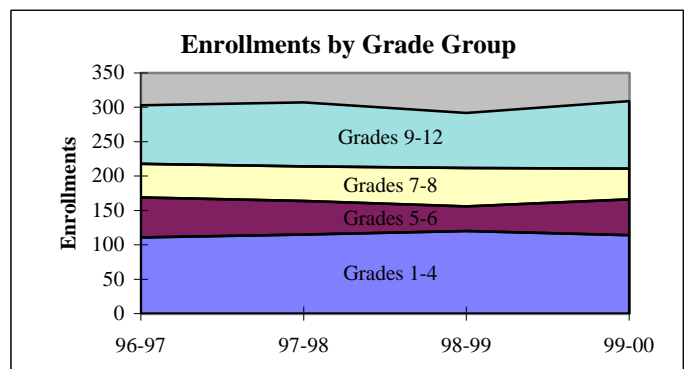
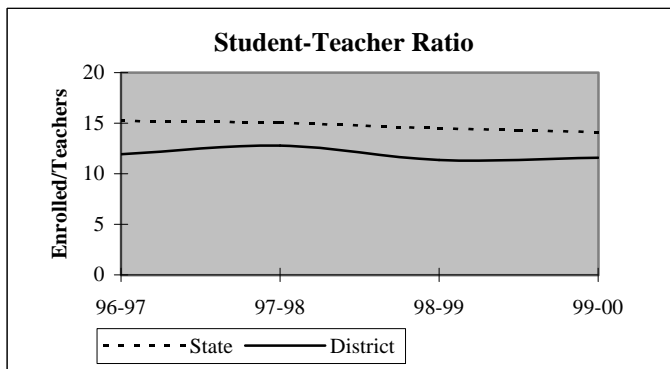


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	11.2	11.5	9.9	9.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.5	11.9	12.8	11.4	11.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-1	-1	1	2	-	-	-	-	-
% Change in Educators	-5.7%	-3.0%	-3.1%	3.2%	6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-25	13	0	-40	18	-	-	-	-	-
% Change in Enrollments	-6.8%	3.8%	0.0%	-11.2%	5.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.1%	0.0%	0.0%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.0%	3.1%	3.2%	3.1%	2.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	3.1%	6.5%	9.4%	11.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	6.3%	9.7%	6.3%	8.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	38.3	38.2	40.5	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	7.8	7.2	7.5	9.3	9.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,052	26,983	29,031	29,337	28,764	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.7%	6.7%	10.7%	3.6%	6.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	66.7%	67.9%	67.9%	69.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.3%	6.7%	3.6%	3.6%	3.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.4%	37.2%	36.6%	34.5%	41.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	19	18	16	14	60.6%	59.4%	58.1%	50.0%	41.2%
Attrition	7	3	2	3	0					
Attrition Rate	35.0%	15.8%	11.1%	18.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	12	11	14	19	36.4%	37.5%	35.5%	43.8%	55.9%
Attrition	2	3	3	0	0					
Attrition Rate	16.7%	25.0%	27.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	2	1	3.0%	3.1%	6.5%	6.3%	2.9%
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	1	2	2	2	2	3.0%	6.3%	6.5%	6.3%	5.9%

## District Report for: WILSON

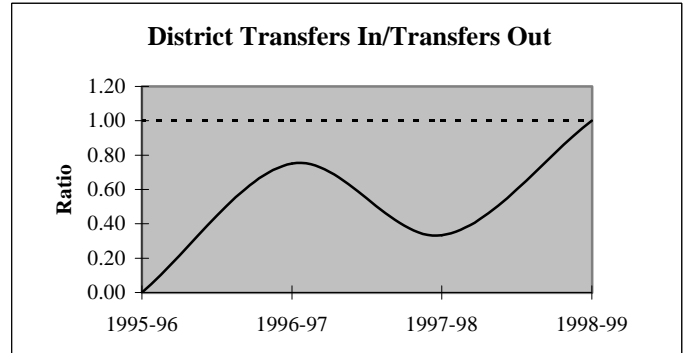
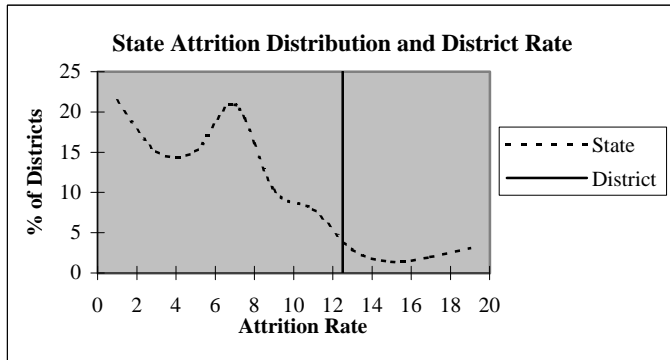
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	32	31	32	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.0%	3.1%	3.2%	3.1%	2.9%
Professional Staff	2	1	2	3	4	6.1%	3.1%	6.5%	9.4%	11.8%
<b>Total Teachers</b>	30	30	28	28	29	90.9%	93.8%	90.3%	87.5%	85.3%
Special Education	1	2	1	1	1	3.3%	6.7%	3.6%	3.6%	3.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	19	19	18	18	19	63.3%	63.3%	64.3%	64.3%	65.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	1	2	1	6.7%	6.7%	3.6%	7.1%	3.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	2	3	3	6.7%	10.0%	7.1%	10.7%	10.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	2	1	1	6.7%	3.3%	7.1%	3.6%	3.4%
<b>Science</b>	1	1	1	2	1	3.3%	3.3%	3.6%	7.1%	3.4%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	3.3%	3.3%	3.6%	7.1%	3.4%
Vocational Education	2	2	2	1	1	6.7%	6.7%	7.1%	3.6%	3.4%
Other	1	0	1	0	2	3.3%	0.0%	3.6%	0.0%	6.9%
<b>Total Enrollments</b>	345	358	358	318	336	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	58	55	51	26	27	16.8%	15.4%	14.2%	8.2%	8.0%
Grades 1-4	104	111	115	120	114	30.1%	31.0%	32.1%	37.7%	33.9%
Grades 5-6	49	58	49	36	52	14.2%	16.2%	13.7%	11.3%	15.5%
Grades 7-8	53	49	50	56	45	15.4%	13.7%	14.0%	17.6%	13.4%
Grades 9-12	81	85	93	80	98	23.5%	23.7%	26.0%	25.2%	29.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WILSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	32	31	32	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	24	26	26	28	97.0%	75.0%	83.9%	81.3%	82.4%
<b>Newly Hired</b>	<b>1</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>3.0%</b>	<b>25.0%</b>	<b>16.1%</b>	<b>18.8%</b>	<b>17.6%</b>
Transfers In	0	3	1	3	3	0.0%	37.5%	20.0%	50.0%	50.0%
Reentrants	0	2	2	1	1	0.0%	25.0%	40.0%	16.7%	16.7%
First Time Educators	1	3	2	2	2	100.0%	37.5%	40.0%	33.3%	33.3%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>27.3%</b>	<b>18.8%</b>	<b>16.1%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	8	4	3	3	-	88.9%	66.7%	60.0%	75.0%	-
Leave Oklahoma Educ.	1	2	2	1	-	11.1%	33.3%	40.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	27.3%	18.8%	16.1%	12.5%	-
Transfers In/Out	0.00	0.75	0.33	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1
OSU, Stillwater	6
UCO, Edmond	-
ECU, Ada	5
NWOSU, Alva	-
NESU, Tahlequah	20
SEOSU, Durant	1
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 33

## District Report for: WILSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.0%	3.1%	3.2%	3.1%	2.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	2	3	4	6.1%	3.1%	6.5%	9.4%	11.8%
White - Females	1	0	1	1	1	50.0%	0.0%	50.0%	33.3%	25.0%
White - Males	0	1	1	1	2	0.0%	100.0%	50.0%	33.3%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	25.0%
Other - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	30	30	28	28	29	90.9%	93.8%	90.3%	87.5%	85.3%
White - Females	18	18	16	18	18	60.0%	60.0%	57.1%	64.3%	62.1%
White - Males	10	10	9	9	9	33.3%	33.3%	32.1%	32.1%	31.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	3	1	2	6.7%	6.7%	10.7%	3.6%	6.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	3.6%	0.0%	0.0%
25-29	9	7	5	4	2	30.0%	23.3%	17.9%	14.3%	6.9%
30-34	5	6	6	6	4	16.7%	20.0%	21.4%	21.4%	13.8%
35-39	3	5	5	4	5	10.0%	16.7%	17.9%	14.3%	17.2%
40-44	4	4	5	4	6	13.3%	13.3%	17.9%	14.3%	20.7%
45-49	3	3	3	3	4	10.0%	10.0%	10.7%	10.7%	13.8%
50-54	3	3	2	4	5	10.0%	10.0%	7.1%	14.3%	17.2%
55+	3	2	1	3	3	10.0%	6.7%	3.6%	10.7%	10.3%
<b>Average Age</b>	38.0	38.3	38.2	40.5	42.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	12	10	8	7	40.0%	40.0%	35.7%	28.6%	24.1%
4-7 Years	7	7	8	6	5	23.3%	23.3%	28.6%	21.4%	17.2%
8-11 Years	1	2	3	5	9	3.3%	6.7%	10.7%	17.9%	31.0%
12-15 Years	5	5	4	4	2	16.7%	16.7%	14.3%	14.3%	6.9%
16-19 Years	2	1	1	2	3	6.7%	3.3%	3.6%	7.1%	10.3%
20+ Years	3	3	2	3	3	10.0%	10.0%	7.1%	10.7%	10.3%
<b>Average Experience</b>	7.8	7.2	7.5	9.3	9.0					

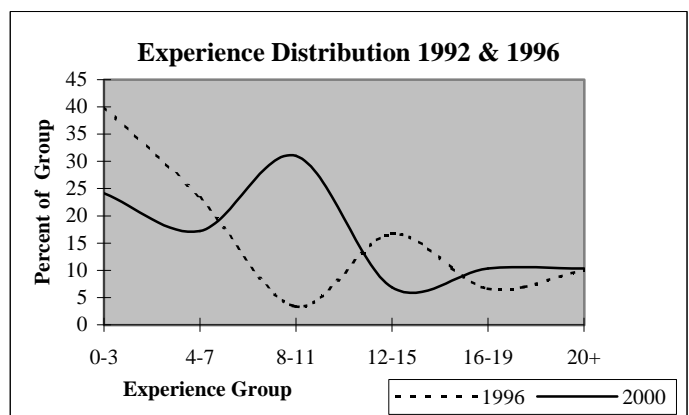
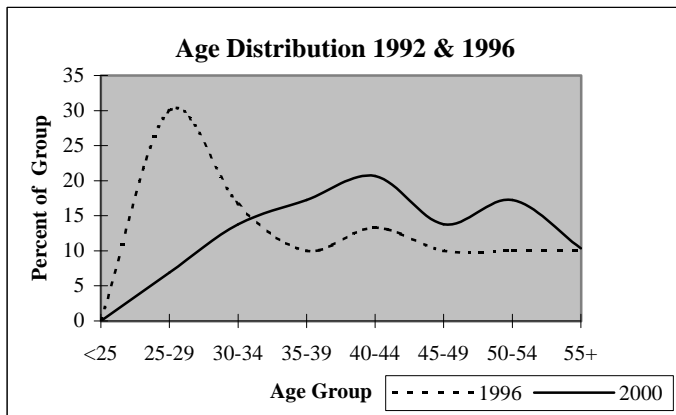


## District Report for: WILSON

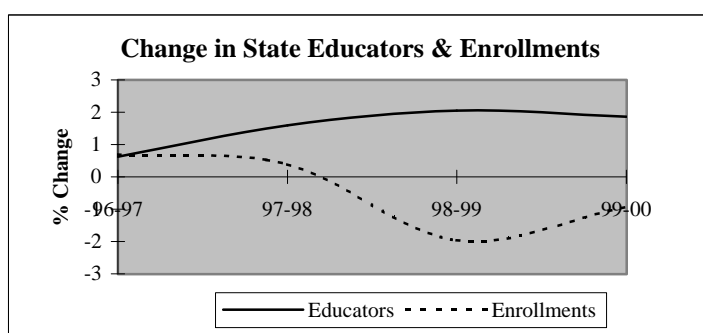
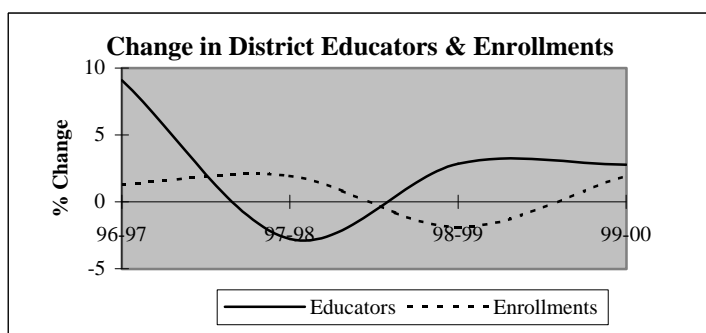
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	6	5	4	-	27.3%	18.8%	16.1%	12.5%	-
Attrition from Transfers	8	4	3	3	-	24.2%	12.5%	9.7%	9.4%	-
Attrition from Exits	1	2	2	1	-	3.0%	6.3%	6.5%	3.1%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>23.3%</b>	<b>20.0%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	7	4	2	3	-	23.3%	13.3%	7.1%	10.7%	-
Attrition from Exits	0	2	2	1	-	0.0%	6.7%	7.1%	3.6%	-
<b>District Retention</b>										
Educator Retention	24	26	26	28	-	72.7%	81.3%	83.9%	87.5%	-
Teacher Retention	23	24	24	24	-	76.7%	80.0%	85.7%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.9%	9.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	93.3%	6.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	61.1%	33.3%	94.4%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	18.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	12.5%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	84.4%	87.1%	90.6%	85.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.0%	15.6%	12.9%	9.4%	14.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DEWAR

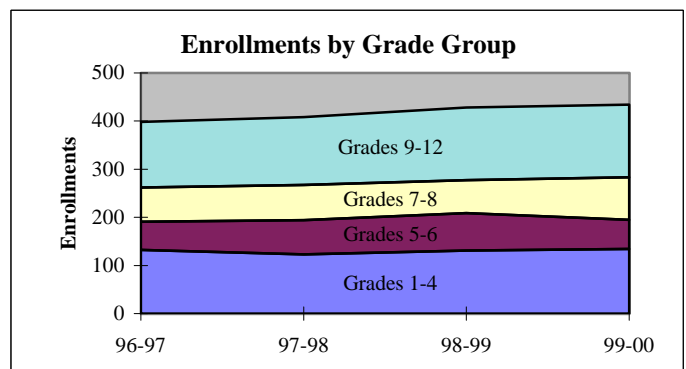
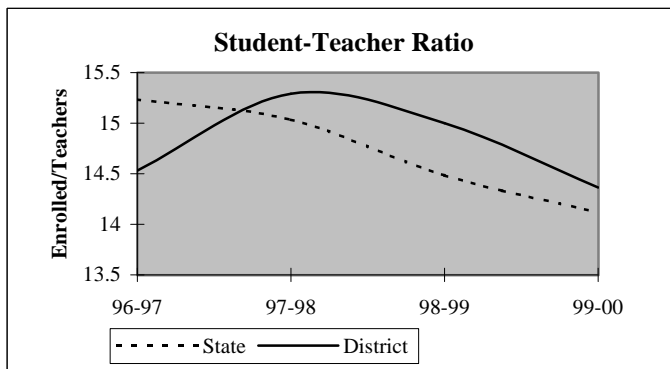


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	12.9	13.5	12.9	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.5	15.3	15.0	14.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	3	-1	1	1	-	-	-	-	-
% Change in Educators	-2.9%	9.1%	-2.8%	2.9%	2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	35	6	9	-9	9	-	-	-	-	-
% Change in Enrollments	8.3%	1.3%	1.9%	-1.9%	1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.0%	5.6%	5.7%	8.3%	2.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	11.1%	8.6%	8.3%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	2.9%	5.6%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	18.2%	13.9%	14.3%	16.7%	16.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.1	42.0	43.1	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	13.8	13.7	13.9	15.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,589	28,463	29,341	29,276	30,915	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	19.4%	15.6%	16.1%	19.4%	18.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.7%	68.8%	67.7%	74.2%	69.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.7%	9.4%	9.7%	9.7%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	46.6%	47.5%	51.9%	44.8%	49.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	11	13	11	9	30.3%	30.6%	37.1%	30.6%	24.3%
Attrition	1	0	6	2	0					
Attrition Rate	10.0%	0.0%	46.2%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	23	19	20	23	66.7%	63.9%	54.3%	55.6%	62.2%
Attrition	3	2	1	1	0					
Attrition Rate	13.6%	8.7%	5.3%	5.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	3	5	5	3.0%	5.6%	8.6%	13.9%	13.5%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	50.0%	0.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	4	5	6	6	6.1%	11.1%	14.3%	16.7%	16.2%

## District Report for: DEWAR

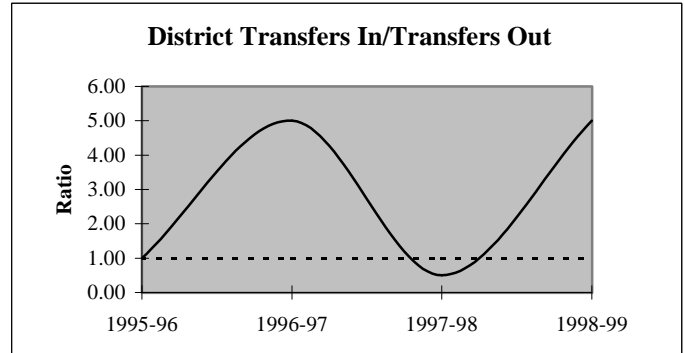
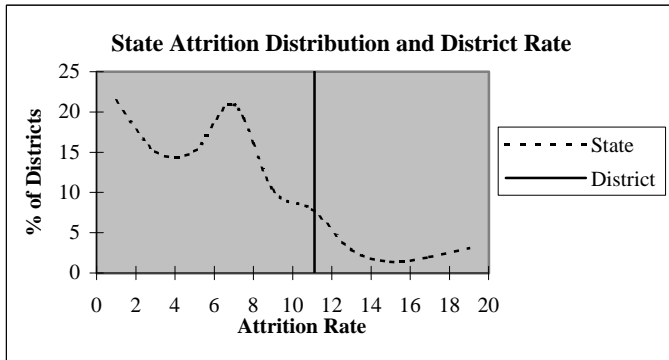
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	36	35	36	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	4	3	3	2	6.1%	11.1%	8.6%	8.3%	5.4%
Professional Staff	0	0	1	2	2	0.0%	0.0%	2.9%	5.6%	5.4%
<b>Total Teachers</b>	31	32	31	31	33	93.9%	88.9%	88.6%	86.1%	89.2%
Special Education	3	3	3	3	3	9.7%	9.4%	9.7%	9.7%	9.1%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.2%	3.0%
Elementary	16	16	15	15	15	51.6%	50.0%	48.4%	48.4%	45.5%
<b>Middle School</b>	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	9.1%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	6.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.0%
<b>High School (9-12)</b>	12	13	13	12	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	1	3	2	1	9.7%	3.1%	9.7%	6.5%	3.0%
Art & Music	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.0%
Social Studies	1	3	1	3	2	3.2%	9.4%	3.2%	9.7%	6.1%
Foreign Language	0	1	0	0	1	0.0%	3.1%	0.0%	0.0%	3.0%
Math	2	2	2	1	1	6.5%	6.3%	6.5%	3.2%	3.0%
<b>Science</b>	2	2	2	2	1	6.5%	6.3%	6.5%	6.5%	3.0%
Biology	1	1	1	1	1	3.2%	3.1%	3.2%	3.2%	3.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	3.2%	3.1%	3.2%	3.2%	0.0%
Vocational Education	3	3	2	3	2	9.7%	9.4%	6.5%	9.7%	6.1%
Other	1	1	3	1	2	3.2%	3.1%	9.7%	3.2%	6.1%
<b>Total Enrollments</b>	459	465	474	465	474	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	49	53	66	33	38	10.7%	11.4%	13.9%	7.1%	8.0%
Grades 1-4	145	132	123	131	134	31.6%	28.4%	25.9%	28.2%	28.3%
Grades 5-6	63	59	71	78	61	13.7%	12.7%	15.0%	16.8%	12.9%
Grades 7-8	76	71	73	68	88	16.6%	15.3%	15.4%	14.6%	18.6%
Grades 9-12	126	136	141	151	151	27.5%	29.2%	29.7%	32.5%	31.9%
Ungraded	0	14	0	4	2	0.0%	3.0%	0.0%	0.9%	0.4%



## District Report for: DEWAR

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	36	35	36	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	29	33	28	32	81.8%	80.6%	94.3%	77.8%	86.5%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>2</b>	<b>8</b>	<b>5</b>	<b>18.2%</b>	<b>19.4%</b>	<b>5.7%</b>	<b>22.2%</b>	<b>13.5%</b>
Transfers In	2	5	2	5	4	33.3%	71.4%	100.0%	62.5%	80.0%
Reentrants	1	1	0	1	0	16.7%	14.3%	0.0%	12.5%	0.0%
First Time Educators	3	1	0	2	1	50.0%	14.3%	0.0%	25.0%	20.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>12.1%</b>	<b>8.3%</b>	<b>20.0%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	2	1	4	1	-	50.0%	33.3%	57.1%	25.0%	-
Leave Oklahoma Educ.	2	2	3	3	-	50.0%	66.7%	42.9%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	12.1%	8.3%	20.0%	11.1%	-
Transfers In/Out	1.00	5.00	0.50	5.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	1
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>34</b>

## District Report for: DEWAR

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	4	3	3	2	6.1%	11.1%	8.6%	8.3%	5.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	4	3	3	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	1	2	2	0.0%	0.0%	2.9%	5.6%	5.4%
White - Females	0	0	1	1	1	0.0%	0.0%	100.0%	50.0%	50.0%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	32	31	31	33	93.9%	88.9%	88.6%	86.1%	89.2%
White - Females	17	18	17	18	18	54.8%	56.3%	54.8%	58.1%	54.5%
White - Males	8	9	9	7	9	25.8%	28.1%	29.0%	22.6%	27.3%
Black - Females	1	1	1	1	1	3.2%	3.1%	3.2%	3.2%	3.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	4	4	9.7%	9.4%	9.7%	12.9%	12.1%
Other - Males	2	1	1	1	1	6.5%	3.1%	3.2%	3.2%	3.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	2	0	0.0%	3.1%	0.0%	6.7%	0.0%
25-29	3	3	5	1	3	9.7%	9.4%	16.1%	3.3%	9.1%
30-34	4	4	4	4	3	12.9%	12.5%	12.9%	13.3%	9.1%
35-39	3	3	2	1	3	9.7%	9.4%	6.5%	3.3%	9.1%
40-44	8	9	8	8	7	25.8%	28.1%	25.8%	26.7%	21.2%
45-49	7	3	4	6	9	22.6%	9.4%	12.9%	20.0%	27.3%
50-54	4	6	5	5	4	12.9%	18.8%	16.1%	16.7%	12.1%
55+	2	3	3	3	4	6.5%	9.4%	9.7%	10.0%	12.1%
<b>Average Age</b>	42.0	42.1	42.0	43.1	43.7					

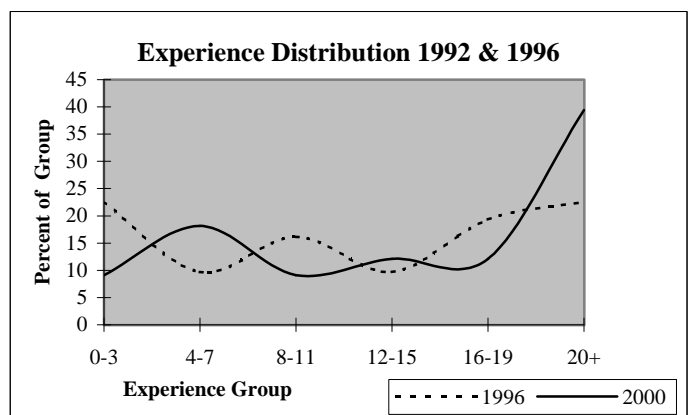
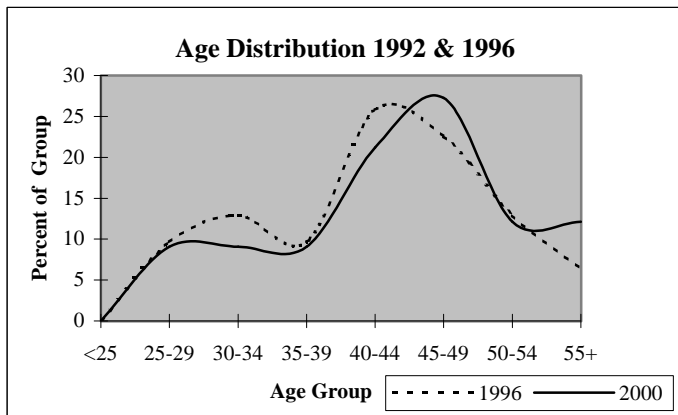
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	6	3	5	3	22.6%	18.8%	9.7%	16.1%	9.1%
4-7 Years	3	4	8	6	6	9.7%	12.5%	25.8%	19.4%	18.2%
8-11 Years	5	3	2	2	3	16.1%	9.4%	6.5%	6.5%	9.1%
12-15 Years	3	3	4	3	4	9.7%	9.4%	12.9%	9.7%	12.1%
16-19 Years	6	7	5	4	4	19.4%	21.9%	16.1%	12.9%	12.1%
20+ Years	7	9	9	11	13	22.6%	28.1%	29.0%	35.5%	39.4%
<b>Average Experience</b>	12.4	13.8	13.7	13.9	15.1					

## District Report for: DEWAR

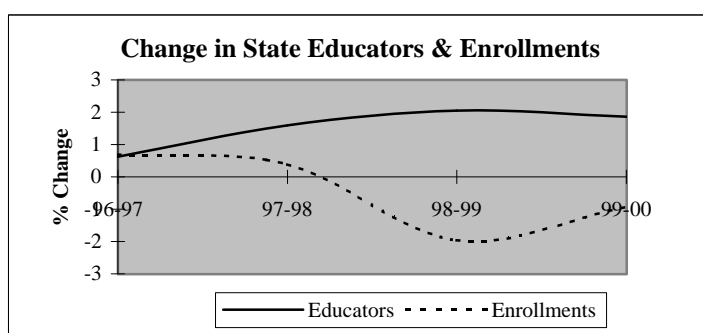
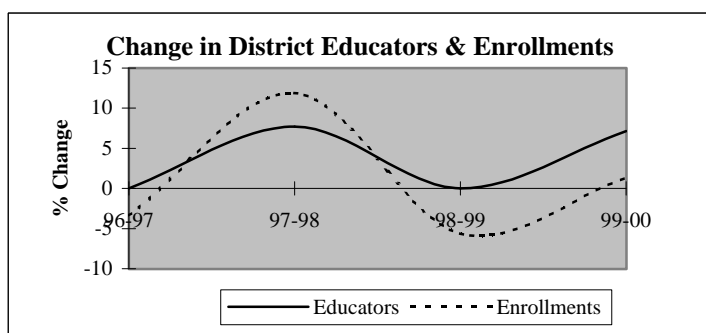
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	7	4	-	12.1%	8.3%	20.0%	11.1%	-
Attrition from Transfers	2	1	4	1	-	6.1%	2.8%	11.4%	2.8%	-
Attrition from Exits	2	2	3	3	-	6.1%	5.6%	8.6%	8.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>9.7%</b>	<b>3.1%</b>	<b>16.1%</b>	<b>12.9%</b>	<b>-</b>
Attrition from Transfers	1	0	2	1	-	3.2%	0.0%	6.5%	3.2%	-
Attrition from Exits	2	1	3	3	-	6.5%	3.1%	9.7%	9.7%	-
<b>District Retention</b>										
Educator Retention	29	33	28	32	-	87.9%	91.7%	80.0%	88.9%	-
Teacher Retention	28	31	26	27	-	90.3%	96.9%	83.9%	87.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	66.7%	16.7%	83.3%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	12.5%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.9%	0.0%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.9%	94.4%	97.1%	88.9%	94.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.1%	5.6%	0.0%	11.1%	2.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OSAGE HILLS

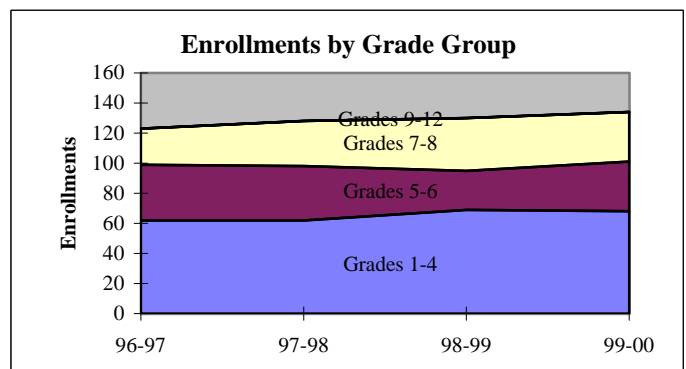
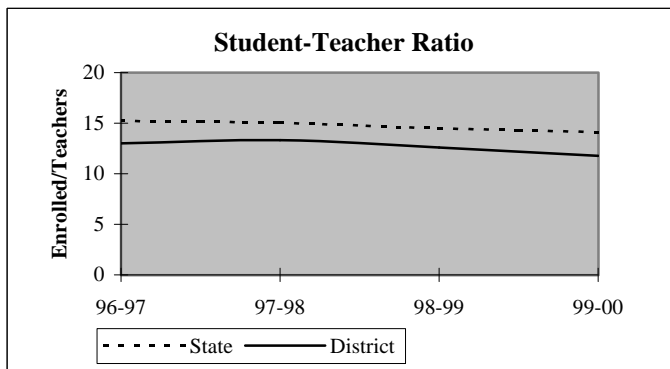


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	11.0	11.4	10.8	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	13.0	13.3	12.6	11.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	0	1	0	1	-	-	-	-	-
% Change in Educators	30.0%	0.0%	7.7%	0.0%	7.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	-5	17	-9	2	-	-	-	-	-
% Change in Enrollments	0.7%	-3.4%	11.9%	-5.6%	1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	23.1%	7.7%	14.3%	14.3%	20.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.7%	7.1%	7.1%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.7%	7.7%	7.1%	7.1%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.7%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	47.5	43.9	45.2	45.8	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	15.1	12.5	12.2	13.1	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	25,928	27,429	26,746	28,949	27,449	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.8%	81.8%	75.0%	75.0%	76.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	18.2%	9.1%	8.3%	8.3%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.8%	44.1%	30.6%	28.6%	35.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	4	5	5	7	30.8%	30.8%	35.7%	35.7%	46.7%
Attrition	1	1	1	1	0					
Attrition Rate	25.0%	25.0%	20.0%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	7	7	6	4	53.8%	53.8%	50.0%	42.9%	26.7%
Attrition	2	1	1	1	0					
Attrition Rate	28.6%	14.3%	14.3%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	4	15.4%	15.4%	14.3%	21.4%	26.7%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	4	4	15.4%	15.4%	14.3%	28.6%	26.7%

## District Report for: OSAGE HILLS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	13	14	14	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.7%	7.7%	7.1%	7.1%	6.7%
Professional Staff	1	1	1	1	1	7.7%	7.7%	7.1%	7.1%	6.7%
<b>Total Teachers</b>	11	11	12	12	13	84.6%	84.6%	85.7%	85.7%	86.7%
Special Education	2	1	1	1	1	18.2%	9.1%	8.3%	8.3%	7.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
Elementary	9	10	11	11	11	81.8%	90.9%	91.7%	91.7%	84.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	148	143	160	151	153	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	20	32	21	19	13.5%	14.0%	20.0%	13.9%	12.4%
Grades 1-4	72	62	62	69	68	48.6%	43.4%	38.8%	45.7%	44.4%
Grades 5-6	41	37	36	26	33	27.7%	25.9%	22.5%	17.2%	21.6%
Grades 7-8	15	24	30	35	33	10.1%	16.8%	18.8%	23.2%	21.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

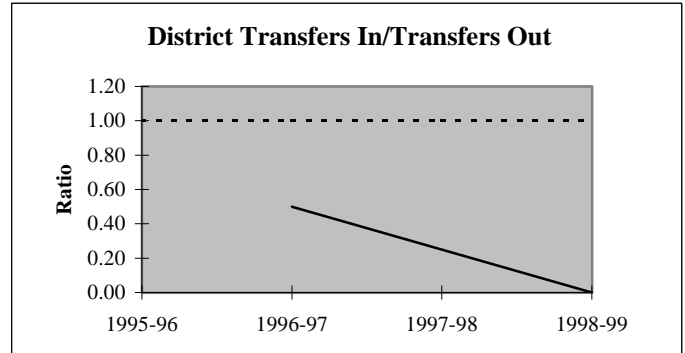
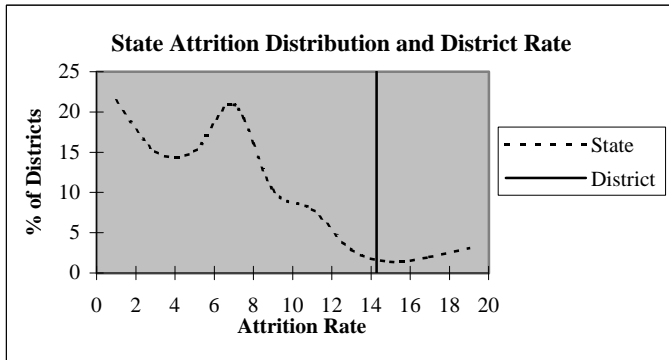




## District Report for: OSAGE HILLS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	13	14	14	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	10	11	12	12	61.5%	76.9%	78.6%	85.7%	80.0%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>38.5%</b>	<b>23.1%</b>	<b>21.4%</b>	<b>14.3%</b>	<b>20.0%</b>
Transfers In	2	1	0	0	0	40.0%	33.3%	0.0%	0.0%	0.0%
Reentrants	2	0	1	1	0	40.0%	0.0%	33.3%	50.0%	0.0%
First Time Educators	1	2	2	1	3	20.0%	66.7%	66.7%	50.0%	100.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>23.1%</b>	<b>15.4%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	2	0	2	-	0.0%	100.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	3	0	2	0	-	100.0%	0.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	23.1%	15.4%	14.3%	14.3%	-
Transfers In/Out	nc	0.50	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	1
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>13</b>

## District Report for: OSAGE HILLS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.7%	7.7%	7.1%	7.1%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	7.7%	7.7%	7.1%	7.1%	6.7%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	11	12	12	13	84.6%	84.6%	85.7%	85.7%	86.7%
White - Females	8	9	9	9	10	72.7%	81.8%	75.0%	75.0%	76.9%
White - Males	2	2	3	3	3	18.2%	18.2%	25.0%	25.0%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	9.1%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	2	2	2	3	0.0%	18.2%	18.2%	16.7%	23.1%
30-34	1	1	0	0	1	9.1%	9.1%	0.0%	0.0%	7.7%
35-39	0	1	2	1	0	0.0%	9.1%	18.2%	8.3%	0.0%
40-44	4	2	1	2	3	36.4%	18.2%	9.1%	16.7%	23.1%
45-49	3	3	2	3	2	27.3%	27.3%	18.2%	25.0%	15.4%
50-54	0	0	2	2	2	0.0%	0.0%	18.2%	16.7%	15.4%
55+	3	2	2	2	2	27.3%	18.2%	18.2%	16.7%	15.4%
<b>Average Age</b>	47.5	43.9	45.2	45.8	44.2					

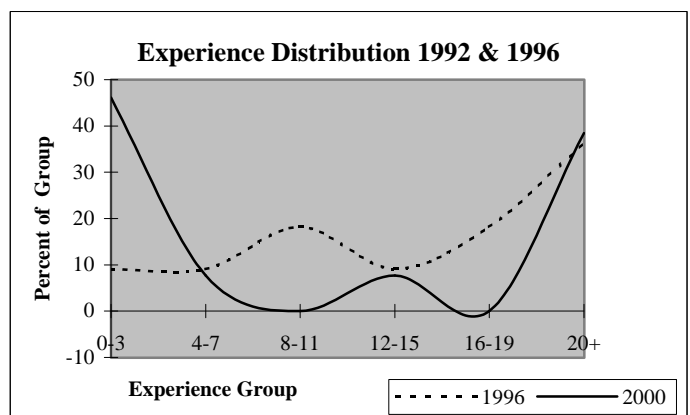
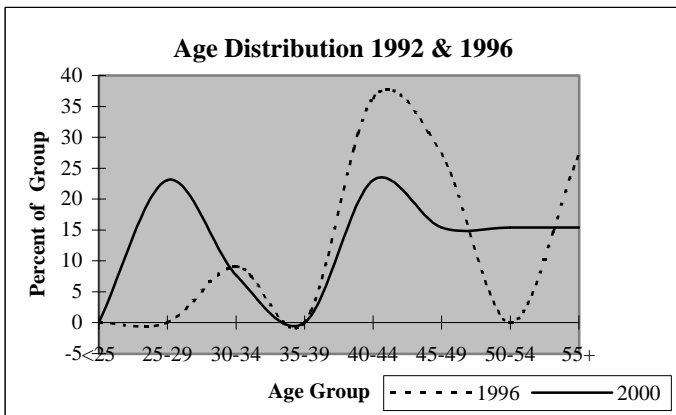
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	4	5	5	6	9.1%	36.4%	41.7%	41.7%	46.2%
4-7 Years	1	0	0	0	1	9.1%	0.0%	0.0%	0.0%	7.7%
8-11 Years	2	1	1	1	0	18.2%	9.1%	8.3%	8.3%	0.0%
12-15 Years	1	1	1	1	1	9.1%	9.1%	8.3%	8.3%	7.7%
16-19 Years	2	1	1	1	0	18.2%	9.1%	8.3%	8.3%	0.0%
20+ Years	4	4	4	4	5	36.4%	36.4%	33.3%	33.3%	38.5%
<b>Average Experience</b>	15.1	12.5	12.2	13.1	11.8					

## District Report for: OSAGE HILLS

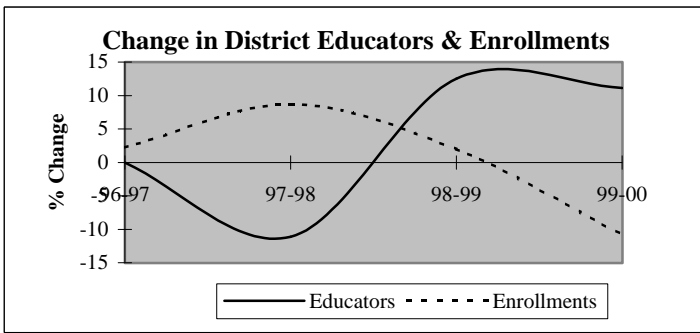
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	2	2	-	23.1%	15.4%	14.3%	14.3%	-
Attrition from Transfers	0	2	0	2	-	0.0%	15.4%	0.0%	14.3%	-
Attrition from Exits	3	0	2	0	-	23.1%	0.0%	14.3%	0.0%	-
<b>Teacher Attrition</b>	3	2	1	2	-	27.3%	18.2%	8.3%	16.7%	-
Attrition from Transfers	0	2	0	2	-	0.0%	18.2%	0.0%	16.7%	-
Attrition from Exits	3	0	1	0	-	27.3%	0.0%	8.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	10	11	12	12	-	76.9%	84.6%	85.7%	85.7%	-
Teacher Retention	8	9	11	10	-	72.7%	81.8%	91.7%	83.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	7.7%	0.0%	0.0%	0.0%	6.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	69.2%	84.6%	78.6%	85.7%	73.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	23.1%	15.4%	21.4%	14.3%	20.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOWRING

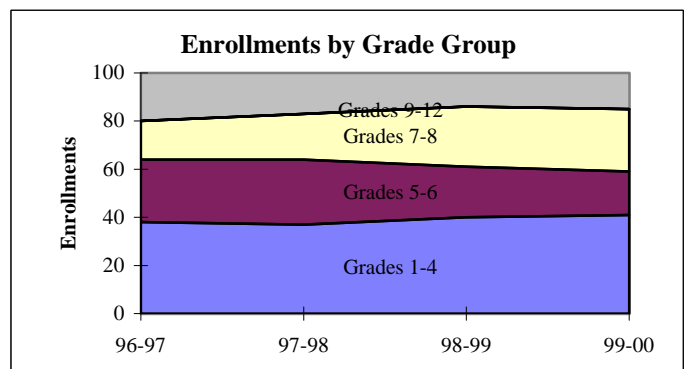
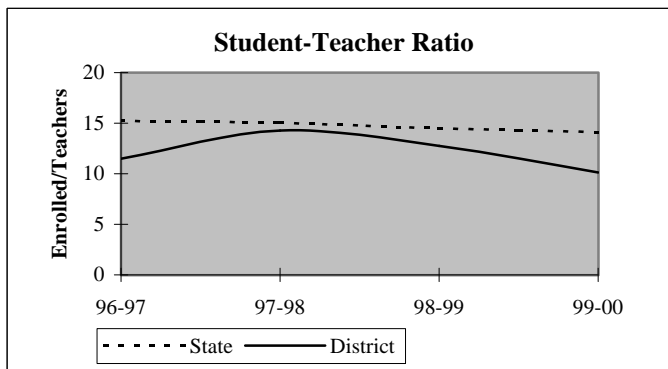


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.0	10.2	12.5	11.3	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.3	11.5	14.3	12.8	10.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	-1	1	1	-	-	-	-	-
% Change in Educators	-10.0%	0.0%	-11.1%	12.5%	11.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-24	2	8	2	-11	-	-	-	-	-
% Change in Enrollments	-21.1%	2.2%	8.7%	2.0%	-10.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.1%	22.2%	12.5%	11.1%	30.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	11.1%	12.5%	11.1%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	11.1%	12.5%	22.2%	30.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.6	37.9	39.6	39.1	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.3	9.5	10.7	10.5	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,125	25,423	27,390	27,886	25,245	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	12.5%	22.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	88.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	50.0%	47.8%	48.0%	55.1%	41.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	3	2	3	4	22.2%	33.3%	25.0%	33.3%	40.0%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	33.3%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	6	6	6	6	77.8%	66.7%	75.0%	66.7%	60.0%
Attrition	1	0	0	0	0					
Attrition Rate	14.3%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: BOWRING

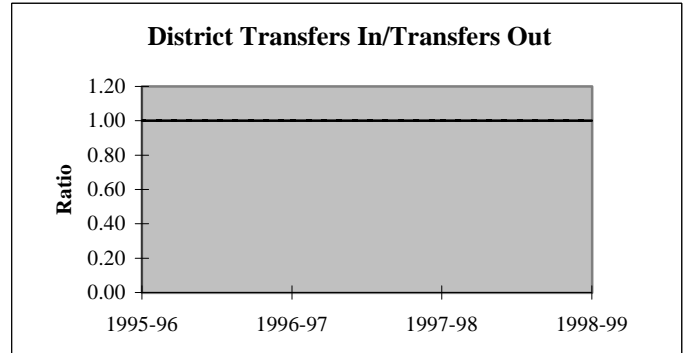
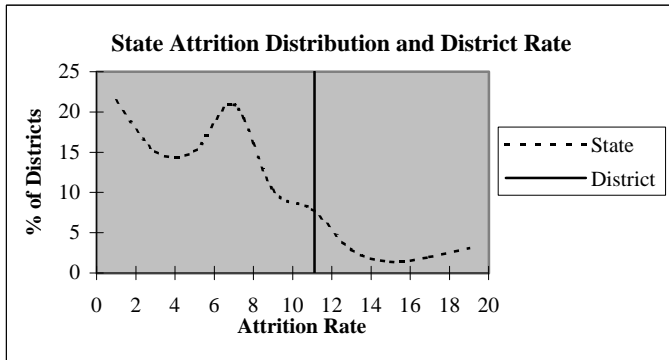
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	9	9	8	9	10	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	11.1%	11.1%	12.5%	11.1%	10.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	8	8	7	8	9	88.9%	88.9%	87.5%	88.9%	90.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	7	8	9	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	90	92	100	102	91	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	7	12	17	16	6	7.8%	13.0%	17.0%	15.7%	6.6%
Grades 1-4	46	38	37	40	41	51.1%	41.3%	37.0%	39.2%	45.1%
Grades 5-6	19	26	27	21	18	21.1%	28.3%	27.0%	20.6%	19.8%
Grades 7-8	18	16	19	25	26	20.0%	17.4%	19.0%	24.5%	28.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BOWRING

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	9	9	8	9	10	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	8	8	8	8	8	88.9%	88.9%	100.0%	88.9%	80.0%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>11.1%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>20.0%</b>
Transfers In	1	0	0	1	1	100.0%	0.0%	0.0%	100.0%	50.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>11.1%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>-</b>
Transfers Out	1	0	0	1	-	100.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	11.1%	0.0%	11.1%	-
Transfers In/Out	1.00	nc	nc	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	2
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>9</b>

## District Report for: BOWRING

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	11.1%	11.1%	12.5%	11.1%	10.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	8	8	7	8	9	88.9%	88.9%	87.5%	88.9%	90.0%
White - Females	8	8	7	7	6	100.0%	100.0%	100.0%	87.5%	66.7%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	2	0.0%	0.0%	0.0%	12.5%	22.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	12.5%	0.0%	0.0%	0.0%
25-29	1	1	2	3	1	12.5%	12.5%	28.6%	37.5%	11.1%
30-34	1	1	0	0	1	12.5%	12.5%	0.0%	0.0%	11.1%
35-39	2	1	0	0	1	25.0%	12.5%	0.0%	0.0%	11.1%
40-44	2	2	2	2	2	25.0%	25.0%	28.6%	25.0%	22.2%
45-49	2	2	2	2	3	25.0%	25.0%	28.6%	25.0%	33.3%
50-54	0	0	1	1	1	0.0%	0.0%	14.3%	12.5%	11.1%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.6	37.9	39.6	39.1	41.4					

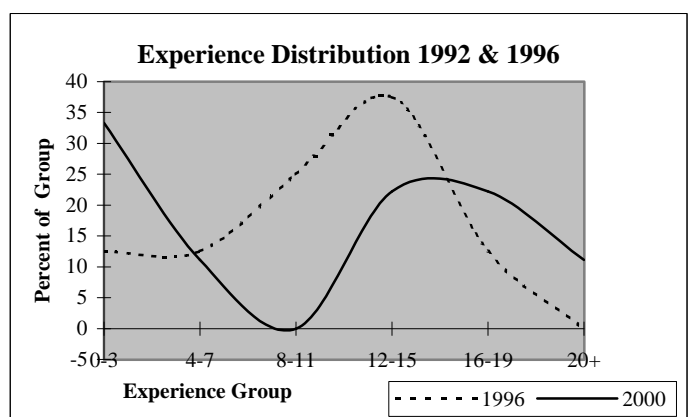
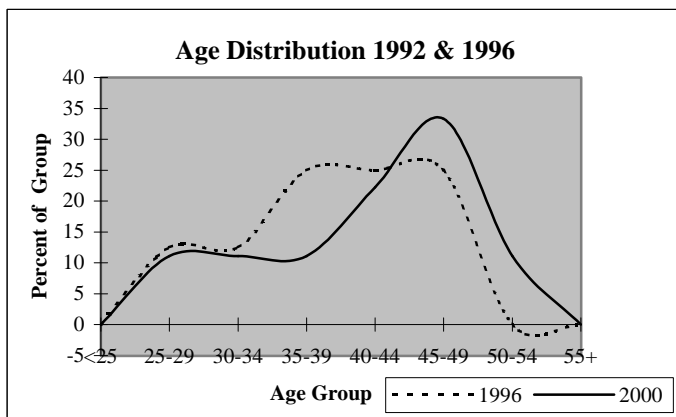
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	2	2	3	12.5%	25.0%	28.6%	25.0%	33.3%
4-7 Years	1	1	0	1	1	12.5%	12.5%	0.0%	12.5%	11.1%
8-11 Years	2	2	2	1	0	25.0%	25.0%	28.6%	12.5%	0.0%
12-15 Years	3	1	0	1	2	37.5%	12.5%	0.0%	12.5%	22.2%
16-19 Years	1	2	3	3	2	12.5%	25.0%	42.9%	37.5%	22.2%
20+ Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
<b>Average Experience</b>	10.3	9.5	10.7	10.5	10.6					

## District Report for: BOWRING

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	0	1	-	11.1%	11.1%	0.0%	11.1%	-
Attrition from Transfers	1	0	0	1	-	11.1%	0.0%	0.0%	11.1%	-
Attrition from Exits	0	1	0	0	-	0.0%	11.1%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	1	0	1	-	12.5%	12.5%	0.0%	12.5%	-
Attrition from Transfers	1	0	0	1	-	12.5%	0.0%	0.0%	12.5%	-
Attrition from Exits	0	1	0	0	-	0.0%	12.5%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	8	8	8	8	-	88.9%	88.9%	100.0%	88.9%	-
Teacher Retention	7	7	7	7	-	87.5%	87.5%	100.0%	87.5%	-

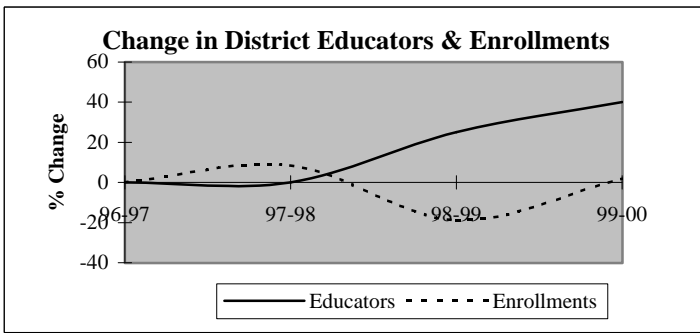
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	50.0%	50.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	11.1%	0.0%	12.5%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	88.9%	87.5%	100.0%	90.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	11.1%	0.0%	0.0%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: BURBANK

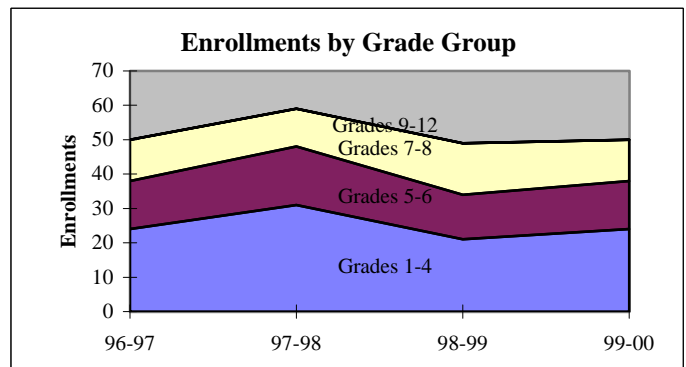
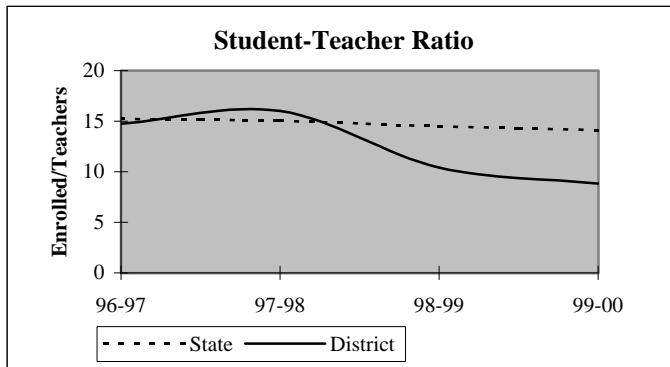


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.8	14.8	16.0	10.4	7.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	14.8	16.0	10.4	8.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	25.0%	40.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	0	5	-12	1	-	-	-	-	-
% Change in Enrollments	1.7%	0.0%	8.5%	-18.8%	1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	40.0%	28.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	0.0%	0.0%	0.0%	0.0%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	nc	nc	nc	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.0	40.0	41.0	38.2	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	13.5	14.5	12.4	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,242	28,582	30,153	24,818	25,417	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	69.5%	76.3%	62.5%	63.6%	63.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	1	2	2	50.0%	50.0%	25.0%	40.0%	28.6%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	2	3	3	4	50.0%	50.0%	75.0%	60.0%	57.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	14.3%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	42.9%

## District Report for: BURBANK

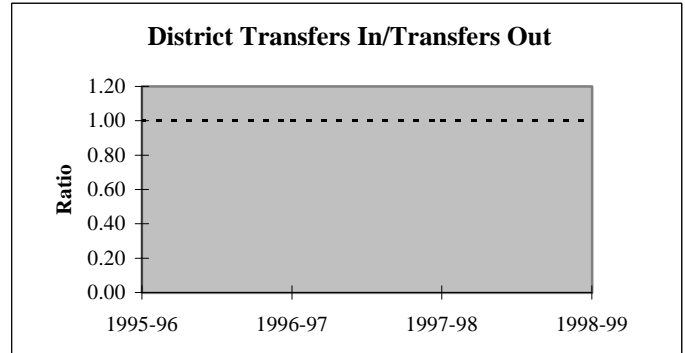
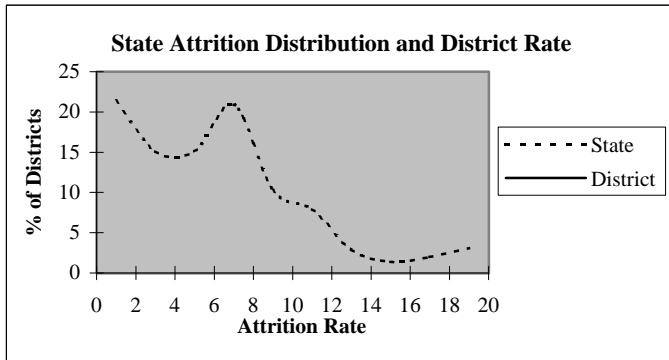
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	4	4	4	5	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	4	4	4	5	6	100.0%	100.0%	100.0%	100.0%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	4	4	4	5	6	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	59	59	64	52	53	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	9	5	3	3	18.6%	15.3%	7.8%	5.8%	5.7%
Grades 1-4	23	24	31	21	24	39.0%	40.7%	48.4%	40.4%	45.3%
Grades 5-6	14	14	17	13	14	23.7%	23.7%	26.6%	25.0%	26.4%
Grades 7-8	11	12	11	15	12	18.6%	20.3%	17.2%	28.8%	22.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BURBANK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	4	4	4	5	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	4	4	4	3	100.0%	100.0%	100.0%	80.0%	42.9%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>57.1%</b>
Transfers In	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
Reentrants	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	25.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>40.0%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	0	0	0	1	-	0.0%	0.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	0.0%	40.0%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	4

## District Report for: BURBANK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	4	4	4	5	6	100.0%	100.0%	100.0%	100.0%	85.7%
White - Females	4	4	4	5	6	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
25-29	1	1	0	0	1	25.0%	25.0%	0.0%	0.0%	16.7%
30-34	0	0	1	1	0	0.0%	0.0%	25.0%	20.0%	0.0%
35-39	1	1	1	1	2	25.0%	25.0%	25.0%	20.0%	33.3%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	2	2	2	1	0	50.0%	50.0%	50.0%	20.0%	0.0%
50-54	0	0	0	1	2	0.0%	0.0%	0.0%	20.0%	33.3%
55+	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
<b>Average Age</b>	39.0	40.0	41.0	38.2	42.7					

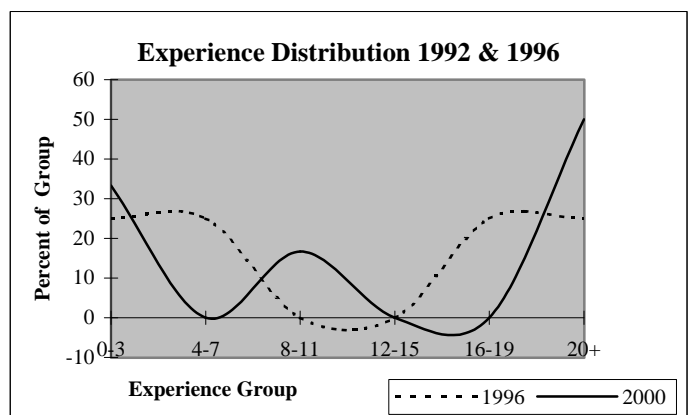
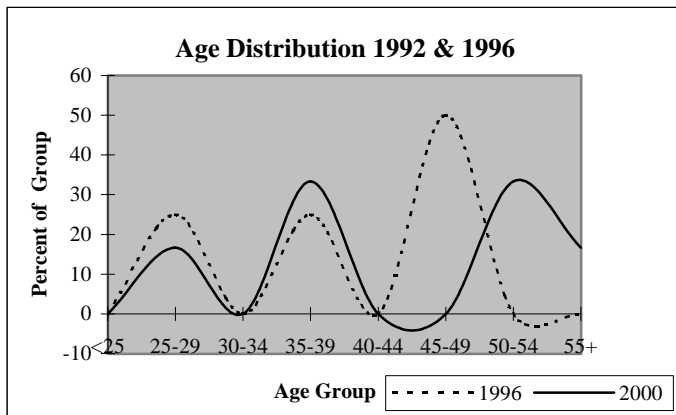
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	0	0	1	2	25.0%	0.0%	0.0%	20.0%	33.3%
4-7 Years	1	2	1	1	0	25.0%	50.0%	25.0%	20.0%	0.0%
8-11 Years	0	0	1	1	1	0.0%	0.0%	25.0%	20.0%	16.7%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	1	1	0	0	25.0%	25.0%	25.0%	0.0%	0.0%
20+ Years	1	1	1	2	3	25.0%	25.0%	25.0%	40.0%	50.0%
<b>Average Experience</b>	12.5	13.5	14.5	12.4	14.2					

## District Report for: BURBANK

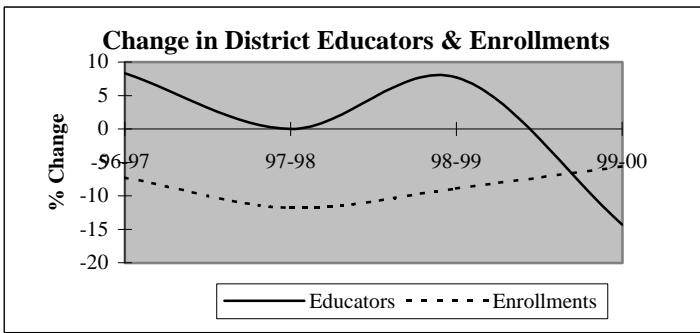
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	2	-	0.0%	0.0%	0.0%	40.0%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	20.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	20.0%	-
Teacher Attrition	0	0	0	2	-	0.0%	0.0%	0.0%	40.0%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	20.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	20.0%	-
<b>District Retention</b>										
Educator Retention	4	4	4	3	-	100.0%	100.0%	100.0%	60.0%	-
Teacher Retention	4	4	4	3	-	100.0%	100.0%	100.0%	60.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	0.0%	100.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	80.0%	57.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	20.0%	42.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: AVANT

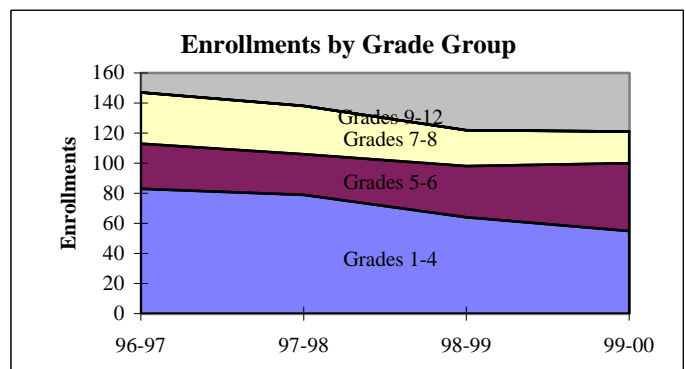
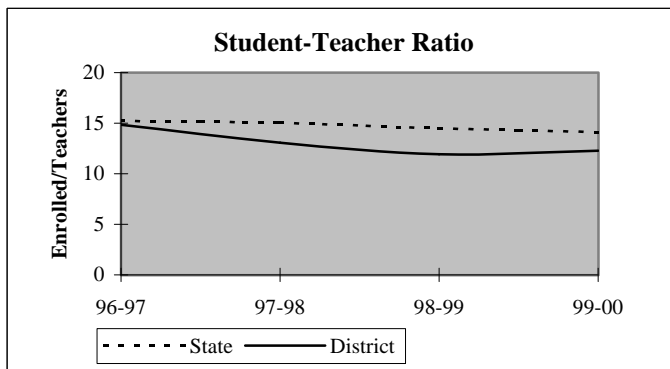


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	16.0	13.7	12.1	10.2	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.5	14.8	13.1	11.9	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	1	-2	-	-	-	-	-
% Change in Educators	9.1%	8.3%	0.0%	7.7%	-14.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	16	-14	-21	-14	-8	-	-	-	-	-
% Change in Enrollments	9.1%	-7.3%	-11.8%	-8.9%	-5.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	7.7%	0.0%	21.4%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	7.7%	7.7%	14.3%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	15.4%	7.7%	7.1%	8.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.9	38.4	39.4	39.8	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	4.8	4.8	5.8	6.6	7.1	12.1	12.3	12.3	12.2	12.2
Average Salary	26,089	28,008	28,841	26,925	28,666	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	18.2%	16.7%	8.3%	8.3%	9.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	75.0%	83.3%	91.7%	81.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	8.3%	8.3%	8.3%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	65.6%	71.3%	75.8%	74.1%	77.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	7	7	6	75.0%	69.2%	53.8%	50.0%	50.0%
Attrition	1	1	3	1	0					
Attrition Rate	11.1%	11.1%	42.9%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	2	4	6	6	6	16.7%	30.8%	46.2%	42.9%	50.0%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	1	0	8.3%	0.0%	0.0%	7.1%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	1	1	0	8.3%	0.0%	7.7%	7.1%	0.0%

## District Report for: AVANT

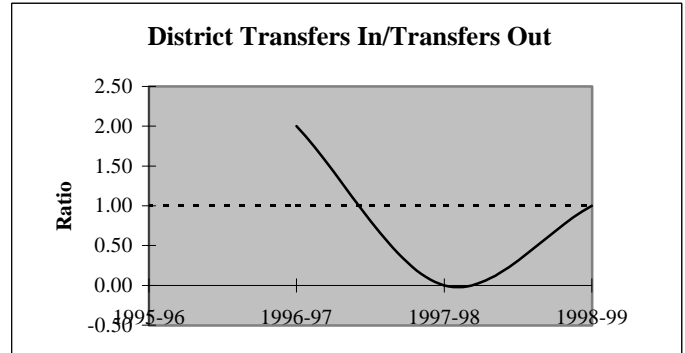
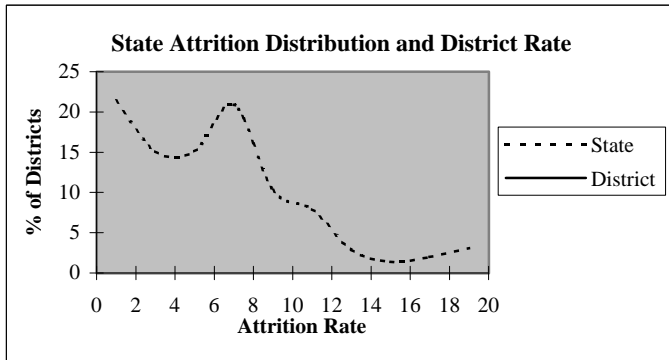
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	13	13	14	12	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	1	8.3%	7.7%	7.7%	14.3%	8.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	11	12	12	12	11	91.7%	92.3%	92.3%	85.7%	91.7%
Special Education	1	1	1	1	1	9.1%	8.3%	8.3%	8.3%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	11	11	11	10	90.9%	91.7%	91.7%	91.7%	90.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	192	178	157	143	135	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	40	31	19	21	14	20.8%	17.4%	12.1%	14.7%	10.4%
Grades 1-4	81	83	79	64	55	42.2%	46.6%	50.3%	44.8%	40.7%
Grades 5-6	33	30	27	34	45	17.2%	16.9%	17.2%	23.8%	33.3%
Grades 7-8	38	34	32	24	21	19.8%	19.1%	20.4%	16.8%	15.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: AVANT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	13	13	14	12	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	12	10	10	83.3%	76.9%	92.3%	71.4%	83.3%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>16.7%</b>	<b>23.1%</b>	<b>7.7%</b>	<b>28.6%</b>	<b>16.7%</b>
Transfers In	0	2	0	1	0	0.0%	66.7%	0.0%	25.0%	0.0%
Reentrants	1	1	0	3	1	50.0%	33.3%	0.0%	75.0%	50.0%
First Time Educators	1	0	1	0	1	50.0%	0.0%	100.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>16.7%</b>	<b>7.7%</b>	<b>23.1%</b>	<b>28.6%</b>	<b>-</b>
Transfers Out	0	1	2	1	-	0.0%	100.0%	66.7%	25.0%	-
Leave Oklahoma Educ.	2	0	1	3	-	100.0%	0.0%	33.3%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	7.7%	23.1%	28.6%	-
Transfers In/Out	nc	2.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	5
SEOSU, Durant	2
SWOSU, Weatherford	1
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	1
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	1
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flamming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	2

Total 12



## District Report for: AVANT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	1	8.3%	7.7%	7.7%	14.3%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	12	12	12	11	91.7%	92.3%	92.3%	85.7%	91.7%
White - Females	7	8	9	10	8	63.6%	66.7%	75.0%	83.3%	72.7%
White - Males	2	2	2	1	2	18.2%	16.7%	16.7%	8.3%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	9.1%	8.3%	8.3%	8.3%	9.1%
Other - Males	1	1	0	0	0	9.1%	8.3%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	9.1%	0.0%	0.0%	0.0%	0.0%
25-29	0	2	2	2	1	0.0%	16.7%	16.7%	16.7%	10.0%
30-34	2	1	1	2	1	18.2%	8.3%	8.3%	16.7%	10.0%
35-39	3	3	2	1	1	27.3%	25.0%	16.7%	8.3%	10.0%
40-44	3	3	3	2	1	27.3%	25.0%	25.0%	16.7%	10.0%
45-49	2	3	3	4	3	18.2%	25.0%	25.0%	33.3%	30.0%
50-54	0	0	1	1	2	0.0%	0.0%	8.3%	8.3%	20.0%
55+	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
<b>Average Age</b>	37.9	38.4	39.4	39.8	44.8					

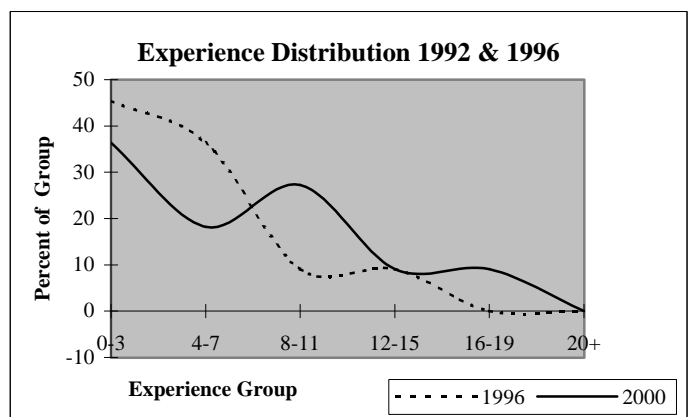
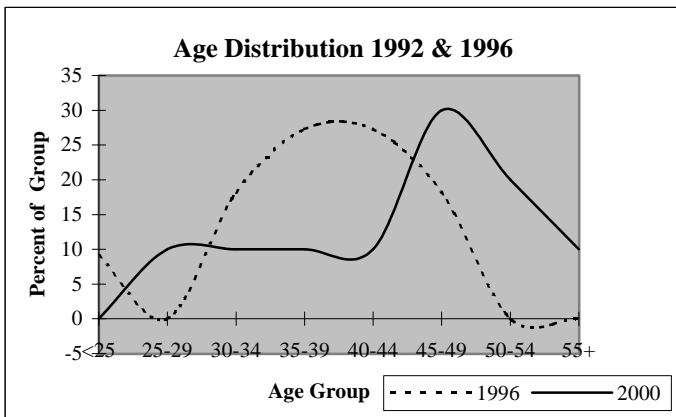
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	7	5	4	4	45.5%	58.3%	41.7%	33.3%	36.4%
4-7 Years	4	2	2	3	2	36.4%	16.7%	16.7%	25.0%	18.2%
8-11 Years	1	1	3	3	3	9.1%	8.3%	25.0%	25.0%	27.3%
12-15 Years	1	2	2	2	1	9.1%	16.7%	16.7%	16.7%	9.1%
16-19 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	4.8	4.8	5.8	6.6	7.1					

# District Report for: AVANT

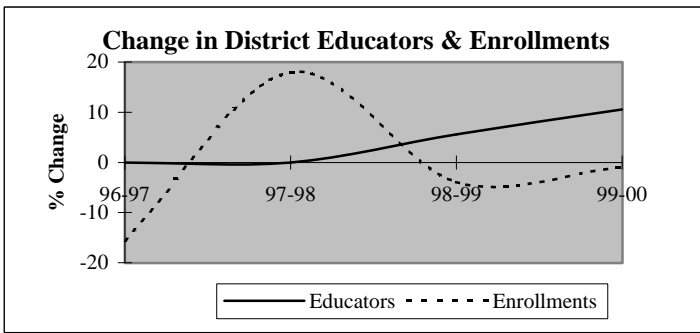
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	3	4	-	16.7%	7.7%	23.1%	28.6%	-
Attrition from Transfers	0	1	2	1	-	0.0%	7.7%	15.4%	7.1%	-
Attrition from Exits	2	0	1	3	-	16.7%	0.0%	7.7%	21.4%	-
<b>Teacher Attrition</b>	1	1	3	3	-	9.1%	8.3%	25.0%	25.0%	-
Attrition from Transfers	0	1	2	1	-	0.0%	8.3%	16.7%	8.3%	-
Attrition from Exits	1	0	1	2	-	9.1%	0.0%	8.3%	16.7%	-
<b>District Retention</b>										
Educator Retention	10	12	10	10	-	83.3%	92.3%	76.9%	71.4%	-
Teacher Retention	10	11	9	9	-	90.9%	91.7%	75.0%	75.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	55.6%	44.4%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.3%	15.4%	0.0%	0.0%	8.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	75.0%	76.9%	84.6%	78.6%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	7.7%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	7.7%	7.7%	21.4%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ANDERSON

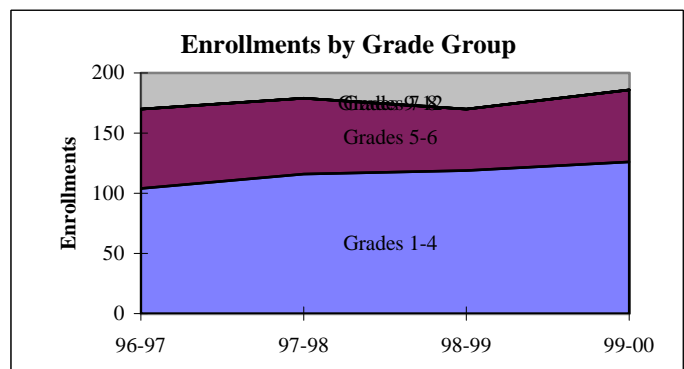
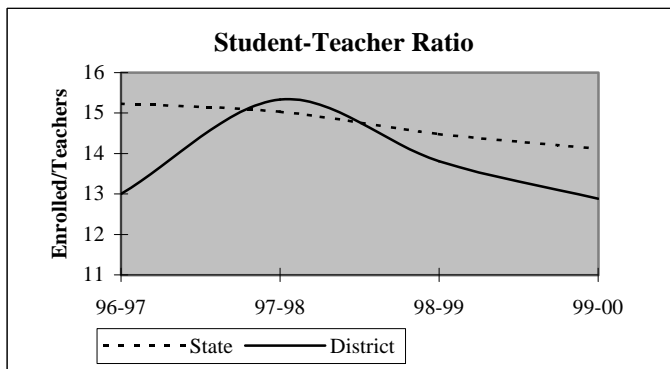


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	10.8	12.8	11.6	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	13.0	15.3	13.8	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	5.6%	10.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	-36	35	-9	-2	-	-	-	-	-
% Change in Enrollments	-1.7%	-15.6%	17.9%	-3.9%	-0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	5.3%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.6%	5.6%	5.3%	9.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.1%	11.1%	11.1%	10.5%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.9	40.9	40.7	42.3	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	10.5	9.6	9.4	9.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,998	30,185	30,013	29,516	29,650	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	80.0%	81.3%	82.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	6.7%	6.7%	6.3%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.4%	28.7%	26.1%	21.3%	28.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	7	8	8	9	44.4%	38.9%	44.4%	42.1%	42.9%
Attrition	0	0	3	0	0					
Attrition Rate	0.0%	0.0%	37.5%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	10	10	9	10	50.0%	55.6%	55.6%	47.4%	47.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	0	2	2	5.6%	5.6%	0.0%	10.5%	9.5%
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	2	2	2	5.6%	5.6%	11.1%	10.5%	9.5%

## District Report for: ANDERSON

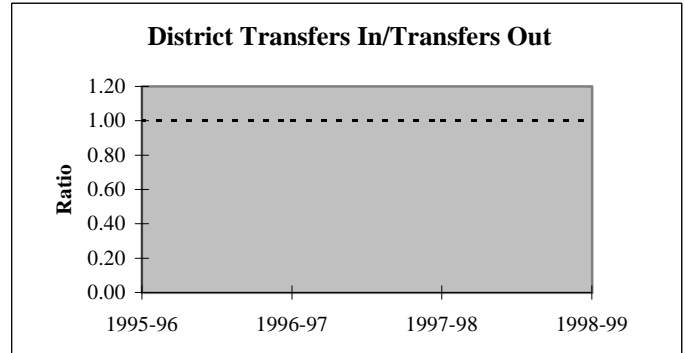
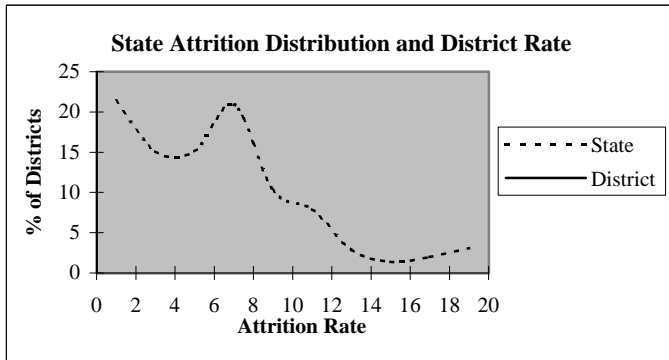
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	18	18	19	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	5.6%	5.6%	5.6%	5.3%	9.5%
Professional Staff	2	2	2	2	2	11.1%	11.1%	11.1%	10.5%	9.5%
<b>Total Teachers</b>	15	15	15	16	17	83.3%	83.3%	83.3%	84.2%	81.0%
Special Education	1	1	1	1	1	6.7%	6.7%	6.7%	6.3%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	14	14	15	16	93.3%	93.3%	93.3%	93.8%	94.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	231	195	230	221	219	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	25	51	50	33	12.1%	12.8%	22.2%	22.6%	15.1%
Grades 1-4	126	104	116	119	126	54.5%	53.3%	50.4%	53.8%	57.5%
Grades 5-6	77	66	63	51	60	33.3%	33.8%	27.4%	23.1%	27.4%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.5%	0.0%



## District Report for: ANDERSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	18	18	19	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	18	17	15	19	100.0%	100.0%	94.4%	78.9%	90.5%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>0.0%</b>	<b>0.0%</b>	<b>5.6%</b>	<b>21.1%</b>	<b>9.5%</b>
Transfers In	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	50.0%
Reentrants	0	0	0	2	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	0	1	1	1	0.0%	0.0%	100.0%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>5.6%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	33.3%	0.0%	-
Leave Oklahoma Educ.	0	1	2	0	-	0.0%	100.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	5.6%	16.7%	0.0%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	10	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>18</b>

## District Report for: ANDERSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	5.6%	5.6%	5.6%	5.3%	9.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	11.1%	11.1%	11.1%	10.5%	9.5%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	15	15	16	17	83.3%	83.3%	83.3%	84.2%	81.0%
White - Females	12	12	12	13	14	80.0%	80.0%	80.0%	81.3%	82.4%
White - Males	3	3	3	3	3	20.0%	20.0%	20.0%	18.8%	17.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
25-29	4	4	4	1	1	26.7%	26.7%	26.7%	6.3%	5.9%
30-34	2	1	1	4	3	13.3%	6.7%	6.7%	25.0%	17.6%
35-39	2	3	2	1	2	13.3%	20.0%	13.3%	6.3%	11.8%
40-44	1	1	3	4	3	6.7%	6.7%	20.0%	25.0%	17.6%
45-49	1	1	1	1	2	6.7%	6.7%	6.7%	6.3%	11.8%
50-54	3	3	2	3	2	20.0%	20.0%	13.3%	18.8%	11.8%
55+	2	2	2	2	3	13.3%	13.3%	13.3%	12.5%	17.6%
<b>Average Age</b>	39.9	40.9	40.7	42.3	42.1					

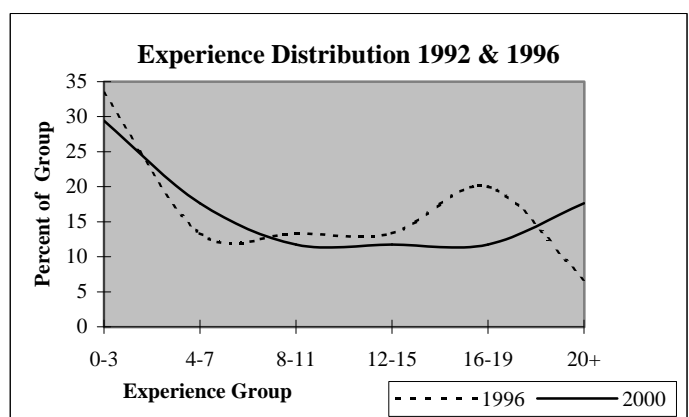
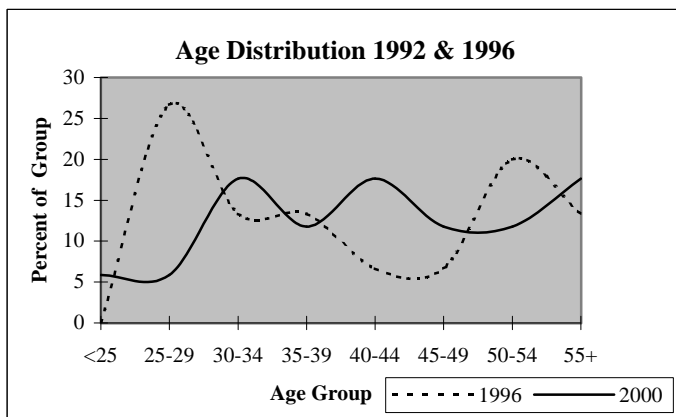
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	3	2	4	5	33.3%	20.0%	13.3%	25.0%	29.4%
4-7 Years	2	4	6	4	3	13.3%	26.7%	40.0%	25.0%	17.6%
8-11 Years	2	2	1	2	2	13.3%	13.3%	6.7%	12.5%	11.8%
12-15 Years	2	2	2	2	2	13.3%	13.3%	13.3%	12.5%	11.8%
16-19 Years	3	2	3	2	2	20.0%	13.3%	20.0%	12.5%	11.8%
20+ Years	1	2	1	2	3	6.7%	13.3%	6.7%	12.5%	17.6%
<b>Average Experience</b>	9.5	10.5	9.6	9.4	9.7					

## District Report for: ANDERSON

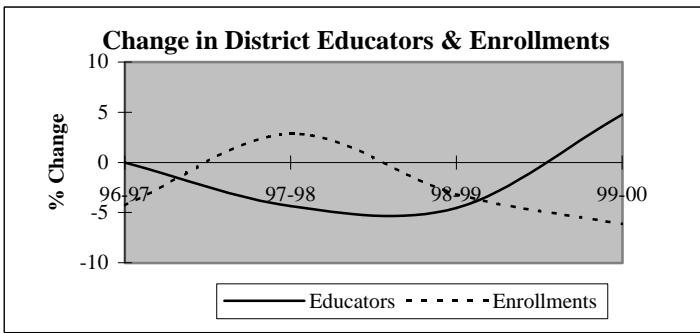
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	3	0	-	0.0%	5.6%	16.7%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	5.6%	0.0%	-
Attrition from Exits	0	1	2	0	-	0.0%	5.6%	11.1%	0.0%	-
<b>Teacher Attrition</b>	0	1	3	0	-	0.0%	6.7%	20.0%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	6.7%	0.0%	-
Attrition from Exits	0	1	2	0	-	0.0%	6.7%	13.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	17	15	19	-	100.0%	94.4%	83.3%	100.0%	-
Teacher Retention	15	14	12	16	-	100.0%	93.3%	80.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	0.0%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	94.4%	84.2%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	5.6%	15.8%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MC CORD



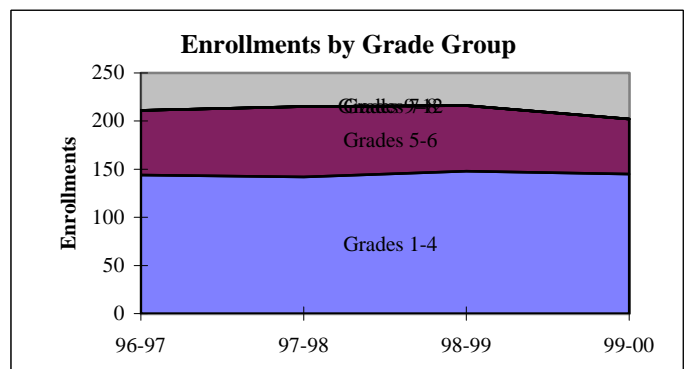
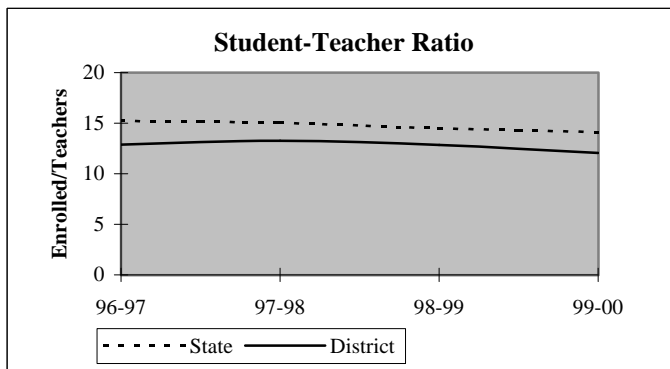
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	10.7	11.5	11.6	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	12.9	13.3	12.8	12.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	-1	-1	1	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-4.3%	-4.5%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-12	-11	7	-8	-15	-	-	-	-	-
% Change in Enrollments	-4.5%	-4.3%	2.9%	-3.2%	-6.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	4.3%	9.1%	4.8%	18.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.3%	4.5%	4.8%	4.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	13.0%	13.0%	9.1%	4.8%	9.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.9	42.8	42.7	44.5	47.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.7	12.6	13.5	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,313	30,662	29,082	30,654	28,946	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.5%	10.5%	5.3%	5.3%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.6%	18.8%	19.8%	15.2%	16.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	8	7	9	34.8%	34.8%	36.4%	33.3%	40.9%
Attrition	1	0	2	2	0					
Attrition Rate	12.5%	0.0%	25.0%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	15	15	14	14	12	65.2%	65.2%	63.6%	66.7%	54.5%
Attrition	0	3	1	1	0					
Attrition Rate	0.0%	20.0%	7.1%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	0	1	3	0.0%	4.3%	0.0%	4.8%	13.6%



## District Report for: MC CORD

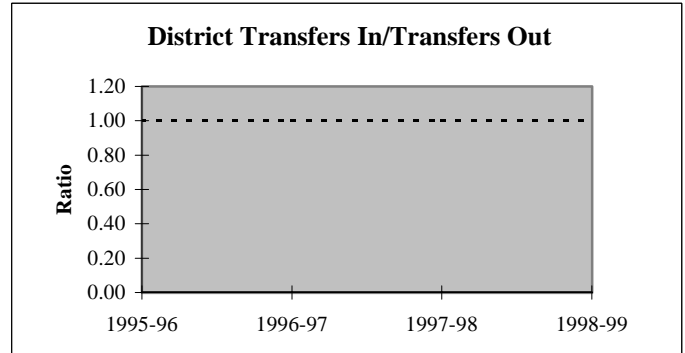
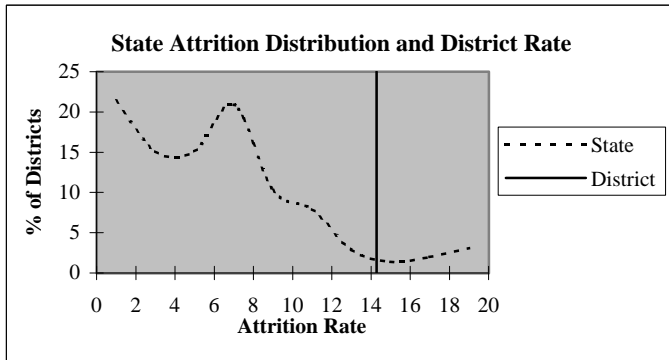
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	23	22	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.3%	4.3%	4.5%	4.8%	4.5%
Professional Staff	3	3	2	1	2	13.0%	13.0%	9.1%	4.8%	9.1%
<b>Total Teachers</b>	19	19	19	19	19	82.6%	82.6%	86.4%	90.5%	86.4%
Special Education	2	2	1	1	1	10.5%	10.5%	5.3%	5.3%	5.3%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	5.3%
Elementary	17	17	18	17	17	89.5%	89.5%	94.7%	89.5%	89.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	256	245	252	244	229	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	34	37	28	27	13.3%	13.9%	14.7%	11.5%	11.8%
Grades 1-4	151	144	142	148	145	59.0%	58.8%	56.3%	60.7%	63.3%
Grades 5-6	71	67	73	68	57	27.7%	27.3%	29.0%	27.9%	24.9%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MC CORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	23	22	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	20	19	18	95.7%	95.7%	90.9%	90.5%	81.8%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>4.3%</b>	<b>4.3%</b>	<b>9.1%</b>	<b>9.5%</b>	<b>18.2%</b>
Transfers In	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
First Time Educators	1	1	1	2	3	100.0%	100.0%	50.0%	100.0%	75.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>4.3%</b>	<b>13.0%</b>	<b>13.6%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	100.0%	33.3%	33.3%	66.7%	-
Leave Oklahoma Educ.	0	2	2	1	-	0.0%	66.7%	66.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	13.0%	13.6%	14.3%	-
Transfers In/Out	0.00	0.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	15	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>23</b>

## District Report for: MC CORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.3%	4.3%	4.5%	4.8%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	2	1	2	13.0%	13.0%	9.1%	4.8%	9.1%
White - Females	3	3	2	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	19	19	19	19	82.6%	82.6%	86.4%	90.5%	86.4%
White - Females	19	19	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	3	1	1	15.8%	15.8%	15.8%	5.3%	6.3%
30-34	2	2	2	2	0	10.5%	10.5%	10.5%	10.5%	0.0%
35-39	1	1	2	2	2	5.3%	5.3%	10.5%	10.5%	12.5%
40-44	4	4	2	3	2	21.1%	21.1%	10.5%	15.8%	12.5%
45-49	4	4	4	5	4	21.1%	21.1%	21.1%	26.3%	25.0%
50-54	5	4	4	3	3	26.3%	21.1%	21.1%	15.8%	18.8%
55+	0	1	2	3	4	0.0%	5.3%	10.5%	15.8%	25.0%
<b>Average Age</b>	41.9	42.8	42.7	44.5	47.2					

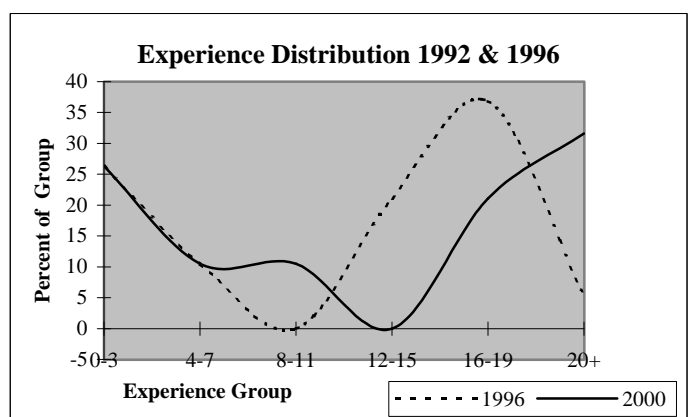
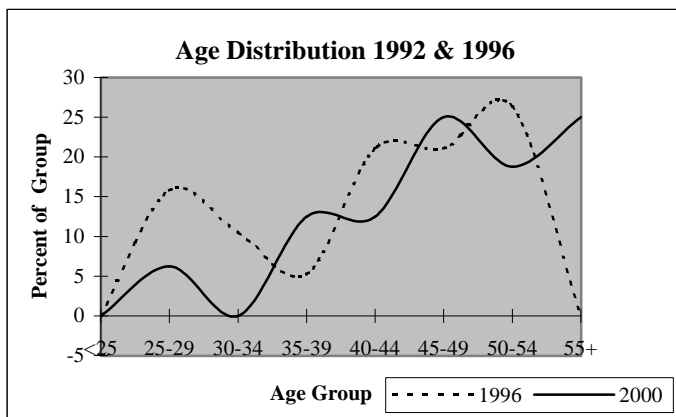
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	3	3	5	26.3%	21.1%	15.8%	15.8%	26.3%
4-7 Years	2	3	4	3	2	10.5%	15.8%	21.1%	15.8%	10.5%
8-11 Years	0	0	1	2	2	0.0%	0.0%	5.3%	10.5%	10.5%
12-15 Years	4	3	1	0	0	21.1%	15.8%	5.3%	0.0%	0.0%
16-19 Years	7	5	4	5	4	36.8%	26.3%	21.1%	26.3%	21.1%
20+ Years	1	4	6	6	6	5.3%	21.1%	31.6%	31.6%	31.6%
<b>Average Experience</b>	11.9	12.7	12.6	13.5	12.8					

## District Report for: MC CORD

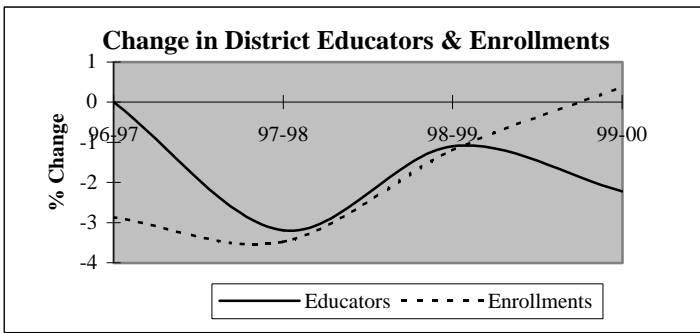
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	3	3	-	4.3%	13.0%	13.6%	14.3%	-
Attrition from Transfers	1	1	1	2	-	4.3%	4.3%	4.5%	9.5%	-
Attrition from Exits	0	2	2	1	-	0.0%	8.7%	9.1%	4.8%	-
<b>Teacher Attrition</b>	1	1	1	2	-	5.3%	5.3%	5.3%	10.5%	-
Attrition from Transfers	1	1	0	1	-	5.3%	5.3%	0.0%	5.3%	-
Attrition from Exits	0	0	1	1	-	0.0%	0.0%	5.3%	5.3%	-
<b>District Retention</b>										
Educator Retention	22	20	19	18	-	95.7%	87.0%	86.4%	85.7%	-
Teacher Retention	18	18	18	17	-	94.7%	94.7%	94.7%	89.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	0.0%	66.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	8.7%	8.7%	4.5%	4.8%	4.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.0%	87.0%	86.4%	85.7%	81.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	4.3%	9.1%	9.5%	13.6%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: PAWHUSKA

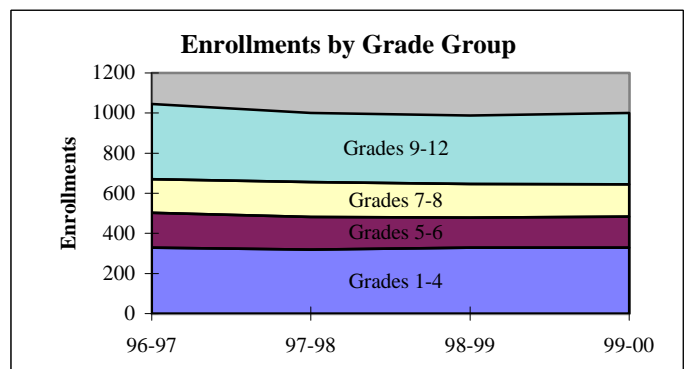
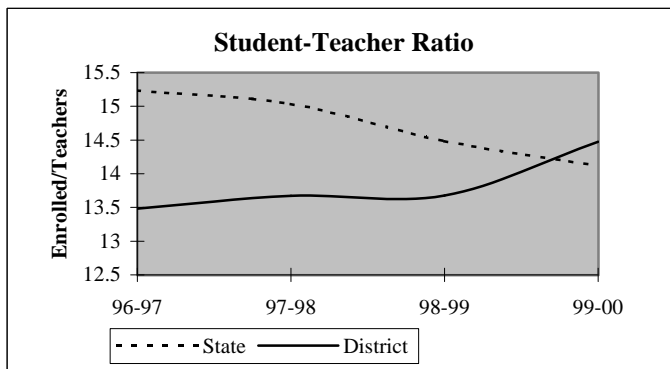


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	11.9	11.9	11.9	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.0	13.5	13.7	13.7	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	-3	-1	-2	-	-	-	-	-
% Change in Educators	-1.1%	0.0%	-3.2%	-1.1%	-2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	-33	-39	-13	4	-	-	-	-	-
% Change in Enrollments	2.5%	-2.9%	-3.5%	-1.2%	0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.3%	7.4%	4.4%	3.3%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.4%	6.4%	6.6%	7.8%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.4%	5.3%	6.6%	5.6%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.5%	7.4%	7.7%	7.8%	8.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.1%	2.1%	2.2%	2.2%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.1	41.9	41.8	42.9	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.8	12.9	13.9	14.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,630	28,856	29,081	30,029	30,309	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.5%	7.2%	7.6%	7.7%	8.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.7%	69.9%	72.2%	71.8%	70.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.8%	9.6%	11.4%	10.3%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.1%	42.9%	46.8%	44.5%	44.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	21	20	25	25	24	22.3%	21.3%	27.5%	27.8%	27.3%
Attrition	2	4	1	6	0					
Attrition Rate	9.5%	20.0%	4.0%	24.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	64	63	55	53	49	68.1%	67.0%	60.4%	58.9%	55.7%
Attrition	4	10	4	5	0					
Attrition Rate	6.3%	15.9%	7.3%	9.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	11	11	12	15	9.6%	11.7%	12.1%	13.3%	17.0%
Attrition	1	2	0	1	0					
Attrition Rate	11.1%	18.2%	0.0%	8.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	14	11	14	15	11.7%	14.9%	12.1%	15.6%	17.0%

## District Report for: PAWHUSKA

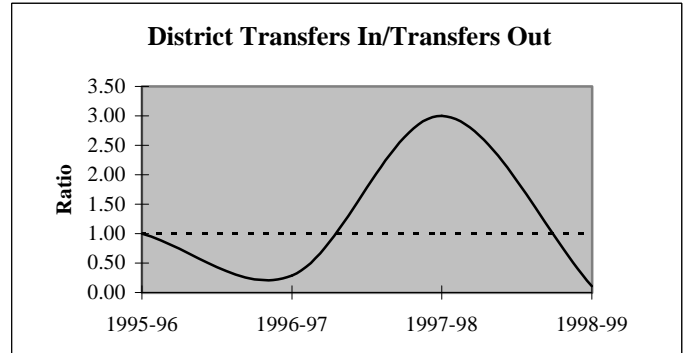
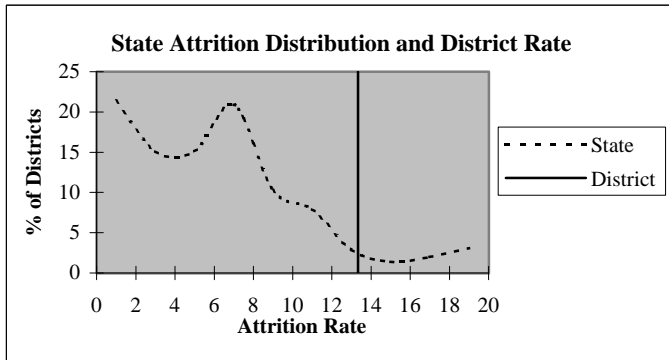
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	94	94	91	90	88	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	7	7	6.4%	6.4%	6.6%	7.8%	8.0%
Professional Staff	6	5	6	5	7	6.4%	5.3%	6.6%	5.6%	8.0%
<b>Total Teachers</b>	82	83	79	78	74	87.2%	88.3%	86.8%	86.7%	84.1%
Special Education	8	8	9	8	7	9.8%	9.6%	11.4%	10.3%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	35	34	33	34	33	42.7%	41.0%	41.8%	43.6%	44.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	39	41	37	36	34	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	9	8	8	7	8	11.0%	9.6%	10.1%	9.0%	10.8%
Art & Music	2	2	2	2	2	2.4%	2.4%	2.5%	2.6%	2.7%
Social Studies	6	6	5	5	5	7.3%	7.2%	6.3%	6.4%	6.8%
Foreign Language	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.4%
Math	5	5	4	5	5	6.1%	6.0%	5.1%	6.4%	6.8%
<b>Science</b>	5	5	4	4	4	6.1%	6.0%	5.1%	5.1%	5.4%
Biology	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.4%
Chemistry	0	1	0	0	0	0.0%	1.2%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	4	3	3	3	3	4.9%	3.6%	3.8%	3.8%	4.1%
Vocational Education	8	8	7	6	4	9.8%	9.6%	8.9%	7.7%	5.4%
Other	3	6	6	6	5	3.7%	7.2%	7.6%	7.7%	6.8%
<b>Total Enrollments</b>	1,152	1,119	1,080	1,067	1,071	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	80	74	71	75	67	6.9%	6.6%	6.6%	7.0%	6.3%
Grades 1-4	342	328	319	328	328	29.7%	29.3%	29.5%	30.7%	30.6%
Grades 5-6	176	174	163	151	156	15.3%	15.5%	15.1%	14.2%	14.6%
Grades 7-8	187	169	174	167	161	16.2%	15.1%	16.1%	15.7%	15.0%
Grades 9-12	367	374	344	341	355	31.9%	33.4%	31.9%	32.0%	33.1%
Ungraded	0	0	9	5	4	0.0%	0.0%	0.8%	0.5%	0.4%



## District Report for: PAWHUSKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	94	94	91	90	88	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	80	87	78	86	78	85.1%	92.6%	85.7%	95.6%	88.6%
<b>Newly Hired</b>	<b>14</b>	<b>7</b>	<b>13</b>	<b>4</b>	<b>10</b>	<b>14.9%</b>	<b>7.4%</b>	<b>14.3%</b>	<b>4.4%</b>	<b>11.4%</b>
Transfers In	3	2	6	1	3	21.4%	28.6%	46.2%	25.0%	30.0%
Reentrants	4	3	5	1	5	28.6%	42.9%	38.5%	25.0%	50.0%
First Time Educators	7	2	2	2	2	50.0%	28.6%	15.4%	50.0%	20.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>16</b>	<b>5</b>	<b>12</b>	<b>-</b>	<b>7.4%</b>	<b>17.0%</b>	<b>5.5%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	3	7	2	9	-	42.9%	43.8%	40.0%	75.0%	-
Leave Oklahoma Educ.	4	9	3	3	-	57.1%	56.3%	60.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	7.4%	17.0%	5.5%	13.3%	-
Transfers In/Out	1.00	0.29	3.00	0.11	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	22	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	26	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	8
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	13
		<b>Total</b>	<b>94</b>

## District Report for: PAWHUSKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	7	7	6.4%	6.4%	6.6%	7.8%	8.0%
White - Females	2	2	2	2	2	33.3%	33.3%	33.3%	28.6%	28.6%
White - Males	4	4	4	5	5	66.7%	66.7%	66.7%	71.4%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	5	6	5	7	6.4%	5.3%	6.6%	5.6%	8.0%
White - Females	4	3	3	3	3	66.7%	60.0%	50.0%	60.0%	42.9%
White - Males	1	1	2	1	3	16.7%	20.0%	33.3%	20.0%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	16.7%	20.0%	16.7%	20.0%	14.3%
<b>Teachers</b>	82	83	79	78	74	87.2%	88.3%	86.8%	86.7%	84.1%
White - Females	54	54	52	51	47	65.9%	65.1%	65.8%	65.4%	63.5%
White - Males	21	23	21	21	21	25.6%	27.7%	26.6%	26.9%	28.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	5	5	5	4.9%	4.8%	6.3%	6.4%	6.8%
Other - Males	3	2	1	1	1	3.7%	2.4%	1.3%	1.3%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	2	2	1	0.0%	2.4%	2.6%	2.6%	1.4%
25-29	11	7	10	9	7	13.4%	8.4%	12.8%	11.7%	9.6%
30-34	8	10	4	5	5	9.8%	12.0%	5.1%	6.5%	6.8%
35-39	20	17	13	10	9	24.4%	20.5%	16.7%	13.0%	12.3%
40-44	16	17	16	16	16	19.5%	20.5%	20.5%	20.8%	21.9%
45-49	13	13	18	13	14	15.9%	15.7%	23.1%	16.9%	19.2%
50-54	8	10	6	12	11	9.8%	12.0%	7.7%	15.6%	15.1%
55+	6	7	9	10	10	7.3%	8.4%	11.5%	13.0%	13.7%
<b>Average Age</b>	41.1	41.9	41.8	42.9	43.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	12	15	15	11	15.9%	14.5%	19.0%	19.2%	14.9%
4-7 Years	7	7	9	9	11	8.5%	8.4%	11.4%	11.5%	14.9%
8-11 Years	13	16	12	8	6	15.9%	19.3%	15.2%	10.3%	8.1%
12-15 Years	21	14	10	9	9	25.6%	16.9%	12.7%	11.5%	12.2%
16-19 Years	11	13	15	16	13	13.4%	15.7%	19.0%	20.5%	17.6%
20+ Years	17	21	18	21	24	20.7%	25.3%	22.8%	26.9%	32.4%
<b>Average Experience</b>	13.1	13.8	12.9	13.9	14.9					

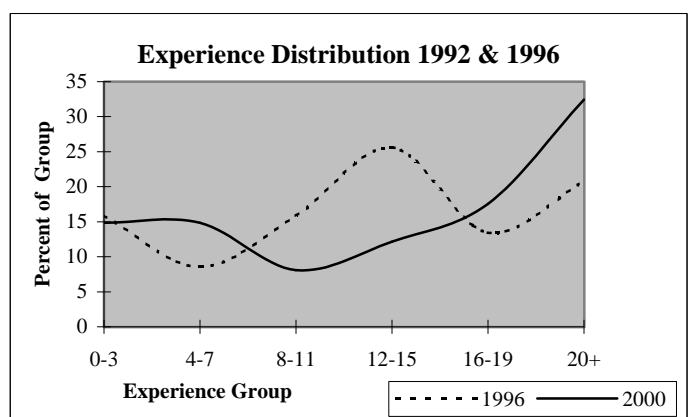
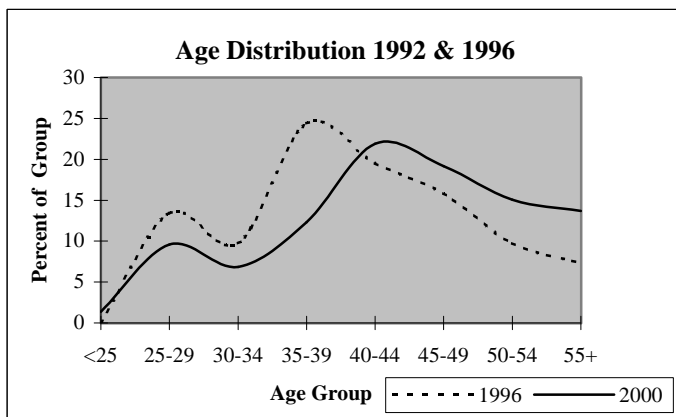


## District Report for: PAWHUSKA

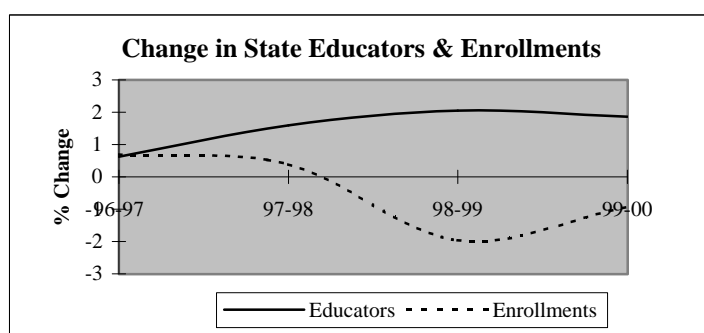
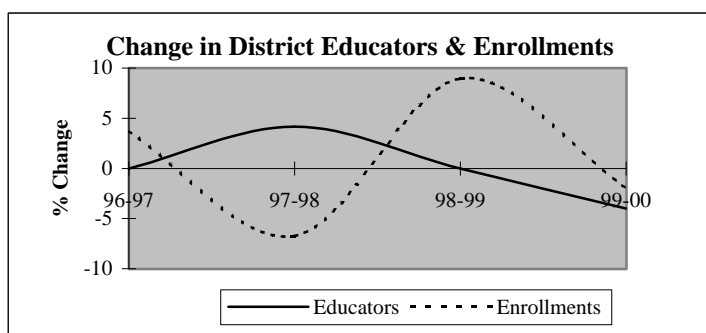
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	16	5	12	-	7.4%	17.0%	5.5%	13.3%	-
Attrition from Transfers	3	7	2	9	-	3.2%	7.4%	2.2%	10.0%	-
Attrition from Exits	4	9	3	3	-	4.3%	9.6%	3.3%	3.3%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>15</b>	<b>5</b>	<b>12</b>	<b>-</b>	<b>7.3%</b>	<b>18.1%</b>	<b>6.3%</b>	<b>15.4%</b>	<b>-</b>
Attrition from Transfers	2	7	2	9	-	2.4%	8.4%	2.5%	11.5%	-
Attrition from Exits	4	8	3	3	-	4.9%	9.6%	3.8%	3.8%	-
<b>District Retention</b>										
Educator Retention	87	78	86	78	-	92.6%	83.0%	94.5%	86.7%	-
Teacher Retention	76	68	74	66	-	92.7%	81.9%	93.7%	84.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	11.1%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	81.3%	12.5%	93.8%	84.2%	6.9%	91.1%
2 Years of Experience	82.4%	11.8%	94.1%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	13.3%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.0%	0.0%	90.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.1%	1.1%	2.2%	1.1%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.2%	92.6%	90.1%	95.6%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.7%	5.3%	7.7%	3.3%	8.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SHIDLER

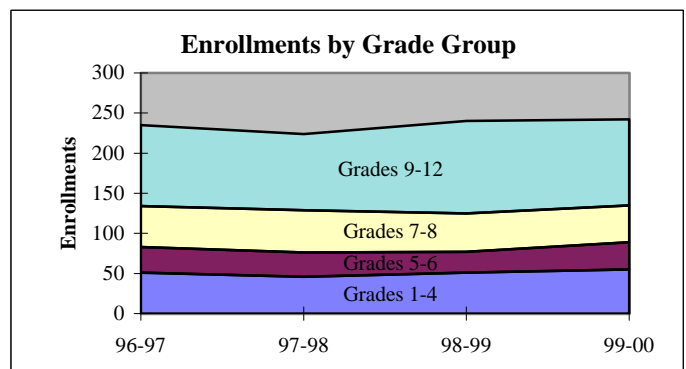
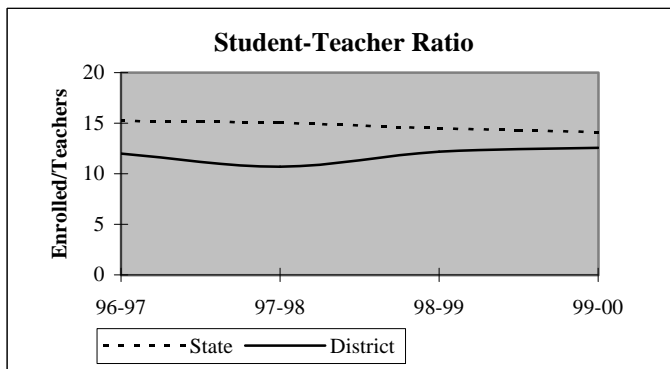


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.1	10.5	9.4	10.2	10.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	12.0	10.7	12.2	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	0	1	0	-1	-	-	-	-	-
% Change in Educators	14.3%	0.0%	4.2%	0.0%	-4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	9	-17	21	-5	-	-	-	-	-
% Change in Enrollments	8.5%	3.7%	-6.7%	8.9%	-2.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	4.2%	0.0%	4.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	8.3%	8.0%	12.0%	12.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.2%	4.2%	4.0%	4.0%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	8.3%	8.0%	12.0%	12.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	4.0%	4.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	40.7	42.5	42.5	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	9.4	11.0	11.1	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	26,461	27,424	29,008	28,636	29,008	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	9.5%	9.1%	14.3%	15.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.6%	61.9%	63.6%	61.9%	60.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.8%	4.5%	4.8%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	51.4%	36.1%	51.5%	48.4%	49.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	12	10	10	10	54.2%	50.0%	40.0%	40.0%	41.7%
Attrition	2	2	2	1	0					
Attrition Rate	15.4%	16.7%	20.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	10	12	13	12	37.5%	41.7%	48.0%	52.0%	50.0%
Attrition	1	1	0	2	0					
Attrition Rate	11.1%	10.0%	0.0%	15.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	3	2	2	8.3%	8.3%	12.0%	8.0%	8.3%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	2	2	8.3%	8.3%	12.0%	8.0%	8.3%

## District Report for: SHIDLER

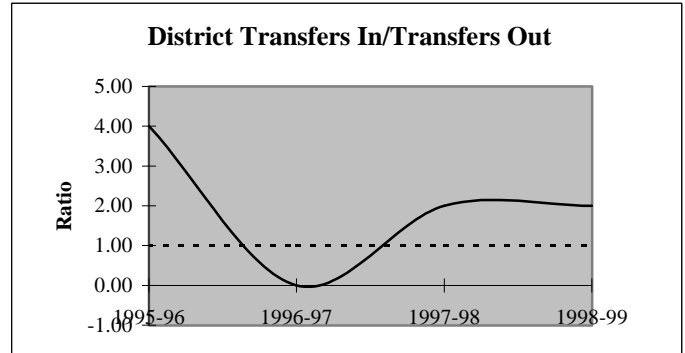
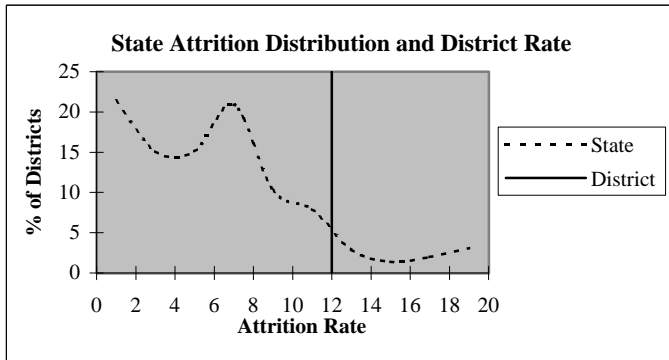
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	24	25	25	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	3	3	4.2%	8.3%	8.0%	12.0%	12.5%
Professional Staff	1	1	1	1	1	4.2%	4.2%	4.0%	4.0%	4.2%
<b>Total Teachers</b>	22	21	22	21	20	91.7%	87.5%	88.0%	84.0%	83.3%
Special Education	1	1	1	1	1	4.5%	4.8%	4.5%	4.8%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	9	9	10	10	40.9%	42.9%	40.9%	47.6%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	11	12	10	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	1	1	4.5%	9.5%	9.1%	4.8%	5.0%
Art & Music	2	2	2	2	2	9.1%	9.5%	9.1%	9.5%	10.0%
Social Studies	1	1	2	2	2	4.5%	4.8%	9.1%	9.5%	10.0%
Foreign Language	1	1	1	1	1	4.5%	4.8%	4.5%	4.8%	5.0%
Math	2	1	2	1	1	9.1%	4.8%	9.1%	4.8%	5.0%
<b>Science</b>	1	1	2	2	1	4.5%	4.8%	9.1%	9.5%	5.0%
Biology	1	1	0	1	1	4.5%	4.8%	0.0%	4.8%	5.0%
Chemistry	0	0	1	0	0	0.0%	0.0%	4.5%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	1	0	0.0%	0.0%	4.5%	4.8%	0.0%
Vocational Education	2	1	1	1	1	9.1%	4.8%	4.5%	4.8%	5.0%
Other	2	2	0	0	0	9.1%	9.5%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	243	252	235	256	251	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	13	17	11	16	9	5.3%	6.7%	4.7%	6.3%	3.6%
Grades 1-4	53	51	46	51	55	21.8%	20.2%	19.6%	19.9%	21.9%
Grades 5-6	32	32	30	26	34	13.2%	12.7%	12.8%	10.2%	13.5%
Grades 7-8	43	51	53	48	46	17.7%	20.2%	22.6%	18.8%	18.3%
Grades 9-12	102	101	95	115	107	42.0%	40.1%	40.4%	44.9%	42.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SHIDLER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	24	25	25	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	21	21	22	22	79.2%	87.5%	84.0%	88.0%	91.7%
<b>Newly Hired</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>20.8%</b>	<b>12.5%</b>	<b>16.0%</b>	<b>12.0%</b>	<b>8.3%</b>
Transfers In	4	0	2	2	0	80.0%	0.0%	50.0%	66.7%	0.0%
Reentrants	0	2	2	1	2	0.0%	66.7%	50.0%	33.3%	100.0%
First Time Educators	1	1	0	0	0	20.0%	33.3%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>12.5%</b>	<b>12.5%</b>	<b>12.0%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	1	2	1	1	-	33.3%	66.7%	33.3%	33.3%	-
Leave Oklahoma Educ.	2	1	2	2	-	66.7%	33.3%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	12.5%	12.0%	12.0%	-
Transfers In/Out	4.00	0.00	2.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>23</b>

## District Report for: SHIDLER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	3	3	4.2%	8.3%	8.0%	12.0%	12.5%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	1	2	2	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.2%	4.2%	4.0%	4.0%	4.2%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	21	22	21	20	91.7%	87.5%	88.0%	84.0%	83.3%
White - Females	13	12	13	11	10	59.1%	57.1%	59.1%	52.4%	50.0%
White - Males	7	7	7	7	7	31.8%	33.3%	31.8%	33.3%	35.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	2	4.5%	4.8%	4.5%	9.5%	10.0%
Other - Males	1	1	1	1	1	4.5%	4.8%	4.5%	4.8%	5.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	2	3	2	9.1%	4.8%	9.1%	14.3%	10.0%
30-34	4	5	2	2	3	18.2%	23.8%	9.1%	9.5%	15.0%
35-39	5	4	5	3	3	22.7%	19.0%	22.7%	14.3%	15.0%
40-44	4	4	3	3	3	18.2%	19.0%	13.6%	14.3%	15.0%
45-49	5	5	6	5	4	22.7%	23.8%	27.3%	23.8%	20.0%
50-54	2	1	2	1	2	9.1%	4.8%	9.1%	4.8%	10.0%
55+	0	1	2	4	3	0.0%	4.8%	9.1%	19.0%	15.0%
<b>Average Age</b>	39.6	40.7	42.5	42.5	42.9					

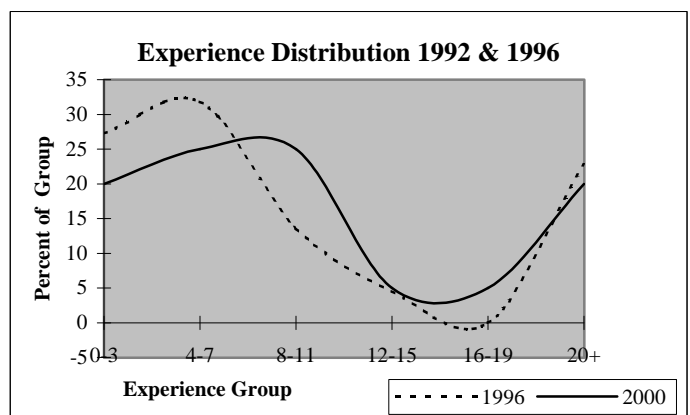
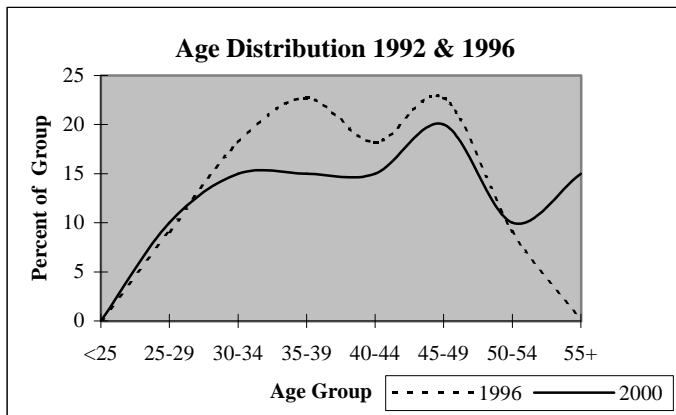
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	7	5	4	27.3%	28.6%	31.8%	23.8%	20.0%
4-7 Years	7	6	3	4	5	31.8%	28.6%	13.6%	19.0%	25.0%
8-11 Years	3	4	5	5	5	13.6%	19.0%	22.7%	23.8%	25.0%
12-15 Years	1	0	0	1	1	4.5%	0.0%	0.0%	4.8%	5.0%
16-19 Years	0	1	1	1	1	0.0%	4.8%	4.5%	4.8%	5.0%
20+ Years	5	4	6	5	4	22.7%	19.0%	27.3%	23.8%	20.0%
<b>Average Experience</b>	9.2	9.4	11.0	11.1	11.4					

## District Report for: SHIDLER

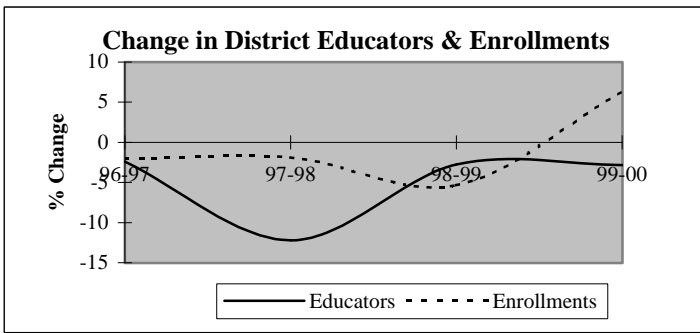
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	3	3	3	-	12.5%	12.5%	12.0%	12.0%	-
Attrition from Transfers	1	2	1	1	-	4.2%	8.3%	4.0%	4.0%	-
Attrition from Exits	2	1	2	2	-	8.3%	4.2%	8.0%	8.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>13.6%</b>	<b>14.3%</b>	<b>9.1%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	1	2	1	1	-	4.5%	9.5%	4.5%	4.8%	-
Attrition from Exits	2	1	1	2	-	9.1%	4.8%	4.5%	9.5%	-
<b>District Retention</b>										
Educator Retention	21	21	22	22	-	87.5%	87.5%	88.0%	88.0%	-
Teacher Retention	19	18	20	18	-	86.4%	85.7%	90.9%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	0.0%	71.4%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	8.3%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	79.2%	92.0%	96.0%	91.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	12.5%	8.0%	4.0%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: BARNSDALL

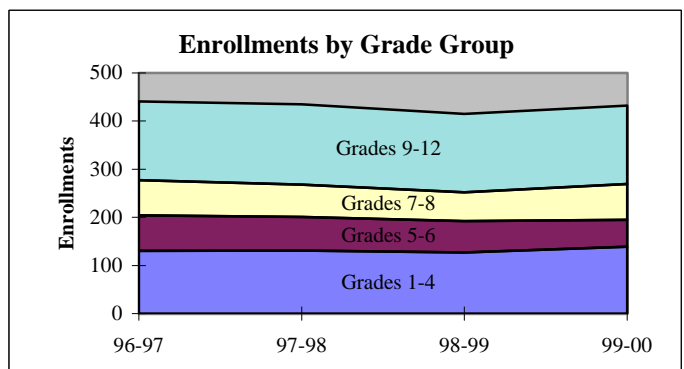
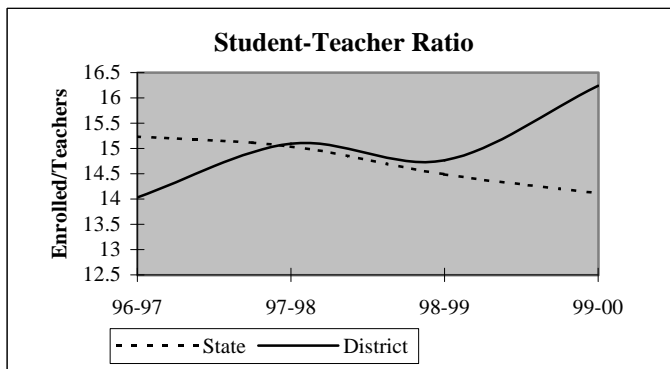


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	11.6	13.0	12.7	13.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.5	14.0	15.1	14.8	16.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-5	-1	-1	-	-	-	-	-
% Change in Educators	0.0%	-2.4%	-12.2%	-2.8%	-2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-2	-10	-9	-25	28	-	-	-	-	-
% Change in Enrollments	-0.4%	-2.1%	-1.9%	-5.3%	6.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	14.6%	5.6%	8.6%	11.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.3%	8.3%	8.6%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	9.8%	5.6%	5.7%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.4%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	2.9%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	45.1	42.2	42.4	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	12.0	10.8	11.7	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	27,832	26,455	28,002	27,924	27,158	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	61.1%	64.7%	61.3%	60.0%	55.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.8%	6.5%	10.0%	6.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	48.3%	50.1%	49.0%	57.1%	64.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	17	15	16	15	47.6%	41.5%	41.7%	45.7%	44.1%
Attrition	8	3	8	4	0					
Attrition Rate	40.0%	17.6%	53.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	19	18	15	15	42.9%	46.3%	50.0%	42.9%	44.1%
Attrition	1	5	5	3	0					
Attrition Rate	5.6%	26.3%	27.8%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	5	3	4	4	9.5%	12.2%	8.3%	11.4%	11.8%
Attrition Rate	0.0%	40.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	5	3	5	5	11.9%	12.2%	8.3%	14.3%	14.7%

# District Report for: BARNSDALL

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	41	36	35	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.3%	8.3%	8.6%	8.8%
Professional Staff	3	4	2	2	2	7.1%	9.8%	5.6%	5.7%	5.9%
<b>Total Teachers</b>	36	34	31	30	29	85.7%	82.9%	86.1%	85.7%	85.3%
Special Education	3	3	2	3	2	8.3%	8.8%	6.5%	10.0%	6.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	15	15	13	12	44.4%	44.1%	48.4%	43.3%	41.4%
<b>Middle School</b>	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	6.9%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	16	14	14	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	3	3	5.6%	8.8%	9.7%	10.0%	10.3%
Art & Music	2	2	2	2	2	5.6%	5.9%	6.5%	6.7%	6.9%
Social Studies	1	1	1	3	2	2.8%	2.9%	3.2%	10.0%	6.9%
Foreign Language	1	1	1	1	1	2.8%	2.9%	3.2%	3.3%	3.4%
Math	2	2	1	1	1	5.6%	5.9%	3.2%	3.3%	3.4%
<b>Science</b>	2	2	3	1	2	5.6%	5.9%	9.7%	3.3%	6.9%
Biology	1	1	2	0	1	2.8%	2.9%	6.5%	0.0%	3.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.8%	2.9%	3.2%	3.3%	3.4%
Vocational Education	3	1	0	0	0	8.3%	2.9%	0.0%	0.0%	0.0%
Other	4	4	3	3	2	11.1%	11.8%	9.7%	10.0%	6.9%
<b>Total Enrollments</b>	487	477	468	443	471	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	36	31	28	38	7.0%	7.5%	6.6%	6.3%	8.1%
Grades 1-4	136	130	131	127	139	27.9%	27.3%	28.0%	28.7%	29.5%
Grades 5-6	81	74	70	65	56	16.6%	15.5%	15.0%	14.7%	11.9%
Grades 7-8	91	73	67	60	74	18.7%	15.3%	14.3%	13.5%	15.7%
Grades 9-12	145	164	167	163	163	29.8%	34.4%	35.7%	36.8%	34.6%
Ungraded	0	0	2	0	1	0.0%	0.0%	0.4%	0.0%	0.2%

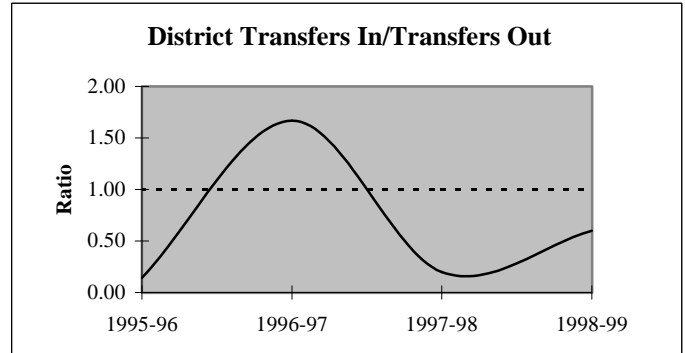
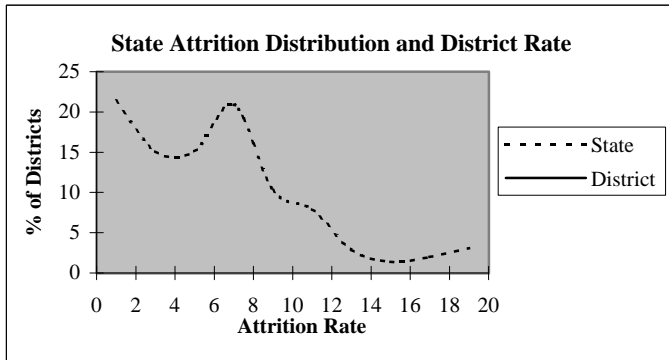




## District Report for: BARNSDALL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	41	36	35	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	33	31	23	27	83.3%	80.5%	86.1%	65.7%	79.4%
<b>Newly Hired</b>	<b>7</b>	<b>8</b>	<b>5</b>	<b>12</b>	<b>7</b>	<b>16.7%</b>	<b>19.5%</b>	<b>13.9%</b>	<b>34.3%</b>	<b>20.6%</b>
Transfers In	1	5	1	3	4	14.3%	62.5%	20.0%	25.0%	57.1%
Reentrants	3	0	0	5	1	42.9%	0.0%	0.0%	41.7%	14.3%
First Time Educators	3	3	4	4	2	42.9%	37.5%	80.0%	33.3%	28.6%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>10</b>	<b>13</b>	<b>8</b>	<b>-</b>	<b>21.4%</b>	<b>24.4%</b>	<b>36.1%</b>	<b>22.9%</b>	<b>-</b>
Transfers Out	7	3	5	5	-	77.8%	30.0%	38.5%	62.5%	-
Leave Oklahoma Educ.	2	7	8	3	-	22.2%	70.0%	61.5%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	21.4%	24.4%	36.1%	22.9%	-
Transfers In/Out	0.14	1.67	0.20	0.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	18	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	7
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>42</b>

## District Report for: BARNSDALL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.3%	8.3%	8.6%	8.8%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	3	3	3	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	4	2	2	2	7.1%	9.8%	5.6%	5.7%	5.9%
White - Females	1	2	2	2	2	33.3%	50.0%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	33.3%	25.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	33.3%	25.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	34	31	30	29	85.7%	82.9%	86.1%	85.7%	85.3%
White - Females	22	22	19	18	16	61.1%	64.7%	61.3%	60.0%	55.2%
White - Males	14	12	12	12	13	38.9%	35.3%	38.7%	40.0%	44.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	2.8%	0.0%	3.3%	3.4%	0.0%
25-29	7	4	4	5	6	19.4%	11.8%	13.3%	17.2%	22.2%
30-34	4	2	2	4	3	11.1%	5.9%	6.7%	13.8%	11.1%
35-39	7	5	3	1	2	19.4%	14.7%	10.0%	3.4%	7.4%
40-44	3	5	7	4	3	8.3%	14.7%	23.3%	13.8%	11.1%
45-49	6	8	6	5	5	16.7%	23.5%	20.0%	17.2%	18.5%
50-54	2	2	4	6	4	5.6%	5.9%	13.3%	20.7%	14.8%
55+	6	8	3	3	4	16.7%	23.5%	10.0%	10.3%	14.8%
<b>Average Age</b>	40.7	45.1	42.2	42.4	42.6					

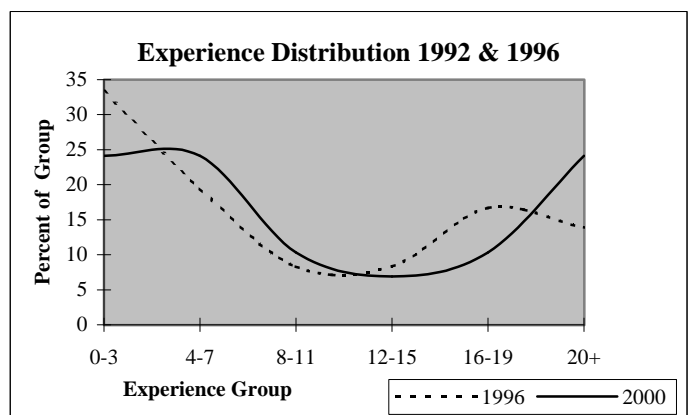
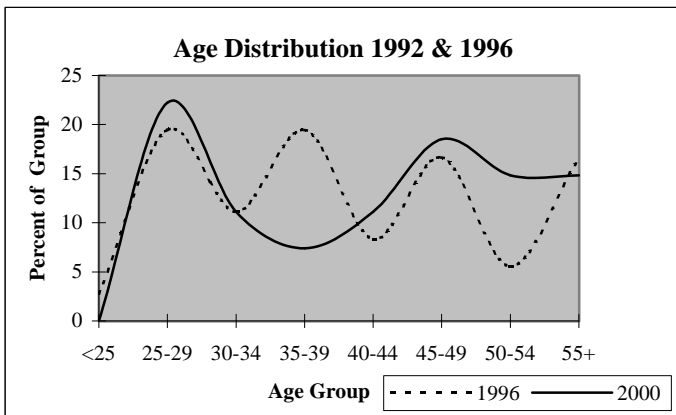
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	10	10	7	7	33.3%	29.4%	32.3%	23.3%	24.1%
4-7 Years	7	5	4	8	7	19.4%	14.7%	12.9%	26.7%	24.1%
8-11 Years	3	3	4	2	3	8.3%	8.8%	12.9%	6.7%	10.3%
12-15 Years	3	3	3	1	2	8.3%	8.8%	9.7%	3.3%	6.9%
16-19 Years	6	6	3	5	3	16.7%	17.6%	9.7%	16.7%	10.3%
20+ Years	5	7	7	7	7	13.9%	20.6%	22.6%	23.3%	24.1%
<b>Average Experience</b>	10.2	12.0	10.8	11.7	11.8					

# District Report for: BARNSDALL

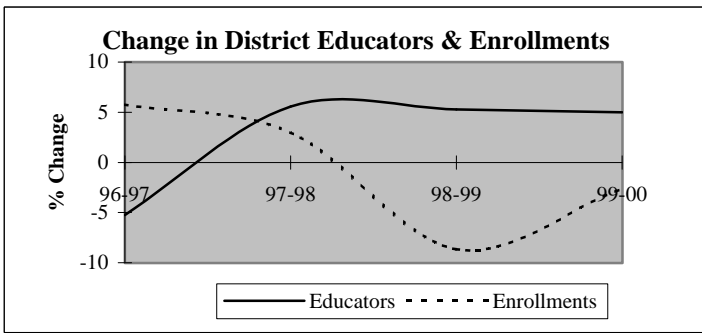
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	10	13	8	-	21.4%	24.4%	36.1%	22.9%	-
Attrition from Transfers	7	3	5	5	-	16.7%	7.3%	13.9%	14.3%	-
Attrition from Exits	2	7	8	3	-	4.8%	17.1%	22.2%	8.6%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>7</b>	<b>11</b>	<b>7</b>	<b>-</b>	<b>22.2%</b>	<b>20.6%</b>	<b>35.5%</b>	<b>23.3%</b>	<b>-</b>
Attrition from Transfers	6	3	5	4	-	16.7%	8.8%	16.1%	13.3%	-
Attrition from Exits	2	4	6	3	-	5.6%	11.8%	19.4%	10.0%	-
<b>District Retention</b>										
Educator Retention	33	31	23	27	-	78.6%	75.6%	63.9%	77.1%	-
Teacher Retention	28	27	20	23	-	77.8%	79.4%	64.5%	76.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	55.0%	30.0%	85.0%	78.2%	9.6%	87.8%
1 Year of Experience	63.6%	18.2%	81.8%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	72.7%	0.0%	72.7%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	10.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.8%	2.4%	8.3%	5.7%	2.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.0%	90.2%	80.6%	68.6%	88.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	7.3%	11.1%	25.7%	8.8%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: WYNONA

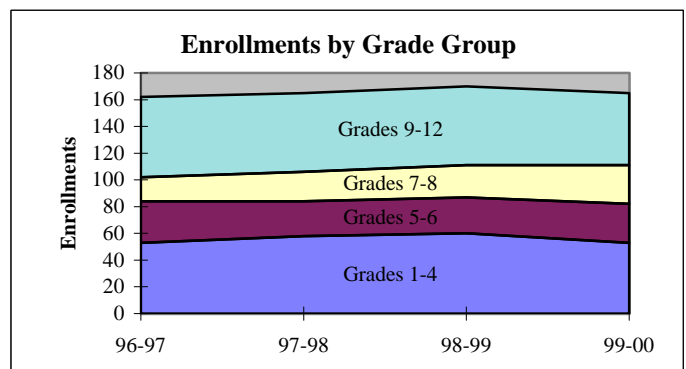
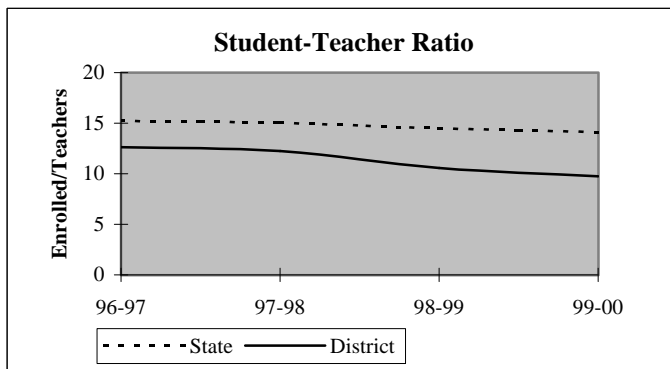


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.1	11.2	10.9	9.5	8.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.2	12.6	12.2	10.6	9.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-1	1	1	1	-	-	-	-	-
% Change in Educators	18.8%	-5.3%	5.6%	5.3%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	20	11	6	-18	-5	-	-	-	-	-
% Change in Enrollments	11.7%	5.8%	3.0%	-8.7%	-2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	26.3%	0.0%	15.8%	10.0%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.6%	5.3%	5.0%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.6%	5.3%	5.0%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.5%	11.1%	5.3%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	44.4	45.3	45.5	44.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.1	10.0	10.5	10.5	10.4	12.1	12.3	12.3	12.2	12.2
Average Salary	25,699	28,594	26,513	28,445	28,680	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.8%	12.5%	5.9%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.6%	68.8%	64.7%	61.1%	63.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	6.3%	5.9%	5.6%	10.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.0%	46.5%	54.3%	52.4%	47.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	7	8	9	11	31.6%	38.9%	42.1%	45.0%	52.4%
Attrition	3	1	4	1	0					
Attrition Rate	50.0%	14.3%	50.0%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	10	9	7	6	57.9%	55.6%	47.4%	35.0%	28.6%
Attrition	3	0	1	2	0					
Attrition Rate	27.3%	0.0%	11.1%	28.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	2	4	4	10.5%	5.6%	10.5%	20.0%	19.0%
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	4	4	4	10.5%	11.1%	21.1%	20.0%	19.0%

## District Report for: WYNONA

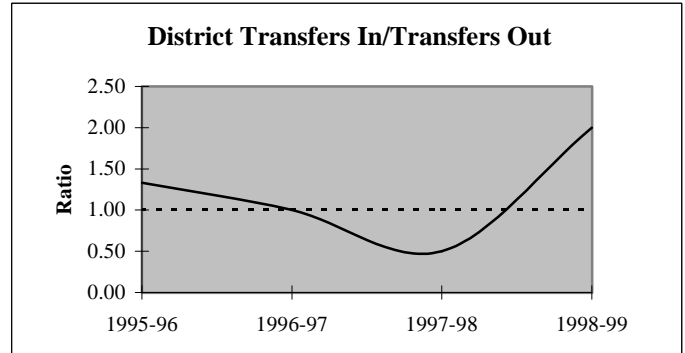
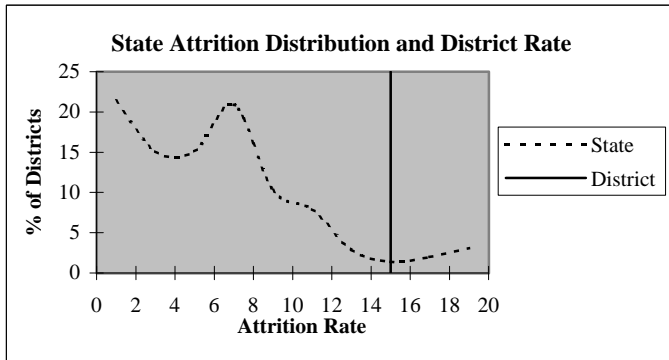
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	18	19	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	4.8%
Professional Staff	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	4.8%
<b>Total Teachers</b>	17	16	17	18	19	89.5%	88.9%	89.5%	90.0%	90.5%
Special Education	1	1	1	1	2	5.9%	6.3%	5.9%	5.6%	10.5%
Pre-K & Kindergarten	1	1	1	1	1	5.9%	6.3%	5.9%	5.6%	5.3%
Elementary	8	7	7	7	7	47.1%	43.8%	41.2%	38.9%	36.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	8	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.9%	6.3%	5.9%	5.6%	5.3%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.3%
Social Studies	1	1	1	3	3	5.9%	6.3%	5.9%	16.7%	15.8%
Foreign Language	1	0	1	0	0	5.9%	0.0%	5.9%	0.0%	0.0%
Math	1	2	1	1	1	5.9%	12.5%	5.9%	5.6%	5.3%
<b>Science</b>	1	1	1	1	1	5.9%	6.3%	5.9%	5.6%	5.3%
Biology	1	0	0	0	0	5.9%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	1	0.0%	6.3%	5.9%	5.6%	5.3%
Vocational Education	2	0	1	0	0	11.8%	0.0%	5.9%	0.0%	0.0%
Other	0	2	2	2	2	0.0%	12.5%	11.8%	11.1%	10.5%
<b>Total Enrollments</b>	191	202	208	190	185	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	40	43	20	20	17.3%	19.8%	20.7%	10.5%	10.8%
Grades 1-4	50	53	58	60	53	26.2%	26.2%	27.9%	31.6%	28.6%
Grades 5-6	23	31	26	27	29	12.0%	15.3%	12.5%	14.2%	15.7%
Grades 7-8	28	18	22	24	29	14.7%	8.9%	10.6%	12.6%	15.7%
Grades 9-12	57	60	59	59	54	29.8%	29.7%	28.4%	31.1%	29.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WYNONA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	18	19	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	11	12	17	14	17	57.9%	66.7%	89.5%	70.0%	81.0%
<b>Newly Hired</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>42.1%</b>	<b>33.3%</b>	<b>10.5%</b>	<b>30.0%</b>	<b>19.0%</b>
Transfers In	4	1	1	2	1	50.0%	16.7%	50.0%	33.3%	25.0%
Reentrants	0	3	0	1	0	0.0%	50.0%	0.0%	16.7%	0.0%
First Time Educators	4	2	1	3	3	50.0%	33.3%	50.0%	50.0%	75.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>36.8%</b>	<b>5.6%</b>	<b>26.3%</b>	<b>15.0%</b>	<b>-</b>
Transfers Out	3	1	2	1	-	42.9%	100.0%	40.0%	33.3%	-
Leave Oklahoma Educ.	4	0	3	2	-	57.1%	0.0%	60.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	36.8%	5.6%	26.3%	15.0%	-
Transfers In/Out	1.33	1.00	0.50	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>20</b>

## District Report for: WYNONA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	5.3%	5.6%	5.3%	5.0%	4.8%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	16	17	18	19	89.5%	88.9%	89.5%	90.0%	90.5%
White - Females	11	10	10	11	12	64.7%	62.5%	58.8%	61.1%	63.2%
White - Males	4	4	6	7	7	23.5%	25.0%	35.3%	38.9%	36.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	5.9%	6.3%	5.9%	0.0%	0.0%
Other - Males	1	1	0	0	0	5.9%	6.3%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	0	0	0	11.8%	12.5%	0.0%	0.0%	0.0%
25-29	1	0	2	2	3	5.9%	0.0%	12.5%	11.8%	17.6%
30-34	2	1	1	1	2	11.8%	6.3%	6.3%	5.9%	11.8%
35-39	1	1	0	1	1	5.9%	6.3%	0.0%	5.9%	5.9%
40-44	3	5	5	4	2	17.6%	31.3%	31.3%	23.5%	11.8%
45-49	3	1	2	3	2	17.6%	6.3%	12.5%	17.6%	11.8%
50-54	1	2	2	3	3	5.9%	12.5%	12.5%	17.6%	17.6%
55+	4	4	4	3	4	23.5%	25.0%	25.0%	17.6%	23.5%
<b>Average Age</b>	42.2	44.4	45.3	45.5	44.4					

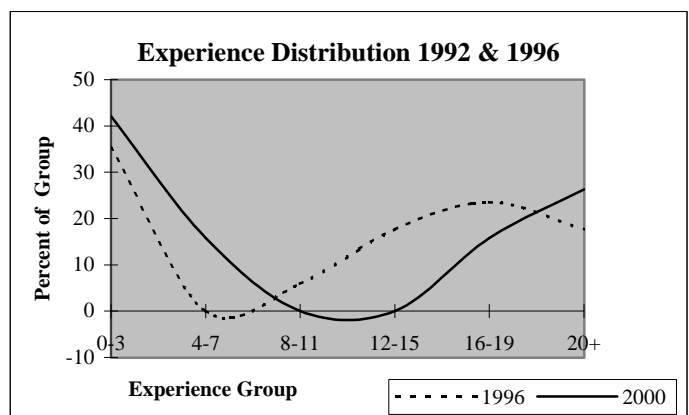
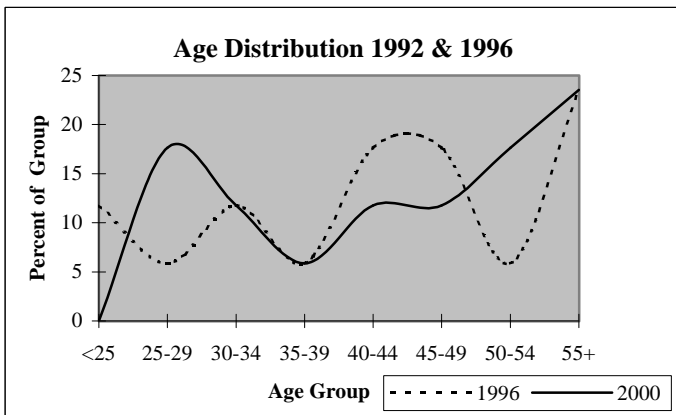
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	7	7	7	8	35.3%	43.8%	41.2%	38.9%	42.1%
4-7 Years	0	0	1	2	3	0.0%	0.0%	5.9%	11.1%	15.8%
8-11 Years	1	1	1	1	0	5.9%	6.3%	5.9%	5.6%	0.0%
12-15 Years	3	0	0	0	0	17.6%	0.0%	0.0%	0.0%	0.0%
16-19 Years	4	6	6	4	3	23.5%	37.5%	35.3%	22.2%	15.8%
20+ Years	3	2	2	4	5	17.6%	12.5%	11.8%	22.2%	26.3%
<b>Average Experience</b>	11.1	10.0	10.5	10.5	10.4					

## District Report for: WYNONA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	1	5	3	-	36.8%	5.6%	26.3%	15.0%	-
Attrition from Transfers	3	1	2	1	-	15.8%	5.6%	10.5%	5.0%	-
Attrition from Exits	4	0	3	2	-	21.1%	0.0%	15.8%	10.0%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>-</b>	<b>35.3%</b>	<b>6.3%</b>	<b>29.4%</b>	<b>11.1%</b>	<b>-</b>
Attrition from Transfers	3	1	2	1	-	17.6%	6.3%	11.8%	5.6%	-
Attrition from Exits	3	0	3	1	-	17.6%	0.0%	17.6%	5.6%	-
<b>District Retention</b>										
Educator Retention	12	17	14	17	-	63.2%	94.4%	73.7%	85.0%	-
Teacher Retention	11	15	12	16	-	64.7%	93.8%	70.6%	88.9%	-

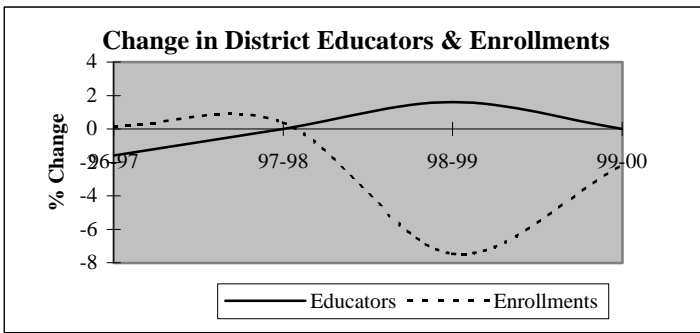
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	76.9%	0.0%	76.9%	78.2%	9.6%	87.8%
1 Year of Experience	55.6%	22.2%	77.8%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	66.7%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.6%	5.3%	10.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	78.9%	66.7%	89.5%	70.0%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	21.1%	27.8%	5.3%	20.0%	14.3%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: HOMINY

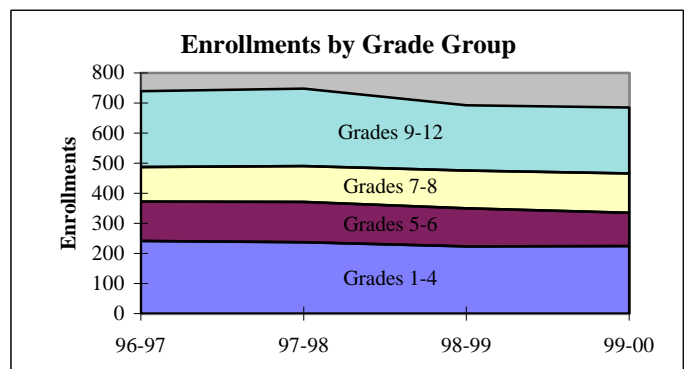
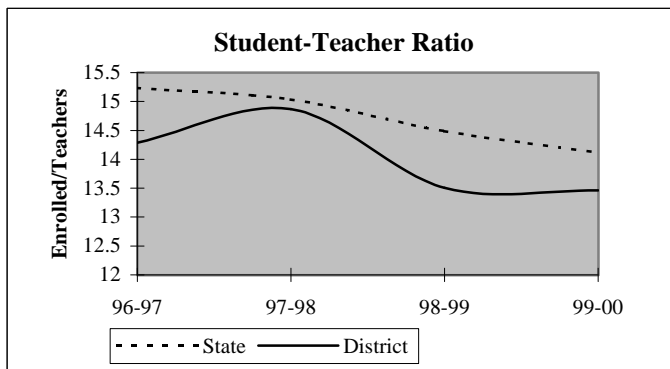


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	12.9	13.0	11.8	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.0	14.3	14.9	13.5	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	-1	0	1	0	-	-	-	-	-
% Change in Educators	-3.1%	-1.6%	0.0%	1.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	1	3	-60	-16	-	-	-	-	-
% Change in Enrollments	0.4%	0.1%	0.4%	-7.5%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	3.2%	3.2%	3.2%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	6.5%	6.5%	6.3%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.2%	3.2%	6.5%	6.3%	7.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.3%	11.3%	9.7%	9.5%	7.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.6%	1.6%	1.6%	1.6%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	39.8	40.0	41.7	42.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	10.7	11.3	12.1	13.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,214	28,180	28,752	28,939	29,690	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	10.7%	9.3%	9.1%	7.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.9%	69.6%	68.5%	70.9%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.3%	12.5%	13.0%	14.5%	13.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	54.8%	53.4%	54.8%	55.7%	54.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	27	28	24	22	36.5%	43.5%	45.2%	38.1%	34.9%
Attrition	1	3	5	2	0					
Attrition Rate	4.3%	11.1%	17.9%	8.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	36	31	29	34	35	57.1%	50.0%	46.8%	54.0%	55.6%
Attrition	5	1	1	1	0					
Attrition Rate	13.9%	3.2%	3.4%	2.9%	0.0%					
At Retirement Age	4	4	5	5	6	6.3%	6.5%	8.1%	7.9%	9.5%
Attrition	2	0	1	1	0					
Attrition Rate	50.0%	0.0%	20.0%	20.0%	0.0%					
At Retirement in 5 yrs.	8	5	6	7	10	12.7%	8.1%	9.7%	11.1%	15.9%

## District Report for: HOMINY

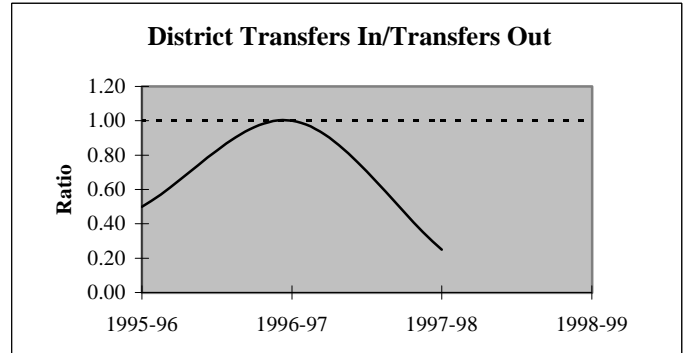
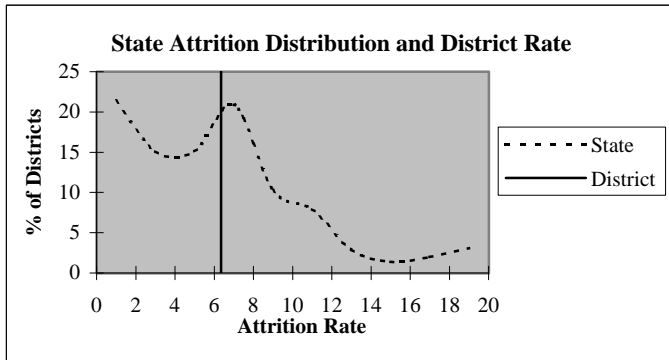
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	63	62	62	63	63	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	6.3%	6.5%	6.5%	6.3%	6.3%
Professional Staff	2	2	4	4	5	3.2%	3.2%	6.5%	6.3%	7.9%
<b>Total Teachers</b>	57	56	54	55	54	90.5%	90.3%	87.1%	87.3%	85.7%
Special Education	7	7	7	8	7	12.3%	12.5%	13.0%	14.5%	13.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	20	20	20	21	38.6%	35.7%	37.0%	36.4%	38.9%
<b>Middle School</b>	8	9	9	9	8	14.0%	16.1%	16.7%	16.4%	14.8%
Language Arts	3	2	2	3	1	5.3%	3.6%	3.7%	5.5%	1.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	1	1	1.8%	3.6%	3.7%	1.8%	1.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	1	3.5%	3.6%	3.7%	1.8%	1.9%
Science	2	2	2	1	1	3.5%	3.6%	3.7%	1.8%	1.9%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	1	1	3	4	0.0%	1.8%	1.9%	5.5%	7.4%
<b>High School (9-12)</b>	20	20	18	18	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	3	2	3	7.0%	7.1%	5.6%	3.6%	5.6%
Art & Music	1	1	1	1	1	1.8%	1.8%	1.9%	1.8%	1.9%
Social Studies	3	3	3	3	2	5.3%	5.4%	5.6%	5.5%	3.7%
Foreign Language	0	1	1	1	1	0.0%	1.8%	1.9%	1.8%	1.9%
Math	1	2	2	2	1	1.8%	3.6%	3.7%	3.6%	1.9%
<b>Science</b>	2	2	2	2	2	3.5%	3.6%	3.7%	3.6%	3.7%
Biology	1	1	1	1	1	1.8%	1.8%	1.9%	1.8%	1.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.8%	1.8%	1.9%	1.8%	1.9%
Vocational Education	4	5	3	2	3	7.0%	8.9%	5.6%	3.6%	5.6%
Other	5	2	3	5	5	8.8%	3.6%	5.6%	9.1%	9.3%
<b>Total Enrollments</b>	799	800	803	743	727	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	54	61	55	50	42	6.8%	7.6%	6.8%	6.7%	5.8%
Grades 1-4	245	241	237	223	225	30.7%	30.1%	29.5%	30.0%	30.9%
Grades 5-6	122	131	134	127	110	15.3%	16.4%	16.7%	17.1%	15.1%
Grades 7-8	128	115	119	126	131	16.0%	14.4%	14.8%	17.0%	18.0%
Grades 9-12	250	252	258	217	219	31.3%	31.5%	32.1%	29.2%	30.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: HOMINY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	63	62	62	63	63	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	59	55	58	55	59	93.7%	88.7%	93.5%	87.3%	93.7%
<b>Newly Hired</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>6.3%</b>	<b>11.3%</b>	<b>6.5%</b>	<b>12.7%</b>	<b>6.3%</b>
Transfers In	1	2	1	4	2	25.0%	28.6%	25.0%	50.0%	50.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	25.0%	0.0%	0.0%
First Time Educators	3	5	2	4	2	75.0%	71.4%	50.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>12.7%</b>	<b>6.5%</b>	<b>11.3%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	2	2	4	0	-	25.0%	50.0%	57.1%	0.0%	-
Leave Oklahoma Educ.	6	2	3	4	-	75.0%	50.0%	42.9%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	12.7%	6.5%	11.3%	6.3%	-
Transfers In/Out	0.50	1.00	0.25	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	14	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	18	University of Tulsa, Tulsa	1
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	63

## District Report for: HOMINY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	6.3%	6.5%	6.5%	6.3%	6.3%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	4	4	5	3.2%	3.2%	6.5%	6.3%	7.9%
White - Females	1	1	3	3	4	50.0%	50.0%	75.0%	75.0%	80.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	50.0%	50.0%	25.0%	25.0%	20.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	57	56	54	55	54	90.5%	90.3%	87.1%	87.3%	85.7%
White - Females	39	36	35	37	37	68.4%	64.3%	64.8%	67.3%	68.5%
White - Males	15	14	14	13	13	26.3%	25.0%	25.9%	23.6%	24.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.8%	1.8%	1.9%	1.8%	1.9%
Other - Females	2	3	2	2	2	3.5%	5.4%	3.7%	3.6%	3.7%
Other - Males	0	2	2	2	1	0.0%	3.6%	3.7%	3.6%	1.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	1.8%	0.0%	0.0%	0.0%	0.0%
25-29	8	12	10	4	3	14.0%	21.4%	18.5%	7.4%	5.7%
30-34	6	8	8	12	10	10.5%	14.3%	14.8%	22.2%	18.9%
35-39	10	8	9	8	10	17.5%	14.3%	16.7%	14.8%	18.9%
40-44	7	7	8	8	8	12.3%	12.5%	14.8%	14.8%	15.1%
45-49	14	10	9	9	6	24.6%	17.9%	16.7%	16.7%	11.3%
50-54	9	8	8	11	13	15.8%	14.3%	14.8%	20.4%	24.5%
55+	2	3	2	2	3	3.5%	5.4%	3.7%	3.7%	5.7%
<b>Average Age</b>	40.7	39.8	40.0	41.7	42.5					

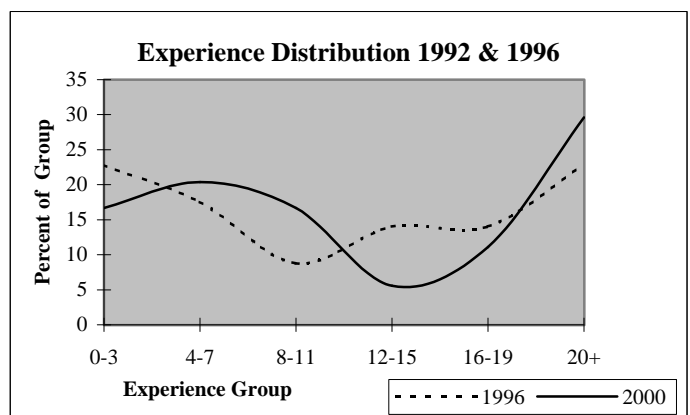
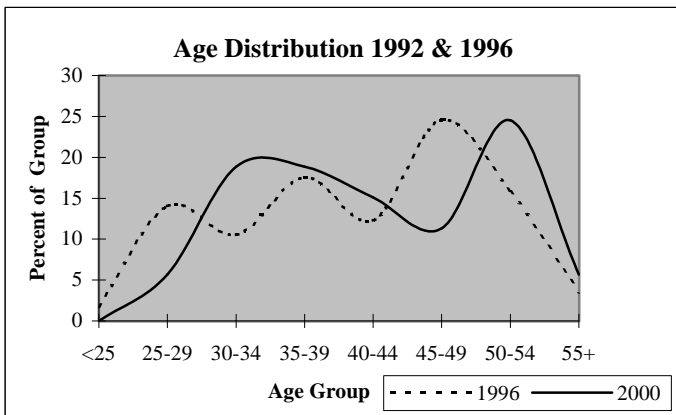
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	15	15	11	9	22.8%	26.8%	27.8%	20.0%	16.7%
4-7 Years	10	12	12	12	11	17.5%	21.4%	22.2%	21.8%	20.4%
8-11 Years	5	3	2	7	9	8.8%	5.4%	3.7%	12.7%	16.7%
12-15 Years	8	7	5	3	3	14.0%	12.5%	9.3%	5.5%	5.6%
16-19 Years	8	8	10	7	6	14.0%	14.3%	18.5%	12.7%	11.1%
20+ Years	13	11	10	15	16	22.8%	19.6%	18.5%	27.3%	29.6%
<b>Average Experience</b>	12.0	10.7	11.3	12.1	13.0					

# District Report for: HOMINY

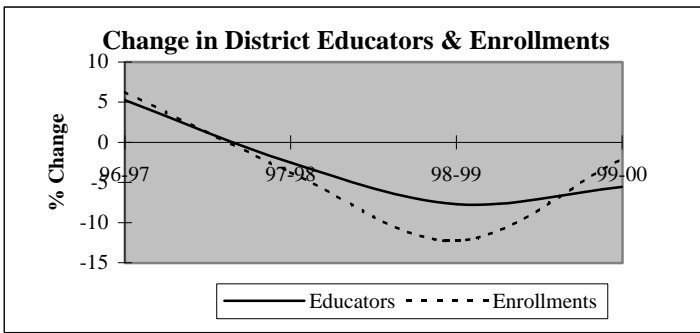
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	4	7	4	-	12.7%	6.5%	11.3%	6.3%	-
Attrition from Transfers	2	2	4	0	-	3.2%	3.2%	6.5%	0.0%	-
Attrition from Exits	6	2	3	4	-	9.5%	3.2%	4.8%	6.3%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>12.3%</b>	<b>7.1%</b>	<b>11.1%</b>	<b>5.5%</b>	<b>-</b>
Attrition from Transfers	2	2	4	0	-	3.5%	3.6%	7.4%	0.0%	-
Attrition from Exits	5	2	2	3	-	8.8%	3.6%	3.7%	5.5%	-
<b>District Retention</b>										
Educator Retention	55	58	55	59	-	87.3%	93.5%	88.7%	93.7%	-
Teacher Retention	50	52	48	52	-	87.7%	92.9%	88.9%	94.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.0%	5.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	6.7%	86.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	94.4%	5.6%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	5.6%	94.4%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	13.3%	93.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.6%	1.6%	0.0%	1.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	90.3%	93.5%	93.7%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	8.1%	4.8%	6.3%	3.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PRUE

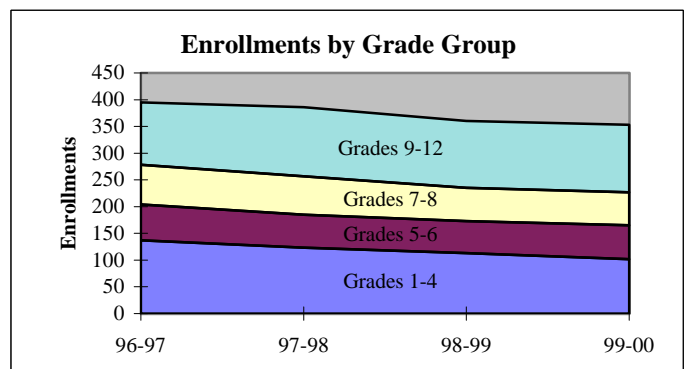
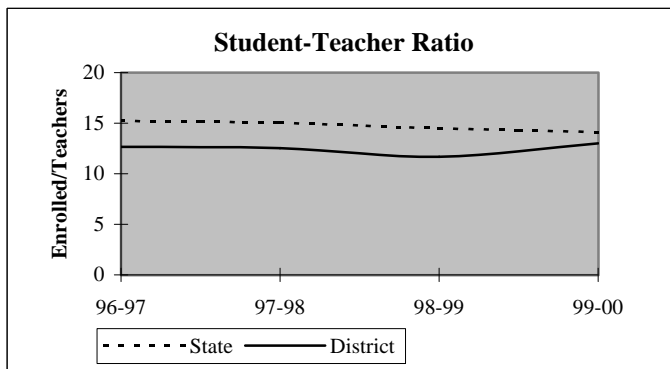


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.4	11.3	10.7	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.7	12.5	11.7	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	2	-1	-3	-2	-	-	-	-	-
% Change in Educators	8.6%	5.3%	-2.5%	-7.7%	-5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	22	27	-17	-54	-8	-	-	-	-	-
% Change in Enrollments	5.4%	6.3%	-3.7%	-12.3%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.9%	12.5%	5.1%	11.1%	2.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.9%	7.5%	5.1%	2.8%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.6%	2.5%	5.1%	5.6%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.5%	12.5%	12.8%	11.1%	11.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	50.0%	100.0%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	5.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.5	38.6	39.1	39.9	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	9.2	10.4	11.4	11.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,427	25,775	27,486	27,055	28,516	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.8%	11.1%	11.4%	9.1%	10.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.7%	69.4%	68.6%	72.7%	65.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.8%	11.1%	8.6%	9.1%	6.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.5%	21.1%	19.4%	19.5%	20.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	19	23	21	16	14	50.0%	57.5%	53.8%	44.4%	41.2%
Attrition	0	4	4	4	0					
Attrition Rate	0.0%	17.4%	19.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	15	14	17	18	44.7%	37.5%	35.9%	47.2%	52.9%
Attrition	1	1	1	2	0					
Attrition Rate	5.9%	6.7%	7.1%	11.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	3	2	5.3%	5.0%	10.3%	8.3%	5.9%
Attrition Rate	1	0	1	1	0					
Attrition Rate	50.0%	0.0%	25.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	5	4	3	5	7.9%	12.5%	10.3%	8.3%	14.7%

## District Report for: PRUE

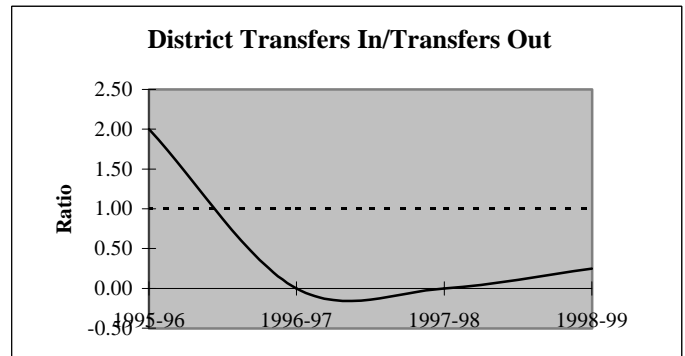
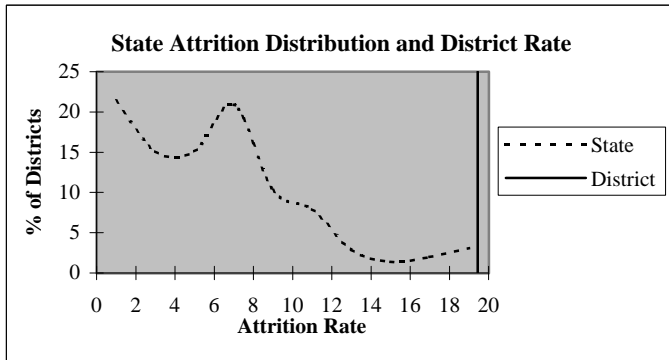
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	40	39	36	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	1	3	7.9%	7.5%	5.1%	2.8%	8.8%
Professional Staff	1	1	2	2	2	2.6%	2.5%	5.1%	5.6%	5.9%
<b>Total Teachers</b>	34	36	35	33	29	89.5%	90.0%	89.7%	91.7%	85.3%
Special Education	4	4	3	3	2	11.8%	11.1%	8.6%	9.1%	6.9%
Pre-K & Kindergarten	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
Elementary	15	16	16	14	13	44.1%	44.4%	45.7%	42.4%	44.8%
<b>Middle School</b>	5	6	6	6	4	14.7%	16.7%	17.1%	18.2%	13.8%
Language Arts	1	1	1	1	1	2.9%	2.8%	2.9%	3.0%	3.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	2	2.9%	2.8%	2.9%	6.1%	6.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	0	2.9%	2.8%	2.9%	3.0%	0.0%
Science	1	1	1	0	1	2.9%	2.8%	2.9%	0.0%	3.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	2	2	0	2.9%	5.6%	5.7%	6.1%	0.0%
<b>High School (9-12)</b>	9	10	10	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	2	2	2	5.9%	2.8%	5.7%	6.1%	6.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	3	3	4	5.9%	8.3%	8.6%	9.1%	13.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	2.9%	2.8%	2.9%	3.0%	3.4%
<b>Science</b>	1	1	1	1	1	2.9%	2.8%	2.9%	3.0%	3.4%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.9%	2.8%	2.9%	3.0%	3.4%
Vocational Education	3	2	2	2	1	8.8%	5.6%	5.7%	6.1%	3.4%
Other	0	2	1	1	1	0.0%	5.6%	2.9%	3.0%	3.4%
<b>Total Enrollments</b>	429	456	439	385	377	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	43	61	53	25	22	10.0%	13.4%	12.1%	6.5%	5.8%
Grades 1-4	128	137	123	113	102	29.8%	30.0%	28.0%	29.4%	27.1%
Grades 5-6	65	67	62	60	63	15.2%	14.7%	14.1%	15.6%	16.7%
Grades 7-8	68	74	72	62	62	15.9%	16.2%	16.4%	16.1%	16.4%
Grades 9-12	125	117	129	125	126	29.1%	25.7%	29.4%	32.5%	33.4%
Ungraded	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	0.5%



## District Report for: PRUE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	40	39	36	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	36	35	33	29	76.3%	90.0%	89.7%	91.7%	85.3%
<b>Newly Hired</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>23.7%</b>	<b>10.0%</b>	<b>10.3%</b>	<b>8.3%</b>	<b>14.7%</b>
Transfers In	2	0	0	1	3	22.2%	0.0%	0.0%	33.3%	60.0%
Reentrants	1	0	1	0	0	11.1%	0.0%	25.0%	0.0%	0.0%
First Time Educators	6	4	3	2	2	66.7%	100.0%	75.0%	66.7%	40.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>-</b>	<b>5.3%</b>	<b>12.5%</b>	<b>15.4%</b>	<b>19.4%</b>	<b>-</b>
Transfers Out	1	3	6	4	-	50.0%	60.0%	100.0%	57.1%	-
Leave Oklahoma Educ.	1	2	0	3	-	50.0%	40.0%	0.0%	42.9%	-

Dynamics Rates	District Rates				
District Attrition	5.3%	12.5%	15.4%	19.4%	-
Transfers In/Out	2.00	0.00	0.00	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	18	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	38



## District Report for: PRUE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	2	1	3	7.9%	7.5%	5.1%	2.8%	8.8%
White - Females	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	66.7%
White - Males	2	2	1	0	0	66.7%	66.7%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	33.3%	33.3%	50.0%	100.0%	33.3%
<b>Professional Staff</b>	1	1	2	2	2	2.6%	2.5%	5.1%	5.6%	5.9%
White - Females	1	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	34	36	35	33	29	89.5%	90.0%	89.7%	91.7%	85.3%
White - Females	19	21	20	21	17	55.9%	58.3%	57.1%	63.6%	58.6%
White - Males	12	11	11	9	9	35.3%	30.6%	31.4%	27.3%	31.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	3	2	8.8%	11.1%	11.4%	9.1%	6.9%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	1	0	2.9%	2.9%	2.9%	3.0%	0.0%
25-29	11	12	10	6	5	32.4%	34.3%	28.6%	18.2%	17.9%
30-34	5	4	7	9	8	14.7%	11.4%	20.0%	27.3%	28.6%
35-39	1	3	2	3	3	2.9%	8.6%	5.7%	9.1%	10.7%
40-44	3	2	1	1	1	8.8%	5.7%	2.9%	3.0%	3.6%
45-49	4	4	5	2	2	11.8%	11.4%	14.3%	6.1%	7.1%
50-54	6	6	6	7	6	17.6%	17.1%	17.1%	21.2%	21.4%
55+	3	3	3	4	3	8.8%	8.6%	8.6%	12.1%	10.7%
<b>Average Age</b>	38.5	38.6	39.1	39.9	40.3					

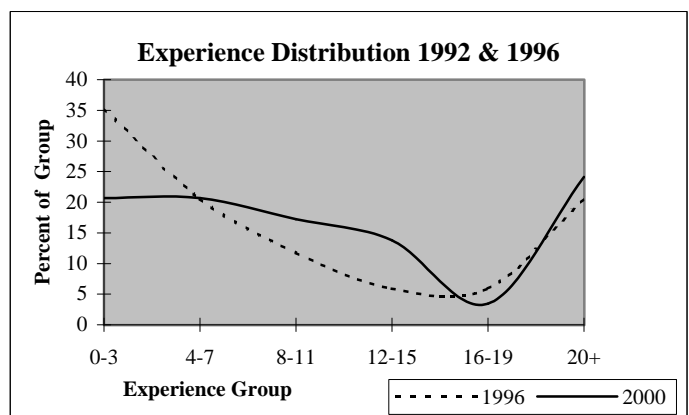
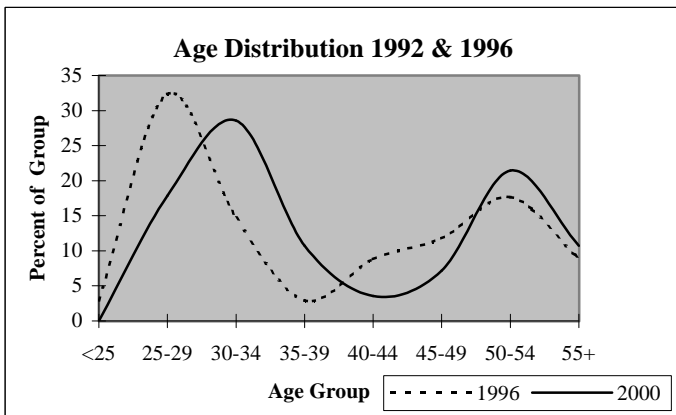
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	13	11	8	6	35.3%	36.1%	31.4%	24.2%	20.7%
4-7 Years	7	9	8	6	6	20.6%	25.0%	22.9%	18.2%	20.7%
8-11 Years	4	2	3	6	5	11.8%	5.6%	8.6%	18.2%	17.2%
12-15 Years	2	2	3	4	4	5.9%	5.6%	8.6%	12.1%	13.8%
16-19 Years	2	3	3	2	1	5.9%	8.3%	8.6%	6.1%	3.4%
20+ Years	7	7	7	7	7	20.6%	19.4%	20.0%	21.2%	24.1%
<b>Average Experience</b>	9.4	9.2	10.4	11.4	11.6					

## District Report for: PRUE

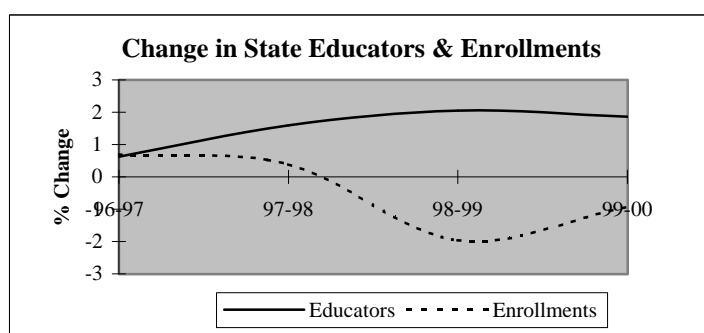
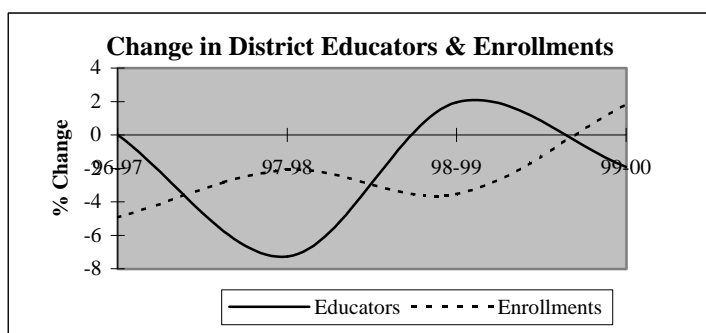
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	6	7	-	5.3%	12.5%	15.4%	19.4%	-
Attrition from Transfers	1	3	6	4	-	2.6%	7.5%	15.4%	11.1%	-
Attrition from Exits	1	2	0	3	-	2.6%	5.0%	0.0%	8.3%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>2.9%</b>	<b>11.1%</b>	<b>14.3%</b>	<b>18.2%</b>	<b>-</b>
Attrition from Transfers	1	2	5	4	-	2.9%	5.6%	14.3%	12.1%	-
Attrition from Exits	0	2	0	2	-	0.0%	5.6%	0.0%	6.1%	-
<b>District Retention</b>										
Educator Retention	36	35	33	29	-	94.7%	87.5%	84.6%	80.6%	-
Teacher Retention	33	32	30	27	-	97.1%	88.9%	85.7%	81.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	11.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	64.7%	29.4%	94.1%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	11.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	18.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	11.1%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.6%	5.0%	5.1%	0.0%	2.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	78.9%	85.0%	84.6%	94.4%	91.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.4%	10.0%	10.3%	5.6%	5.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WOODLAND

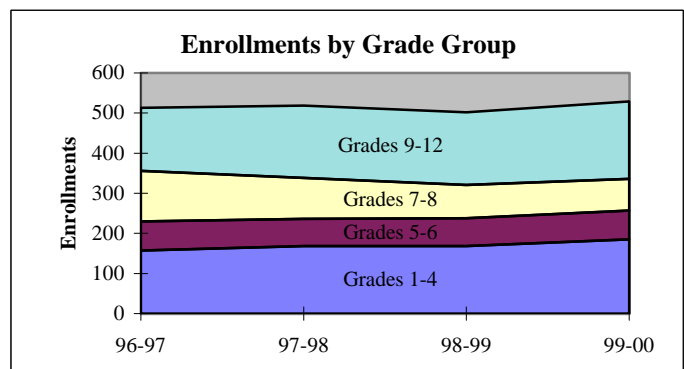
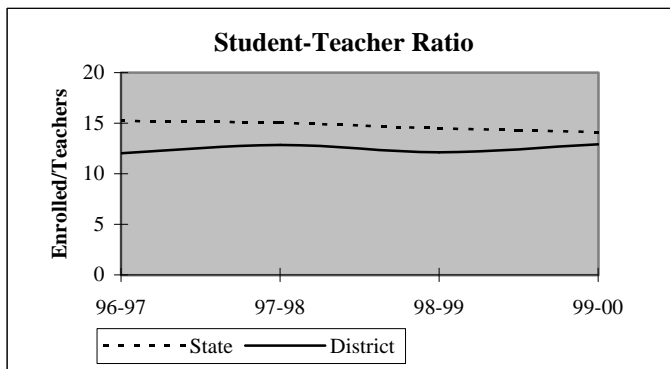


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	10.5	11.1	10.5	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	12.0	12.8	12.1	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	-4	1	-1	-	-	-	-	-
% Change in Educators	-1.8%	0.0%	-7.3%	2.0%	-1.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-30	-12	-20	10	-	-	-	-	-
% Change in Enrollments	-1.0%	-4.9%	-2.1%	-3.5%	1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.1%	7.3%	0.0%	5.8%	2.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.3%	7.8%	7.7%	7.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.5%	5.5%	5.9%	5.8%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.9%	10.9%	7.8%	11.5%	13.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	5.5%	3.6%	3.9%	1.9%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	43.8	42.5	42.7	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	14.6	14.0	14.1	15.2	12.1	12.3	12.3	12.2	12.2
Average Salary	28,008	28,040	29,704	29,664	30,910	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.5%	12.5%	9.1%	13.3%	16.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	75.0%	75.0%	73.3%	72.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	10.4%	9.1%	8.9%	9.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.5%	43.8%	43.0%	41.2%	44.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	15	13	12	8	32.7%	27.3%	25.5%	23.1%	15.7%
Attrition	1	1	1	2	0					
Attrition Rate	5.6%	6.7%	7.7%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	32	34	33	33	35	58.2%	61.8%	64.7%	63.5%	68.6%
Attrition	2	4	4	3	0					
Attrition Rate	6.3%	11.8%	12.1%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	6	5	7	8	9.1%	10.9%	9.8%	13.5%	15.7%
Attrition	0	3	0	2	0					
Attrition Rate	0.0%	50.0%	0.0%	28.6%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	10	6	9	8	10.9%	18.2%	11.8%	17.3%	15.7%

## District Report for: WOODLAND

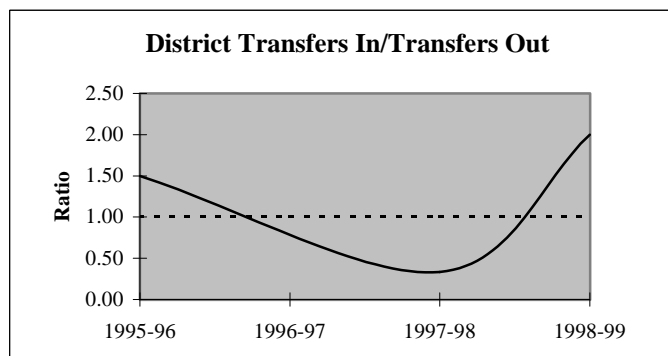
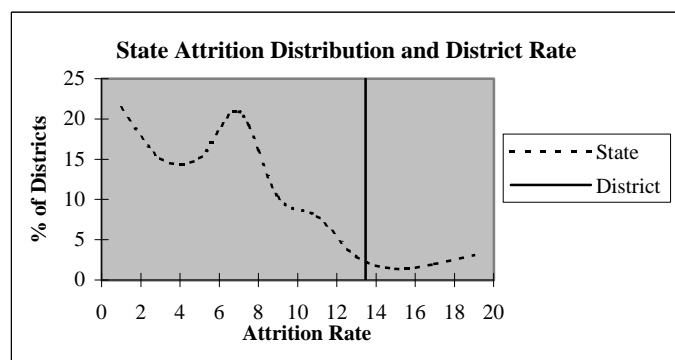
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	55	55	51	52	51	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.3%	7.3%	7.8%	7.7%	7.8%
Professional Staff	3	3	3	3	4	5.5%	5.5%	5.9%	5.8%	7.8%
<b>Total Teachers</b>	48	48	44	45	43	87.3%	87.3%	86.3%	86.5%	84.3%
Special Education	4	5	4	4	4	8.3%	10.4%	9.1%	8.9%	9.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	23	22	23	23	23	47.9%	45.8%	52.3%	51.1%	53.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	21	21	17	18	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	2	2	2	6.3%	6.3%	4.5%	4.4%	4.7%
Art & Music	2	2	1	2	1	4.2%	4.2%	2.3%	4.4%	2.3%
Social Studies	2	4	3	1	3	4.2%	8.3%	6.8%	2.2%	7.0%
Foreign Language	1	1	1	1	1	2.1%	2.1%	2.3%	2.2%	2.3%
Math	3	3	3	2	2	6.3%	6.3%	6.8%	4.4%	4.7%
<b>Science</b>	1	2	2	2	2	2.1%	4.2%	4.5%	4.4%	4.7%
Biology	0	0	1	1	1	0.0%	0.0%	2.3%	2.2%	2.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	1	1	2.1%	4.2%	2.3%	2.2%	2.3%
Vocational Education	4	4	4	3	2	8.3%	8.3%	9.1%	6.7%	4.7%
Other	5	2	1	5	3	10.4%	4.2%	2.3%	11.1%	7.0%
<b>Total Enrollments</b>	607	577	565	545	555	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	66	64	46	43	26	10.9%	11.1%	8.1%	7.9%	4.7%
Grades 1-4	166	157	168	168	185	27.3%	27.2%	29.7%	30.8%	33.3%
Grades 5-6	95	73	68	70	72	15.7%	12.7%	12.0%	12.8%	13.0%
Grades 7-8	108	126	102	83	79	17.8%	21.8%	18.1%	15.2%	14.2%
Grades 9-12	169	157	181	181	193	27.8%	27.2%	32.0%	33.2%	34.8%
Ungraded	3	0	0	0	0	0.5%	0.0%	0.0%	0.0%	0.0%



## District Report for: WOODLAND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	55	55	51	52	51	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	49	52	47	46	45	89.1%	94.5%	92.2%	88.5%	88.2%
<b>Newly Hired</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>10.9%</b>	<b>5.5%</b>	<b>7.8%</b>	<b>11.5%</b>	<b>11.8%</b>
Transfers In	3	2	1	2	5	50.0%	66.7%	25.0%	33.3%	83.3%
Reentrants	2	0	1	1	1	33.3%	0.0%	25.0%	16.7%	16.7%
First Time Educators	1	1	2	3	0	16.7%	33.3%	50.0%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>-</b>	<b>5.5%</b>	<b>14.5%</b>	<b>9.8%</b>	<b>13.5%</b>	<b>-</b>
Transfers Out	2	0	3	1	-	66.7%	0.0%	60.0%	14.3%	-
Leave Oklahoma Educ.	1	8	2	6	-	33.3%	100.0%	40.0%	85.7%	-

Dynamics Rates	District Rates				
District Attrition	5.5%	14.5%	9.8%	13.5%	-
Transfers In/Out	1.50	nc	0.33	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	31	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	8	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>56</b>

## District Report for: WOODLAND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.3%	7.3%	7.8%	7.7%	7.8%
White - Females	3	2	2	1	1	75.0%	50.0%	50.0%	25.0%	25.0%
White - Males	1	2	2	3	3	25.0%	50.0%	50.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	4	5.5%	5.5%	5.9%	5.8%	7.8%
White - Females	2	2	3	3	4	66.7%	66.7%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	48	48	44	45	43	87.3%	87.3%	86.3%	86.5%	84.3%
White - Females	34	34	32	31	29	70.8%	70.8%	72.7%	68.9%	67.4%
White - Males	8	8	8	8	7	16.7%	16.7%	18.2%	17.8%	16.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	1	2	2	4.2%	4.2%	2.3%	4.4%	4.7%
Other - Males	4	4	3	4	5	8.3%	8.3%	6.8%	8.9%	11.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	0	0.0%	0.0%	0.0%	4.4%	0.0%
25-29	2	3	4	3	3	4.2%	6.3%	9.1%	6.7%	7.0%
30-34	10	8	7	5	5	20.8%	16.7%	15.9%	11.1%	11.6%
35-39	5	4	5	7	8	10.4%	8.3%	11.4%	15.6%	18.6%
40-44	13	11	9	9	6	27.1%	22.9%	20.5%	20.0%	14.0%
45-49	7	9	10	7	9	14.6%	18.8%	22.7%	15.6%	20.9%
50-54	5	6	3	6	6	10.4%	12.5%	6.8%	13.3%	14.0%
55+	6	7	6	6	6	12.5%	14.6%	13.6%	13.3%	14.0%
<b>Average Age</b>	42.8	43.8	42.5	42.7	44.1					

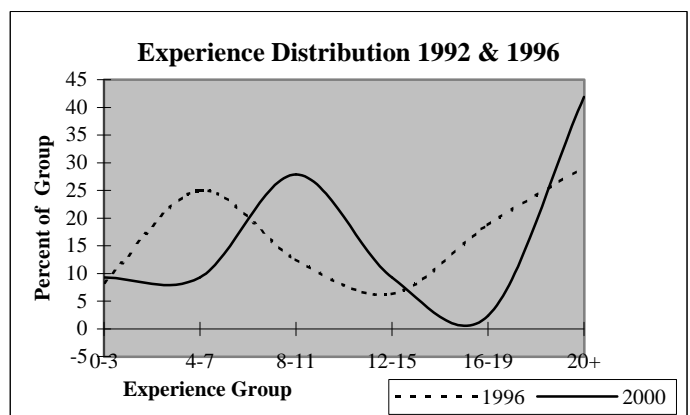
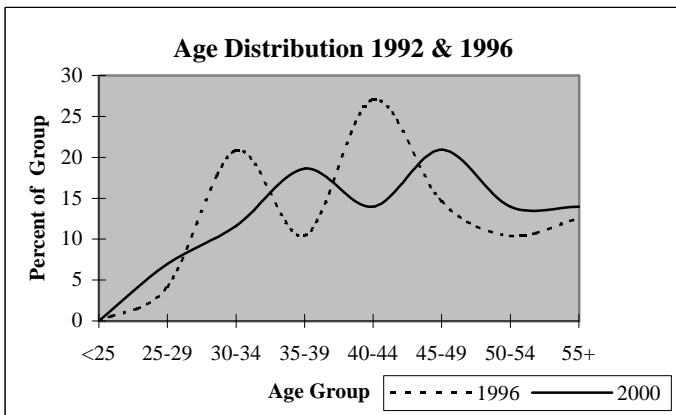
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	5	5	4	8.3%	8.3%	11.4%	11.1%	9.3%
4-7 Years	12	9	6	6	4	25.0%	18.8%	13.6%	13.3%	9.3%
8-11 Years	6	8	11	10	12	12.5%	16.7%	25.0%	22.2%	27.9%
12-15 Years	3	4	3	6	4	6.3%	8.3%	6.8%	13.3%	9.3%
16-19 Years	9	8	7	3	1	18.8%	16.7%	15.9%	6.7%	2.3%
20+ Years	14	15	12	15	18	29.2%	31.3%	27.3%	33.3%	41.9%
<b>Average Experience</b>	13.8	14.6	14.0	14.1	15.2					

# District Report for: WOODLAND

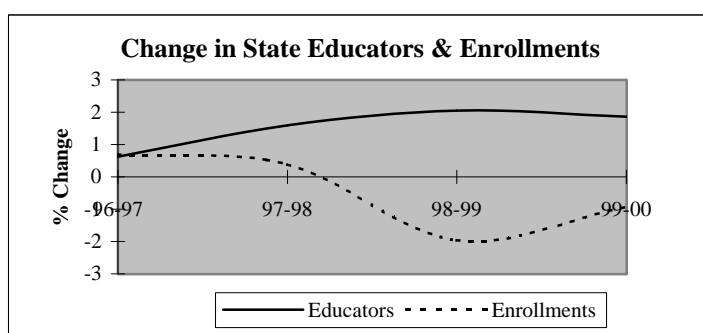
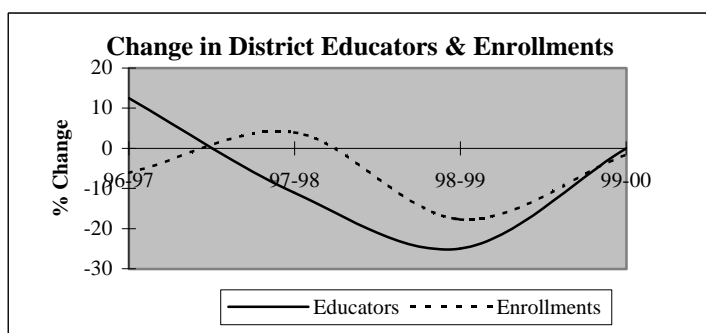
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	8	5	7	-	5.5%	14.5%	9.8%	13.5%	-
Attrition from Transfers	2	0	3	1	-	3.6%	0.0%	5.9%	1.9%	-
Attrition from Exits	1	8	2	6	-	1.8%	14.5%	3.9%	11.5%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>4.2%</b>	<b>14.6%</b>	<b>6.8%</b>	<b>13.3%</b>	<b>-</b>
Attrition from Transfers	2	0	2	1	-	4.2%	0.0%	4.5%	2.2%	-
Attrition from Exits	0	7	1	5	-	0.0%	14.6%	2.3%	11.1%	-
<b>District Retention</b>										
Educator Retention	52	47	46	45	-	94.5%	85.5%	90.2%	86.5%	-
Teacher Retention	46	41	41	39	-	95.8%	85.4%	93.2%	86.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	12.5%	62.5%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	0.0%	77.8%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.8%	5.5%	2.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.7%	90.9%	92.2%	92.3%	98.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.5%	1.8%	5.9%	7.7%	2.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TURKEY FORD



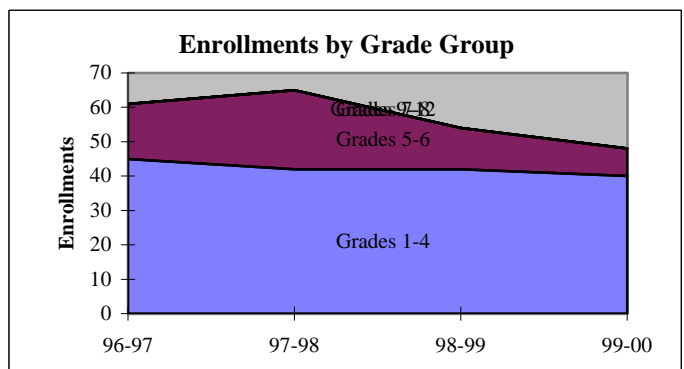
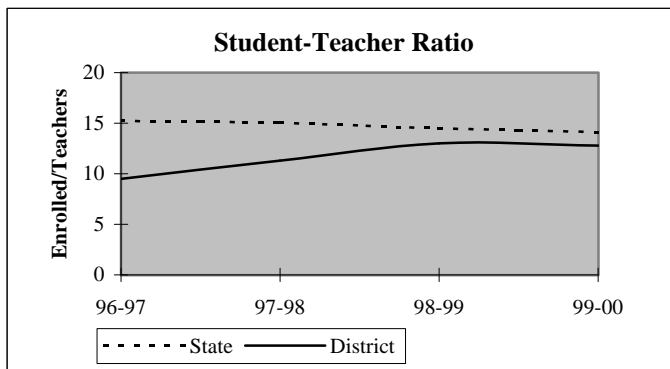
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.1	8.4	9.9	10.8	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.6	9.5	11.3	13.0	12.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-1	-2	0	-	-	-	-	-
% Change in Educators	14.3%	12.5%	-11.1%	-25.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	-5	3	-14	-1	-	-	-	-	-
% Change in Enrollments	17.4%	-6.2%	3.9%	-17.7%	-1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	25.0%	22.2%	12.5%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	11.1%	12.5%	16.7%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	12.5%	16.7%	16.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.4	38.8	38.0	41.8	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	8.4	7.4	11.0	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	25,130	24,863	27,547	31,141	31,805	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.6%	38.2%	55.7%	34.2%	42.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	3	3	0	0	50.0%	33.3%	37.5%	0.0%	0.0%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	66.7%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	6	5	6	6	50.0%	66.7%	62.5%	100.0%	100.0%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	0	0	0	0.0%	11.1%	0.0%	0.0%	0.0%



## District Report for: TURKEY FORD

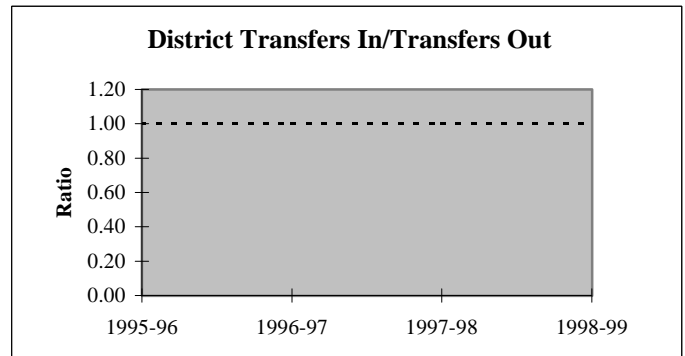
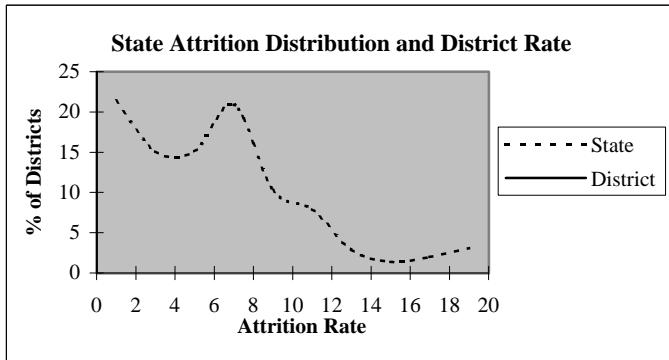
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	8	9	8	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	12.5%	11.1%	12.5%	16.7%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	7	8	7	5	5	87.5%	88.9%	87.5%	83.3%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%
Elementary	7	8	7	5	4	100.0%	100.0%	100.0%	100.0%	80.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	81	76	79	65	64	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	15	14	10	15	13.6%	19.7%	17.7%	15.4%	23.4%
Grades 1-4	58	45	42	42	40	71.6%	59.2%	53.2%	64.6%	62.5%
Grades 5-6	12	16	23	12	8	14.8%	21.1%	29.1%	18.5%	12.5%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	1	1	0.0%	0.0%	0.0%	1.5%	1.6%



## District Report for: TURKEY FORD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	8	9	8	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	8	7	6	6	87.5%	88.9%	87.5%	100.0%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12.5%</b>	<b>11.1%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>22.2%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	2	2	0	-	0.0%	100.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	22.2%	25.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>8</b>

## District Report for: TURKEY FORD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	12.5%	11.1%	12.5%	16.7%	16.7%
White - Females	0	0	1	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	7	8	7	5	5	87.5%	88.9%	87.5%	83.3%	83.3%
White - Females	7	8	7	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	0	0	14.3%	12.5%	14.3%	0.0%	0.0%
30-34	2	3	2	1	0	28.6%	37.5%	28.6%	20.0%	0.0%
35-39	0	0	1	1	2	0.0%	0.0%	14.3%	20.0%	40.0%
40-44	2	2	2	1	0	28.6%	25.0%	28.6%	20.0%	0.0%
45-49	1	1	0	1	2	14.3%	12.5%	0.0%	20.0%	40.0%
50-54	1	1	1	1	1	14.3%	12.5%	14.3%	20.0%	20.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.4	38.8	38.0	41.8	42.8					

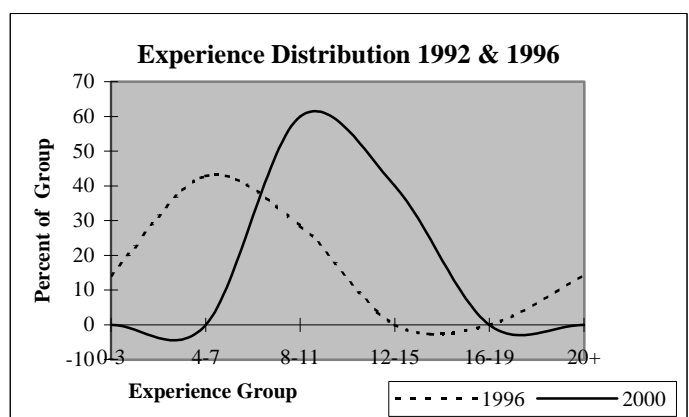
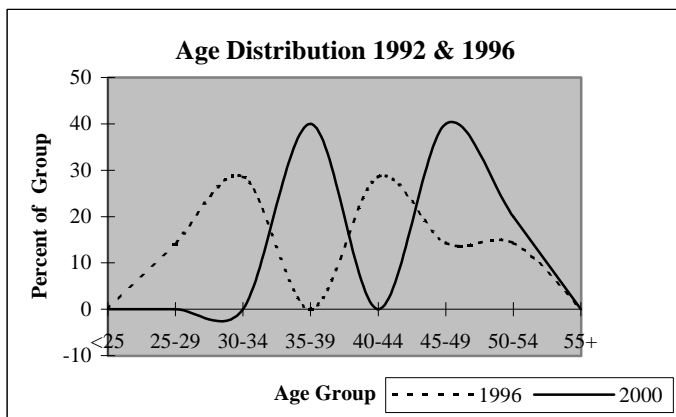
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	2	0	0	14.3%	25.0%	28.6%	0.0%	0.0%
4-7 Years	3	1	0	0	0	42.9%	12.5%	0.0%	0.0%	0.0%
8-11 Years	2	3	4	3	3	28.6%	37.5%	57.1%	60.0%	60.0%
12-15 Years	0	1	1	2	2	0.0%	12.5%	14.3%	40.0%	40.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	1	1	0	0	0	14.3%	12.5%	0.0%	0.0%	0.0%
<b>Average Experience</b>	8.7	8.4	7.4	11.0	12.0					

## District Report for: TURKEY FORD

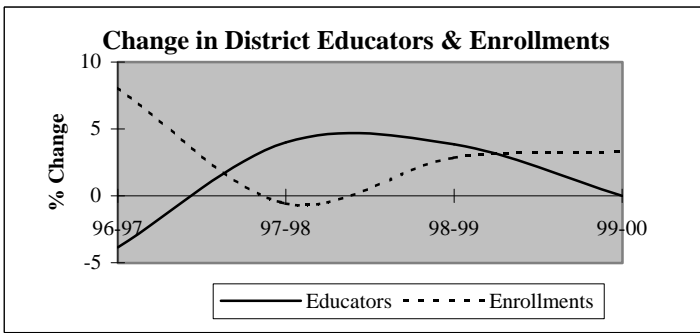
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	0	-	0.0%	22.2%	25.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	2	0	-	0.0%	22.2%	25.0%	0.0%	-
<b>Teacher Attrition</b>	0	1	2	0	-	0.0%	12.5%	28.6%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	2	0	-	0.0%	12.5%	28.6%	0.0%	-
<b>District Retention</b>										
Educator Retention	8	7	6	6	-	100.0%	77.8%	75.0%	100.0%	-
Teacher Retention	7	7	5	5	-	100.0%	87.5%	71.4%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	0.0%	0.0%	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	11.1%	12.5%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.5%	77.8%	75.0%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	11.1%	12.5%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WYANDOTTE

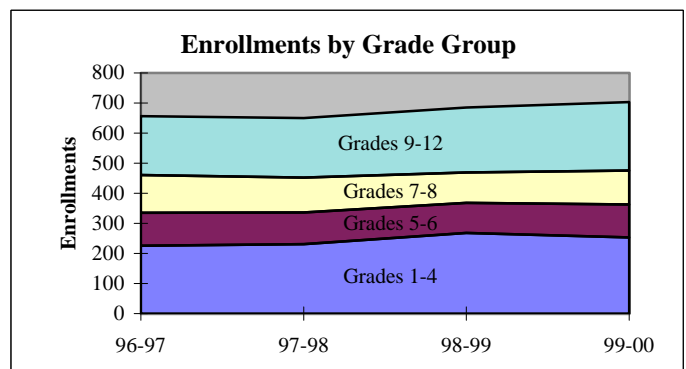
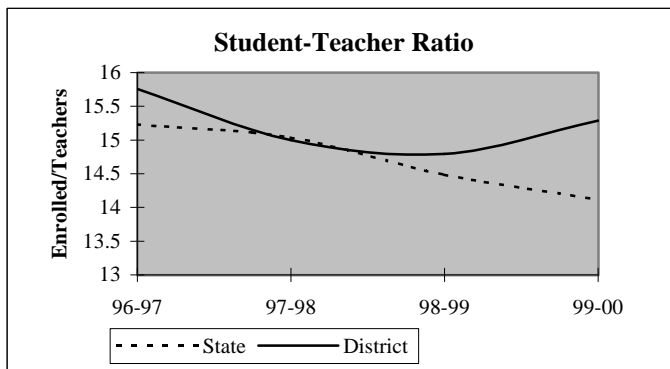


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	14.2	13.6	13.4	13.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	15.8	15.0	14.8	15.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	2	2	0	-	-	-	-	-
% Change in Educators	2.0%	-3.8%	4.0%	3.8%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	53	-4	20	24	-	-	-	-	-
% Change in Enrollments	-2.2%	8.1%	-0.6%	2.8%	3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.0%	0.0%	9.3%	1.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.8%	6.0%	5.8%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.8%	4.0%	3.8%	3.7%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	15.4%	14.0%	13.5%	13.0%	13.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	2.0%	1.9%	1.9%	1.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	44.2	44.1	44.6	45.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.3	10.3	10.5	10.6	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,052	29,776	30,566	29,250	30,682	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	17.4%	15.6%	14.9%	14.3%	14.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.1%	75.6%	74.5%	75.5%	71.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	15.2%	8.9%	10.6%	12.2%	12.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	47.3%	45.1%	45.1%	43.8%	47.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	20	21	22	19	48.1%	40.0%	40.4%	40.7%	35.2%
Attrition	3	3	3	4	0					
Attrition Rate	12.0%	15.0%	14.3%	18.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	25	27	26	27	28	48.1%	54.0%	50.0%	50.0%	51.9%
Attrition	1	0	1	1	0					
Attrition Rate	4.0%	0.0%	3.8%	3.7%	0.0%					
At Retirement Age	2	3	5	5	7	3.8%	6.0%	9.6%	9.3%	13.0%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	20.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	5	6	8	10	5.8%	10.0%	11.5%	14.8%	18.5%

## District Report for: WYANDOTTE

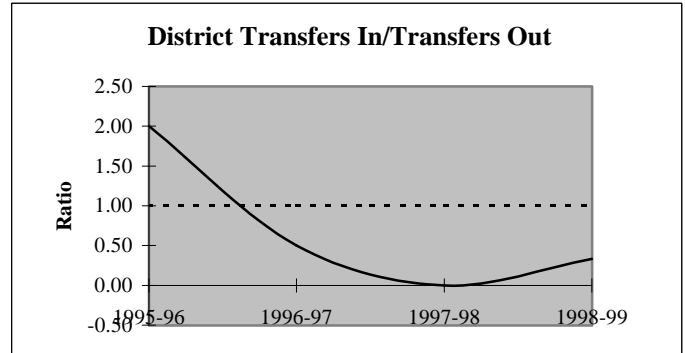
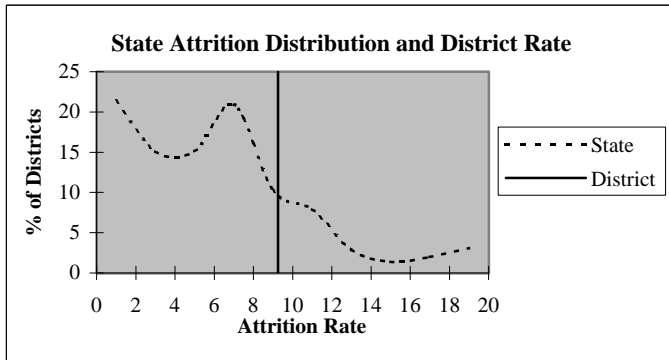
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	52	50	52	54	54	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	5.8%	6.0%	5.8%	5.6%	5.6%
Professional Staff	3	2	2	2	2	5.8%	4.0%	3.8%	3.7%	3.7%
<b>Total Teachers</b>	46	45	47	49	49	88.5%	90.0%	90.4%	90.7%	90.7%
Special Education	7	4	5	6	6	15.2%	8.9%	10.6%	12.2%	12.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	20	22	22	23	21	43.5%	48.9%	46.8%	46.9%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	19	20	20	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	3	3	3	3	8.7%	6.7%	6.4%	6.1%	6.1%
Art & Music	1	1	1	1	1	2.2%	2.2%	2.1%	2.0%	2.0%
Social Studies	3	3	3	3	4	6.5%	6.7%	6.4%	6.1%	8.2%
Foreign Language	1	1	1	1	1	2.2%	2.2%	2.1%	2.0%	2.0%
Math	2	2	2	3	3	4.3%	4.4%	4.3%	6.1%	6.1%
<b>Science</b>	3	4	4	4	3	6.5%	8.9%	8.5%	8.2%	6.1%
Biology	2	2	2	2	1	4.3%	4.4%	4.3%	4.1%	2.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	2	2.2%	4.4%	4.3%	4.1%	4.1%
Vocational Education	4	4	4	4	4	8.7%	8.9%	8.5%	8.2%	8.2%
Other	1	1	2	1	3	2.2%	2.2%	4.3%	2.0%	6.1%
<b>Total Enrollments</b>	656	709	705	725	749	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	49	53	55	40	46	7.5%	7.5%	7.8%	5.5%	6.1%
Grades 1-4	213	226	231	268	253	32.5%	31.9%	32.8%	37.0%	33.8%
Grades 5-6	103	109	105	100	110	15.7%	15.4%	14.9%	13.8%	14.7%
Grades 7-8	122	126	116	101	113	18.6%	17.8%	16.5%	13.9%	15.1%
Grades 9-12	169	195	198	216	227	25.8%	27.5%	28.1%	29.8%	30.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: WYANDOTTE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	52	50	52	54	54	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	47	48	47	47	49	90.4%	96.0%	90.4%	87.0%	90.7%
<b>Newly Hired</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>5</b>	<b>9.6%</b>	<b>4.0%</b>	<b>9.6%</b>	<b>13.0%</b>	<b>9.3%</b>
Transfers In	2	1	0	1	2	40.0%	50.0%	0.0%	14.3%	40.0%
Reentrants	0	0	2	3	1	0.0%	0.0%	40.0%	42.9%	20.0%
First Time Educators	3	1	3	3	2	60.0%	50.0%	60.0%	42.9%	40.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>7.7%</b>	<b>6.0%</b>	<b>9.6%</b>	<b>9.3%</b>	<b>-</b>
Transfers Out	1	2	2	3	-	25.0%	66.7%	40.0%	60.0%	-
Leave Oklahoma Educ.	3	1	3	2	-	75.0%	33.3%	60.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	6.0%	9.6%	9.3%	-
Transfers In/Out	2.00	0.50	0.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	33
		Total	52

## District Report for: WYANDOTTE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	5.8%	6.0%	5.8%	5.6%	5.6%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	2	2	5.8%	4.0%	3.8%	3.7%	3.7%
White - Females	3	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	46	45	47	49	49	88.5%	90.0%	90.4%	90.7%	90.7%
White - Females	28	28	29	31	29	60.9%	62.2%	61.7%	63.3%	59.2%
White - Males	10	10	11	11	13	21.7%	22.2%	23.4%	22.4%	26.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	7	6	6	6	6	15.2%	13.3%	12.8%	12.2%	12.2%
Other - Males	1	1	1	1	1	2.2%	2.2%	2.1%	2.0%	2.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	2.2%	0.0%	2.2%	2.1%	0.0%
25-29	4	3	6	4	4	8.9%	6.8%	13.3%	8.5%	8.9%
30-34	8	5	2	5	3	17.8%	11.4%	4.4%	10.6%	6.7%
35-39	3	6	5	6	8	6.7%	13.6%	11.1%	12.8%	17.8%
40-44	6	6	7	5	4	13.3%	13.6%	15.6%	10.6%	8.9%
45-49	7	6	4	5	6	15.6%	13.6%	8.9%	10.6%	13.3%
50-54	15	15	17	11	7	33.3%	34.1%	37.8%	23.4%	15.6%
55+	1	3	3	10	13	2.2%	6.8%	6.7%	21.3%	28.9%
<b>Average Age</b>	42.5	44.2	44.1	44.6	45.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	8	11	14	10	21.7%	17.8%	23.4%	28.6%	20.4%
4-7 Years	15	12	10	8	9	32.6%	26.7%	21.3%	16.3%	18.4%
8-11 Years	7	8	7	9	10	15.2%	17.8%	14.9%	18.4%	20.4%
12-15 Years	4	6	7	6	7	8.7%	13.3%	14.9%	12.2%	14.3%
16-19 Years	4	5	5	4	4	8.7%	11.1%	10.6%	8.2%	8.2%
20+ Years	6	6	7	8	9	13.0%	13.3%	14.9%	16.3%	18.4%
<b>Average Experience</b>	9.3	10.3	10.5	10.6	11.2					

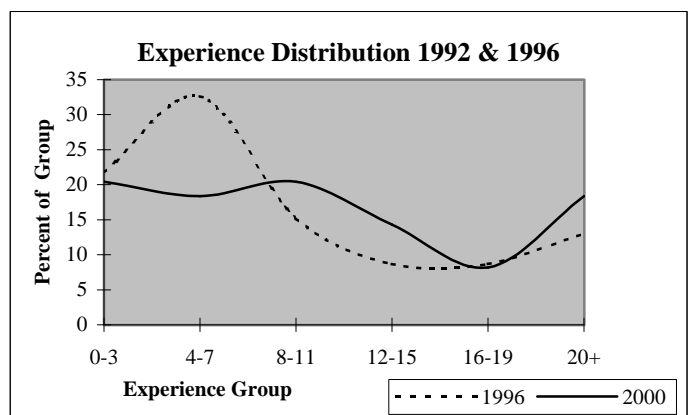
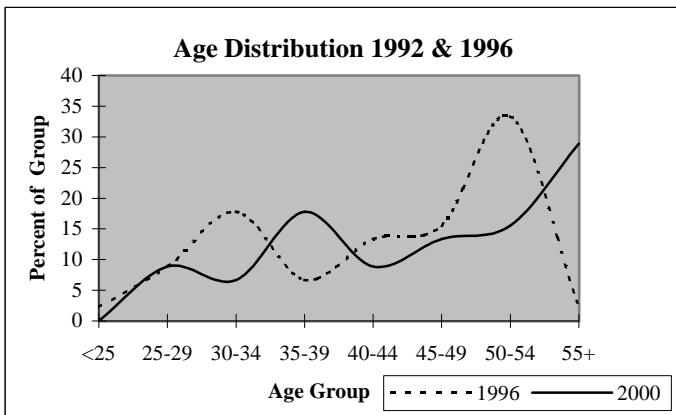


## District Report for: WYANDOTTE

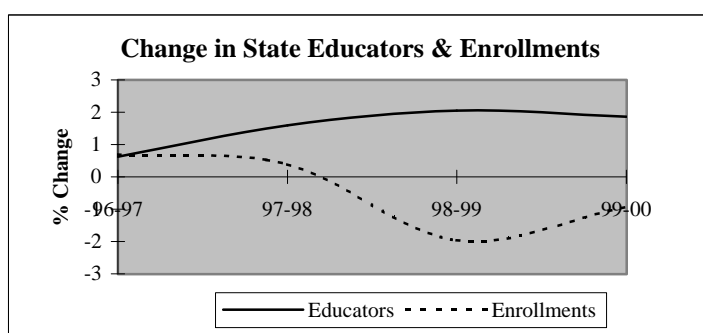
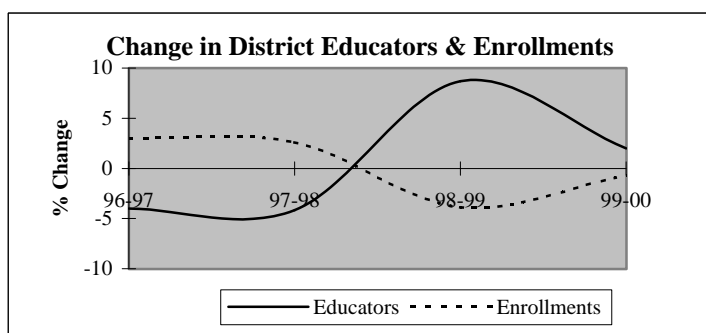
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	5	5	-	7.7%	6.0%	9.6%	9.3%	-
Attrition from Transfers	1	2	2	3	-	1.9%	4.0%	3.8%	5.6%	-
Attrition from Exits	3	1	3	2	-	5.8%	2.0%	5.8%	3.7%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>6.5%</b>	<b>6.7%</b>	<b>8.5%</b>	<b>10.2%</b>	<b>-</b>
Attrition from Transfers	1	2	2	3	-	2.2%	4.4%	4.3%	6.1%	-
Attrition from Exits	2	1	2	2	-	4.3%	2.2%	4.3%	4.1%	-
<b>District Retention</b>										
Educator Retention	48	47	47	49	-	92.3%	94.0%	90.4%	90.7%	-
Teacher Retention	43	42	43	44	-	93.5%	93.3%	91.5%	89.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.0%	6.7%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	8.3%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	93.3%	6.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	91.7%	8.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	7.7%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.9%	0.0%	0.0%	0.0%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	98.0%	90.4%	88.9%	92.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.8%	2.0%	9.6%	11.1%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: QUAPAW

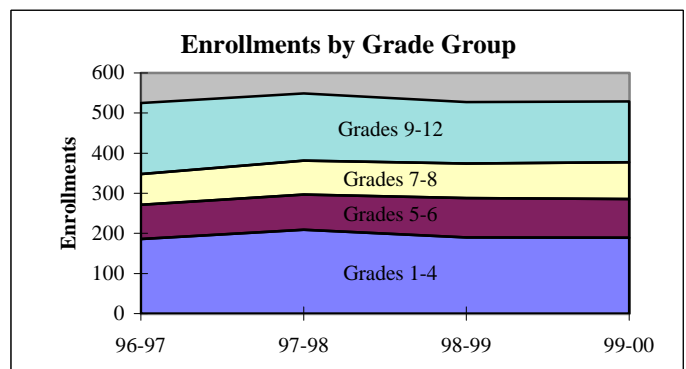
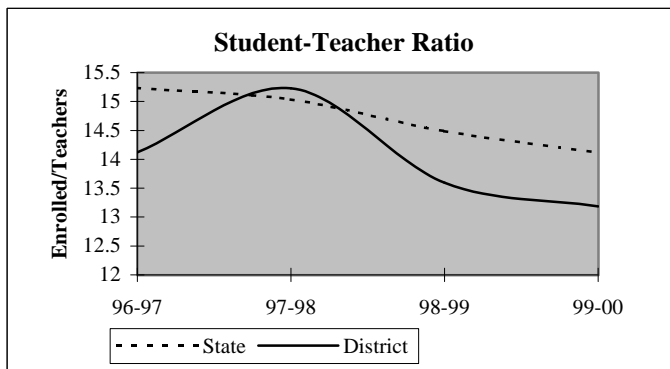


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	12.1	12.9	11.4	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.1	14.1	15.2	13.6	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	-2	4	1	-	-	-	-	-
% Change in Educators	4.2%	-4.0%	-4.2%	8.7%	2.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-17	17	15	-23	-4	-	-	-	-	-
% Change in Enrollments	-2.9%	3.0%	2.6%	-3.9%	-0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.0%	4.2%	2.2%	2.0%	2.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	8.3%	8.7%	8.0%	7.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	6.3%	6.5%	8.0%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.0%	4.2%	4.3%	6.0%	3.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.0%	2.1%	2.2%	2.0%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	41.9	42.0	42.3	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	11.2	11.7	12.3	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,069	28,786	29,330	29,884	30,163	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.7%	4.9%	5.1%	7.1%	4.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.8%	68.3%	69.2%	71.4%	74.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.3%	12.2%	12.8%	11.9%	14.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.3%	40.1%	51.5%	46.1%	44.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	15	12	15	15	30.0%	31.3%	26.1%	30.0%	29.4%
Attrition	1	3	3	4	0					
Attrition Rate	6.7%	20.0%	25.0%	26.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	33	32	33	33	33	66.0%	66.7%	71.7%	66.0%	64.7%
Attrition	6	2	3	3	0					
Attrition Rate	18.2%	6.3%	9.1%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	1	2	3	4.0%	2.1%	2.2%	4.0%	5.9%
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	2	3	3	4.0%	2.1%	4.3%	6.0%	5.9%

# District Report for: QUAPAW

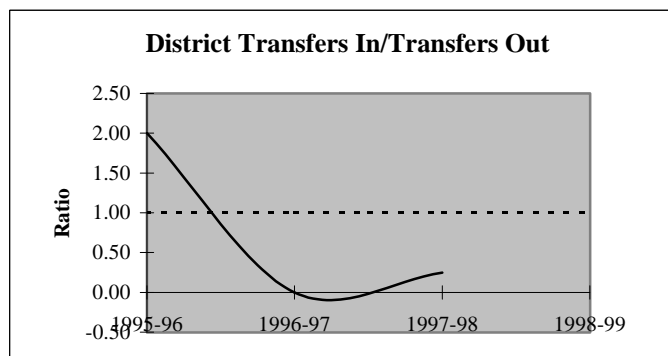
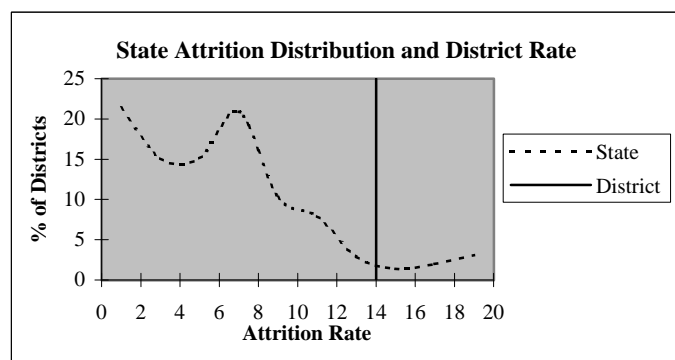
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	50	48	46	50	51	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	8.0%	8.3%	8.7%	8.0%	7.8%
Professional Staff	3	3	3	4	4	6.0%	6.3%	6.5%	8.0%	7.8%
<b>Total Teachers</b>	43	41	39	42	43	86.0%	85.4%	84.8%	84.0%	84.3%
Special Education	7	5	5	5	6	16.3%	12.2%	12.8%	11.9%	14.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.4%	2.3%
Elementary	17	17	16	18	17	39.5%	41.5%	41.0%	42.9%	39.5%
<b>Middle School</b>	6	6	6	7	7	14.0%	14.6%	15.4%	16.7%	16.3%
Language Arts	2	2	3	3	3	4.7%	4.9%	7.7%	7.1%	7.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	2.3%	2.4%	2.6%	2.4%	2.3%
Foreign Language	1	1	0	0	0	2.3%	2.4%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	2.3%	2.4%	2.6%	2.4%	2.3%
Science	1	1	1	1	2	2.3%	2.4%	2.6%	2.4%	4.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	1	0	0.0%	0.0%	0.0%	2.4%	0.0%
<b>High School (9-12)</b>	13	13	12	11	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	2.3%	2.4%	2.6%	2.4%	2.3%
Art & Music	2	2	2	2	2	4.7%	4.9%	5.1%	4.8%	4.7%
Social Studies	1	1	2	1	2	2.3%	2.4%	5.1%	2.4%	4.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	1	2	2.3%	4.9%	5.1%	2.4%	4.7%
<b>Science</b>	1	1	1	1	1	2.3%	2.4%	2.6%	2.4%	2.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	2.3%	2.4%	2.6%	2.4%	0.0%
Vocational Education	3	3	2	2	2	7.0%	7.3%	5.1%	4.8%	4.7%
Other	4	3	2	3	2	9.3%	7.3%	5.1%	7.1%	4.7%
<b>Total Enrollments</b>	562	579	594	571	567	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	54	45	44	38	7.8%	9.3%	7.6%	7.7%	6.7%
Grades 1-4	188	186	209	190	189	33.5%	32.1%	35.2%	33.3%	33.3%
Grades 5-6	85	85	88	98	97	15.1%	14.7%	14.8%	17.2%	17.1%
Grades 7-8	82	77	84	86	91	14.6%	13.3%	14.1%	15.1%	16.0%
Grades 9-12	163	177	168	153	152	29.0%	30.6%	28.3%	26.8%	26.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: QUAPAW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	50	48	46	50	51	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	43	42	43	40	43	86.0%	87.5%	93.5%	80.0%	84.3%
<b>Newly Hired</b>	<b>7</b>	<b>6</b>	<b>3</b>	<b>10</b>	<b>8</b>	<b>14.0%</b>	<b>12.5%</b>	<b>6.5%</b>	<b>20.0%</b>	<b>15.7%</b>
Transfers In	6	0	1	4	4	85.7%	0.0%	33.3%	40.0%	50.0%
Reentrants	0	3	1	2	4	0.0%	50.0%	33.3%	20.0%	50.0%
First Time Educators	1	3	1	4	0	14.3%	50.0%	33.3%	40.0%	0.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>-</b>	<b>16.0%</b>	<b>10.4%</b>	<b>13.0%</b>	<b>14.0%</b>	<b>-</b>
Transfers Out	3	2	4	0	-	37.5%	40.0%	66.7%	0.0%	-
Leave Oklahoma Educ.	5	3	2	7	-	62.5%	60.0%	33.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	16.0%	10.4%	13.0%	14.0%	-
Transfers In/Out	2.00	0.00	0.25	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	29
		<b>Total</b>	<b>50</b>

## District Report for: QUAPAW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	8.0%	8.3%	8.7%	8.0%	7.8%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	4	4	6.0%	6.3%	6.5%	8.0%	7.8%
White - Females	3	3	3	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	41	39	42	43	86.0%	85.4%	84.8%	84.0%	84.3%
White - Females	28	26	25	27	30	65.1%	63.4%	64.1%	64.3%	69.8%
White - Males	13	13	12	12	11	30.2%	31.7%	30.8%	28.6%	25.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	2	4.7%	4.9%	5.1%	7.1%	4.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	0	0	0.0%	4.9%	2.6%	0.0%	0.0%
25-29	3	2	1	4	4	7.0%	4.9%	2.6%	9.5%	9.3%
30-34	7	4	7	6	7	16.3%	9.8%	17.9%	14.3%	16.3%
35-39	6	5	5	6	6	14.0%	12.2%	12.8%	14.3%	14.0%
40-44	14	11	7	6	5	32.6%	26.8%	17.9%	14.3%	11.6%
45-49	7	10	11	12	12	16.3%	24.4%	28.2%	28.6%	27.9%
50-54	4	5	4	5	5	9.3%	12.2%	10.3%	11.9%	11.6%
55+	2	2	3	3	4	4.7%	4.9%	7.7%	7.1%	9.3%
<b>Average Age</b>	41.5	41.9	42.0	42.3	42.3					

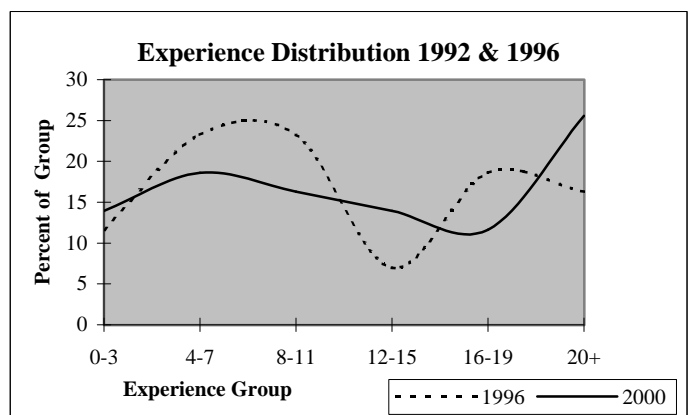
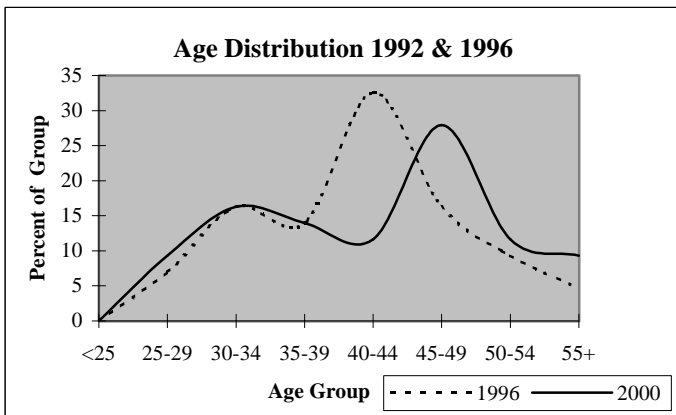
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	5	6	6	11.6%	14.6%	12.8%	14.3%	14.0%
4-7 Years	10	8	6	7	8	23.3%	19.5%	15.4%	16.7%	18.6%
8-11 Years	10	11	11	9	7	23.3%	26.8%	28.2%	21.4%	16.3%
12-15 Years	3	2	5	4	6	7.0%	4.9%	12.8%	9.5%	14.0%
16-19 Years	8	4	2	6	5	18.6%	9.8%	5.1%	14.3%	11.6%
20+ Years	7	10	10	10	11	16.3%	24.4%	25.6%	23.8%	25.6%
<b>Average Experience</b>	11.7	11.2	11.7	12.3	12.5					

# District Report for: QUAPAW

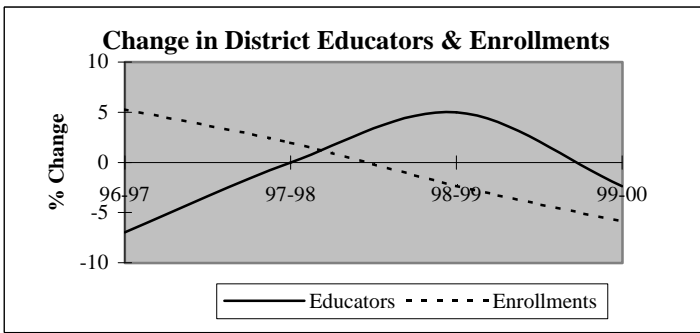
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	5	6	7	-	16.0%	10.4%	13.0%	14.0%	-
Attrition from Transfers	3	2	4	0	-	6.0%	4.2%	8.7%	0.0%	-
Attrition from Exits	5	3	2	7	-	10.0%	6.3%	4.3%	14.0%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>14.0%</b>	<b>12.2%</b>	<b>12.8%</b>	<b>11.9%</b>	<b>-</b>
Attrition from Transfers	3	2	3	0	-	7.0%	4.9%	7.7%	0.0%	-
Attrition from Exits	3	3	2	5	-	7.0%	7.3%	5.1%	11.9%	-
<b>District Retention</b>										
Educator Retention	42	43	40	43	-	84.0%	89.6%	87.0%	86.0%	-
Teacher Retention	37	36	34	37	-	86.0%	87.8%	87.2%	88.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	63.6%	0.0%	63.6%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	10.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.0%	0.0%	0.0%	2.0%	2.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.0%	87.5%	95.7%	86.0%	90.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.0%	12.5%	4.3%	12.0%	7.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PICHER-CARDIN

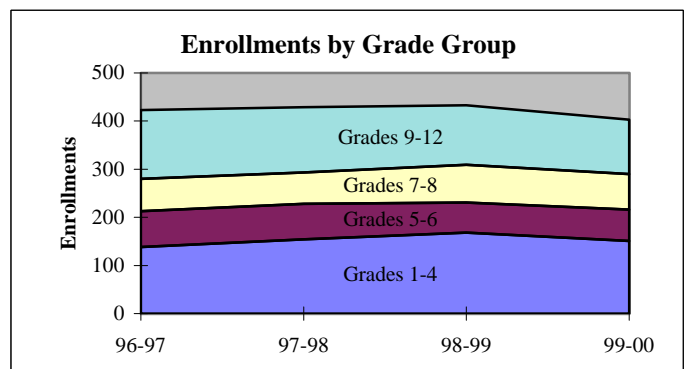
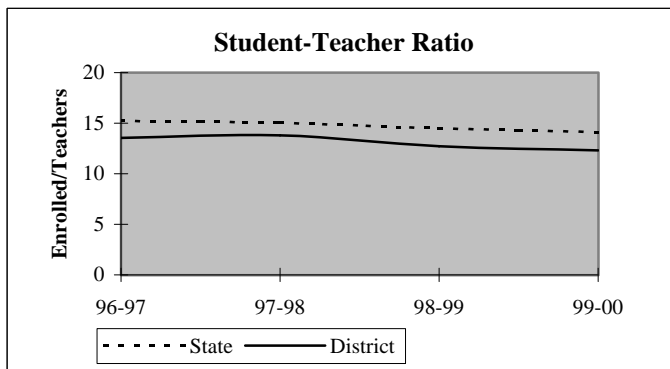


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.2	11.5	11.7	10.9	10.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	13.5	13.8	12.7	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-3	0	2	-1	-	-	-	-	-
% Change in Educators	0.0%	-7.0%	0.0%	5.0%	-2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	23	9	-11	-27	-	-	-	-	-
% Change in Enrollments	-0.7%	5.3%	2.0%	-2.3%	-5.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.0%	10.0%	10.0%	7.1%	9.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	7.5%	7.5%	7.1%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.0%	7.5%	7.5%	7.1%	7.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.3%	5.0%	5.0%	4.8%	4.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.3%	2.5%	2.5%	2.4%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	43.7	44.0	46.1	45.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.7	15.3	15.5	15.7	13.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,626	28,312	29,740	30,912	29,795	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.7%	5.9%	5.9%	5.6%	5.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	67.6%	64.7%	64.7%	63.9%	65.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	8.8%	8.8%	11.1%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.2%	22.8%	24.1%	18.7%	17.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	11	12	11	14	27.9%	27.5%	30.0%	26.2%	34.1%
Attrition	3	1	4	2	0					
Attrition Rate	25.0%	9.1%	33.3%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	26	26	26	28	26	60.5%	65.0%	65.0%	66.7%	63.4%
Attrition	1	0	1	2	0					
Attrition Rate	3.8%	0.0%	3.8%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	3	2	3	1	11.6%	7.5%	5.0%	7.1%	2.4%
Attrition Rate	40.0%	33.3%	0.0%	66.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	3	3	5	4	11.6%	7.5%	7.5%	11.9%	9.8%

## District Report for: PICHER-CARDIN

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	43	40	40	42	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.0%	7.5%	7.5%	7.1%	7.3%
Professional Staff	3	3	3	3	3	7.0%	7.5%	7.5%	7.1%	7.3%
<b>Total Teachers</b>	37	34	34	36	35	86.0%	85.0%	85.0%	85.7%	85.4%
Special Education	4	3	3	4	3	10.8%	8.8%	8.8%	11.1%	8.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	16	17	17	43.2%	47.1%	47.1%	47.2%	48.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	15	15	15	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	4	4	5	5	13.5%	11.8%	11.8%	13.9%	14.3%
Art & Music	2	2	2	0	1	5.4%	5.9%	5.9%	0.0%	2.9%
Social Studies	3	2	2	2	2	8.1%	5.9%	5.9%	5.6%	5.7%
Foreign Language	1	0	0	0	0	2.7%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	5.4%	5.9%	5.9%	5.6%	5.7%
<b>Science</b>	2	2	2	2	2	5.4%	5.9%	5.9%	5.6%	5.7%
Biology	1	1	1	1	1	2.7%	2.9%	2.9%	2.8%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.7%	2.9%	2.9%	2.8%	2.9%
Vocational Education	1	1	1	2	1	2.7%	2.9%	2.9%	5.6%	2.9%
Other	1	2	2	2	2	2.7%	5.9%	5.9%	5.6%	5.7%
<b>Total Enrollments</b>	437	460	469	458	431	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	35	39	24	27	6.4%	7.6%	8.3%	5.2%	6.3%
Grades 1-4	148	138	154	168	151	33.9%	30.0%	32.8%	36.7%	35.0%
Grades 5-6	71	75	74	63	65	16.2%	16.3%	15.8%	13.8%	15.1%
Grades 7-8	73	67	65	78	74	16.7%	14.6%	13.9%	17.0%	17.2%
Grades 9-12	116	143	136	124	113	26.5%	31.1%	29.0%	27.1%	26.2%
Ungraded	1	2	1	1	1	0.2%	0.4%	0.2%	0.2%	0.2%

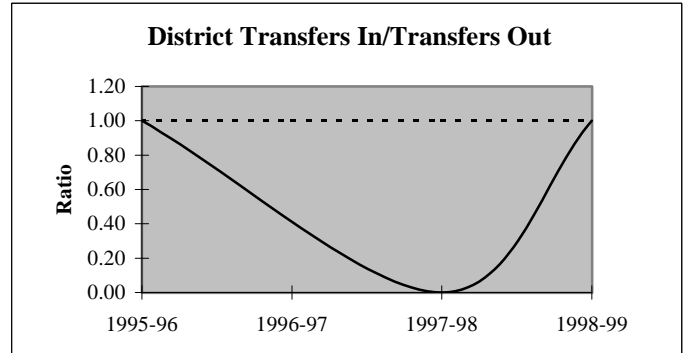
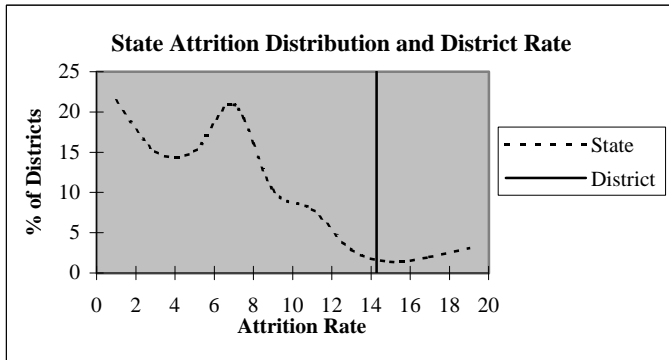




## District Report for: PICHER-CARDIN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	43	40	40	42	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	41	37	38	35	36	95.3%	92.5%	95.0%	83.3%	87.8%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>5</b>	<b>4.7%</b>	<b>7.5%</b>	<b>5.0%</b>	<b>16.7%</b>	<b>12.2%</b>
Transfers In	1	2	0	1	1	50.0%	66.7%	0.0%	14.3%	20.0%
Reentrants	0	0	0	5	0	0.0%	0.0%	0.0%	71.4%	0.0%
First Time Educators	1	1	2	1	4	50.0%	33.3%	100.0%	14.3%	80.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>14.0%</b>	<b>5.0%</b>	<b>12.5%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	1	0	4	1	-	16.7%	0.0%	80.0%	16.7%	-
Leave Oklahoma Educ.	5	2	1	5	-	83.3%	100.0%	20.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	14.0%	5.0%	12.5%	14.3%	-
Transfers In/Out	1.00	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	23
		Total	43

## District Report for: PICHER-CARDIN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.0%	7.5%	7.5%	7.1%	7.3%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	7.0%	7.5%	7.5%	7.1%	7.3%
White - Females	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	34	34	36	35	86.0%	85.0%	85.0%	85.7%	85.4%
White - Females	24	21	21	22	22	64.9%	61.8%	61.8%	61.1%	62.9%
White - Males	12	11	11	12	11	32.4%	32.4%	32.4%	33.3%	31.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.7%	2.9%	2.9%	2.8%	2.9%
Other - Males	0	1	1	1	1	0.0%	2.9%	2.9%	2.8%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	6	5	6	1	2	16.2%	14.7%	17.6%	2.8%	5.9%
30-34	2	1	1	5	4	5.4%	2.9%	2.9%	13.9%	11.8%
35-39	2	3	2	2	1	5.4%	8.8%	5.9%	5.6%	2.9%
40-44	5	5	4	4	6	13.5%	14.7%	11.8%	11.1%	17.6%
45-49	17	12	11	10	7	45.9%	35.3%	32.4%	27.8%	20.6%
50-54	1	4	7	10	12	2.7%	11.8%	20.6%	27.8%	35.3%
55+	4	4	3	4	2	10.8%	11.8%	8.8%	11.1%	5.9%
<b>Average Age</b>	43.4	43.7	44.0	46.1	45.3					

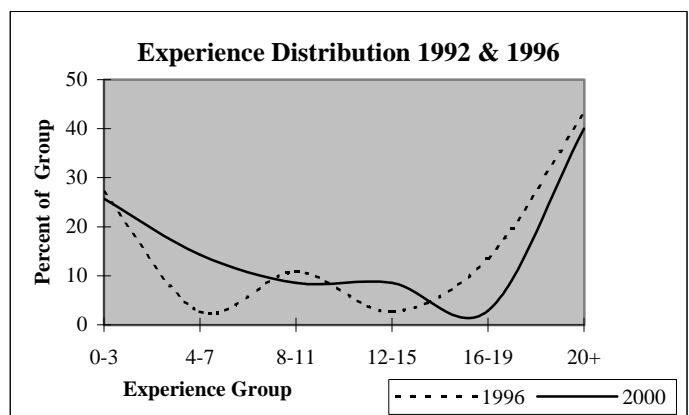
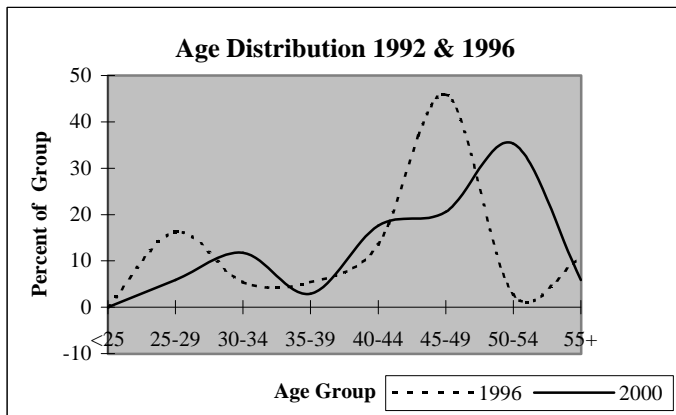
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	6	7	7	9	27.0%	17.6%	20.6%	19.4%	25.7%
4-7 Years	1	4	4	4	5	2.7%	11.8%	11.8%	11.1%	14.3%
8-11 Years	4	3	0	3	3	10.8%	8.8%	0.0%	8.3%	8.6%
12-15 Years	1	2	4	3	3	2.7%	5.9%	11.8%	8.3%	8.6%
16-19 Years	5	4	3	2	1	13.5%	11.8%	8.8%	5.6%	2.9%
20+ Years	16	15	16	17	14	43.2%	44.1%	47.1%	47.2%	40.0%
<b>Average Experience</b>	14.7	15.3	15.5	15.7	13.6					

## District Report for: PICHER-CARDIN

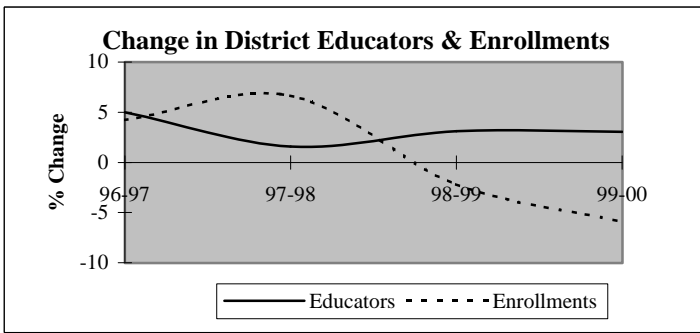
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	2	5	6	-	14.0%	5.0%	12.5%	14.3%	-
Attrition from Transfers	1	0	4	1	-	2.3%	0.0%	10.0%	2.4%	-
Attrition from Exits	5	2	1	5	-	11.6%	5.0%	2.5%	11.9%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>13.5%</b>	<b>5.9%</b>	<b>14.7%</b>	<b>16.7%</b>	<b>-</b>
Attrition from Transfers	1	0	4	1	-	2.7%	0.0%	11.8%	2.8%	-
Attrition from Exits	4	2	1	5	-	10.8%	5.9%	2.9%	13.9%	-
<b>District Retention</b>										
Educator Retention	37	38	35	36	-	86.0%	95.0%	87.5%	85.7%	-
Teacher Retention	32	32	29	30	-	86.5%	94.1%	85.3%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	10.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	81.8%	18.2%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	22.2%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	0.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	7.0%	5.0%	2.5%	4.8%	7.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.7%	92.5%	92.5%	78.6%	82.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.3%	2.5%	5.0%	16.7%	9.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COMMERCE

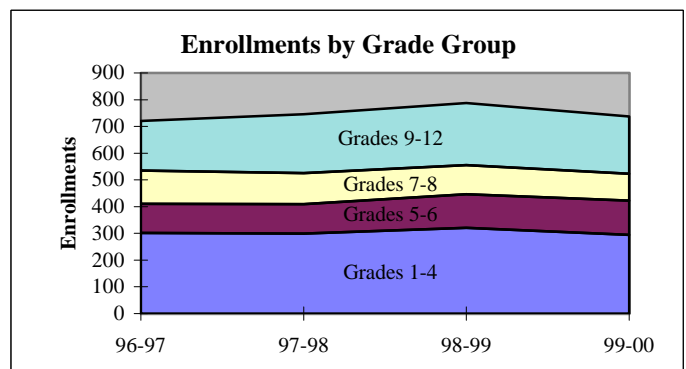
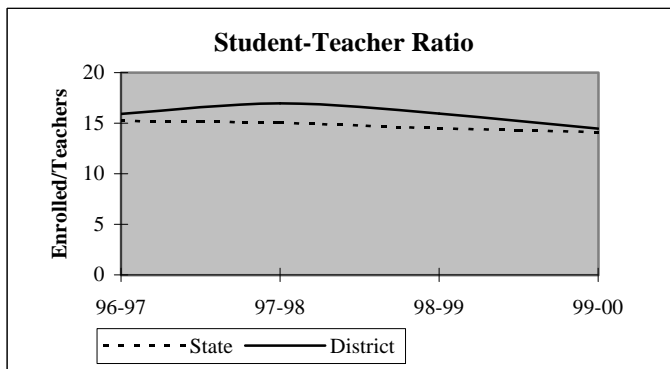


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.9	13.5	12.8	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.9	17.0	16.0	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	3	1	2	2	-	-	-	-	-
% Change in Educators	1.7%	5.0%	1.6%	3.1%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	33	54	-19	-50	-	-	-	-	-
% Change in Enrollments	0.9%	4.2%	6.7%	-2.2%	-5.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	3.2%	3.1%	3.0%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.3%	6.3%	7.6%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	12.7%	14.1%	12.1%	11.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	7.9%	6.3%	7.6%	8.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	20.0%	20.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.7%	1.6%	1.6%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	43.4	43.7	43.6	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	12.9	12.7	12.6	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,662	28,375	28,978	29,639	29,519	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	9.8%	7.8%	7.5%	9.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.0%	68.6%	68.6%	67.9%	69.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.0%	7.8%	5.9%	7.5%	7.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	63.9%	60.9%	61.3%	60.2%	60.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	20	20	21	27	36.7%	31.7%	31.3%	31.8%	39.7%
Attrition	0	4	4	3	0					
Attrition Rate	0.0%	20.0%	20.0%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	38	42	41	41	35	63.3%	66.7%	64.1%	62.1%	51.5%
Attrition	1	2	2	2	0					
Attrition Rate	2.6%	4.8%	4.9%	4.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	3	4	6	0.0%	1.6%	4.7%	6.1%	8.8%
Attrition Rate	0.0%	0.0%	66.7%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	4	6	8	12	1.7%	6.3%	9.4%	12.1%	17.6%

## District Report for: COMMERCE

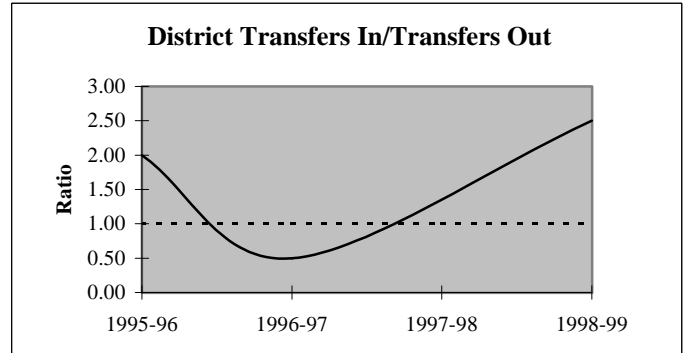
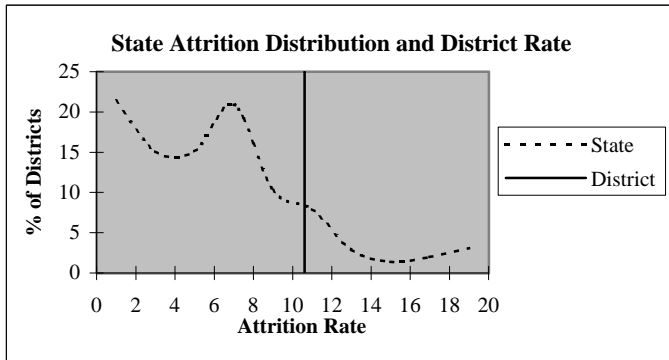
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	60	63	64	66	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	5	5	6.7%	6.3%	6.3%	7.6%	7.4%
Professional Staff	6	8	9	8	8	10.0%	12.7%	14.1%	12.1%	11.8%
<b>Total Teachers</b>	50	51	51	53	55	83.3%	81.0%	79.7%	80.3%	80.9%
Special Education	3	4	3	4	4	6.0%	7.8%	5.9%	7.5%	7.3%
Pre-K & Kindergarten	1	0	0	0	0	2.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	22	23	24	25	44.0%	43.1%	45.1%	45.3%	45.5%
<b>Middle School</b>	11	11	11	9	11	22.0%	21.6%	21.6%	17.0%	20.0%
Language Arts	3	2	3	4	3	6.0%	3.9%	5.9%	7.5%	5.5%
Art & Music	1	1	0	0	0	2.0%	2.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	2.0%	3.9%	3.9%	3.8%	3.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	2	1	2	4.0%	5.9%	3.9%	1.9%	3.6%
Science	2	2	3	2	2	4.0%	3.9%	5.9%	3.8%	3.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	1	1	0	2	4.0%	2.0%	2.0%	0.0%	3.6%
<b>High School (9-12)</b>	13	14	14	16	15	1300.0%	1400.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	2	6.0%	5.9%	5.9%	5.7%	3.6%
Art & Music	1	1	2	2	2	2.0%	2.0%	3.9%	3.8%	3.6%
Social Studies	2	2	2	2	2	4.0%	3.9%	3.9%	3.8%	3.6%
Foreign Language	1	1	1	1	1	2.0%	2.0%	2.0%	1.9%	1.8%
Math	2	2	2	2	2	4.0%	3.9%	3.9%	3.8%	3.6%
<b>Science</b>	1	1	1	2	2	2.0%	2.0%	2.0%	3.8%	3.6%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.8%
Chemistry	1	0	1	1	1	2.0%	0.0%	2.0%	1.9%	1.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	1	0	0.0%	2.0%	0.0%	1.9%	0.0%
Vocational Education	3	3	3	3	2	6.0%	5.9%	5.9%	5.7%	3.6%
Other	0	1	0	1	2	0.0%	2.0%	0.0%	1.9%	3.6%
<b>Total Enrollments</b>	778	811	865	846	796	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	87	88	116	58	58	11.2%	10.9%	13.4%	6.9%	7.3%
Grades 1-4	277	302	299	321	294	35.6%	37.2%	34.6%	37.9%	36.9%
Grades 5-6	115	109	110	126	128	14.8%	13.4%	12.7%	14.9%	16.1%
Grades 7-8	110	124	116	108	101	14.1%	15.3%	13.4%	12.8%	12.7%
Grades 9-12	183	186	221	232	214	23.5%	22.9%	25.5%	27.4%	26.9%
Ungraded	6	2	3	1	1	0.8%	0.2%	0.3%	0.1%	0.1%



## District Report for: COMMERCE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	60	63	64	66	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	54	59	57	56	59	90.0%	93.7%	89.1%	84.8%	86.8%
<b>Newly Hired</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>10</b>	<b>9</b>	<b>10.0%</b>	<b>6.3%</b>	<b>10.9%</b>	<b>15.2%</b>	<b>13.2%</b>
Transfers In	2	1	1	5	4	33.3%	25.0%	14.3%	50.0%	44.4%
Reentrants	0	0	2	3	2	0.0%	0.0%	28.6%	30.0%	22.2%
First Time Educators	4	3	4	2	3	66.7%	75.0%	57.1%	20.0%	33.3%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>6</b>	<b>8</b>	<b>7</b>	<b>-</b>	<b>1.7%</b>	<b>9.5%</b>	<b>12.5%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	1	2	0	2	-	100.0%	33.3%	0.0%	28.6%	-
Leave Oklahoma Educ.	0	4	8	5	-	0.0%	66.7%	100.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	1.7%	9.5%	12.5%	10.6%	-
Transfers In/Out	2.00	0.50	nc	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	36
		<b>Total</b>	<b>60</b>

## District Report for: COMMERCE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	5	5	6.7%	6.3%	6.3%	7.6%	7.4%
White - Females	1	1	1	0	0	25.0%	25.0%	25.0%	0.0%	0.0%
White - Males	3	3	3	4	4	75.0%	75.0%	75.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	20.0%	20.0%
<b>Professional Staff</b>	6	8	9	8	8	10.0%	12.7%	14.1%	12.1%	11.8%
White - Females	4	6	7	6	6	66.7%	75.0%	77.8%	75.0%	75.0%
White - Males	2	2	2	2	2	33.3%	25.0%	22.2%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	50	51	51	53	55	83.3%	81.0%	79.7%	80.3%	80.9%
White - Females	30	31	32	33	34	60.0%	60.8%	62.7%	62.3%	61.8%
White - Males	15	15	15	16	16	30.0%	29.4%	29.4%	30.2%	29.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	3	3	4	8.0%	7.8%	5.9%	5.7%	7.3%
Other - Males	1	1	1	1	1	2.0%	2.0%	2.0%	1.9%	1.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	4.1%	2.0%	0.0%	0.0%	0.0%
25-29	3	4	4	5	5	6.1%	8.0%	8.0%	9.6%	9.8%
30-34	9	7	6	5	7	18.4%	14.0%	12.0%	9.6%	13.7%
35-39	3	5	8	8	7	6.1%	10.0%	16.0%	15.4%	13.7%
40-44	8	7	7	8	7	16.3%	14.0%	14.0%	15.4%	13.7%
45-49	10	10	9	8	7	20.4%	20.0%	18.0%	15.4%	13.7%
50-54	11	12	8	11	13	22.4%	24.0%	16.0%	21.2%	25.5%
55+	3	4	8	7	5	6.1%	8.0%	16.0%	13.5%	9.8%
<b>Average Age</b>	42.8	43.4	43.7	43.6	43.3					

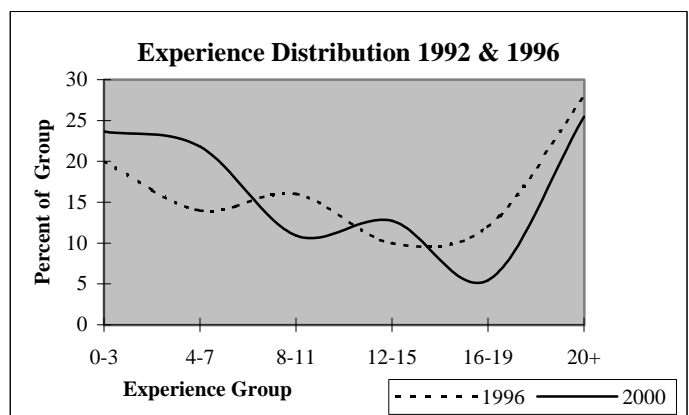
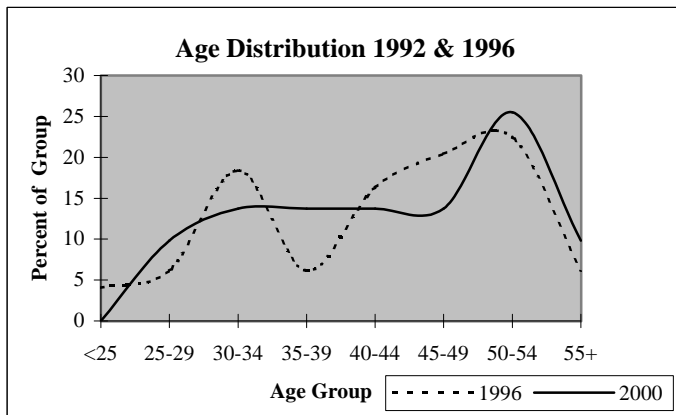
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	10	11	10	13	20.0%	19.6%	21.6%	18.9%	23.6%
4-7 Years	7	6	6	9	12	14.0%	11.8%	11.8%	17.0%	21.8%
8-11 Years	8	9	10	6	6	16.0%	17.6%	19.6%	11.3%	10.9%
12-15 Years	5	5	3	8	7	10.0%	9.8%	5.9%	15.1%	12.7%
16-19 Years	6	7	7	5	3	12.0%	13.7%	13.7%	9.4%	5.5%
20+ Years	14	14	14	15	14	28.0%	27.5%	27.5%	28.3%	25.5%
<b>Average Experience</b>	12.5	12.9	12.7	12.6	11.8					

## District Report for: COMMERCE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	8	7	-	1.7%	9.5%	12.5%	10.6%	-
Attrition from Transfers	1	2	0	2	-	1.7%	3.2%	0.0%	3.0%	-
Attrition from Exits	0	4	8	5	-	0.0%	6.3%	12.5%	7.6%	-
<b>Teacher Attrition</b>	1	5	5	7	-	2.0%	9.8%	9.8%	13.2%	-
Attrition from Transfers	1	2	0	2	-	2.0%	3.9%	0.0%	3.8%	-
Attrition from Exits	0	3	5	5	-	0.0%	5.9%	9.8%	9.4%	-
<b>District Retention</b>										
Educator Retention	59	57	56	59	-	98.3%	90.5%	87.5%	89.4%	-
Teacher Retention	49	46	46	46	-	98.0%	90.2%	90.2%	86.8%	-

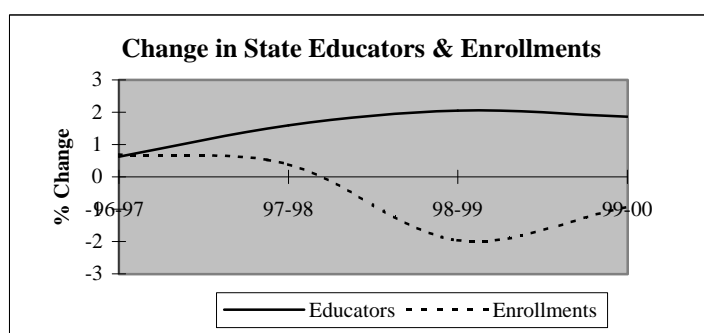
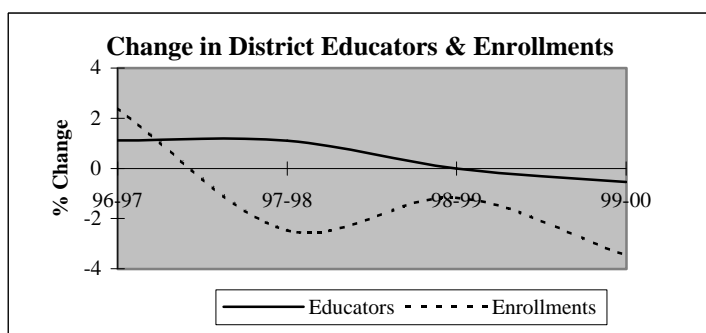
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	86.7%	6.7%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	9.1%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	81.8%	0.0%	81.8%	87.9%	4.7%	92.6%
5 Years of Experience	77.8%	0.0%	77.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.7%	0.0%	1.6%	3.0%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	93.7%	89.1%	89.4%	91.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.6%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	4.8%	9.4%	7.6%	7.4%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: MIAMI

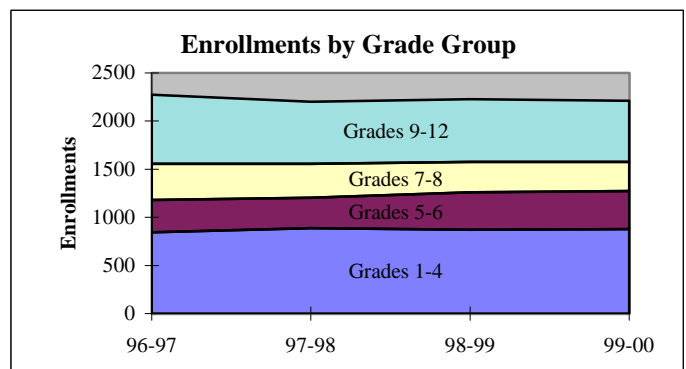
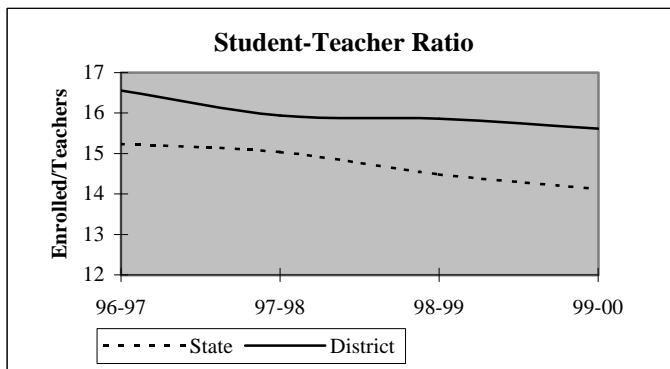


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	14.0	13.5	13.4	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.4	16.6	15.9	15.9	15.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	2	0	-1	-	-	-	-	-
% Change in Educators	0.0%	1.1%	1.1%	0.0%	-0.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	113	60	-63	-29	-85	-	-	-	-	-
% Change in Enrollments	4.8%	2.4%	-2.5%	-1.2%	-3.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.0%	3.8%	3.3%	3.8%	1.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.0%	6.0%	6.0%	6.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.4%	9.3%	9.2%	9.8%	10.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.4%	9.9%	10.9%	10.9%	9.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	9.1%	9.1%	9.1%	9.1%	9.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	0.5%	1.1%	1.1%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.5	43.5	43.9	43.5	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	12.9	12.9	12.4	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,791	30,651	31,238	31,437	32,066	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.6%	9.1%	10.3%	11.0%	8.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.0%	74.0%	75.6%	74.8%	78.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.2%	9.1%	9.6%	9.0%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.9%	42.5%	43.9%	45.9%	43.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	42	46	54	62	62	23.3%	25.3%	29.3%	33.7%	33.9%
Attrition	4	6	7	9	0					
Attrition Rate	9.5%	13.0%	13.0%	14.5%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	133	130	118	109	107	73.9%	71.4%	64.1%	59.2%	58.5%
Attrition	6	9	11	7	0					
Attrition Rate	4.5%	6.9%	9.3%	6.4%	0.0%					
At Retirement Age	5	6	12	13	14	2.8%	3.3%	6.5%	7.1%	7.7%
Attrition	1	0	3	6	0					
Attrition Rate	20.0%	0.0%	25.0%	46.2%	0.0%					
At Retirement in 5 yrs.	9	14	23	21	21	5.0%	7.7%	12.5%	11.4%	11.5%

## District Report for: MIAMI

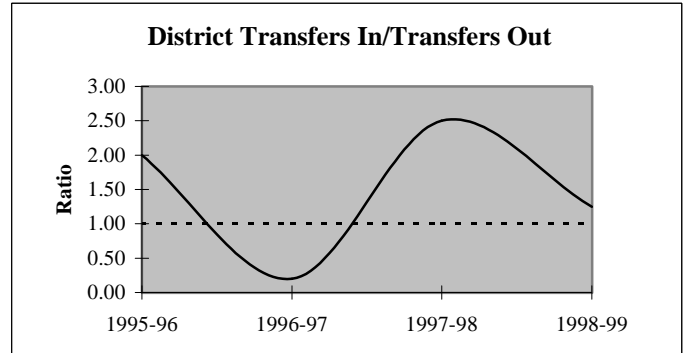
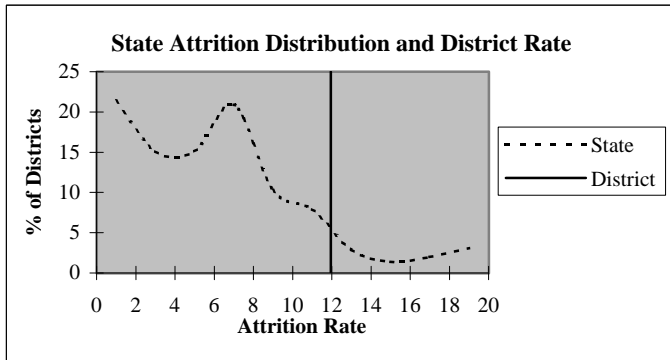
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	180	182	184	184	183	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	11	11	6.1%	6.0%	6.0%	6.0%	6.0%
Professional Staff	17	17	17	18	20	9.4%	9.3%	9.2%	9.8%	10.9%
<b>Total Teachers</b>	152	154	156	155	152	84.4%	84.6%	84.8%	84.2%	83.1%
Special Education	17	14	15	14	12	11.2%	9.1%	9.6%	9.0%	7.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	65	66	67	67	66	42.8%	42.9%	42.9%	43.2%	43.4%
<b>Middle School</b>	32	32	32	30	30	21.1%	20.8%	20.5%	19.4%	19.7%
Language Arts	9	7	7	5	5	5.9%	4.5%	4.5%	3.2%	3.3%
Art & Music	3	3	3	3	3	2.0%	1.9%	1.9%	1.9%	2.0%
Social Studies	6	6	6	7	6	3.9%	3.9%	3.8%	4.5%	3.9%
Foreign Language	0	1	1	1	1	0.0%	0.6%	0.6%	0.6%	0.7%
Math	5	6	7	6	5	3.3%	3.9%	4.5%	3.9%	3.3%
Science	5	5	5	5	5	3.3%	3.2%	3.2%	3.2%	3.3%
Vocational Education	1	1	1	2	3	0.7%	0.6%	0.6%	1.3%	2.0%
Other	3	3	2	1	2	2.0%	1.9%	1.3%	0.6%	1.3%
<b>High School (9-12)</b>	38	42	42	44	44	1266.7%	1400.0%	1400.0%	1466.7%	1466.7%
Language Arts	7	7	7	8	8	4.6%	4.5%	4.5%	5.2%	5.3%
Art & Music	3	3	3	3	3	2.0%	1.9%	1.9%	1.9%	2.0%
Social Studies	3	4	4	3	5	2.0%	2.6%	2.6%	1.9%	3.3%
Foreign Language	2	2	2	2	2	1.3%	1.3%	1.3%	1.3%	1.3%
Math	5	5	5	6	6	3.3%	3.2%	3.2%	3.9%	3.9%
<b>Science</b>	5	5	5	5	5	3.3%	3.2%	3.2%	3.2%	3.3%
Biology	3	3	3	3	1	2.0%	1.9%	1.9%	1.9%	0.7%
Chemistry	1	1	1	1	1	0.7%	0.6%	0.6%	0.6%	0.7%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	3	0.7%	0.6%	0.6%	0.6%	2.0%
Vocational Education	6	6	6	6	6	3.9%	3.9%	3.8%	3.9%	3.9%
Other	7	10	10	11	9	4.6%	6.5%	6.4%	7.1%	5.9%
<b>Total Enrollments</b>	2,490	2,550	2,487	2,458	2,373	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	277	275	285	222	161	11.1%	10.8%	11.5%	9.0%	6.8%
Grades 1-4	788	846	889	872	876	31.6%	33.2%	35.7%	35.5%	36.9%
Grades 5-6	368	333	315	389	397	14.8%	13.1%	12.7%	15.8%	16.7%
Grades 7-8	376	376	351	315	303	15.1%	14.7%	14.1%	12.8%	12.8%
Grades 9-12	678	720	645	653	636	27.2%	28.2%	25.9%	26.6%	26.8%
Ungraded	3	0	2	7	0	0.1%	0.0%	0.1%	0.3%	0.0%



## District Report for: MIAMI

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	180	182	184	184	183	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	168	169	167	163	162	93.3%	92.9%	90.8%	88.6%	88.5%
<b>Newly Hired</b>	<b>12</b>	<b>13</b>	<b>17</b>	<b>21</b>	<b>21</b>	<b>6.7%</b>	<b>7.1%</b>	<b>9.2%</b>	<b>11.4%</b>	<b>11.5%</b>
Transfers In	4	1	5	5	9	33.3%	7.7%	29.4%	23.8%	42.9%
Reentrants	1	5	6	9	8	8.3%	38.5%	35.3%	42.9%	38.1%
First Time Educators	7	7	6	7	4	58.3%	53.8%	35.3%	33.3%	19.0%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>15</b>	<b>21</b>	<b>22</b>	<b>-</b>	<b>6.1%</b>	<b>8.2%</b>	<b>11.4%</b>	<b>12.0%</b>	<b>-</b>
Transfers Out	2	5	2	4	-	18.2%	33.3%	9.5%	18.2%	-
Leave Oklahoma Educ.	9	10	19	18	-	81.8%	66.7%	90.5%	81.8%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	8.2%	11.4%	12.0%	-
Transfers In/Out	2.00	0.20	2.50	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	19	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	41	University of Tulsa, Tulsa	4
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	94
		Total	180

## District Report for: MIAMI

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	11	11	11	11	11	6.1%	6.0%	6.0%	6.0%	6.0%
White - Females	1	1	2	2	3	9.1%	9.1%	18.2%	18.2%	27.3%
White - Males	9	9	8	8	7	81.8%	81.8%	72.7%	72.7%	63.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	9.1%	9.1%	9.1%	9.1%	9.1%
<b>Professional Staff</b>	17	17	17	18	20	9.4%	9.3%	9.2%	9.8%	10.9%
White - Females	11	11	11	12	12	64.7%	64.7%	64.7%	66.7%	60.0%
White - Males	3	3	3	4	5	17.6%	17.6%	17.6%	22.2%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	5.9%	5.9%	5.9%	5.6%	5.0%
Other - Males	2	2	2	1	2	11.8%	11.8%	11.8%	5.6%	10.0%
<b>Teachers</b>	152	154	156	155	152	84.4%	84.6%	84.8%	84.2%	83.1%
White - Females	107	104	106	103	108	70.4%	67.5%	67.9%	66.5%	71.1%
White - Males	32	36	34	35	31	21.1%	23.4%	21.8%	22.6%	20.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	10	10	12	13	11	6.6%	6.5%	7.7%	8.4%	7.2%
Other - Males	3	4	4	4	2	2.0%	2.6%	2.6%	2.6%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	3	2	1	0	0.7%	2.0%	1.3%	0.7%	0.0%
25-29	13	14	16	19	15	8.6%	9.2%	10.5%	12.6%	10.2%
30-34	10	10	11	17	17	6.6%	6.6%	7.2%	11.3%	11.6%
35-39	19	17	15	12	17	12.6%	11.2%	9.9%	7.9%	11.6%
40-44	33	32	23	21	21	21.9%	21.1%	15.1%	13.9%	14.3%
45-49	36	32	37	35	32	23.8%	21.1%	24.3%	23.2%	21.8%
50-54	27	30	32	26	28	17.9%	19.7%	21.1%	17.2%	19.0%
55+	12	14	16	20	17	7.9%	9.2%	10.5%	13.2%	11.6%
<b>Average Age</b>	43.5	43.5	43.9	43.5	43.6					

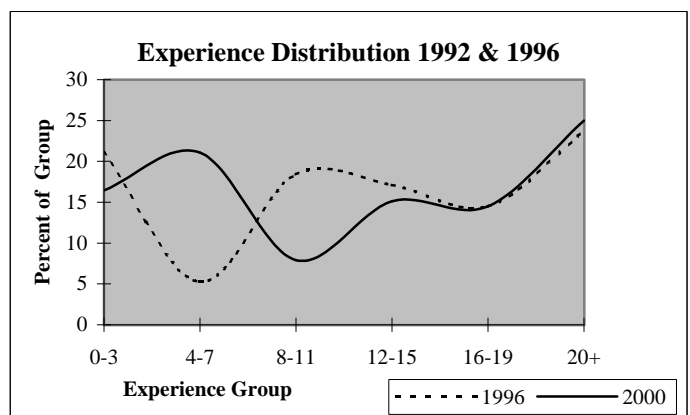
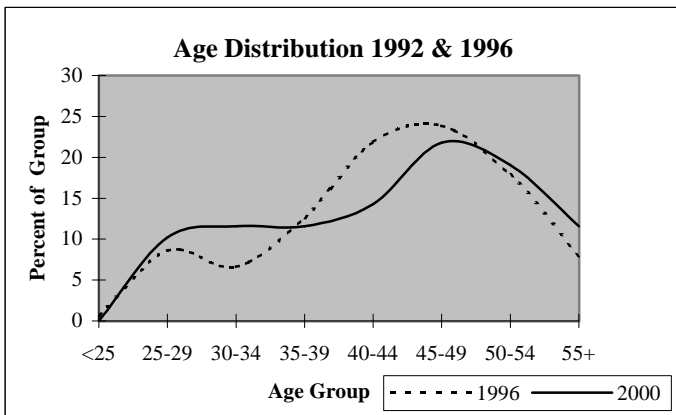
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	32	32	31	34	25	21.1%	20.8%	19.9%	21.9%	16.4%
4-7 Years	8	12	21	25	32	5.3%	7.8%	13.5%	16.1%	21.1%
8-11 Years	28	22	17	13	12	18.4%	14.3%	10.9%	8.4%	7.9%
12-15 Years	26	23	23	17	23	17.1%	14.9%	14.7%	11.0%	15.1%
16-19 Years	22	27	21	25	22	14.5%	17.5%	13.5%	16.1%	14.5%
20+ Years	36	38	43	41	38	23.7%	24.7%	27.6%	26.5%	25.0%
<b>Average Experience</b>	12.7	12.9	12.9	12.4	12.7					

# District Report for: MIAMI

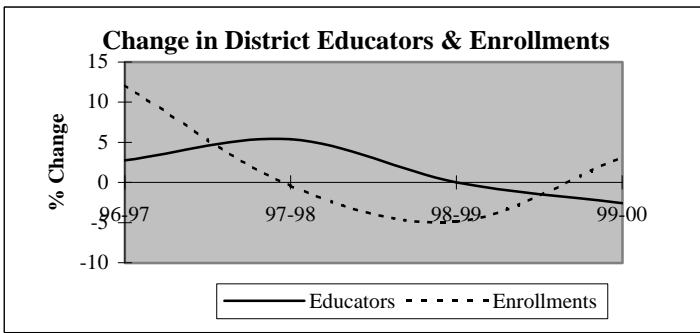
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	15	21	22	-	6.1%	8.2%	11.4%	12.0%	-
Attrition from Transfers	2	5	2	4	-	1.1%	2.7%	1.1%	2.2%	-
Attrition from Exits	9	10	19	18	-	5.0%	5.5%	10.3%	9.8%	-
<b>Teacher Attrition</b>	11	13	17	18	-	7.2%	8.4%	10.9%	11.6%	-
Attrition from Transfers	2	4	2	2	-	1.3%	2.6%	1.3%	1.3%	-
Attrition from Exits	9	9	15	16	-	5.9%	5.8%	9.6%	10.3%	-
<b>District Retention</b>										
Educator Retention	169	167	163	162	-	93.9%	91.8%	88.6%	88.0%	-
Teacher Retention	141	141	139	137	-	92.8%	91.6%	89.1%	88.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	85.7%	4.8%	90.5%	78.2%	9.6%	87.8%
1 Year of Experience	84.1%	4.5%	88.6%	84.2%	6.9%	91.1%
2 Years of Experience	89.2%	2.7%	91.9%	85.2%	5.9%	91.1%
3 Years of Experience	93.8%	3.1%	96.9%	86.1%	5.6%	91.7%
4 Years of Experience	91.3%	4.3%	95.7%	87.9%	4.7%	92.6%
5 Years of Experience	95.5%	0.0%	95.5%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	1.7%	1.1%	1.1%	0.5%	1.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	92.3%	92.4%	90.8%	91.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.4%	6.6%	6.5%	8.7%	6.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: AFTON

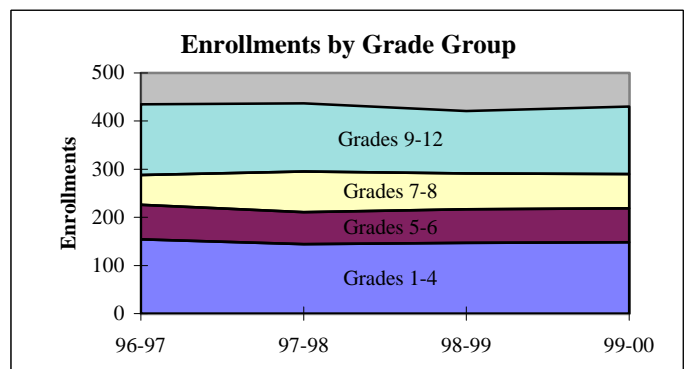
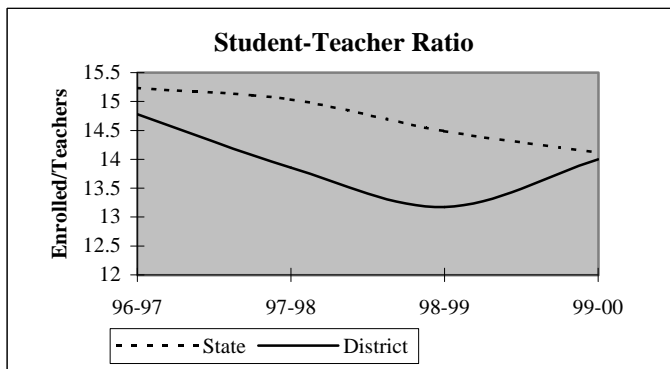


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	12.8	12.1	11.5	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	14.8	13.9	13.2	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	2	0	-1	-	-	-	-	-
% Change in Educators	5.9%	2.8%	5.4%	0.0%	-2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	51	-2	-23	14	-	-	-	-	-
% Change in Enrollments	0.5%	12.1%	-0.4%	-4.9%	3.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	2.7%	10.3%	12.8%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.1%	7.7%	7.7%	7.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.4%	5.1%	5.1%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	25.0%	21.6%	15.4%	15.4%	15.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	2.6%	2.6%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.5	37.4	38.7	37.8	38.3	42.0	42.3	42.5	42.7	43.0
Average Experience	8.6	9.1	8.9	9.5	10.1	12.1	12.3	12.3	12.2	12.2
Average Salary	27,780	27,918	26,287	27,296	28,125	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	22.6%	18.8%	17.6%	17.6%	18.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.0%	75.0%	67.6%	67.6%	69.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.5%	6.3%	5.9%	5.9%	6.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	48.3%	44.2%	40.1%	45.1%	37.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	16	17	18	15	47.2%	43.2%	43.6%	46.2%	39.5%
Attrition	2	5	6	2	0					
Attrition Rate	11.8%	31.3%	35.3%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	18	20	21	20	22	50.0%	54.1%	53.8%	51.3%	57.9%
Attrition	3	1	2	2	0					
Attrition Rate	16.7%	5.0%	9.5%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	2.8%	2.7%	2.6%	2.6%	2.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	1	2.8%	2.7%	2.6%	2.6%	2.6%

## District Report for: AFTON

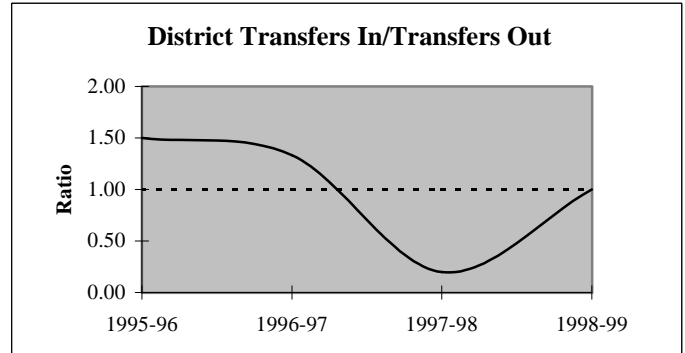
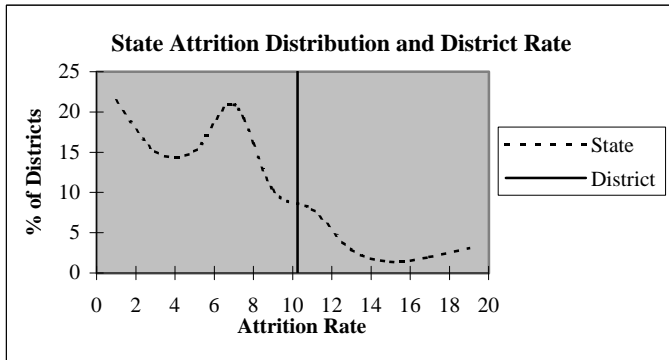
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	36	37	39	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.3%	8.1%	7.7%	7.7%	7.9%
Professional Staff	2	2	2	2	2	5.6%	5.4%	5.1%	5.1%	5.3%
<b>Total Teachers</b>	31	32	34	34	33	86.1%	86.5%	87.2%	87.2%	86.8%
Special Education	2	2	2	2	2	6.5%	6.3%	5.9%	5.9%	6.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	20	19	19	21	20	64.5%	59.4%	55.9%	61.8%	60.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	11	13	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	4	3	3	3	6.5%	12.5%	8.8%	8.8%	9.1%
Art & Music	0	0	0	1	0	0.0%	0.0%	0.0%	2.9%	0.0%
Social Studies	1	1	2	1	1	3.2%	3.1%	5.9%	2.9%	3.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	2	3.2%	3.1%	2.9%	2.9%	6.1%
<b>Science</b>	1	1	2	1	1	3.2%	3.1%	5.9%	2.9%	3.0%
Biology	1	0	1	1	1	3.2%	0.0%	2.9%	2.9%	3.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	0	0	0.0%	3.1%	2.9%	0.0%	0.0%
Vocational Education	2	3	2	3	2	6.5%	9.4%	5.9%	8.8%	6.1%
Other	2	1	3	1	2	6.5%	3.1%	8.8%	2.9%	6.1%
<b>Total Enrollments</b>	422	473	471	448	462	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	36	32	27	32	10.0%	7.6%	6.8%	6.0%	6.9%
Grades 1-4	123	154	144	147	148	29.1%	32.6%	30.6%	32.8%	32.0%
Grades 5-6	71	72	67	70	71	16.8%	15.2%	14.2%	15.6%	15.4%
Grades 7-8	61	62	84	74	71	14.5%	13.1%	17.8%	16.5%	15.4%
Grades 9-12	125	147	142	130	140	29.6%	31.1%	30.1%	29.0%	30.3%
Ungraded	0	2	2	0	0	0.0%	0.4%	0.4%	0.0%	0.0%



## District Report for: AFTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	36	37	39	39	38	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	31	31	31	35	75.0%	83.8%	79.5%	79.5%	92.1%
<b>Newly Hired</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>8</b>	<b>3</b>	<b>25.0%</b>	<b>16.2%</b>	<b>20.5%</b>	<b>20.5%</b>	<b>7.9%</b>
Transfers In	3	4	1	2	2	33.3%	66.7%	12.5%	25.0%	66.7%
Reentrants	0	0	1	2	0	0.0%	0.0%	12.5%	25.0%	0.0%
First Time Educators	6	2	6	4	1	66.7%	33.3%	75.0%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>8</b>	<b>4</b>	<b>-</b>	<b>13.9%</b>	<b>16.2%</b>	<b>20.5%</b>	<b>10.3%</b>	<b>-</b>
Transfers Out	2	3	5	2	-	40.0%	50.0%	62.5%	50.0%	-
Leave Oklahoma Educ.	3	3	3	2	-	60.0%	50.0%	37.5%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	13.9%	16.2%	20.5%	10.3%	-
Transfers In/Out	1.50	1.33	0.20	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	7
		Total	36



## District Report for: AFTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.3%	8.1%	7.7%	7.7%	7.9%
White - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.6%	5.4%	5.1%	5.1%	5.3%
White - Females	1	1	2	2	2	50.0%	50.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	32	34	34	33	86.1%	86.5%	87.2%	87.2%	86.8%
White - Females	16	19	18	18	18	51.6%	59.4%	52.9%	52.9%	54.5%
White - Males	8	7	10	10	9	25.8%	21.9%	29.4%	29.4%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	6	5	5	5	5	19.4%	15.6%	14.7%	14.7%	15.2%
Other - Males	1	1	1	1	1	3.2%	3.1%	2.9%	2.9%	3.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	5	1	1	0	0	16.1%	3.1%	3.0%	0.0%	0.0%
25-29	3	6	7	11	11	9.7%	18.8%	21.2%	32.4%	34.4%
30-34	7	6	4	5	2	22.6%	18.8%	12.1%	14.7%	6.3%
35-39	4	7	7	4	6	12.9%	21.9%	21.2%	11.8%	18.8%
40-44	4	0	0	2	3	12.9%	0.0%	0.0%	5.9%	9.4%
45-49	6	10	9	7	6	19.4%	31.3%	27.3%	20.6%	18.8%
50-54	1	1	4	3	2	3.2%	3.1%	12.1%	8.8%	6.3%
55+	1	1	1	2	2	3.2%	3.1%	3.0%	5.9%	6.3%
<b>Average Age</b>	36.5	37.4	38.7	37.8	38.3					

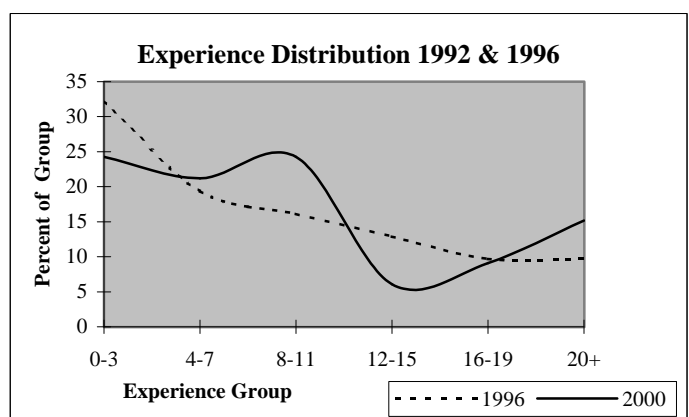
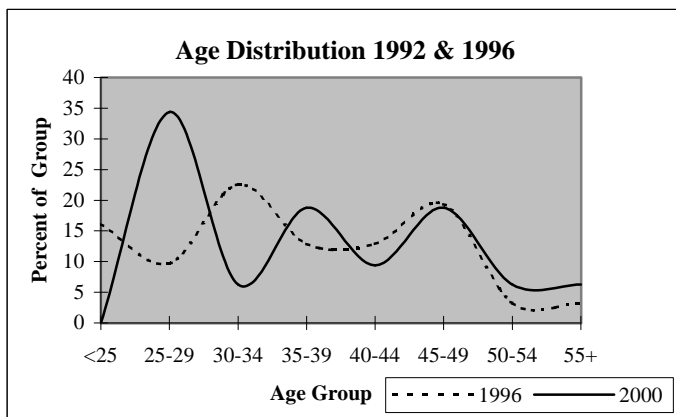
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	11	13	12	8	32.3%	34.4%	38.2%	35.3%	24.2%
4-7 Years	6	4	4	6	7	19.4%	12.5%	11.8%	17.6%	21.2%
8-11 Years	5	7	7	6	8	16.1%	21.9%	20.6%	17.6%	24.2%
12-15 Years	4	3	1	1	2	12.9%	9.4%	2.9%	2.9%	6.1%
16-19 Years	3	2	4	4	3	9.7%	6.3%	11.8%	11.8%	9.1%
20+ Years	3	5	5	5	5	9.7%	15.6%	14.7%	14.7%	15.2%
<b>Average Experience</b>	8.6	9.1	8.9	9.5	10.1					

## District Report for: AFTON

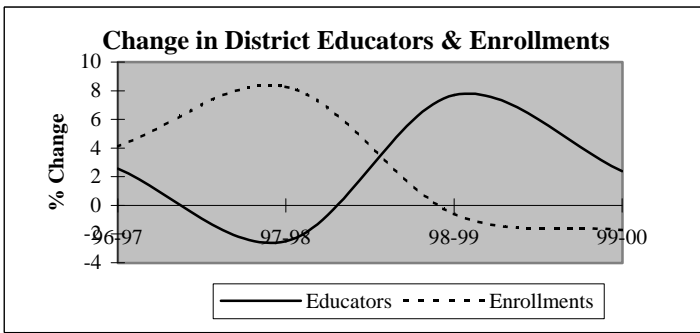
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	8	4	-	13.9%	16.2%	20.5%	10.3%	-
Attrition from Transfers	2	3	5	2	-	5.6%	8.1%	12.8%	5.1%	-
Attrition from Exits	3	3	3	2	-	8.3%	8.1%	7.7%	5.1%	-
<b>Teacher Attrition</b>	5	4	8	4	-	16.1%	12.5%	23.5%	11.8%	-
Attrition from Transfers	2	2	5	2	-	6.5%	6.3%	14.7%	5.9%	-
Attrition from Exits	3	2	3	2	-	9.7%	6.3%	8.8%	5.9%	-
<b>District Retention</b>										
Educator Retention	31	31	31	35	-	86.1%	83.8%	79.5%	89.7%	-
Teacher Retention	26	28	26	30	-	83.9%	87.5%	76.5%	88.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	63.6%	18.2%	81.8%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	8.3%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	18.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	71.4%	14.3%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.8%	2.7%	2.6%	2.6%	5.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.6%	91.9%	79.5%	82.1%	92.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	5.4%	17.9%	15.4%	2.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FAIRLAND

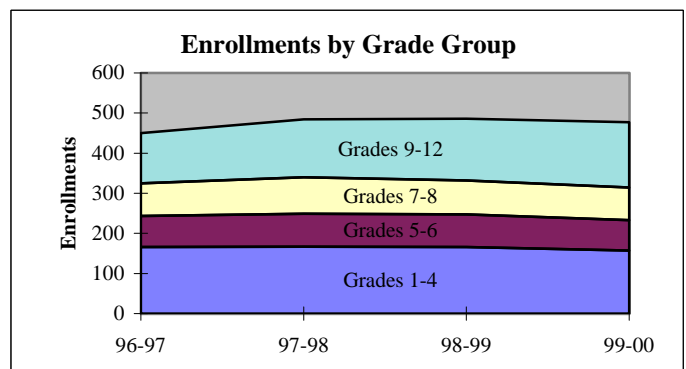
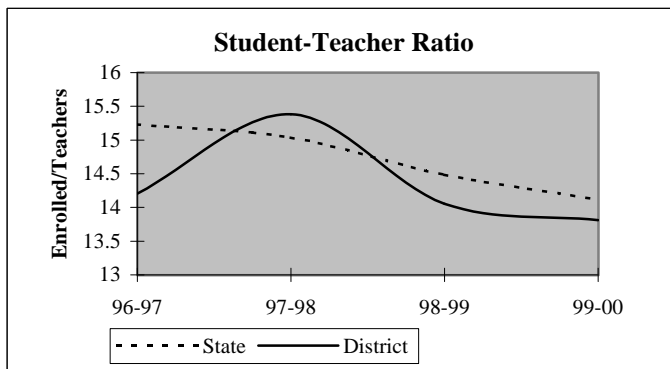


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	12.1	13.4	12.4	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	14.2	15.4	14.1	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-1	3	1	-	-	-	-	-
% Change in Educators	2.6%	2.6%	-2.5%	7.7%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	23	19	40	-3	-9	-	-	-	-	-
% Change in Enrollments	5.2%	4.1%	8.3%	-0.6%	-1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	2.5%	0.0%	4.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.5%	5.1%	4.8%	7.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.7%	7.5%	7.7%	7.1%	7.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.3%	10.0%	5.1%	4.8%	7.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	2.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.6	36.6	37.5	38.8	39.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	8.0	8.9	9.5	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,615	28,278	29,546	29,863	30,364	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	5.9%	5.9%	5.4%	8.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.8%	79.4%	73.5%	75.7%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	8.8%	8.8%	8.1%	10.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.9%	33.3%	35.0%	37.5%	37.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	24	23	24	21	51.3%	60.0%	59.0%	57.1%	48.8%
Attrition	1	6	5	3	0					
Attrition Rate	5.0%	25.0%	21.7%	12.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	14	15	17	21	41.0%	35.0%	38.5%	40.5%	48.8%
Attrition	4	0	2	0	0					
Attrition Rate	25.0%	0.0%	13.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	1	1	1	7.7%	5.0%	2.6%	2.4%	2.3%
Attrition Rate	33.3%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	2	1	1	1	10.3%	5.0%	2.6%	2.4%	2.3%

## District Report for: FAIRLAND

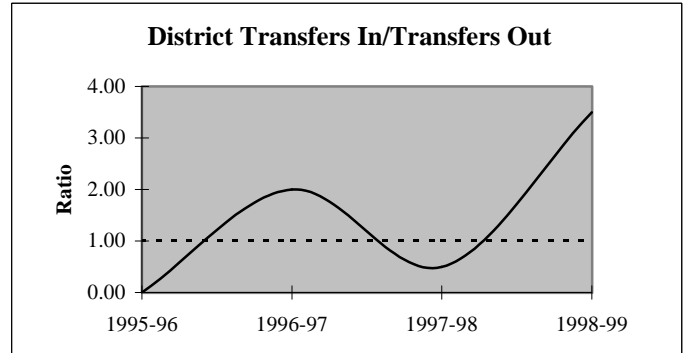
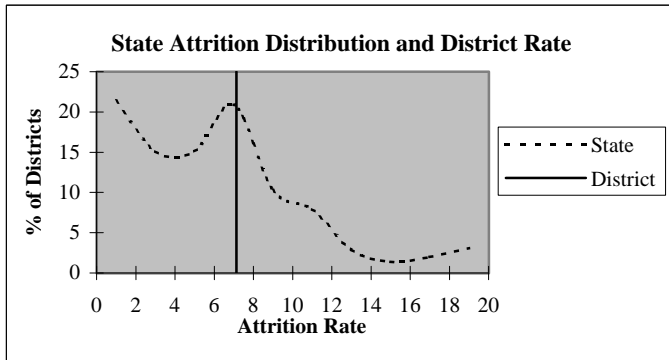
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	39	40	39	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	2	3	7.7%	7.5%	5.1%	4.8%	7.0%
Professional Staff	3	3	3	3	3	7.7%	7.5%	7.7%	7.1%	7.0%
<b>Total Teachers</b>	33	34	34	37	37	84.6%	85.0%	87.2%	88.1%	86.0%
Special Education	3	3	3	3	4	9.1%	8.8%	8.8%	8.1%	10.8%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.7%
Elementary	16	16	16	17	18	48.5%	47.1%	47.1%	45.9%	48.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	15	15	16	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	3	2	6.1%	8.8%	8.8%	8.1%	5.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	4	4	3	9.1%	8.8%	11.8%	10.8%	8.1%
Foreign Language	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.7%
Math	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.7%
<b>Science</b>	2	3	3	3	2	6.1%	8.8%	8.8%	8.1%	5.4%
Biology	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	2	1	3.0%	5.9%	5.9%	5.4%	2.7%
Vocational Education	4	4	2	3	3	12.1%	11.8%	5.9%	8.1%	8.1%
Other	1	0	1	1	2	3.0%	0.0%	2.9%	2.7%	5.4%
<b>Total Enrollments</b>	464	483	523	520	511	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	38	33	38	34	34	8.2%	6.8%	7.3%	6.5%	6.7%
Grades 1-4	149	166	167	166	157	32.1%	34.4%	31.9%	31.9%	30.7%
Grades 5-6	72	77	82	81	76	15.5%	15.9%	15.7%	15.6%	14.9%
Grades 7-8	76	82	91	85	81	16.4%	17.0%	17.4%	16.3%	15.9%
Grades 9-12	129	125	144	154	163	27.8%	25.9%	27.5%	29.6%	31.9%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.2%	0.0%	0.0%



## District Report for: FAIRLAND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	39	40	39	42	43	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	36	33	33	32	39	92.3%	82.5%	84.6%	76.2%	90.7%
<b>Newly Hired</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>10</b>	<b>4</b>	<b>7.7%</b>	<b>17.5%</b>	<b>15.4%</b>	<b>23.8%</b>	<b>9.3%</b>
Transfers In	0	4	1	7	3	0.0%	57.1%	16.7%	70.0%	75.0%
Reentrants	0	0	1	2	1	0.0%	0.0%	16.7%	20.0%	25.0%
First Time Educators	3	3	4	1	0	100.0%	42.9%	66.7%	10.0%	0.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>3</b>	<b>-</b>	<b>15.4%</b>	<b>17.5%</b>	<b>17.9%</b>	<b>7.1%</b>	<b>-</b>
Transfers Out	2	2	2	2	-	33.3%	28.6%	28.6%	66.7%	-
Leave Oklahoma Educ.	4	5	5	1	-	66.7%	71.4%	71.4%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	17.5%	17.9%	7.1%	-
Transfers In/Out	0.00	2.00	0.50	3.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	19
		<b>Total</b>	<b>39</b>

## District Report for: FAIRLAND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	2	2	3	7.7%	7.5%	5.1%	4.8%	7.0%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	7.7%	7.5%	7.7%	7.1%	7.0%
White - Females	1	1	3	2	2	33.3%	33.3%	100.0%	66.7%	66.7%
White - Males	1	1	0	1	1	33.3%	33.3%	0.0%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	34	34	37	37	84.6%	85.0%	87.2%	88.1%	86.0%
White - Females	25	26	24	27	25	75.8%	76.5%	70.6%	73.0%	67.6%
White - Males	6	6	8	8	9	18.2%	17.6%	23.5%	21.6%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	3.0%	2.9%	2.9%	2.7%	5.4%
Other - Males	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	2.9%	0.0%	0.0%	0.0%
25-29	7	7	7	6	5	21.2%	20.6%	20.6%	16.2%	13.5%
30-34	7	6	6	7	8	21.2%	17.6%	17.6%	18.9%	21.6%
35-39	5	6	6	7	6	15.2%	17.6%	17.6%	18.9%	16.2%
40-44	8	9	9	9	8	24.2%	26.5%	26.5%	24.3%	21.6%
45-49	2	2	3	5	7	6.1%	5.9%	8.8%	13.5%	18.9%
50-54	4	2	2	2	0	12.1%	5.9%	5.9%	5.4%	0.0%
55+	0	1	1	1	3	0.0%	2.9%	2.9%	2.7%	8.1%
<b>Average Age</b>	37.6	36.6	37.5	38.8	39.6					

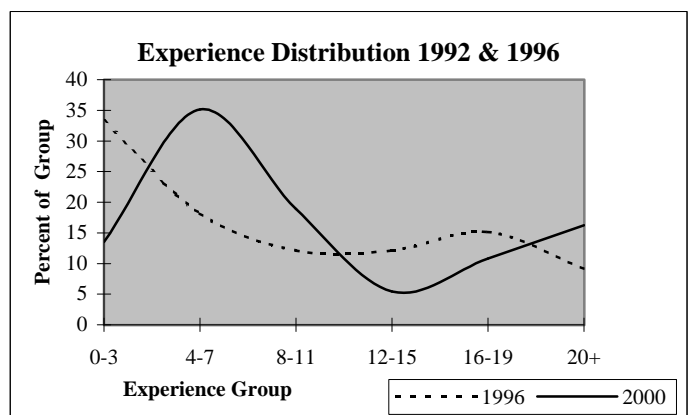
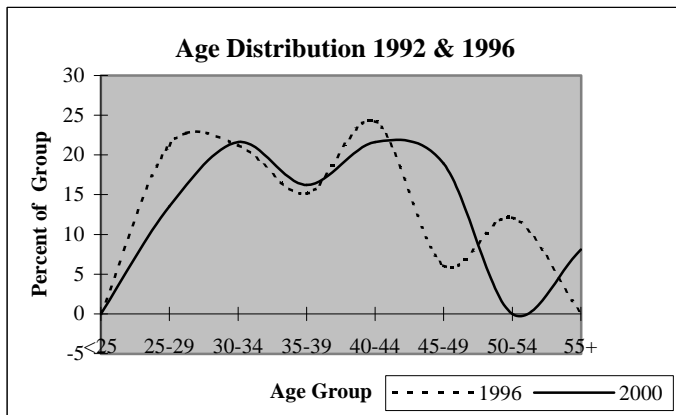
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	12	8	6	5	33.3%	35.3%	23.5%	16.2%	13.5%
4-7 Years	6	8	11	15	13	18.2%	23.5%	32.4%	40.5%	35.1%
8-11 Years	4	4	4	4	7	12.1%	11.8%	11.8%	10.8%	18.9%
12-15 Years	4	4	2	3	2	12.1%	11.8%	5.9%	8.1%	5.4%
16-19 Years	5	5	7	5	4	15.2%	14.7%	20.6%	13.5%	10.8%
20+ Years	3	1	2	4	6	9.1%	2.9%	5.9%	10.8%	16.2%
<b>Average Experience</b>	9.2	8.0	8.9	9.5	10.3					

## District Report for: FAIRLAND

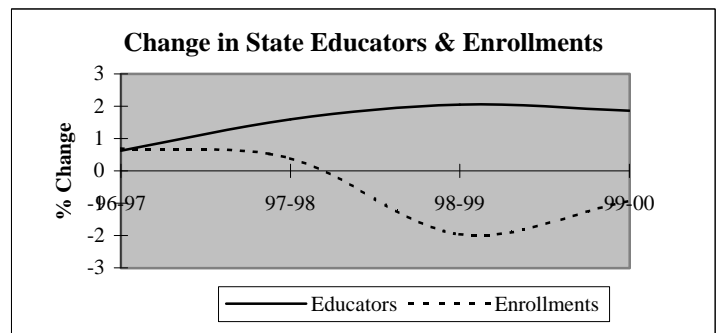
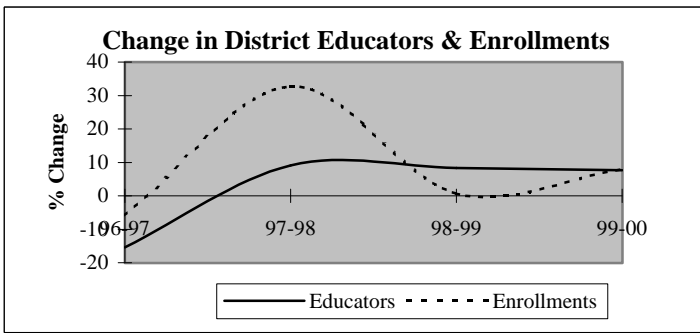
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	7	7	3	-	15.4%	17.5%	17.9%	7.1%	-
Attrition from Transfers	2	2	2	2	-	5.1%	5.0%	5.1%	4.8%	-
Attrition from Exits	4	5	5	1	-	10.3%	12.5%	12.8%	2.4%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>15.2%</b>	<b>11.8%</b>	<b>11.8%</b>	<b>8.1%</b>	<b>-</b>
Attrition from Transfers	2	0	0	2	-	6.1%	0.0%	0.0%	5.4%	-
Attrition from Exits	3	4	4	1	-	9.1%	11.8%	11.8%	2.7%	-
<b>District Retention</b>										
Educator Retention	33	33	32	39	-	84.6%	82.5%	82.1%	92.9%	-
Teacher Retention	28	30	30	34	-	84.8%	88.2%	88.2%	91.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	72.7%	0.0%	72.7%	78.2%	9.6%	87.8%
1 Year of Experience	90.9%	0.0%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	84.6%	0.0%	84.6%	85.2%	5.9%	91.1%
3 Years of Experience	78.6%	14.3%	92.9%	86.1%	5.6%	91.7%
4 Years of Experience	93.3%	0.0%	93.3%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	0.0%	91.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.5%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	90.0%	87.2%	90.5%	97.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	2.4%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.7%	7.5%	12.8%	7.1%	2.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: JENNINGS



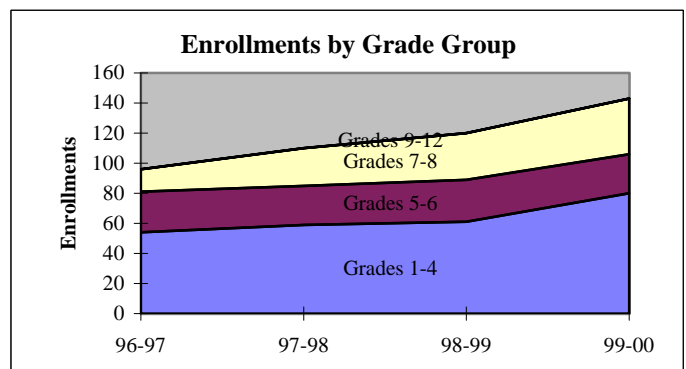
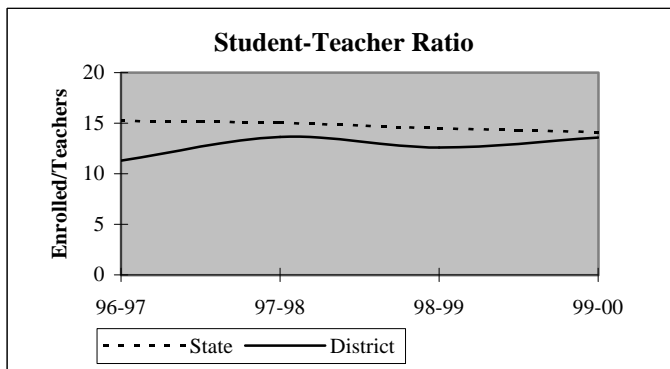
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.2	10.3	12.5	11.6	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.0	11.3	13.6	12.6	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	1	1	1	-	-	-	-	-
% Change in Educators	0.0%	-15.4%	9.1%	8.3%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	-7	37	1	12	-	-	-	-	-
% Change in Enrollments	-10.4%	-5.8%	32.7%	0.7%	7.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	15.4%	9.1%	16.7%	7.7%	14.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	9.1%	8.3%	7.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.7%	9.1%	16.7%	15.4%	14.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	9.1%	8.3%	7.7%	7.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	40.6	42.2	42.6	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	12.6	12.5	11.1	11.1	12.1	12.3	12.3	12.2	12.2
Average Salary	26,415	26,472	25,561	27,883	25,922	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.3%	10.0%	18.2%	16.7%	16.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	90.0%	90.9%	75.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	10.0%	9.1%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.0%	23.9%	26.0%	21.9%	14.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	6	8	6	46.2%	45.5%	50.0%	61.5%	42.9%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	20.0%	16.7%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	5	5	4	6	30.8%	45.5%	41.7%	30.8%	42.9%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	20.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	1	1	1	2	23.1%	9.1%	8.3%	7.7%	14.3%
Attrition Rate	66.7%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	1	1	1	2	23.1%	9.1%	8.3%	7.7%	14.3%



## District Report for: JENNINGS

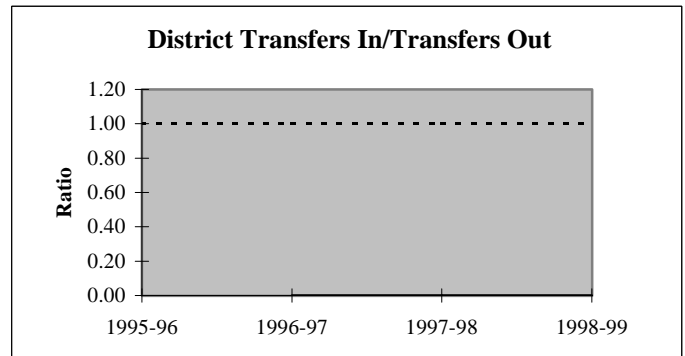
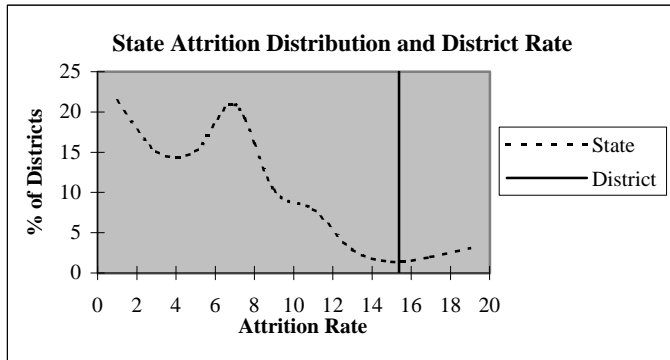
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	11	12	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.7%	9.1%	8.3%	7.7%	7.1%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
<b>Total Teachers</b>	12	10	11	12	12	92.3%	90.9%	91.7%	92.3%	85.7%
Special Education	1	1	1	1	1	8.3%	10.0%	9.1%	8.3%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	9	10	11	11	91.7%	90.0%	90.9%	91.7%	91.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	120	113	150	151	163	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	19	17	40	31	20	15.8%	15.0%	26.7%	20.5%	12.3%
Grades 1-4	55	54	59	61	80	45.8%	47.8%	39.3%	40.4%	49.1%
Grades 5-6	29	27	26	28	26	24.2%	23.9%	17.3%	18.5%	16.0%
Grades 7-8	17	15	25	31	37	14.2%	13.3%	16.7%	20.5%	22.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: JENNINGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	11	12	13	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	11	10	10	11	100.0%	100.0%	83.3%	76.9%	78.6%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>	<b>16.7%</b>	<b>23.1%</b>	<b>21.4%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	1	2	1	0.0%	0.0%	50.0%	66.7%	33.3%
First Time Educators	0	0	1	1	2	0.0%	0.0%	50.0%	33.3%	66.7%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>15.4%</b>	<b>9.1%</b>	<b>16.7%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	0	1	2	2	-	0.0%	100.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	2	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	9.1%	16.7%	15.4%	-
Transfers In/Out	nc	0.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>13</b>

## District Report for: JENNINGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.7%	9.1%	8.3%	7.7%	7.1%
White - Females	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	10	11	12	12	92.3%	90.9%	91.7%	92.3%	85.7%
White - Females	9	8	8	7	7	75.0%	80.0%	72.7%	58.3%	58.3%
White - Males	2	1	1	3	3	16.7%	10.0%	9.1%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	2	2	8.3%	10.0%	18.2%	16.7%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	2	1	8.3%	10.0%	9.1%	16.7%	9.1%
30-34	3	3	2	2	2	25.0%	30.0%	18.2%	16.7%	18.2%
35-39	3	2	2	1	1	25.0%	20.0%	18.2%	8.3%	9.1%
40-44	2	2	3	3	1	16.7%	20.0%	27.3%	25.0%	9.1%
45-49	0	0	1	1	3	0.0%	0.0%	9.1%	8.3%	27.3%
50-54	1	1	1	2	2	8.3%	10.0%	9.1%	16.7%	18.2%
55+	2	1	1	1	1	16.7%	10.0%	9.1%	8.3%	9.1%
<b>Average Age</b>	41.3	40.6	42.2	42.6	44.2					

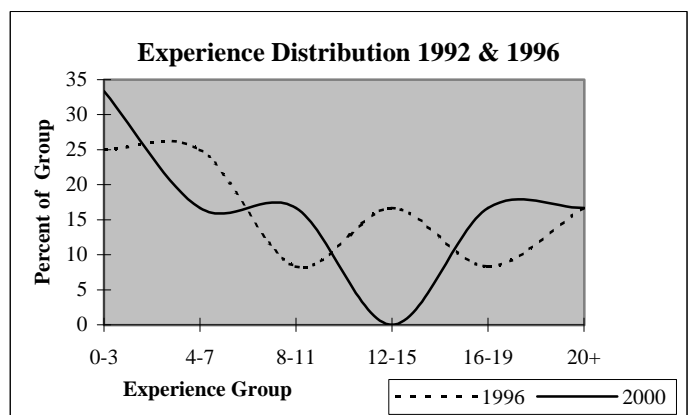
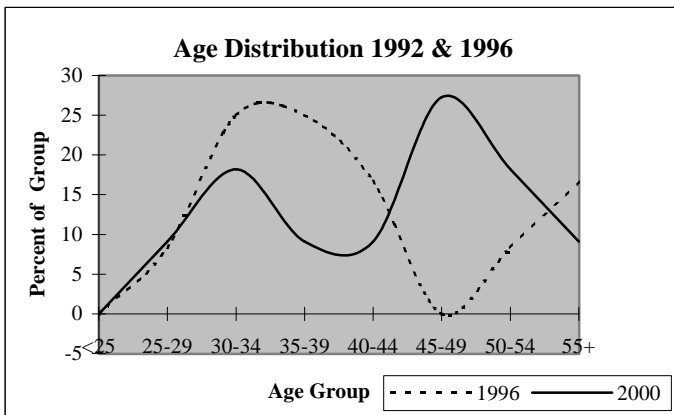
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	1	3	4	25.0%	20.0%	9.1%	25.0%	33.3%
4-7 Years	3	2	4	4	2	25.0%	20.0%	36.4%	33.3%	16.7%
8-11 Years	1	2	1	1	2	8.3%	20.0%	9.1%	8.3%	16.7%
12-15 Years	2	1	1	0	0	16.7%	10.0%	9.1%	0.0%	0.0%
16-19 Years	1	2	2	2	2	8.3%	20.0%	18.2%	16.7%	16.7%
20+ Years	2	1	2	2	2	16.7%	10.0%	18.2%	16.7%	16.7%
<b>Average Experience</b>	12.9	12.6	12.5	11.1	11.1					

## District Report for: JENNINGS

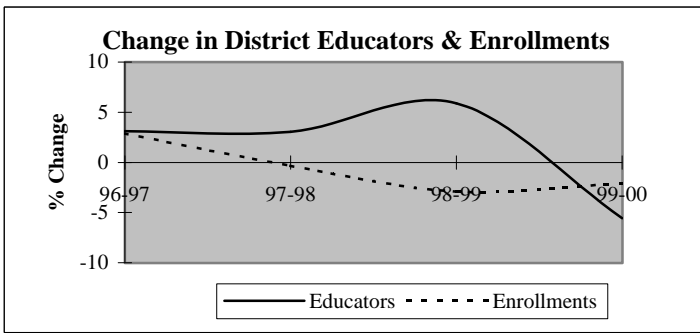
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	1	2	2	-	15.4%	9.1%	16.7%	15.4%	-
Attrition from Transfers	0	1	2	2	-	0.0%	9.1%	16.7%	15.4%	-
Attrition from Exits	2	0	0	0	-	15.4%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	1	2	2	-	8.3%	10.0%	18.2%	16.7%	-
Attrition from Transfers	0	1	2	2	-	0.0%	10.0%	18.2%	16.7%	-
Attrition from Exits	1	0	0	0	-	8.3%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	11	10	10	11	-	84.6%	90.9%	83.3%	84.6%	-
Teacher Retention	11	9	9	10	-	91.7%	90.0%	81.8%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	7.7%	9.1%	0.0%	15.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.3%	90.9%	83.3%	61.5%	78.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	16.7%	23.1%	21.4%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: PAWNEE

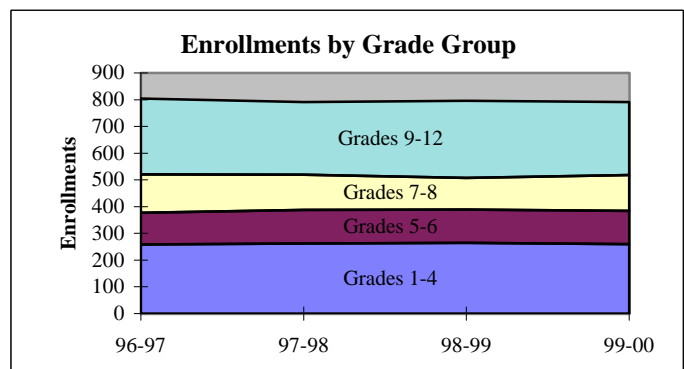
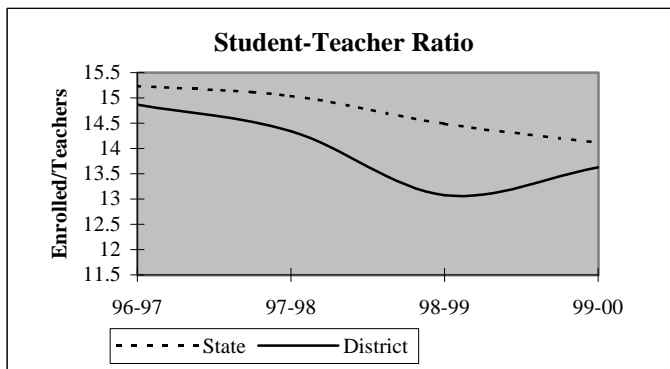


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.5	13.1	12.0	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	14.9	14.3	13.1	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	2	2	4	-4	-	-	-	-	-
% Change in Educators	1.6%	3.1%	3.0%	5.9%	-5.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	25	-3	-26	-18	-	-	-	-	-
% Change in Enrollments	2.2%	2.9%	-0.3%	-2.9%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.7%	7.6%	5.9%	9.7%	4.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.7%	4.5%	4.4%	4.2%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.7%	4.5%	4.4%	4.2%	4.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.7%	4.5%	5.9%	5.6%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	41.1	41.7	42.6	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	12.5	13.0	13.5	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,977	30,554	31,207	31,646	31,964	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.2%	5.0%	6.5%	6.1%	3.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.0%	71.7%	67.7%	69.7%	69.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.4%	5.0%	4.8%	4.5%	3.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.1%	35.2%	36.2%	33.9%	35.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	21	19	18	18	26.6%	31.8%	27.9%	25.0%	26.5%
Attrition	3	5	1	6	0					
Attrition Rate	17.6%	23.8%	5.3%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	45	42	46	50	46	70.3%	63.6%	67.6%	69.4%	67.6%
Attrition	7	1	0	5	0					
Attrition Rate	15.6%	2.4%	0.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	4	4	3.1%	4.5%	4.4%	5.6%	5.9%
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	5	6	8	4.7%	4.5%	7.4%	8.3%	11.8%

## District Report for: PAWNEE

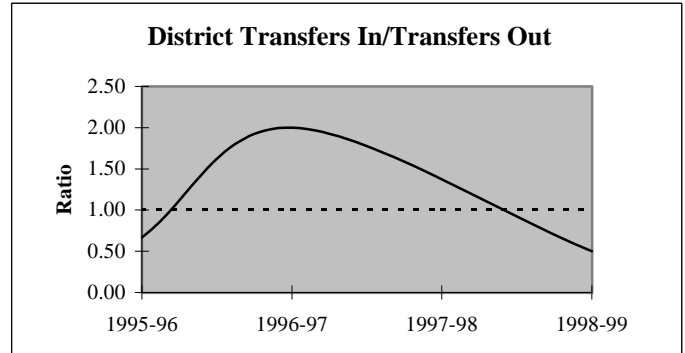
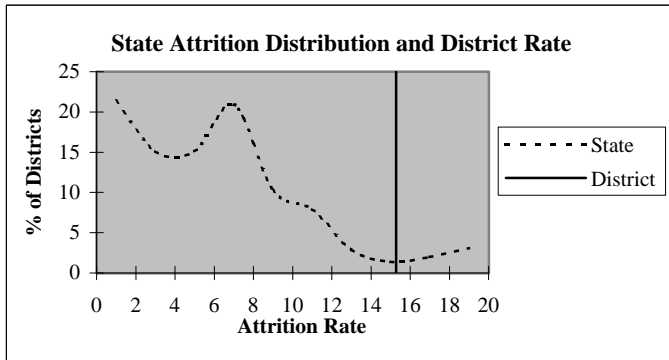
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	64	66	68	72	68	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	4.7%	4.5%	4.4%	4.2%	4.4%
Professional Staff	3	3	3	3	3	4.7%	4.5%	4.4%	4.2%	4.4%
<b>Total Teachers</b>	58	60	62	66	62	90.6%	90.9%	91.2%	91.7%	91.2%
Special Education	2	3	3	3	2	3.4%	5.0%	4.8%	4.5%	3.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	27	24	26	28	28	46.6%	40.0%	41.9%	42.4%	45.2%
<b>Middle School</b>	7	7	7	7	8	12.1%	11.7%	11.3%	10.6%	12.9%
Language Arts	1	1	1	1	2	1.7%	1.7%	1.6%	1.5%	3.2%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	1	1.7%	3.3%	3.2%	3.0%	1.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	1.7%	1.7%	1.6%	1.5%	1.6%
Science	2	1	1	2	2	3.4%	1.7%	1.6%	3.0%	3.2%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	2	1	2	3.4%	3.3%	3.2%	1.5%	3.2%
<b>High School (9-12)</b>	22	26	26	28	24	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	4	5.2%	5.0%	4.8%	4.5%	6.5%
Art & Music	2	1	2	2	2	3.4%	1.7%	3.2%	3.0%	3.2%
Social Studies	2	5	3	3	4	3.4%	8.3%	4.8%	4.5%	6.5%
Foreign Language	1	1	1	1	1	1.7%	1.7%	1.6%	1.5%	1.6%
Math	2	2	3	3	3	3.4%	3.3%	4.8%	4.5%	4.8%
<b>Science</b>	2	2	3	4	1	3.4%	3.3%	4.8%	6.1%	1.6%
Biology	0	0	2	1	0	0.0%	0.0%	3.2%	1.5%	0.0%
Chemistry	1	1	0	1	1	1.7%	1.7%	0.0%	1.5%	1.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	0	1.7%	1.7%	1.6%	3.0%	0.0%
Vocational Education	4	4	4	4	2	6.9%	6.7%	6.5%	6.1%	3.2%
Other	6	8	7	8	7	10.3%	13.3%	11.3%	12.1%	11.3%
<b>Total Enrollments</b>	867	892	889	863	845	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	88	88	98	67	54	10.1%	9.9%	11.0%	7.8%	6.4%
Grades 1-4	237	259	262	264	260	27.3%	29.0%	29.5%	30.6%	30.8%
Grades 5-6	131	118	126	125	124	15.1%	13.2%	14.2%	14.5%	14.7%
Grades 7-8	142	144	132	119	134	16.4%	16.1%	14.8%	13.8%	15.9%
Grades 9-12	269	283	271	288	273	31.0%	31.7%	30.5%	33.4%	32.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PAWNEE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	64	66	68	72	68	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	60	54	60	66	61	93.8%	81.8%	88.2%	91.7%	89.7%
<b>Newly Hired</b>	<b>4</b>	<b>12</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>6.3%</b>	<b>18.2%</b>	<b>11.8%</b>	<b>8.3%</b>	<b>10.3%</b>
Transfers In	2	4	1	3	0	50.0%	33.3%	12.5%	50.0%	0.0%
Reentrants	0	3	4	2	3	0.0%	25.0%	50.0%	33.3%	42.9%
First Time Educators	2	5	3	1	4	50.0%	41.7%	37.5%	16.7%	57.1%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>6</b>	<b>2</b>	<b>11</b>	<b>-</b>	<b>15.6%</b>	<b>9.1%</b>	<b>2.9%</b>	<b>15.3%</b>	<b>-</b>
Transfers Out	3	2	0	6	-	30.0%	33.3%	0.0%	54.5%	-
Leave Oklahoma Educ.	7	4	2	5	-	70.0%	66.7%	100.0%	45.5%	-

Dynamics Rates	District Rates				
District Attrition	15.6%	9.1%	2.9%	15.3%	-
Transfers In/Out	0.67	2.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	41	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	64

## District Report for: PAWNEE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	4.7%	4.5%	4.4%	4.2%	4.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	4.7%	4.5%	4.4%	4.2%	4.4%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	58	60	62	66	62	90.6%	90.9%	91.2%	91.7%	91.2%
White - Females	39	41	39	43	42	67.2%	68.3%	62.9%	65.2%	67.7%
White - Males	16	16	19	19	18	27.6%	26.7%	30.6%	28.8%	29.0%
Black - Females	0	1	2	2	0	0.0%	1.7%	3.2%	3.0%	0.0%
Black - Males	1	1	1	1	1	1.7%	1.7%	1.6%	1.5%	1.6%
Other - Females	1	1	1	1	1	1.7%	1.7%	1.6%	1.5%	1.6%
Other - Males	1	0	0	0	0	1.7%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	1.7%	1.7%	0.0%	0.0%	0.0%
25-29	5	8	8	8	7	8.6%	13.3%	12.9%	12.1%	11.7%
30-34	4	2	6	7	7	6.9%	3.3%	9.7%	10.6%	11.7%
35-39	9	11	8	7	5	15.5%	18.3%	12.9%	10.6%	8.3%
40-44	19	18	13	10	10	32.8%	30.0%	21.0%	15.2%	16.7%
45-49	13	13	17	18	15	22.4%	21.7%	27.4%	27.3%	25.0%
50-54	4	5	7	12	11	6.9%	8.3%	11.3%	18.2%	18.3%
55+	3	2	3	4	5	5.2%	3.3%	4.8%	6.1%	8.3%
<b>Average Age</b>	41.5	41.1	41.7	42.6	43.2					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	10	12	13	12	10.3%	16.7%	19.4%	19.7%	19.4%
4-7 Years	11	11	7	5	6	19.0%	18.3%	11.3%	7.6%	9.7%
8-11 Years	7	7	8	13	10	12.1%	11.7%	12.9%	19.7%	16.1%
12-15 Years	9	9	11	7	7	15.5%	15.0%	17.7%	10.6%	11.3%
16-19 Years	14	8	7	9	7	24.1%	13.3%	11.3%	13.6%	11.3%
20+ Years	11	15	17	19	20	19.0%	25.0%	27.4%	28.8%	32.3%
<b>Average Experience</b>	13.2	12.5	13.0	13.5	13.7					

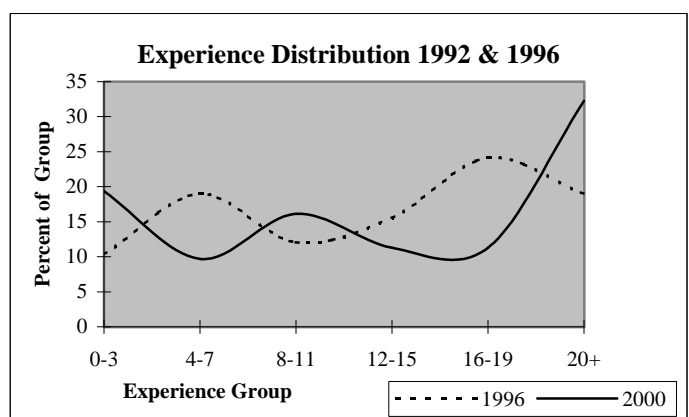
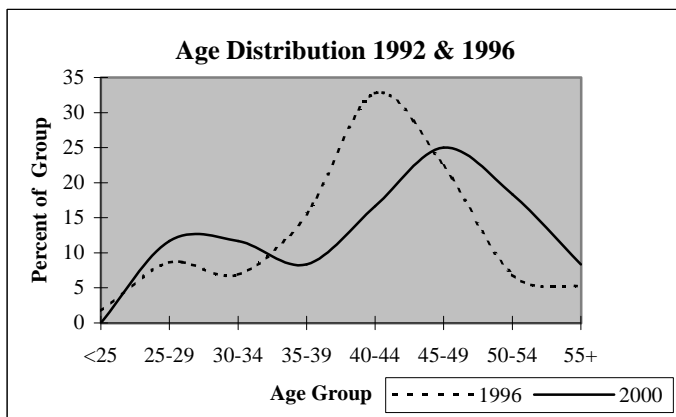


## District Report for: PAWNEE

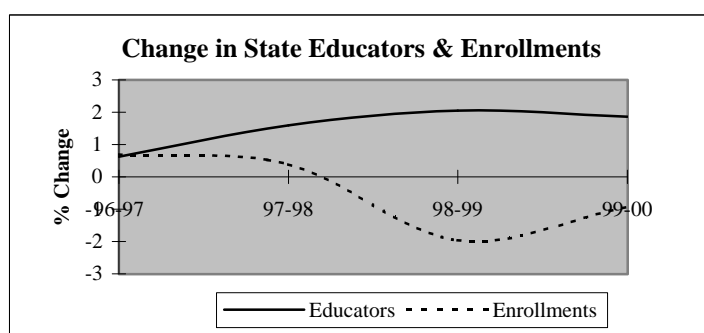
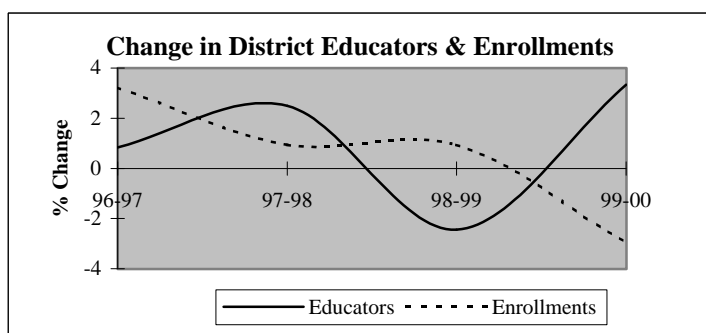
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	6	2	11	-	15.6%	9.1%	2.9%	15.3%	-
Attrition from Transfers	3	2	0	6	-	4.7%	3.0%	0.0%	8.3%	-
Attrition from Exits	7	4	2	5	-	10.9%	6.1%	2.9%	6.9%	-
<b>Teacher Attrition</b>	10	6	1	11	-	17.2%	10.0%	1.6%	16.7%	-
Attrition from Transfers	3	2	0	6	-	5.2%	3.3%	0.0%	9.1%	-
Attrition from Exits	7	4	1	5	-	12.1%	6.7%	1.6%	7.6%	-
<b>District Retention</b>										
Educator Retention	54	60	66	61	-	84.4%	90.9%	97.1%	84.7%	-
Teacher Retention	48	54	61	55	-	82.8%	90.0%	98.4%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.9%	0.0%	90.9%	78.2%	9.6%	87.8%
1 Year of Experience	86.7%	0.0%	86.7%	84.2%	6.9%	91.1%
2 Years of Experience	69.2%	23.1%	92.3%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	11.1%	77.8%	86.1%	5.6%	91.7%
4 Years of Experience	61.5%	23.1%	84.6%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.6%	3.0%	2.9%	4.2%	4.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.3%	84.8%	86.8%	91.7%	85.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.1%	12.1%	10.3%	4.2%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CLEVELAND

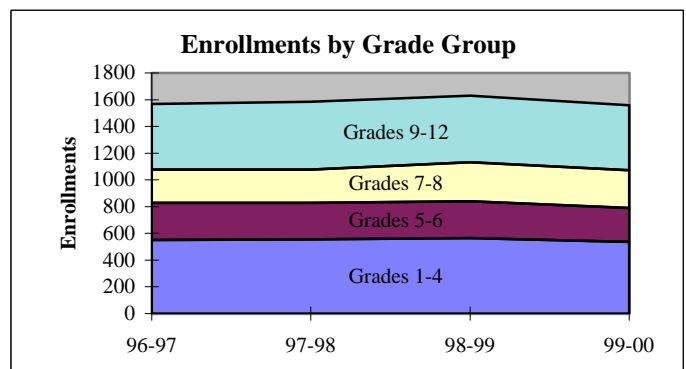
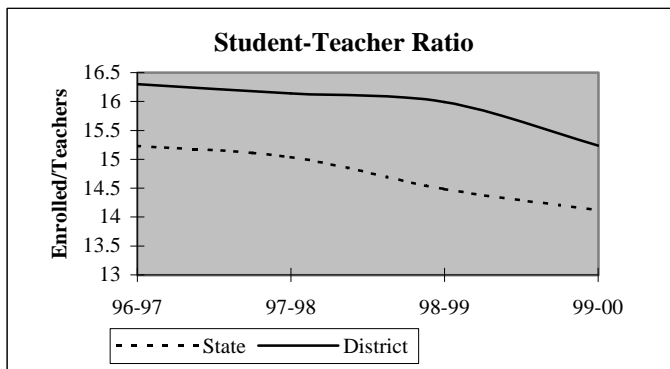


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	14.1	13.9	14.4	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	16.3	16.1	16.0	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	3	-3	4	-	-	-	-	-
% Change in Educators	0.0%	0.8%	2.5%	-2.4%	3.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	12	53	16	16	-51	-	-	-	-	-
% Change in Enrollments	0.7%	3.2%	0.9%	0.9%	-3.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.5%	1.7%	4.1%	3.3%	3.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	7.5%	8.1%	5.0%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	5.8%	5.7%	5.0%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	5.0%	3.3%	4.2%	3.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.8%	1.7%	1.6%	0.8%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	41.3	41.5	41.0	41.1	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	11.8	11.7	10.5	10.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,716	28,660	28,508	28,508	29,122	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.9%	5.8%	3.8%	4.6%	3.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.2%	67.3%	68.9%	66.7%	66.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.6%	10.6%	10.4%	10.2%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.8%	12.1%	10.8%	10.9%	13.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	46	46	49	55	51	38.7%	38.3%	39.8%	45.8%	41.1%
Attrition	9	10	4	5	0					
Attrition Rate	19.6%	21.7%	8.2%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	61	57	58	50	59	51.3%	47.5%	47.2%	41.7%	47.6%
Attrition	2	4	6	2	0					
Attrition Rate	3.3%	7.0%	10.3%	4.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	12	17	16	15	14	10.1%	14.2%	13.0%	12.5%	11.3%
Attrition	0	2	7	3	0					
Attrition Rate	0.0%	11.8%	43.8%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	17	18	22	17	18	14.3%	15.0%	17.9%	14.2%	14.5%

## District Report for: CLEVELAND

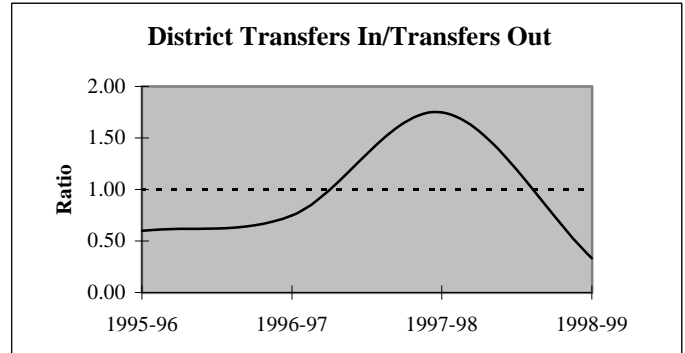
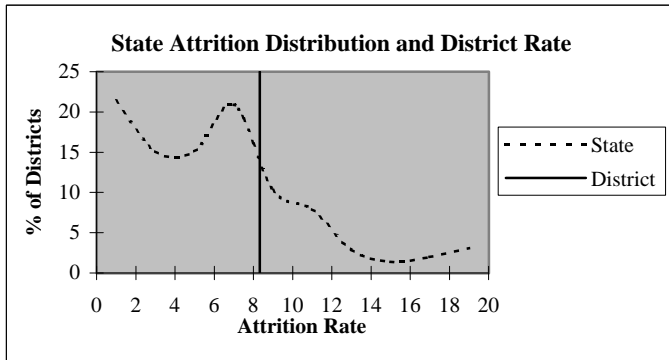
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	119	120	123	120	124	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	9	10	6	7	6.7%	7.5%	8.1%	5.0%	5.6%
Professional Staff	7	7	7	6	7	5.9%	5.8%	5.7%	5.0%	5.6%
<b>Total Teachers</b>	104	104	106	108	110	87.4%	86.7%	86.2%	90.0%	88.7%
Special Education	11	11	11	11	11	10.6%	10.6%	10.4%	10.2%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	45	43	44	44	43	43.3%	41.3%	41.5%	40.7%	39.1%
<b>Middle School</b>	20	20	19	20	22	19.2%	19.2%	17.9%	18.5%	20.0%
Language Arts	6	5	5	5	6	5.8%	4.8%	4.7%	4.6%	5.5%
Art & Music	1	1	1	1	0	1.0%	1.0%	0.9%	0.9%	0.0%
Social Studies	3	3	3	3	4	2.9%	2.9%	2.8%	2.8%	3.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	4	4	2.9%	2.9%	2.8%	3.7%	3.6%
Science	3	4	3	2	3	2.9%	3.8%	2.8%	1.9%	2.7%
Vocational Education	1	1	1	1	0	1.0%	1.0%	0.9%	0.9%	0.0%
Other	3	3	3	4	5	2.9%	2.9%	2.8%	3.7%	4.5%
<b>High School (9-12)</b>	28	30	32	33	34	2800.0%	3000.0%	3200.0%	3300.0%	0.0%
Language Arts	4	5	6	6	7	3.8%	4.8%	5.7%	5.6%	6.4%
Art & Music	3	3	3	4	4	2.9%	2.9%	2.8%	3.7%	3.6%
Social Studies	4	4	4	4	4	3.8%	3.8%	3.8%	3.7%	3.6%
Foreign Language	1	1	1	1	1	1.0%	1.0%	0.9%	0.9%	0.9%
Math	4	4	5	5	5	3.8%	3.8%	4.7%	4.6%	4.5%
<b>Science</b>	3	3	4	4	4	2.9%	2.9%	3.8%	3.7%	3.6%
Biology	1	1	2	1	2	1.0%	1.0%	1.9%	0.9%	1.8%
Chemistry	0	0	1	1	0	0.0%	0.0%	0.9%	0.9%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	1	2	2	1.9%	1.9%	0.9%	1.9%	1.8%
Vocational Education	4	4	4	4	4	3.8%	3.8%	3.8%	3.7%	3.6%
Other	5	6	5	5	5	4.8%	5.8%	4.7%	4.6%	4.5%
<b>Total Enrollments</b>	1,642	1,695	1,711	1,727	1,676	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	128	127	126	93	108	7.8%	7.5%	7.4%	5.4%	6.4%
Grades 1-4	542	550	555	566	535	33.0%	32.4%	32.4%	32.8%	31.9%
Grades 5-6	228	279	274	275	255	13.9%	16.5%	16.0%	15.9%	15.2%
Grades 7-8	279	248	247	292	282	17.0%	14.6%	14.4%	16.9%	16.8%
Grades 9-12	465	490	508	497	487	28.3%	28.9%	29.7%	28.8%	29.1%
Ungraded	0	1	1	4	9	0.0%	0.1%	0.1%	0.2%	0.5%



## District Report for: CLEVELAND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	119	120	123	120	124	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	104	108	104	106	110	87.4%	90.0%	84.6%	88.3%	88.7%
<b>Newly Hired</b>	<b>15</b>	<b>12</b>	<b>19</b>	<b>14</b>	<b>14</b>	<b>12.6%</b>	<b>10.0%</b>	<b>15.4%</b>	<b>11.7%</b>	<b>11.3%</b>
Transfers In	3	3	7	2	7	20.0%	25.0%	36.8%	14.3%	50.0%
Reentrants	2	1	1	3	3	13.3%	8.3%	5.3%	21.4%	21.4%
First Time Educators	10	8	11	9	4	66.7%	66.7%	57.9%	64.3%	28.6%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>16</b>	<b>17</b>	<b>10</b>	<b>-</b>	<b>9.2%</b>	<b>13.3%</b>	<b>13.8%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	5	4	4	6	-	45.5%	25.0%	23.5%	60.0%	-
Leave Oklahoma Educ.	6	12	13	4	-	54.5%	75.0%	76.5%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	9.2%	13.3%	13.8%	8.3%	-
Transfers In/Out	0.60	0.75	1.75	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	36	Southern Nazarene Univ., Bethany	-
UCO, Edmond	12	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	-
NESU, Tahlequah	31	University of Tulsa, Tulsa	5
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	2	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	13
		Total	119

## District Report for: CLEVELAND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	9	10	6	7	6.7%	7.5%	8.1%	5.0%	5.6%
White - Females	1	2	2	1	2	12.5%	22.2%	20.0%	16.7%	28.6%
White - Males	7	7	8	5	5	87.5%	77.8%	80.0%	83.3%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	7	7	6	7	5.9%	5.8%	5.7%	5.0%	5.6%
White - Females	6	6	6	5	6	85.7%	85.7%	85.7%	83.3%	85.7%
White - Males	1	1	1	1	1	14.3%	14.3%	14.3%	16.7%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	104	104	106	108	110	87.4%	86.7%	86.2%	90.0%	88.7%
White - Females	70	65	70	68	70	67.3%	62.5%	66.0%	63.0%	63.6%
White - Males	31	33	32	35	36	29.8%	31.7%	30.2%	32.4%	32.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	5	3	4	3	1.9%	4.8%	2.8%	3.7%	2.7%
Other - Males	1	1	1	1	1	1.0%	1.0%	0.9%	0.9%	0.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	1	6	3	0	2.9%	1.0%	5.7%	2.8%	0.0%
25-29	17	19	16	22	22	16.3%	18.4%	15.1%	20.6%	20.6%
30-34	13	12	12	13	20	12.5%	11.7%	11.3%	12.1%	18.7%
35-39	16	13	10	12	10	15.4%	12.6%	9.4%	11.2%	9.3%
40-44	16	14	16	14	13	15.4%	13.6%	15.1%	13.1%	12.1%
45-49	15	14	12	11	14	14.4%	13.6%	11.3%	10.3%	13.1%
50-54	14	17	19	19	13	13.5%	16.5%	17.9%	17.8%	12.1%
55+	10	13	15	13	15	9.6%	12.6%	14.2%	12.1%	14.0%
<b>Average Age</b>	40.7	41.3	41.5	41.0	41.1					

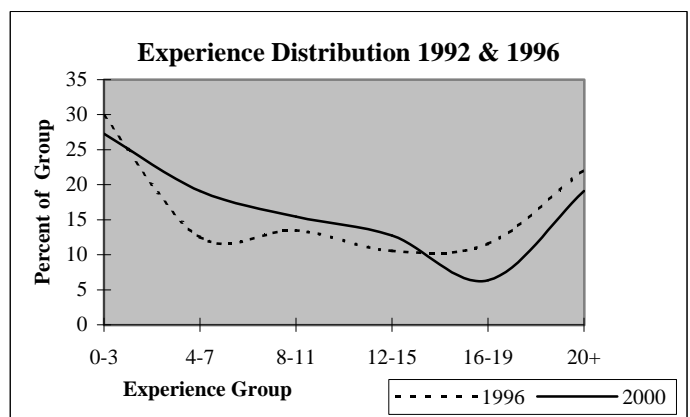
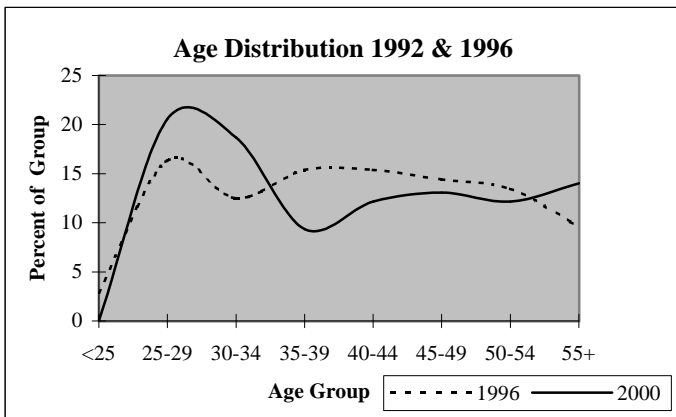
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	31	30	30	34	30	29.8%	28.8%	28.3%	31.5%	27.3%
4-7 Years	13	15	17	20	21	12.5%	14.4%	16.0%	18.5%	19.1%
8-11 Years	14	15	10	9	17	13.5%	14.4%	9.4%	8.3%	15.5%
12-15 Years	11	7	11	13	14	10.6%	6.7%	10.4%	12.0%	12.7%
16-19 Years	12	10	10	9	7	11.5%	9.6%	9.4%	8.3%	6.4%
20+ Years	23	27	28	23	21	22.1%	26.0%	26.4%	21.3%	19.1%
<b>Average Experience</b>	11.3	11.8	11.7	10.5	10.8					

# District Report for: CLEVELAND

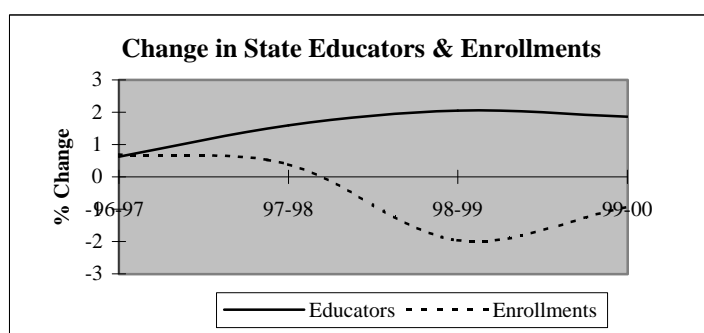
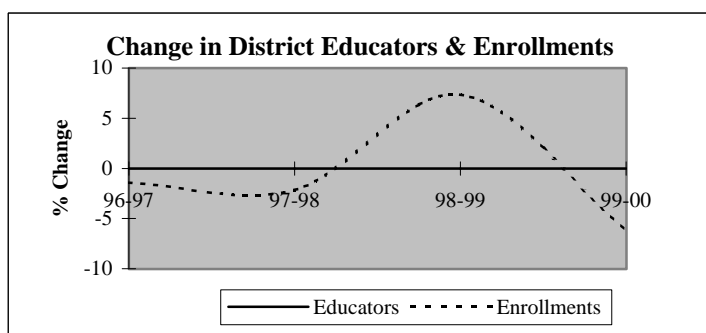
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	16	17	10	-	9.2%	13.3%	13.8%	8.3%	-
Attrition from Transfers	5	4	4	6	-	4.2%	3.3%	3.3%	5.0%	-
Attrition from Exits	6	12	13	4	-	5.0%	10.0%	10.6%	3.3%	-
<b>Teacher Attrition</b>	<b>10</b>	<b>14</b>	<b>13</b>	<b>8</b>	<b>-</b>	<b>9.6%</b>	<b>13.5%</b>	<b>12.3%</b>	<b>7.4%</b>	<b>-</b>
Attrition from Transfers	5	4	3	5	-	4.8%	3.8%	2.8%	4.6%	-
Attrition from Exits	5	10	10	3	-	4.8%	9.6%	9.4%	2.8%	-
<b>District Retention</b>										
Educator Retention	108	104	106	110	-	90.8%	86.7%	86.2%	91.7%	-
Teacher Retention	94	90	93	100	-	90.4%	86.5%	87.7%	92.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	74.5%	16.4%	90.9%	78.2%	9.6%	87.8%
1 Year of Experience	89.7%	5.1%	94.9%	84.2%	6.9%	91.1%
2 Years of Experience	74.3%	8.6%	82.9%	85.2%	5.9%	91.1%
3 Years of Experience	96.0%	0.0%	96.0%	86.1%	5.6%	91.7%
4 Years of Experience	91.3%	0.0%	91.3%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	13.6%	95.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.5%	0.8%	0.0%	0.8%	0.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.6%	89.2%	90.2%	88.3%	93.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.8%	1.7%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.1%	8.3%	9.8%	10.8%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OAK GROVE



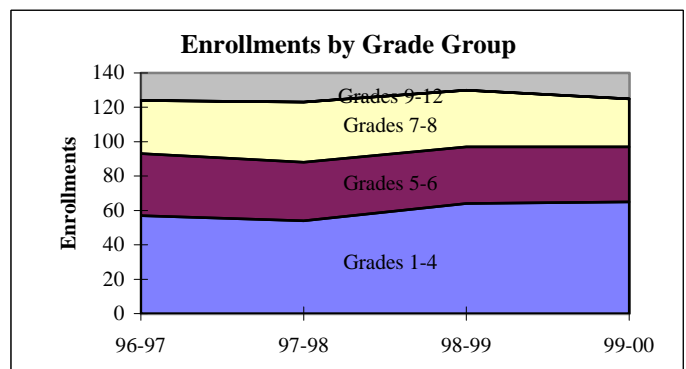
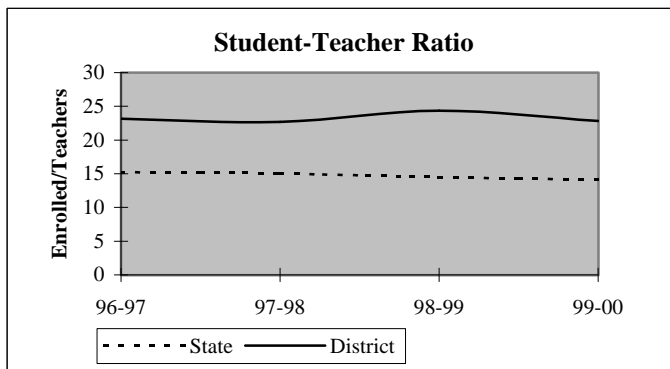
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	20.1	19.9	19.4	20.9	19.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	23.5	23.2	22.7	24.3	22.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	0	0	-	-	-	-	-
% Change in Educators	-12.5%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	-2	-3	10	-9	-	-	-	-	-
% Change in Enrollments	11.9%	-1.4%	-2.2%	7.4%	-6.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	14.3%	14.3%	14.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.3	37.3	36.3	37.3	37.7	42.0	42.3	42.5	42.7	43.0
Average Experience	8.7	9.7	8.7	9.7	9.8	12.1	12.3	12.3	12.2	12.2
Average Salary	32,893	32,842	32,894	36,906	35,565	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	83.3%	83.3%	83.3%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.9%	5.8%	14.0%	9.6%	11.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	3	3	3	28.6%	28.6%	42.9%	42.9%	42.9%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	5	4	4	4	71.4%	71.4%	57.1%	57.1%	57.1%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	20.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

# District Report for: OAK GROVE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

<b>Total Enrollments</b>	141	139	136	146	137	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	15	13	16	12	8.5%	10.8%	9.6%	11.0%	8.8%
Grades 1-4	63	57	54	64	65	44.7%	41.0%	39.7%	43.8%	47.4%
Grades 5-6	32	36	34	33	32	22.7%	25.9%	25.0%	22.6%	23.4%
Grades 7-8	34	31	35	33	28	24.1%	22.3%	25.7%	22.6%	20.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

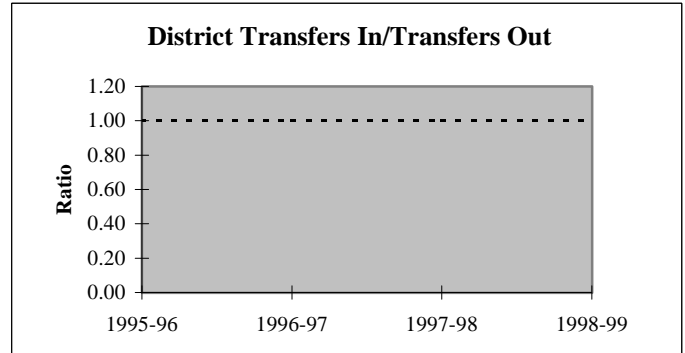
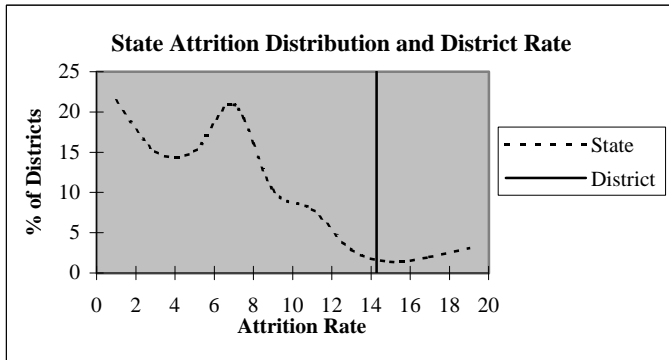




## District Report for: OAK GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	6	7	6	7	6	85.7%	100.0%	85.7%	100.0%	85.7%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>14.3%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>14.3%</b>
Transfers In	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	100.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	1	0	0	0.0%	0.0%	100.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	0	0	0	1	-	0.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	14.3%	0.0%	14.3%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	7

## District Report for: OAK GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
White - Females	5	5	5	5	4	83.3%	83.3%	83.3%	83.3%	66.7%
White - Males	1	1	1	1	2	16.7%	16.7%	16.7%	16.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	16.7%	0.0%	0.0%
25-29	1	1	1	2	2	16.7%	16.7%	16.7%	33.3%	33.3%
30-34	1	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
35-39	2	3	2	1	1	33.3%	50.0%	33.3%	16.7%	16.7%
40-44	1	1	1	2	1	16.7%	16.7%	16.7%	33.3%	16.7%
45-49	1	1	1	1	2	16.7%	16.7%	16.7%	16.7%	33.3%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	36.3	37.3	36.3	37.3	37.7					

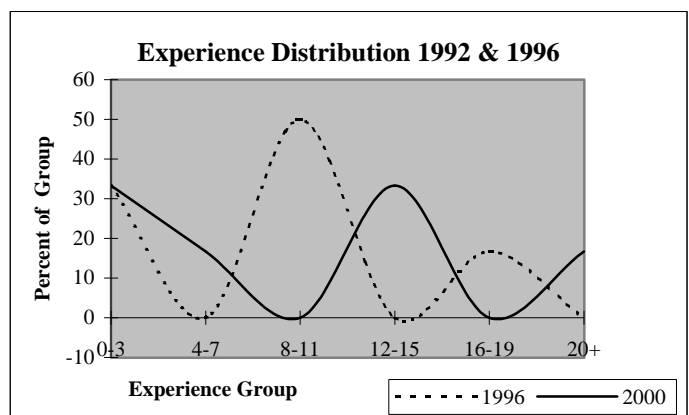
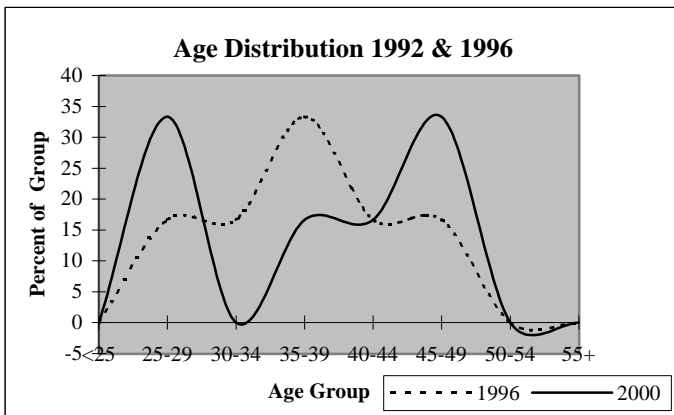
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	1	2	33.3%	16.7%	16.7%	16.7%	33.3%
4-7 Years	0	1	2	2	1	0.0%	16.7%	33.3%	33.3%	16.7%
8-11 Years	3	2	0	0	0	50.0%	33.3%	0.0%	0.0%	0.0%
12-15 Years	0	1	2	2	2	0.0%	16.7%	33.3%	33.3%	33.3%
16-19 Years	1	1	1	1	0	16.7%	16.7%	16.7%	16.7%	0.0%
20+ Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
<b>Average Experience</b>	8.7	9.7	8.7	9.7	9.8					

## District Report for: OAK GROVE

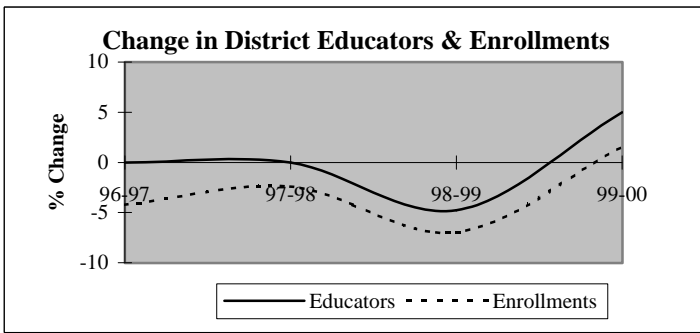
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	1	-	0.0%	14.3%	0.0%	14.3%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	14.3%	-
Attrition from Exits	0	1	0	0	-	0.0%	14.3%	0.0%	0.0%	-
Teacher Attrition	0	1	0	1	-	0.0%	16.7%	0.0%	16.7%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	16.7%	-
Attrition from Exits	0	1	0	0	-	0.0%	16.7%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	6	7	6	-	100.0%	85.7%	100.0%	85.7%	-
Teacher Retention	6	5	6	5	-	100.0%	83.3%	100.0%	83.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	50.0%	50.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	50.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	85.7%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	14.3%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: RIPLEY

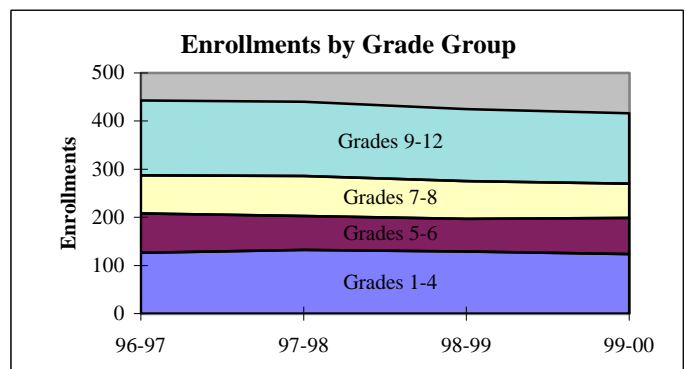
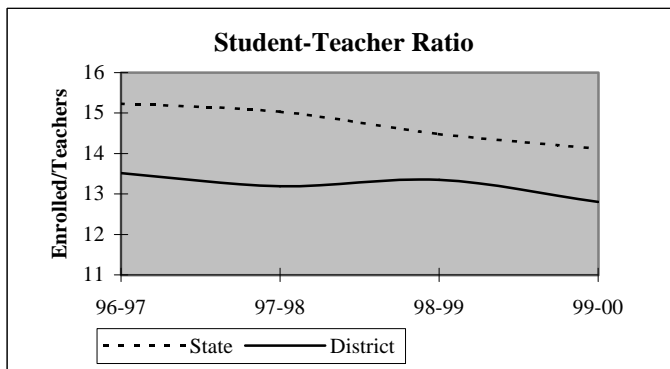


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.4	11.9	11.6	11.4	11.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	13.5	13.2	13.4	12.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	-2	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	-4.8%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	-22	-12	-34	7	-	-	-	-	-
% Change in Enrollments	1.6%	-4.2%	-2.4%	-7.0%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	19.0%	11.9%	4.8%	0.0%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	7.1%	7.5%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.8%	4.8%	7.5%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	4.8%	2.4%	2.5%	2.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.4%	2.4%	2.5%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	40.2	40.1	40.9	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	9.9	10.4	10.1	10.4	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	27,456	28,239	28,989	29,592	29,203	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	5.4%	2.7%	2.9%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.8%	83.8%	83.8%	85.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.5%	13.5%	10.8%	11.8%	11.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.2%	8.4%	9.0%	9.3%	25.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	15	16	13	14	40.5%	35.7%	38.1%	32.5%	33.3%
Attrition	2	2	2	0	0					
Attrition Rate	11.8%	13.3%	12.5%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	23	22	23	24	54.8%	54.8%	52.4%	57.5%	57.1%
Attrition	1	4	2	0	0					
Attrition Rate	4.3%	17.4%	9.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	4	4	4	4	4.8%	9.5%	9.5%	10.0%	9.5%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	4	4	4	4	5	9.5%	9.5%	9.5%	10.0%	11.9%

## District Report for: RIPLEY

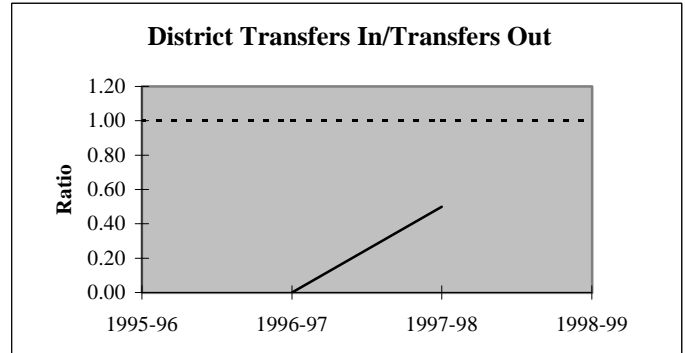
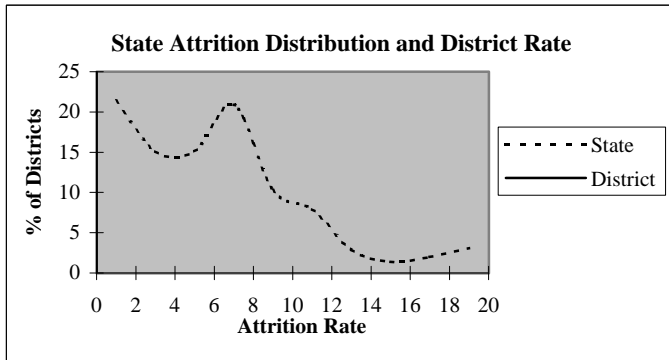
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	42	42	40	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.1%	7.1%	7.5%	7.1%
Professional Staff	2	2	2	3	3	4.8%	4.8%	4.8%	7.5%	7.1%
<b>Total Teachers</b>	37	37	37	34	36	88.1%	88.1%	88.1%	85.0%	85.7%
Special Education	5	5	4	4	4	13.5%	13.5%	10.8%	11.8%	11.1%
Pre-K & Kindergarten	1	1	1	1	1	2.7%	2.7%	2.7%	2.9%	2.8%
Elementary	19	19	21	20	21	51.4%	51.4%	56.8%	58.8%	58.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	11	9	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	2.7%	2.7%	2.7%	2.9%	2.8%
Art & Music	1	1	1	0	1	2.7%	2.7%	2.7%	0.0%	2.8%
Social Studies	1	1	1	1	1	2.7%	2.7%	2.7%	2.9%	2.8%
Foreign Language	1	1	1	1	1	2.7%	2.7%	2.7%	2.9%	2.8%
Math	1	1	2	1	1	2.7%	2.7%	5.4%	2.9%	2.8%
<b>Science</b>	2	3	2	2	2	5.4%	8.1%	5.4%	5.9%	5.6%
Biology	1	1	1	0	1	2.7%	2.7%	2.7%	0.0%	2.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	2	1	2.7%	5.4%	2.7%	5.9%	2.8%
Vocational Education	3	3	3	3	3	8.1%	8.1%	8.1%	8.8%	8.3%
Other	2	1	0	0	0	5.4%	2.7%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	522	500	488	454	461	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	54	57	46	28	44	10.3%	11.4%	9.4%	6.2%	9.5%
Grades 1-4	132	126	132	129	124	25.3%	25.2%	27.0%	28.4%	26.9%
Grades 5-6	89	82	71	68	75	17.0%	16.4%	14.5%	15.0%	16.3%
Grades 7-8	85	79	83	78	71	16.3%	15.8%	17.0%	17.2%	15.4%
Grades 9-12	162	156	154	150	146	31.0%	31.2%	31.6%	33.0%	31.7%
Ungraded	0	0	2	1	1	0.0%	0.0%	0.4%	0.2%	0.2%



## District Report for: RIPLEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	42	42	40	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	39	36	38	40	90.5%	92.9%	85.7%	95.0%	95.2%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>9.5%</b>	<b>7.1%</b>	<b>14.3%</b>	<b>5.0%</b>	<b>4.8%</b>
Transfers In	0	0	2	1	0	0.0%	0.0%	33.3%	50.0%	0.0%
Reentrants	2	0	1	0	1	50.0%	0.0%	16.7%	0.0%	50.0%
First Time Educators	2	3	3	1	1	50.0%	100.0%	50.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>-</b>	<b>7.1%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	3	4	0	-	0.0%	50.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	3	3	0	0	-	100.0%	50.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	14.3%	9.5%	0.0%	-
Transfers In/Out	nc	0.00	0.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	26	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	2
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>42</b>

## District Report for: RIPLEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.1%	7.1%	7.5%	7.1%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	3	3	4.8%	4.8%	4.8%	7.5%	7.1%
White - Females	1	1	1	2	2	50.0%	50.0%	50.0%	66.7%	66.7%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	37	37	34	36	88.1%	88.1%	88.1%	85.0%	85.7%
White - Females	31	29	30	28	29	83.8%	78.4%	81.1%	82.4%	80.6%
White - Males	6	6	6	5	6	16.2%	16.2%	16.2%	14.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	2	1	1	1	0.0%	5.4%	2.7%	2.9%	2.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	2	0	0	0.0%	5.4%	5.7%	0.0%	0.0%
25-29	3	3	4	5	3	8.1%	8.1%	11.4%	15.6%	9.1%
30-34	8	8	4	4	4	21.6%	21.6%	11.4%	12.5%	12.1%
35-39	4	3	7	6	8	10.8%	8.1%	20.0%	18.8%	24.2%
40-44	8	5	2	3	3	21.6%	13.5%	5.7%	9.4%	9.1%
45-49	10	9	10	9	8	27.0%	24.3%	28.6%	28.1%	24.2%
50-54	4	7	6	2	4	10.8%	18.9%	17.1%	6.3%	12.1%
55+	0	0	0	3	3	0.0%	0.0%	0.0%	9.4%	9.1%
<b>Average Age</b>	40.5	40.2	40.1	40.9	41.8					

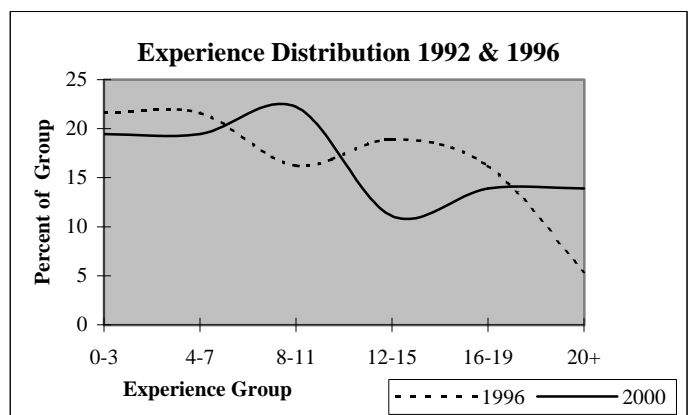
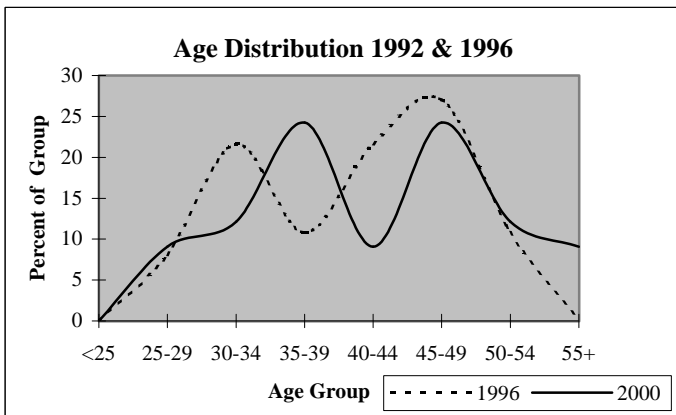
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	8	8	8	7	21.6%	21.6%	21.6%	23.5%	19.4%
4-7 Years	8	6	8	5	7	21.6%	16.2%	21.6%	14.7%	19.4%
8-11 Years	6	6	4	7	8	16.2%	16.2%	10.8%	20.6%	22.2%
12-15 Years	7	6	7	5	4	18.9%	16.2%	18.9%	14.7%	11.1%
16-19 Years	6	8	6	6	5	16.2%	21.6%	16.2%	17.6%	13.9%
20+ Years	2	3	4	3	5	5.4%	8.1%	10.8%	8.8%	13.9%
<b>Average Experience</b>	9.9	10.4	10.1	10.4	11.0					

## District Report for: RIPLEY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	6	4	0	-	7.1%	14.3%	9.5%	0.0%	-
Attrition from Transfers	0	3	4	0	-	0.0%	7.1%	9.5%	0.0%	-
Attrition from Exits	3	3	0	0	-	7.1%	7.1%	0.0%	0.0%	-
Teacher Attrition	3	6	4	0	-	8.1%	16.2%	10.8%	0.0%	-
Attrition from Transfers	0	3	4	0	-	0.0%	8.1%	10.8%	0.0%	-
Attrition from Exits	3	3	0	0	-	8.1%	8.1%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	39	36	38	40	-	92.9%	85.7%	90.5%	100.0%	-
Teacher Retention	34	31	33	34	-	91.9%	83.8%	89.2%	100.0%	-

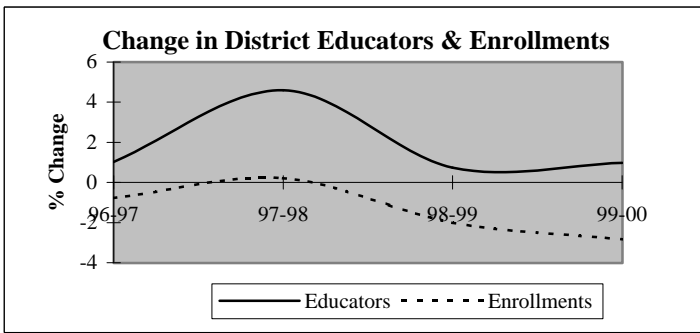
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	91.7%	0.0%	91.7%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	10.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	0.0%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	11.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	10.0%	90.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	4.8%	0.0%	4.8%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	92.9%	85.7%	97.5%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.5%	7.1%	9.5%	2.5%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: STILLWATER

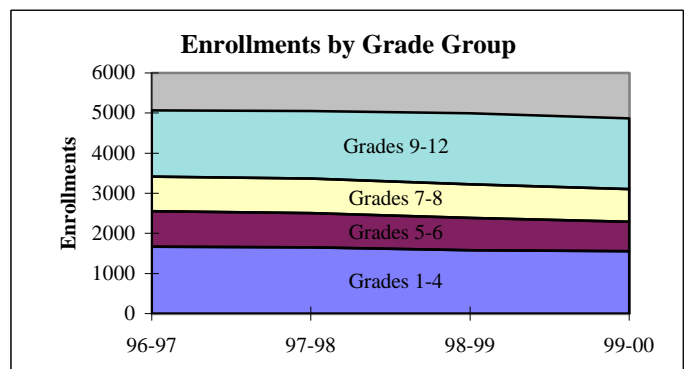
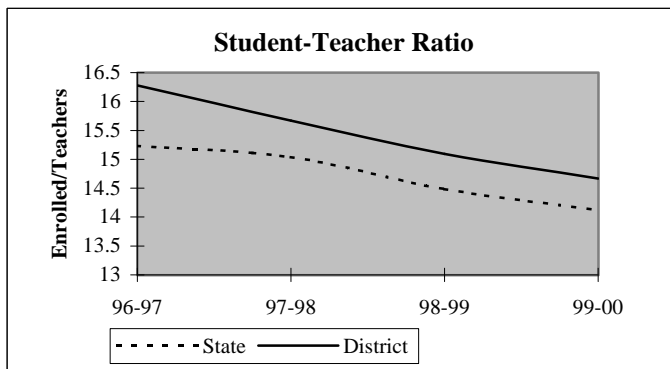


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.0	13.5	13.1	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.5	16.3	15.7	15.1	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	4	18	3	4	-	-	-	-	-
% Change in Educators	0.0%	1.0%	4.6%	0.7%	1.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	74	-43	12	-111	-153	-	-	-	-	-
% Change in Enrollments	1.4%	-0.8%	0.2%	-2.0%	-2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.4%	6.4%	11.0%	8.7%	7.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.9%	5.1%	4.6%	4.4%	4.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.5%	8.7%	9.5%	9.0%	9.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.1%	3.3%	3.4%	3.9%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	10.5%	10.0%	10.5%	11.1%	10.5%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.5%	1.8%	2.0%	1.7%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.5	42.6	42.8	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.5	11.9	12.0	11.9	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,573	29,626	28,689	30,178	31,057	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.4%	2.7%	2.8%	3.4%	2.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.3%	82.0%	80.1%	81.8%	82.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.8%	13.6%	12.5%	13.4%	12.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.8%	19.7%	17.5%	16.6%	17.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	134	129	144	149	146	34.5%	32.9%	35.1%	36.1%	35.0%
Attrition	11	16	23	18	0					
Attrition Rate	8.2%	12.4%	16.0%	12.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	233	240	236	237	230	60.1%	61.2%	57.6%	57.4%	55.2%
Attrition	4	18	17	11	0					
Attrition Rate	1.7%	7.5%	7.2%	4.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	21	23	30	30	43	5.4%	5.9%	7.3%	7.3%	10.3%
Attrition Rate	5	1	7	2	0					
Attrition Rate	23.8%	4.3%	23.3%	6.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	29	34	41	45	55	7.5%	8.7%	10.0%	10.9%	13.2%

## District Report for: STILLWATER

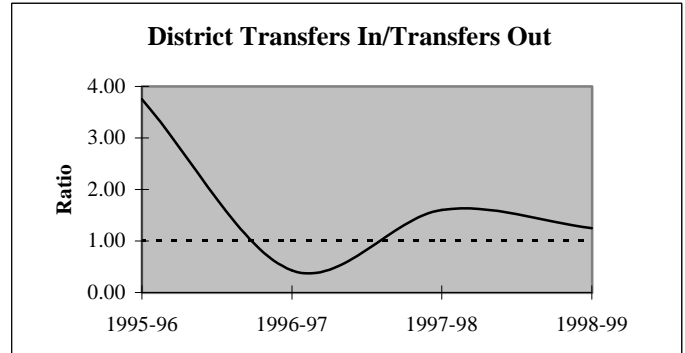
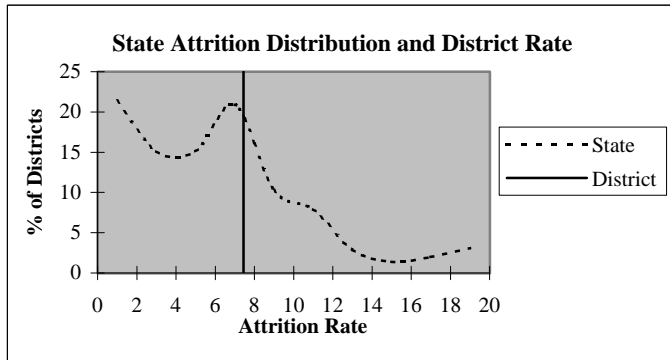
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	388	392	410	413	417	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	20	19	18	19	4.9%	5.1%	4.6%	4.4%	4.6%
Professional Staff	33	34	39	37	40	8.5%	8.7%	9.5%	9.0%	9.6%
<b>Total Teachers</b>	336	338	352	358	358	86.6%	86.2%	85.9%	86.7%	85.9%
Special Education	43	46	44	48	46	12.8%	13.6%	12.5%	13.4%	12.8%
Pre-K & Kindergarten	1	1	1	1	5	0.3%	0.3%	0.3%	0.3%	1.4%
Elementary	152	150	153	151	151	45.2%	44.4%	43.5%	42.2%	42.2%
<b>Middle School</b>	35	34	37	37	38	10.4%	10.1%	10.5%	10.3%	10.6%
Language Arts	11	10	9	9	10	3.3%	3.0%	2.6%	2.5%	2.8%
Art & Music	4	4	3	4	4	1.2%	1.2%	0.9%	1.1%	1.1%
Social Studies	6	6	6	6	6	1.8%	1.8%	1.7%	1.7%	1.7%
Foreign Language	1	2	2	2	2	0.3%	0.6%	0.6%	0.6%	0.6%
Math	5	6	6	6	5	1.5%	1.8%	1.7%	1.7%	1.4%
Science	6	5	6	6	6	1.8%	1.5%	1.7%	1.7%	1.7%
Vocational Education	0	0	0	1	1	0.0%	0.0%	0.0%	0.3%	0.3%
Other	2	1	5	3	4	0.6%	0.3%	1.4%	0.8%	1.1%
<b>High School (9-12)</b>	105	107	117	121	118	2625.0%	2675.0%	3900.0%	3025.0%	2950.0%
Language Arts	21	20	20	19	21	6.3%	5.9%	5.7%	5.3%	5.9%
Art & Music	8	10	10	11	10	2.4%	3.0%	2.8%	3.1%	2.8%
Social Studies	16	14	16	18	17	4.8%	4.1%	4.5%	5.0%	4.7%
Foreign Language	10	8	9	9	9	3.0%	2.4%	2.6%	2.5%	2.5%
Math	16	16	16	17	18	4.8%	4.7%	4.5%	4.7%	5.0%
<b>Science</b>	14	14	14	16	15	4.2%	4.1%	4.0%	4.5%	4.2%
Biology	4	4	3	5	3	1.2%	1.2%	0.9%	1.4%	0.8%
Chemistry	1	1	1	2	2	0.3%	0.3%	0.3%	0.6%	0.6%
Physics	1	0	0	1	1	0.3%	0.0%	0.0%	0.3%	0.3%
Other Science	8	9	10	8	9	2.4%	2.7%	2.8%	2.2%	2.5%
Vocational Education	11	12	12	12	11	3.3%	3.6%	3.4%	3.4%	3.1%
Other	9	13	20	19	17	2.7%	3.8%	5.7%	5.3%	4.7%
<b>Total Enrollments</b>	5,546	5,503	5,515	5,404	5,251	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	450	411	443	396	370	8.1%	7.5%	8.0%	7.3%	7.0%
Grades 1-4	1,783	1,666	1,654	1,583	1,553	32.1%	30.3%	30.0%	29.3%	29.6%
Grades 5-6	859	889	853	802	738	15.5%	16.2%	15.5%	14.8%	14.1%
Grades 7-8	888	860	860	839	815	16.0%	15.6%	15.6%	15.5%	15.5%
Grades 9-12	1,555	1,653	1,687	1,767	1,758	28.0%	30.0%	30.6%	32.7%	33.5%
Ungraded	11	24	18	17	17	0.2%	0.4%	0.3%	0.3%	0.3%



## District Report for: STILLWATER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	388	392	410	416	419	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	357	368	357	363	385	92.0%	93.9%	87.1%	87.3%	91.9%
<b>Newly Hired</b>	<b>31</b>	<b>24</b>	<b>53</b>	<b>53</b>	<b>34</b>	<b>8.0%</b>	<b>6.1%</b>	<b>12.9%</b>	<b>12.7%</b>	<b>8.1%</b>
Transfers In	15	3	16	10	5	48.4%	12.5%	30.2%	18.9%	14.7%
Reentrants	11	5	14	17	19	35.5%	20.8%	26.4%	32.1%	55.9%
First Time Educators	5	16	23	26	10	16.1%	66.7%	43.4%	49.1%	29.4%
<b>Total Exiting Next Year</b>	<b>20</b>	<b>35</b>	<b>47</b>	<b>31</b>	<b>-</b>	<b>5.2%</b>	<b>8.9%</b>	<b>11.5%</b>	<b>7.5%</b>	<b>-</b>
Transfers Out	4	7	10	8	-	20.0%	20.0%	21.3%	25.8%	-
Leave Oklahoma Educ.	16	28	37	23	-	80.0%	80.0%	78.7%	74.2%	-

Dynamics Rates	District Rates				
District Attrition	5.2%	8.9%	11.5%	7.5%	-
Transfers In/Out	3.75	0.43	1.60	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	12	Benedictine Heights, Tulsa	-
OSU, Stillwater	265	Southern Nazarene Univ., Bethany	-
UCO, Edmond	21	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	5	Phillips Univ., Enid	-
NESU, Tahlequah	12	University of Tulsa, Tulsa	4
SEOSU, Durant	4	OCUSA, Oklahoma City	2
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	54
		<b>Total</b>	<b>387</b>

## District Report for: STILLWATER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	19	20	19	18	19	4.9%	5.1%	4.6%	4.4%	4.6%
White - Females	5	6	7	6	8	26.3%	30.0%	36.8%	33.3%	42.1%
White - Males	12	12	10	10	9	63.2%	60.0%	52.6%	55.6%	47.4%
Black - Females	1	1	1	1	1	5.3%	5.0%	5.3%	5.6%	5.3%
Black - Males	1	1	1	1	1	5.3%	5.0%	5.3%	5.6%	5.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	33	34	39	37	40	8.5%	8.7%	9.5%	9.0%	9.6%
White - Females	26	27	32	32	35	78.8%	79.4%	82.1%	86.5%	87.5%
White - Males	5	5	5	3	3	15.2%	14.7%	12.8%	8.1%	7.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	3.0%	2.9%	2.6%	2.7%	2.5%
Other - Males	1	1	1	1	1	3.0%	2.9%	2.6%	2.7%	2.5%
<b>Teachers</b>	336	338	352	358	358	86.6%	86.2%	85.9%	86.7%	85.9%
White - Females	268	270	276	284	288	79.8%	79.9%	78.4%	79.3%	80.4%
White - Males	60	59	66	62	61	17.9%	17.5%	18.8%	17.3%	17.0%
Black - Females	0	1	1	2	2	0.0%	0.3%	0.3%	0.6%	0.6%
Black - Males	1	1	2	2	1	0.3%	0.3%	0.6%	0.6%	0.3%
Other - Females	5	6	5	7	5	1.5%	1.8%	1.4%	2.0%	1.4%
Other - Males	2	1	2	1	1	0.6%	0.3%	0.6%	0.3%	0.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	4	6	7	4	0.9%	1.2%	1.7%	2.0%	1.2%
25-29	48	39	41	44	45	14.4%	11.8%	11.9%	12.6%	13.0%
30-34	34	41	44	43	45	10.2%	12.4%	12.8%	12.3%	13.0%
35-39	41	34	36	34	37	12.3%	10.3%	10.4%	9.7%	10.7%
40-44	51	51	47	47	42	15.3%	15.5%	13.6%	13.5%	12.1%
45-49	86	80	67	62	61	25.8%	24.2%	19.4%	17.8%	17.6%
50-54	43	54	73	76	73	12.9%	16.4%	21.2%	21.8%	21.0%
55+	27	27	31	36	40	8.1%	8.2%	9.0%	10.3%	11.5%
<b>Average Age</b>	42.0	42.5	42.6	42.8	42.9					

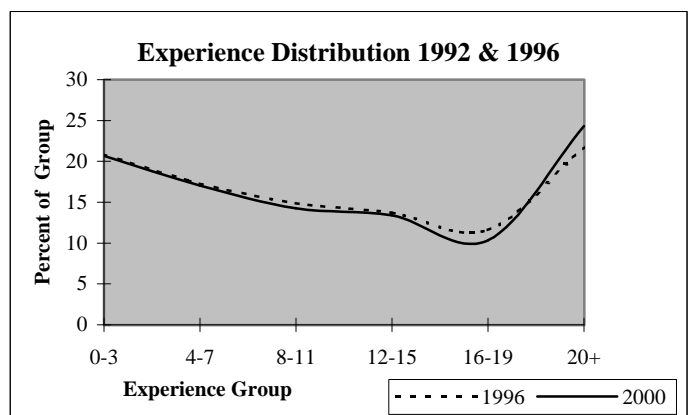
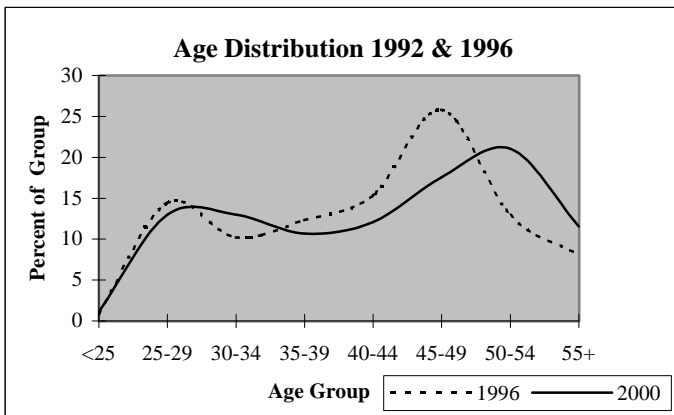
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	70	58	58	62	74	20.8%	17.2%	16.5%	17.3%	20.7%
4-7 Years	58	66	74	74	61	17.3%	19.5%	21.0%	20.7%	17.0%
8-11 Years	50	53	54	52	51	14.9%	15.7%	15.3%	14.5%	14.2%
12-15 Years	46	45	45	47	48	13.7%	13.3%	12.8%	13.1%	13.4%
16-19 Years	39	40	43	49	37	11.6%	11.8%	12.2%	13.7%	10.3%
20+ Years	73	76	78	74	87	21.7%	22.5%	22.2%	20.7%	24.3%
<b>Average Experience</b>	11.5	11.9	12.0	11.9	12.2					

## District Report for: STILLWATER

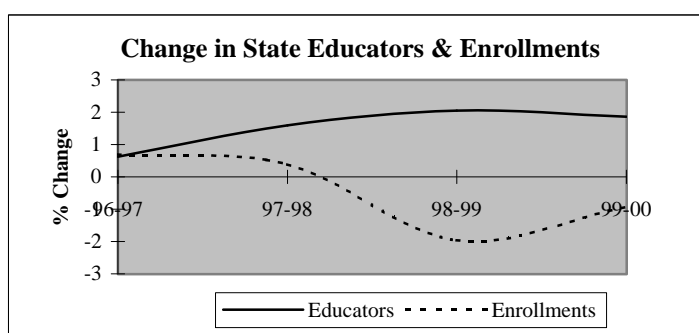
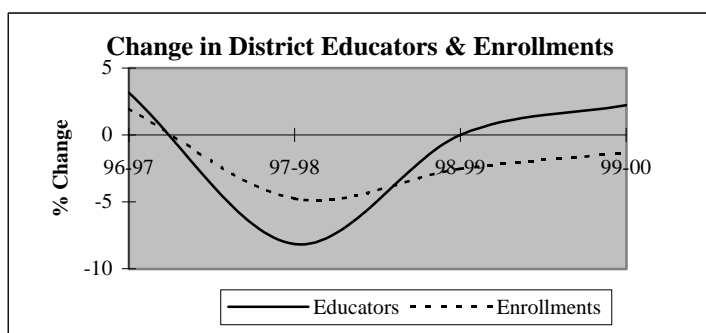
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	20	35	47	31	-	5.2%	8.9%	11.5%	7.5%	-
Attrition from Transfers	4	7	10	8	-	1.0%	1.8%	2.4%	1.9%	-
Attrition from Exits	16	28	37	23	-	4.1%	7.1%	9.0%	5.6%	-
<b>Teacher Attrition</b>	20	30	41	27	-	6.0%	8.9%	11.6%	7.5%	-
Attrition from Transfers	4	5	9	6	-	1.2%	1.5%	2.6%	1.7%	-
Attrition from Exits	16	25	32	21	-	4.8%	7.4%	9.1%	5.9%	-
<b>District Retention</b>										
Educator Retention	368	357	363	382	-	94.8%	91.1%	88.5%	92.5%	-
Teacher Retention	316	308	311	331	-	94.0%	91.1%	88.4%	92.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	77.1%	9.4%	86.5%	78.2%	9.6%	87.8%
1 Year of Experience	90.1%	2.8%	93.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.6%	3.8%	92.4%	85.2%	5.9%	91.1%
3 Years of Experience	90.1%	0.0%	90.1%	86.1%	5.6%	91.7%
4 Years of Experience	90.1%	2.2%	92.3%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	2.2%	87.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.1%	1.0%	1.5%	2.9%	2.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.8%	93.4%	89.5%	87.2%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.3%	0.0%	0.2%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.1%	5.4%	9.0%	9.7%	6.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PERKINS-TRYON

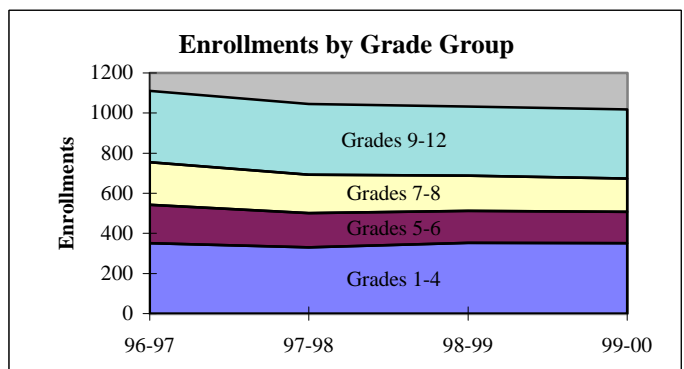
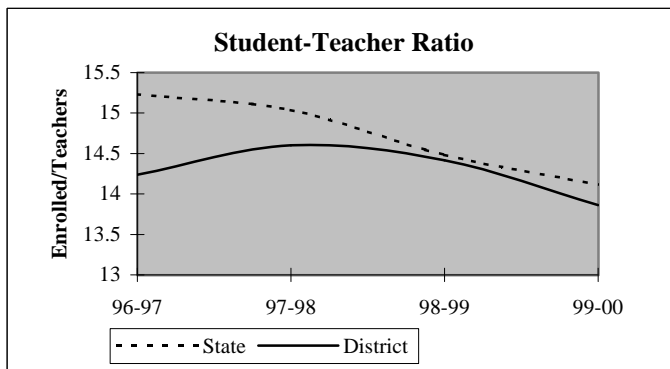


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	12.2	12.7	12.3	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	14.2	14.6	14.4	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	3	-8	0	2	-	-	-	-	-
% Change in Educators	4.4%	3.2%	-8.2%	0.0%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	37	23	-57	-29	-15	-	-	-	-	-
% Change in Enrollments	3.3%	2.0%	-4.8%	-2.5%	-1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.4%	11.2%	10.0%	3.3%	7.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.3%	6.1%	4.4%	5.6%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.4%	8.2%	8.9%	8.9%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.2%	3.1%	1.1%	1.1%	1.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.1%	2.0%	1.1%	1.1%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.0	39.8	40.4	41.1	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.6	10.4	11.4	12.3	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,921	26,963	28,405	29,075	28,453	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.7%	3.6%	1.3%	1.3%	1.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	73.8%	74.4%	74.0%	74.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.3%	10.7%	11.5%	11.7%	12.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.0%	12.2%	11.9%	12.3%	13.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	38	41	31	29	31	40.0%	41.8%	34.4%	32.2%	33.7%
Attrition	7	11	3	10	0					
Attrition Rate	18.4%	26.8%	9.7%	34.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	53	53	53	54	50	55.8%	54.1%	58.9%	60.0%	54.3%
Attrition	5	5	4	5	0					
Attrition Rate	9.4%	9.4%	7.5%	9.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	6	7	11	4.2%	4.1%	6.7%	7.8%	12.0%
Attrition Rate	0.0%	0.0%	16.7%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	4	6	8	11	14	4.2%	6.1%	8.9%	12.2%	15.2%

## District Report for: PERKINS-TRYON

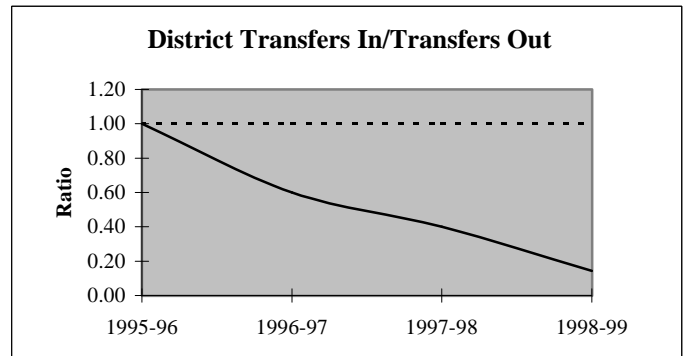
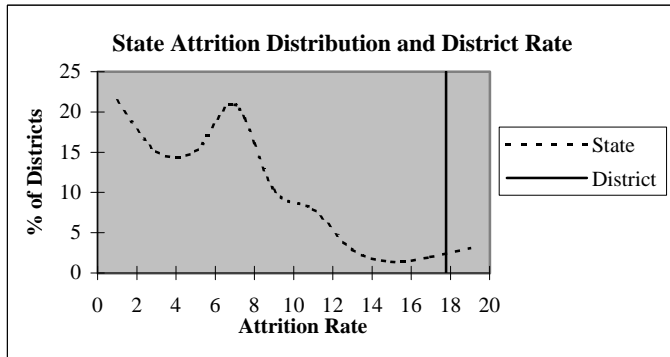
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	95	98	90	90	92	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	4	5	5	6.3%	6.1%	4.4%	5.6%	5.4%
Professional Staff	8	8	8	8	8	8.4%	8.2%	8.9%	8.9%	8.7%
<b>Total Teachers</b>	81	84	78	77	79	85.3%	85.7%	86.7%	85.6%	85.9%
Special Education	10	9	9	9	10	12.3%	10.7%	11.5%	11.7%	12.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	32	33	27	26	30	39.5%	39.3%	34.6%	33.8%	38.0%
<b>Middle School</b>	14	15	15	16	13	17.3%	17.9%	19.2%	20.8%	16.5%
Language Arts	4	4	4	4	3	4.9%	4.8%	5.1%	5.2%	3.8%
Art & Music	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.3%
Social Studies	3	3	2	3	2	3.7%	3.6%	2.6%	3.9%	2.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	3	1	2	2.5%	3.6%	3.8%	1.3%	2.5%
Science	3	3	3	3	3	3.7%	3.6%	3.8%	3.9%	3.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	2	4	2	1.2%	1.2%	2.6%	5.2%	2.5%
<b>High School (9-12)</b>	25	27	27	26	26	2500.0%	2700.0%	2700.0%	2600.0%	2600.0%
Language Arts	3	3	4	4	4	3.7%	3.6%	5.1%	5.2%	5.1%
Art & Music	3	3	3	3	3	3.7%	3.6%	3.8%	3.9%	3.8%
Social Studies	4	5	3	2	4	4.9%	6.0%	3.8%	2.6%	5.1%
Foreign Language	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.3%
Math	3	3	3	4	3	3.7%	3.6%	3.8%	5.2%	3.8%
<b>Science</b>	3	2	2	3	2	3.7%	2.4%	2.6%	3.9%	2.5%
Biology	1	1	2	1	1	1.2%	1.2%	2.6%	1.3%	1.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	0	2	1	2.5%	1.2%	0.0%	2.6%	1.3%
Vocational Education	5	5	5	4	4	6.2%	6.0%	6.4%	5.2%	5.1%
Other	3	5	6	5	5	3.7%	6.0%	7.7%	6.5%	6.3%
<b>Total Enrollments</b>	1,173	1,196	1,139	1,110	1,095	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	89	83	89	77	74	7.6%	6.9%	7.8%	6.9%	6.8%
Grades 1-4	337	351	330	353	351	28.7%	29.3%	29.0%	31.8%	32.1%
Grades 5-6	194	191	171	159	156	16.5%	16.0%	15.0%	14.3%	14.2%
Grades 7-8	213	213	191	176	166	18.2%	17.8%	16.8%	15.9%	15.2%
Grades 9-12	337	356	354	344	345	28.7%	29.8%	31.1%	31.0%	31.5%
Ungraded	3	2	4	1	3	0.3%	0.2%	0.4%	0.1%	0.3%



## District Report for: PERKINS-TRYON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	95	98	90	90	92	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	82	83	82	82	74	86.3%	84.7%	91.1%	91.1%	80.4%
<b>Newly Hired</b>	<b>13</b>	<b>15</b>	<b>8</b>	<b>8</b>	<b>18</b>	<b>13.7%</b>	<b>15.3%</b>	<b>8.9%</b>	<b>8.9%</b>	<b>19.6%</b>
Transfers In	7	3	2	1	6	53.8%	20.0%	25.0%	12.5%	33.3%
Reentrants	3	2	2	3	5	23.1%	13.3%	25.0%	37.5%	27.8%
First Time Educators	3	10	4	4	7	23.1%	66.7%	50.0%	50.0%	38.9%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>16</b>	<b>8</b>	<b>16</b>	<b>-</b>	<b>12.6%</b>	<b>16.3%</b>	<b>8.9%</b>	<b>17.8%</b>	<b>-</b>
Transfers Out	7	5	5	7	-	58.3%	31.3%	62.5%	43.8%	-
Leave Oklahoma Educ.	5	11	3	9	-	41.7%	68.8%	37.5%	56.3%	-

Dynamics Rates	District Rates				
District Attrition	12.6%	16.3%	8.9%	17.8%	-
Transfers In/Out	1.00	0.60	0.40	0.14	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	53	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	2
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	4	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	10
		<b>Total</b>	<b>95</b>



## District Report for: PERKINS-TRYON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	4	5	5	6.3%	6.1%	4.4%	5.6%	5.4%
White - Females	2	2	1	1	1	33.3%	33.3%	25.0%	20.0%	20.0%
White - Males	4	4	3	4	4	66.7%	66.7%	75.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	8	8	8	8	8.4%	8.2%	8.9%	8.9%	8.7%
White - Females	8	8	7	7	7	100.0%	100.0%	87.5%	87.5%	87.5%
White - Males	0	0	1	1	1	0.0%	0.0%	12.5%	12.5%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	81	84	78	77	79	85.3%	85.7%	86.7%	85.6%	85.9%
White - Females	61	60	58	57	59	75.3%	71.4%	74.4%	74.0%	74.7%
White - Males	17	21	19	19	19	21.0%	25.0%	24.4%	24.7%	24.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	0	0	0	2.5%	2.4%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	0	1	0	2.5%	2.4%	0.0%	1.3%	0.0%
25-29	10	11	7	6	7	12.5%	13.4%	9.2%	7.9%	9.5%
30-34	19	15	19	19	13	23.8%	18.3%	25.0%	25.0%	17.6%
35-39	11	11	11	11	10	13.8%	13.4%	14.5%	14.5%	13.5%
40-44	14	16	15	11	11	17.5%	19.5%	19.7%	14.5%	14.9%
45-49	14	13	8	12	16	17.5%	15.9%	10.5%	15.8%	21.6%
50-54	7	10	9	7	7	8.8%	12.2%	11.8%	9.2%	9.5%
55+	3	4	7	9	10	3.8%	4.9%	9.2%	11.8%	13.5%
<b>Average Age</b>	39.0	39.8	40.4	41.1	42.1					

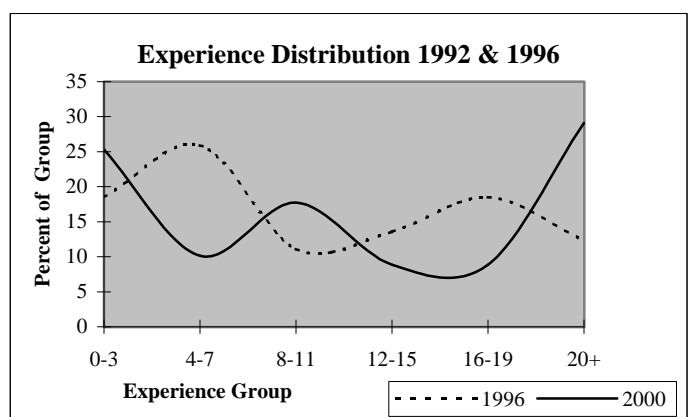
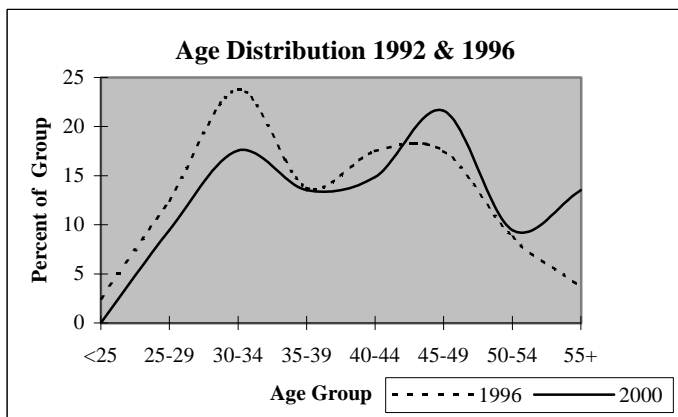
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	17	15	14	20	18.5%	20.2%	19.2%	18.2%	25.3%
4-7 Years	21	22	14	11	8	25.9%	26.2%	17.9%	14.3%	10.1%
8-11 Years	9	11	14	16	14	11.1%	13.1%	17.9%	20.8%	17.7%
12-15 Years	11	9	10	7	7	13.6%	10.7%	12.8%	9.1%	8.9%
16-19 Years	15	10	9	11	7	18.5%	11.9%	11.5%	14.3%	8.9%
20+ Years	10	15	16	18	23	12.3%	17.9%	20.5%	23.4%	29.1%
<b>Average Experience</b>	10.6	10.4	11.4	12.3	12.5					

## District Report for: PERKINS-TRYON

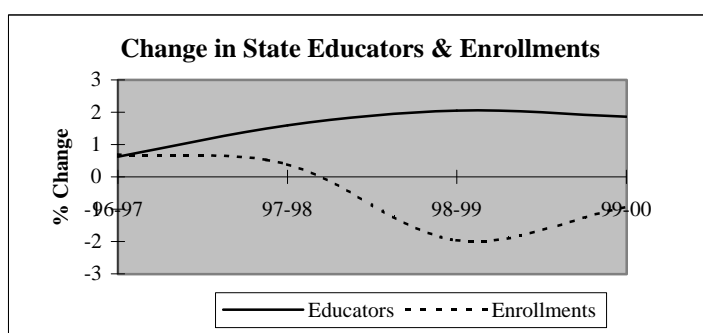
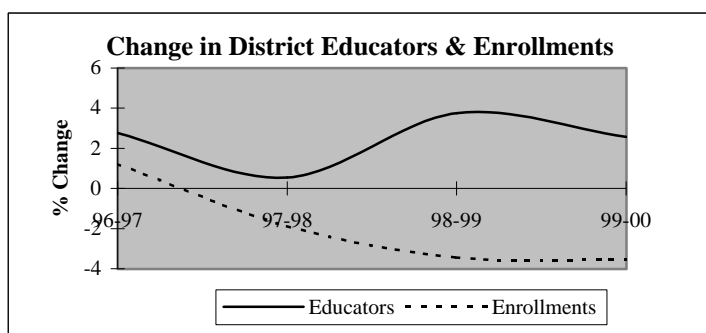
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	16	8	16	-	12.6%	16.3%	8.9%	17.8%	-
Attrition from Transfers	7	5	5	7	-	7.4%	5.1%	5.6%	7.8%	-
Attrition from Exits	5	11	3	9	-	5.3%	11.2%	3.3%	10.0%	-
Teacher Attrition	10	13	6	14	-	12.3%	15.5%	7.7%	18.2%	-
Attrition from Transfers	6	3	5	6	-	7.4%	3.6%	6.4%	7.8%	-
Attrition from Exits	4	10	1	8	-	4.9%	11.9%	1.3%	10.4%	-
<b>District Retention</b>										
Educator Retention	83	82	82	74	-	87.4%	83.7%	91.1%	82.2%	-
Teacher Retention	71	71	72	63	-	87.7%	84.5%	92.3%	81.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	65.4%	23.1%	88.5%	78.2%	9.6%	87.8%
1 Year of Experience	72.2%	11.1%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	72.2%	5.6%	77.8%	85.2%	5.9%	91.1%
3 Years of Experience	76.9%	15.4%	92.3%	86.1%	5.6%	91.7%
4 Years of Experience	76.2%	4.8%	81.0%	87.9%	4.7%	92.6%
5 Years of Experience	91.7%	4.2%	95.8%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	3.2%	3.1%	1.1%	2.2%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.5%	83.7%	91.1%	90.0%	85.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.1%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.3%	13.3%	6.7%	7.8%	13.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CUSHING

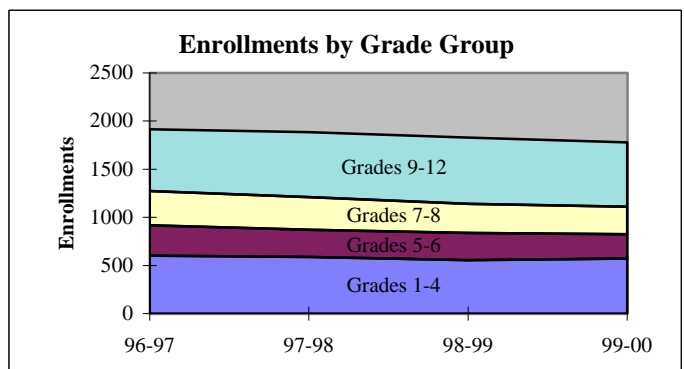
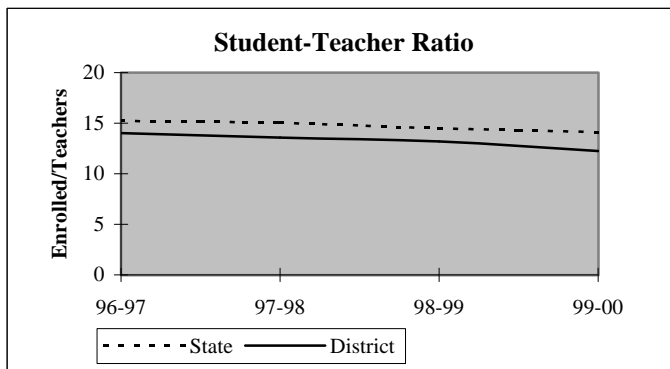


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.2	10.9	10.1	9.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.2	14.0	13.6	13.2	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	5	1	7	5	-	-	-	-	-
% Change in Educators	-1.1%	2.8%	0.5%	3.7%	2.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	53	25	-39	-70	-70	-	-	-	-	-
% Change in Enrollments	2.7%	1.2%	-1.9%	-3.4%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.9%	2.7%	3.2%	4.1%	5.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	4.8%	5.3%	5.7%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	14.9%	15.6%	14.4%	17.5%	17.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.4%	4.8%	5.3%	5.2%	6.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	1.6%	2.1%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	40.5	41.4	42.0	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	10.9	11.0	11.6	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,461	29,809	29,982	30,010	30,132	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.5%	6.1%	6.7%	6.0%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.0%	68.9%	71.3%	71.1%	71.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	20.0%	18.2%	20.0%	20.1%	18.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	20.0%	18.8%	17.4%	17.6%	20.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	67	70	66	63	63	37.0%	37.6%	35.3%	32.5%	31.7%
Attrition	6	11	9	13	0					
Attrition Rate	9.0%	15.7%	13.6%	20.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	105	104	103	108	106	58.0%	55.9%	55.1%	55.7%	53.3%
Attrition	5	6	4	3	0					
Attrition Rate	4.8%	5.8%	3.9%	2.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	13	19	23	30	5.5%	7.0%	10.2%	11.9%	15.1%
Attrition	2	2	1	1	0					
Attrition Rate	20.0%	15.4%	5.3%	4.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	16	20	24	30	34	8.8%	10.8%	12.8%	15.5%	17.1%

## District Report for: CUSHING

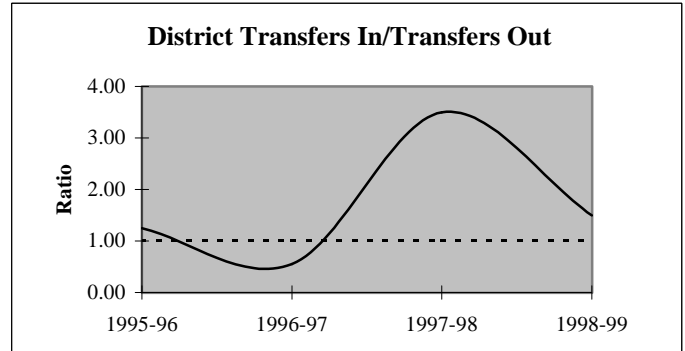
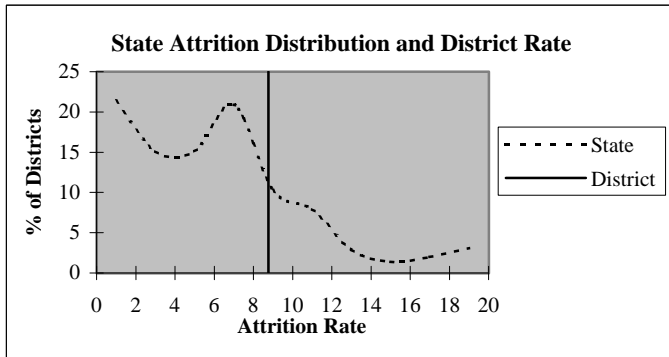
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	181	186	187	194	199	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	10	11	10	5.0%	4.8%	5.3%	5.7%	5.0%
Professional Staff	27	29	27	34	34	14.9%	15.6%	14.4%	17.5%	17.1%
<b>Total Teachers</b>	145	148	150	149	155	80.1%	79.6%	80.2%	76.8%	77.9%
Special Education	29	27	30	30	29	20.0%	18.2%	20.0%	20.1%	18.7%
Pre-K & Kindergarten	1	1	1	1	5	0.7%	0.7%	0.7%	0.7%	3.2%
Elementary	49	51	50	49	52	33.8%	34.5%	33.3%	32.9%	33.5%
<b>Middle School</b>	26	27	27	27	27	17.9%	18.2%	18.0%	18.1%	17.4%
Language Arts	7	7	7	7	7	4.8%	4.7%	4.7%	4.7%	4.5%
Art & Music	3	3	3	3	3	2.1%	2.0%	2.0%	2.0%	1.9%
Social Studies	4	4	4	4	4	2.8%	2.7%	2.7%	2.7%	2.6%
Foreign Language	1	1	1	1	1	0.7%	0.7%	0.7%	0.7%	0.6%
Math	4	3	3	3	3	2.8%	2.0%	2.0%	2.0%	1.9%
Science	3	4	4	4	4	2.1%	2.7%	2.7%	2.7%	2.6%
Vocational Education	1	1	1	1	1	0.7%	0.7%	0.7%	0.7%	0.6%
Other	3	4	4	4	4	2.1%	2.7%	2.7%	2.7%	2.6%
<b>High School (9-12)</b>	40	42	42	42	42	1333.3%	1400.0%	1400.0%	1400.0%	1400.0%
Language Arts	7	7	8	8	8	4.8%	4.7%	5.3%	5.4%	5.2%
Art & Music	2	2	2	2	2	1.4%	1.4%	1.3%	1.3%	1.3%
Social Studies	7	6	6	6	6	4.8%	4.1%	4.0%	4.0%	3.9%
Foreign Language	2	2	3	2	2	1.4%	1.4%	2.0%	1.3%	1.3%
Math	5	5	5	5	5	3.4%	3.4%	3.3%	3.4%	3.2%
<b>Science</b>	4	5	5	5	5	2.8%	3.4%	3.3%	3.4%	3.2%
Biology	2	2	2	2	3	1.4%	1.4%	1.3%	1.3%	1.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	3	3	3	2	1.4%	2.0%	2.0%	2.0%	1.3%
Vocational Education	8	8	7	7	7	5.5%	5.4%	4.7%	4.7%	4.5%
Other	5	7	6	7	7	3.4%	4.7%	4.0%	4.7%	4.5%
<b>Total Enrollments</b>	2,052	2,077	2,038	1,968	1,898	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	151	153	145	136	120	7.4%	7.4%	7.1%	6.9%	6.3%
Grades 1-4	567	601	589	556	572	27.6%	28.9%	28.9%	28.3%	30.1%
Grades 5-6	336	318	281	282	254	16.4%	15.3%	13.8%	14.3%	13.4%
Grades 7-8	326	353	339	301	285	15.9%	17.0%	16.6%	15.3%	15.0%
Grades 9-12	657	642	675	691	667	32.0%	30.9%	33.1%	35.1%	35.1%
Ungraded	15	10	9	2	0	0.7%	0.5%	0.4%	0.1%	0.0%



## District Report for: CUSHING

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	182	187	188	194	199	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	164	169	168	174	177	90.1%	90.4%	89.4%	89.7%	88.9%
<b>Newly Hired</b>	<b>18</b>	<b>18</b>	<b>20</b>	<b>20</b>	<b>22</b>	<b>9.9%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.3%</b>	<b>11.1%</b>
Transfers In	5	5	7	9	9	27.8%	27.8%	35.0%	45.0%	40.9%
Reentrants	5	3	4	4	7	27.8%	16.7%	20.0%	20.0%	31.8%
First Time Educators	8	10	9	7	6	44.4%	55.6%	45.0%	35.0%	27.3%
<b>Total Exiting Next Year</b>	<b>13</b>	<b>19</b>	<b>14</b>	<b>17</b>	<b>-</b>	<b>7.1%</b>	<b>10.2%</b>	<b>7.4%</b>	<b>8.8%</b>	<b>-</b>
Transfers Out	4	9	2	6	-	30.8%	47.4%	14.3%	35.3%	-
Leave Oklahoma Educ.	9	10	12	11	-	69.2%	52.6%	85.7%	64.7%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	10.2%	7.4%	8.8%	-
Transfers In/Out	1.25	0.56	3.50	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	111	Southern Nazarene Univ., Bethany	1
UCO, Edmond	9	OBU, Shawnee	3
ECU, Ada	5	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	2
NESU, Tahlequah	13	University of Tulsa, Tulsa	1
SEOSU, Durant	3	OCUSA, Oklahoma City	2
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	16
		Total	182

## District Report for: CUSHING

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	9	10	11	10	5.0%	4.8%	5.3%	5.7%	5.0%
White - Females	2	2	3	4	4	22.2%	22.2%	30.0%	36.4%	40.0%
White - Males	7	7	7	7	6	77.8%	77.8%	70.0%	63.6%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	27	29	27	34	34	14.9%	15.6%	14.4%	17.5%	17.1%
White - Females	21	21	20	26	26	77.8%	72.4%	74.1%	76.5%	76.5%
White - Males	6	8	7	7	7	22.2%	27.6%	25.9%	20.6%	20.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	2.9%	2.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	145	148	150	149	155	80.1%	79.6%	80.2%	76.8%	77.9%
White - Females	96	97	101	101	105	66.2%	65.5%	67.3%	67.8%	67.7%
White - Males	41	42	39	39	39	28.3%	28.4%	26.0%	26.2%	25.2%
Black - Females	2	2	2	2	3	1.4%	1.4%	1.3%	1.3%	1.9%
Black - Males	1	1	2	2	2	0.7%	0.7%	1.3%	1.3%	1.3%
Other - Females	2	3	4	3	3	1.4%	2.0%	2.7%	2.0%	1.9%
Other - Males	3	3	2	2	3	2.1%	2.0%	1.3%	1.3%	1.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	4	2	2	1	1.4%	2.7%	1.4%	1.4%	0.7%
25-29	19	22	19	20	12	13.2%	15.1%	12.8%	13.8%	8.2%
30-34	22	21	20	14	20	15.3%	14.4%	13.5%	9.7%	13.6%
35-39	19	18	23	25	24	13.2%	12.3%	15.5%	17.2%	16.3%
40-44	21	24	21	18	24	14.6%	16.4%	14.2%	12.4%	16.3%
45-49	30	27	31	29	25	20.8%	18.5%	20.9%	20.0%	17.0%
50-54	21	23	24	25	23	14.6%	15.8%	16.2%	17.2%	15.6%
55+	10	7	8	12	18	6.9%	4.8%	5.4%	8.3%	12.2%
<b>Average Age</b>	40.9	40.5	41.4	42.0	42.9					

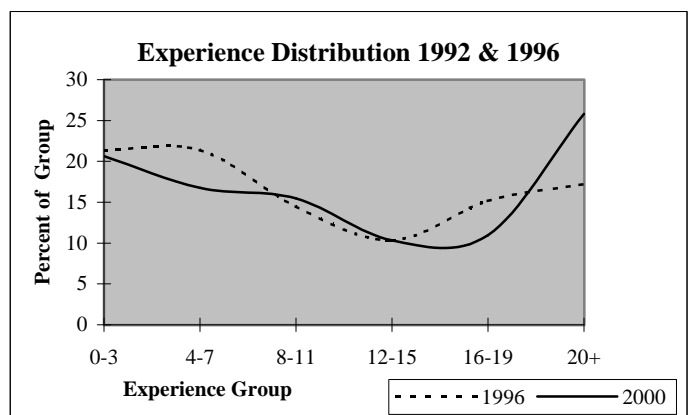
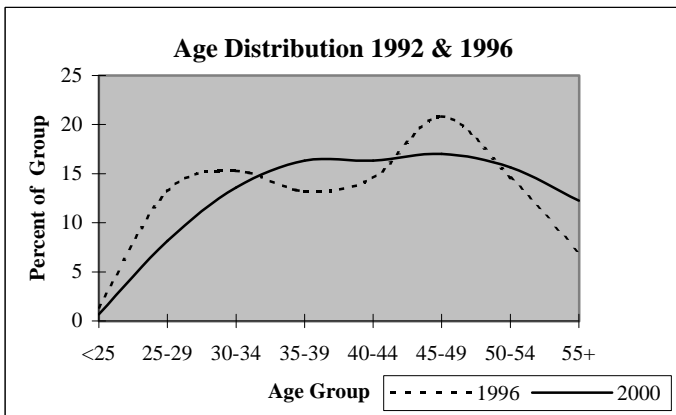
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	31	37	39	34	32	21.4%	25.0%	26.0%	22.8%	20.6%
4-7 Years	31	27	23	24	26	21.4%	18.2%	15.3%	16.1%	16.8%
8-11 Years	21	24	29	24	24	14.5%	16.2%	19.3%	16.1%	15.5%
12-15 Years	15	12	9	17	16	10.3%	8.1%	6.0%	11.4%	10.3%
16-19 Years	22	22	22	15	17	15.2%	14.9%	14.7%	10.1%	11.0%
20+ Years	25	26	28	35	40	17.2%	17.6%	18.7%	23.5%	25.8%
<b>Average Experience</b>	11.0	10.9	11.0	11.6	12.3					

# District Report for: CUSHING

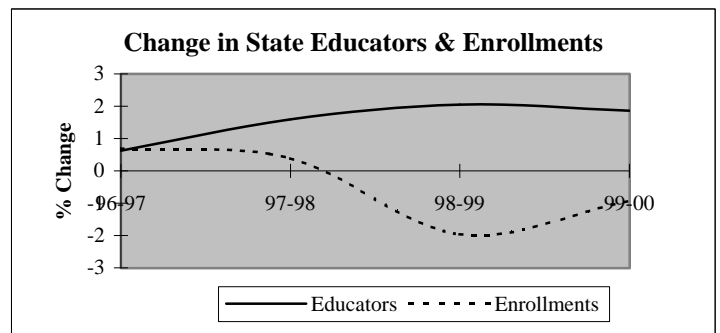
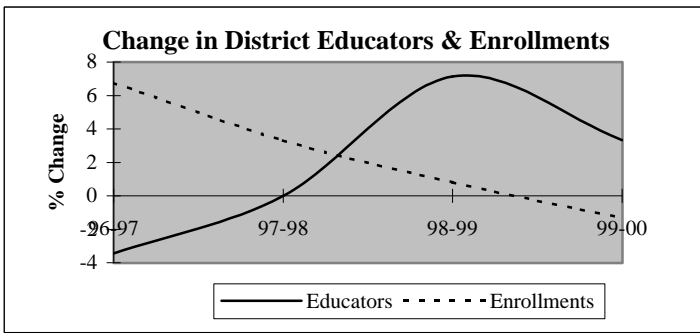
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	13	19	14	17	-	7.2%	10.2%	7.5%	8.8%	-
Attrition from Transfers	4	9	2	6	-	2.2%	4.8%	1.1%	3.1%	-
Attrition from Exits	9	10	12	11	-	5.0%	5.4%	6.4%	5.7%	-
<b>Teacher Attrition</b>	12	16	12	15	-	8.3%	10.8%	8.0%	10.1%	-
Attrition from Transfers	4	7	2	6	-	2.8%	4.7%	1.3%	4.0%	-
Attrition from Exits	8	9	10	9	-	5.5%	6.1%	6.7%	6.0%	-
<b>District Retention</b>										
Educator Retention	168	167	173	177	-	92.8%	89.8%	92.5%	91.2%	-
Teacher Retention	133	132	138	134	-	91.7%	89.2%	92.0%	89.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.0%	8.0%	92.0%	78.2%	9.6%	87.8%
1 Year of Experience	77.8%	11.1%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	79.5%	2.6%	82.1%	85.2%	5.9%	91.1%
3 Years of Experience	83.9%	0.0%	83.9%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	3.6%	96.4%	87.9%	4.7%	92.6%
5 Years of Experience	88.2%	5.9%	94.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.6%	1.1%	1.1%	1.0%	2.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.8%	92.5%	92.5%	93.3%	91.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.6%	6.5%	6.4%	5.7%	6.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GLENCOE



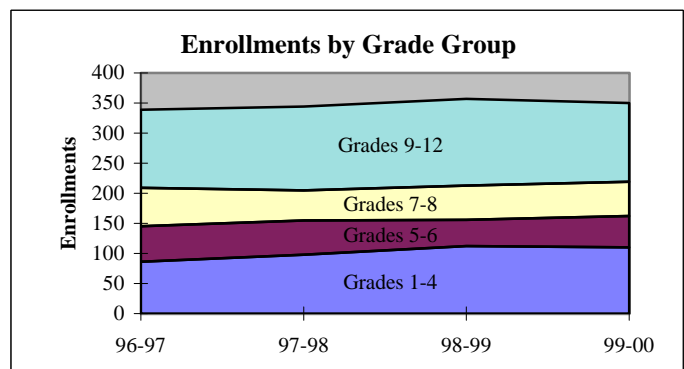
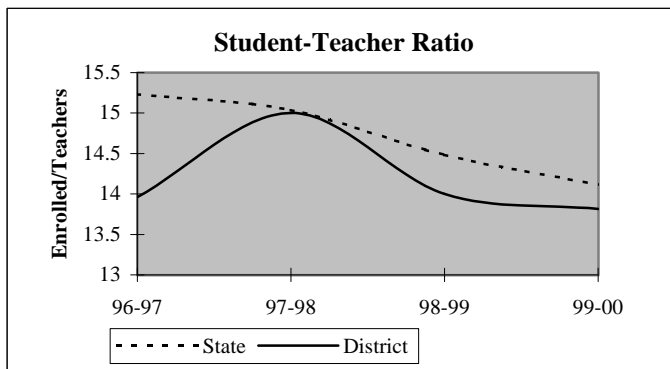
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	13.0	13.4	12.6	12.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	14.0	15.0	14.0	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	2	1	-	-	-	-	-
% Change in Educators	0.0%	-3.4%	0.0%	7.1%	3.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	23	12	3	-5	-	-	-	-	-
% Change in Enrollments	-1.2%	6.8%	3.3%	0.8%	-1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	17.2%	10.7%	7.1%	6.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.4%	3.6%	7.1%	3.3%	3.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.4%	3.6%	3.6%	6.7%	9.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.4%	3.6%	3.6%	3.3%	3.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	43.1	43.7	45.2	45.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	12.1	10.8	12.3	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	28,385	28,424	28,861	29,687	30,947	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.7%	3.8%	4.0%	3.7%	3.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	65.4%	64.0%	66.7%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	11.5%	12.0%	11.1%	11.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.5%	7.2%	7.5%	6.0%	48.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	9	11	12	14	24.1%	32.1%	39.3%	40.0%	45.2%
Attrition	4	2	1	1	0					
Attrition Rate	57.1%	22.2%	9.1%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	18	16	17	15	69.0%	64.3%	57.1%	56.7%	48.4%
Attrition	4	3	2	0	0					
Attrition Rate	20.0%	16.7%	12.5%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	1	1	2	6.9%	3.6%	3.6%	3.3%	6.5%
Attrition Rate	50.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	1	3	4	6.9%	7.1%	3.6%	10.0%	12.9%



## District Report for: GLENCOE

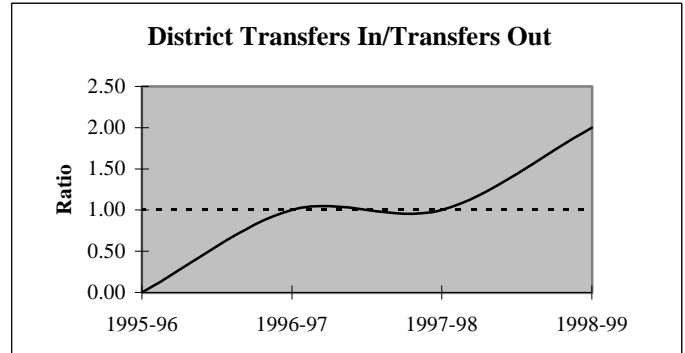
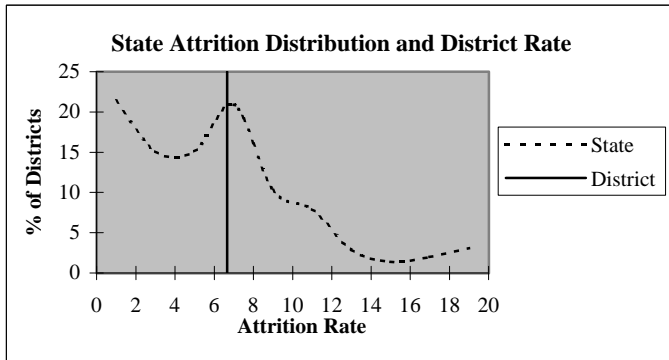
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	28	28	30	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	3.4%	3.6%	7.1%	3.3%	3.2%
Professional Staff	1	1	1	2	3	3.4%	3.6%	3.6%	6.7%	9.7%
<b>Total Teachers</b>	27	26	25	27	27	93.1%	92.9%	89.3%	90.0%	87.1%
Special Education	3	3	3	3	3	11.1%	11.5%	12.0%	11.1%	11.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.7%
Elementary	13	12	12	13	12	48.1%	46.2%	48.0%	48.1%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	10	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	3	2	7.4%	7.7%	8.0%	11.1%	7.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	3.7%	3.8%	4.0%	3.7%	3.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	2	2	7.4%	7.7%	4.0%	7.4%	7.4%
<b>Science</b>	2	2	1	2	2	7.4%	7.7%	4.0%	7.4%	7.4%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	1	0	0	0	0	3.7%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	2	2	3.7%	7.7%	4.0%	7.4%	7.4%
Vocational Education	3	3	3	2	3	11.1%	11.5%	12.0%	7.4%	11.1%
Other	1	1	2	1	1	3.7%	3.8%	8.0%	3.7%	3.7%
<b>Total Enrollments</b>	340	363	375	378	373	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	24	31	20	23	4.7%	6.6%	8.3%	5.3%	6.2%
Grades 1-4	89	86	98	112	110	26.2%	23.7%	26.1%	29.6%	29.5%
Grades 5-6	55	59	57	44	52	16.2%	16.3%	15.2%	11.6%	13.9%
Grades 7-8	72	64	50	57	57	21.2%	17.6%	13.3%	15.1%	15.3%
Grades 9-12	108	130	139	144	131	31.8%	35.8%	37.1%	38.1%	35.1%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.3%	0.0%



## District Report for: GLENCOE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	28	28	30	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	20	23	25	28	96.6%	71.4%	82.1%	83.3%	90.3%
<b>Newly Hired</b>	<b>1</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>3.4%</b>	<b>28.6%</b>	<b>17.9%</b>	<b>16.7%</b>	<b>9.7%</b>
Transfers In	0	2	3	2	0	0.0%	25.0%	60.0%	40.0%	0.0%
Reentrants	1	2	0	2	0	100.0%	25.0%	0.0%	40.0%	0.0%
First Time Educators	0	4	2	1	3	0.0%	50.0%	40.0%	20.0%	100.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>31.0%</b>	<b>17.9%</b>	<b>10.7%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	2	2	3	1	-	22.2%	40.0%	100.0%	50.0%	-
Leave Oklahoma Educ.	7	3	0	1	-	77.8%	60.0%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	31.0%	17.9%	10.7%	6.7%	-
Transfers In/Out	0.00	1.00	1.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	20	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>29</b>

## District Report for: GLENCOE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	3.4%	3.6%	7.1%	3.3%	3.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	2	3	3.4%	3.6%	3.6%	6.7%	9.7%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	50.0%	66.7%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	26	25	27	27	93.1%	92.9%	89.3%	90.0%	87.1%
White - Females	18	17	16	18	18	66.7%	65.4%	64.0%	66.7%	66.7%
White - Males	8	8	8	8	8	29.6%	30.8%	32.0%	29.6%	29.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	3.7%	3.8%	4.0%	3.7%	3.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	3.8%	0.0%	0.0%	0.0%
25-29	0	1	2	2	2	0.0%	3.8%	8.3%	7.7%	8.0%
30-34	4	2	1	0	1	14.8%	7.7%	4.2%	0.0%	4.0%
35-39	6	4	3	4	2	22.2%	15.4%	12.5%	15.4%	8.0%
40-44	7	6	5	4	5	25.9%	23.1%	20.8%	15.4%	20.0%
45-49	6	6	7	7	5	22.2%	23.1%	29.2%	26.9%	20.0%
50-54	2	5	5	8	10	7.4%	19.2%	20.8%	30.8%	40.0%
55+	2	1	1	1	0	7.4%	3.8%	4.2%	3.8%	0.0%
<b>Average Age</b>	42.9	43.1	43.7	45.2	45.2					

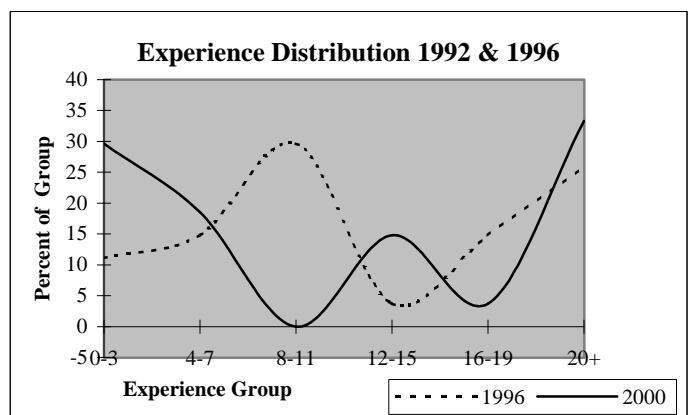
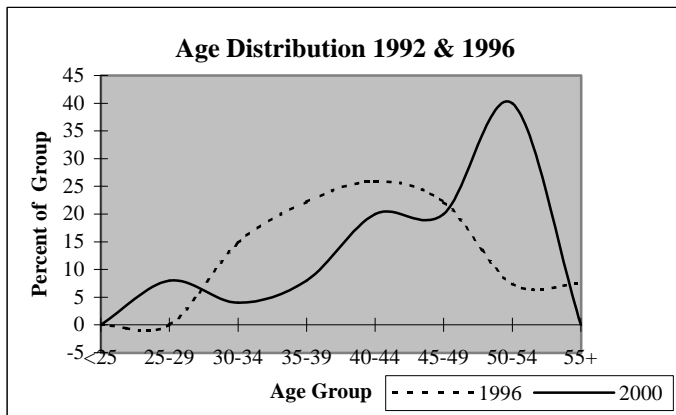
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	8	8	7	8	11.1%	30.8%	32.0%	25.9%	29.6%
4-7 Years	4	1	3	5	5	14.8%	3.8%	12.0%	18.5%	18.5%
8-11 Years	8	5	3	2	0	29.6%	19.2%	12.0%	7.4%	0.0%
12-15 Years	1	1	2	2	4	3.7%	3.8%	8.0%	7.4%	14.8%
16-19 Years	4	3	1	1	1	14.8%	11.5%	4.0%	3.7%	3.7%
20+ Years	7	8	8	10	9	25.9%	30.8%	32.0%	37.0%	33.3%
<b>Average Experience</b>	13.0	12.1	10.8	12.3	12.2					

## District Report for: GLENCOE

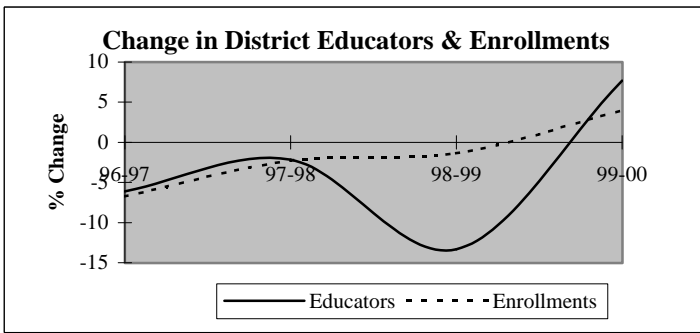
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	5	3	2	-	31.0%	17.9%	10.7%	6.7%	-
Attrition from Transfers	2	2	3	1	-	6.9%	7.1%	10.7%	3.3%	-
Attrition from Exits	7	3	0	1	-	24.1%	10.7%	0.0%	3.3%	-
<b>Teacher Attrition</b>	9	5	2	2	-	33.3%	19.2%	8.0%	7.4%	-
Attrition from Transfers	2	2	2	1	-	7.4%	7.7%	8.0%	3.7%	-
Attrition from Exits	7	3	0	1	-	25.9%	11.5%	0.0%	3.7%	-
<b>District Retention</b>										
Educator Retention	20	23	25	28	-	69.0%	82.1%	89.3%	93.3%	-
Teacher Retention	18	21	23	25	-	66.7%	80.8%	92.0%	92.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	11.1%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	11.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	16.7%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	7.1%	6.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.6%	75.0%	85.7%	83.3%	90.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	3.6%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.4%	21.4%	7.1%	10.0%	9.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: YALE

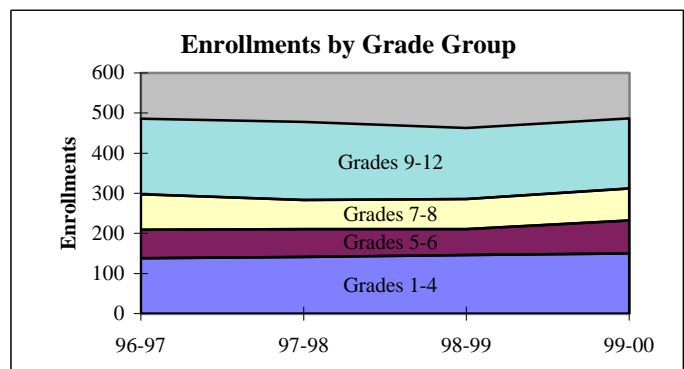
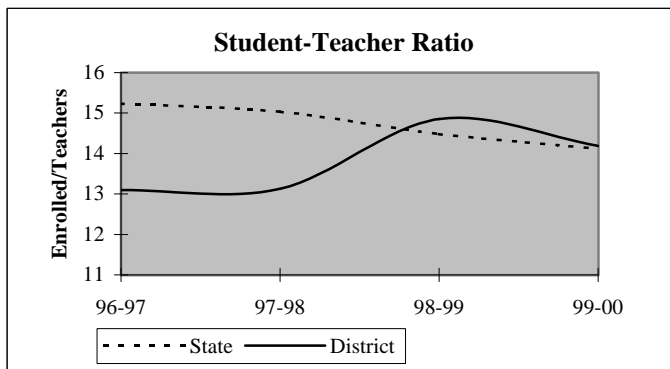


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	11.4	11.4	12.9	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.4	13.1	13.1	14.9	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-3	-1	-6	3	-	-	-	-	-
% Change in Educators	4.3%	-6.1%	-2.2%	-13.3%	7.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-12	-38	-12	-7	20	-	-	-	-	-
% Change in Enrollments	-2.1%	-6.8%	-2.3%	-1.4%	4.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.0%	4.3%	8.9%	0.0%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.5%	6.7%	7.7%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.2%	6.5%	6.7%	5.1%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.1%	2.2%	2.2%	2.6%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.1%	4.3%	2.2%	2.6%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.2	41.3	40.2	42.3	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	11.1	12.8	11.6	13.3	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,970	29,161	28,296	29,992	28,589	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.8%	2.5%	2.6%	2.9%	2.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.0%	70.0%	64.1%	64.7%	62.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.5%	10.0%	10.3%	5.9%	8.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.7%	18.3%	7.6%	20.7%	9.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	12	14	12	19	32.7%	26.1%	31.1%	30.8%	45.2%
Attrition	7	5	4	3	0					
Attrition Rate	43.8%	41.7%	28.6%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	30	29	30	26	20	61.2%	63.0%	66.7%	66.7%	47.6%
Attrition	0	2	6	6	0					
Attrition Rate	0.0%	6.9%	20.0%	23.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	5	1	1	3	6.1%	10.9%	2.2%	2.6%	7.1%
Attrition Rate	0.0%	80.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	1	2	3	10.2%	10.9%	2.2%	5.1%	7.1%

## District Report for: YALE

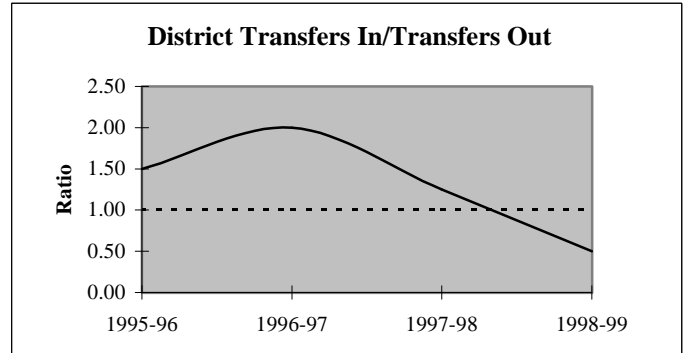
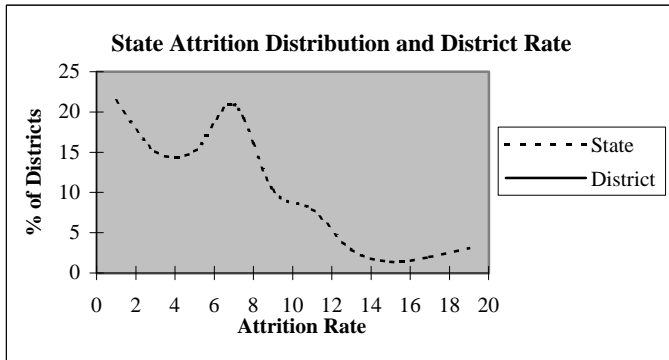
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	49	46	45	39	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	6.1%	6.5%	6.7%	7.7%	7.1%
Professional Staff	4	3	3	2	2	8.2%	6.5%	6.7%	5.1%	4.8%
<b>Total Teachers</b>	42	40	39	34	37	85.7%	87.0%	86.7%	87.2%	88.1%
Special Education	4	4	4	2	3	9.5%	10.0%	10.3%	5.9%	8.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Elementary	19	17	16	16	15	45.2%	42.5%	41.0%	47.1%	40.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	19	19	16	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	3	1	2	7.1%	10.0%	7.7%	2.9%	5.4%
Art & Music	1	1	1	1	1	2.4%	2.5%	2.6%	2.9%	2.7%
Social Studies	3	2	3	3	3	7.1%	5.0%	7.7%	8.8%	8.1%
Foreign Language	1	1	1	0	1	2.4%	2.5%	2.6%	0.0%	2.7%
Math	3	3	3	3	2	7.1%	7.5%	7.7%	8.8%	5.4%
<b>Science</b>	2	2	2	2	2	4.8%	5.0%	5.1%	5.9%	5.4%
Biology	1	1	1	0	1	2.4%	2.5%	2.6%	0.0%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	2	1	2.4%	2.5%	2.6%	5.9%	2.7%
Vocational Education	4	4	3	2	2	9.5%	10.0%	7.7%	5.9%	5.4%
Other	2	2	3	4	5	4.8%	5.0%	7.7%	11.8%	13.5%
<b>Total Enrollments</b>	562	524	512	505	525	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	38	38	34	38	36	6.8%	7.3%	6.6%	7.5%	6.9%
Grades 1-4	158	138	141	146	150	28.1%	26.3%	27.5%	28.9%	28.6%
Grades 5-6	71	71	70	65	82	12.6%	13.5%	13.7%	12.9%	15.6%
Grades 7-8	91	89	72	75	80	16.2%	17.0%	14.1%	14.9%	15.2%
Grades 9-12	204	188	195	177	175	36.3%	35.9%	38.1%	35.0%	33.3%
Ungraded	0	0	0	4	2	0.0%	0.0%	0.0%	0.8%	0.4%



## District Report for: YALE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	49	46	45	39	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	41	42	35	35	30	83.7%	91.3%	77.8%	89.7%	71.4%
<b>Newly Hired</b>	<b>8</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>12</b>	<b>16.3%</b>	<b>8.7%</b>	<b>22.2%</b>	<b>10.3%</b>	<b>28.6%</b>
Transfers In	3	2	5	2	5	37.5%	50.0%	50.0%	50.0%	41.7%
Reentrants	1	0	0	1	4	12.5%	0.0%	0.0%	25.0%	33.3%
First Time Educators	4	2	5	1	3	50.0%	50.0%	50.0%	25.0%	25.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>-</b>	<b>14.3%</b>	<b>23.9%</b>	<b>22.2%</b>	<b>23.1%</b>	<b>-</b>
Transfers Out	2	1	4	4	-	28.6%	9.1%	40.0%	44.4%	-
Leave Oklahoma Educ.	5	10	6	5	-	71.4%	90.9%	60.0%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	23.9%	22.2%	23.1%	-
Transfers In/Out	1.50	2.00	1.25	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	29	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	2
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	49

## District Report for: YALE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	6.1%	6.5%	6.7%	7.7%	7.1%
White - Females	2	2	1	1	1	66.7%	66.7%	33.3%	33.3%	33.3%
White - Males	1	1	2	2	1	33.3%	33.3%	66.7%	66.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
<b>Professional Staff</b>	4	3	3	2	2	8.2%	6.5%	6.7%	5.1%	4.8%
White - Females	3	2	2	2	2	75.0%	66.7%	66.7%	100.0%	100.0%
White - Males	1	1	1	0	0	25.0%	33.3%	33.3%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	42	40	39	34	37	85.7%	87.0%	86.7%	87.2%	88.1%
White - Females	29	28	25	22	23	69.0%	70.0%	64.1%	64.7%	62.2%
White - Males	11	11	13	11	13	26.2%	27.5%	33.3%	32.4%	35.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	2.4%	2.5%	2.6%	2.9%	2.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	2.4%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	1	0	0	2.4%	2.5%	2.6%	0.0%	0.0%
25-29	9	7	7	4	8	21.4%	17.5%	17.9%	11.8%	22.9%
30-34	3	3	3	2	1	7.1%	7.5%	7.7%	5.9%	2.9%
35-39	7	5	5	3	2	16.7%	12.5%	12.8%	8.8%	5.7%
40-44	7	9	9	11	8	16.7%	22.5%	23.1%	32.4%	22.9%
45-49	10	8	8	6	8	23.8%	20.0%	20.5%	17.6%	22.9%
50-54	1	3	4	7	7	2.4%	7.5%	10.3%	20.6%	20.0%
55+	4	4	2	1	1	9.5%	10.0%	5.1%	2.9%	2.9%
<b>Average Age</b>	40.2	41.3	40.2	42.3	41.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	8	12	7	13	26.2%	20.0%	30.8%	20.6%	35.1%
4-7 Years	4	4	2	3	3	9.5%	10.0%	5.1%	8.8%	8.1%
8-11 Years	6	3	3	3	0	14.3%	7.5%	7.7%	8.8%	0.0%
12-15 Years	7	9	7	5	6	16.7%	22.5%	17.9%	14.7%	16.2%
16-19 Years	7	7	8	8	5	16.7%	17.5%	20.5%	23.5%	13.5%
20+ Years	7	9	7	8	10	16.7%	22.5%	17.9%	23.5%	27.0%
<b>Average Experience</b>	11.1	12.8	11.6	13.3	11.8					

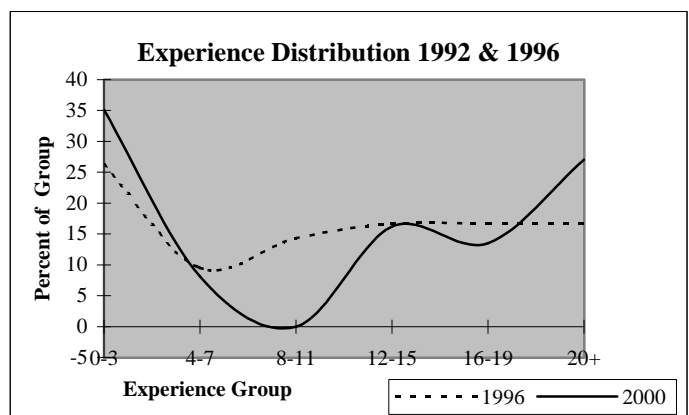
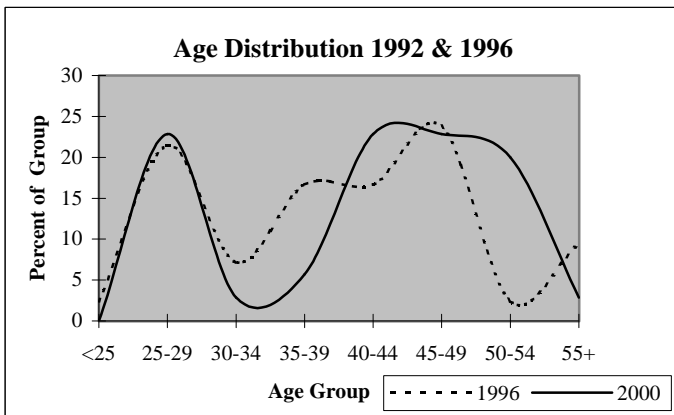


## District Report for: YALE

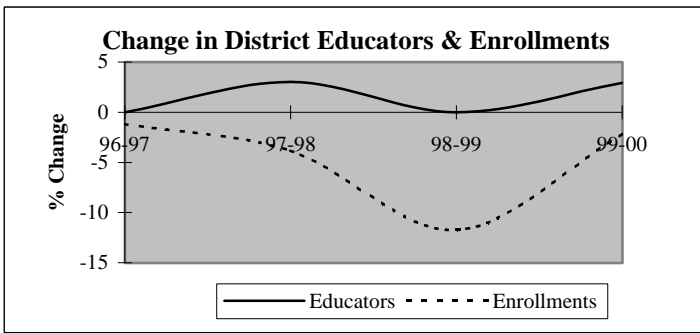
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	11	10	9	-	14.3%	23.9%	22.2%	23.1%	-
Attrition from Transfers	2	1	4	4	-	4.1%	2.2%	8.9%	10.3%	-
Attrition from Exits	5	10	6	5	-	10.2%	21.7%	13.3%	12.8%	-
<b>Teacher Attrition</b>	6	9	7	7	-	14.3%	22.5%	17.9%	20.6%	-
Attrition from Transfers	2	0	3	2	-	4.8%	0.0%	7.7%	5.9%	-
Attrition from Exits	4	9	4	5	-	9.5%	22.5%	10.3%	14.7%	-
<b>District Retention</b>										
Educator Retention	42	35	35	30	-	85.7%	76.1%	77.8%	76.9%	-
Teacher Retention	36	31	32	27	-	85.7%	77.5%	82.1%	79.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	62.5%	6.3%	68.8%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	70.0%	10.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	57.1%	14.3%	71.4%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	0.0%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.1%	0.0%	2.2%	2.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	95.7%	84.4%	92.3%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.2%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.2%	4.3%	11.1%	5.1%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KREBS

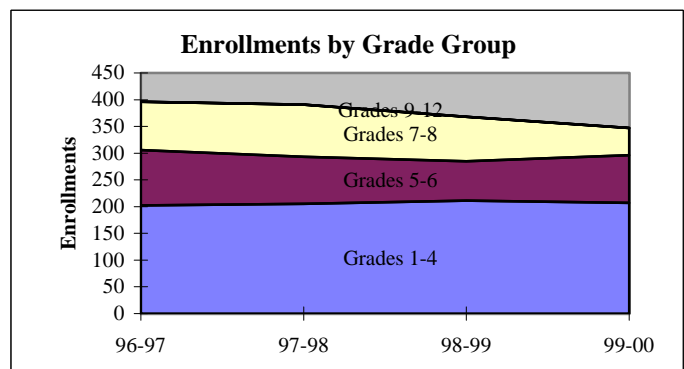
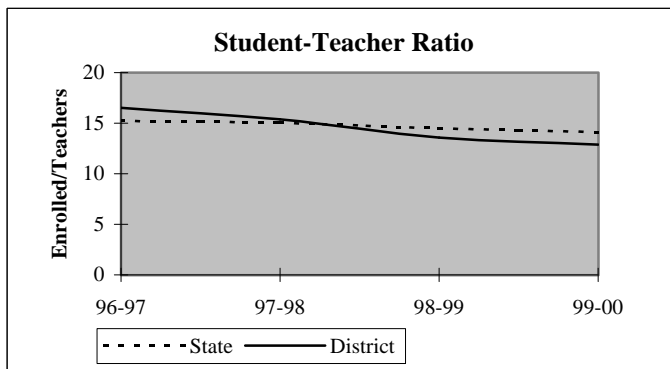


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.2	15.0	14.0	12.4	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.7	16.5	15.4	13.6	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	0	1	-	-	-	-	-
% Change in Educators	-2.9%	0.0%	3.0%	0.0%	2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	40	-6	-19	-56	-9	-	-	-	-	-
% Change in Enrollments	8.7%	-1.2%	-3.8%	-11.7%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.9%	2.9%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.0%	6.1%	5.9%	5.9%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	3.0%	2.9%	2.9%	2.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	3.0%	2.9%	2.9%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.7	44.7	44.6	45.6	45.3	42.0	42.3	42.5	42.7	43.0
Average Experience	16.0	15.6	14.8	15.8	15.6	12.1	12.3	12.3	12.2	12.2
Average Salary	32,151	32,085	30,933	31,607	33,072	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.3%	3.3%	3.2%	3.2%	3.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	86.7%	90.3%	90.3%	90.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	10.0%	9.7%	9.7%	9.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	26.3%	23.8%	27.7%	27.8%	28.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	7	9	9	10	18.2%	21.2%	26.5%	26.5%	28.6%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	24	24	23	22	21	72.7%	72.7%	67.6%	64.7%	60.0%
Attrition	1	1	0	1	0					
Attrition Rate	4.2%	4.2%	0.0%	4.5%	0.0%					
At Retirement Age	3	2	2	3	4	9.1%	6.1%	5.9%	8.8%	11.4%
Attrition	1	1	0	0	0					
Attrition Rate	33.3%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	4	3	4	5	9.1%	12.1%	8.8%	11.8%	14.3%

## District Report for: KREBS

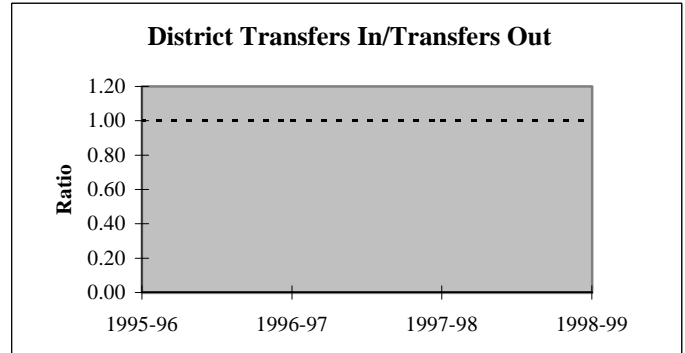
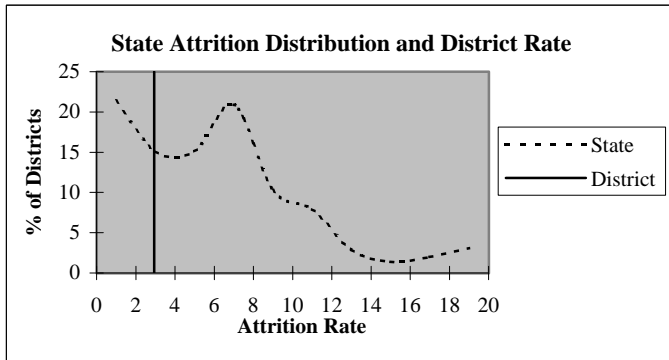
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	33	34	34	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	3.0%	6.1%	5.9%	5.9%	5.7%
Professional Staff	2	1	1	1	1	6.1%	3.0%	2.9%	2.9%	2.9%
<b>Total Teachers</b>	30	30	31	31	32	90.9%	90.9%	91.2%	91.2%	91.4%
Special Education	3	3	3	3	3	10.0%	10.0%	9.7%	9.7%	9.4%
Pre-K & Kindergarten	1	1	1	1	1	3.3%	3.3%	3.2%	3.2%	3.1%
Elementary	26	26	27	27	28	86.7%	86.7%	87.1%	87.1%	87.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	502	496	477	421	412	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	101	99	84	52	65	20.1%	20.0%	17.6%	12.4%	15.8%
Grades 1-4	196	202	205	211	207	39.0%	40.7%	43.0%	50.1%	50.2%
Grades 5-6	111	104	88	74	89	22.1%	21.0%	18.4%	17.6%	21.6%
Grades 7-8	94	90	98	83	51	18.7%	18.1%	20.5%	19.7%	12.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	2	1	0	0.0%	0.2%	0.4%	0.2%	0.0%



## District Report for: KREBS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	33	34	34	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	33	31	31	34	33	100.0%	93.9%	91.2%	100.0%	94.3%
<b>Newly Hired</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>6.1%</b>	<b>8.8%</b>	<b>0.0%</b>	<b>5.7%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	1	2	0	0	0.0%	50.0%	66.7%	0.0%	0.0%
First Time Educators	0	1	1	0	2	0.0%	50.0%	33.3%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>6.1%</b>	<b>6.1%</b>	<b>0.0%</b>	<b>2.9%</b>	<b>-</b>
Transfers Out	1	1	0	1	-	50.0%	50.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	1	1	0	0	-	50.0%	50.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	6.1%	0.0%	2.9%	-
Transfers In/Out	0.00	0.00	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	11	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>33</b>

## District Report for: KREBS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	3.0%	6.1%	5.9%	5.9%	5.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	1	1	1	6.1%	3.0%	2.9%	2.9%	2.9%
White - Females	1	1	1	1	1	50.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	30	30	31	31	32	90.9%	90.9%	91.2%	91.2%	91.4%
White - Females	25	26	28	28	29	83.3%	86.7%	90.3%	90.3%	90.6%
White - Males	4	3	2	2	2	13.3%	10.0%	6.5%	6.5%	6.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	3.3%	3.3%	3.2%	3.2%	3.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	0	1	3.3%	3.4%	3.3%	0.0%	3.2%
30-34	3	0	1	2	3	10.0%	0.0%	3.3%	6.7%	9.7%
35-39	1	5	5	4	3	3.3%	17.2%	16.7%	13.3%	9.7%
40-44	8	6	7	7	6	26.7%	20.7%	23.3%	23.3%	19.4%
45-49	10	10	8	9	8	33.3%	34.5%	26.7%	30.0%	25.8%
50-54	4	5	6	6	8	13.3%	17.2%	20.0%	20.0%	25.8%
55+	3	2	2	2	2	10.0%	6.9%	6.7%	6.7%	6.5%
<b>Average Age</b>	44.7	44.7	44.6	45.6	45.3					

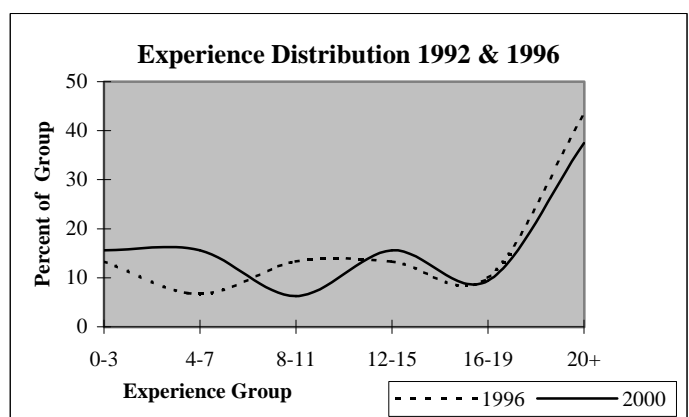
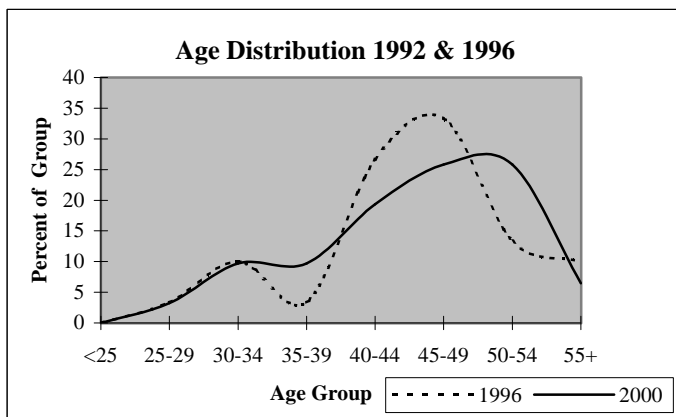
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	3	3	5	13.3%	10.0%	9.7%	9.7%	15.6%
4-7 Years	2	4	6	6	5	6.7%	13.3%	19.4%	19.4%	15.6%
8-11 Years	4	5	3	2	2	13.3%	16.7%	9.7%	6.5%	6.3%
12-15 Years	4	3	3	4	5	13.3%	10.0%	9.7%	12.9%	15.6%
16-19 Years	3	3	5	4	3	10.0%	10.0%	16.1%	12.9%	9.4%
20+ Years	13	12	11	12	12	43.3%	40.0%	35.5%	38.7%	37.5%
<b>Average Experience</b>	16.0	15.6	14.8	15.8	15.6					

## District Report for: KREBS

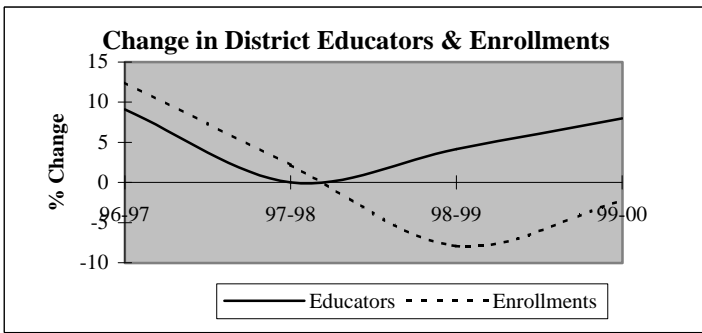
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	0	1	-	6.1%	6.1%	0.0%	2.9%	-
Attrition from Transfers	1	1	0	1	-	3.0%	3.0%	0.0%	2.9%	-
Attrition from Exits	1	1	0	0	-	3.0%	3.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>6.7%</b>	<b>3.3%</b>	<b>0.0%</b>	<b>3.2%</b>	<b>-</b>
Attrition from Transfers	1	1	0	1	-	3.3%	3.3%	0.0%	3.2%	-
Attrition from Exits	1	0	0	0	-	3.3%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	31	31	34	33	-	93.9%	93.9%	100.0%	97.1%	-
Teacher Retention	28	29	31	30	-	93.3%	96.7%	100.0%	96.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	93.9%	91.2%	97.1%	94.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	6.1%	8.8%	0.0%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FRINK-CHAMBERS

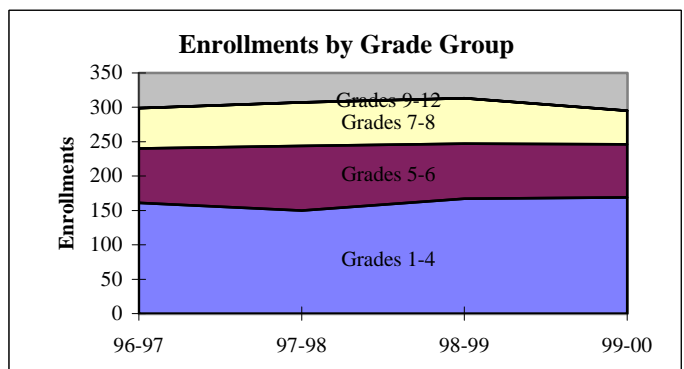
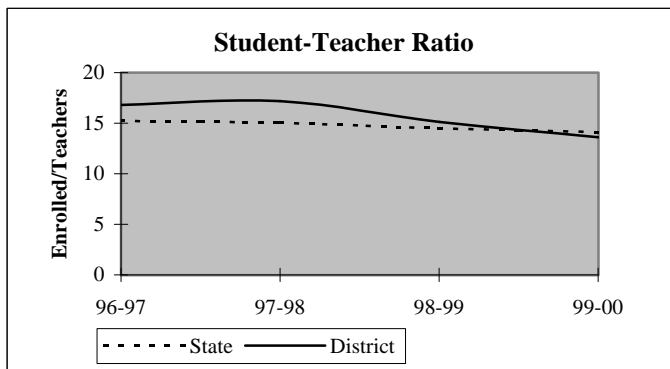


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.0	15.4	15.8	13.9	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.5	16.8	17.2	15.1	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	0	1	2	-	-	-	-	-
% Change in Educators	0.0%	9.1%	0.0%	4.2%	8.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	13	41	8	-30	-8	-	-	-	-	-
% Change in Enrollments	4.1%	12.5%	2.2%	-7.9%	-2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.2%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.3%	8.3%	8.0%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	12.5%	12.5%	12.0%	11.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	40.0	39.8	40.1	41.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	12.3	12.0	12.4	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,785	30,647	31,356	31,399	31,625	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	13.6%	13.6%	13.0%	12.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.0%	86.4%	86.4%	87.0%	88.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	4.5%	4.5%	4.3%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.8%	4.1%	4.5%	4.0%	5.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	9	10	10	9	31.8%	37.5%	41.7%	40.0%	33.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	12	12	14	59.1%	54.2%	50.0%	48.0%	51.9%
Attrition	1	0	0	0	0					
Attrition Rate	7.7%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	4	9.1%	8.3%	8.3%	12.0%	14.8%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	3	4	5	9.1%	12.5%	12.5%	16.0%	18.5%

## District Report for: FRINK-CHAMBERS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	22	24	24	25	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	9.1%	8.3%	8.3%	8.0%	7.4%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	20	22	22	23	25	90.9%	91.7%	91.7%	92.0%	92.6%
Special Education	1	1	1	1	2	5.0%	4.5%	4.5%	4.3%	8.0%
Pre-K & Kindergarten	1	1	1	1	1	5.0%	4.5%	4.5%	4.3%	4.0%
Elementary	18	20	20	21	22	90.0%	90.9%	90.9%	91.3%	88.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	329	370	378	348	340	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	57	70	71	35	39	17.3%	18.9%	18.8%	10.1%	11.5%
Grades 1-4	146	161	150	167	169	44.4%	43.5%	39.7%	48.0%	49.7%
Grades 5-6	68	79	94	80	77	20.7%	21.4%	24.9%	23.0%	22.6%
Grades 7-8	55	59	63	66	49	16.7%	15.9%	16.7%	19.0%	14.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	3	1	0	0	6	0.9%	0.3%	0.0%	0.0%	1.8%

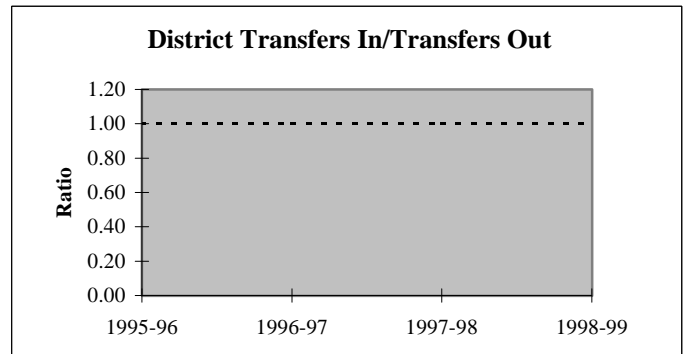
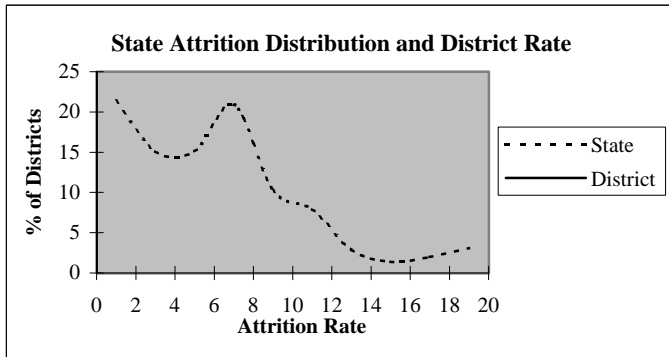




## District Report for: FRINK-CHAMBERS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	22	24	24	25	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	21	23	24	25	90.9%	87.5%	95.8%	96.0%	92.6%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>9.1%</b>	<b>12.5%</b>	<b>4.2%</b>	<b>4.0%</b>	<b>7.4%</b>
Transfers In	0	0	1	0	1	0.0%	0.0%	100.0%	0.0%	50.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	2	3	0	1	1	100.0%	100.0%	0.0%	100.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>4.5%</b>	<b>4.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	100.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	4.5%	4.2%	0.0%	0.0%	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	22

## District Report for: FRINK-CHAMBERS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	9.1%	8.3%	8.3%	8.0%	7.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	22	22	23	25	90.9%	91.7%	91.7%	92.0%	92.6%
White - Females	17	17	17	18	20	85.0%	77.3%	77.3%	78.3%	80.0%
White - Males	1	2	2	2	2	5.0%	9.1%	9.1%	8.7%	8.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	2	5.0%	9.1%	9.1%	8.7%	8.0%
Other - Males	1	1	1	1	1	5.0%	4.5%	4.5%	4.3%	4.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	5.0%	4.5%	0.0%	0.0%	0.0%
25-29	3	4	4	3	3	15.0%	18.2%	18.2%	13.0%	12.5%
30-34	4	2	3	5	5	20.0%	9.1%	13.6%	21.7%	20.8%
35-39	2	4	4	3	3	10.0%	18.2%	18.2%	13.0%	12.5%
40-44	1	1	2	3	4	5.0%	4.5%	9.1%	13.0%	16.7%
45-49	5	6	6	6	3	25.0%	27.3%	27.3%	26.1%	12.5%
50-54	3	2	1	1	3	15.0%	9.1%	4.5%	4.3%	12.5%
55+	1	2	2	2	3	5.0%	9.1%	9.1%	8.7%	12.5%
<b>Average Age</b>	40.0	40.0	39.8	40.1	41.1					

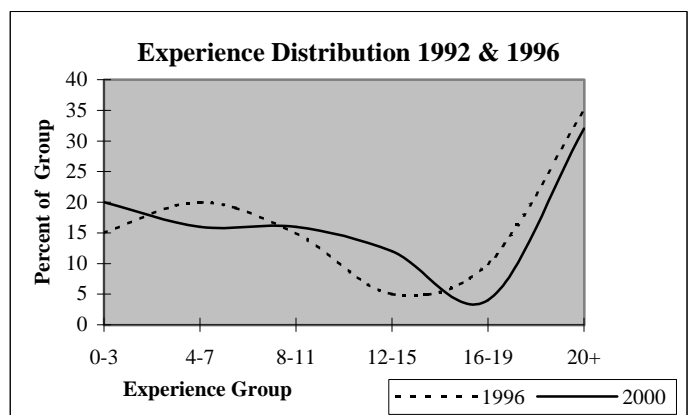
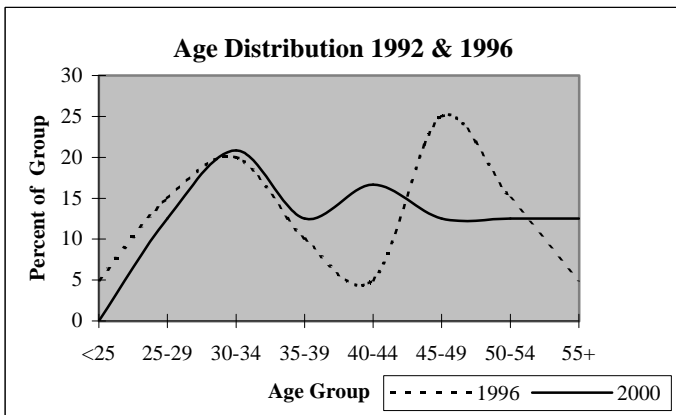
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	6	6	5	15.0%	22.7%	27.3%	26.1%	20.0%
4-7 Years	4	4	4	4	4	20.0%	18.2%	18.2%	17.4%	16.0%
8-11 Years	3	2	2	2	4	15.0%	9.1%	9.1%	8.7%	16.0%
12-15 Years	1	2	2	2	3	5.0%	9.1%	9.1%	8.7%	12.0%
16-19 Years	2	1	1	2	1	10.0%	4.5%	4.5%	8.7%	4.0%
20+ Years	7	8	7	7	8	35.0%	36.4%	31.8%	30.4%	32.0%
<b>Average Experience</b>	13.1	12.3	12.0	12.4	12.9					

## District Report for: FRINK-CHAMBERS

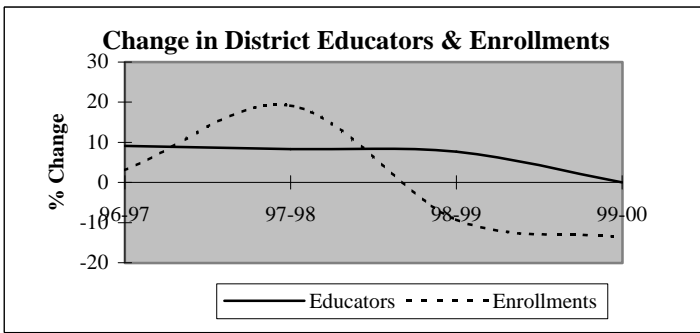
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	0	0	-	4.5%	4.2%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	4.5%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	4.2%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	1	0	0	-	5.0%	4.5%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	5.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	4.5%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	21	23	24	25	-	95.5%	95.8%	100.0%	100.0%	-
Teacher Retention	19	21	22	23	-	95.0%	95.5%	100.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	71.4%	14.3%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.2%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	87.5%	95.8%	96.0%	96.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	12.5%	0.0%	4.0%	3.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: TANNEHILL

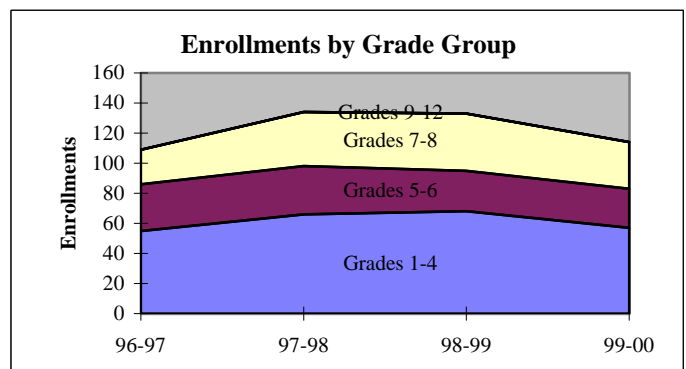
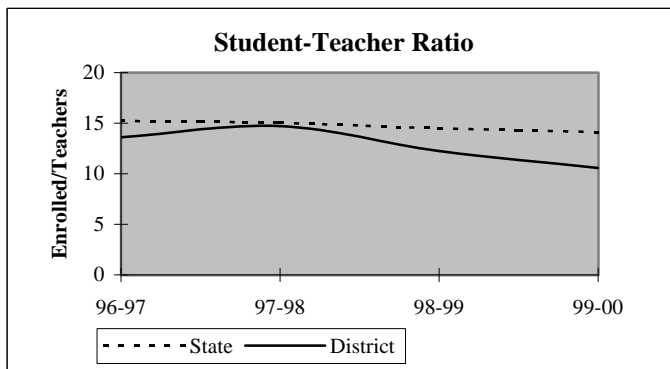


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	11.3	12.5	10.5	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.7	13.6	14.7	12.3	10.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	1	1	0	-	-	-	-	-
% Change in Educators	0.0%	9.1%	8.3%	7.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	4	26	-15	-20	-	-	-	-	-
% Change in Enrollments	-9.6%	3.0%	19.1%	-9.3%	-13.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	7.1%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.3%	7.7%	7.1%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.1%	8.3%	7.7%	7.1%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	27.3%	16.7%	15.4%	14.3%	14.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	9.1%	8.3%	7.7%	7.1%	7.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.9	36.7	36.1	39.1	40.3	42.0	42.3	42.5	42.7	43.0
Average Experience	7.0	6.8	7.0	9.4	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,237	27,684	27,706	27,994	28,997	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	33.3%	20.0%	18.2%	16.7%	16.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	88.9%	100.0%	90.9%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	10.0%	9.1%	16.7%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.0%	24.3%	44.4%	45.5%	38.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	7	6	4	45.5%	50.0%	53.8%	42.9%	28.6%
Attrition	1	1	1	1	0					
Attrition Rate	20.0%	16.7%	14.3%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	5	5	7	9	45.5%	41.7%	38.5%	50.0%	64.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	9.1%	8.3%	7.7%	7.1%	7.1%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	1	9.1%	8.3%	7.7%	7.1%	7.1%

# District Report for: TANNEHILL

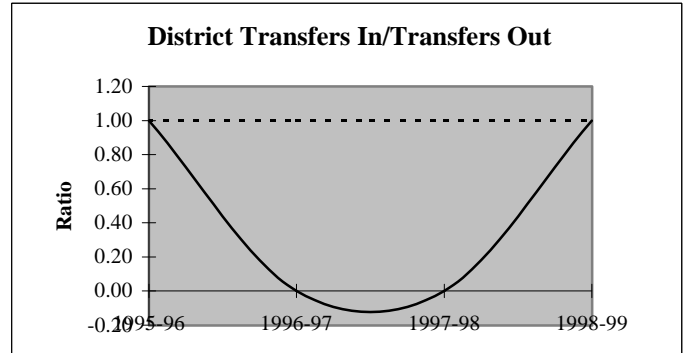
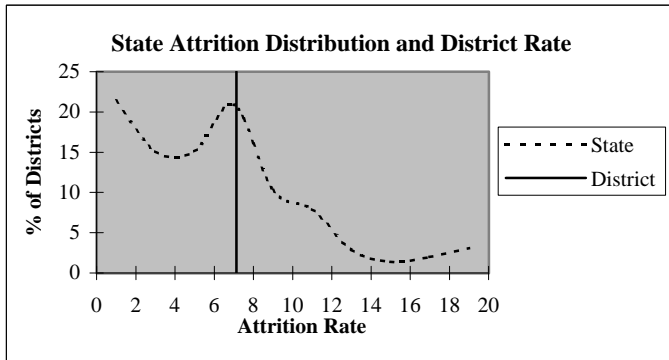
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	11	12	13	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	9.1%	8.3%	7.7%	7.1%	7.1%
Professional Staff	1	1	1	1	1	9.1%	8.3%	7.7%	7.1%	7.1%
<b>Total Teachers</b>	9	10	11	12	12	81.8%	83.3%	84.6%	85.7%	85.7%
Special Education	1	1	1	2	2	11.1%	10.0%	9.1%	16.7%	16.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	9	10	10	10	88.9%	90.0%	90.9%	83.3%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	132	136	162	147	127	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	27	28	14	13	18.9%	19.9%	17.3%	9.5%	10.2%
Grades 1-4	47	55	66	68	57	35.6%	40.4%	40.7%	46.3%	44.9%
Grades 5-6	28	31	32	27	26	21.2%	22.8%	19.8%	18.4%	20.5%
Grades 7-8	32	23	36	38	31	24.2%	16.9%	22.2%	25.9%	24.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TANNEHILL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	11	12	13	14	14	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	11	12	13	90.9%	83.3%	84.6%	85.7%	92.9%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>9.1%</b>	<b>16.7%</b>	<b>15.4%</b>	<b>14.3%</b>	<b>7.1%</b>
Transfers In	1	0	0	1	0	100.0%	0.0%	0.0%	50.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	2	2	0	1	0.0%	100.0%	100.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>9.1%</b>	<b>8.3%</b>	<b>7.7%</b>	<b>7.1%</b>	<b>-</b>
Transfers Out	1	1	1	1	-	100.0%	100.0%	100.0%	100.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	8.3%	7.7%	7.1%	-
Transfers In/Out	1.00	0.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>11</b>

## District Report for: TANNEHILL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	9.1%	8.3%	7.7%	7.1%	7.1%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	9.1%	8.3%	7.7%	7.1%	7.1%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	10	11	12	12	81.8%	83.3%	84.6%	85.7%	85.7%
White - Females	6	8	8	8	8	66.7%	80.0%	72.7%	66.7%	66.7%
White - Males	0	0	1	2	2	0.0%	0.0%	9.1%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	22.2%	20.0%	18.2%	16.7%	16.7%
Other - Males	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	9.1%	0.0%	0.0%
25-29	1	1	2	2	1	11.1%	10.0%	18.2%	16.7%	8.3%
30-34	1	3	2	1	2	11.1%	30.0%	18.2%	8.3%	16.7%
35-39	4	3	2	4	2	44.4%	30.0%	18.2%	33.3%	16.7%
40-44	2	2	3	2	4	22.2%	20.0%	27.3%	16.7%	33.3%
45-49	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	8.3%
50-54	1	1	1	2	2	11.1%	10.0%	9.1%	16.7%	16.7%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	37.9	36.7	36.1	39.1	40.3					

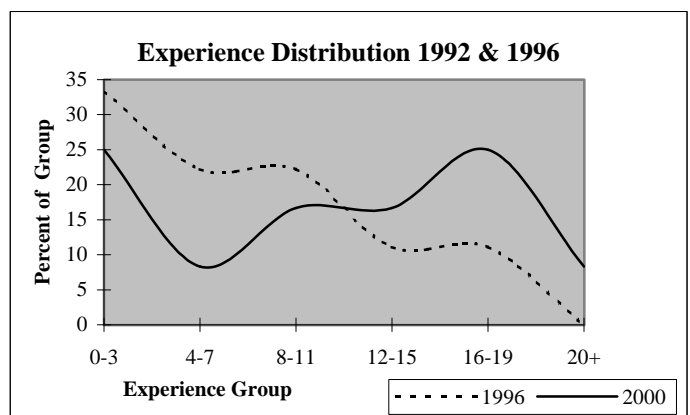
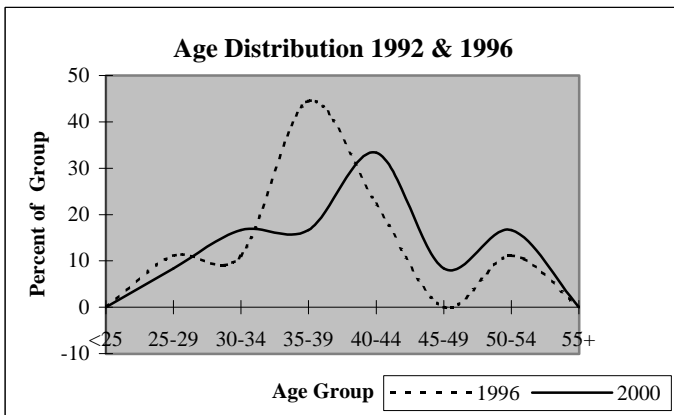
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	3	3	3	33.3%	20.0%	27.3%	25.0%	25.0%
4-7 Years	2	4	4	3	1	22.2%	40.0%	36.4%	25.0%	8.3%
8-11 Years	2	2	2	2	2	22.2%	20.0%	18.2%	16.7%	16.7%
12-15 Years	1	1	1	2	2	11.1%	10.0%	9.1%	16.7%	16.7%
16-19 Years	1	1	0	1	3	11.1%	10.0%	0.0%	8.3%	25.0%
20+ Years	0	0	1	1	1	0.0%	0.0%	9.1%	8.3%	8.3%
<b>Average Experience</b>	7.0	6.8	7.0	9.4	10.3					

# District Report for: TANNEHILL

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	1	1	-	9.1%	8.3%	7.7%	7.1%	-
Attrition from Transfers	1	1	1	1	-	9.1%	8.3%	7.7%	7.1%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	1	1	1	-	11.1%	10.0%	9.1%	8.3%	-
Attrition from Transfers	1	1	1	1	-	11.1%	10.0%	9.1%	8.3%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	10	11	12	13	-	90.9%	91.7%	92.3%	92.9%	-
Teacher Retention	8	9	10	11	-	88.9%	90.0%	90.9%	91.7%	-

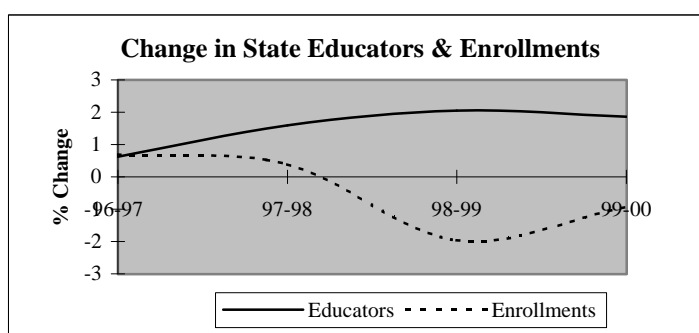
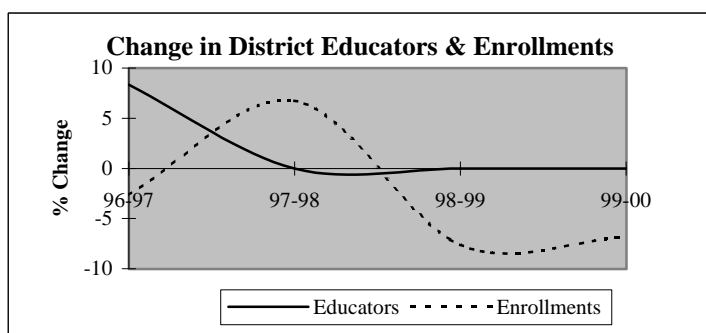
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	9.1%	8.3%	7.7%	7.1%	7.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	75.0%	76.9%	85.7%	85.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	16.7%	15.4%	7.1%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: HAYWOOD



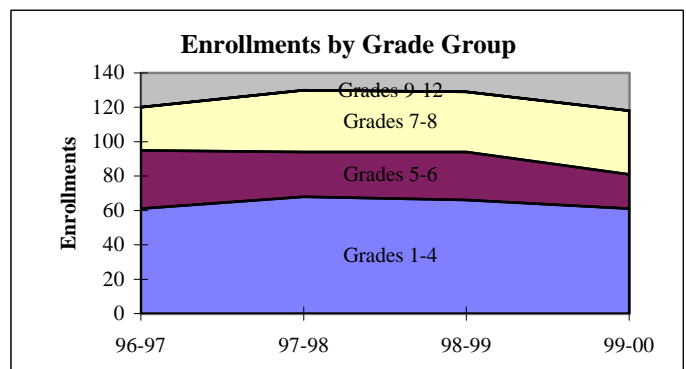
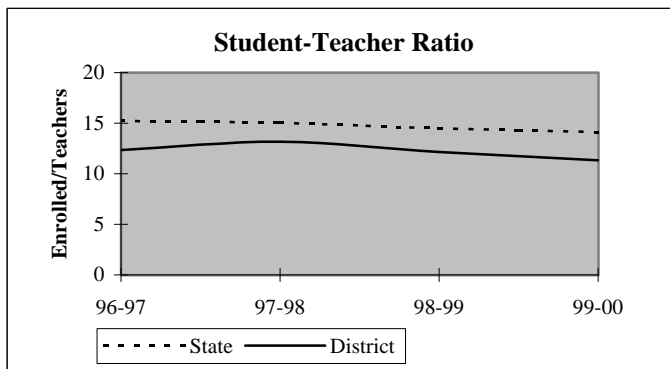
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	11.4	12.2	11.2	10.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	12.3	13.2	12.2	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	8.3%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	21	-4	10	-12	-10	-	-	-	-	-
% Change in Enrollments	16.0%	-2.6%	6.8%	-7.6%	-6.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	7.7%	7.7%	0.0%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	7.7%	7.7%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	15.4%	15.4%	15.4%	15.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	40.8	39.3	38.4	38.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	12.3	11.2	9.8	8.5	12.1	12.3	12.3	12.2	12.2
Average Salary	31,201	28,505	29,116	29,695	28,459	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	16.7%	16.7%	16.7%	16.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	90.9%	91.7%	91.7%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	8.3%	8.3%	8.3%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.8%	41.2%	37.3%	28.3%	41.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	5	6	6	6	41.7%	38.5%	46.2%	46.2%	46.2%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	7	7	6	7	6	58.3%	53.8%	46.2%	53.8%	46.2%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	14.3%	0.0%	14.3%	0.0%					
At Retirement Age	0	1	1	0	1	0.0%	7.7%	7.7%	0.0%	7.7%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	2	1	2	1	8.3%	15.4%	7.7%	15.4%	7.7%

## District Report for: HAYWOOD

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	12	13	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	8.3%	7.7%	7.7%	7.7%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	11	12	12	12	12	91.7%	92.3%	92.3%	92.3%	92.3%
Special Education	1	1	1	1	1	9.1%	8.3%	8.3%	8.3%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	11	11	11	11	90.9%	91.7%	91.7%	91.7%	91.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

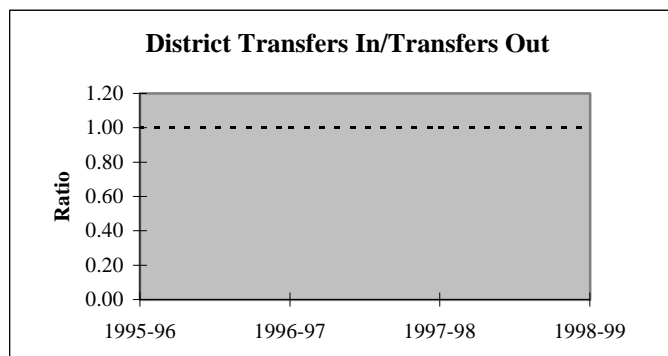
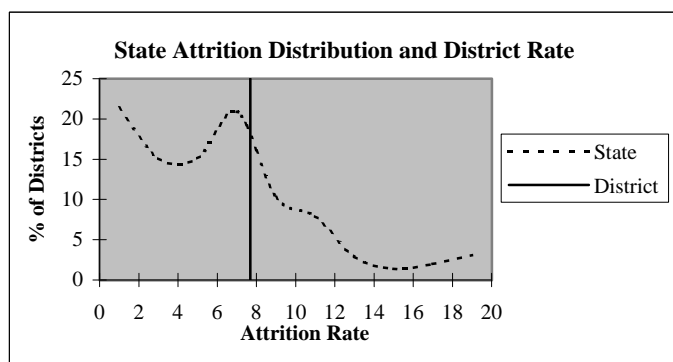
<b>Total Enrollments</b>	152	148	158	146	136	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	26	28	17	18	18.4%	17.6%	17.7%	11.6%	13.2%
Grades 1-4	55	61	68	66	61	36.2%	41.2%	43.0%	45.2%	44.9%
Grades 5-6	39	34	26	28	20	25.7%	23.0%	16.5%	19.2%	14.7%
Grades 7-8	30	25	36	35	37	19.7%	16.9%	22.8%	24.0%	27.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	2	0	0	0	0.0%	1.4%	0.0%	0.0%	0.0%



## District Report for: HAYWOOD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	12	13	13	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	12	12	12	12	12	100.0%	92.3%	92.3%	92.3%	92.3%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	1	0	1	0.0%	100.0%	100.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	1	1	-	0.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	7.7%	7.7%	7.7%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	12

## District Report for: HAYWOOD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	8.3%	7.7%	7.7%	7.7%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	11	12	12	12	12	91.7%	92.3%	92.3%	92.3%	92.3%
White - Females	9	9	9	8	8	81.8%	75.0%	75.0%	66.7%	66.7%
White - Males	1	1	1	2	2	9.1%	8.3%	8.3%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	2	9.1%	16.7%	16.7%	16.7%	16.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	3	1	1	9.1%	16.7%	25.0%	8.3%	9.1%
30-34	1	0	0	3	3	9.1%	0.0%	0.0%	25.0%	27.3%
35-39	3	3	3	3	3	27.3%	25.0%	25.0%	25.0%	27.3%
40-44	3	3	2	2	1	27.3%	25.0%	16.7%	16.7%	9.1%
45-49	1	2	2	2	3	9.1%	16.7%	16.7%	16.7%	27.3%
50-54	2	2	2	1	0	18.2%	16.7%	16.7%	8.3%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	40.9	40.8	39.3	38.4	38.3					

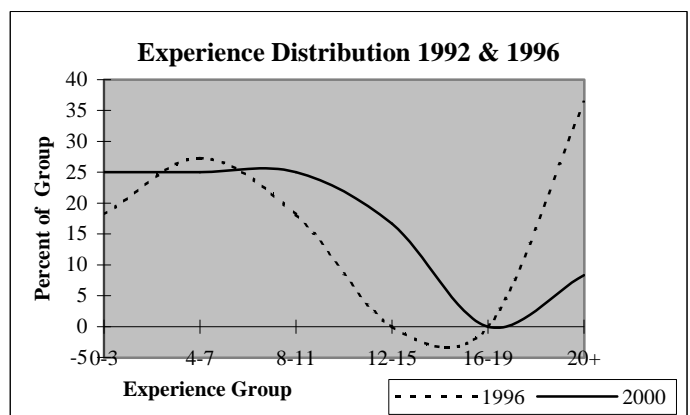
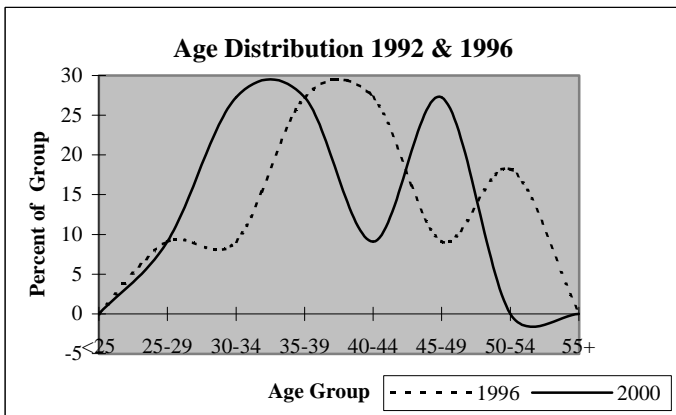
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	2	2	3	3	18.2%	16.7%	16.7%	25.0%	25.0%
4-7 Years	3	3	4	3	3	27.3%	25.0%	33.3%	25.0%	25.0%
8-11 Years	2	2	2	2	3	18.2%	16.7%	16.7%	16.7%	25.0%
12-15 Years	0	1	1	2	2	0.0%	8.3%	8.3%	16.7%	16.7%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	4	4	3	2	1	36.4%	33.3%	25.0%	16.7%	8.3%
<b>Average Experience</b>	12.5	12.3	11.2	9.8	8.5					

## District Report for: HAYWOOD

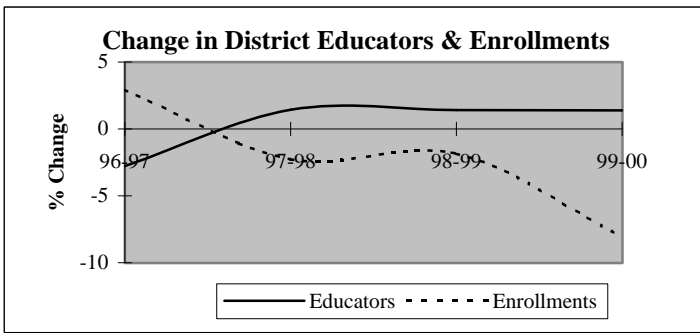
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	1	1	-	0.0%	7.7%	7.7%	7.7%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	1	1	-	0.0%	7.7%	7.7%	7.7%	-
<b>Teacher Attrition</b>	0	1	1	1	-	0.0%	8.3%	8.3%	8.3%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	1	1	-	0.0%	8.3%	8.3%	8.3%	-
<b>District Retention</b>										
Educator Retention	12	12	12	12	-	100.0%	92.3%	92.3%	92.3%	-
Teacher Retention	11	11	11	11	-	100.0%	91.7%	91.7%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	92.3%	92.3%	100.0%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	7.7%	7.7%	0.0%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HARTSHORNE

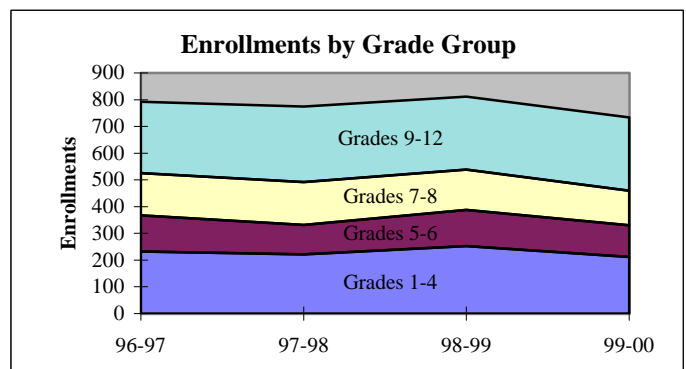
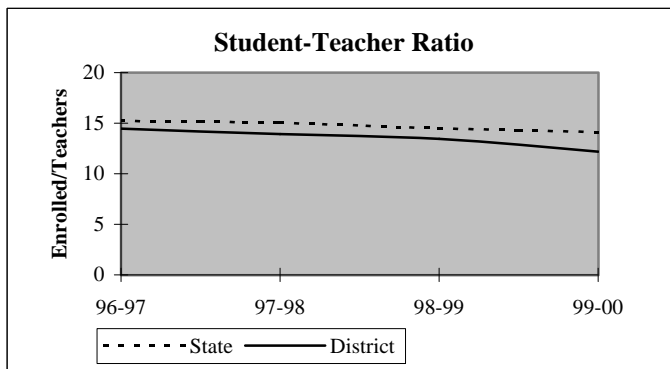


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	12.6	12.2	11.8	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	14.5	13.9	13.4	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	1	1	1	-	-	-	-	-
% Change in Educators	1.4%	-2.8%	1.4%	1.4%	1.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	25	-20	-16	-68	-	-	-	-	-
% Change in Enrollments	0.2%	2.9%	-2.3%	-1.9%	-8.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.2%	2.9%	1.4%	0.0%	2.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.7%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	7.1%	7.0%	6.9%	6.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	12.5%	12.9%	9.9%	8.3%	8.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	44.8	45.7	45.9	46.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	13.5	13.9	13.8	14.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,191	30,230	31,020	31,317	31,560	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.7%	13.1%	9.7%	7.9%	7.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.3%	60.7%	62.9%	63.5%	62.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	11.5%	11.3%	11.1%	10.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	50.1%	53.3%	51.8%	51.8%	52.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	20	20	23	17	31.9%	28.6%	28.2%	31.9%	23.3%
Attrition	2	4	0	4	0					
Attrition Rate	8.7%	20.0%	0.0%	17.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	42	43	45	38	42	58.3%	61.4%	63.4%	52.8%	57.5%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	2.3%	2.2%	5.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	7	6	11	14	9.7%	10.0%	8.5%	15.3%	19.2%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	14.3%	16.7%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	7	13	14	18	9.7%	10.0%	18.3%	19.4%	24.7%

## District Report for: HARTSHORNE

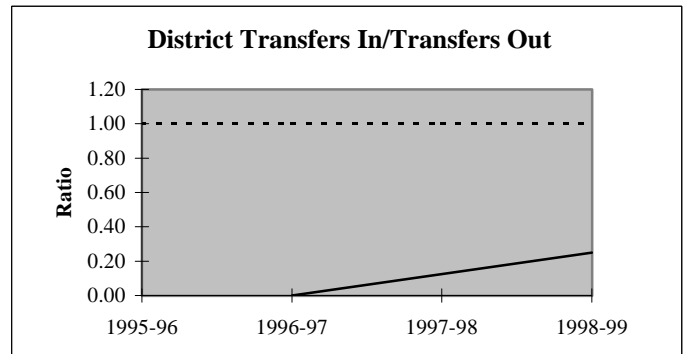
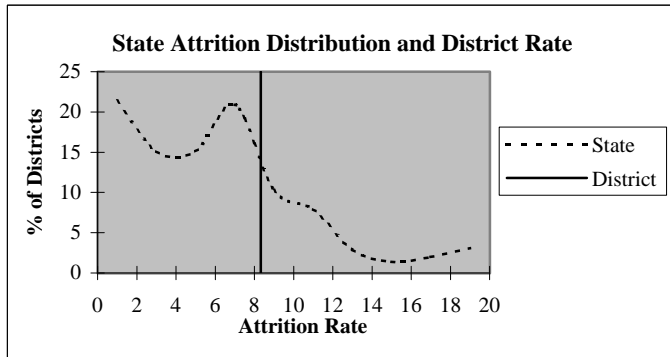
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	72	70	71	72	73	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.6%	5.7%	5.6%	5.6%	5.5%
Professional Staff	5	5	5	5	5	6.9%	7.1%	7.0%	6.9%	6.8%
<b>Total Teachers</b>	63	61	62	63	64	87.5%	87.1%	87.3%	87.5%	87.7%
Special Education	7	7	7	7	7	11.1%	11.5%	11.3%	11.1%	10.9%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.6%
Elementary	22	22	22	22	22	34.9%	36.1%	35.5%	34.9%	34.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	34	32	33	34	34	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	6	6	6	6	9.5%	9.8%	9.7%	9.5%	9.4%
Art & Music	3	3	3	3	2	4.8%	4.9%	4.8%	4.8%	3.1%
Social Studies	4	3	3	4	5	6.3%	4.9%	4.8%	6.3%	7.8%
Foreign Language	1	1	1	1	1	1.6%	1.6%	1.6%	1.6%	1.6%
Math	7	5	5	5	4	11.1%	8.2%	8.1%	7.9%	6.3%
<b>Science</b>	3	3	3	4	4	4.8%	4.9%	4.8%	6.3%	6.3%
Biology	1	1	1	2	2	1.6%	1.6%	1.6%	3.2%	3.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	3.2%	3.3%	3.2%	3.2%	3.1%
Vocational Education	5	4	4	4	4	7.9%	6.6%	6.5%	6.3%	6.3%
Other	5	7	8	7	8	7.9%	11.5%	12.9%	11.1%	12.5%
<b>Total Enrollments</b>	858	883	863	847	779	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	86	91	89	35	40	10.0%	10.3%	10.3%	4.1%	5.1%
Grades 1-4	218	232	221	253	212	25.4%	26.3%	25.6%	29.9%	27.2%
Grades 5-6	141	135	111	135	118	16.4%	15.3%	12.9%	15.9%	15.1%
Grades 7-8	172	158	160	150	129	20.0%	17.9%	18.5%	17.7%	16.6%
Grades 9-12	241	267	282	274	275	28.1%	30.2%	32.7%	32.3%	35.3%
Ungraded	0	0	0	0	5	0.0%	0.0%	0.0%	0.0%	0.6%



## District Report for: HARTSHORNE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	72	70	71	72	73	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	67	70	64	69	66	93.1%	100.0%	90.1%	95.8%	90.4%
<b>Newly Hired</b>	<b>5</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>7</b>	<b>6.9%</b>	<b>0.0%</b>	<b>9.9%</b>	<b>4.2%</b>	<b>9.6%</b>
Transfers In	0	0	2	1	4	0.0%	0.0%	28.6%	33.3%	57.1%
Reentrants	3	0	2	0	1	60.0%	0.0%	28.6%	0.0%	14.3%
First Time Educators	2	0	3	2	2	40.0%	0.0%	42.9%	66.7%	28.6%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>2.8%</b>	<b>8.6%</b>	<b>2.8%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	0	4	0	4	-	0.0%	66.7%	0.0%	66.7%	-
Leave Oklahoma Educ.	2	2	2	2	-	100.0%	33.3%	100.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	2.8%	8.6%	2.8%	8.3%	-
Transfers In/Out	nc	0.00	nc	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	17	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	10	University of Tulsa, Tulsa	-
SEOSU, Durant	30	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>72</b>



## District Report for: HARTSHORNE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.6%	5.7%	5.6%	5.6%	5.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	5	5	6.9%	7.1%	7.0%	6.9%	6.8%
White - Females	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	40.0%
White - Males	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	63	61	62	63	64	87.5%	87.1%	87.3%	87.5%	87.7%
White - Females	32	31	34	36	37	50.8%	50.8%	54.8%	57.1%	57.8%
White - Males	23	22	22	22	22	36.5%	36.1%	35.5%	34.9%	34.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	6	6	5	4	3	9.5%	9.8%	8.1%	6.3%	4.7%
Other - Males	2	2	1	1	2	3.2%	3.3%	1.6%	1.6%	3.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	1.6%	0.0%	0.0%	0.0%	0.0%
25-29	7	7	7	6	2	11.1%	11.5%	11.3%	9.5%	3.2%
30-34	4	1	1	3	7	6.3%	1.6%	1.6%	4.8%	11.1%
35-39	5	5	5	6	7	7.9%	8.2%	8.1%	9.5%	11.1%
40-44	14	16	13	9	6	22.2%	26.2%	21.0%	14.3%	9.5%
45-49	14	8	9	11	12	22.2%	13.1%	14.5%	17.5%	19.0%
50-54	9	14	17	18	19	14.3%	23.0%	27.4%	28.6%	30.2%
55+	9	10	10	10	10	14.3%	16.4%	16.1%	15.9%	15.9%
<b>Average Age</b>	43.4	44.8	45.7	45.9	46.7					

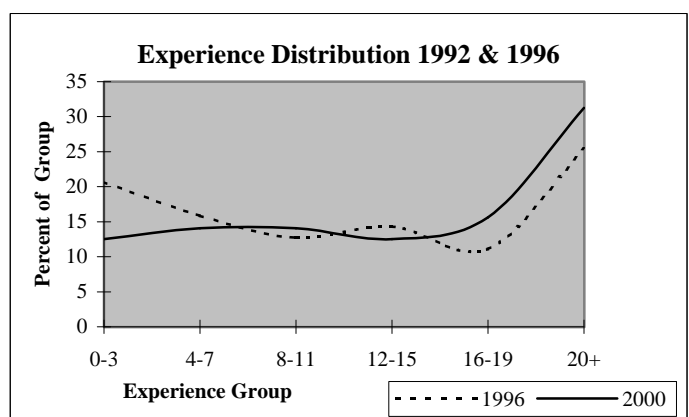
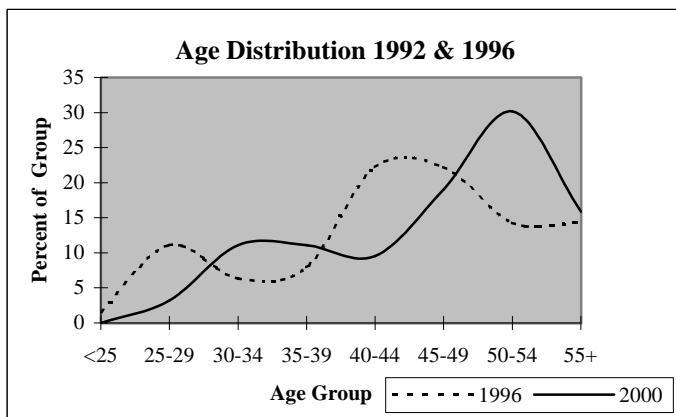
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	12	12	8	8	20.6%	19.7%	19.4%	12.7%	12.5%
4-7 Years	10	8	8	15	9	15.9%	13.1%	12.9%	23.8%	14.1%
8-11 Years	8	7	5	4	9	12.7%	11.5%	8.1%	6.3%	14.1%
12-15 Years	9	9	9	9	8	14.3%	14.8%	14.5%	14.3%	12.5%
16-19 Years	7	7	10	9	10	11.1%	11.5%	16.1%	14.3%	15.6%
20+ Years	16	18	18	18	20	25.4%	29.5%	29.0%	28.6%	31.3%
<b>Average Experience</b>	12.3	13.5	13.9	13.8	14.6					

## District Report for: HARTSHORNE

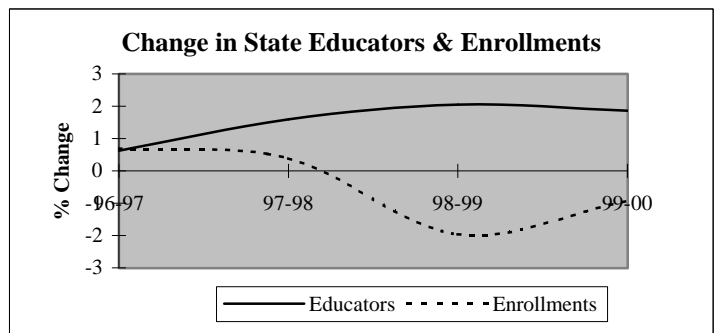
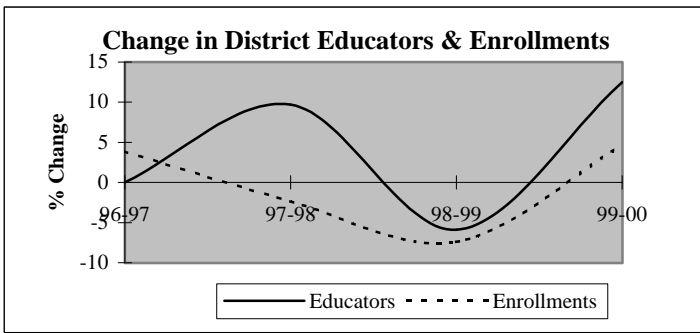
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	6	2	6	-	2.8%	8.6%	2.8%	8.3%	-
Attrition from Transfers	0	4	0	4	-	0.0%	5.7%	0.0%	5.6%	-
Attrition from Exits	2	2	2	2	-	2.8%	2.9%	2.8%	2.8%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>3.2%</b>	<b>9.8%</b>	<b>3.2%</b>	<b>9.5%</b>	<b>-</b>
Attrition from Transfers	0	4	0	4	-	0.0%	6.6%	0.0%	6.3%	-
Attrition from Exits	2	2	2	2	-	3.2%	3.3%	3.2%	3.2%	-
<b>District Retention</b>										
Educator Retention	70	64	69	66	-	97.2%	91.4%	97.2%	91.7%	-
Teacher Retention	61	55	60	57	-	96.8%	90.2%	96.8%	90.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.9%	0.0%	92.9%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	5.6%	94.4%	84.2%	6.9%	91.1%
2 Years of Experience	92.9%	7.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	11.1%	94.4%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	0.0%	92.9%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.1%	100.0%	93.0%	95.8%	95.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.4%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.9%	0.0%	7.0%	2.8%	4.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CANADIAN

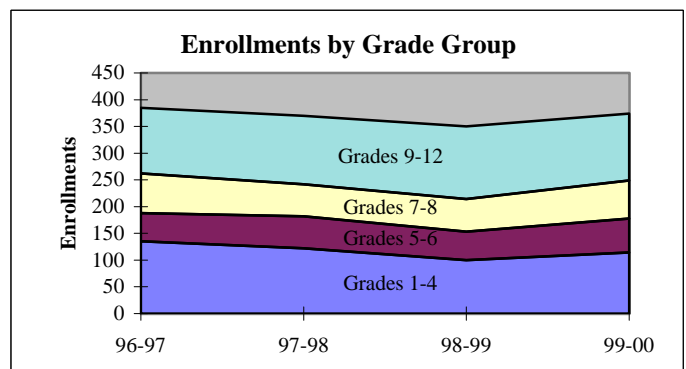
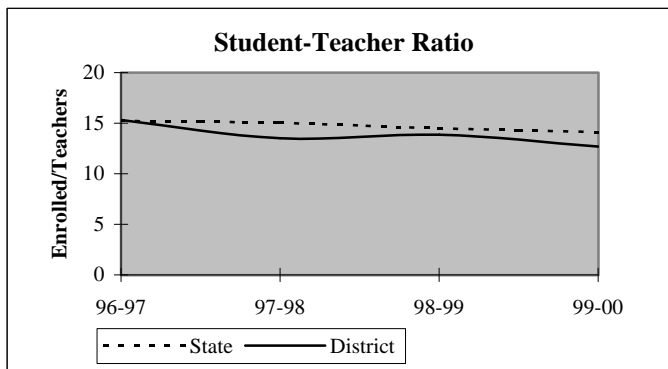


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.3	13.8	12.3	12.1	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	15.3	13.5	13.9	12.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	3	-2	4	-	-	-	-	-
% Change in Educators	0.0%	0.0%	9.7%	-5.9%	12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	25	16	-10	-31	18	-	-	-	-	-
% Change in Enrollments	6.4%	3.9%	-2.3%	-7.4%	4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.7%	9.7%	8.8%	3.1%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.5%	5.9%	9.4%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.2%	3.2%	2.9%	3.1%	2.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.2%	3.2%	2.9%	3.1%	2.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	3.1%	2.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	42.0	42.6	43.3	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	10.8	11.6	11.8	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	28,796	28,619	29,509	30,097	28,223	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.6%	3.6%	3.2%	3.6%	3.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	75.0%	74.2%	71.4%	71.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	14.3%	12.9%	14.3%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.3%	23.5%	41.3%	49.4%	54.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	14	16	14	18	38.7%	45.2%	47.1%	43.8%	50.0%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	7.1%	6.3%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	16	15	14	14	54.8%	51.6%	44.1%	43.8%	38.9%
Attrition	2	1	1	2	0					
Attrition Rate	11.8%	6.3%	6.7%	14.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	3	4	4	6.5%	3.2%	8.8%	12.5%	11.1%
Attrition	1	1	0	0	0					
Attrition Rate	50.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	4	4	5	9.7%	9.7%	11.8%	12.5%	13.9%

## District Report for: CANADIAN

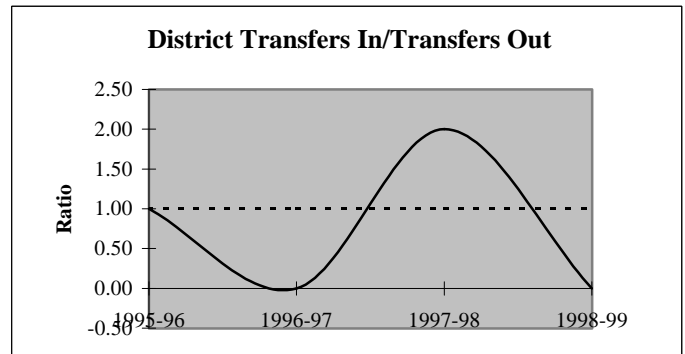
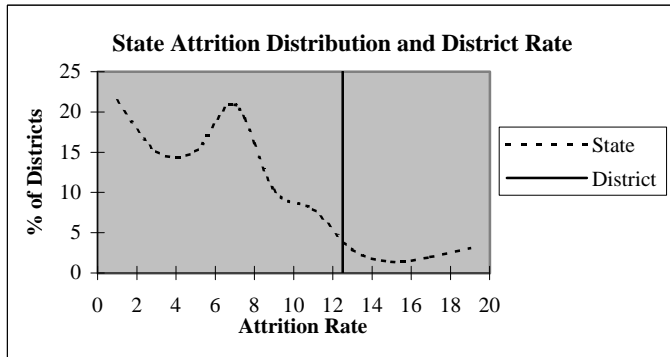
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	31	31	34	32	36	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	3	6.5%	6.5%	5.9%	9.4%	8.3%
Professional Staff	1	1	1	1	1	3.2%	3.2%	2.9%	3.1%	2.8%
<b>Total Teachers</b>	28	28	31	28	32	90.3%	90.3%	91.2%	87.5%	88.9%
Special Education	4	4	4	4	4	14.3%	14.3%	12.9%	14.3%	12.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	15	15	12	15	53.6%	53.6%	48.4%	42.9%	46.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	12	12	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	3.6%	3.6%	3.2%	3.6%	3.1%
Art & Music	0	0	1	1	1	0.0%	0.0%	3.2%	3.6%	3.1%
Social Studies	3	3	3	4	4	10.7%	10.7%	9.7%	14.3%	12.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.6%	3.6%	3.2%	3.6%	3.1%
<b>Science</b>	1	1	1	1	1	3.6%	3.6%	3.2%	3.6%	3.1%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.1%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	3.6%	3.6%	3.2%	3.6%	0.0%
Vocational Education	2	2	2	2	2	7.1%	7.1%	6.5%	7.1%	6.3%
Other	1	1	3	2	3	3.6%	3.6%	9.7%	7.1%	9.4%
<b>Total Enrollments</b>	413	429	419	388	406	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	44	49	36	31	10.2%	10.3%	11.7%	9.3%	7.6%
Grades 1-4	122	135	122	100	114	29.5%	31.5%	29.1%	25.8%	28.1%
Grades 5-6	63	53	60	53	64	15.3%	12.4%	14.3%	13.7%	15.8%
Grades 7-8	70	74	60	61	71	16.9%	17.2%	14.3%	15.7%	17.5%
Grades 9-12	116	123	128	136	125	28.1%	28.7%	30.5%	35.1%	30.8%
Ungraded	0	0	0	2	1	0.0%	0.0%	0.0%	0.5%	0.2%



## District Report for: CANADIAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	31	31	34	32	36	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	28	28	32	28	87.1%	90.3%	82.4%	100.0%	77.8%
<b>Newly Hired</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>8</b>	<b>12.9%</b>	<b>9.7%</b>	<b>17.6%</b>	<b>0.0%</b>	<b>22.2%</b>
Transfers In	1	0	2	0	4	25.0%	0.0%	33.3%	0.0%	50.0%
Reentrants	1	0	2	0	1	25.0%	0.0%	33.3%	0.0%	12.5%
First Time Educators	2	3	2	0	3	50.0%	100.0%	33.3%	0.0%	37.5%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>9.7%</b>	<b>9.7%</b>	<b>5.9%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	1	2	1	2	-	33.3%	66.7%	50.0%	50.0%	-
Leave Oklahoma Educ.	2	1	1	2	-	66.7%	33.3%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	9.7%	9.7%	5.9%	12.5%	-
Transfers In/Out	1.00	0.00	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	13	University of Tulsa, Tulsa	-
SEOSU, Durant	11	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	31

## District Report for: CANADIAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	3	3	6.5%	6.5%	5.9%	9.4%	8.3%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.2%	3.2%	2.9%	3.1%	2.8%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	28	31	28	32	90.3%	90.3%	91.2%	87.5%	88.9%
White - Females	20	20	22	19	22	71.4%	71.4%	71.0%	67.9%	68.8%
White - Males	7	7	8	8	9	25.0%	25.0%	25.8%	28.6%	28.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	3.6%	3.6%	3.2%	3.6%	3.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	3.3%	0.0%	0.0%
25-29	4	4	4	3	6	14.3%	14.8%	13.3%	11.1%	20.0%
30-34	4	3	3	4	4	14.3%	11.1%	10.0%	14.8%	13.3%
35-39	4	6	5	5	4	14.3%	22.2%	16.7%	18.5%	13.3%
40-44	1	0	2	2	4	3.6%	0.0%	6.7%	7.4%	13.3%
45-49	7	5	3	3	2	25.0%	18.5%	10.0%	11.1%	6.7%
50-54	5	7	10	7	6	17.9%	25.9%	33.3%	25.9%	20.0%
55+	3	2	2	3	4	10.7%	7.4%	6.7%	11.1%	13.3%
<b>Average Age</b>	42.6	42.0	42.6	43.3	41.9					

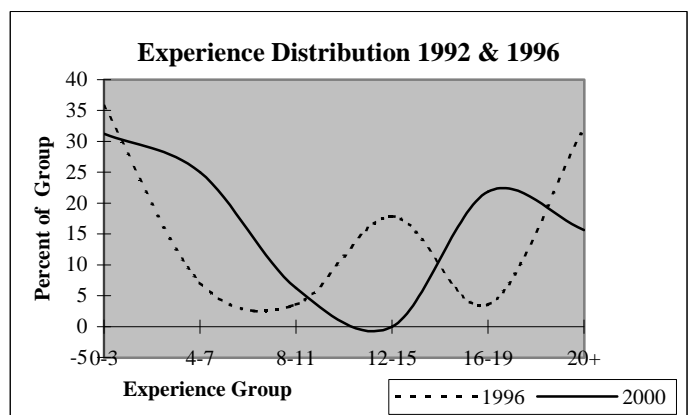
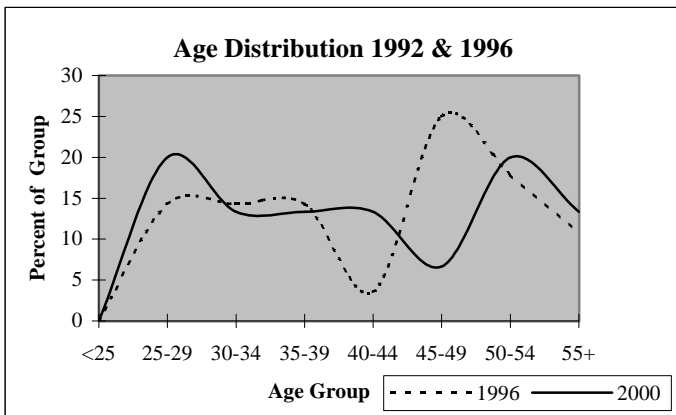
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	10	7	6	10	35.7%	35.7%	22.6%	21.4%	31.3%
4-7 Years	2	4	9	8	8	7.1%	14.3%	29.0%	28.6%	25.0%
8-11 Years	1	1	1	2	2	3.6%	3.6%	3.2%	7.1%	6.3%
12-15 Years	5	3	3	3	0	17.9%	10.7%	9.7%	10.7%	0.0%
16-19 Years	1	3	4	3	7	3.6%	10.7%	12.9%	10.7%	21.9%
20+ Years	9	7	7	6	5	32.1%	25.0%	22.6%	21.4%	15.6%
<b>Average Experience</b>	12.4	10.8	11.6	11.8	10.6					

## District Report for: CANADIAN

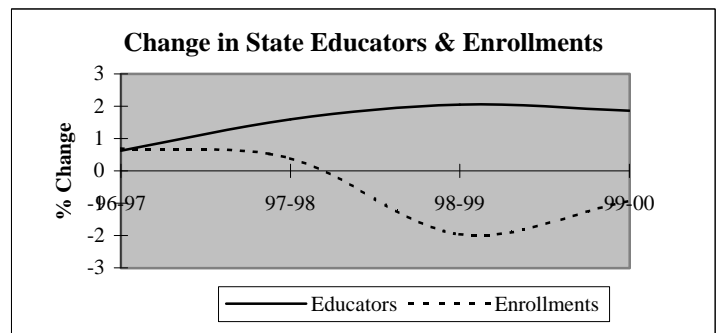
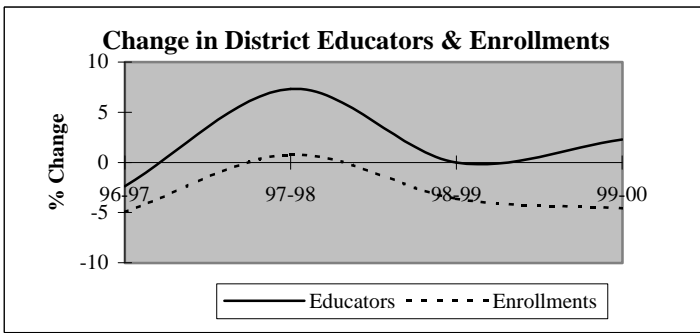
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	3	2	4	-	9.7%	9.7%	5.9%	12.5%	-
Attrition from Transfers	1	2	1	2	-	3.2%	6.5%	2.9%	6.3%	-
Attrition from Exits	2	1	1	2	-	6.5%	3.2%	2.9%	6.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>10.7%</b>	<b>7.1%</b>	<b>6.5%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	1	1	1	2	-	3.6%	3.6%	3.2%	7.1%	-
Attrition from Exits	2	1	1	2	-	7.1%	3.6%	3.2%	7.1%	-
<b>District Retention</b>										
Educator Retention	28	28	32	28	-	90.3%	90.3%	94.1%	87.5%	-
Teacher Retention	25	26	29	24	-	89.3%	92.9%	93.5%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	11.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	9.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	0.0%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.2%	0.0%	3.1%	8.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.3%	87.1%	88.2%	96.9%	80.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.7%	9.7%	11.8%	0.0%	11.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HAILEYVILLE



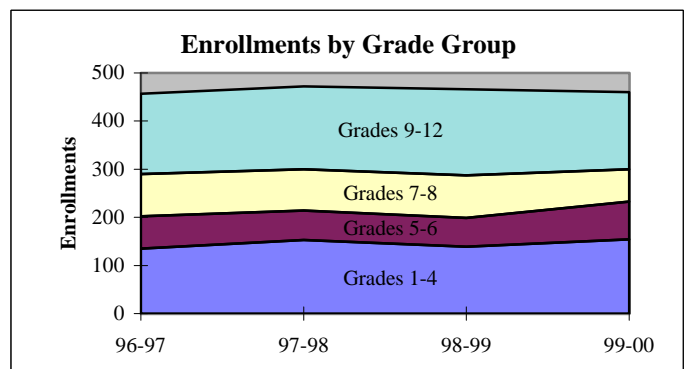
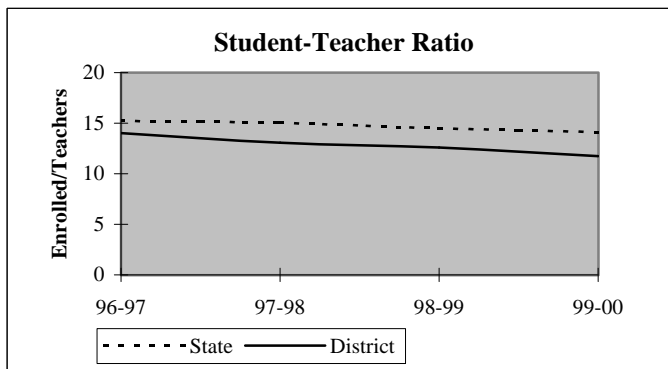
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.7	11.9	11.5	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	14.0	13.1	12.6	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	3	0	1	-	-	-	-	-
% Change in Educators	2.4%	-2.4%	7.3%	0.0%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-27	4	-19	-23	-	-	-	-	-
% Change in Enrollments	-1.1%	-4.9%	0.8%	-3.6%	-4.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.1%	2.4%	9.1%	6.8%	11.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.3%	6.8%	6.8%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.4%	2.4%	2.3%	2.3%	2.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.9%	12.2%	13.6%	11.4%	13.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.4%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	39.7	39.7	40.5	41.2	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.4	11.1	11.4	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,165	28,853	29,080	29,931	29,357	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.2%	13.5%	15.0%	12.5%	14.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.7%	75.7%	75.0%	72.5%	78.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.5%	10.8%	10.0%	10.0%	9.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.4%	32.6%	36.5%	34.3%	36.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	15	15	17	16	42.9%	36.6%	34.1%	38.6%	35.6%
Attrition	5	4	4	4	0					
Attrition Rate	27.8%	26.7%	26.7%	23.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	24	25	28	27	27	57.1%	61.0%	63.6%	61.4%	60.0%
Attrition	2	3	2	2	0					
Attrition Rate	8.3%	12.0%	7.1%	7.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	1	0	2	0.0%	2.4%	2.3%	0.0%	4.4%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	2	1	2	3	2.4%	4.9%	2.3%	4.5%	6.7%



## District Report for: HAILEYVILLE

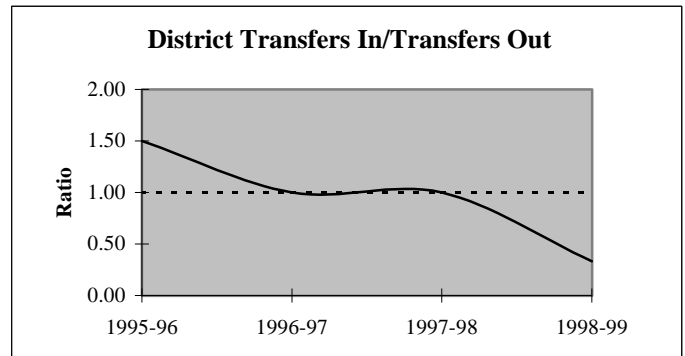
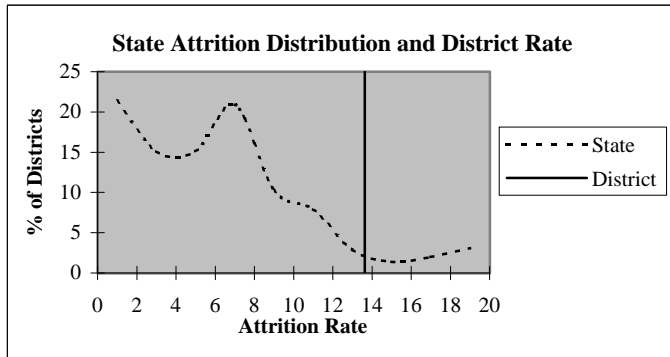
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	41	44	44	45	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.3%	6.8%	6.8%	6.7%
Professional Staff	1	1	1	1	1	2.4%	2.4%	2.3%	2.3%	2.2%
<b>Total Teachers</b>	38	37	40	40	41	90.5%	90.2%	90.9%	90.9%	91.1%
Special Education	4	4	4	4	4	10.5%	10.8%	10.0%	10.0%	9.8%
Pre-K & Kindergarten	1	1	1	1	1	2.6%	2.7%	2.5%	2.5%	2.4%
Elementary	18	16	16	16	18	47.4%	43.2%	40.0%	40.0%	43.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	16	19	19	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	2	2	5.3%	5.4%	7.5%	5.0%	4.9%
Art & Music	1	1	0	0	0	2.6%	2.7%	0.0%	0.0%	0.0%
Social Studies	3	3	4	3	3	7.9%	8.1%	10.0%	7.5%	7.3%
Foreign Language	1	0	1	1	1	2.6%	0.0%	2.5%	2.5%	2.4%
Math	2	2	2	2	2	5.3%	5.4%	5.0%	5.0%	4.9%
<b>Science</b>	1	2	2	2	2	2.6%	5.4%	5.0%	5.0%	4.9%
Biology	1	1	0	0	1	2.6%	2.7%	0.0%	0.0%	2.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	2	2	1	0.0%	2.7%	5.0%	5.0%	2.4%
Vocational Education	4	4	4	5	4	10.5%	10.8%	10.0%	12.5%	9.8%
Other	1	2	3	4	4	2.6%	5.4%	7.5%	10.0%	9.8%
<b>Total Enrollments</b>	546	519	523	504	481	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	60	50	34	21	10.8%	11.6%	9.6%	6.7%	4.4%
Grades 1-4	153	135	153	139	154	28.0%	26.0%	29.3%	27.6%	32.0%
Grades 5-6	78	67	61	60	79	14.3%	12.9%	11.7%	11.9%	16.4%
Grades 7-8	93	88	86	88	67	17.0%	17.0%	16.4%	17.5%	13.9%
Grades 9-12	163	167	172	179	160	29.9%	32.2%	32.9%	35.5%	33.3%
Ungraded	0	2	1	4	0	0.0%	0.4%	0.2%	0.8%	0.0%



## District Report for: HAILEYVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	41	44	44	45	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	35	34	37	38	76.2%	85.4%	77.3%	84.1%	84.4%
<b>Newly Hired</b>	<b>10</b>	<b>6</b>	<b>10</b>	<b>7</b>	<b>7</b>	<b>23.8%</b>	<b>14.6%</b>	<b>22.7%</b>	<b>15.9%</b>	<b>15.6%</b>
Transfers In	6	2	4	1	3	60.0%	33.3%	40.0%	14.3%	42.9%
Reentrants	2	1	4	4	1	20.0%	16.7%	40.0%	57.1%	14.3%
First Time Educators	2	3	2	2	3	20.0%	50.0%	20.0%	28.6%	42.9%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>16.7%</b>	<b>17.1%</b>	<b>15.9%</b>	<b>13.6%</b>	<b>-</b>
Transfers Out	4	2	4	3	-	57.1%	28.6%	57.1%	50.0%	-
Leave Oklahoma Educ.	3	5	3	3	-	42.9%	71.4%	42.9%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	17.1%	15.9%	13.6%	-
Transfers In/Out	1.50	1.00	1.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>42</b>

## District Report for: HAILEYVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.3%	6.8%	6.8%	6.7%
White - Females	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
White - Males	2	2	3	3	3	66.7%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	2.4%	2.4%	2.3%	2.3%	2.2%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	38	37	40	40	41	90.5%	90.2%	90.9%	90.9%	91.1%
White - Females	24	24	25	24	26	63.2%	64.9%	62.5%	60.0%	63.4%
White - Males	9	8	9	11	9	23.7%	21.6%	22.5%	27.5%	22.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	5	5	6	10.5%	10.8%	12.5%	12.5%	14.6%
Other - Males	1	1	1	0	0	2.6%	2.7%	2.5%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	2	0	0	0.0%	2.8%	5.1%	0.0%	0.0%
25-29	6	5	6	7	6	16.2%	13.9%	15.4%	17.9%	15.4%
30-34	8	5	5	5	5	21.6%	13.9%	12.8%	12.8%	12.8%
35-39	5	6	5	5	6	13.5%	16.7%	12.8%	12.8%	15.4%
40-44	7	8	10	7	6	18.9%	22.2%	25.6%	17.9%	15.4%
45-49	8	6	2	6	6	21.6%	16.7%	5.1%	15.4%	15.4%
50-54	2	4	8	8	9	5.4%	11.1%	20.5%	20.5%	23.1%
55+	1	1	1	1	1	2.7%	2.8%	2.6%	2.6%	2.6%
<b>Average Age</b>	39.1	39.7	39.7	40.5	41.2					

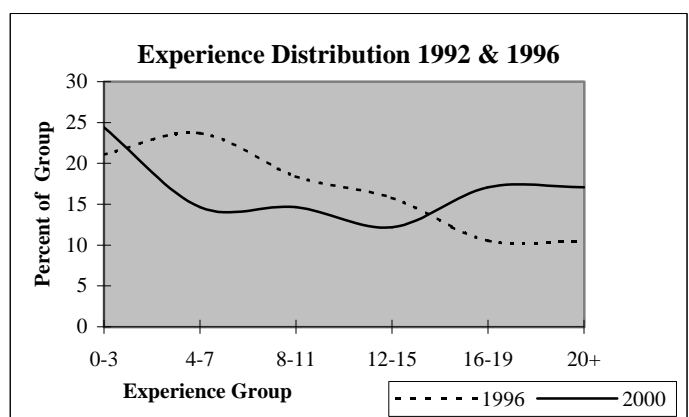
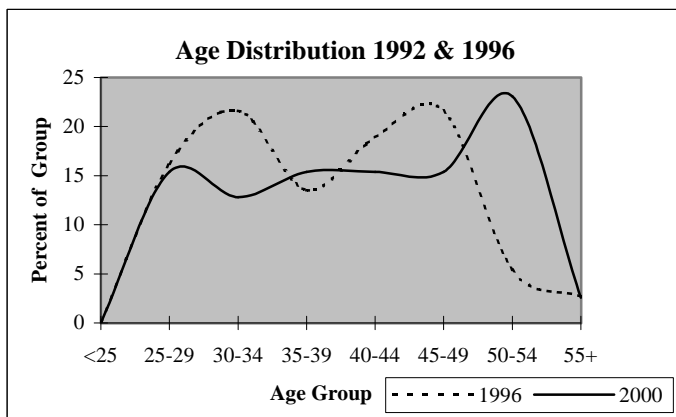
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	9	7	7	10	21.1%	24.3%	17.5%	17.5%	24.4%
4-7 Years	9	6	8	10	6	23.7%	16.2%	20.0%	25.0%	14.6%
8-11 Years	7	6	5	3	6	18.4%	16.2%	12.5%	7.5%	14.6%
12-15 Years	6	6	7	6	5	15.8%	16.2%	17.5%	15.0%	12.2%
16-19 Years	4	6	8	8	7	10.5%	16.2%	20.0%	20.0%	17.1%
20+ Years	4	4	5	6	7	10.5%	10.8%	12.5%	15.0%	17.1%
<b>Average Experience</b>	10.0	10.4	11.1	11.4	11.2					

## District Report for: HAILEYVILLE

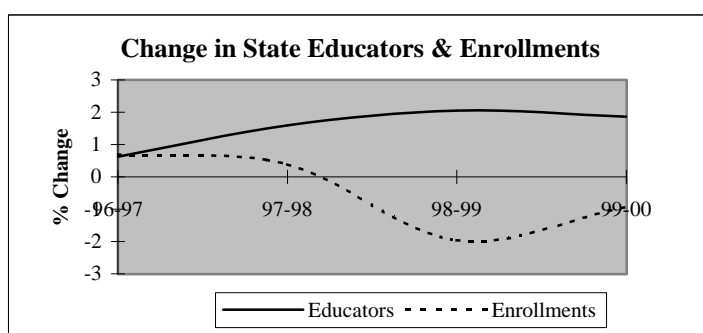
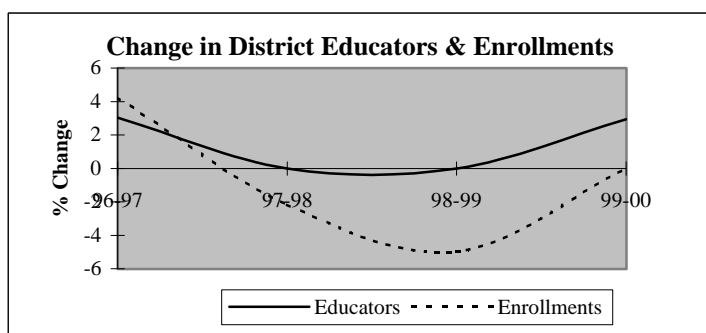
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	7	7	6	-	16.7%	17.1%	15.9%	13.6%	-
Attrition from Transfers	4	2	4	3	-	9.5%	4.9%	9.1%	6.8%	-
Attrition from Exits	3	5	3	3	-	7.1%	12.2%	6.8%	6.8%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>5</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>18.4%</b>	<b>13.5%</b>	<b>17.5%</b>	<b>15.0%</b>	<b>-</b>
Attrition from Transfers	4	2	4	3	-	10.5%	5.4%	10.0%	7.5%	-
Attrition from Exits	3	3	3	3	-	7.9%	8.1%	7.5%	7.5%	-
<b>District Retention</b>										
Educator Retention	35	34	37	38	-	83.3%	82.9%	84.1%	86.4%	-
Teacher Retention	31	32	33	34	-	81.6%	86.5%	82.5%	85.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	50.0%	20.0%	70.0%	78.2%	9.6%	87.8%
1 Year of Experience	72.7%	9.1%	81.8%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	0.0%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	20.0%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	8.3%	91.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.5%	90.2%	86.4%	86.4%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.5%	9.8%	13.6%	13.6%	8.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KIOWA

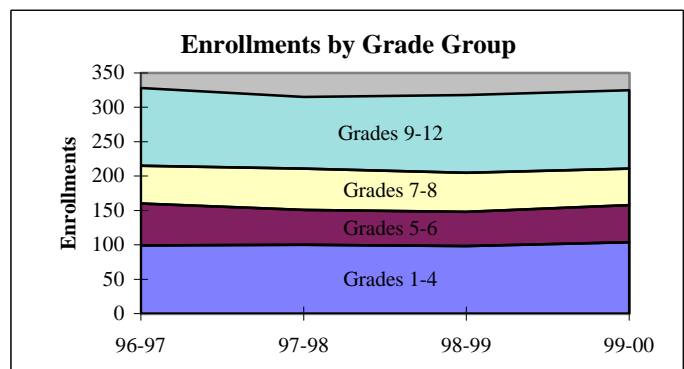
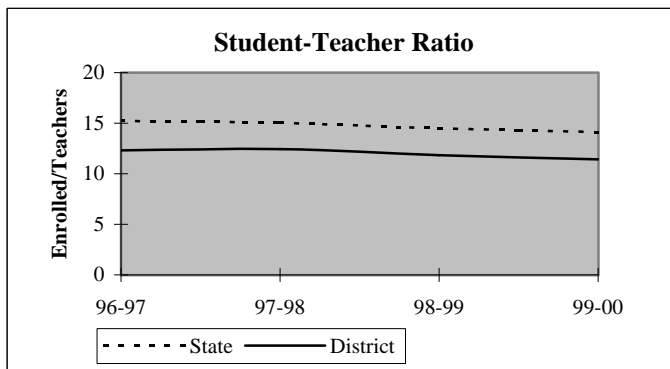


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	10.9	10.6	10.1	9.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	12.3	12.4	11.8	11.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	0	0	1	-	-	-	-	-
% Change in Educators	6.5%	3.0%	0.0%	0.0%	2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	15	-8	-18	0	-	-	-	-	-
% Change in Enrollments	0.3%	4.2%	-2.2%	-5.0%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.1%	2.9%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	5.9%	8.8%	8.8%	8.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	5.9%	5.9%	5.9%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.3	41.3	42.3	43.3	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	11.8	12.8	13.8	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	32,135	31,676	31,841	32,002	32,069	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	3.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.5%	63.3%	65.5%	65.5%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.3%	10.0%	10.3%	10.3%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	56.5%	52.3%	54.3%	53.1%	37.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	7	5	3	30.3%	26.5%	20.6%	14.7%	8.6%
Attrition	1	0	0	1	0					
Attrition Rate	10.0%	0.0%	0.0%	20.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	22	23	25	27	29	66.7%	67.6%	73.5%	79.4%	82.9%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	1	2	2	2	3	3.0%	5.9%	5.9%	5.9%	8.6%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	2	2	3	4	6.1%	5.9%	5.9%	8.8%	11.4%

## District Report for: KIOWA

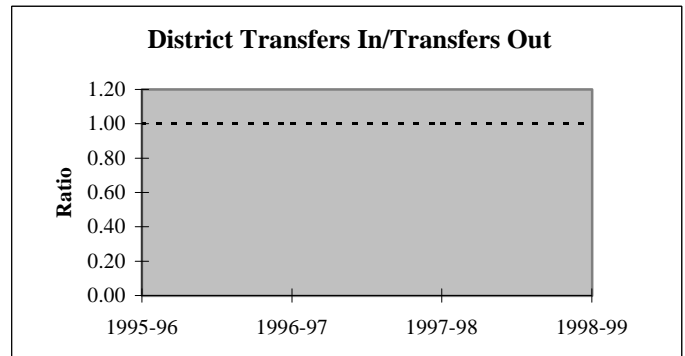
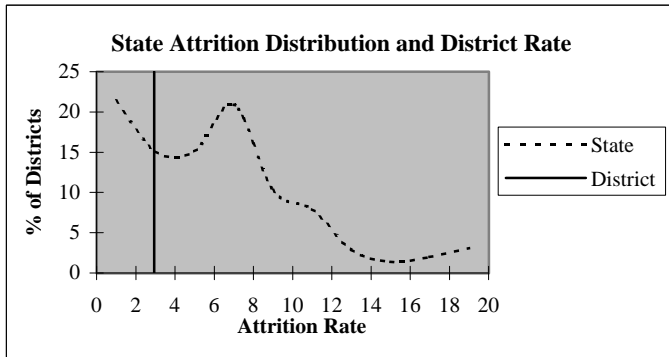
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	34	34	34	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	3	3	6.1%	5.9%	8.8%	8.8%	8.6%
Professional Staff	2	2	2	2	2	6.1%	5.9%	5.9%	5.9%	5.7%
<b>Total Teachers</b>	29	30	29	29	30	87.9%	88.2%	85.3%	85.3%	85.7%
Special Education	3	3	3	3	3	10.3%	10.0%	10.3%	10.3%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	15	15	15	15	48.3%	50.0%	51.7%	51.7%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	11	11	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	0	0	1	0	3.4%	0.0%	0.0%	3.4%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	1	3.4%	6.7%	3.4%	3.4%	3.3%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
Math	1	1	1	2	1	3.4%	3.3%	3.4%	6.9%	3.3%
<b>Science</b>	1	1	1	1	1	3.4%	3.3%	3.4%	3.4%	3.3%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	3.4%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	1	3.4%	3.3%	3.4%	0.0%	3.3%
Vocational Education	4	4	4	4	3	13.8%	13.3%	13.8%	13.8%	10.0%
Other	4	4	4	2	5	13.8%	13.3%	13.8%	6.9%	16.7%
<b>Total Enrollments</b>	354	369	361	343	343	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	41	44	24	16	12.7%	11.1%	12.2%	7.0%	4.7%
Grades 1-4	94	99	100	98	104	26.6%	26.8%	27.7%	28.6%	30.3%
Grades 5-6	54	61	51	50	54	15.3%	16.5%	14.1%	14.6%	15.7%
Grades 7-8	47	55	60	57	53	13.3%	14.9%	16.6%	16.6%	15.5%
Grades 9-12	113	113	104	113	114	31.9%	30.6%	28.8%	32.9%	33.2%
Ungraded	1	0	2	1	2	0.3%	0.0%	0.6%	0.3%	0.6%



## District Report for: KIOWA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	34	34	34	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	29	32	33	34	33	87.9%	94.1%	97.1%	100.0%	94.3%
<b>Newly Hired</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>12.1%</b>	<b>5.9%</b>	<b>2.9%</b>	<b>0.0%</b>	<b>5.7%</b>
Transfers In	3	1	1	0	1	75.0%	50.0%	100.0%	0.0%	50.0%
Reentrants	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	0	0	1	0.0%	50.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>3.0%</b>	<b>2.9%</b>	<b>0.0%</b>	<b>2.9%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	1	0	1	-	100.0%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	3.0%	2.9%	0.0%	2.9%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	11	OCUSA, Oklahoma City	2
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	32

## District Report for: KIOWA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	3	3	6.1%	5.9%	8.8%	8.8%	8.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.1%	5.9%	5.9%	5.9%	5.7%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	30	29	29	30	87.9%	88.2%	85.3%	85.3%	85.7%
White - Females	19	19	19	19	19	65.5%	63.3%	65.5%	65.5%	63.3%
White - Males	10	11	10	10	10	34.5%	36.7%	34.5%	34.5%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	1	1	0	10.3%	6.7%	3.4%	3.4%	0.0%
30-34	6	6	7	5	6	20.7%	20.0%	24.1%	17.2%	20.0%
35-39	5	5	3	3	3	17.2%	16.7%	10.3%	10.3%	10.0%
40-44	6	6	5	5	5	20.7%	20.0%	17.2%	17.2%	16.7%
45-49	5	6	8	10	8	17.2%	20.0%	27.6%	34.5%	26.7%
50-54	1	2	2	2	5	3.4%	6.7%	6.9%	6.9%	16.7%
55+	3	3	3	3	3	10.3%	10.0%	10.3%	10.3%	10.0%
<b>Average Age</b>	40.3	41.3	42.3	43.3	44.5					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	2	2	2	2	3.4%	6.7%	6.9%	6.9%	6.7%
4-7 Years	9	7	5	3	1	31.0%	23.3%	17.2%	10.3%	3.3%
8-11 Years	7	7	7	7	8	24.1%	23.3%	24.1%	24.1%	26.7%
12-15 Years	3	5	7	6	7	10.3%	16.7%	24.1%	20.7%	23.3%
16-19 Years	5	4	2	4	4	17.2%	13.3%	6.9%	13.8%	13.3%
20+ Years	4	5	6	7	8	13.8%	16.7%	20.7%	24.1%	26.7%
<b>Average Experience</b>	10.9	11.8	12.8	13.8	14.3					

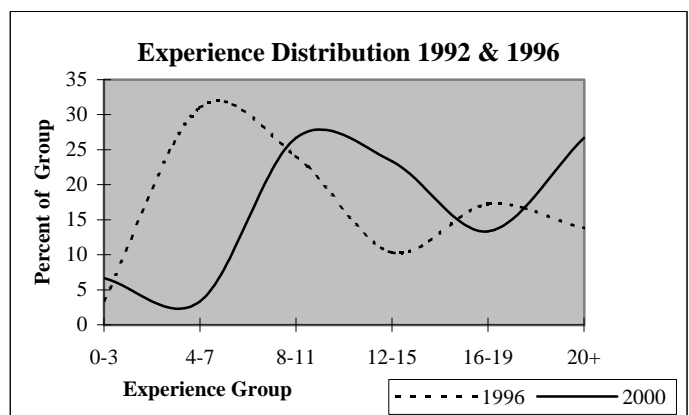
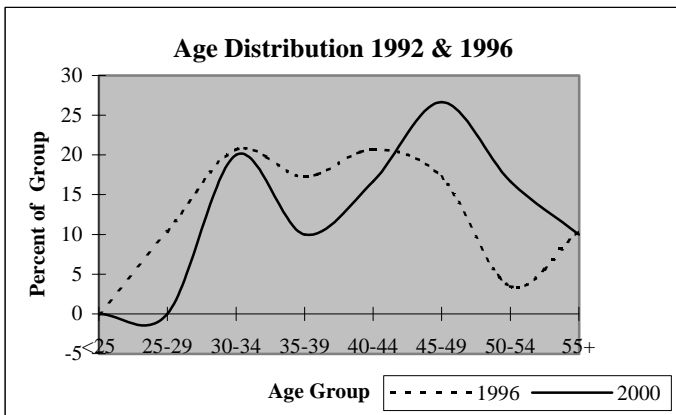


## District Report for: KIOWA

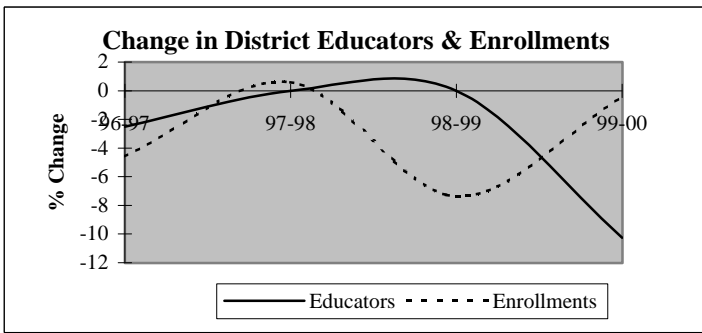
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	0	1	-	3.0%	2.9%	0.0%	2.9%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	0	1	-	3.0%	2.9%	0.0%	2.9%	-
<b>Teacher Attrition</b>	1	0	0	1	-	3.4%	0.0%	0.0%	3.4%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	1	-	3.4%	0.0%	0.0%	3.4%	-
<b>District Retention</b>										
Educator Retention	32	33	34	33	-	97.0%	97.1%	100.0%	97.1%	-
Teacher Retention	28	30	29	28	-	96.6%	100.0%	100.0%	96.6%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	0.0%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	97.1%	94.1%	100.0%	97.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.0%	2.9%	5.9%	0.0%	2.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: QUINTON

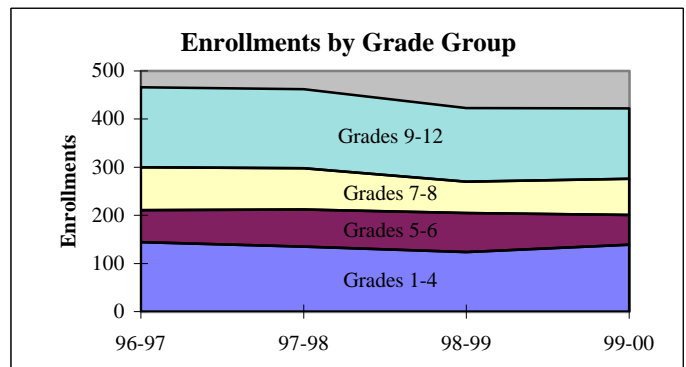
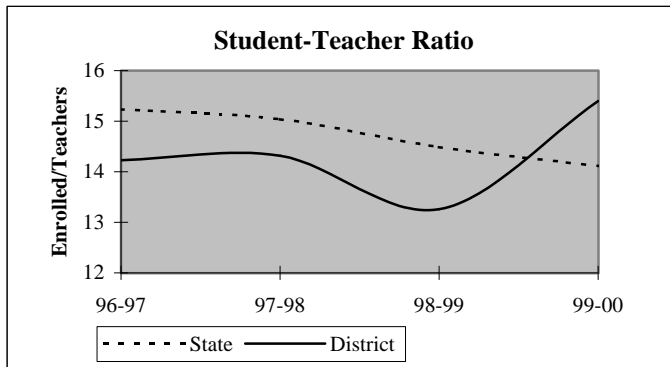


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	12.8	12.8	11.9	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	14.2	14.3	13.3	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	0	-4	-	-	-	-	-
% Change in Educators	0.0%	-2.5%	0.0%	0.0%	-10.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	42	-24	3	-37	-2	-	-	-	-	-
% Change in Enrollments	8.8%	-4.6%	0.6%	-7.4%	-0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.5%	7.7%	7.7%	7.7%	8.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.5%	2.6%	2.6%	2.6%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.0%	5.1%	5.1%	5.1%	5.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.1	42.5	43.5	41.5	41.5	42.0	42.3	42.5	42.7	43.0
Average Experience	12.5	12.7	13.4	12.3	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,047	29,315	30,036	29,669	29,814	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	5.7%	5.7%	5.7%	6.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.9%	68.6%	65.7%	68.6%	63.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.6%	8.6%	8.6%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	29.7%	28.7%	42.9%	40.7%	44.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	11	12	14	11	32.5%	28.2%	30.8%	35.9%	31.4%
Attrition	1	2	2	1	0					
Attrition Rate	7.7%	18.2%	16.7%	7.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	24	22	20	23	57.5%	61.5%	56.4%	51.3%	65.7%
Attrition	2	2	3	1	0					
Attrition Rate	8.7%	8.3%	13.6%	5.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	5	5	1	10.0%	10.3%	12.8%	12.8%	2.9%
Attrition	0	0	1	4	0					
Attrition Rate	0.0%	0.0%	20.0%	80.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	6	5	4	12.5%	12.8%	15.4%	12.8%	11.4%

## District Report for: QUINTON

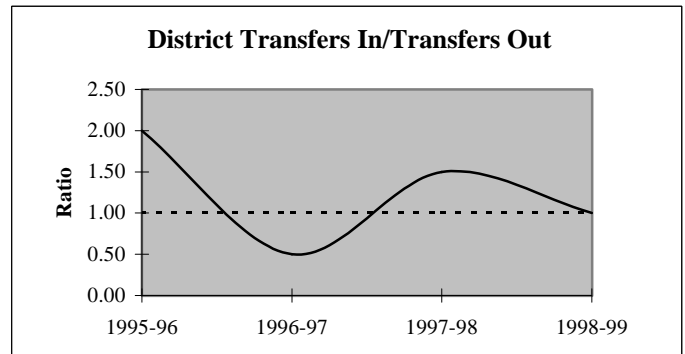
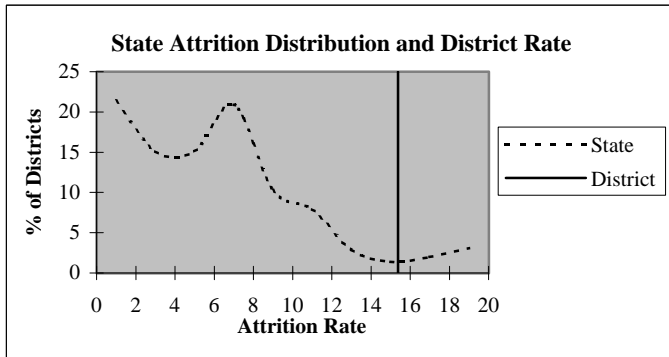
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	40	39	39	39	35	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.5%	7.7%	7.7%	7.7%	8.6%
Professional Staff	1	1	1	1	2	2.5%	2.6%	2.6%	2.6%	5.7%
<b>Total Teachers</b>	36	35	35	35	30	90.0%	89.7%	89.7%	89.7%	85.7%
Special Education	3	3	3	3	2	8.3%	8.6%	8.6%	8.6%	6.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
Elementary	15	14	14	14	12	41.7%	40.0%	40.0%	40.0%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	18	18	18	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	3	3	5.6%	8.6%	8.6%	8.6%	10.0%
Art & Music	1	1	1	1	1	2.8%	2.9%	2.9%	2.9%	3.3%
Social Studies	3	3	3	3	4	8.3%	8.6%	8.6%	8.6%	13.3%
Foreign Language	1	1	1	1	1	2.8%	2.9%	2.9%	2.9%	3.3%
Math	2	2	3	2	1	5.6%	5.7%	8.6%	5.7%	3.3%
<b>Science</b>	2	2	2	2	2	5.6%	5.7%	5.7%	5.7%	6.7%
Biology	0	1	0	1	0	0.0%	2.9%	0.0%	2.9%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	1	2	5.6%	2.9%	5.7%	2.9%	6.7%
Vocational Education	4	5	4	4	3	11.1%	14.3%	11.4%	11.4%	10.0%
Other	3	1	1	2	0	8.3%	2.9%	2.9%	5.7%	0.0%
<b>Total Enrollments</b>	522	498	501	464	462	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	30	31	39	37	37	5.7%	6.2%	7.8%	8.0%	8.0%
Grades 1-4	145	144	135	124	139	27.8%	28.9%	26.9%	26.7%	30.1%
Grades 5-6	84	67	77	81	62	16.1%	13.5%	15.4%	17.5%	13.4%
Grades 7-8	87	89	86	65	75	16.7%	17.9%	17.2%	14.0%	16.2%
Grades 9-12	174	166	164	153	146	33.3%	33.3%	32.7%	33.0%	31.6%
Ungraded	2	1	0	4	3	0.4%	0.2%	0.0%	0.9%	0.6%



## District Report for: QUINTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	40	39	39	39	35	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	37	35	33	33	92.5%	94.9%	89.7%	84.6%	94.3%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>7.5%</b>	<b>5.1%</b>	<b>10.3%</b>	<b>15.4%</b>	<b>5.7%</b>
Transfers In	2	1	3	2	1	66.7%	50.0%	75.0%	33.3%	50.0%
Reentrants	1	0	1	0	0	33.3%	0.0%	25.0%	0.0%	0.0%
First Time Educators	0	1	0	4	1	0.0%	50.0%	0.0%	66.7%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>7.5%</b>	<b>10.3%</b>	<b>15.4%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	1	2	2	2	-	33.3%	50.0%	33.3%	33.3%	-
Leave Oklahoma Educ.	2	2	4	4	-	66.7%	50.0%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	10.3%	15.4%	15.4%	-
Transfers In/Out	2.00	0.50	1.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	21	University of Tulsa, Tulsa	1
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>41</b>

## District Report for: QUINTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.5%	7.7%	7.7%	7.7%	8.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	2.5%	2.6%	2.6%	2.6%	5.7%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	35	35	35	30	90.0%	89.7%	89.7%	89.7%	85.7%
White - Females	21	22	21	22	17	58.3%	62.9%	60.0%	62.9%	56.7%
White - Males	13	11	12	11	11	36.1%	31.4%	34.3%	31.4%	36.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	5.6%	5.7%	5.7%	5.7%	6.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	0	0.0%	0.0%	0.0%	5.7%	0.0%
25-29	4	3	2	2	3	11.1%	8.6%	5.7%	5.7%	10.3%
30-34	5	6	8	9	8	13.9%	17.1%	22.9%	25.7%	27.6%
35-39	6	6	4	2	1	16.7%	17.1%	11.4%	5.7%	3.4%
40-44	6	5	4	5	4	16.7%	14.3%	11.4%	14.3%	13.8%
45-49	8	7	8	6	5	22.2%	20.0%	22.9%	17.1%	17.2%
50-54	1	2	3	4	6	2.8%	5.7%	8.6%	11.4%	20.7%
55+	6	6	6	5	2	16.7%	17.1%	17.1%	14.3%	6.9%
<b>Average Age</b>	42.1	42.5	43.5	41.5	41.5					

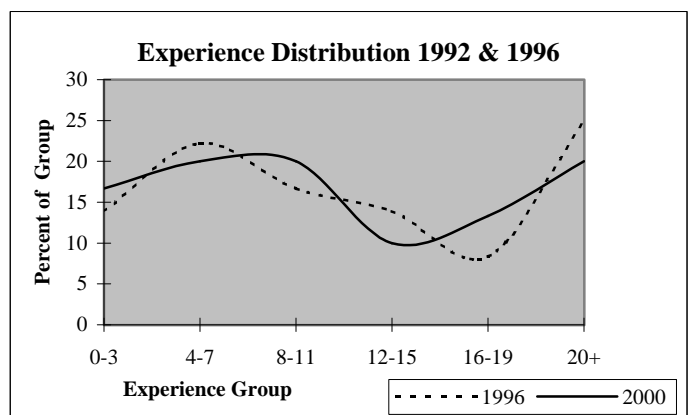
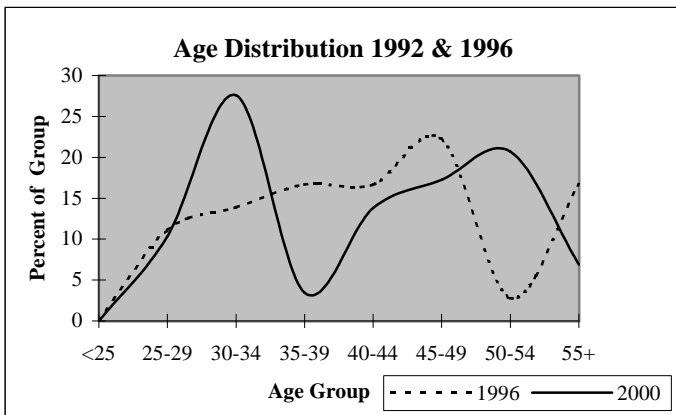
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	3	6	5	13.9%	11.4%	8.6%	17.1%	16.7%
4-7 Years	8	7	9	8	6	22.2%	20.0%	25.7%	22.9%	20.0%
8-11 Years	6	9	5	6	6	16.7%	25.7%	14.3%	17.1%	20.0%
12-15 Years	5	3	4	2	3	13.9%	8.6%	11.4%	5.7%	10.0%
16-19 Years	3	3	4	5	4	8.3%	8.6%	11.4%	14.3%	13.3%
20+ Years	9	9	10	8	6	25.0%	25.7%	28.6%	22.9%	20.0%
<b>Average Experience</b>	12.5	12.7	13.4	12.3	11.9					

## District Report for: QUINTON

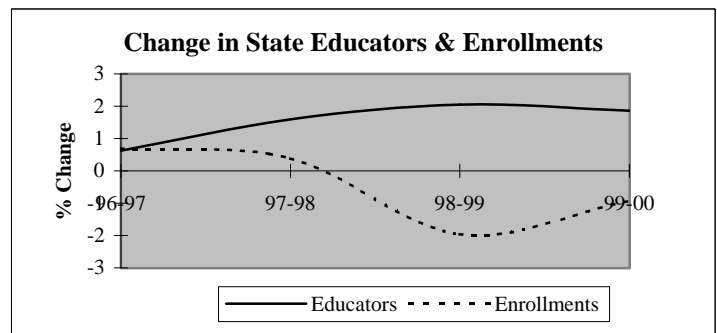
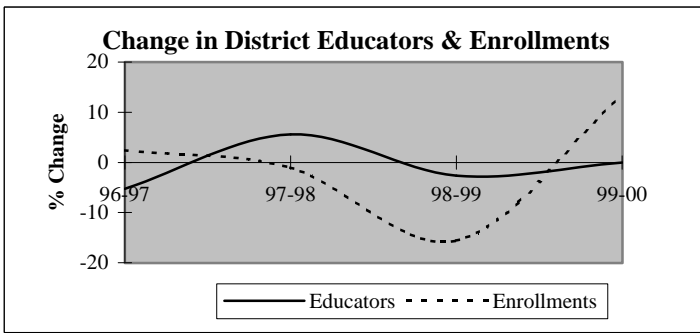
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	6	6	-	7.5%	10.3%	15.4%	15.4%	-
Attrition from Transfers	1	2	2	2	-	2.5%	5.1%	5.1%	5.1%	-
Attrition from Exits	2	2	4	4	-	5.0%	5.1%	10.3%	10.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>8.3%</b>	<b>11.4%</b>	<b>17.1%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	1	2	2	2	-	2.8%	5.7%	5.7%	5.7%	-
Attrition from Exits	2	2	4	3	-	5.6%	5.7%	11.4%	8.6%	-
<b>District Retention</b>										
Educator Retention	37	35	33	33	-	92.5%	89.7%	84.6%	84.6%	-
Teacher Retention	33	31	29	30	-	91.7%	88.6%	82.9%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	90.0%	0.0%	90.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.5%	0.0%	0.0%	2.6%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	97.4%	94.9%	87.2%	97.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.5%	2.6%	5.1%	10.3%	2.9%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: INDIANOLA

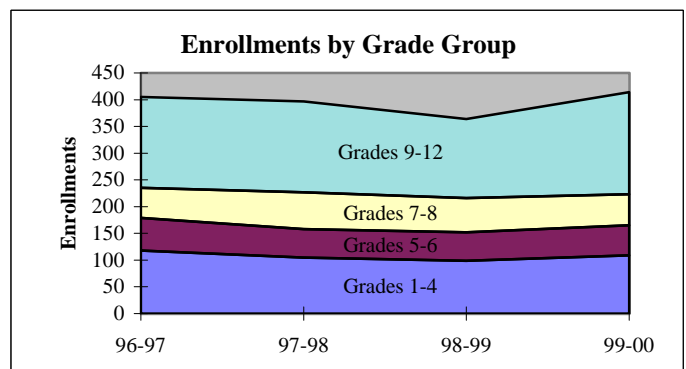
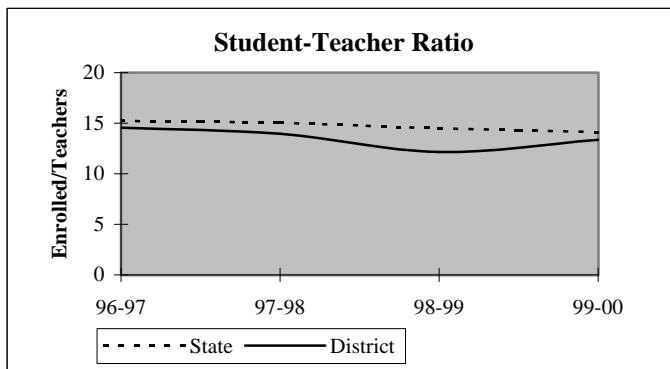


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	12.9	12.1	10.5	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	14.6	14.0	12.2	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-5	-2	2	-1	0	-	-	-	-	-
% Change in Educators	-11.6%	-5.3%	5.6%	-2.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-24	11	-5	-72	52	-	-	-	-	-
% Change in Enrollments	-5.0%	2.4%	-1.1%	-15.6%	13.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	0.0%	10.5%	0.0%	8.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.6%	7.9%	8.1%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	5.6%	5.3%	5.4%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.3%	8.3%	7.9%	8.1%	8.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	2.6%	2.7%	2.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.4	41.1	42.0	43.2	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	10.9	11.1	12.8	13.1	12.1	12.3	12.3	12.2	12.2
Average Salary	30,350	29,222	27,958	30,437	30,368	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	9.4%	9.1%	9.4%	9.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.7%	71.9%	72.7%	68.8%	69.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.1%	12.5%	12.1%	12.5%	15.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.7%	53.2%	51.8%	53.0%	49.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	13	14	11	12	21.1%	36.1%	36.8%	29.7%	32.4%
Attrition	1	2	2	2	0					
Attrition Rate	12.5%	15.4%	14.3%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	27	22	23	24	23	71.1%	61.1%	60.5%	64.9%	62.2%
Attrition	6	2	0	2	0					
Attrition Rate	22.2%	9.1%	0.0%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	1	1	2	2	7.9%	2.8%	2.6%	5.4%	5.4%
Attrition Rate	66.7%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	1	2	2	4	13.2%	2.8%	5.3%	5.4%	10.8%

## District Report for: INDIANOLA

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	36	38	37	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	3	2	5.3%	5.6%	7.9%	8.1%	5.4%
Professional Staff	3	2	2	2	2	7.9%	5.6%	5.3%	5.4%	5.4%
<b>Total Teachers</b>	33	32	33	32	33	86.8%	88.9%	86.8%	86.5%	89.2%
Special Education	4	4	4	4	5	12.1%	12.5%	12.1%	12.5%	15.2%
Pre-K & Kindergarten	1	1	1	1	1	3.0%	3.1%	3.0%	3.1%	3.0%
Elementary	18	16	16	16	16	54.5%	50.0%	48.5%	50.0%	48.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	11	12	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	3.0%	3.1%	3.0%	6.3%	6.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	1	1	3.0%	6.3%	6.1%	3.1%	3.0%
Foreign Language	1	1	1	0	0	3.0%	3.1%	3.0%	0.0%	0.0%
Math	2	2	2	2	2	6.1%	6.3%	6.1%	6.3%	6.1%
<b>Science</b>	1	1	1	2	1	3.0%	3.1%	3.0%	6.3%	3.0%
Biology	1	1	1	1	1	3.0%	3.1%	3.0%	3.1%	3.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	1	0	0.0%	0.0%	0.0%	3.1%	0.0%
Vocational Education	4	4	4	4	5	12.1%	12.5%	12.1%	12.5%	15.2%
Other	0	0	1	0	0	0.0%	0.0%	3.0%	0.0%	0.0%
<b>Total Enrollments</b>	455	466	461	389	441	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	56	61	64	25	27	12.3%	13.1%	13.9%	6.4%	6.1%
Grades 1-4	129	118	105	99	109	28.4%	25.3%	22.8%	25.4%	24.7%
Grades 5-6	61	61	53	53	56	13.4%	13.1%	11.5%	13.6%	12.7%
Grades 7-8	63	56	69	64	58	13.8%	12.0%	15.0%	16.5%	13.2%
Grades 9-12	146	170	170	148	191	32.1%	36.5%	36.9%	38.0%	43.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

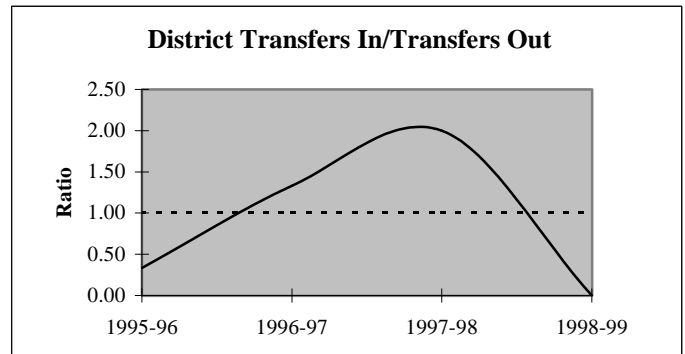
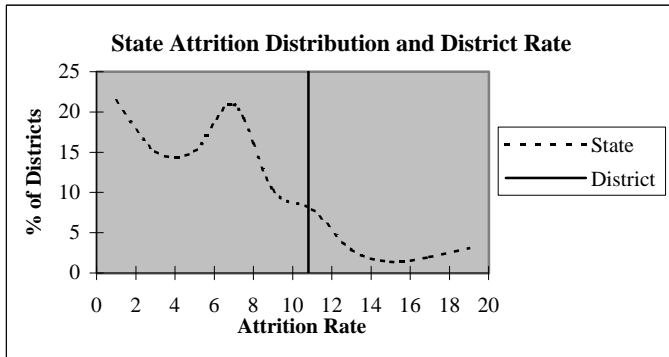




## District Report for: INDIANOLA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	36	38	37	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	29	31	36	33	89.5%	80.6%	81.6%	97.3%	89.2%
<b>Newly Hired</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>10.5%</b>	<b>19.4%</b>	<b>18.4%</b>	<b>2.7%</b>	<b>10.8%</b>
Transfers In	1	4	2	0	0	25.0%	57.1%	28.6%	0.0%	0.0%
Reentrants	2	0	3	1	0	50.0%	0.0%	42.9%	100.0%	0.0%
First Time Educators	1	3	2	0	4	25.0%	42.9%	28.6%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>23.7%</b>	<b>13.9%</b>	<b>5.3%</b>	<b>10.8%</b>	<b>-</b>
Transfers Out	3	3	1	1	-	33.3%	60.0%	50.0%	25.0%	-
Leave Oklahoma Educ.	6	2	1	3	-	66.7%	40.0%	50.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	23.7%	13.9%	5.3%	10.8%	-
Transfers In/Out	0.33	1.33	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	7	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	39

## District Report for: INDIANOLA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	3	2	5.3%	5.6%	7.9%	8.1%	5.4%
White - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	50.0%
White - Males	2	2	2	2	1	100.0%	100.0%	66.7%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	2	2	2	2	7.9%	5.6%	5.3%	5.4%	5.4%
White - Females	3	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	32	33	32	33	86.8%	88.9%	86.8%	86.5%	89.2%
White - Females	21	21	22	20	21	63.6%	65.6%	66.7%	62.5%	63.6%
White - Males	10	8	8	9	9	30.3%	25.0%	24.2%	28.1%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	6.1%	6.3%	6.1%	6.3%	6.1%
Other - Males	0	1	1	1	1	0.0%	3.1%	3.0%	3.1%	3.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	1	0	0.0%	3.1%	3.0%	3.1%	0.0%
25-29	4	5	4	1	3	12.1%	15.6%	12.1%	3.1%	9.4%
30-34	6	4	5	6	6	18.2%	12.5%	15.2%	18.8%	18.8%
35-39	2	4	2	3	2	6.1%	12.5%	6.1%	9.4%	6.3%
40-44	5	4	3	3	4	15.2%	12.5%	9.1%	9.4%	12.5%
45-49	9	7	6	7	7	27.3%	21.9%	18.2%	21.9%	21.9%
50-54	3	6	11	9	8	9.1%	18.8%	33.3%	28.1%	25.0%
55+	4	1	1	2	2	12.1%	3.1%	3.0%	6.3%	6.3%
<b>Average Age</b>	42.4	41.1	42.0	43.2	43.1					

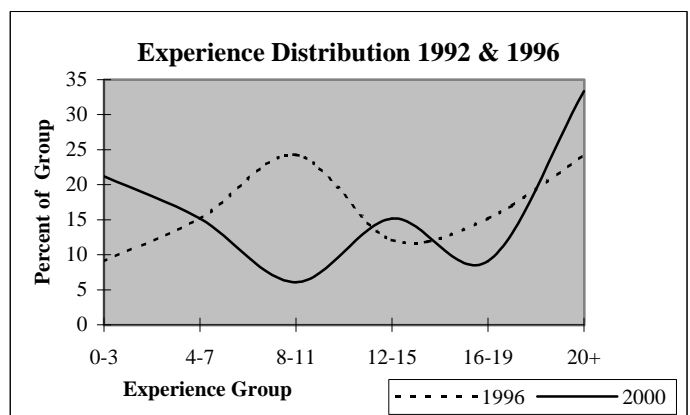
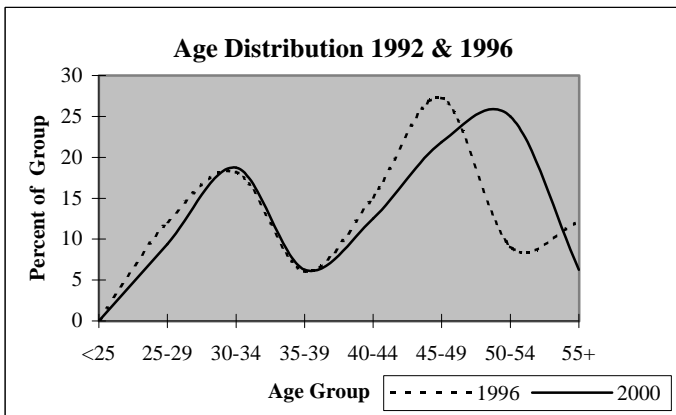
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	8	5	7	9.1%	15.6%	24.2%	15.6%	21.2%
4-7 Years	5	8	6	6	5	15.2%	25.0%	18.2%	18.8%	15.2%
8-11 Years	8	6	5	5	2	24.2%	18.8%	15.2%	15.6%	6.1%
12-15 Years	4	4	3	3	5	12.1%	12.5%	9.1%	9.4%	15.2%
16-19 Years	5	2	3	3	3	15.2%	6.3%	9.1%	9.4%	9.1%
20+ Years	8	7	8	10	11	24.2%	21.9%	24.2%	31.3%	33.3%
<b>Average Experience</b>	12.7	10.9	11.1	12.8	13.1					

# District Report for: INDIANOLA

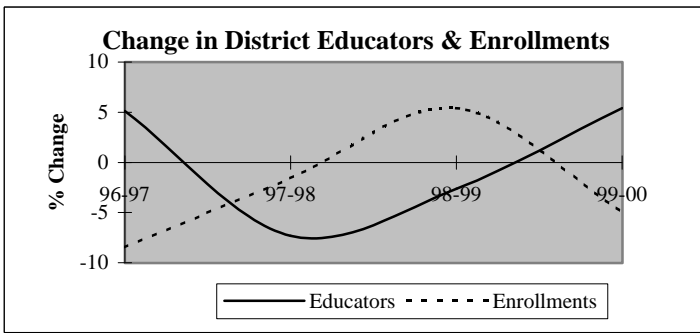
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	5	2	4	-	23.7%	13.9%	5.3%	10.8%	-
Attrition from Transfers	3	3	1	1	-	7.9%	8.3%	2.6%	2.7%	-
Attrition from Exits	6	2	1	3	-	15.8%	5.6%	2.6%	8.1%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>18.2%</b>	<b>15.6%</b>	<b>6.1%</b>	<b>12.5%</b>	<b>-</b>
Attrition from Transfers	3	3	1	1	-	9.1%	9.4%	3.0%	3.1%	-
Attrition from Exits	3	2	1	3	-	9.1%	6.3%	3.0%	9.4%	-
<b>District Retention</b>										
Educator Retention	29	31	36	33	-	76.3%	86.1%	94.7%	89.2%	-
Teacher Retention	27	27	31	28	-	81.8%	84.4%	93.9%	87.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	77.8%	22.2%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.1%	91.7%	86.8%	94.6%	89.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.9%	8.3%	13.2%	2.7%	10.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CROWDER

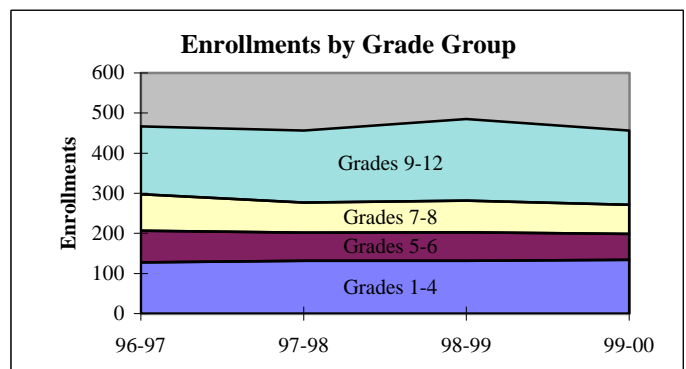
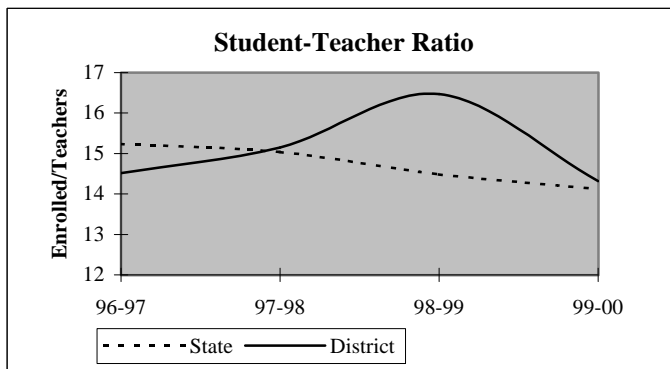


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	12.4	13.2	14.2	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.3	14.5	15.2	16.5	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	-3	-1	2	-	-	-	-	-
% Change in Educators	-2.5%	5.1%	-7.3%	-2.6%	5.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	45	-47	-8	27	-26	-	-	-	-	-
% Change in Enrollments	8.8%	-8.5%	-1.6%	5.4%	-4.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	7.3%	0.0%	0.0%	5.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	9.8%	7.9%	8.1%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	4.9%	5.3%	5.4%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.6%	2.4%	2.6%	2.7%	5.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	42.5	42.5	43.0	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	11.8	12.4	12.9	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,414	28,423	29,990	30,381	29,899	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.9%	2.9%	3.0%	3.1%	5.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.7%	62.9%	66.7%	62.5%	62.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	8.6%	9.1%	9.4%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.8%	31.3%	34.4%	40.3%	39.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	8	7	9	23.1%	19.5%	21.1%	18.9%	23.1%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	12.5%	12.5%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	28	31	26	26	25	71.8%	75.6%	68.4%	70.3%	64.1%
Attrition	1	2	0	0	0					
Attrition Rate	3.6%	6.5%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	4	5	5.1%	4.9%	10.5%	10.8%	12.8%
Attrition	1	2	1	0	0					
Attrition Rate	50.0%	100.0%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	8	5	5	5	7.7%	19.5%	13.2%	13.5%	12.8%

## District Report for: CROWDER

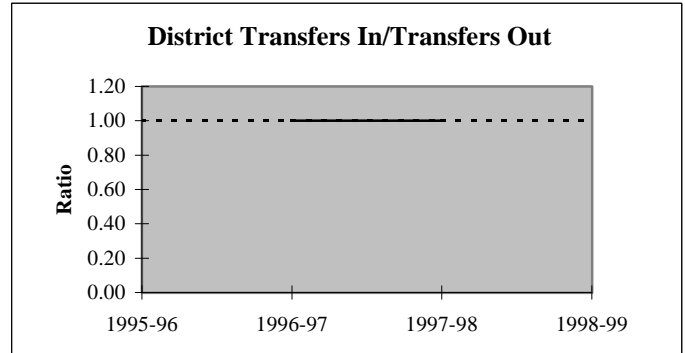
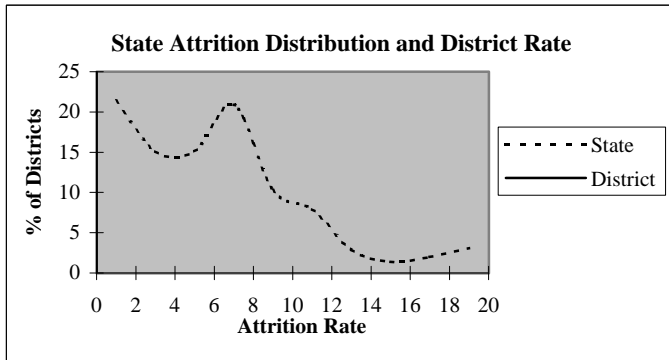
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	39	41	38	37	39	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	3	3	2	7.7%	9.8%	7.9%	8.1%	5.1%
Professional Staff	2	2	2	2	2	5.1%	4.9%	5.3%	5.4%	5.1%
<b>Total Teachers</b>	34	35	33	32	35	87.2%	85.4%	86.8%	86.5%	89.7%
Special Education	3	3	3	3	3	8.8%	8.6%	9.1%	9.4%	8.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	19	21	19	18	19	55.9%	60.0%	57.6%	56.3%	54.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	11	11	11	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	5.9%	5.7%	6.1%	6.3%	5.7%
Art & Music	1	1	1	1	1	2.9%	2.9%	3.0%	3.1%	2.9%
Social Studies	2	2	1	1	1	5.9%	5.7%	3.0%	3.1%	2.9%
Foreign Language	0	0	1	1	1	0.0%	0.0%	3.0%	3.1%	2.9%
Math	2	2	2	2	2	5.9%	5.7%	6.1%	6.3%	5.7%
<b>Science</b>	1	1	1	1	1	2.9%	2.9%	3.0%	3.1%	2.9%
Biology	1	1	1	1	1	2.9%	2.9%	3.0%	3.1%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	4	3	3	3	3	11.8%	8.6%	9.1%	9.4%	8.6%
Other	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	5.7%
<b>Total Enrollments</b>	555	508	500	527	501	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	37	31	38	37	39	6.7%	6.1%	7.6%	7.0%	7.8%
Grades 1-4	147	128	132	132	134	26.5%	25.2%	26.4%	25.0%	26.7%
Grades 5-6	77	79	70	71	65	13.9%	15.6%	14.0%	13.5%	13.0%
Grades 7-8	118	91	75	79	72	21.3%	17.9%	15.0%	15.0%	14.4%
Grades 9-12	168	169	179	203	185	30.3%	33.3%	35.8%	38.5%	36.9%
Ungraded	8	10	6	5	6	1.4%	2.0%	1.2%	0.9%	1.2%



## District Report for: CROWDER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	39	41	38	37	39	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	37	36	36	37	97.4%	90.2%	94.7%	97.3%	94.9%
<b>Newly Hired</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2.6%</b>	<b>9.8%</b>	<b>5.3%</b>	<b>2.7%</b>	<b>5.1%</b>
Transfers In	0	1	1	0	0	0.0%	25.0%	50.0%	0.0%	0.0%
Reentrants	0	1	0	0	1	0.0%	25.0%	0.0%	0.0%	50.0%
First Time Educators	1	2	1	1	1	100.0%	50.0%	50.0%	100.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>5.1%</b>	<b>12.2%</b>	<b>5.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	1	0	-	0.0%	20.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	2	4	1	0	-	100.0%	80.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	5.1%	12.2%	5.3%	0.0%	-
Transfers In/Out	nc	1.00	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	11	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	7	University of Tulsa, Tulsa	-
SEOSU, Durant	7	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	39

## District Report for: CROWDER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	3	3	2	7.7%	9.8%	7.9%	8.1%	5.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	4	3	3	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.1%	4.9%	5.3%	5.4%	5.1%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	34	35	33	32	35	87.2%	85.4%	86.8%	86.5%	89.7%
White - Females	22	22	22	20	21	64.7%	62.9%	66.7%	62.5%	60.0%
White - Males	11	12	10	11	12	32.4%	34.3%	30.3%	34.4%	34.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
Other - Males	1	1	1	1	1	2.9%	2.9%	3.0%	3.1%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	0	0	2.9%	0.0%	3.0%	0.0%	0.0%
25-29	2	3	2	3	3	5.9%	8.6%	6.1%	9.7%	8.8%
30-34	2	2	3	3	4	5.9%	5.7%	9.1%	9.7%	11.8%
35-39	8	9	4	2	2	23.5%	25.7%	12.1%	6.5%	5.9%
40-44	7	6	9	8	9	20.6%	17.1%	27.3%	25.8%	26.5%
45-49	5	8	7	9	9	14.7%	22.9%	21.2%	29.0%	26.5%
50-54	5	2	3	3	4	14.7%	5.7%	9.1%	9.7%	11.8%
55+	4	5	4	3	3	11.8%	14.3%	12.1%	9.7%	8.8%
<b>Average Age</b>	43.4	42.5	42.5	43.0	43.9					

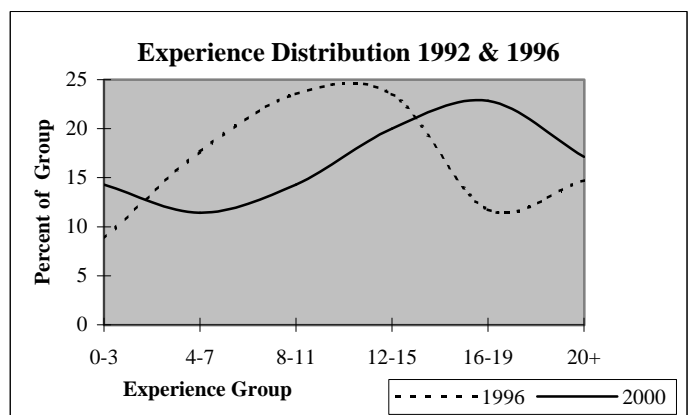
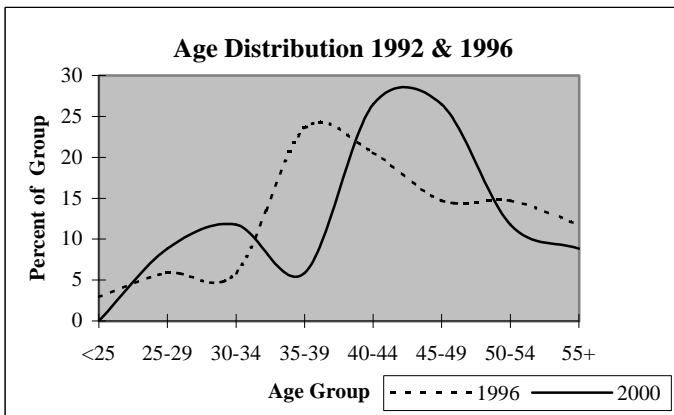
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	5	5	5	5	8.8%	14.3%	15.2%	15.6%	14.3%
4-7 Years	6	3	3	2	4	17.6%	8.6%	9.1%	6.3%	11.4%
8-11 Years	8	7	6	6	5	23.5%	20.0%	18.2%	18.8%	14.3%
12-15 Years	8	11	9	9	7	23.5%	31.4%	27.3%	28.1%	20.0%
16-19 Years	4	3	4	4	8	11.8%	8.6%	12.1%	12.5%	22.9%
20+ Years	5	6	6	6	6	14.7%	17.1%	18.2%	18.8%	17.1%
<b>Average Experience</b>	12.3	11.8	12.4	12.9	13.3					

## District Report for: CROWDER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	5	2	0	-	5.1%	12.2%	5.3%	0.0%	-
Attrition from Transfers	0	1	1	0	-	0.0%	2.4%	2.6%	0.0%	-
Attrition from Exits	2	4	1	0	-	5.1%	9.8%	2.6%	0.0%	-
<b>Teacher Attrition</b>	2	2	2	0	-	5.9%	5.7%	6.1%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	3.0%	0.0%	-
Attrition from Exits	2	2	1	0	-	5.9%	5.7%	3.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	37	36	36	37	-	94.9%	87.8%	94.7%	100.0%	-
Teacher Retention	32	33	31	32	-	94.1%	94.3%	93.9%	100.0%	-

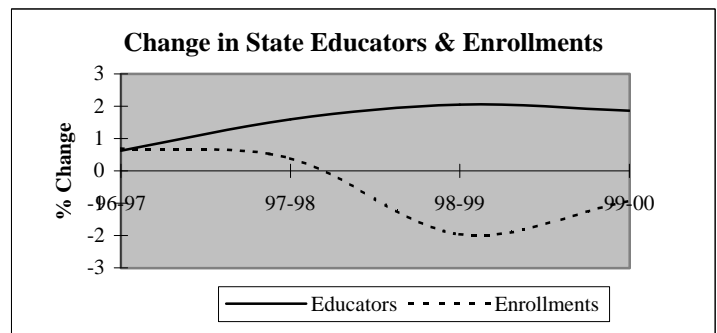
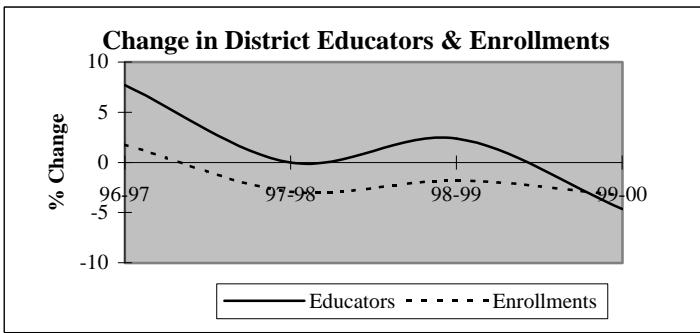
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	85.7%	0.0%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.6%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.4%	92.7%	94.7%	97.3%	94.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.6%	7.3%	2.6%	2.7%	5.1%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: SAVANNA

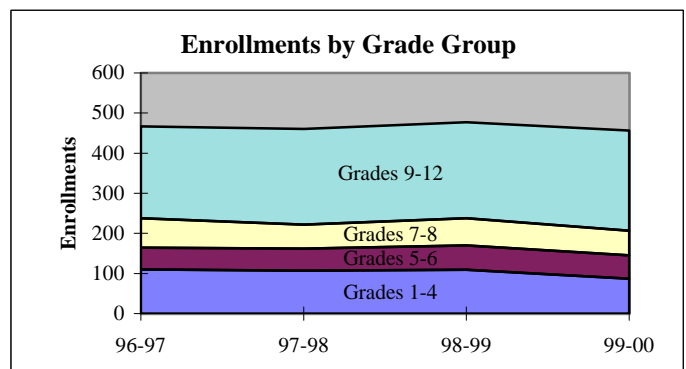
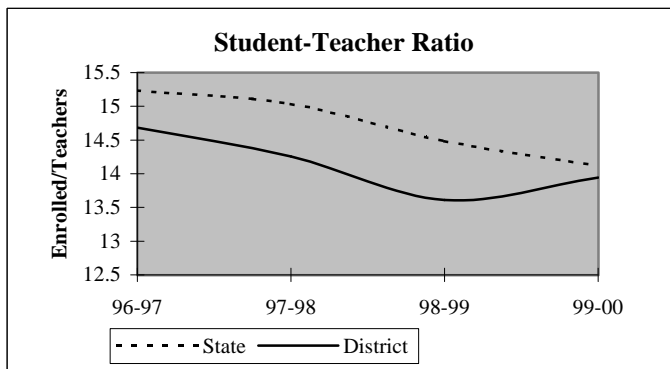


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	12.2	11.9	11.4	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	14.7	14.3	13.6	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	3	0	1	-2	-	-	-	-	-
% Change in Educators	2.6%	7.7%	0.0%	2.4%	-4.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	32	9	-15	-9	-16	-	-	-	-	-
% Change in Enrollments	6.8%	1.8%	-2.9%	-1.8%	-3.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	2.4%	9.5%	9.3%	4.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.1%	7.1%	7.0%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	9.5%	9.5%	9.3%	9.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.7%	9.5%	9.5%	9.3%	7.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.3	41.7	40.9	40.3	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	12.3	11.9	12.1	13.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,412	28,928	27,509	28,141	29,404	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.8%	11.4%	11.4%	11.1%	8.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.7%	68.6%	71.4%	72.2%	67.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.8%	14.3%	14.3%	13.9%	11.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.6%	39.5%	42.9%	40.4%	45.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	13	15	17	14	30.8%	31.0%	35.7%	39.5%	34.1%
Attrition	0	3	1	2	0					
Attrition Rate	0.0%	23.1%	6.7%	11.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	25	27	25	23	23	64.1%	64.3%	59.5%	53.5%	56.1%
Attrition	0	2	2	1	0					
Attrition Rate	0.0%	7.4%	8.0%	4.3%	0.0%					
At Retirement Age	2	2	2	3	4	5.1%	4.8%	4.8%	7.0%	9.8%
Attrition	1	1	0	0	0					
Attrition Rate	50.0%	50.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	4	3	4	5	7.7%	9.5%	7.1%	9.3%	12.2%

## District Report for: SAVANNA

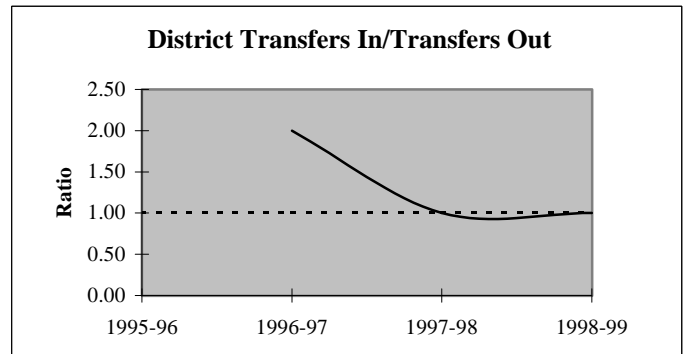
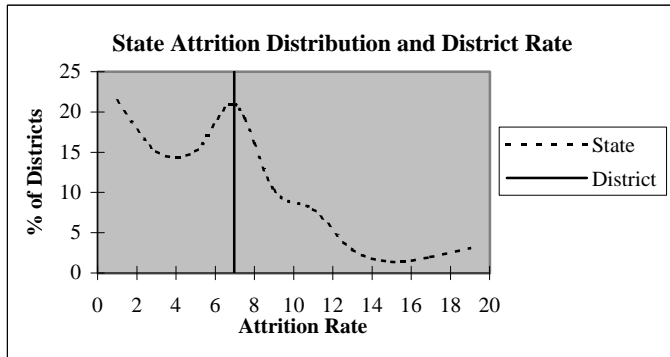
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	39	42	42	43	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.7%	7.1%	7.1%	7.0%	7.3%
Professional Staff	2	4	4	4	4	5.1%	9.5%	9.5%	9.3%	9.8%
<b>Total Teachers</b>	34	35	35	36	34	87.2%	83.3%	83.3%	83.7%	82.9%
Special Education	4	5	5	5	4	11.8%	14.3%	14.3%	13.9%	11.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	13	13	15	14	38.2%	37.1%	37.1%	41.7%	41.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	17	17	16	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	5.9%	5.7%	5.7%	5.6%	5.9%
Art & Music	2	2	2	2	2	5.9%	5.7%	5.7%	5.6%	5.9%
Social Studies	4	3	3	3	3	11.8%	8.6%	8.6%	8.3%	8.8%
Foreign Language	0	1	1	1	0	0.0%	2.9%	2.9%	2.8%	0.0%
Math	3	2	2	2	2	8.8%	5.7%	5.7%	5.6%	5.9%
<b>Science</b>	2	2	2	2	2	5.9%	5.7%	5.7%	5.6%	5.9%
Biology	1	1	1	1	1	2.9%	2.9%	2.9%	2.8%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	2.9%	2.9%	2.9%	2.8%	2.9%
Vocational Education	3	3	3	3	3	8.8%	8.6%	8.6%	8.3%	8.8%
Other	1	2	2	1	2	2.9%	5.7%	5.7%	2.8%	5.9%
<b>Total Enrollments</b>	505	514	499	490	474	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	46	37	13	17	8.3%	8.9%	7.4%	2.7%	3.6%
Grades 1-4	106	110	107	109	87	21.0%	21.4%	21.4%	22.2%	18.4%
Grades 5-6	66	54	55	61	58	13.1%	10.5%	11.0%	12.4%	12.2%
Grades 7-8	65	74	60	68	62	12.9%	14.4%	12.0%	13.9%	13.1%
Grades 9-12	225	229	238	239	249	44.6%	44.6%	47.7%	48.8%	52.5%
Ungraded	1	1	2	0	1	0.2%	0.2%	0.4%	0.0%	0.2%



## District Report for: SAVANNA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	39	42	42	43	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	38	36	39	40	94.9%	90.5%	85.7%	90.7%	97.6%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>5.1%</b>	<b>9.5%</b>	<b>14.3%</b>	<b>9.3%</b>	<b>2.4%</b>
Transfers In	1	2	1	2	0	50.0%	50.0%	16.7%	50.0%	0.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
First Time Educators	1	2	5	2	0	50.0%	50.0%	83.3%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>2.6%</b>	<b>14.3%</b>	<b>7.1%</b>	<b>7.0%</b>	<b>-</b>
Transfers Out	0	1	1	2	-	0.0%	16.7%	33.3%	66.7%	-
Leave Oklahoma Educ.	1	5	2	1	-	100.0%	83.3%	66.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	2.6%	14.3%	7.1%	7.0%	-
Transfers In/Out	nc	2.00	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	8	OCU, Oklahoma City	2
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	6	University of Tulsa, Tulsa	-
SEOSU, Durant	16	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>39</b>

## District Report for: SAVANNA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.7%	7.1%	7.1%	7.0%	7.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	4	4	4	4	5.1%	9.5%	9.5%	9.3%	9.8%
White - Females	1	2	3	3	3	50.0%	50.0%	75.0%	75.0%	75.0%
White - Males	1	2	1	1	1	50.0%	50.0%	25.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	34	35	35	36	34	87.2%	83.3%	83.3%	83.7%	82.9%
White - Females	20	21	22	23	21	58.8%	60.0%	62.9%	63.9%	61.8%
White - Males	11	10	9	9	10	32.4%	28.6%	25.7%	25.0%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	3	3	3	2	5.9%	8.6%	8.6%	8.3%	5.9%
Other - Males	1	1	1	1	1	2.9%	2.9%	2.9%	2.8%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	1	0.0%	0.0%	0.0%	5.6%	2.9%
25-29	5	3	6	5	3	14.7%	8.6%	17.1%	13.9%	8.8%
30-34	4	6	4	3	5	11.8%	17.1%	11.4%	8.3%	14.7%
35-39	7	8	8	7	5	20.6%	22.9%	22.9%	19.4%	14.7%
40-44	5	4	5	6	6	14.7%	11.4%	14.3%	16.7%	17.6%
45-49	7	7	5	6	5	20.6%	20.0%	14.3%	16.7%	14.7%
50-54	1	3	4	5	7	2.9%	8.6%	11.4%	13.9%	20.6%
55+	5	4	3	2	2	14.7%	11.4%	8.6%	5.6%	5.9%
<b>Average Age</b>	41.3	41.7	40.9	40.3	41.8					

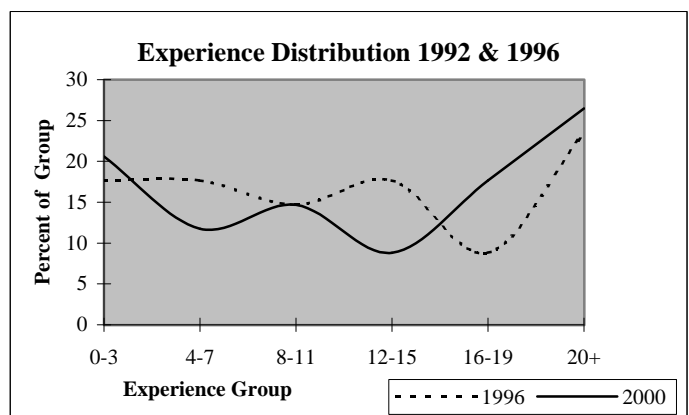
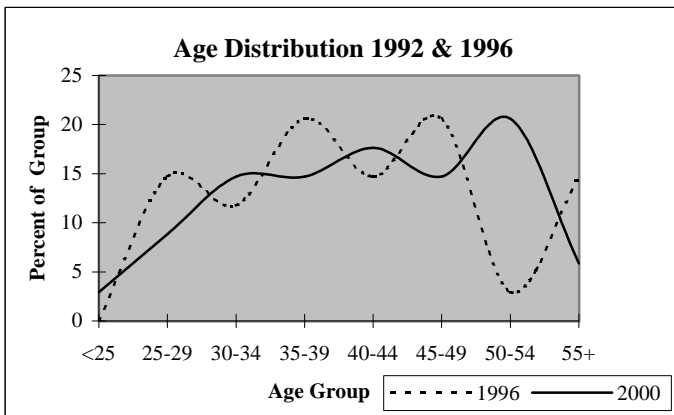
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	7	9	7	17.6%	11.4%	20.0%	25.0%	20.6%
4-7 Years	6	8	6	5	4	17.6%	22.9%	17.1%	13.9%	11.8%
8-11 Years	5	5	3	4	5	14.7%	14.3%	8.6%	11.1%	14.7%
12-15 Years	6	7	7	4	3	17.6%	20.0%	20.0%	11.1%	8.8%
16-19 Years	3	2	4	5	6	8.8%	5.7%	11.4%	13.9%	17.6%
20+ Years	8	9	8	9	9	23.5%	25.7%	22.9%	25.0%	26.5%
<b>Average Experience</b>	12.3	12.3	11.9	12.1	13.6					

## District Report for: SAVANNA

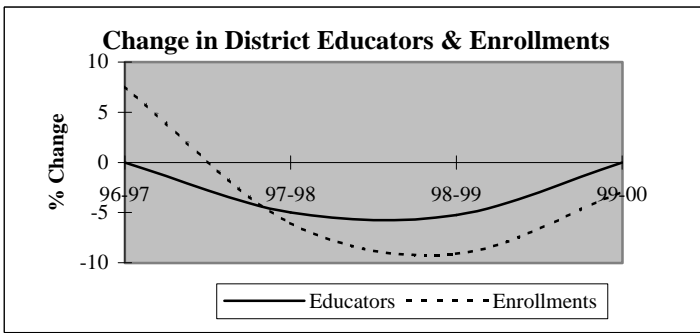
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	3	3	-	2.6%	14.3%	7.1%	7.0%	-
Attrition from Transfers	0	1	1	2	-	0.0%	2.4%	2.4%	4.7%	-
Attrition from Exits	1	5	2	1	-	2.6%	11.9%	4.8%	2.3%	-
<b>Teacher Attrition</b>	1	5	2	3	-	2.9%	14.3%	5.7%	8.3%	-
Attrition from Transfers	0	1	0	2	-	0.0%	2.9%	0.0%	5.6%	-
Attrition from Exits	1	4	2	1	-	2.9%	11.4%	5.7%	2.8%	-
<b>District Retention</b>										
Educator Retention	38	36	39	40	-	97.4%	85.7%	92.9%	93.0%	-
Teacher Retention	33	30	33	33	-	97.1%	85.7%	94.3%	91.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.8%	2.3%	4.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.4%	95.2%	83.3%	93.0%	92.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.6%	4.8%	11.9%	4.7%	2.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PITTSBURG

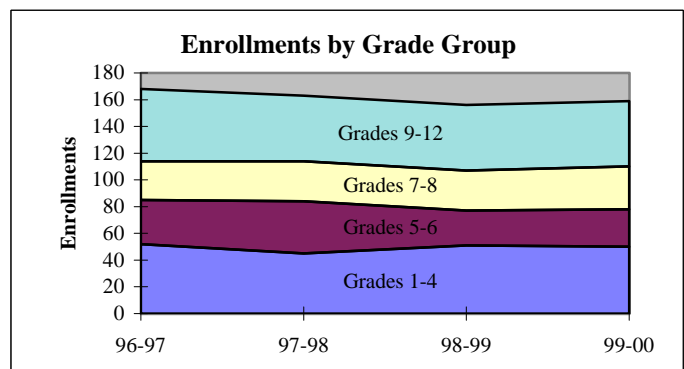
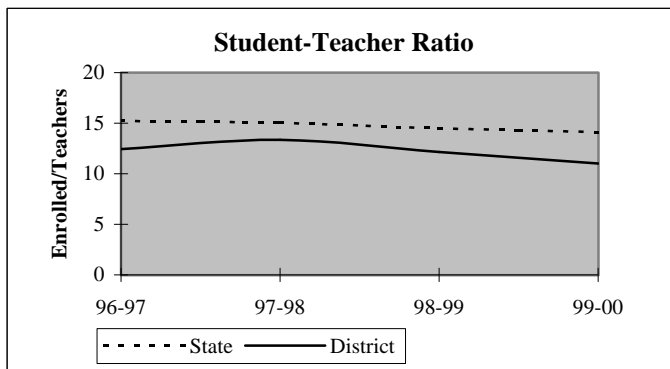


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.3	10.0	9.8	9.4	9.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.9	12.4	13.4	12.1	11.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	-1	-1	0	-	-	-	-	-
% Change in Educators	11.1%	0.0%	-5.0%	-5.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	14	-12	-17	-5	-	-	-	-	-
% Change in Enrollments	8.2%	7.6%	-6.0%	-9.1%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	20.0%	5.3%	5.6%	11.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.0%	10.5%	5.6%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	15.0%	15.8%	16.7%	11.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.0%	10.0%	10.5%	11.1%	16.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	5.3%	5.6%	5.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	39.1	39.6	39.9	40.1	42.0	42.3	42.5	42.7	43.0
Average Experience	9.8	10.0	11.0	9.9	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,670	27,619	28,469	29,463	29,702	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.8%	12.5%	14.3%	14.3%	20.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	58.8%	62.5%	64.3%	64.3%	73.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	6.3%	7.1%	7.1%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	67.0%	78.9%	73.3%	83.4%	80.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	10	9	9	9	40.0%	50.0%	47.4%	50.0%	50.0%
Attrition	3	3	1	4	0					
Attrition Rate	37.5%	30.0%	11.1%	44.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	9	9	8	50.0%	45.0%	47.4%	50.0%	44.4%
Attrition	2	1	1	2	0					
Attrition Rate	20.0%	11.1%	11.1%	22.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	1	0	1	10.0%	5.0%	5.3%	0.0%	5.6%
Attrition Rate	100.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	1	2	1	1	15.0%	5.0%	10.5%	5.6%	5.6%

## District Report for: PITTSBURG

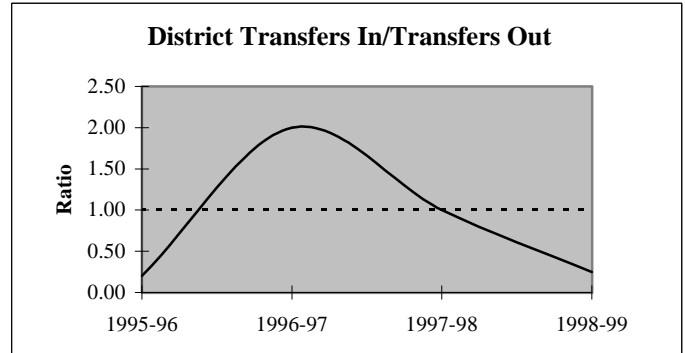
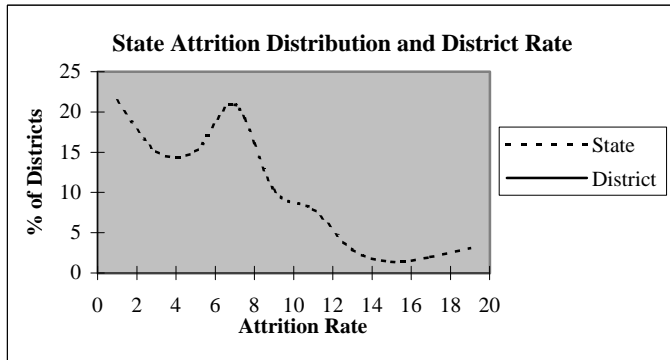
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	20	19	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	5.0%	5.0%	10.5%	5.6%	5.6%
Professional Staff	2	3	3	3	2	10.0%	15.0%	15.8%	16.7%	11.1%
<b>Total Teachers</b>	17	16	14	14	15	85.0%	80.0%	73.7%	77.8%	83.3%
Special Education	1	1	1	1	1	5.9%	6.3%	7.1%	7.1%	6.7%
Pre-K & Kindergarten	1	1	1	0	0	5.9%	6.3%	7.1%	0.0%	0.0%
Elementary	5	8	7	6	7	29.4%	50.0%	50.0%	42.9%	46.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	6	5	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	0	1	5.9%	6.3%	7.1%	0.0%	6.7%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	7.1%	6.7%
Social Studies	1	1	1	2	2	5.9%	6.3%	7.1%	14.3%	13.3%
Foreign Language	1	0	0	0	0	5.9%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.9%	6.3%	7.1%	7.1%	6.7%
<b>Science</b>	1	1	1	2	1	5.9%	6.3%	7.1%	14.3%	6.7%
Biology	0	0	1	1	1	0.0%	0.0%	7.1%	7.1%	6.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	1	0	5.9%	6.3%	0.0%	7.1%	0.0%
Vocational Education	3	2	1	0	0	17.6%	12.5%	7.1%	0.0%	0.0%
Other	2	0	0	1	1	11.8%	0.0%	0.0%	7.1%	6.7%
<b>Total Enrollments</b>	185	199	187	170	165	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	31	24	14	5	10.8%	15.6%	12.8%	8.2%	3.0%
Grades 1-4	65	52	45	51	50	35.1%	26.1%	24.1%	30.0%	30.3%
Grades 5-6	23	33	39	26	28	12.4%	16.6%	20.9%	15.3%	17.0%
Grades 7-8	30	29	30	30	32	16.2%	14.6%	16.0%	17.6%	19.4%
Grades 9-12	46	54	49	49	49	24.9%	27.1%	26.2%	28.8%	29.7%
Ungraded	1	0	0	0	1	0.5%	0.0%	0.0%	0.0%	0.6%



## District Report for: PITTSBURG

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	20	19	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	13	16	16	12	85.0%	65.0%	84.2%	88.9%	66.7%
<b>Newly Hired</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>15.0%</b>	<b>35.0%</b>	<b>15.8%</b>	<b>11.1%</b>	<b>33.3%</b>
Transfers In	1	2	1	1	2	33.3%	28.6%	33.3%	50.0%	33.3%
Reentrants	0	3	2	0	1	0.0%	42.9%	66.7%	0.0%	16.7%
First Time Educators	2	2	0	1	3	66.7%	28.6%	0.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>35.0%</b>	<b>20.0%</b>	<b>15.8%</b>	<b>33.3%</b>	<b>-</b>
Transfers Out	5	1	1	4	-	71.4%	25.0%	33.3%	66.7%	-
Leave Oklahoma Educ.	2	3	2	2	-	28.6%	75.0%	66.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	35.0%	20.0%	15.8%	33.3%	-
Transfers In/Out	0.20	2.00	1.00	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	5	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>20</b>



## District Report for: PITTSBURG

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	5.0%	5.0%	10.5%	5.6%	5.6%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	100.0%	100.0%
White - Males	1	1	1	0	0	100.0%	100.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	3	2	10.0%	15.0%	15.8%	16.7%	11.1%
White - Females	1	2	3	3	2	50.0%	66.7%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	50.0%	33.3%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	16	14	14	15	85.0%	80.0%	73.7%	77.8%	83.3%
White - Females	9	9	8	8	8	52.9%	56.3%	57.1%	57.1%	53.3%
White - Males	6	5	4	4	4	35.3%	31.3%	28.6%	28.6%	26.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	3	5.9%	6.3%	7.1%	7.1%	20.0%
Other - Males	1	1	1	1	0	5.9%	6.3%	7.1%	7.1%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	5.9%	6.3%	0.0%	0.0%	0.0%
25-29	2	1	2	2	1	11.8%	6.3%	14.3%	14.3%	7.1%
30-34	2	4	2	2	3	11.8%	25.0%	14.3%	14.3%	21.4%
35-39	3	2	4	3	4	17.6%	12.5%	28.6%	21.4%	28.6%
40-44	3	3	1	3	2	17.6%	18.8%	7.1%	21.4%	14.3%
45-49	3	3	2	1	1	17.6%	18.8%	14.3%	7.1%	7.1%
50-54	2	2	3	2	2	11.8%	12.5%	21.4%	14.3%	14.3%
55+	1	0	0	1	1	5.9%	0.0%	0.0%	7.1%	7.1%
<b>Average Age</b>	40.6	39.1	39.6	39.9	40.1					

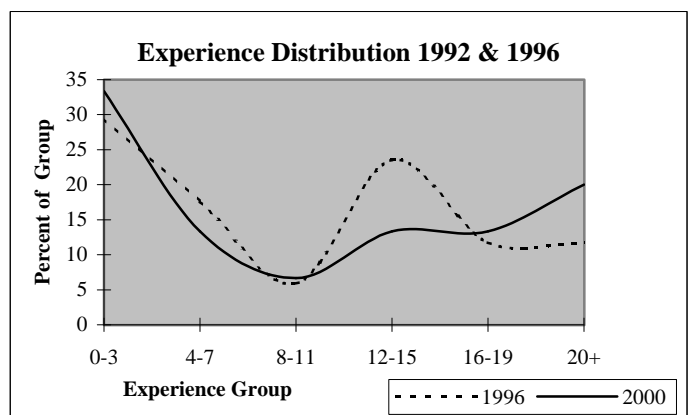
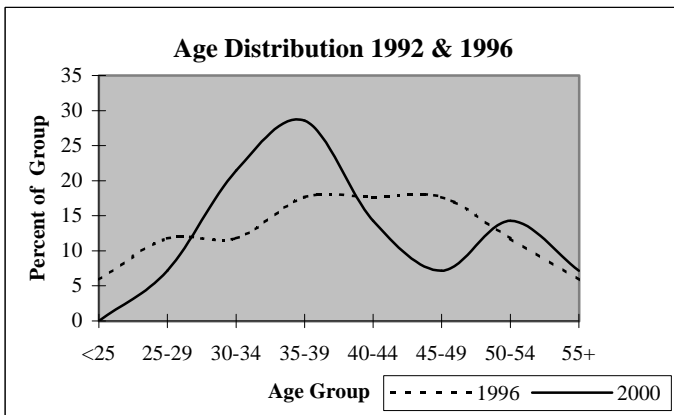
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	5	5	5	29.4%	37.5%	35.7%	35.7%	33.3%
4-7 Years	3	2	2	2	2	17.6%	12.5%	14.3%	14.3%	13.3%
8-11 Years	1	1	1	1	1	5.9%	6.3%	7.1%	7.1%	6.7%
12-15 Years	4	1	1	1	2	23.5%	6.3%	7.1%	7.1%	13.3%
16-19 Years	2	4	2	3	2	11.8%	25.0%	14.3%	21.4%	13.3%
20+ Years	2	2	3	2	3	11.8%	12.5%	21.4%	14.3%	20.0%
<b>Average Experience</b>	9.8	10.0	11.0	9.9	10.3					

## District Report for: PITTSBURG

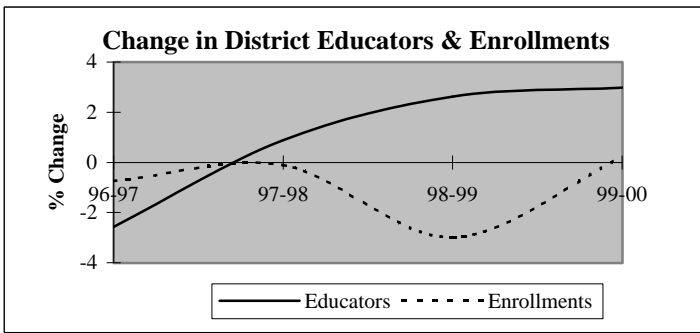
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	4	3	6	-	35.0%	20.0%	15.8%	33.3%	-
Attrition from Transfers	5	1	1	4	-	25.0%	5.0%	5.3%	22.2%	-
Attrition from Exits	2	3	2	2	-	10.0%	15.0%	10.5%	11.1%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>29.4%</b>	<b>18.8%</b>	<b>14.3%</b>	<b>35.7%</b>	<b>-</b>
Attrition from Transfers	4	1	1	4	-	23.5%	6.3%	7.1%	28.6%	-
Attrition from Exits	1	2	1	1	-	5.9%	12.5%	7.1%	7.1%	-
<b>District Retention</b>										
Educator Retention	13	16	16	12	-	65.0%	80.0%	84.2%	66.7%	-
Teacher Retention	12	13	12	9	-	70.6%	81.3%	85.7%	64.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	16.7%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	62.5%	25.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	33.3%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	10.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	75.0%	89.5%	94.4%	77.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	25.0%	10.5%	5.6%	22.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MC ALESTER

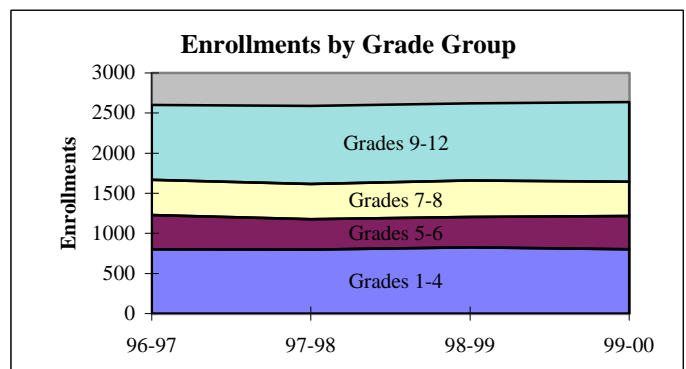
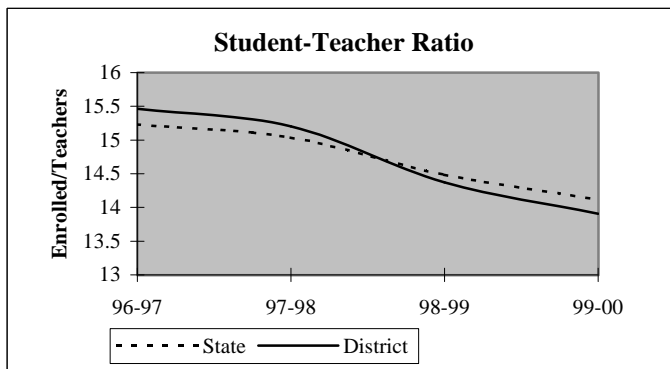


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.6	12.8	12.7	12.0	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	15.5	15.2	14.4	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	-6	2	6	7	-	-	-	-	-
% Change in Educators	2.2%	-2.6%	0.9%	2.6%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	30	-22	-3	-87	6	-	-	-	-	-
% Change in Enrollments	1.0%	-0.8%	-0.1%	-3.0%	0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.0%	3.1%	3.5%	4.7%	4.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	6.6%	6.6%	6.4%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.9%	10.6%	10.0%	10.2%	9.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.2%	7.9%	7.4%	6.8%	7.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	6.7%	6.7%	6.7%	6.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.7%	2.2%	2.2%	2.1%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	41.6	42.3	42.4	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.1	12.9	12.3	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,978	30,369	30,743	31,079	31,220	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.6%	7.4%	6.8%	6.1%	6.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.6%	74.5%	71.7%	73.0%	72.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.2%	16.0%	15.7%	15.8%	16.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.2%	29.5%	30.5%	31.4%	31.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	73	71	72	82	86	31.3%	31.3%	31.4%	34.9%	35.5%
Attrition	13	7	11	8	0					
Attrition Rate	17.8%	9.9%	15.3%	9.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	146	134	127	118	125	62.7%	59.0%	55.5%	50.2%	51.7%
Attrition	7	7	10	3	0					
Attrition Rate	4.8%	5.2%	7.9%	2.5%	0.0%					
At Retirement Age	14	22	30	36	33	6.0%	9.7%	13.1%	15.3%	13.6%
Attrition	4	1	6	11	0					
Attrition Rate	28.6%	4.5%	20.0%	30.6%	0.0%					
At Retirement in 5 yrs.	27	30	41	44	43	11.6%	13.2%	17.9%	18.7%	17.8%

## District Report for: MC ALESTER

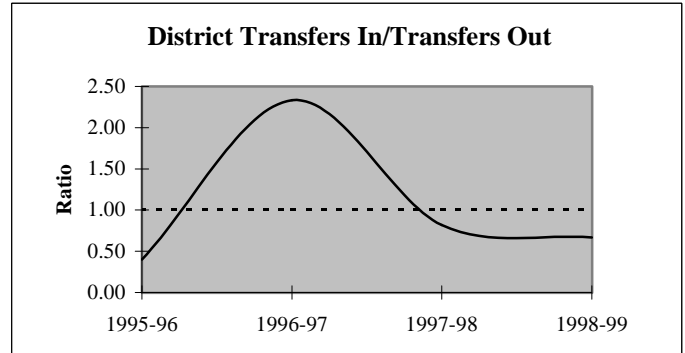
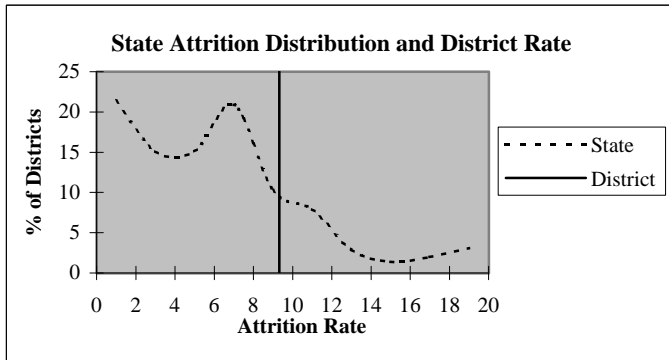
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	233	227	229	235	242	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	15	15	15	15	5.6%	6.6%	6.6%	6.4%	6.2%
Professional Staff	23	24	23	24	24	9.9%	10.6%	10.0%	10.2%	9.9%
<b>Total Teachers</b>	197	188	191	196	203	84.5%	82.8%	83.4%	83.4%	83.9%
Special Education	28	30	30	31	33	14.2%	16.0%	15.7%	15.8%	16.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	86	81	80	81	83	43.7%	43.1%	41.9%	41.3%	40.9%
<b>Middle School</b>	24	23	25	25	23	12.2%	12.2%	13.1%	12.8%	11.3%
Language Arts	3	3	3	3	3	1.5%	1.6%	1.6%	1.5%	1.5%
Art & Music	2	2	2	2	3	1.0%	1.1%	1.0%	1.0%	1.5%
Social Studies	5	4	3	4	4	2.5%	2.1%	1.6%	2.0%	2.0%
Foreign Language	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Math	4	4	5	5	5	2.0%	2.1%	2.6%	2.6%	2.5%
Science	4	5	4	5	4	2.0%	2.7%	2.1%	2.6%	2.0%
Vocational Education	0	0	1	0	0	0.0%	0.0%	0.5%	0.0%	0.0%
Other	5	4	6	5	3	2.5%	2.1%	3.1%	2.6%	1.5%
<b>High School (9-12)</b>	59	54	56	59	64	2950.0%	2700.0%	2800.0%	2950.0%	2133.3%
Language Arts	9	10	10	9	10	4.6%	5.3%	5.2%	4.6%	4.9%
Art & Music	5	6	6	6	7	2.5%	3.2%	3.1%	3.1%	3.4%
Social Studies	9	9	9	10	10	4.6%	4.8%	4.7%	5.1%	4.9%
Foreign Language	3	3	3	3	3	1.5%	1.6%	1.6%	1.5%	1.5%
Math	6	7	6	7	7	3.0%	3.7%	3.1%	3.6%	3.4%
<b>Science</b>	8	8	8	8	9	4.1%	4.3%	4.2%	4.1%	4.4%
Biology	4	3	4	3	4	2.0%	1.6%	2.1%	1.5%	2.0%
Chemistry	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	4	3	4	4	1.5%	2.1%	1.6%	2.0%	2.0%
Vocational Education	8	7	8	8	7	4.1%	3.7%	4.2%	4.1%	3.4%
Other	11	4	6	8	11	5.6%	2.1%	3.1%	4.1%	5.4%
<b>Total Enrollments</b>	2,929	2,907	2,904	2,817	2,823	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	302	305	297	177	160	10.3%	10.5%	10.2%	6.3%	5.7%
Grades 1-4	824	801	796	825	803	28.1%	27.6%	27.4%	29.3%	28.4%
Grades 5-6	394	428	380	379	412	13.5%	14.7%	13.1%	13.5%	14.6%
Grades 7-8	480	438	441	456	430	16.4%	15.1%	15.2%	16.2%	15.2%
Grades 9-12	914	935	973	961	992	31.2%	32.2%	33.5%	34.1%	35.1%
Ungraded	15	0	17	19	26	0.5%	0.0%	0.6%	0.7%	0.9%



## District Report for: MC ALESTER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	233	227	229	236	244	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	211	209	212	202	214	90.6%	92.1%	92.6%	85.6%	87.7%
<b>Newly Hired</b>	<b>22</b>	<b>18</b>	<b>17</b>	<b>34</b>	<b>30</b>	<b>9.4%</b>	<b>7.9%</b>	<b>7.4%</b>	<b>14.4%</b>	<b>12.3%</b>
Transfers In	2	7	9	4	8	9.1%	38.9%	52.9%	11.8%	26.7%
Reentrants	7	3	3	14	11	31.8%	16.7%	17.6%	41.2%	36.7%
First Time Educators	13	8	5	16	11	59.1%	44.4%	29.4%	47.1%	36.7%
<b>Total Exiting Next Year</b>	<b>24</b>	<b>15</b>	<b>27</b>	<b>22</b>	<b>-</b>	<b>10.3%</b>	<b>6.6%</b>	<b>11.8%</b>	<b>9.3%</b>	<b>-</b>
Transfers Out	5	3	11	6	-	20.8%	20.0%	40.7%	27.3%	-
Leave Oklahoma Educ.	19	12	16	16	-	79.2%	80.0%	59.3%	72.7%	-

Dynamics Rates	District Rates				
District Attrition	10.3%	6.6%	11.8%	9.3%	-
Transfers In/Out	0.40	2.33	0.82	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	22	Benedictine Heights, Tulsa	-
OSU, Stillwater	17	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	2
ECU, Ada	71	OCU, Oklahoma City	-
NWOSU, Alva	7	Phillips Univ., Enid	-
NESU, Tahlequah	29	University of Tulsa, Tulsa	-
SEOSU, Durant	48	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	24
		Total	233

## District Report for: MC ALESTER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	13	15	15	15	15	5.6%	6.6%	6.6%	6.4%	6.2%
White - Females	4	5	5	5	5	30.8%	33.3%	33.3%	33.3%	33.3%
White - Males	9	9	9	9	9	69.2%	60.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	6.7%	6.7%	6.7%	6.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	23	24	23	24	24	9.9%	10.6%	10.0%	10.2%	9.9%
White - Females	16	18	18	17	16	69.6%	75.0%	78.3%	70.8%	66.7%
White - Males	3	3	2	4	5	13.0%	12.5%	8.7%	16.7%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	0	0	0	0	4.3%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	8.7%	8.3%	8.7%	8.3%	8.3%
Other - Males	1	1	1	1	1	4.3%	4.2%	4.3%	4.2%	4.2%
<b>Teachers</b>	197	188	191	196	203	84.5%	82.8%	83.4%	83.4%	83.9%
White - Females	135	133	130	137	141	68.5%	70.7%	68.1%	69.9%	69.5%
White - Males	47	41	48	47	49	23.9%	21.8%	25.1%	24.0%	24.1%
Black - Females	2	2	2	2	3	1.0%	1.1%	1.0%	1.0%	1.5%
Black - Males	2	2	2	2	2	1.0%	1.1%	1.0%	1.0%	1.0%
Other - Females	6	5	5	4	4	3.0%	2.7%	2.6%	2.0%	2.0%
Other - Males	5	5	4	4	4	2.5%	2.7%	2.1%	2.0%	2.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	3	3	3	0.5%	1.1%	1.6%	1.6%	1.5%
25-29	30	27	21	22	20	15.4%	14.4%	11.0%	11.5%	10.3%
30-34	26	26	31	29	25	13.3%	13.9%	16.2%	15.2%	12.9%
35-39	26	25	27	21	29	13.3%	13.4%	14.1%	11.0%	14.9%
40-44	33	24	19	23	25	16.9%	12.8%	9.9%	12.0%	12.9%
45-49	38	39	40	34	34	19.5%	20.9%	20.9%	17.8%	17.5%
50-54	23	28	29	37	35	11.8%	15.0%	15.2%	19.4%	18.0%
55+	18	16	21	22	23	9.2%	8.6%	11.0%	11.5%	11.9%
<b>Average Age</b>	41.2	41.6	42.3	42.4	42.8					

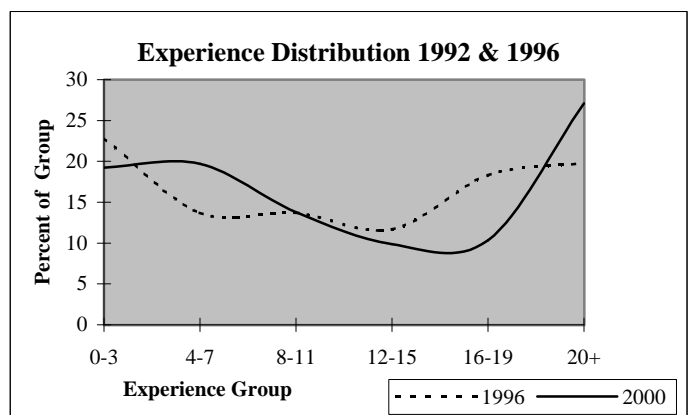
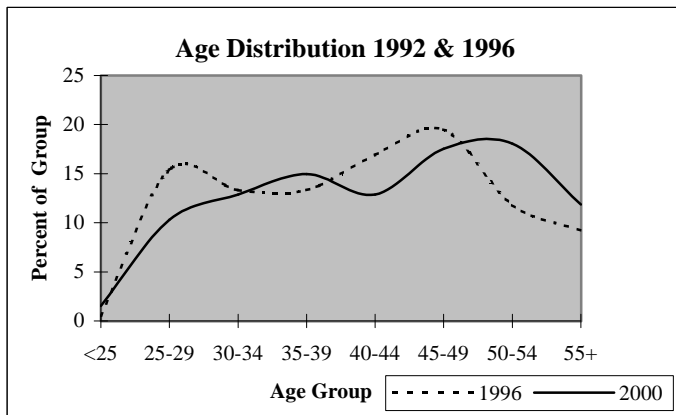
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	45	39	28	38	39	22.8%	20.7%	14.7%	19.4%	19.2%
4-7 Years	27	31	43	40	40	13.7%	16.5%	22.5%	20.4%	19.7%
8-11 Years	27	26	20	22	28	13.7%	13.8%	10.5%	11.2%	13.8%
12-15 Years	23	21	24	21	20	11.7%	11.2%	12.6%	10.7%	9.9%
16-19 Years	36	27	23	23	21	18.3%	14.4%	12.0%	11.7%	10.3%
20+ Years	39	44	53	52	55	19.8%	23.4%	27.7%	26.5%	27.1%
<b>Average Experience</b>	11.9	12.1	12.9	12.3	12.3					

## District Report for: MC ALESTER

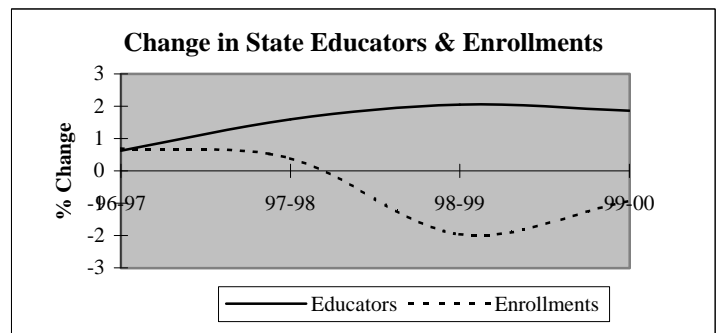
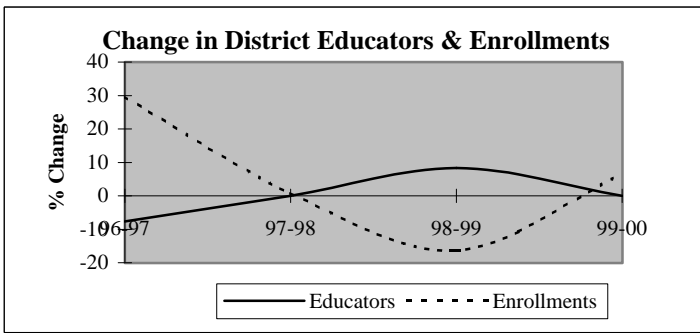
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	24	15	27	22	-	10.3%	6.6%	11.8%	9.4%	-
Attrition from Transfers	5	3	11	6	-	2.1%	1.3%	4.8%	2.6%	-
Attrition from Exits	19	12	16	16	-	8.2%	5.3%	7.0%	6.8%	-
<b>Teacher Attrition</b>	24	13	25	17	-	12.2%	6.9%	13.1%	8.7%	-
Attrition from Transfers	5	3	10	6	-	2.5%	1.6%	5.2%	3.1%	-
Attrition from Exits	19	10	15	11	-	9.6%	5.3%	7.9%	5.6%	-
<b>District Retention</b>										
Educator Retention	209	212	202	213	-	89.7%	93.4%	88.2%	90.6%	-
Teacher Retention	173	175	166	179	-	87.8%	93.1%	86.9%	91.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	74.0%	16.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	95.3%	0.0%	95.3%	84.2%	6.9%	91.1%
2 Years of Experience	87.0%	0.0%	87.0%	85.2%	5.9%	91.1%
3 Years of Experience	91.7%	4.2%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	87.8%	4.1%	91.8%	87.9%	4.7%	92.6%
5 Years of Experience	93.8%	0.0%	93.8%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.9%	0.9%	0.9%	1.7%	2.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.3%	94.3%	95.6%	86.0%	89.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	1.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.6%	4.8%	3.5%	12.3%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PICKETT-CENTER



Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.5	10.6	10.7	8.2	8.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.2	11.5	12.8	10.7	10.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	0	1	0	-	-	-	-	-
% Change in Educators	-7.1%	-7.7%	0.0%	8.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	29	1	-21	7	-	-	-	-	-
% Change in Enrollments	-5.8%	29.6%	0.8%	-16.4%	6.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	15.4%	16.7%	0.0%	0.0%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	8.3%	8.3%	7.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	8.3%	15.4%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	7.7%	8.3%	8.3%	7.7%	7.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	41.9	42.8	43.8	46.8	42.0	42.3	42.5	42.7	43.0
Average Experience	8.8	9.2	10.9	11.9	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	26,111	26,811	29,207	29,888	28,645	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	91.7%	90.9%	90.0%	90.0%	90.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.6%	38.6%	33.6%	38.8%	39.4%	30.6%	31.2%	31.9%	33.0%	33.8%

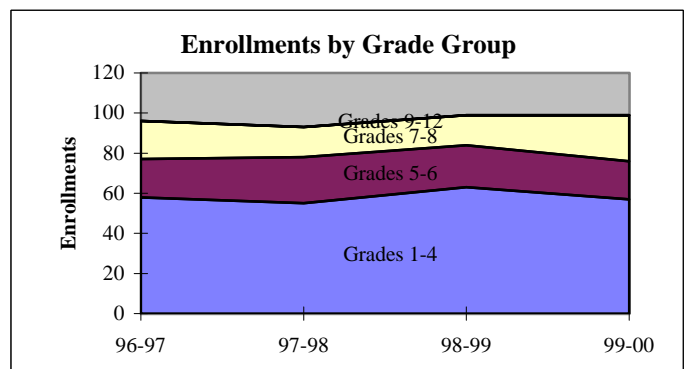
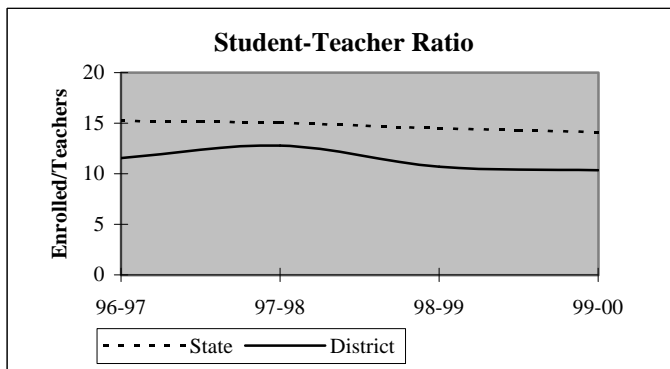
Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	5	3	3	4	46.2%	41.7%	25.0%	23.1%	30.8%
Attrition	1	0	0	0	0					
Attrition Rate	16.7%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	7	7	8	9	8	53.8%	58.3%	66.7%	69.2%	61.5%
Attrition	1	0	0	2	0					
Attrition Rate	14.3%	0.0%	0.0%	22.2%	0.0%					
At Retirement Age	0	0	1	1	1	0.0%	0.0%	8.3%	7.7%	7.7%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	1	1	2	1	0.0%	8.3%	8.3%	15.4%	7.7%



## District Report for: PICKETT-CENTER

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	13	12	12	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.7%	8.3%	8.3%	7.7%	7.7%
Professional Staff	0	0	1	2	1	0.0%	0.0%	8.3%	15.4%	7.7%
<b>Total Teachers</b>	12	11	10	10	11	92.3%	91.7%	83.3%	76.9%	84.6%
Special Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	10	10	10	100.0%	100.0%	100.0%	100.0%	90.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

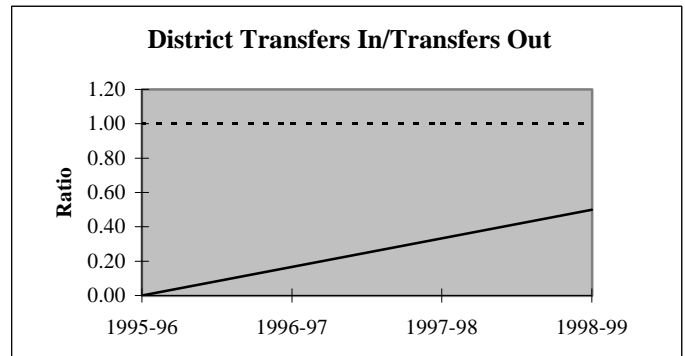
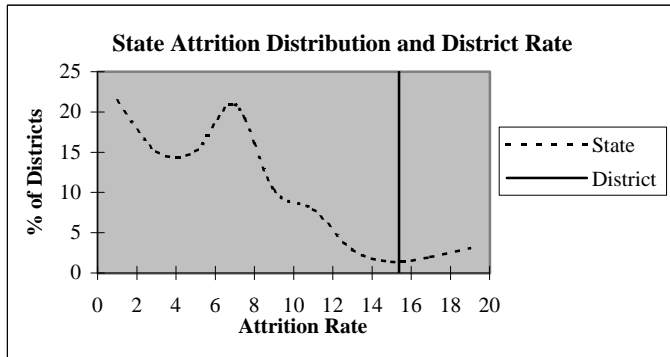
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Enrollments</b>	98	127	128	107	114	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	31	35	8	15	21.4%	24.4%	27.3%	7.5%	13.2%
Grades 1-4	47	58	55	63	57	48.0%	45.7%	43.0%	58.9%	50.0%
Grades 5-6	17	19	23	21	19	17.3%	15.0%	18.0%	19.6%	16.7%
Grades 7-8	13	19	15	15	23	13.3%	15.0%	11.7%	14.0%	20.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PICKETT-CENTER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	13	12	12	13	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	11	12	12	11	100.0%	91.7%	100.0%	92.3%	84.6%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0.0%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>15.4%</b>
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	1	0	0	1	0.0%	100.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>15.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>15.4%</b>	<b>-</b>
Transfers Out	1	0	0	2	-	50.0%	0.0%	0.0%	100.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	0.0%	0.0%	15.4%	-
Transfers In/Out	0.00	nc	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	12	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>13</b>

## District Report for: PICKETT-CENTER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.7%	8.3%	8.3%	7.7%	7.7%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	1	2	1	0.0%	0.0%	8.3%	15.4%	7.7%
White - Females	0	0	1	2	1	0.0%	0.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	12	11	10	10	11	92.3%	91.7%	83.3%	76.9%	84.6%
White - Females	11	10	9	9	10	91.7%	90.9%	90.0%	90.0%	90.9%
White - Males	1	1	1	1	1	8.3%	9.1%	10.0%	10.0%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	1	2	2	2	1	8.3%	18.2%	20.0%	20.0%	9.1%
35-39	3	1	1	1	1	25.0%	9.1%	10.0%	10.0%	9.1%
40-44	5	5	3	3	3	41.7%	45.5%	30.0%	30.0%	27.3%
45-49	1	1	2	2	3	8.3%	9.1%	20.0%	20.0%	27.3%
50-54	2	2	1	0	0	16.7%	18.2%	10.0%	0.0%	0.0%
55+	0	0	1	2	3	0.0%	0.0%	10.0%	20.0%	27.3%
<b>Average Age</b>	41.4	41.9	42.8	43.8	46.8					

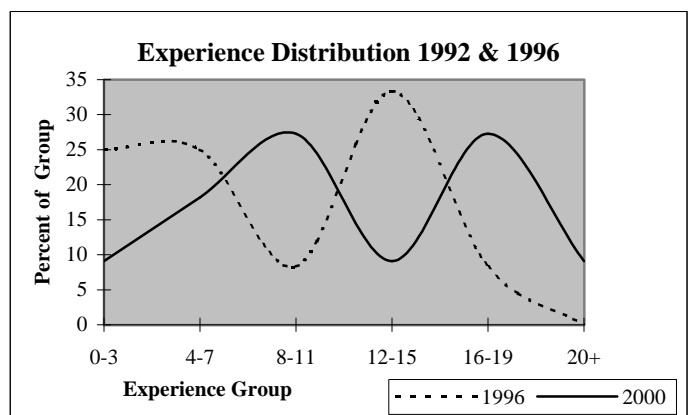
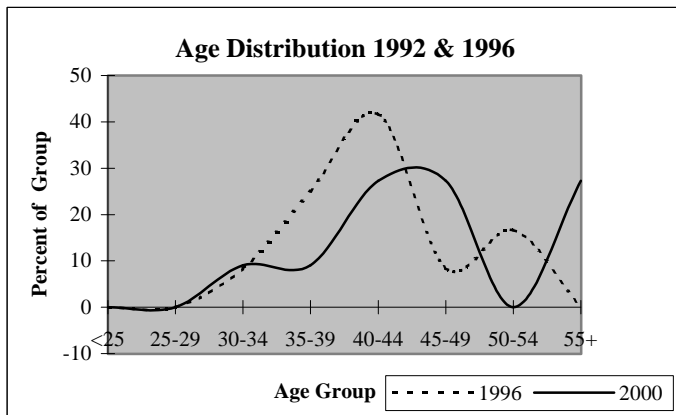
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	1	1	1	25.0%	18.2%	10.0%	10.0%	9.1%
4-7 Years	3	3	1	1	2	25.0%	27.3%	10.0%	10.0%	18.2%
8-11 Years	1	1	3	3	3	8.3%	9.1%	30.0%	30.0%	27.3%
12-15 Years	4	4	2	1	1	33.3%	36.4%	20.0%	10.0%	9.1%
16-19 Years	1	1	3	4	3	8.3%	9.1%	30.0%	40.0%	27.3%
20+ Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
<b>Average Experience</b>	8.8	9.2	10.9	11.9	11.9					

## District Report for: PICKETT-CENTER

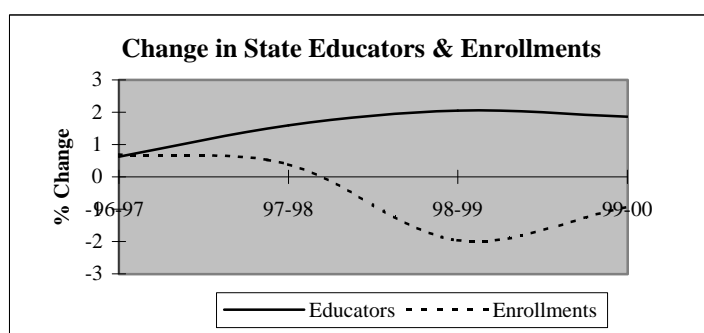
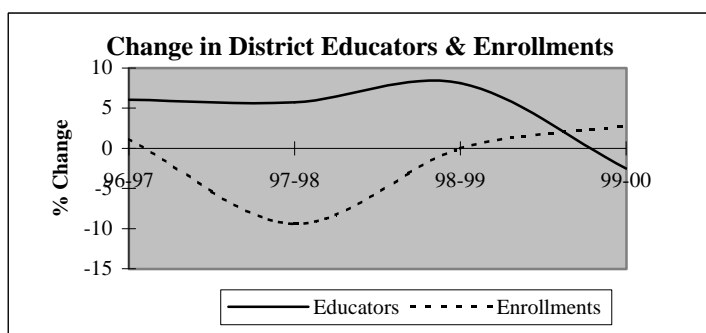
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	0	2	-	15.4%	0.0%	0.0%	15.4%	-
Attrition from Transfers	1	0	0	2	-	7.7%	0.0%	0.0%	15.4%	-
Attrition from Exits	1	0	0	0	-	7.7%	0.0%	0.0%	0.0%	-
Teacher Attrition	2	0	0	1	-	16.7%	0.0%	0.0%	10.0%	-
Attrition from Transfers	1	0	0	1	-	8.3%	0.0%	0.0%	10.0%	-
Attrition from Exits	1	0	0	0	-	8.3%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	11	12	12	11	-	84.6%	100.0%	100.0%	84.6%	-
Teacher Retention	10	11	10	9	-	83.3%	100.0%	100.0%	90.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	8.3%	0.0%	15.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	83.3%	100.0%	84.6%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.3%	0.0%	0.0%	15.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALLEN

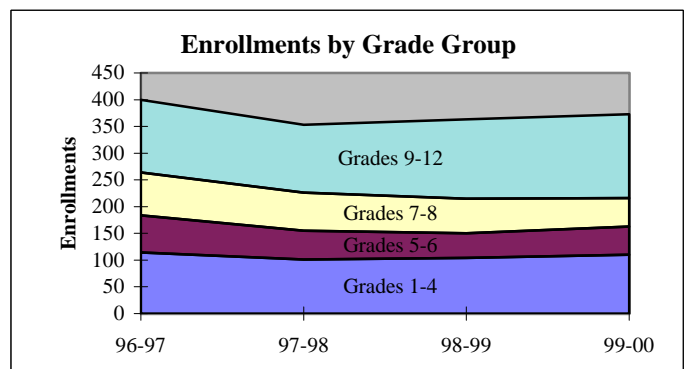
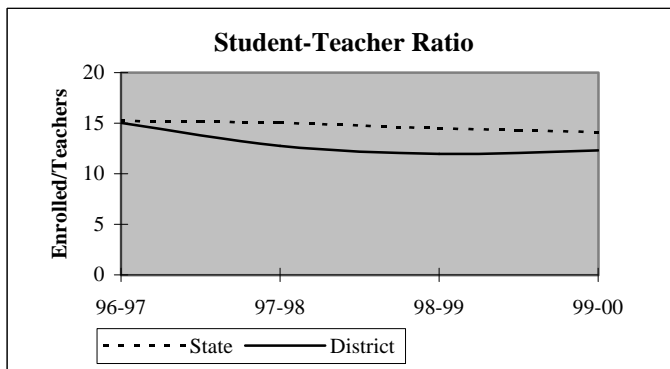


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	12.5	10.7	9.9	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	15.0	12.7	12.0	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	2	3	-1	-	-	-	-	-
% Change in Educators	6.5%	6.1%	5.7%	8.1%	-2.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	5	-41	0	11	-	-	-	-	-
% Change in Enrollments	0.5%	1.2%	-9.4%	0.0%	2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.9%	8.1%	10.0%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.1%	8.6%	8.1%	7.5%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	8.6%	8.1%	10.0%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	6.1%	5.7%	2.7%	2.5%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.0	45.2	44.0	45.2	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	12.5	11.1	11.5	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,591	28,208	27,335	27,743	27,923	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.4%	75.9%	77.4%	78.8%	78.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.4%	6.9%	6.5%	9.1%	6.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	33.2%	29.6%	35.9%	41.2%	47.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	14	15	17	15	33.3%	40.0%	40.5%	42.5%	38.5%
Attrition	3	1	1	3	0					
Attrition Rate	27.3%	7.1%	6.7%	17.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	17	17	16	17	63.6%	48.6%	45.9%	40.0%	43.6%
Attrition	5	6	0	1	0					
Attrition Rate	23.8%	35.3%	0.0%	6.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	4	5	7	7	3.0%	11.4%	13.5%	17.5%	17.9%
Attrition Rate	0.0%	0.0%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	7	7	8	7	15.2%	20.0%	18.9%	20.0%	17.9%

## District Report for: ALLEN

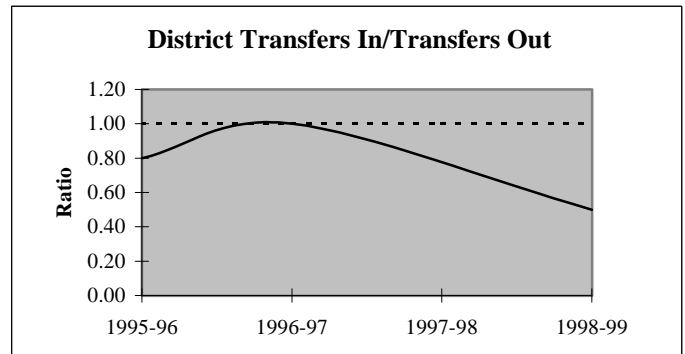
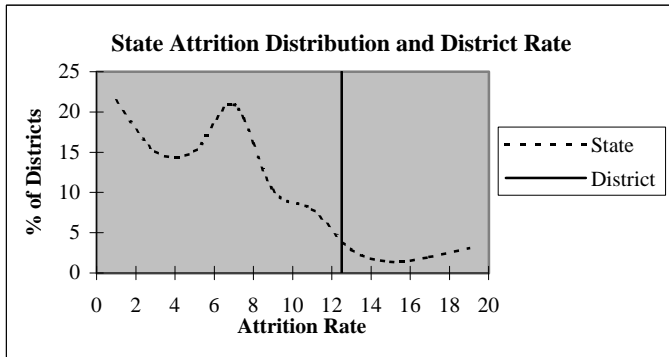
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	35	37	40	39	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	3	3	3	3	12.1%	8.6%	8.1%	7.5%	7.7%
Professional Staff	2	3	3	4	3	6.1%	8.6%	8.1%	10.0%	7.7%
<b>Total Teachers</b>	27	29	31	33	33	81.8%	82.9%	83.8%	82.5%	84.6%
Special Education	2	2	2	3	2	7.4%	6.9%	6.5%	9.1%	6.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	14	15	16	17	48.1%	48.3%	48.4%	48.5%	51.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	13	14	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	3	3	7.4%	6.9%	9.7%	9.1%	9.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	1	3	3.7%	6.9%	6.5%	3.0%	9.1%
Foreign Language	0	1	1	1	1	0.0%	3.4%	3.2%	3.0%	3.0%
Math	2	2	2	2	2	7.4%	6.9%	6.5%	6.1%	6.1%
<b>Science</b>	2	1	1	1	2	7.4%	3.4%	3.2%	3.0%	6.1%
Biology	1	1	1	0	1	3.7%	3.4%	3.2%	0.0%	3.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	1	1	3.7%	0.0%	0.0%	3.0%	3.0%
Vocational Education	2	3	3	3	3	7.4%	10.3%	9.7%	9.1%	9.1%
Other	3	2	2	3	0	11.1%	6.9%	6.5%	9.1%	0.0%
<b>Total Enrollments</b>	431	436	395	395	406	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	41	36	41	30	33	9.5%	8.3%	10.4%	7.6%	8.1%
Grades 1-4	126	114	101	104	110	29.2%	26.1%	25.6%	26.3%	27.1%
Grades 5-6	76	70	54	46	53	17.6%	16.1%	13.7%	11.6%	13.1%
Grades 7-8	78	80	71	65	53	18.1%	18.3%	18.0%	16.5%	13.1%
Grades 9-12	110	136	127	148	157	25.5%	31.2%	32.2%	37.5%	38.7%
Ungraded	0	0	1	2	0	0.0%	0.0%	0.3%	0.5%	0.0%



## District Report for: ALLEN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	35	37	40	39	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	25	28	36	35	84.8%	71.4%	75.7%	90.0%	89.7%
<b>Newly Hired</b>	<b>5</b>	<b>10</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>15.2%</b>	<b>28.6%</b>	<b>24.3%</b>	<b>10.0%</b>	<b>10.3%</b>
Transfers In	4	4	7	1	0	80.0%	40.0%	77.8%	25.0%	0.0%
Reentrants	1	4	1	2	1	20.0%	40.0%	11.1%	50.0%	25.0%
First Time Educators	0	2	1	1	3	0.0%	20.0%	11.1%	25.0%	75.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>-</b>	<b>24.2%</b>	<b>20.0%</b>	<b>2.7%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	5	4	0	2	-	62.5%	57.1%	0.0%	40.0%	-
Leave Oklahoma Educ.	3	3	1	3	-	37.5%	42.9%	100.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	24.2%	20.0%	2.7%	12.5%	-
Transfers In/Out	0.80	1.00	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	20	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	33

## District Report for: ALLEN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	3	3	3	3	12.1%	8.6%	8.1%	7.5%	7.7%
White - Females	2	2	1	1	1	50.0%	66.7%	33.3%	33.3%	33.3%
White - Males	2	1	2	2	2	50.0%	33.3%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	4	3	6.1%	8.6%	8.1%	10.0%	7.7%
White - Females	1	2	3	4	3	50.0%	66.7%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	50.0%	33.3%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	29	31	33	33	81.8%	82.9%	83.8%	82.5%	84.6%
White - Females	19	22	24	26	26	70.4%	75.9%	77.4%	78.8%	78.8%
White - Males	8	7	7	7	7	29.6%	24.1%	22.6%	21.2%	21.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.1%
25-29	2	3	2	1	2	7.4%	10.3%	6.5%	3.0%	6.3%
30-34	3	1	5	6	5	11.1%	3.4%	16.1%	18.2%	15.6%
35-39	4	3	4	3	2	14.8%	10.3%	12.9%	9.1%	6.3%
40-44	5	6	6	6	6	18.5%	20.7%	19.4%	18.2%	18.8%
45-49	3	5	3	4	4	11.1%	17.2%	9.7%	12.1%	12.5%
50-54	6	7	6	7	5	22.2%	24.1%	19.4%	21.2%	15.6%
55+	4	4	5	6	7	14.8%	13.8%	16.1%	18.2%	21.9%
<b>Average Age</b>	44.0	45.2	44.0	45.2	44.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	6	6	8	14.8%	10.3%	19.4%	18.2%	24.2%
4-7 Years	6	9	7	8	6	22.2%	31.0%	22.6%	24.2%	18.2%
8-11 Years	4	4	5	6	7	14.8%	13.8%	16.1%	18.2%	21.2%
12-15 Years	2	4	5	5	3	7.4%	13.8%	16.1%	15.2%	9.1%
16-19 Years	2	1	2	1	3	7.4%	3.4%	6.5%	3.0%	9.1%
20+ Years	9	8	6	7	6	33.3%	27.6%	19.4%	21.2%	18.2%
<b>Average Experience</b>	13.4	12.5	11.1	11.5	11.2					

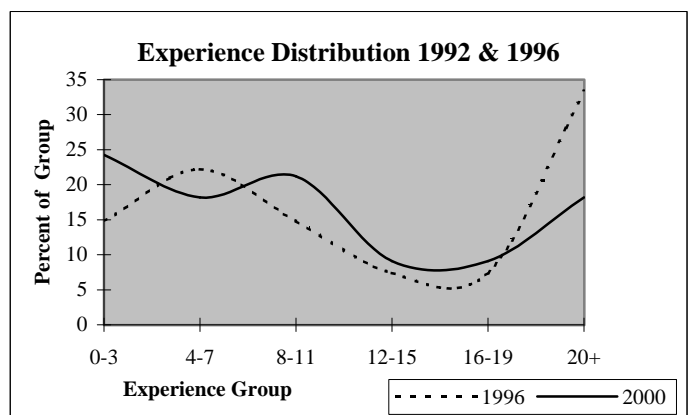
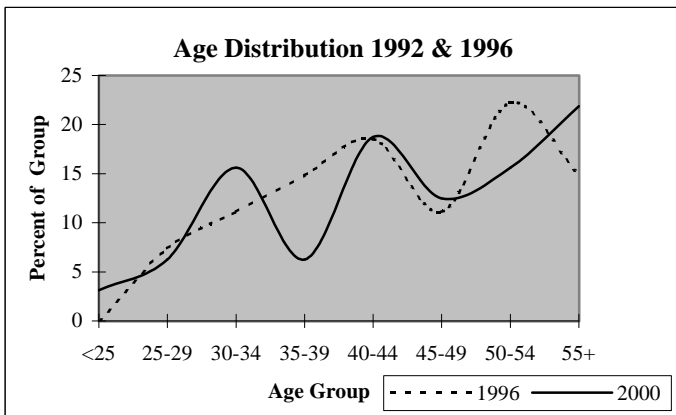


## District Report for: ALLEN

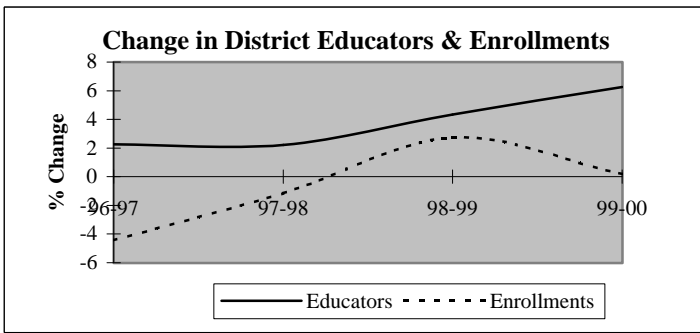
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	7	1	5	-	24.2%	20.0%	2.7%	12.5%	-
Attrition from Transfers	5	4	0	2	-	15.2%	11.4%	0.0%	5.0%	-
Attrition from Exits	3	3	1	3	-	9.1%	8.6%	2.7%	7.5%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>25.9%</b>	<b>10.3%</b>	<b>0.0%</b>	<b>9.1%</b>	<b>-</b>
Attrition from Transfers	5	1	0	1	-	18.5%	3.4%	0.0%	3.0%	-
Attrition from Exits	2	2	0	2	-	7.4%	6.9%	0.0%	6.1%	-
<b>District Retention</b>										
Educator Retention	25	28	36	35	-	75.8%	80.0%	97.3%	87.5%	-
Teacher Retention	20	26	31	30	-	74.1%	89.7%	100.0%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.9%	0.0%	7.5%	2.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.9%	80.0%	89.2%	85.0%	87.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	5.4%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.1%	17.1%	5.4%	7.5%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VANOSS

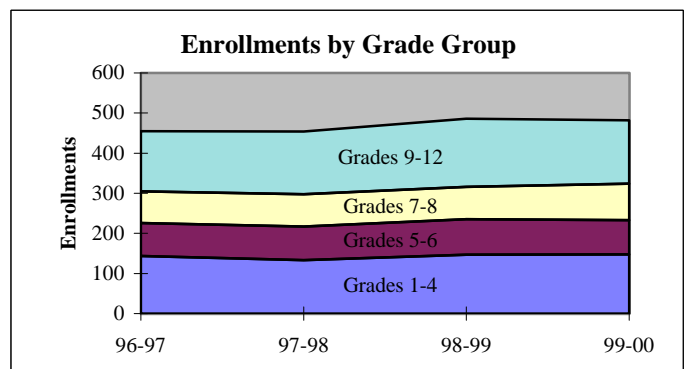
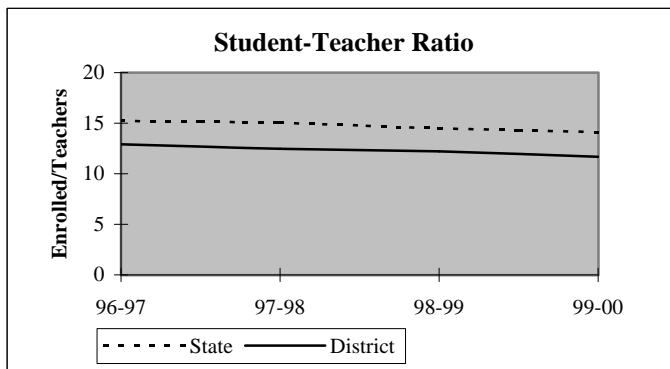


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	11.5	11.1	10.9	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.9	12.9	12.5	12.2	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	1	2	3	-	-	-	-	-
% Change in Educators	4.8%	2.3%	2.2%	4.3%	6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	-24	-6	14	1	-	-	-	-	-
% Change in Enrollments	0.6%	-4.4%	-1.2%	2.7%	0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.5%	6.7%	10.9%	6.3%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	6.7%	6.5%	6.3%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	4.4%	4.3%	4.2%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.5%	2.2%	2.2%	2.1%	2.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.3%	2.2%	2.2%	2.1%	2.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.1	44.5	45.1	44.9	44.8	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	14.2	14.2	13.8	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,413	28,890	29,234	30,287	29,735	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.1%	2.5%	2.4%	2.3%	2.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.4%	70.0%	70.7%	72.1%	71.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	10.0%	9.8%	9.3%	8.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.3%	36.4%	34.4%	32.3%	30.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	12	14	15	18	25.0%	26.7%	30.4%	31.3%	35.3%
Attrition	3	0	0	0	0					
Attrition Rate	27.3%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	28	27	24	23	23	63.6%	60.0%	52.2%	47.9%	45.1%
Attrition	0	2	1	3	0					
Attrition Rate	0.0%	7.4%	4.2%	13.0%	0.0%					
At Retirement Age	5	6	8	10	10	11.4%	13.3%	17.4%	20.8%	19.6%
Attrition	1	0	0	1	0					
Attrition Rate	20.0%	0.0%	0.0%	10.0%	0.0%					
At Retirement in 5 yrs.	6	8	10	11	13	13.6%	17.8%	21.7%	22.9%	25.5%

## District Report for: VANOSS

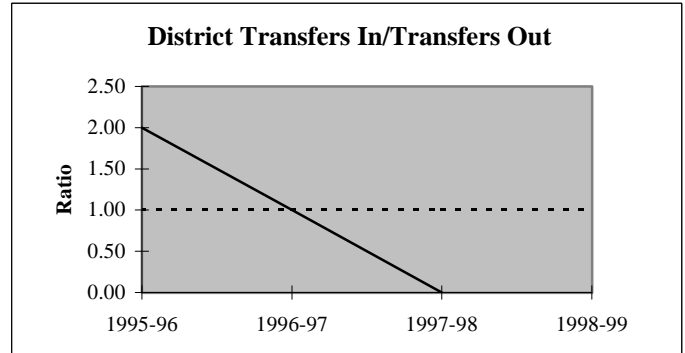
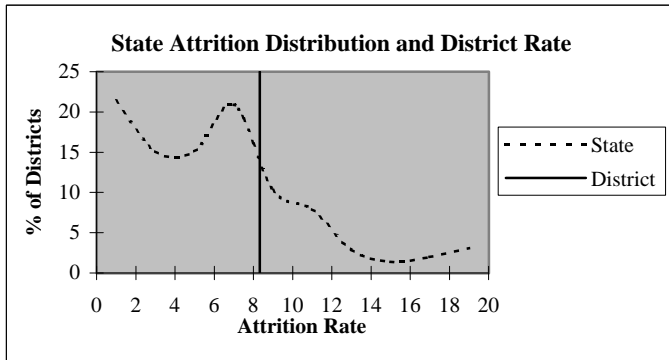
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	44	45	46	48	51	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	6.8%	6.7%	6.5%	6.3%	5.9%
Professional Staff	2	2	2	2	3	4.5%	4.4%	4.3%	4.2%	5.9%
<b>Total Teachers</b>	39	40	41	43	45	88.6%	88.9%	89.1%	89.6%	88.2%
Special Education	3	4	4	4	4	7.7%	10.0%	9.8%	9.3%	8.9%
Pre-K & Kindergarten	1	1	1	2	2	2.6%	2.5%	2.4%	4.7%	4.4%
Elementary	20	20	20	22	24	51.3%	50.0%	48.8%	51.2%	53.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	15	16	15	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	5.1%	5.0%	4.9%	4.7%	4.4%
Art & Music	1	1	1	1	1	2.6%	2.5%	2.4%	2.3%	2.2%
Social Studies	2	1	1	1	2	5.1%	2.5%	2.4%	2.3%	4.4%
Foreign Language	0	1	1	1	0	0.0%	2.5%	2.4%	2.3%	0.0%
Math	2	2	2	2	2	5.1%	5.0%	4.9%	4.7%	4.4%
<b>Science</b>	2	2	2	2	2	5.1%	5.0%	4.9%	4.7%	4.4%
Biology	1	0	0	1	1	2.6%	0.0%	0.0%	2.3%	2.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	1	1	2.6%	5.0%	4.9%	2.3%	2.2%
Vocational Education	5	5	5	5	5	12.8%	12.5%	12.2%	11.6%	11.1%
Other	1	1	2	1	1	2.6%	2.5%	4.9%	2.3%	2.2%
<b>Total Enrollments</b>	541	517	511	525	526	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	50	62	57	39	44	9.2%	12.0%	11.2%	7.4%	8.4%
Grades 1-4	155	144	133	147	148	28.7%	27.9%	26.0%	28.0%	28.1%
Grades 5-6	73	82	84	88	85	13.5%	15.9%	16.4%	16.8%	16.2%
Grades 7-8	83	79	81	81	91	15.3%	15.3%	15.9%	15.4%	17.3%
Grades 9-12	180	150	156	170	158	33.3%	29.0%	30.5%	32.4%	30.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: VANOSS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	44	45	46	48	51	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	40	43	45	44	90.9%	88.9%	93.5%	93.8%	86.3%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>9.1%</b>	<b>11.1%</b>	<b>6.5%</b>	<b>6.3%</b>	<b>13.7%</b>
Transfers In	4	2	0	0	5	100.0%	40.0%	0.0%	0.0%	71.4%
Reentrants	0	1	1	0	0	0.0%	20.0%	33.3%	0.0%	0.0%
First Time Educators	0	2	2	3	2	0.0%	40.0%	66.7%	100.0%	28.6%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>-</b>	<b>9.1%</b>	<b>4.4%</b>	<b>2.2%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	2	2	1	0	-	50.0%	100.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	2	0	0	4	-	50.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	4.4%	2.2%	8.3%	-
Transfers In/Out	2.00	1.00	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	36	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>44</b>

## District Report for: VANOSS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	6.8%	6.7%	6.5%	6.3%	5.9%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	3	4.5%	4.4%	4.3%	4.2%	5.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	66.7%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	39	40	41	43	45	88.6%	88.9%	89.1%	89.6%	88.2%
White - Females	27	27	28	30	31	69.2%	67.5%	68.3%	69.8%	68.9%
White - Males	10	12	12	12	13	25.6%	30.0%	29.3%	27.9%	28.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	1	5.1%	2.5%	2.4%	2.3%	2.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	5	7	6	2	12.8%	12.5%	17.1%	14.0%	4.5%
30-34	3	1	1	4	10	7.7%	2.5%	2.4%	9.3%	22.7%
35-39	3	3	3	3	2	7.7%	7.5%	7.3%	7.0%	4.5%
40-44	14	12	10	7	6	35.9%	30.0%	24.4%	16.3%	13.6%
45-49	5	8	7	9	11	12.8%	20.0%	17.1%	20.9%	25.0%
50-54	1	2	3	4	4	2.6%	5.0%	7.3%	9.3%	9.1%
55+	8	9	10	10	9	20.5%	22.5%	24.4%	23.3%	20.5%
<b>Average Age</b>	43.1	44.5	45.1	44.9	44.8					

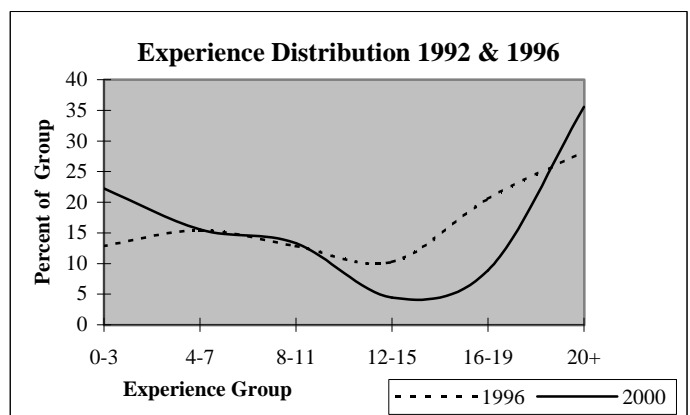
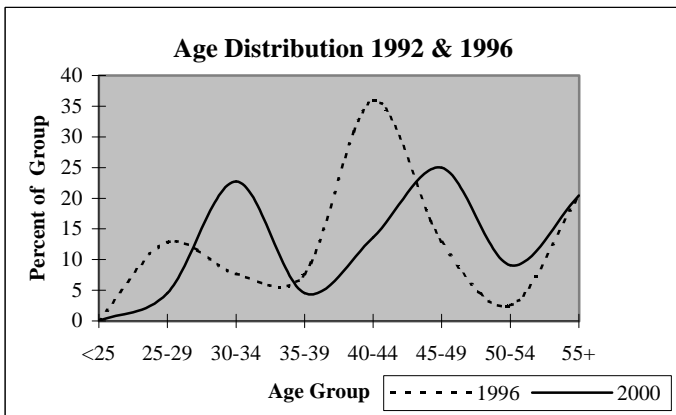
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	5	7	10	12.8%	12.5%	12.2%	16.3%	22.2%
4-7 Years	6	7	9	8	7	15.4%	17.5%	22.0%	18.6%	15.6%
8-11 Years	5	5	5	5	6	12.8%	12.5%	12.2%	11.6%	13.3%
12-15 Years	4	4	4	3	2	10.3%	10.0%	9.8%	7.0%	4.4%
16-19 Years	8	4	3	6	4	20.5%	10.0%	7.3%	14.0%	8.9%
20+ Years	11	15	15	14	16	28.2%	37.5%	36.6%	32.6%	35.6%
<b>Average Experience</b>	14.0	14.2	14.2	13.8	13.4					

# District Report for: VANOSS

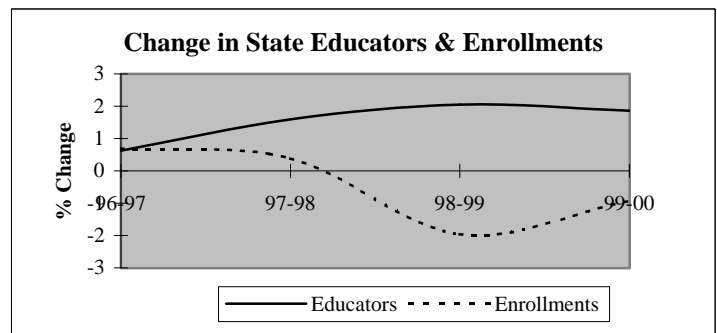
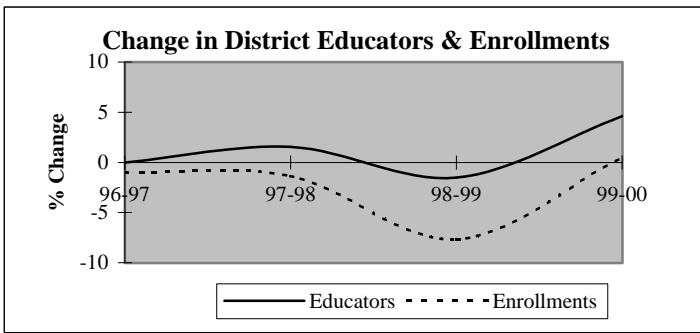
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	1	4	-	9.1%	4.4%	2.2%	8.3%	-
Attrition from Transfers	2	2	1	0	-	4.5%	4.4%	2.2%	0.0%	-
Attrition from Exits	2	0	0	4	-	4.5%	0.0%	0.0%	8.3%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>-</b>	<b>10.3%</b>	<b>5.0%</b>	<b>2.4%</b>	<b>9.3%</b>	<b>-</b>
Attrition from Transfers	2	2	1	0	-	5.1%	5.0%	2.4%	0.0%	-
Attrition from Exits	2	0	0	4	-	5.1%	0.0%	0.0%	9.3%	-
<b>District Retention</b>										
Educator Retention	40	43	45	44	-	90.9%	95.6%	97.8%	91.7%	-
Teacher Retention	35	38	40	39	-	89.7%	95.0%	97.6%	90.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.3%	0.0%	4.3%	8.3%	2.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.7%	93.3%	89.1%	85.4%	94.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	6.7%	6.5%	6.3%	3.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BYNG

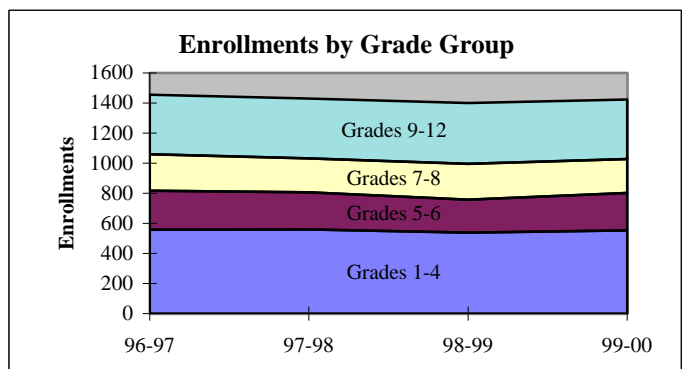
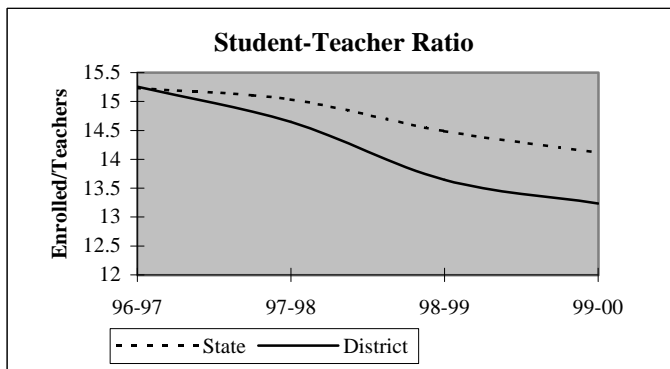


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.9	12.5	11.8	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.3	14.6	13.6	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-6	0	2	-2	6	-	-	-	-	-
% Change in Educators	-4.4%	0.0%	1.5%	-1.5%	4.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	33	-17	-23	-127	7	-	-	-	-	-
% Change in Enrollments	2.0%	-1.0%	-1.4%	-7.7%	0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.8%	0.8%	5.3%	4.6%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.9%	8.5%	7.6%	6.9%	6.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.7%	6.9%	6.8%	6.9%	8.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.1%	4.6%	5.3%	6.2%	6.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.8%	0.8%	0.0%	0.8%	0.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	43.1	43.5	44.2	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.6	14.2	14.8	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,365	30,449	30,083	30,573	30,374	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.6%	5.5%	6.2%	7.1%	7.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.1%	80.0%	80.5%	79.5%	79.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.2%	7.3%	7.1%	8.0%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.0%	44.8%	42.8%	44.8%	43.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	31	26	24	25	33	23.8%	20.0%	18.2%	19.2%	24.3%
Attrition	5	2	3	1	0					
Attrition Rate	16.1%	7.7%	12.5%	4.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	91	94	96	93	88	70.0%	72.3%	72.7%	71.5%	64.7%
Attrition	2	2	5	3	0					
Attrition Rate	2.2%	2.1%	5.2%	3.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	8	10	12	12	15	6.2%	7.7%	9.1%	9.2%	11.0%
Attrition	1	1	2	2	0					
Attrition Rate	12.5%	10.0%	16.7%	16.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	13	14	18	19	8.5%	10.0%	10.6%	13.8%	14.0%

## District Report for: BYNG

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	130	130	132	130	136	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	11	10	9	9	6.9%	8.5%	7.6%	6.9%	6.6%
Professional Staff	10	9	9	9	11	7.7%	6.9%	6.8%	6.9%	8.1%
<b>Total Teachers</b>	111	110	113	112	116	85.4%	84.6%	85.6%	86.2%	85.3%
Special Education	8	8	8	9	10	7.2%	7.3%	7.1%	8.0%	8.6%
Pre-K & Kindergarten	3	4	0	5	7	2.7%	3.6%	0.0%	4.5%	6.0%
Elementary	60	58	65	56	58	54.1%	52.7%	57.5%	50.0%	50.0%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	40	40	40	42	41	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	7	7	8	6	8	6.3%	6.4%	7.1%	5.4%	6.9%
Art & Music	3	3	2	3	3	2.7%	2.7%	1.8%	2.7%	2.6%
Social Studies	5	4	5	6	4	4.5%	3.6%	4.4%	5.4%	3.4%
Foreign Language	1	1	1	1	1	0.9%	0.9%	0.9%	0.9%	0.9%
Math	5	4	5	5	5	4.5%	3.6%	4.4%	4.5%	4.3%
Science	4	3	4	3	4	3.6%	2.7%	3.5%	2.7%	3.4%
Biology	1	0	1	1	1	0.9%	0.0%	0.9%	0.9%	0.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	3	2	3	2.7%	2.7%	2.7%	1.8%	2.6%
Vocational Education	11	10	10	10	11	9.9%	9.1%	8.8%	8.9%	9.5%
Other	4	8	5	8	5	3.6%	7.3%	4.4%	7.1%	4.3%
<b>Total Enrollments</b>	1,695	1,678	1,655	1,528	1,535	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	253	223	226	128	112	14.9%	13.3%	13.7%	8.4%	7.3%
Grades 1-4	572	557	559	539	554	33.7%	33.2%	33.8%	35.3%	36.1%
Grades 5-6	266	261	247	219	249	15.7%	15.6%	14.9%	14.3%	16.2%
Grades 7-8	223	241	225	237	224	13.2%	14.4%	13.6%	15.5%	14.6%
Grades 9-12	381	396	398	405	396	22.5%	23.6%	24.0%	26.5%	25.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

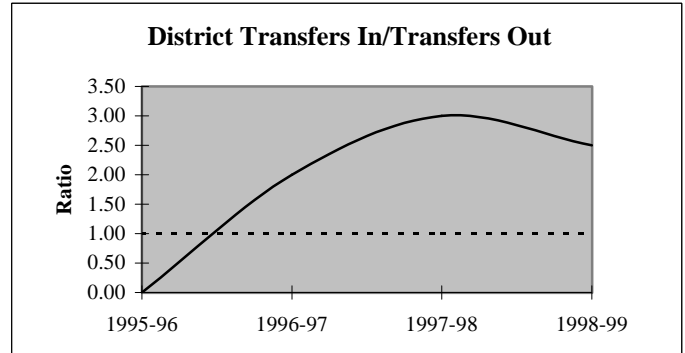
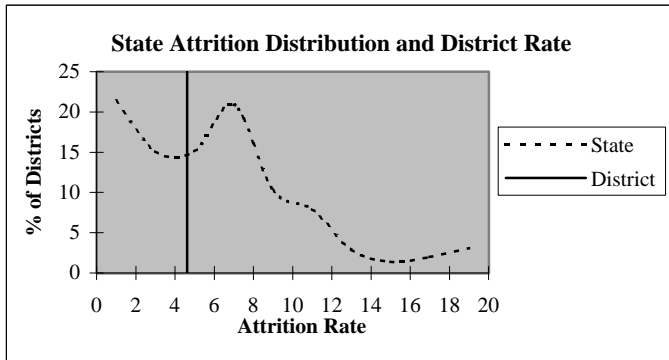




## District Report for: BYNG

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	130	130	132	130	136	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	126	122	125	122	124	96.9%	93.8%	94.7%	93.8%	91.2%
<b>Newly Hired</b>	<b>4</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>12</b>	<b>3.1%</b>	<b>6.2%</b>	<b>5.3%</b>	<b>6.2%</b>	<b>8.8%</b>
Transfers In	0	4	3	5	3	0.0%	50.0%	42.9%	62.5%	25.0%
Reentrants	1	0	1	1	0	25.0%	0.0%	14.3%	12.5%	0.0%
First Time Educators	3	4	3	2	9	75.0%	50.0%	42.9%	25.0%	75.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>5</b>	<b>10</b>	<b>6</b>	<b>-</b>	<b>6.2%</b>	<b>3.8%</b>	<b>7.6%</b>	<b>4.6%</b>	<b>-</b>
Transfers Out	5	2	1	2	-	62.5%	40.0%	10.0%	33.3%	-
Leave Oklahoma Educ.	3	3	9	4	-	37.5%	60.0%	90.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	6.2%	3.8%	7.6%	4.6%	-
Transfers In/Out	0.00	2.00	3.00	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	102	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	1
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>130</b>

## District Report for: BYNG

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	11	10	9	9	6.9%	8.5%	7.6%	6.9%	6.6%
White - Females	1	1	0	1	1	11.1%	9.1%	0.0%	11.1%	11.1%
White - Males	8	10	10	8	8	88.9%	90.9%	100.0%	88.9%	88.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	9	9	9	11	7.7%	6.9%	6.8%	6.9%	8.1%
White - Females	6	6	7	7	9	60.0%	66.7%	77.8%	77.8%	81.8%
White - Males	4	3	2	2	2	40.0%	33.3%	22.2%	22.2%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	111	110	113	112	116	85.4%	84.6%	85.6%	86.2%	85.3%
White - Females	87	84	87	84	87	78.4%	76.4%	77.0%	75.0%	75.0%
White - Males	20	20	19	20	20	18.0%	18.2%	16.8%	17.9%	17.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	5	5	2.7%	3.6%	3.5%	4.5%	4.3%
Other - Males	1	2	3	3	4	0.9%	1.8%	2.7%	2.7%	3.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	0.9%	0.0%	0.0%	0.0%	0.0%
25-29	7	7	9	7	6	6.4%	6.4%	8.0%	6.3%	5.4%
30-34	12	14	14	14	16	10.9%	12.8%	12.5%	12.6%	14.3%
35-39	20	18	14	12	13	18.2%	16.5%	12.5%	10.8%	11.6%
40-44	22	17	19	20	19	20.0%	15.6%	17.0%	18.0%	17.0%
45-49	24	25	26	24	21	21.8%	22.9%	23.2%	21.6%	18.8%
50-54	17	18	19	19	21	15.5%	16.5%	17.0%	17.1%	18.8%
55+	7	10	11	15	16	6.4%	9.2%	9.8%	13.5%	14.3%
<b>Average Age</b>	42.6	43.1	43.5	44.2	44.3					

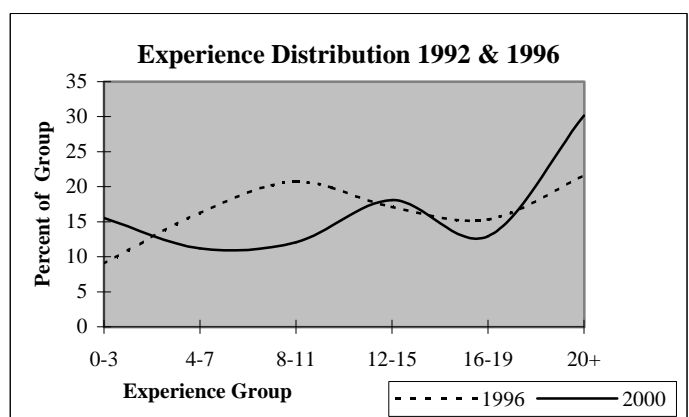
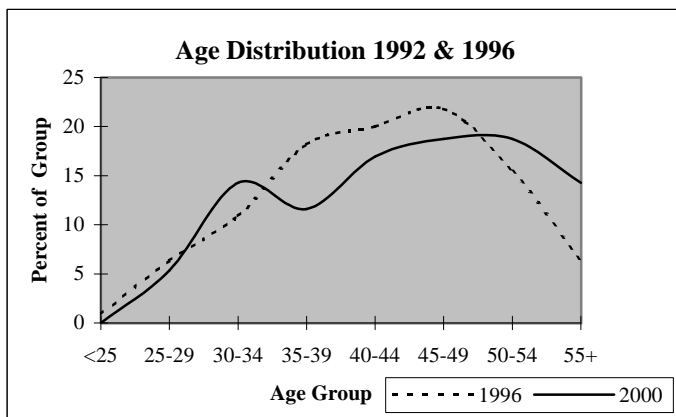
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	10	11	13	11	18	9.0%	10.0%	11.5%	9.8%	15.5%
4-7 Years	18	13	11	13	13	16.2%	11.8%	9.7%	11.6%	11.2%
8-11 Years	23	22	21	19	14	20.7%	20.0%	18.6%	17.0%	12.1%
12-15 Years	19	21	21	18	21	17.1%	19.1%	18.6%	16.1%	18.1%
16-19 Years	17	12	12	14	15	15.3%	10.9%	10.6%	12.5%	12.9%
20+ Years	24	31	35	37	35	21.6%	28.2%	31.0%	33.0%	30.2%
<b>Average Experience</b>	13.1	13.6	14.2	14.8	14.2					

## District Report for: BYNG

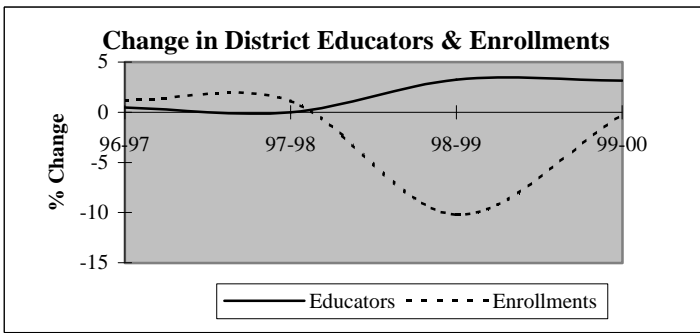
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	5	10	6	-	6.2%	3.8%	7.6%	4.6%	-
Attrition from Transfers	5	2	1	2	-	3.8%	1.5%	0.8%	1.5%	-
Attrition from Exits	3	3	9	4	-	2.3%	2.3%	6.8%	3.1%	-
<b>Teacher Attrition</b>	8	2	7	6	-	7.2%	1.8%	6.2%	5.4%	-
Attrition from Transfers	5	0	1	2	-	4.5%	0.0%	0.9%	1.8%	-
Attrition from Exits	3	2	6	4	-	2.7%	1.8%	5.3%	3.6%	-
<b>District Retention</b>										
Educator Retention	122	125	122	124	-	93.8%	96.2%	92.4%	95.4%	-
Teacher Retention	103	108	106	106	-	92.8%	98.2%	93.8%	94.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.3%	13.3%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	6.7%	86.7%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	0.0%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	93.8%	6.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.2%	5.9%	94.1%	87.9%	4.7%	92.6%
5 Years of Experience	93.8%	0.0%	93.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.8%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.9%	96.9%	97.0%	96.9%	91.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.1%	3.1%	3.0%	2.3%	6.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ADA

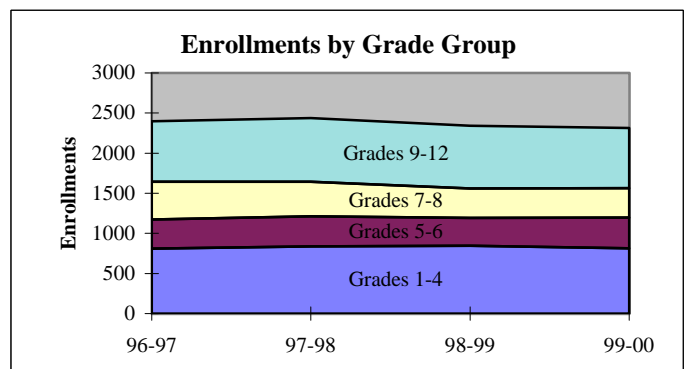
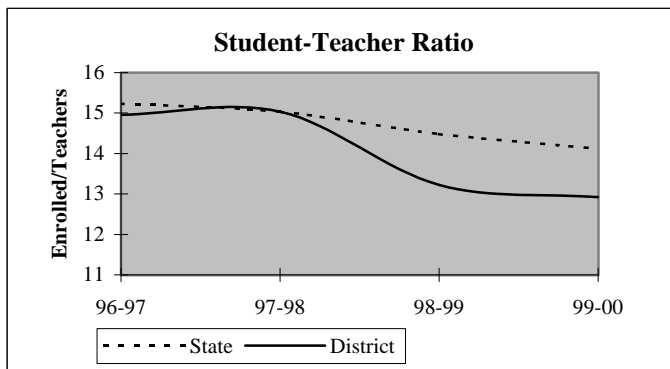


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	13.1	13.3	11.6	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	15.0	15.0	13.2	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	8	1	0	7	7	-	-	-	-	-
% Change in Educators	3.9%	0.5%	0.0%	3.3%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	15	33	31	-292	-7	-	-	-	-	-
% Change in Enrollments	0.5%	1.2%	1.1%	-10.2%	-0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	1.9%	3.3%	3.6%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	5.1%	4.7%	4.5%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.5%	7.0%	7.0%	8.1%	8.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.3%	2.8%	2.8%	2.7%	2.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.4%	0.9%	0.9%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.9	44.5	44.6	44.9	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.1	12.2	11.8	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	31,002	30,372	29,605	29,804	29,878	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.1%	2.6%	2.6%	2.1%	2.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.5%	77.2%	76.8%	74.7%	77.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.4%	14.8%	14.7%	14.9%	14.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.0%	31.1%	31.8%	32.9%	33.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	67	65	67	80	80	31.3%	30.2%	31.2%	36.0%	34.9%
Attrition	8	4	5	4	0					
Attrition Rate	11.9%	6.2%	7.5%	5.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	130	133	133	129	132	60.7%	61.9%	61.9%	58.1%	57.6%
Attrition	5	4	8	1	0					
Attrition Rate	3.8%	3.0%	6.0%	0.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	17	17	15	13	17	7.9%	7.9%	7.0%	5.9%	7.4%
Attrition	4	5	7	3	0					
Attrition Rate	23.5%	29.4%	46.7%	23.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	22	20	20	19	29	10.3%	9.3%	9.3%	8.6%	12.7%

## District Report for: ADA

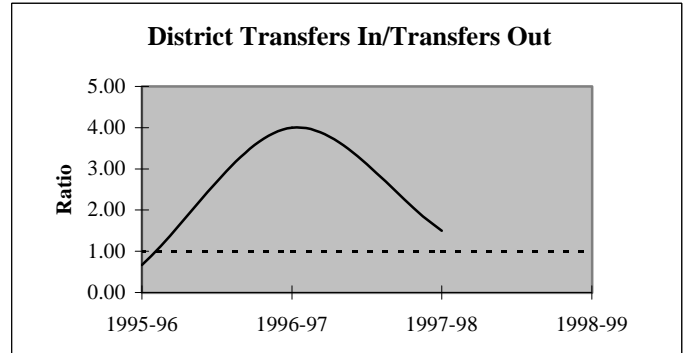
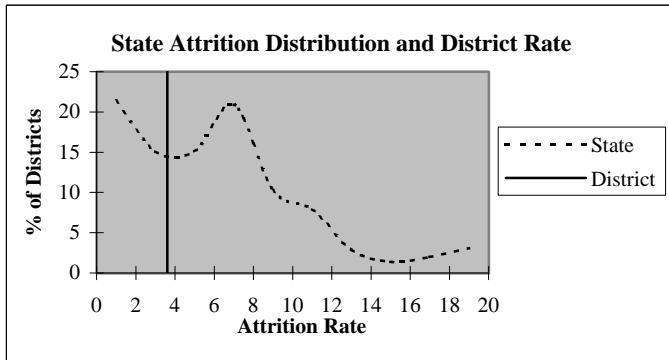
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	214	215	215	222	229	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	11	10	10	11	6.1%	5.1%	4.7%	4.5%	4.8%
Professional Staff	14	15	15	18	20	6.5%	7.0%	7.0%	8.1%	8.7%
<b>Total Teachers</b>	187	189	190	194	198	87.4%	87.9%	88.4%	87.4%	86.5%
Special Education	27	28	28	29	29	14.4%	14.8%	14.7%	14.9%	14.6%
Pre-K & Kindergarten	1	0	0	0	0	0.5%	0.0%	0.0%	0.0%	0.0%
Elementary	90	88	87	86	90	48.1%	46.6%	45.8%	44.3%	45.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	69	73	75	79	79	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	17	17	18	16	18	9.1%	9.0%	9.5%	8.2%	9.1%
Art & Music	6	6	6	5	6	3.2%	3.2%	3.2%	2.6%	3.0%
Social Studies	11	13	13	14	12	5.9%	6.9%	6.8%	7.2%	6.1%
Foreign Language	2	2	2	3	3	1.1%	1.1%	1.1%	1.5%	1.5%
Math	9	11	10	12	10	4.8%	5.8%	5.3%	6.2%	5.1%
<b>Science</b>	9	9	9	9	10	4.8%	4.8%	4.7%	4.6%	5.1%
Biology	2	2	2	3	2	1.1%	1.1%	1.1%	1.5%	1.0%
Chemistry	1	1	1	0	1	0.5%	0.5%	0.5%	0.0%	0.5%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	6	6	6	6	7	3.2%	3.2%	3.2%	3.1%	3.5%
Vocational Education	9	10	10	9	10	4.8%	5.3%	5.3%	4.6%	5.1%
Other	6	5	7	11	10	3.2%	2.6%	3.7%	5.7%	5.1%
<b>Total Enrollments</b>	2,793	2,826	2,857	2,565	2,558	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	394	413	417	200	232	14.1%	14.6%	14.6%	7.8%	9.1%
Grades 1-4	793	809	838	846	812	28.4%	28.6%	29.3%	33.0%	31.7%
Grades 5-6	406	365	376	347	384	14.5%	12.9%	13.2%	13.5%	15.0%
Grades 7-8	416	471	429	366	368	14.9%	16.7%	15.0%	14.3%	14.4%
Grades 9-12	757	753	795	783	750	27.1%	26.6%	27.8%	30.5%	29.3%
Ungraded	27	15	2	23	12	1.0%	0.5%	0.1%	0.9%	0.5%



## District Report for: ADA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	214	215	215	222	229	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	199	197	202	195	214	93.0%	91.6%	94.0%	87.8%	93.4%
<b>Newly Hired</b>	<b>15</b>	<b>18</b>	<b>13</b>	<b>27</b>	<b>15</b>	<b>7.0%</b>	<b>8.4%</b>	<b>6.0%</b>	<b>12.2%</b>	<b>6.6%</b>
Transfers In	2	4	3	6	1	13.3%	22.2%	23.1%	22.2%	6.7%
Reentrants	6	9	5	8	7	40.0%	50.0%	38.5%	29.6%	46.7%
First Time Educators	7	5	5	13	7	46.7%	27.8%	38.5%	48.1%	46.7%
<b>Total Exiting Next Year</b>	<b>17</b>	<b>13</b>	<b>20</b>	<b>8</b>	<b>-</b>	<b>7.9%</b>	<b>6.0%</b>	<b>9.3%</b>	<b>3.6%</b>	<b>-</b>
Transfers Out	3	1	2	0	-	17.6%	7.7%	10.0%	0.0%	-
Leave Oklahoma Educ.	14	12	18	8	-	82.4%	92.3%	90.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	7.9%	6.0%	9.3%	3.6%	-
Transfers In/Out	0.67	4.00	1.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	13	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	165	OCU, Oklahoma City	1
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	13
		<b>Total</b>	<b>214</b>

## District Report for: ADA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	13	11	10	10	11	6.1%	5.1%	4.7%	4.5%	4.8%
White - Females	3	3	2	2	2	23.1%	27.3%	20.0%	20.0%	18.2%
White - Males	10	8	8	8	9	76.9%	72.7%	80.0%	80.0%	81.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	14	15	15	18	20	6.5%	7.0%	7.0%	8.1%	8.7%
White - Females	10	11	11	14	15	71.4%	73.3%	73.3%	77.8%	75.0%
White - Males	3	3	3	2	3	21.4%	20.0%	20.0%	11.1%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.0%
Other - Males	1	1	1	1	1	7.1%	6.7%	6.7%	5.6%	5.0%
<b>Teachers</b>	187	189	190	194	198	87.4%	87.9%	88.4%	87.4%	86.5%
White - Females	142	143	143	144	151	75.9%	75.7%	75.3%	74.2%	76.3%
White - Males	41	41	42	46	43	21.9%	21.7%	22.1%	23.7%	21.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	2	2	0.0%	0.5%	0.5%	1.0%	1.0%
Other - Females	3	3	3	1	2	1.6%	1.6%	1.6%	0.5%	1.0%
Other - Males	1	1	1	1	0	0.5%	0.5%	0.5%	0.5%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	3	0	1	0	1.1%	1.6%	0.0%	0.5%	0.0%
25-29	12	13	14	13	13	6.4%	7.0%	7.5%	7.0%	7.0%
30-34	25	15	12	12	14	13.4%	8.1%	6.5%	6.4%	7.5%
35-39	20	21	26	28	26	10.7%	11.3%	14.0%	15.0%	13.9%
40-44	44	41	36	31	27	23.5%	22.0%	19.4%	16.6%	14.4%
45-49	35	38	37	43	43	18.7%	20.4%	19.9%	23.0%	23.0%
50-54	31	36	37	38	37	16.6%	19.4%	19.9%	20.3%	19.8%
55+	18	19	24	21	27	9.6%	10.2%	12.9%	11.2%	14.4%
<b>Average Age</b>	43.2	43.9	44.5	44.6	44.9					

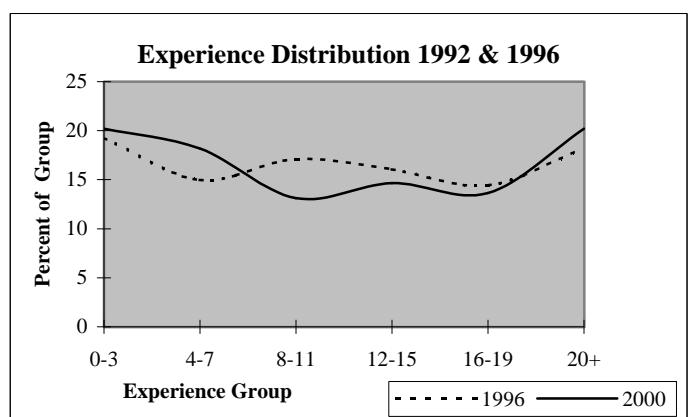
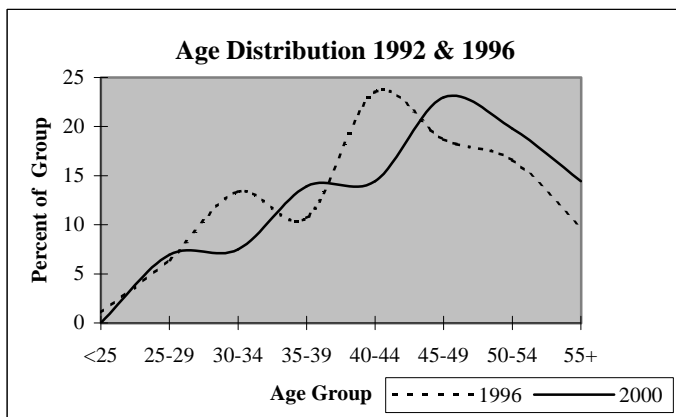
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	36	33	33	38	40	19.3%	17.5%	17.4%	19.6%	20.2%
4-7 Years	28	29	31	36	36	15.0%	15.3%	16.3%	18.6%	18.2%
8-11 Years	32	29	29	25	26	17.1%	15.3%	15.3%	12.9%	13.1%
12-15 Years	30	34	29	27	29	16.0%	18.0%	15.3%	13.9%	14.6%
16-19 Years	27	26	27	28	27	14.4%	13.8%	14.2%	14.4%	13.6%
20+ Years	34	38	41	40	40	18.2%	20.1%	21.6%	20.6%	20.2%
<b>Average Experience</b>	11.9	12.1	12.2	11.8	11.9					

## District Report for: ADA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	17	13	20	8	-	7.9%	6.0%	9.3%	3.6%	-
Attrition from Transfers	3	1	2	0	-	1.4%	0.5%	0.9%	0.0%	-
Attrition from Exits	14	12	18	8	-	6.5%	5.6%	8.4%	3.6%	-
<b>Teacher Attrition</b>	15	12	18	8	-	8.0%	6.3%	9.5%	4.1%	-
Attrition from Transfers	3	1	2	0	-	1.6%	0.5%	1.1%	0.0%	-
Attrition from Exits	12	11	16	8	-	6.4%	5.8%	8.4%	4.1%	-
<b>District Retention</b>										
Educator Retention	197	202	195	214	-	92.1%	94.0%	90.7%	96.4%	-
Teacher Retention	172	177	172	186	-	92.0%	93.7%	90.5%	95.9%	-

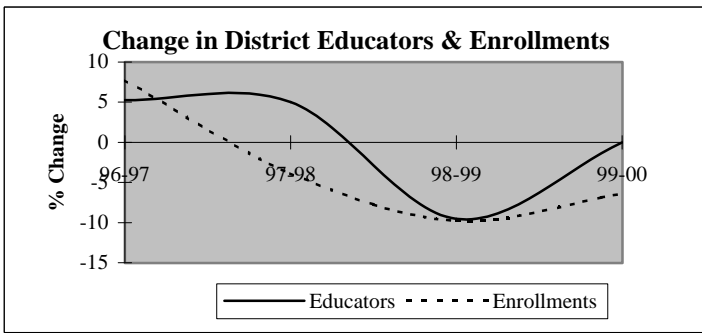
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.1%	4.8%	92.9%	78.2%	9.6%	87.8%
1 Year of Experience	91.3%	2.2%	93.5%	84.2%	6.9%	91.1%
2 Years of Experience	95.7%	0.0%	95.7%	85.2%	5.9%	91.1%
3 Years of Experience	86.4%	2.3%	88.6%	86.1%	5.6%	91.7%
4 Years of Experience	92.5%	0.0%	92.5%	87.9%	4.7%	92.6%
5 Years of Experience	94.7%	2.6%	97.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.9%	0.9%	0.5%	0.5%	1.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.0%	92.1%	94.9%	90.1%	92.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.1%	6.5%	4.7%	9.5%	6.1%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: MC LISH

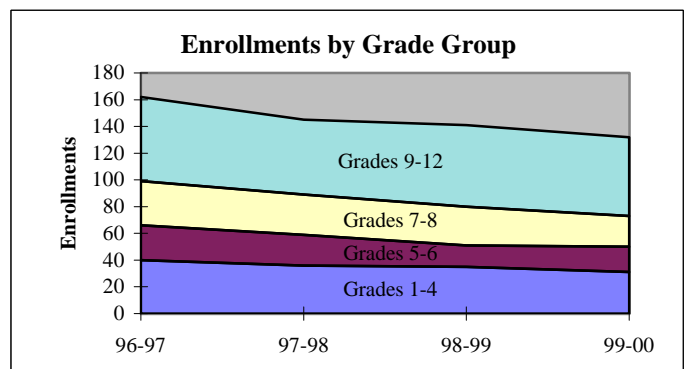
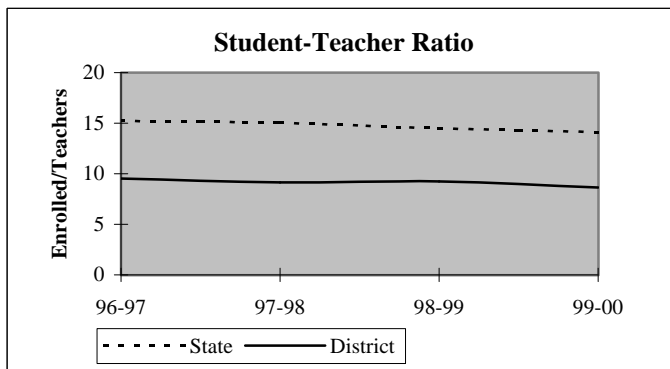


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.8	9.1	8.3	8.3	7.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.9	9.5	9.2	9.2	8.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	1	-2	0	-	-	-	-	-
% Change in Educators	0.0%	5.3%	5.0%	-9.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	13	-7	-17	-10	-	-	-	-	-
% Change in Enrollments	-3.4%	7.7%	-3.9%	-9.8%	-6.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	10.0%	4.8%	10.5%	21.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.0%	4.8%	5.3%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	0.0%	4.8%	5.3%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.3%	10.0%	9.5%	10.5%	5.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	41.4	42.9	45.3	49.2	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.1	11.2	12.4	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	28,842	26,348	27,459	27,533	25,979	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.9%	10.5%	10.5%	11.8%	5.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.5%	73.7%	73.7%	76.5%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	5.3%	5.3%	5.9%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.5%	45.3%	46.3%	66.2%	53.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	10	8	6	5	42.1%	50.0%	38.1%	31.6%	26.3%
Attrition	0	1	2	2	0					
Attrition Rate	0.0%	10.0%	25.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	8	11	12	10	52.6%	40.0%	52.4%	63.2%	52.6%
Attrition	1	0	1	1	0					
Attrition Rate	10.0%	0.0%	9.1%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	1	4	5.3%	10.0%	9.5%	5.3%	21.1%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	3	5	10.5%	10.0%	14.3%	15.8%	26.3%

## District Report for: MC LISH

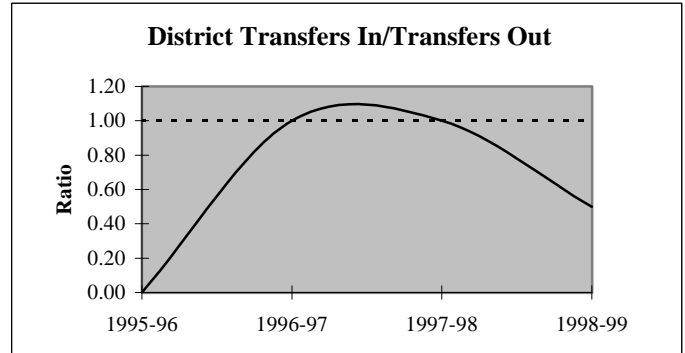
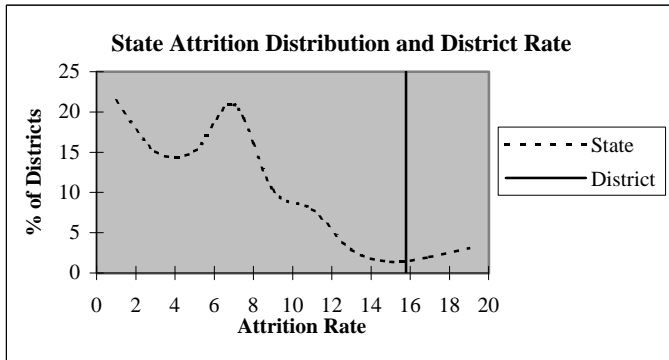
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	20	21	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.3%	5.0%	4.8%	5.3%	5.3%
Professional Staff	1	0	1	1	1	5.3%	0.0%	4.8%	5.3%	5.3%
<b>Total Teachers</b>	17	19	19	17	17	89.5%	95.0%	90.5%	89.5%	89.5%
Special Education	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	10	8	8	58.8%	52.6%	52.6%	47.1%	47.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	8	8	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
Art & Music	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
Social Studies	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
<b>Science</b>	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	5.9%	5.3%	5.3%	5.9%	0.0%
Vocational Education	1	2	2	1	0	5.9%	10.5%	10.5%	5.9%	0.0%
Other	0	1	1	2	3	0.0%	5.3%	5.3%	11.8%	17.6%
<b>Total Enrollments</b>	168	181	174	157	147	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	19	29	16	15	10.7%	10.5%	16.7%	10.2%	10.2%
Grades 1-4	42	40	36	35	31	25.0%	22.1%	20.7%	22.3%	21.1%
Grades 5-6	26	26	23	16	19	15.5%	14.4%	13.2%	10.2%	12.9%
Grades 7-8	32	33	30	29	23	19.0%	18.2%	17.2%	18.5%	15.6%
Grades 9-12	50	63	56	61	59	29.8%	34.8%	32.2%	38.9%	40.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MC LISH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	20	21	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	18	19	17	16	89.5%	90.0%	90.5%	89.5%	84.2%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>10.5%</b>	<b>10.0%</b>	<b>9.5%</b>	<b>10.5%</b>	<b>15.8%</b>
Transfers In	0	1	1	1	2	0.0%	50.0%	50.0%	50.0%	66.7%
Reentrants	1	0	1	0	0	50.0%	0.0%	50.0%	0.0%	0.0%
First Time Educators	1	1	0	1	1	50.0%	50.0%	0.0%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>5.3%</b>	<b>5.0%</b>	<b>19.0%</b>	<b>15.8%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	100.0%	100.0%	25.0%	66.7%	-
Leave Oklahoma Educ.	0	0	3	1	-	0.0%	0.0%	75.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	5.3%	5.0%	19.0%	15.8%	-
Transfers In/Out	0.00	1.00	1.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	15	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>19</b>

## District Report for: MC LISH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.3%	5.0%	4.8%	5.3%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	1	1	1	5.3%	0.0%	4.8%	5.3%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	0	1	1	1	100.0%	0.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	19	19	17	17	89.5%	95.0%	90.5%	89.5%	89.5%
White - Females	12	13	13	12	12	70.6%	68.4%	68.4%	70.6%	70.6%
White - Males	4	4	4	3	4	23.5%	21.1%	21.1%	17.6%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	5.9%	5.3%	5.3%	5.9%	5.9%
Other - Males	0	1	1	1	0	0.0%	5.3%	5.3%	5.9%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	1	0	0	11.8%	5.3%	5.3%	0.0%	0.0%
30-34	2	5	4	3	1	11.8%	26.3%	21.1%	17.6%	6.7%
35-39	6	3	3	3	1	35.3%	15.8%	15.8%	17.6%	6.7%
40-44	1	4	4	3	4	5.9%	21.1%	21.1%	17.6%	26.7%
45-49	1	0	1	1	1	5.9%	0.0%	5.3%	5.9%	6.7%
50-54	4	5	5	2	3	23.5%	26.3%	26.3%	11.8%	20.0%
55+	1	1	1	5	5	5.9%	5.3%	5.3%	29.4%	33.3%
<b>Average Age</b>	41.5	41.4	42.9	45.3	49.2					

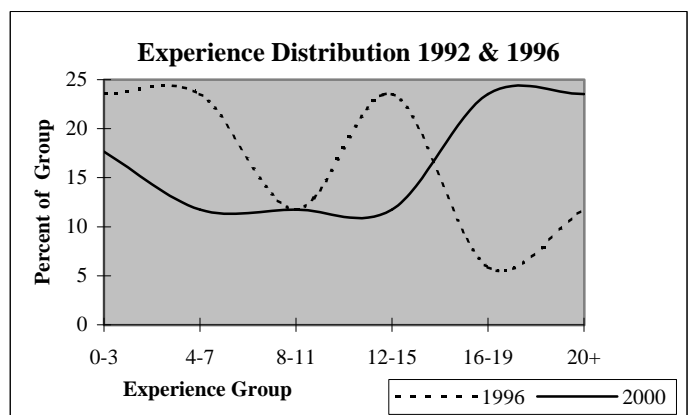
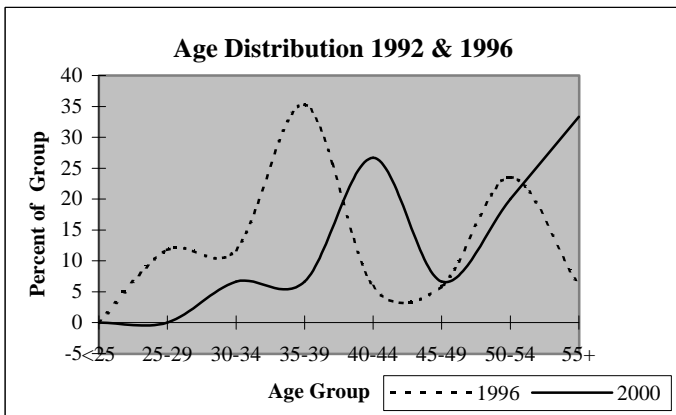
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	1	2	3	23.5%	21.1%	5.3%	11.8%	17.6%
4-7 Years	4	6	7	4	2	23.5%	31.6%	36.8%	23.5%	11.8%
8-11 Years	2	2	3	2	2	11.8%	10.5%	15.8%	11.8%	11.8%
12-15 Years	4	2	2	2	2	23.5%	10.5%	10.5%	11.8%	11.8%
16-19 Years	1	2	3	4	4	5.9%	10.5%	15.8%	23.5%	23.5%
20+ Years	2	3	3	3	4	11.8%	15.8%	15.8%	17.6%	23.5%
<b>Average Experience</b>	10.0	10.1	11.2	12.4	13.8					

## District Report for: MC LISH

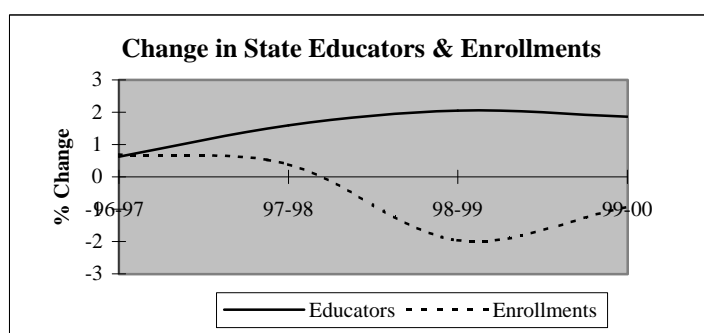
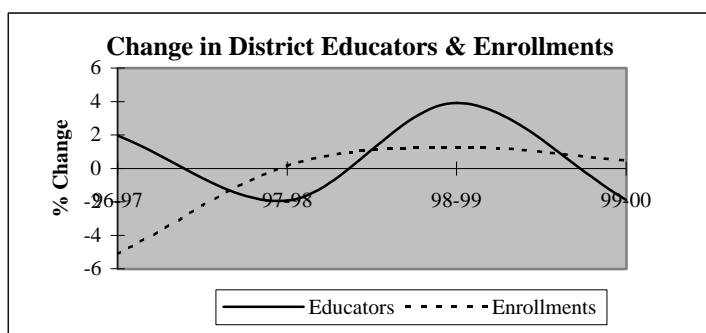
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	4	3	-	5.3%	5.0%	19.0%	15.8%	-
Attrition from Transfers	1	1	1	2	-	5.3%	5.0%	4.8%	10.5%	-
Attrition from Exits	0	0	3	1	-	0.0%	0.0%	14.3%	5.3%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>5.3%</b>	<b>15.8%</b>	<b>17.6%</b>	<b>-</b>
Attrition from Transfers	0	1	1	2	-	0.0%	5.3%	5.3%	11.8%	-
Attrition from Exits	0	0	2	1	-	0.0%	0.0%	10.5%	5.9%	-
<b>District Retention</b>										
Educator Retention	18	19	17	16	-	94.7%	95.0%	81.0%	84.2%	-
Teacher Retention	17	18	16	14	-	100.0%	94.7%	84.2%	82.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	33.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	0.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	0.0%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	4.8%	10.5%	15.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.5%	95.0%	90.5%	84.2%	73.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	5.3%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.5%	5.0%	4.8%	5.3%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LATTA

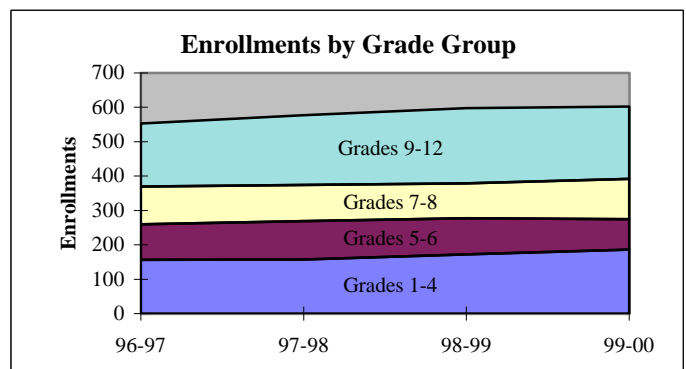
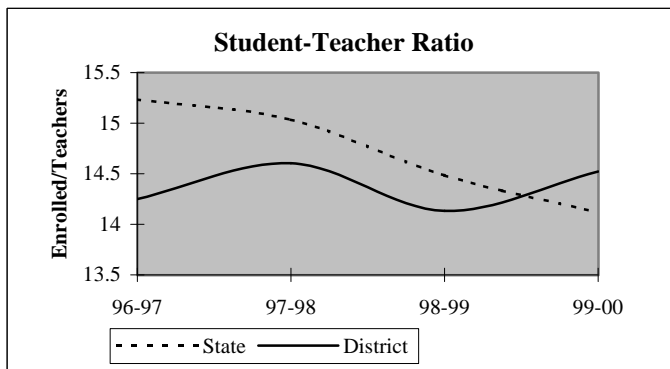


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.1	12.3	12.0	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	14.3	14.6	14.1	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	-1	2	-1	-	-	-	-	-
% Change in Educators	0.0%	2.0%	-1.9%	3.9%	-1.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-34	1	8	3	-	-	-	-	-
% Change in Enrollments	-0.9%	-5.1%	0.2%	1.3%	0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.9%	3.8%	2.0%	1.9%	1.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.8%	5.9%	5.7%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.8%	9.6%	9.8%	9.4%	9.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	44.1	44.6	46.1	46.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.9	13.7	14.4	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,296	29,157	30,036	30,640	30,609	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.1%	79.5%	81.4%	80.0%	77.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.0%	6.8%	7.0%	6.7%	6.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.3%	39.1%	42.8%	47.2%	46.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	12	10	11	10	25.5%	23.1%	19.6%	20.8%	19.2%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	8.3%	10.0%	18.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	35	36	38	35	36	68.6%	69.2%	74.5%	66.0%	69.2%
Attrition	1	0	1	2	0					
Attrition Rate	2.9%	0.0%	2.6%	5.7%	0.0%					
At Retirement Age	3	4	3	7	6	5.9%	7.7%	5.9%	13.2%	11.5%
Attrition	0	2	0	2	0					
Attrition Rate	0.0%	50.0%	0.0%	28.6%	0.0%					
At Retirement in 5 yrs.	5	5	6	8	9	9.8%	9.6%	11.8%	15.1%	17.3%

## District Report for: LATTA

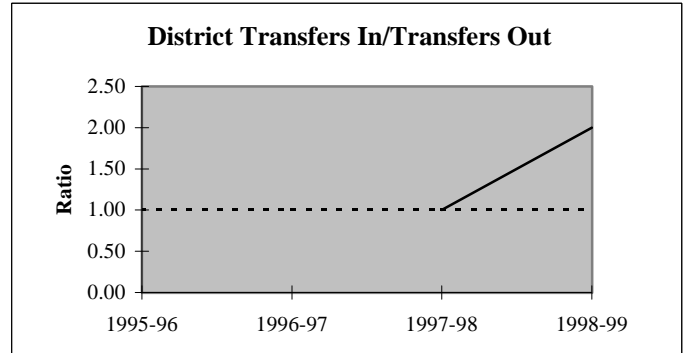
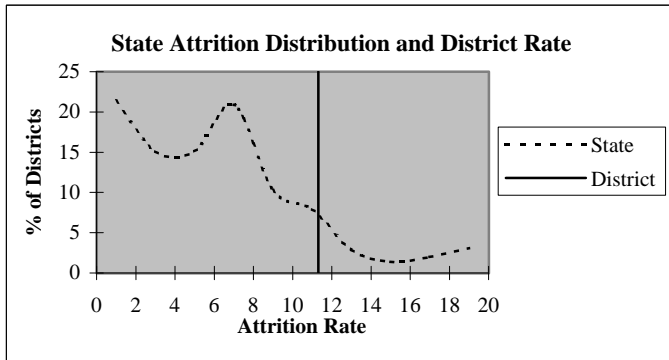
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	51	52	51	53	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	5.9%	5.8%	5.9%	5.7%	5.8%
Professional Staff	5	5	5	5	5	9.8%	9.6%	9.8%	9.4%	9.6%
<b>Total Teachers</b>	43	44	43	45	44	84.3%	84.6%	84.3%	84.9%	84.6%
Special Education	3	3	3	3	3	7.0%	6.8%	7.0%	6.7%	6.8%
Pre-K & Kindergarten	1	1	1	1	1	2.3%	2.3%	2.3%	2.2%	2.3%
Elementary	18	17	17	19	18	41.9%	38.6%	39.5%	42.2%	40.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	21	23	22	22	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	5	5	5	5	9.3%	11.4%	11.6%	11.1%	11.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	4	4	3	3	3	9.3%	9.1%	7.0%	6.7%	6.8%
Foreign Language	1	1	1	1	1	2.3%	2.3%	2.3%	2.2%	2.3%
Math	1	3	3	3	3	2.3%	6.8%	7.0%	6.7%	6.8%
<b>Science</b>	3	3	3	2	2	7.0%	6.8%	7.0%	4.4%	4.5%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	3	2	2	7.0%	6.8%	7.0%	4.4%	4.5%
Vocational Education	5	5	4	4	4	11.6%	11.4%	9.3%	8.9%	9.1%
Other	3	2	3	4	4	7.0%	4.5%	7.0%	8.9%	9.1%
<b>Total Enrollments</b>	661	627	628	636	639	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	58	74	51	38	30	8.8%	11.8%	8.1%	6.0%	4.7%
Grades 1-4	179	156	157	172	186	27.1%	24.9%	25.0%	27.0%	29.1%
Grades 5-6	110	104	112	105	89	16.6%	16.6%	17.8%	16.5%	13.9%
Grades 7-8	112	110	105	102	117	16.9%	17.5%	16.7%	16.0%	18.3%
Grades 9-12	202	183	203	219	210	30.6%	29.2%	32.3%	34.4%	32.9%
Ungraded	0	0	0	0	7	0.0%	0.0%	0.0%	0.0%	1.1%



## District Report for: LATTA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	51	52	51	53	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	48	50	49	49	47	94.1%	96.2%	96.1%	92.5%	90.4%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>5.9%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>7.5%</b>	<b>9.6%</b>
Transfers In	1	1	2	2	2	33.3%	50.0%	100.0%	50.0%	40.0%
Reentrants	0	0	0	2	1	0.0%	0.0%	0.0%	50.0%	20.0%
First Time Educators	2	1	0	0	2	66.7%	50.0%	0.0%	0.0%	40.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>2.0%</b>	<b>5.8%</b>	<b>3.9%</b>	<b>11.3%</b>	<b>-</b>
Transfers Out	0	0	2	1	-	0.0%	0.0%	100.0%	16.7%	-
Leave Oklahoma Educ.	1	3	0	5	-	100.0%	100.0%	0.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	2.0%	5.8%	3.9%	11.3%	-
Transfers In/Out	nc	nc	1.00	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	42	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>51</b>



## District Report for: LATTA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	5.9%	5.8%	5.9%	5.7%	5.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	5	5	5	9.8%	9.6%	9.8%	9.4%	9.6%
White - Females	5	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	44	43	45	44	84.3%	84.6%	84.3%	84.9%	84.6%
White - Females	34	35	35	36	34	79.1%	79.5%	81.4%	80.0%	77.3%
White - Males	9	9	8	9	10	20.9%	20.5%	18.6%	20.0%	22.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	3	2	0	1	9.3%	6.8%	4.7%	0.0%	2.4%
30-34	4	5	4	4	4	9.3%	11.4%	9.3%	8.9%	9.8%
35-39	6	5	7	8	4	14.0%	11.4%	16.3%	17.8%	9.8%
40-44	6	8	6	7	5	14.0%	18.2%	14.0%	15.6%	12.2%
45-49	13	13	13	10	9	30.2%	29.5%	30.2%	22.2%	22.0%
50-54	5	5	7	10	10	11.6%	11.4%	16.3%	22.2%	24.4%
55+	5	5	4	6	8	11.6%	11.4%	9.3%	13.3%	19.5%
<b>Average Age</b>	43.3	44.1	44.6	46.1	46.8					

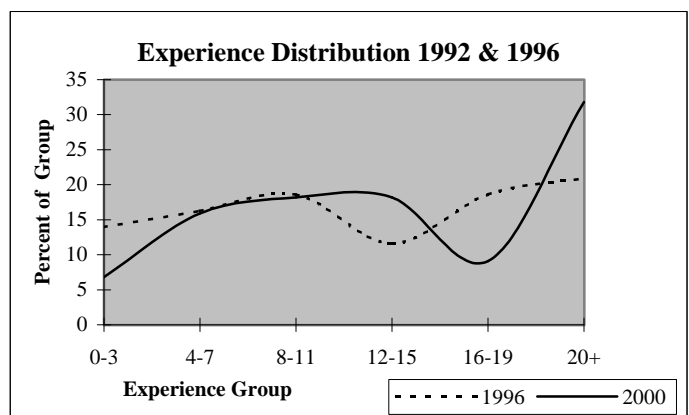
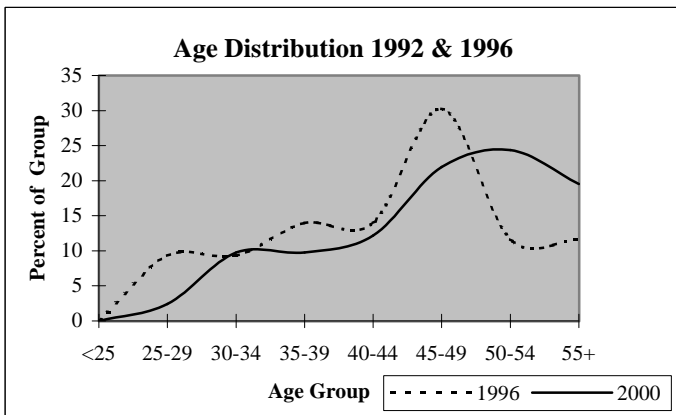
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	5	4	5	3	14.0%	11.4%	9.3%	11.1%	6.8%
4-7 Years	7	7	6	6	7	16.3%	15.9%	14.0%	13.3%	15.9%
8-11 Years	8	9	8	6	8	18.6%	20.5%	18.6%	13.3%	18.2%
12-15 Years	5	6	7	7	8	11.6%	13.6%	16.3%	15.6%	18.2%
16-19 Years	8	9	7	8	4	18.6%	20.5%	16.3%	17.8%	9.1%
20+ Years	9	8	11	13	14	20.9%	18.2%	25.6%	28.9%	31.8%
<b>Average Experience</b>	12.6	12.9	13.7	14.4	14.1					

## District Report for: LATTA

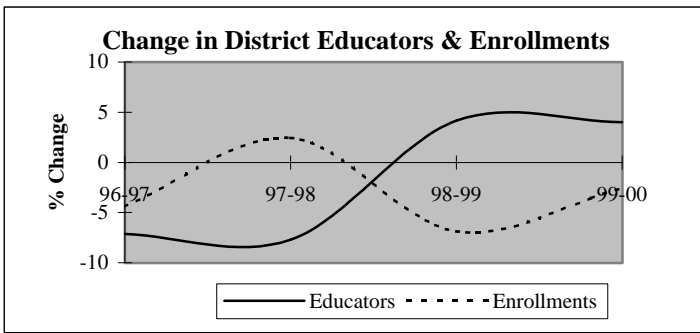
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	2	6	-	2.0%	5.8%	3.9%	11.3%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	3.9%	1.9%	-
Attrition from Exits	1	3	0	5	-	2.0%	5.8%	0.0%	9.4%	-
<b>Teacher Attrition</b>	1	2	2	5	-	2.3%	4.5%	4.7%	11.1%	-
Attrition from Transfers	0	0	2	1	-	0.0%	0.0%	4.7%	2.2%	-
Attrition from Exits	1	2	0	4	-	2.3%	4.5%	0.0%	8.9%	-
<b>District Retention</b>										
Educator Retention	50	49	49	47	-	98.0%	94.2%	96.1%	88.7%	-
Teacher Retention	42	42	41	40	-	97.7%	95.5%	95.3%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	88.9%	0.0%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	57.1%	28.6%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	5.9%	3.8%	0.0%	1.9%	1.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.2%	94.2%	100.0%	94.3%	90.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.9%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.9%	1.9%	0.0%	3.8%	5.8%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: STONEWALL

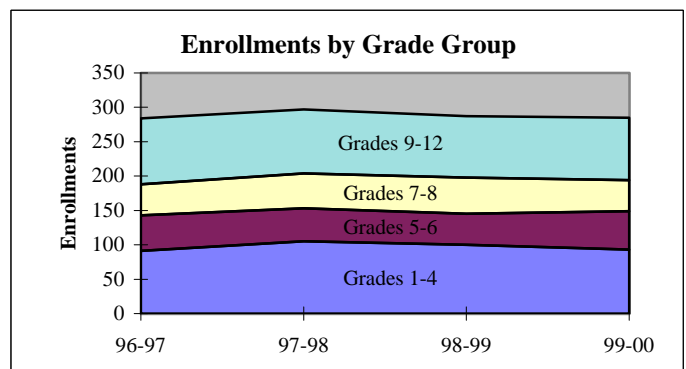
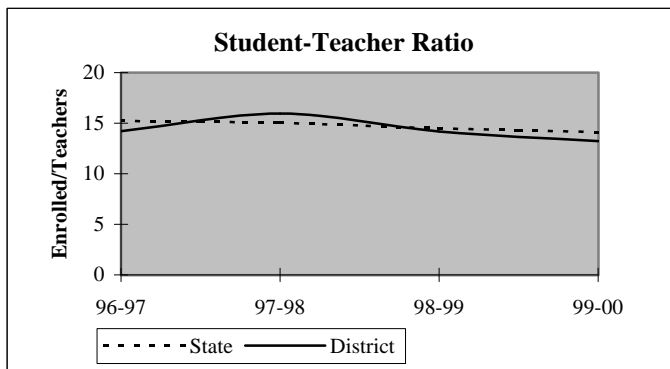


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.6	14.0	12.5	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	14.2	16.0	14.2	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	-2	1	1	-	-	-	-	-
% Change in Educators	7.7%	-7.1%	-7.7%	4.2%	4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	21	-15	8	-23	-8	-	-	-	-	-
% Change in Enrollments	6.5%	-4.4%	2.4%	-6.9%	-2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.3%	11.5%	16.7%	20.0%	15.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.7%	11.5%	12.5%	12.0%	11.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	45.3	44.6	44.6	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	16.1	14.7	14.3	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	26,950	26,701	26,112	26,103	26,081	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.0%	65.2%	71.4%	72.7%	69.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	8.7%	9.5%	9.1%	13.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.5%	31.5%	31.0%	34.0%	30.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	8	8	8	6	35.7%	30.8%	33.3%	32.0%	23.1%
Attrition	2	1	1	0	0					
Attrition Rate	20.0%	12.5%	12.5%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	12	10	12	14	42.9%	46.2%	41.7%	48.0%	53.8%
Attrition	1	3	0	1	0					
Attrition Rate	8.3%	25.0%	0.0%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	6	6	5	6	21.4%	23.1%	25.0%	20.0%	23.1%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	16.7%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	9	6	6	8	21.4%	34.6%	25.0%	24.0%	30.8%

# District Report for: STONEWALL

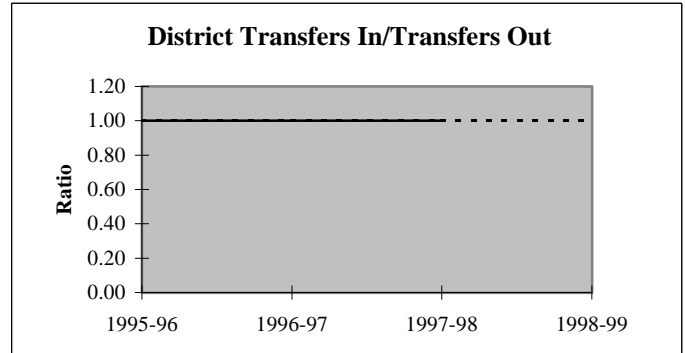
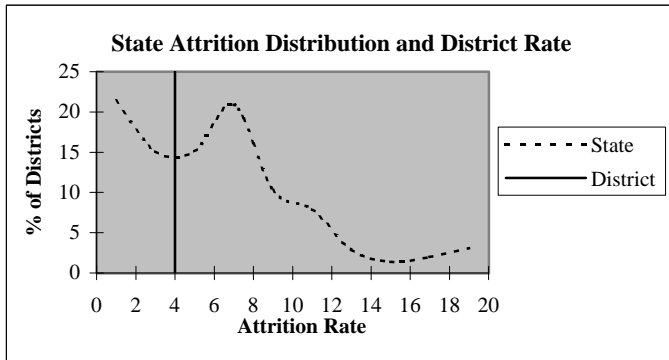
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	26	24	25	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	10.7%	11.5%	12.5%	12.0%	11.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	25	23	21	22	23	89.3%	88.5%	87.5%	88.0%	88.5%
Special Education	2	2	2	2	3	8.0%	8.7%	9.5%	9.1%	13.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	9	8	9	9	44.0%	39.1%	38.1%	40.9%	39.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	11	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	2	2	2	8.0%	13.0%	9.5%	9.1%	8.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	2	1	4.0%	4.3%	4.8%	9.1%	4.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	8.0%	8.7%	9.5%	9.1%	8.7%
<b>Science</b>	2	2	2	1	2	8.0%	8.7%	9.5%	4.5%	8.7%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	2	8.0%	8.7%	9.5%	4.5%	8.7%
Vocational Education	3	3	4	4	3	12.0%	13.0%	19.0%	18.2%	13.0%
Other	2	1	0	0	1	8.0%	4.3%	0.0%	0.0%	4.3%
<b>Total Enrollments</b>	342	327	335	312	304	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	49	43	38	25	19	14.3%	13.1%	11.3%	8.0%	6.3%
Grades 1-4	104	91	105	100	93	30.4%	27.8%	31.3%	32.1%	30.6%
Grades 5-6	52	52	48	45	56	15.2%	15.9%	14.3%	14.4%	18.4%
Grades 7-8	48	45	51	53	45	14.0%	13.8%	15.2%	17.0%	14.8%
Grades 9-12	89	96	93	89	91	26.0%	29.4%	27.8%	28.5%	29.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STONEWALL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	26	24	25	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	25	22	22	24	82.1%	96.2%	91.7%	88.0%	92.3%
<b>Newly Hired</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>17.9%</b>	<b>3.8%</b>	<b>8.3%</b>	<b>12.0%</b>	<b>7.7%</b>
Transfers In	1	1	1	1	2	20.0%	100.0%	50.0%	33.3%	100.0%
Reentrants	3	0	1	1	0	60.0%	0.0%	50.0%	33.3%	0.0%
First Time Educators	1	0	0	1	0	20.0%	0.0%	0.0%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>10.7%</b>	<b>15.4%</b>	<b>8.3%</b>	<b>4.0%</b>	<b>-</b>
Transfers Out	1	1	1	0	-	33.3%	25.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	2	3	1	1	-	66.7%	75.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	10.7%	15.4%	8.3%	4.0%	-
Transfers In/Out	1.00	1.00	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	17	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>28</b>

## District Report for: STONEWALL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	10.7%	11.5%	12.5%	12.0%	11.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	23	21	22	23	89.3%	88.5%	87.5%	88.0%	88.5%
White - Females	17	15	15	16	16	68.0%	65.2%	71.4%	72.7%	69.6%
White - Males	8	8	6	6	7	32.0%	34.8%	28.6%	27.3%	30.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	4.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	3	1	1	8.0%	8.7%	14.3%	4.5%	4.3%
30-34	6	3	2	1	2	24.0%	13.0%	9.5%	4.5%	8.7%
35-39	4	4	5	8	9	16.0%	17.4%	23.8%	36.4%	39.1%
40-44	0	1	1	3	3	0.0%	4.3%	4.8%	13.6%	13.0%
45-49	4	4	1	0	0	16.0%	17.4%	4.8%	0.0%	0.0%
50-54	3	4	3	4	3	12.0%	17.4%	14.3%	18.2%	13.0%
55+	5	5	6	5	5	20.0%	21.7%	28.6%	22.7%	21.7%
<b>Average Age</b>	42.3	45.3	44.6	44.6	44.0					

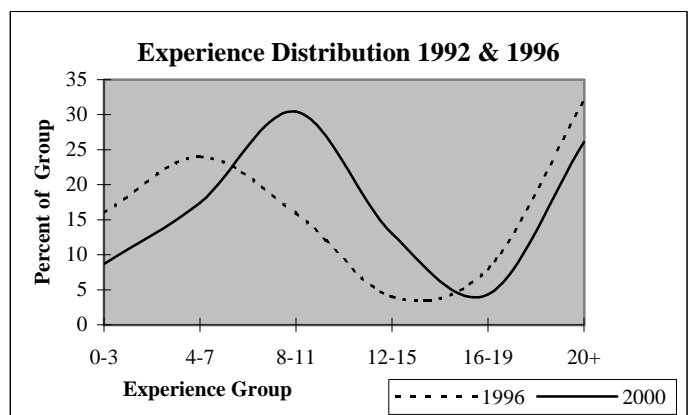
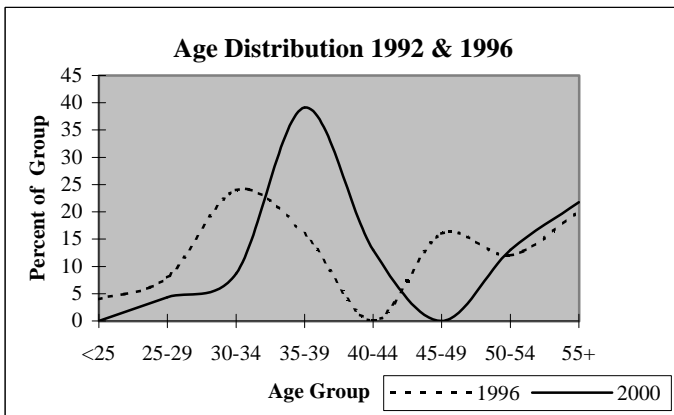
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	3	1	2	16.0%	8.7%	14.3%	4.5%	8.7%
4-7 Years	6	6	5	7	4	24.0%	26.1%	23.8%	31.8%	17.4%
8-11 Years	4	3	4	5	7	16.0%	13.0%	19.0%	22.7%	30.4%
12-15 Years	1	1	0	1	3	4.0%	4.3%	0.0%	4.5%	13.0%
16-19 Years	2	0	1	1	1	8.0%	0.0%	4.8%	4.5%	4.3%
20+ Years	8	11	8	7	6	32.0%	47.8%	38.1%	31.8%	26.1%
<b>Average Experience</b>	13.6	16.1	14.7	14.3	13.8					

## District Report for: STONEWALL

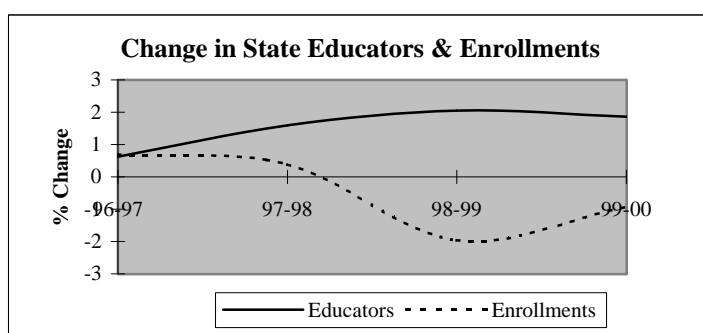
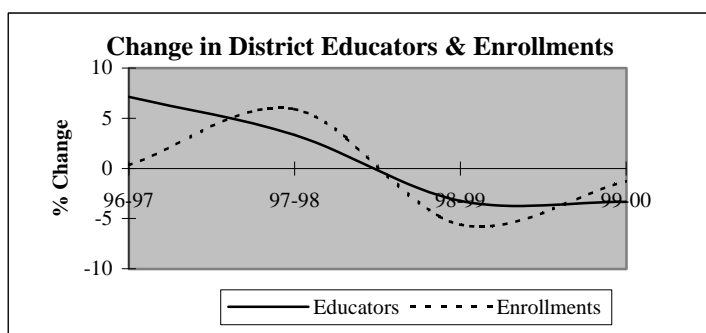
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	2	1	-	10.7%	15.4%	8.3%	4.0%	-
Attrition from Transfers	1	1	1	0	-	3.6%	3.8%	4.2%	0.0%	-
Attrition from Exits	2	3	1	1	-	7.1%	11.5%	4.2%	4.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>12.0%</b>	<b>17.4%</b>	<b>9.5%</b>	<b>4.5%</b>	<b>-</b>
Attrition from Transfers	1	1	1	0	-	4.0%	4.3%	4.8%	0.0%	-
Attrition from Exits	2	3	1	1	-	8.0%	13.0%	4.8%	4.5%	-
<b>District Retention</b>										
Educator Retention	25	22	22	24	-	89.3%	84.6%	91.7%	96.0%	-
Teacher Retention	22	19	19	21	-	88.0%	82.6%	90.5%	95.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	10.7%	11.5%	12.5%	16.0%	15.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	75.0%	88.5%	83.3%	76.0%	84.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	0.0%	4.2%	8.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ROFF



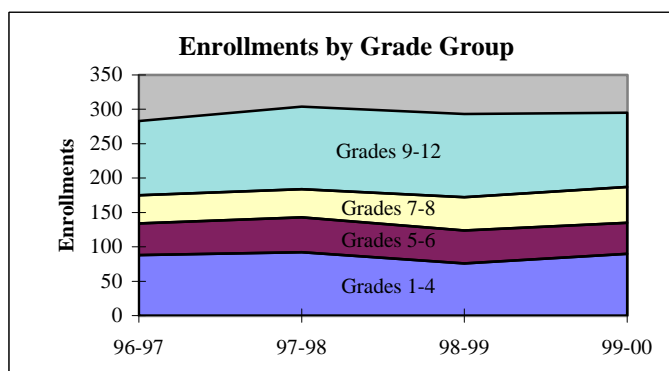
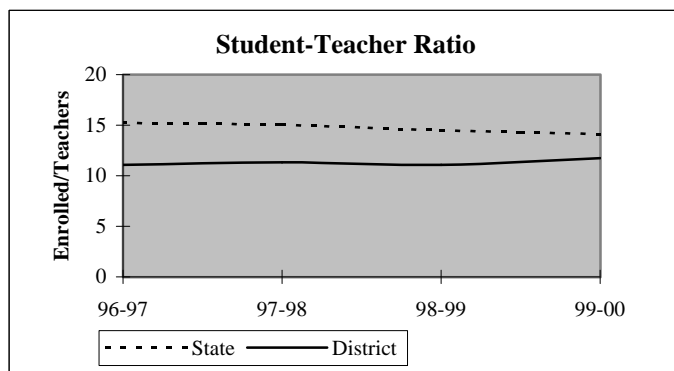
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	10.7	11.0	10.7	10.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.9	11.1	11.3	11.1	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	2	1	-1	-1	-	-	-	-	-
% Change in Educators	-6.7%	7.1%	3.3%	-3.2%	-3.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	1	19	-19	-4	-	-	-	-	-
% Change in Enrollments	0.6%	0.3%	5.9%	-5.6%	-1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.7%	13.3%	12.9%	10.0%	3.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.6%	3.3%	3.2%	3.3%	3.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	3.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	3.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.8	42.9	43.3	43.8	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	14.3	14.2	13.5	13.9	14.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,277	28,866	28,919	30,731	32,847	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	3.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.4%	65.5%	70.0%	69.0%	70.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.4%	6.9%	6.7%	6.9%	7.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.8%	21.5%	19.4%	20.1%	28.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	10	12	11	11	32.1%	33.3%	38.7%	36.7%	37.9%
Attrition	2	1	0	3	0					
Attrition Rate	22.2%	10.0%	0.0%	27.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	17	15	14	14	60.7%	56.7%	48.4%	46.7%	48.3%
Attrition	0	2	0	1	0					
Attrition Rate	0.0%	11.8%	0.0%	7.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	4	5	4	7.1%	10.0%	12.9%	16.7%	13.8%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	25.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	5	6	5	5	10.7%	16.7%	19.4%	16.7%	17.2%



## District Report for: ROFF

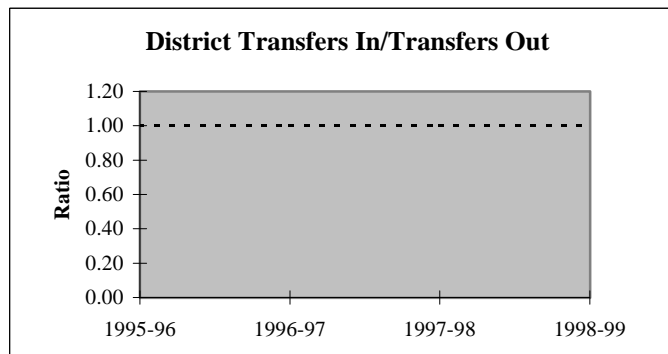
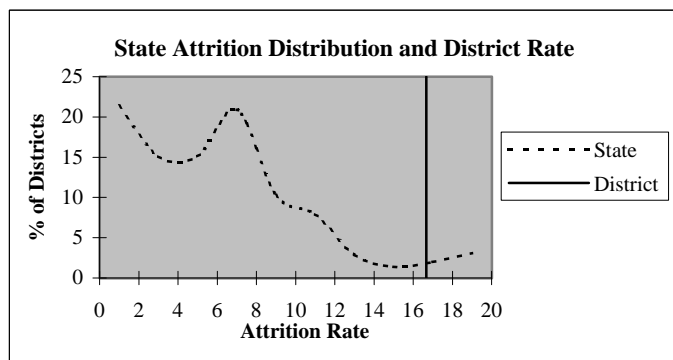
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	30	31	30	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	3.6%	3.3%	3.2%	3.3%	3.4%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
<b>Total Teachers</b>	27	29	30	29	27	96.4%	96.7%	96.8%	96.7%	93.1%
Special Education	2	2	2	2	2	7.4%	6.9%	6.7%	6.9%	7.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	14	16	15	14	55.6%	48.3%	53.3%	51.7%	51.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	13	12	12	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	3	2	1	11.1%	6.9%	10.0%	6.9%	3.7%
Art & Music	0	2	1	1	1	0.0%	6.9%	3.3%	3.4%	3.7%
Social Studies	1	2	2	2	3	3.7%	6.9%	6.7%	6.9%	11.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.7%	3.4%	3.3%	3.4%	3.7%
<b>Science</b>	1	1	1	1	1	3.7%	3.4%	3.3%	3.4%	3.7%
Biology	1	1	1	1	1	3.7%	3.4%	3.3%	3.4%	3.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	1	1	2	1	7.4%	3.4%	3.3%	6.9%	3.7%
Other	2	4	3	3	3	7.4%	13.8%	10.0%	10.3%	11.1%
<b>Total Enrollments</b>	320	321	340	321	317	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	37	38	36	28	22	11.6%	11.8%	10.6%	8.7%	6.9%
Grades 1-4	85	88	92	76	90	26.6%	27.4%	27.1%	23.7%	28.4%
Grades 5-6	32	46	51	48	45	10.0%	14.3%	15.0%	15.0%	14.2%
Grades 7-8	62	41	41	48	52	19.4%	12.8%	12.1%	15.0%	16.4%
Grades 9-12	103	108	120	121	108	32.2%	33.6%	35.3%	37.7%	34.1%
Ungraded	1	0	0	0	0	0.3%	0.0%	0.0%	0.0%	0.0%



## District Report for: ROFF

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	30	31	30	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	26	27	30	25	92.9%	86.7%	87.1%	100.0%	86.2%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>7.1%</b>	<b>13.3%</b>	<b>12.9%</b>	<b>0.0%</b>	<b>13.8%</b>
Transfers In	0	1	3	0	3	0.0%	25.0%	75.0%	0.0%	75.0%
Reentrants	2	1	0	0	1	100.0%	25.0%	0.0%	0.0%	25.0%
First Time Educators	0	2	1	0	0	0.0%	50.0%	25.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>-</b>	<b>7.1%</b>	<b>10.0%</b>	<b>3.2%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	0	0	0	2	-	0.0%	0.0%	0.0%	40.0%	-
Leave Oklahoma Educ.	2	3	1	3	-	100.0%	100.0%	100.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	10.0%	3.2%	16.7%	-
Transfers In/Out	nc	nc	nc	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	25	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>28</b>

## District Report for: ROFF

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	3.6%	3.3%	3.2%	3.3%	3.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	29	30	29	27	96.4%	96.7%	96.8%	96.7%	93.1%
White - Females	19	19	21	20	19	70.4%	65.5%	70.0%	69.0%	70.4%
White - Males	8	10	9	9	7	29.6%	34.5%	30.0%	31.0%	25.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	5	4	0	0	11.1%	17.2%	13.3%	0.0%	0.0%
30-34	2	2	3	7	5	7.4%	6.9%	10.0%	24.1%	18.5%
35-39	3	4	3	3	3	11.1%	13.8%	10.0%	10.3%	11.1%
40-44	6	5	7	6	6	22.2%	17.2%	23.3%	20.7%	22.2%
45-49	4	4	5	5	4	14.8%	13.8%	16.7%	17.2%	14.8%
50-54	6	5	4	4	5	22.2%	17.2%	13.3%	13.8%	18.5%
55+	3	4	4	4	4	11.1%	13.8%	13.3%	13.8%	14.8%
<b>Average Age</b>	43.8	42.9	43.3	43.8	45.0					

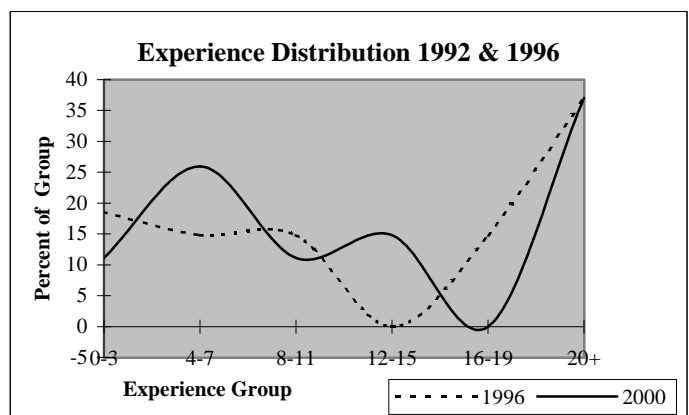
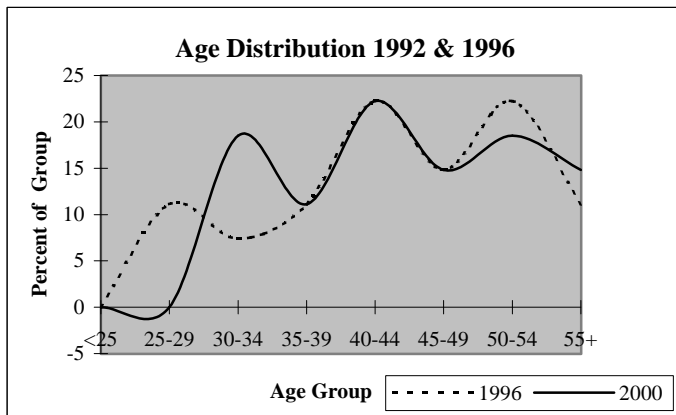
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	7	4	3	18.5%	13.8%	23.3%	13.8%	11.1%
4-7 Years	4	6	5	7	7	14.8%	20.7%	16.7%	24.1%	25.9%
8-11 Years	4	4	4	2	3	14.8%	13.8%	13.3%	6.9%	11.1%
12-15 Years	0	1	1	4	4	0.0%	3.4%	3.3%	13.8%	14.8%
16-19 Years	4	4	3	1	0	14.8%	13.8%	10.0%	3.4%	0.0%
20+ Years	10	10	10	11	10	37.0%	34.5%	33.3%	37.9%	37.0%
<b>Average Experience</b>	14.3	14.2	13.5	13.9	14.3					

## District Report for: ROFF

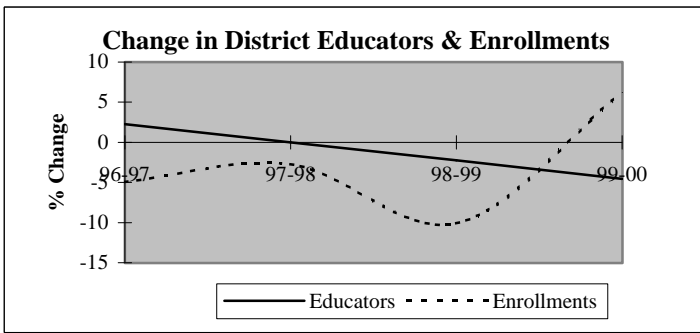
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	3	1	5	-	7.1%	10.0%	3.2%	16.7%	-
Attrition from Transfers	0	0	0	2	-	0.0%	0.0%	0.0%	6.7%	-
Attrition from Exits	2	3	1	3	-	7.1%	10.0%	3.2%	10.0%	-
<b>Teacher Attrition</b>	2	3	1	5	-	7.4%	10.3%	3.3%	17.2%	-
Attrition from Transfers	0	0	0	2	-	0.0%	0.0%	0.0%	6.9%	-
Attrition from Exits	2	3	1	3	-	7.4%	10.3%	3.3%	10.3%	-
<b>District Retention</b>										
Educator Retention	26	27	30	25	-	92.9%	90.0%	96.8%	83.3%	-
Teacher Retention	25	26	29	24	-	92.6%	89.7%	96.7%	82.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	0.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	77.8%	0.0%	77.8%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.6%	3.3%	9.7%	6.7%	3.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.3%	86.7%	87.1%	93.3%	93.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.1%	10.0%	3.2%	0.0%	3.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: NORTH ROCK CREEK

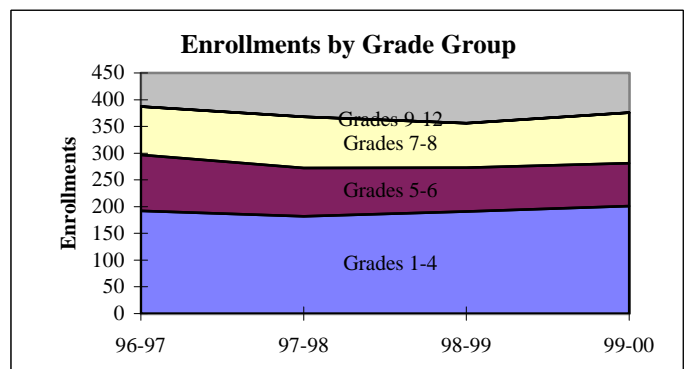
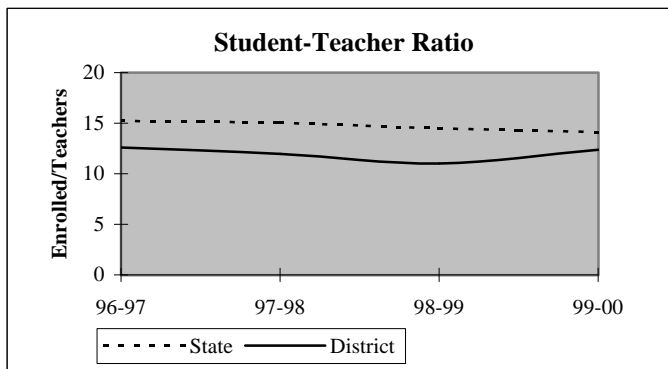


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	10.6	10.4	9.5	10.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	12.6	11.9	11.0	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	0	-1	-2	-	-	-	-	-
% Change in Educators	-2.2%	2.3%	0.0%	-2.2%	-4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	56	-25	-13	-47	26	-	-	-	-	-
% Change in Enrollments	12.5%	-5.0%	-2.7%	-10.1%	6.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.8%	2.2%	4.4%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.5%	4.4%	4.4%	4.5%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.4%	11.1%	8.9%	9.1%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.8%	6.7%	6.7%	6.8%	7.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	41.0	41.6	43.0	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	11.2	11.5	12.7	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,692	30,893	33,921	35,163	35,323	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.1%	7.9%	7.7%	7.9%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.8%	84.2%	82.1%	81.6%	80.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	7.9%	7.7%	7.9%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.3%	40.9%	33.0%	36.4%	37.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	17	13	12	11	40.9%	37.8%	28.9%	27.3%	26.2%
Attrition	2	2	1	1	0					
Attrition Rate	11.1%	11.8%	7.7%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	26	30	28	28	56.8%	57.8%	66.7%	63.6%	66.7%
Attrition	3	1	0	1	0					
Attrition Rate	12.0%	3.8%	0.0%	3.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	4	3	2.3%	4.4%	4.4%	9.1%	7.1%
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	3	2	4	4	5	6.8%	4.4%	8.9%	9.1%	11.9%

## District Report for: NORTH ROCK CREEK

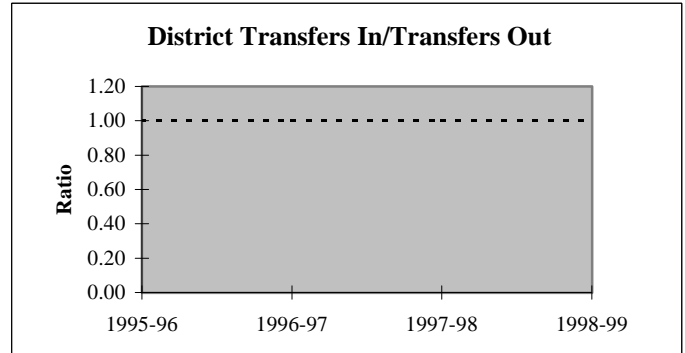
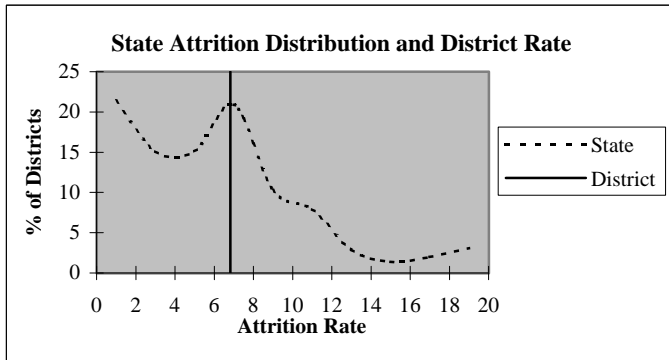
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	44	45	45	44	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	4.5%	4.4%	4.4%	4.5%	4.8%
Professional Staff	5	5	4	4	4	11.4%	11.1%	8.9%	9.1%	9.5%
<b>Total Teachers</b>	37	38	39	38	36	84.1%	84.4%	86.7%	86.4%	85.7%
Special Education	4	3	3	3	3	10.8%	7.9%	7.7%	7.9%	8.3%
Pre-K & Kindergarten	1	1	2	1	1	2.7%	2.6%	5.1%	2.6%	2.8%
Elementary	32	34	34	34	32	86.5%	89.5%	87.2%	89.5%	88.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	504	479	466	419	445	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	92	94	62	69	20.8%	19.2%	20.2%	14.8%	15.5%
Grades 1-4	203	192	182	191	201	40.3%	40.1%	39.1%	45.6%	45.2%
Grades 5-6	106	105	90	82	80	21.0%	21.9%	19.3%	19.6%	18.0%
Grades 7-8	90	90	96	83	95	17.9%	18.8%	20.6%	19.8%	21.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	4	1	0	0.0%	0.0%	0.9%	0.2%	0.0%



## District Report for: NORTH ROCK CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	44	45	45	44	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	41	39	42	44	41	93.2%	86.7%	93.3%	100.0%	97.6%
<b>Newly Hired</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>6.8%</b>	<b>13.3%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>2.4%</b>
Transfers In	0	1	1	0	0	0.0%	16.7%	33.3%	0.0%	0.0%
Reentrants	1	1	0	0	1	33.3%	16.7%	0.0%	0.0%	100.0%
First Time Educators	2	4	2	0	0	66.7%	66.7%	66.7%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>11.4%</b>	<b>6.7%</b>	<b>2.2%</b>	<b>6.8%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	20.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	4	3	1	3	-	80.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	11.4%	6.7%	2.2%	6.8%	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	9
ECU, Ada	6	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	2
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>43</b>

## District Report for: NORTH ROCK CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	4.5%	4.4%	4.4%	4.5%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	4	4	4	11.4%	11.1%	8.9%	9.1%	9.5%
White - Females	5	5	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	38	39	38	36	84.1%	84.4%	86.7%	86.4%	85.7%
White - Females	28	29	29	28	26	75.7%	76.3%	74.4%	73.7%	72.2%
White - Males	6	6	7	7	7	16.2%	15.8%	17.9%	18.4%	19.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	3	8.1%	7.9%	7.7%	7.9%	8.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
25-29	3	4	4	3	2	8.6%	11.1%	10.8%	8.3%	5.9%
30-34	4	5	5	4	2	11.4%	13.9%	13.5%	11.1%	5.9%
35-39	6	6	5	6	7	17.1%	16.7%	13.5%	16.7%	20.6%
40-44	8	8	9	8	8	22.9%	22.2%	24.3%	22.2%	23.5%
45-49	8	7	7	7	7	22.9%	19.4%	18.9%	19.4%	20.6%
50-54	3	3	4	5	7	8.6%	8.3%	10.8%	13.9%	20.6%
55+	2	3	3	3	1	5.7%	8.3%	8.1%	8.3%	2.9%
<b>Average Age</b>	41.0	41.0	41.6	43.0	43.0					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	9	10	7	6	24.3%	23.7%	25.6%	18.4%	16.7%
4-7 Years	7	6	2	4	5	18.9%	15.8%	5.1%	10.5%	13.9%
8-11 Years	2	4	9	9	7	5.4%	10.5%	23.1%	23.7%	19.4%
12-15 Years	9	7	4	2	3	24.3%	18.4%	10.3%	5.3%	8.3%
16-19 Years	2	4	6	7	7	5.4%	10.5%	15.4%	18.4%	19.4%
20+ Years	8	8	8	9	8	21.6%	21.1%	20.5%	23.7%	22.2%
<b>Average Experience</b>	11.0	11.2	11.5	12.7	13.3					

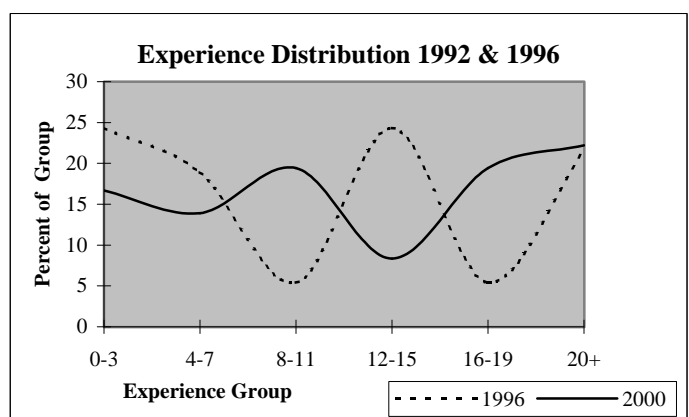
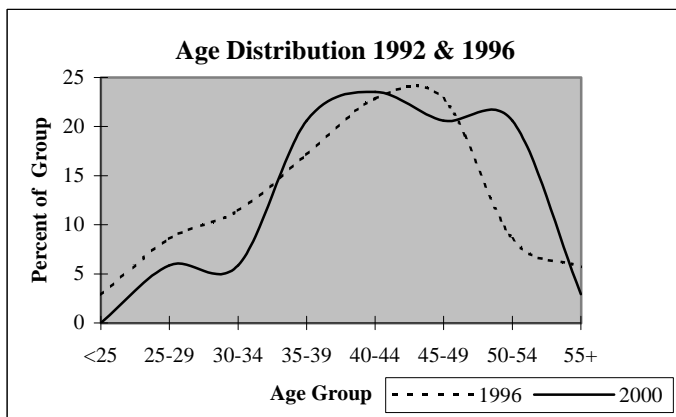


## District Report for: NORTH ROCK CREEK

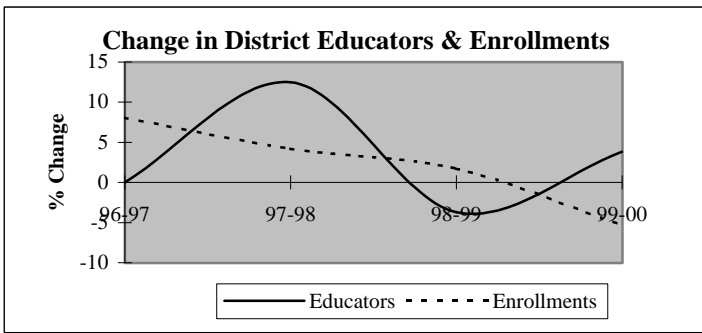
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	1	3	-	11.4%	6.7%	2.2%	6.8%	-
Attrition from Transfers	1	0	0	0	-	2.3%	0.0%	0.0%	0.0%	-
Attrition from Exits	4	3	1	3	-	9.1%	6.7%	2.2%	6.8%	-
<b>Teacher Attrition</b>	3	2	1	3	-	8.1%	5.3%	2.6%	7.9%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	3	2	1	3	-	8.1%	5.3%	2.6%	7.9%	-
<b>District Retention</b>										
Educator Retention	39	42	44	41	-	88.6%	93.3%	97.8%	93.2%	-
Teacher Retention	34	36	38	35	-	91.9%	94.7%	97.4%	92.1%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	91.7%	0.0%	91.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.5%	4.4%	2.2%	2.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.6%	84.4%	93.3%	97.7%	97.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.8%	11.1%	4.4%	0.0%	2.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GROVE

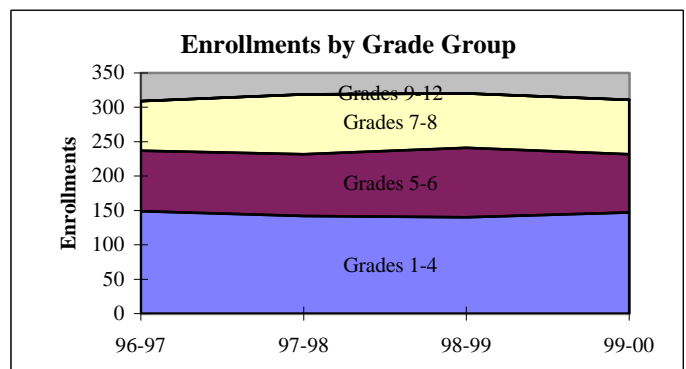
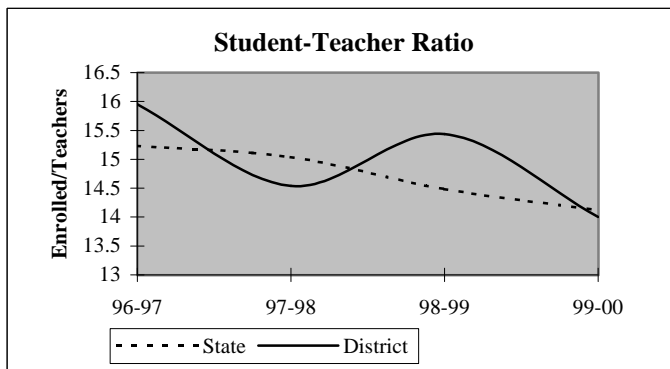


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	14.0	12.9	13.7	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	16.0	14.5	15.4	14.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	3	-1	1	-	-	-	-	-
% Change in Educators	-4.0%	0.0%	12.5%	-3.7%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	25	14	6	-19	-	-	-	-	-
% Change in Enrollments	-1.3%	8.1%	4.2%	1.7%	-5.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	4.2%	11.1%	3.8%	3.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	4.2%	3.7%	3.8%	3.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	8.3%	7.4%	7.7%	7.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.5	41.0	40.6	41.7	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	9.5	9.3	11.0	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,242	28,113	26,586	29,207	29,251	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.0%	85.7%	83.3%	87.0%	87.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	4.2%	4.3%	4.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.6%	14.0%	16.9%	15.5%	16.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	9	11	11	11	45.8%	37.5%	40.7%	42.3%	40.7%
Attrition	0	1	3	1	0					
Attrition Rate	0.0%	11.1%	27.3%	9.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	11	13	14	13	14	45.8%	54.2%	51.9%	50.0%	51.9%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	7.1%	0.0%	0.0%					
At Retirement Age	2	2	2	2	2	8.3%	8.3%	7.4%	7.7%	7.4%
Attrition	1	0	1	0	0					
Attrition Rate	50.0%	0.0%	50.0%	0.0%	0.0%					
At Retirement in 5 yrs.	3	2	3	2	2	12.5%	8.3%	11.1%	7.7%	7.4%

## District Report for: GROVE

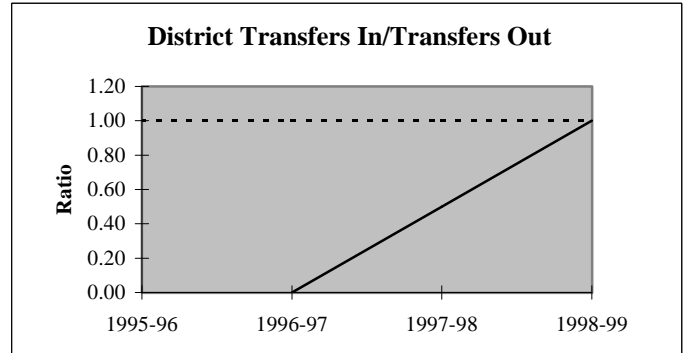
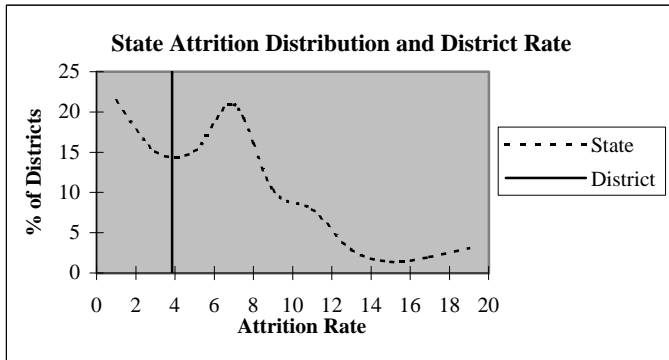
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	24	27	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.2%	4.2%	3.7%	3.8%	3.7%
Professional Staff	2	2	2	2	2	8.3%	8.3%	7.4%	7.7%	7.4%
<b>Total Teachers</b>	21	21	24	23	24	87.5%	87.5%	88.9%	88.5%	88.9%
Special Education	0	0	1	1	1	0.0%	0.0%	4.2%	4.3%	4.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	21	21	23	22	23	100.0%	100.0%	95.8%	95.7%	95.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	310	335	349	355	336	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	26	30	35	25	8.7%	7.8%	8.6%	9.9%	7.4%
Grades 1-4	133	149	142	140	147	42.9%	44.5%	40.7%	39.4%	43.8%
Grades 5-6	85	88	90	101	85	27.4%	26.3%	25.8%	28.5%	25.3%
Grades 7-8	65	72	87	79	79	21.0%	21.5%	24.9%	22.3%	23.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	24	27	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	23	23	22	25	95.8%	95.8%	85.2%	84.6%	92.6%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>4.2%</b>	<b>4.2%</b>	<b>14.8%</b>	<b>15.4%</b>	<b>7.4%</b>
Transfers In	1	0	1	1	1	100.0%	0.0%	25.0%	25.0%	50.0%
Reentrants	0	0	0	2	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	1	3	1	1	0.0%	100.0%	75.0%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>4.2%</b>	<b>4.2%</b>	<b>18.5%</b>	<b>3.8%</b>	<b>-</b>
Transfers Out	0	1	2	1	-	0.0%	100.0%	40.0%	100.0%	-
Leave Oklahoma Educ.	1	0	3	0	-	100.0%	0.0%	60.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	4.2%	4.2%	18.5%	3.8%	-
Transfers In/Out	nc	0.00	0.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	5
ECU, Ada	7	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>24</b>

## District Report for: GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.2%	4.2%	3.7%	3.8%	3.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	8.3%	8.3%	7.4%	7.7%	7.4%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	21	24	23	24	87.5%	87.5%	88.9%	88.5%	88.9%
White - Females	17	18	20	20	21	81.0%	85.7%	83.3%	87.0%	87.5%
White - Males	4	3	4	3	3	19.0%	14.3%	16.7%	13.0%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	4.2%	0.0%	0.0%
25-29	3	3	3	3	2	14.3%	14.3%	12.5%	13.0%	8.7%
30-34	5	4	3	2	3	23.8%	19.0%	12.5%	8.7%	13.0%
35-39	2	4	6	6	4	9.5%	19.0%	25.0%	26.1%	17.4%
40-44	1	1	2	3	4	4.8%	4.8%	8.3%	13.0%	17.4%
45-49	8	6	3	3	2	38.1%	28.6%	12.5%	13.0%	8.7%
50-54	1	2	5	4	6	4.8%	9.5%	20.8%	17.4%	26.1%
55+	1	1	1	2	2	4.8%	4.8%	4.2%	8.7%	8.7%
<b>Average Age</b>	40.5	41.0	40.6	41.7	42.7					

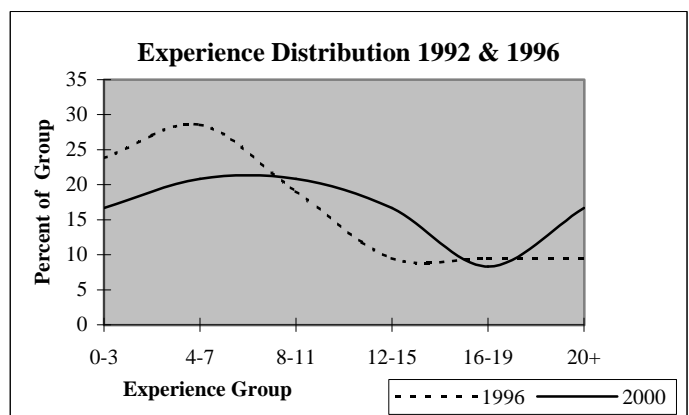
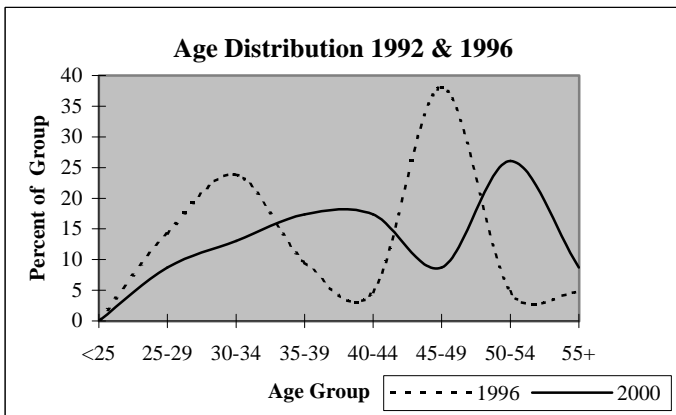
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	6	3	4	23.8%	23.8%	25.0%	13.0%	16.7%
4-7 Years	6	4	5	6	5	28.6%	19.0%	20.8%	26.1%	20.8%
8-11 Years	4	6	6	4	5	19.0%	28.6%	25.0%	17.4%	20.8%
12-15 Years	2	3	3	4	4	9.5%	14.3%	12.5%	17.4%	16.7%
16-19 Years	2	1	2	3	2	9.5%	4.8%	8.3%	13.0%	8.3%
20+ Years	2	2	2	3	4	9.5%	9.5%	8.3%	13.0%	16.7%
<b>Average Experience</b>	9.4	9.5	9.3	11.0	11.5					

## District Report for: GROVE

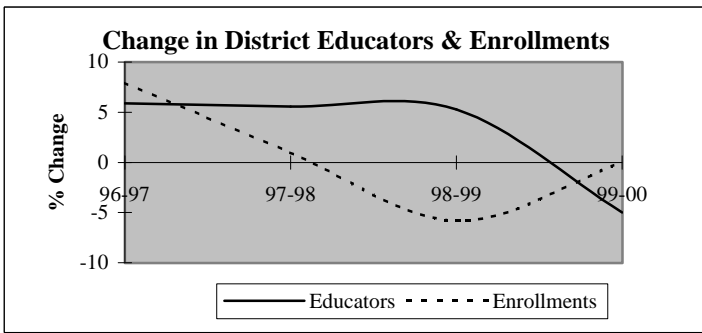
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	5	1	-	4.2%	4.2%	18.5%	3.8%	-
Attrition from Transfers	0	1	2	1	-	0.0%	4.2%	7.4%	3.8%	-
Attrition from Exits	1	0	3	0	-	4.2%	0.0%	11.1%	0.0%	-
<b>Teacher Attrition</b>	0	1	4	0	-	0.0%	4.8%	16.7%	0.0%	-
Attrition from Transfers	0	1	2	0	-	0.0%	4.8%	8.3%	0.0%	-
Attrition from Exits	0	0	2	0	-	0.0%	0.0%	8.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	23	23	22	25	-	95.8%	95.8%	81.5%	96.2%	-
Teacher Retention	21	20	20	23	-	100.0%	95.2%	83.3%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	22.2%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	3.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	95.8%	88.9%	84.6%	96.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	4.2%	11.1%	11.5%	3.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PLEASANT GROVE

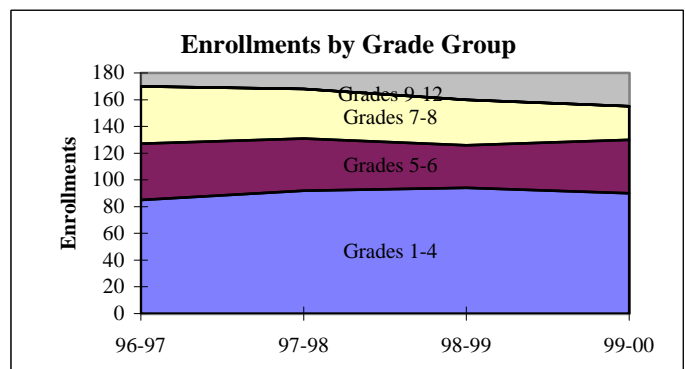
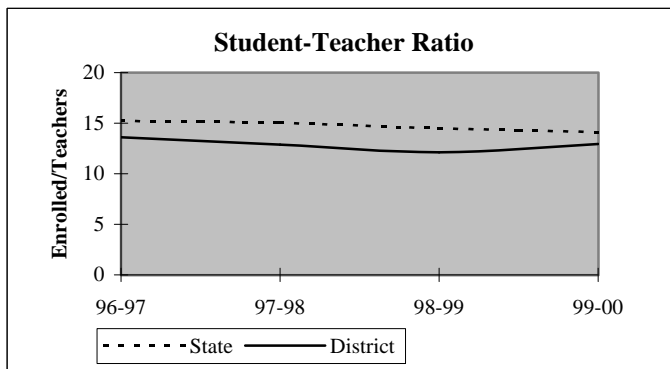


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	11.3	10.8	9.7	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	13.6	12.9	12.1	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	1	-1	-	-	-	-	-
% Change in Educators	-5.6%	5.9%	5.6%	5.3%	-5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-16	15	2	-12	0	-	-	-	-	-
% Change in Enrollments	-7.8%	7.9%	1.0%	-5.8%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.8%	11.1%	10.5%	15.0%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.8%	11.1%	10.5%	10.0%	10.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.6%	5.3%	10.0%	10.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.8%	11.1%	10.5%	10.0%	10.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	5.9%	5.6%	5.3%	5.0%	5.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.9	40.3	41.1	42.9	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	8.9	10.3	10.6	10.8	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,693	30,210	29,443	30,095	31,522	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	13.3%	13.3%	12.5%	12.5%	13.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	86.7%	86.7%	87.5%	87.5%	86.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	6.7%	6.3%	6.3%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	61.4%	60.3%	63.1%	60.8%	65.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	8	9	11	5	41.2%	44.4%	47.4%	55.0%	26.3%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	12.5%	0.0%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	9	8	13	52.9%	50.0%	47.4%	40.0%	68.4%
Attrition	1	0	1	1	0					
Attrition Rate	11.1%	0.0%	11.1%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	5.9%	5.6%	5.3%	5.0%	5.3%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	2	1	5.9%	5.6%	5.3%	10.0%	5.3%

## District Report for: PLEASANT GROVE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	17	18	19	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	11.8%	11.1%	10.5%	10.0%	10.5%
Professional Staff	0	1	1	2	2	0.0%	5.6%	5.3%	10.0%	10.5%
<b>Total Teachers</b>	15	15	16	16	15	88.2%	83.3%	84.2%	80.0%	78.9%
Special Education	1	1	1	1	1	6.7%	6.7%	6.3%	6.3%	6.7%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	6.3%	6.7%
Elementary	14	14	15	14	13	93.3%	93.3%	93.8%	87.5%	86.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	189	204	206	194	194	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	33	38	33	39	13.2%	16.2%	18.4%	17.0%	20.1%
Grades 1-4	85	85	92	94	90	45.0%	41.7%	44.7%	48.5%	46.4%
Grades 5-6	44	42	39	32	40	23.3%	20.6%	18.9%	16.5%	20.6%
Grades 7-8	34	43	37	34	25	18.0%	21.1%	18.0%	17.5%	12.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	1	0	1	0	0.5%	0.5%	0.0%	0.5%	0.0%

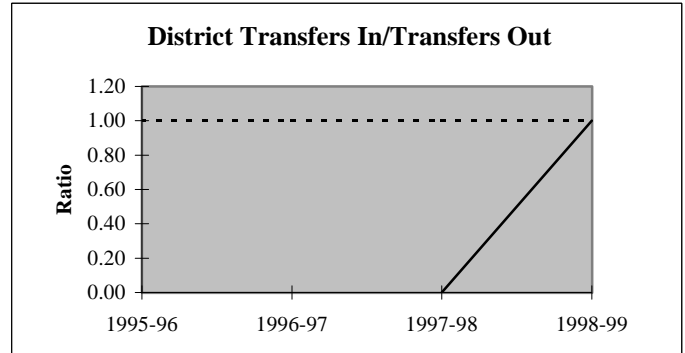
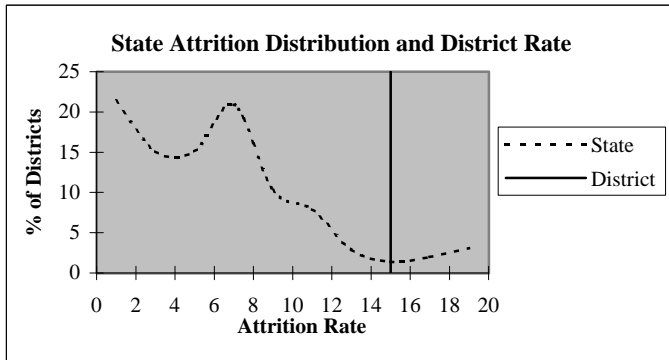




## District Report for: PLEASANT GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	17	18	19	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	16	17	18	17	82.4%	88.9%	89.5%	90.0%	89.5%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>17.6%</b>	<b>11.1%</b>	<b>10.5%</b>	<b>10.0%</b>	<b>10.5%</b>
Transfers In	1	1	0	1	2	33.3%	50.0%	0.0%	50.0%	100.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	2	1	2	0	0	66.7%	50.0%	100.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>5.9%</b>	<b>5.6%</b>	<b>5.3%</b>	<b>15.0%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	100.0%	33.3%	-
Leave Oklahoma Educ.	1	1	0	2	-	100.0%	100.0%	0.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	5.9%	5.6%	5.3%	15.0%	-
Transfers In/Out	nc	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	5
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>18</b>

## District Report for: PLEASANT GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	11.8%	11.1%	10.5%	10.0%	10.5%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	1	1	2	2	0.0%	5.6%	5.3%	10.0%	10.5%
White - Females	0	1	1	2	2	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	15	16	16	15	88.2%	83.3%	84.2%	80.0%	78.9%
White - Females	11	11	12	12	11	73.3%	73.3%	75.0%	75.0%	73.3%
White - Males	2	2	2	2	2	13.3%	13.3%	12.5%	12.5%	13.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	13.3%	13.3%	12.5%	12.5%	13.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	6.7%	0.0%	0.0%	0.0%	0.0%
25-29	3	4	4	1	1	20.0%	26.7%	25.0%	6.3%	6.7%
30-34	1	0	0	3	3	6.7%	0.0%	0.0%	18.8%	20.0%
35-39	3	3	4	2	1	20.0%	20.0%	25.0%	12.5%	6.7%
40-44	4	4	3	3	1	26.7%	26.7%	18.8%	18.8%	6.7%
45-49	2	2	2	3	6	13.3%	13.3%	12.5%	18.8%	40.0%
50-54	0	0	1	2	2	0.0%	0.0%	6.3%	12.5%	13.3%
55+	1	2	2	2	1	6.7%	13.3%	12.5%	12.5%	6.7%
<b>Average Age</b>	37.9	40.3	41.1	42.9	43.2					

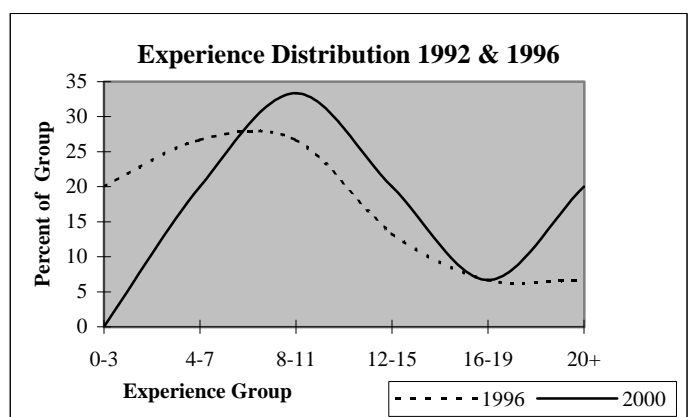
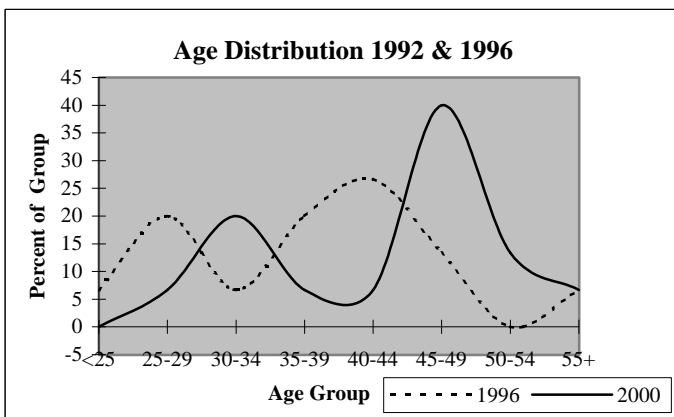
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	3	3	0	20.0%	20.0%	18.8%	18.8%	0.0%
4-7 Years	4	4	5	6	3	26.7%	26.7%	31.3%	37.5%	20.0%
8-11 Years	4	2	2	1	5	26.7%	13.3%	12.5%	6.3%	33.3%
12-15 Years	2	3	2	2	3	13.3%	20.0%	12.5%	12.5%	20.0%
16-19 Years	1	1	1	1	1	6.7%	6.7%	6.3%	6.3%	6.7%
20+ Years	1	2	3	3	3	6.7%	13.3%	18.8%	18.8%	20.0%
<b>Average Experience</b>	8.9	10.3	10.6	10.8	12.5					

## District Report for: PLEASANT GROVE

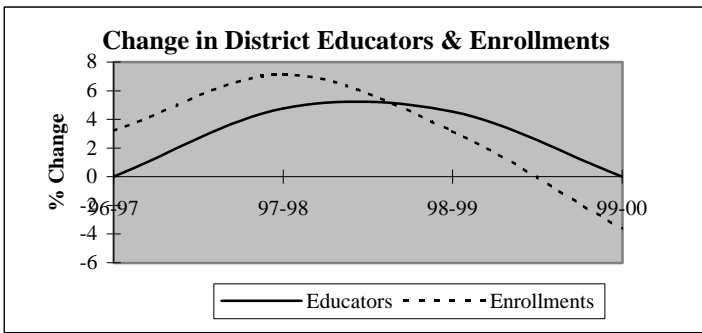
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	1	1	3	-	5.9%	5.6%	5.3%	15.0%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	5.3%	5.0%	-
Attrition from Exits	1	1	0	2	-	5.9%	5.6%	0.0%	10.0%	-
Teacher Attrition	1	0	1	2	-	6.7%	0.0%	6.3%	12.5%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	6.3%	6.3%	-
Attrition from Exits	1	0	0	1	-	6.7%	0.0%	0.0%	6.3%	-
<b>District Retention</b>										
Educator Retention	16	17	18	17	-	94.1%	94.4%	94.7%	85.0%	-
Teacher Retention	14	15	15	14	-	93.3%	100.0%	93.8%	87.5%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	5.9%	5.6%	5.3%	15.0%	10.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	82.4%	88.9%	84.2%	80.0%	89.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.8%	5.6%	10.5%	5.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: S ROCK CREEK

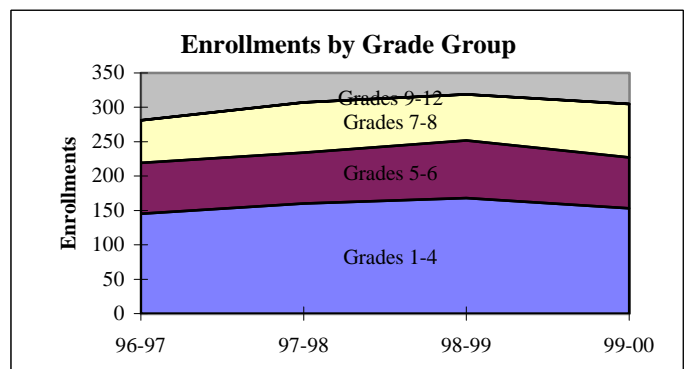
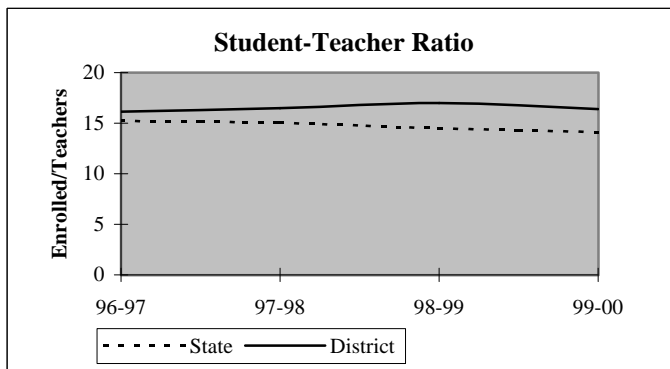


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.9	15.4	15.7	15.5	15.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.7	16.2	16.5	17.0	16.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	4.8%	4.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	10	23	11	-13	-	-	-	-	-
% Change in Enrollments	-0.9%	3.2%	7.1%	3.2%	-3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	4.5%	4.3%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	4.3%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.8%	4.8%	4.5%	4.3%	4.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	42.3	42.4	41.9	41.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	13.9	14.2	14.3	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	31,518	31,917	31,871	32,100	31,924	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.0%	5.0%	4.8%	4.8%	4.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	81.0%	81.0%	81.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.0%	4.8%	4.8%	4.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.4%	13.6%	15.0%	15.4%	14.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	2	3	4	4	23.8%	9.5%	13.6%	17.4%	17.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	13	16	15	15	16	61.9%	76.2%	68.2%	65.2%	69.6%
Attrition	1	0	0	0	0					
Attrition Rate	7.7%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	3	3	4	4	3	14.3%	14.3%	18.2%	17.4%	13.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
At Retirement in 5 yrs.	3	4	4	4	4	14.3%	19.0%	18.2%	17.4%	17.4%

## District Report for: S ROCK CREEK

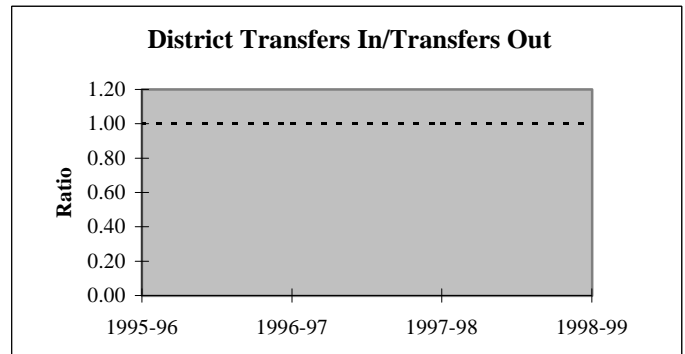
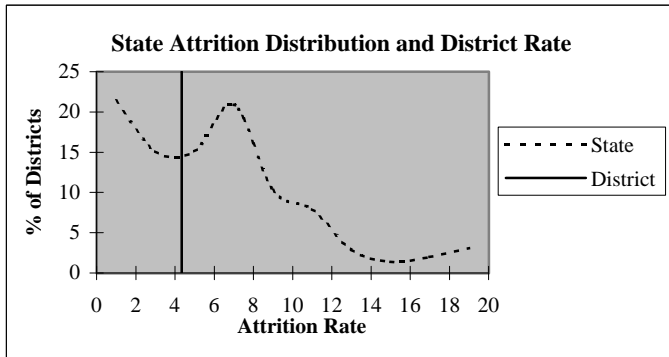
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	21	22	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.8%	4.8%	4.5%	4.3%	4.3%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.3%
<b>Total Teachers</b>	20	20	21	21	21	95.2%	95.2%	95.5%	91.3%	91.3%
Special Education	1	1	1	1	1	5.0%	5.0%	4.8%	4.8%	4.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	19	19	20	20	20	95.0%	95.0%	95.2%	95.2%	95.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	313	323	346	357	344	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	42	39	38	39	11.2%	13.0%	11.3%	10.6%	11.3%
Grades 1-4	145	145	160	168	153	46.3%	44.9%	46.2%	47.1%	44.5%
Grades 5-6	73	74	74	84	74	23.3%	22.9%	21.4%	23.5%	21.5%
Grades 7-8	60	62	73	67	78	19.2%	19.2%	21.1%	18.8%	22.7%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: S ROCK CREEK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	21	22	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	20	21	22	22	95.2%	95.2%	95.5%	95.7%	95.7%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4.8%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>4.3%</b>
Transfers In	0	1	0	1	0	0.0%	100.0%	0.0%	100.0%	0.0%
Reentrants	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	1	0	1	0.0%	0.0%	100.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>4.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4.3%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	1	-	100.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	4.8%	0.0%	0.0%	4.3%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	4
ECU, Ada	10	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: S ROCK CREEK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.8%	4.8%	4.5%	4.3%	4.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.3%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	20	21	21	21	95.2%	95.2%	95.5%	91.3%	91.3%
White - Females	16	16	17	17	17	80.0%	80.0%	81.0%	81.0%	81.0%
White - Males	3	3	3	3	3	15.0%	15.0%	14.3%	14.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	5.0%	5.0%	4.8%	4.8%	4.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	1	1	2	0.0%	0.0%	4.8%	4.8%	9.5%
30-34	3	1	1	2	1	15.0%	5.0%	4.8%	9.5%	4.8%
35-39	8	10	9	5	5	40.0%	50.0%	42.9%	23.8%	23.8%
40-44	2	3	3	7	8	10.0%	15.0%	14.3%	33.3%	38.1%
45-49	4	3	4	3	1	20.0%	15.0%	19.0%	14.3%	4.8%
50-54	1	1	1	1	3	5.0%	5.0%	4.8%	4.8%	14.3%
55+	2	2	2	2	1	10.0%	10.0%	9.5%	9.5%	4.8%
<b>Average Age</b>	41.8	42.3	42.4	41.9	41.4					

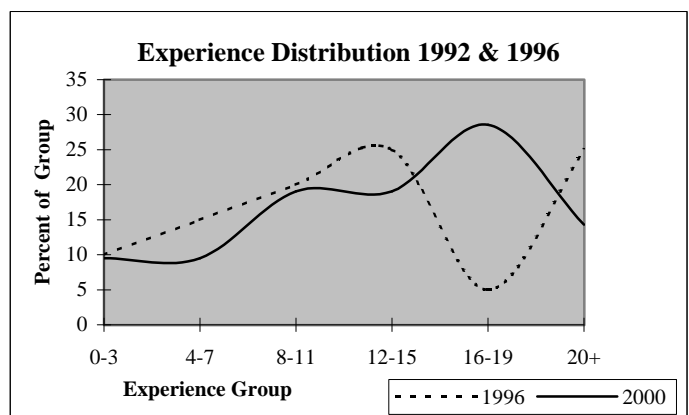
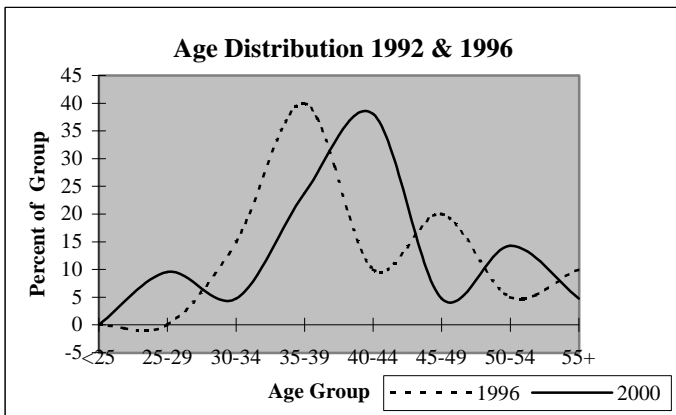
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	1	2	10.0%	5.0%	4.8%	4.8%	9.5%
4-7 Years	3	1	2	3	2	15.0%	5.0%	9.5%	14.3%	9.5%
8-11 Years	4	6	3	3	4	20.0%	30.0%	14.3%	14.3%	19.0%
12-15 Years	5	5	6	5	4	25.0%	25.0%	28.6%	23.8%	19.0%
16-19 Years	1	3	5	5	6	5.0%	15.0%	23.8%	23.8%	28.6%
20+ Years	5	4	4	4	3	25.0%	20.0%	19.0%	19.0%	14.3%
<b>Average Experience</b>	13.5	13.9	14.2	14.3	13.9					

## District Report for: S ROCK CREEK

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	0	1	-	4.8%	0.0%	0.0%	4.3%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	1	-	4.8%	0.0%	0.0%	4.3%	-
Teacher Attrition	1	0	0	1	-	5.0%	0.0%	0.0%	4.8%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	1	-	5.0%	0.0%	0.0%	4.8%	-
<b>District Retention</b>										
Educator Retention	20	21	22	22	-	95.2%	100.0%	100.0%	95.7%	-
Teacher Retention	19	20	21	20	-	95.0%	100.0%	100.0%	95.2%	-

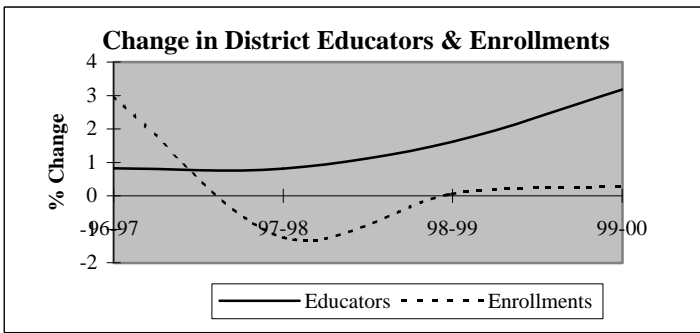
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	50.0%	50.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	100.0%	95.5%	100.0%	95.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	0.0%	4.5%	0.0%	4.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: MC LOUD

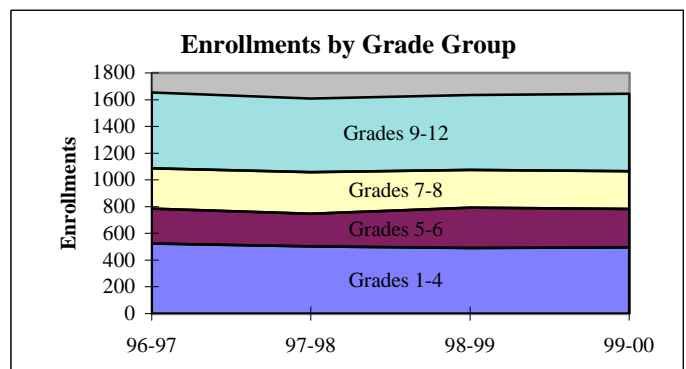
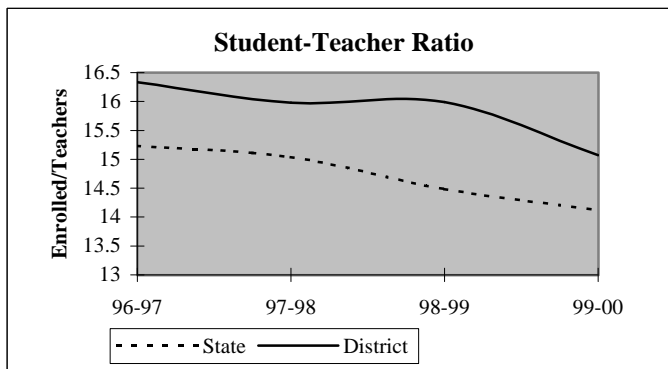


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	14.3	14.0	13.8	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	16.3	16.0	16.0	15.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	2	4	-	-	-	-	-
% Change in Educators	-0.8%	0.8%	0.8%	1.6%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	3	51	-22	1	5	-	-	-	-	-
% Change in Enrollments	0.2%	3.0%	-1.2%	0.1%	0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.1%	3.3%	6.5%	4.0%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.7%	5.6%	6.3%	4.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.6%	6.5%	6.5%	7.1%	6.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.6%	1.6%	1.6%	1.6%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.8%	0.8%	0.8%	0.8%	0.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.6	42.0	42.5	41.7	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	12.6	13.2	12.3	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,198	29,765	29,377	30,306	30,116	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.9%	1.9%	1.8%	1.8%	3.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.9%	71.3%	69.7%	73.4%	74.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.2%	11.1%	11.0%	11.9%	12.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.1%	22.2%	22.2%	22.3%	23.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	35	38	38	38	48	28.7%	30.9%	30.6%	30.2%	36.9%
Attrition	2	5	4	6	0					
Attrition Rate	5.7%	13.2%	10.5%	15.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	83	79	75	78	70	68.0%	64.2%	60.5%	61.9%	53.8%
Attrition	2	3	4	8	0					
Attrition Rate	2.4%	3.8%	5.3%	10.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	6	11	10	12	3.3%	4.9%	8.9%	7.9%	9.2%
Attrition	1	1	5	2	0					
Attrition Rate	25.0%	16.7%	45.5%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	11	15	14	20	5.7%	8.9%	12.1%	11.1%	15.4%

## District Report for: MC LOUD

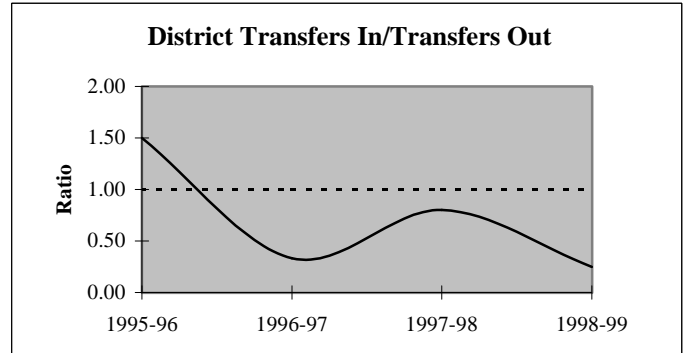
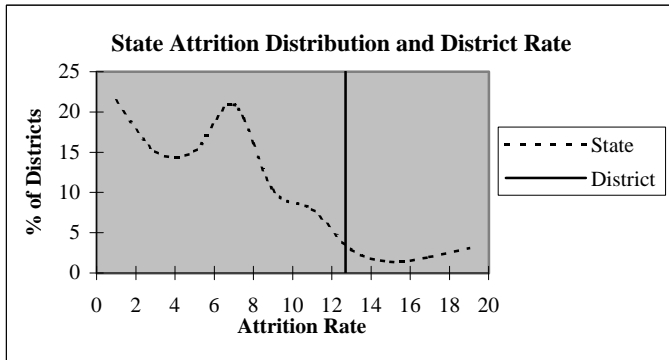
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	122	123	124	126	130	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	8	6	5.7%	5.7%	5.6%	6.3%	4.6%
Professional Staff	8	8	8	9	8	6.6%	6.5%	6.5%	7.1%	6.2%
<b>Total Teachers</b>	107	108	109	109	116	87.7%	87.8%	87.9%	86.5%	89.2%
Special Education	12	12	12	13	14	11.2%	11.1%	11.0%	11.9%	12.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	47	46	47	46	48	43.9%	42.6%	43.1%	42.2%	41.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	48	50	50	50	54	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	10	10	11	10	11	9.3%	9.3%	10.1%	9.2%	9.5%
Art & Music	3	4	4	4	4	2.8%	3.7%	3.7%	3.7%	3.4%
Social Studies	8	8	8	7	10	7.5%	7.4%	7.3%	6.4%	8.6%
Foreign Language	1	1	1	1	1	0.9%	0.9%	0.9%	0.9%	0.9%
Math	7	6	6	6	8	6.5%	5.6%	5.5%	5.5%	6.9%
<b>Science</b>	6	6	7	7	7	5.6%	5.6%	6.4%	6.4%	6.0%
Biology	3	3	3	3	0	2.8%	2.8%	2.8%	2.8%	0.0%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	4	4	6	2.8%	2.8%	3.7%	3.7%	5.2%
Vocational Education	5	6	4	5	3	4.7%	5.6%	3.7%	4.6%	2.6%
Other	8	9	9	10	10	7.5%	8.3%	8.3%	9.2%	8.6%
<b>Total Enrollments</b>	1,713	1,764	1,742	1,743	1,748	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	98	109	128	105	99	5.7%	6.2%	7.3%	6.0%	5.7%
Grades 1-4	483	524	503	491	495	28.2%	29.7%	28.9%	28.2%	28.3%
Grades 5-6	287	262	245	301	287	16.8%	14.9%	14.1%	17.3%	16.4%
Grades 7-8	306	301	311	282	283	17.9%	17.1%	17.9%	16.2%	16.2%
Grades 9-12	533	566	549	560	580	31.1%	32.1%	31.5%	32.1%	33.2%
Ungraded	6	2	6	4	4	0.4%	0.1%	0.3%	0.2%	0.2%



## District Report for: MC LOUD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	122	123	124	126	130	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	113	117	114	111	110	92.6%	95.1%	91.9%	88.1%	84.6%
<b>Newly Hired</b>	<b>9</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>	<b>7.4%</b>	<b>4.9%</b>	<b>8.1%</b>	<b>11.9%</b>	<b>15.4%</b>
Transfers In	3	1	4	2	5	33.3%	16.7%	40.0%	13.3%	25.0%
Reentrants	3	2	2	5	4	33.3%	33.3%	20.0%	33.3%	20.0%
First Time Educators	3	3	4	8	11	33.3%	50.0%	40.0%	53.3%	55.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>9</b>	<b>13</b>	<b>16</b>	<b>-</b>	<b>4.1%</b>	<b>7.3%</b>	<b>10.5%</b>	<b>12.7%</b>	<b>-</b>
Transfers Out	2	3	5	8	-	40.0%	33.3%	38.5%	50.0%	-
Leave Oklahoma Educ.	3	6	8	8	-	60.0%	66.7%	61.5%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	4.1%	7.3%	10.5%	12.7%	-
Transfers In/Out	1.50	0.33	0.80	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	10	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	46	OBU, Shawnee	12
ECU, Ada	17	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	1
SWOSU, Weatherford	6	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	4	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>122</b>

## District Report for: MC LOUD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	8	6	5.7%	5.7%	5.6%	6.3%	4.6%
White - Females	1	1	1	1	1	14.3%	14.3%	14.3%	12.5%	16.7%
White - Males	6	6	6	7	5	85.7%	85.7%	85.7%	87.5%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	8	8	9	8	6.6%	6.5%	6.5%	7.1%	6.2%
White - Females	3	3	3	4	4	37.5%	37.5%	37.5%	44.4%	50.0%
White - Males	5	5	5	5	4	62.5%	62.5%	62.5%	55.6%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	107	108	109	109	116	87.7%	87.8%	87.9%	86.5%	89.2%
White - Females	77	76	75	79	84	72.0%	70.4%	68.8%	72.5%	72.4%
White - Males	28	30	32	28	28	26.2%	27.8%	29.4%	25.7%	24.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.9%	0.9%	0.9%	0.9%	0.9%
Other - Females	1	1	1	1	2	0.9%	0.9%	0.9%	0.9%	1.7%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	1	3	1.9%	0.9%	0.0%	0.9%	2.8%
25-29	9	11	12	11	11	8.4%	10.3%	11.0%	10.3%	10.1%
30-34	13	14	12	15	16	12.1%	13.1%	11.0%	14.0%	14.7%
35-39	22	18	16	17	13	20.6%	16.8%	14.7%	15.9%	11.9%
40-44	24	23	24	19	22	22.4%	21.5%	22.0%	17.8%	20.2%
45-49	13	16	21	21	20	12.1%	15.0%	19.3%	19.6%	18.3%
50-54	17	14	10	13	10	15.9%	13.1%	9.2%	12.1%	9.2%
55+	7	10	14	10	14	6.5%	9.3%	12.8%	9.3%	12.8%
<b>Average Age</b>	41.6	42.0	42.5	41.7	41.6					

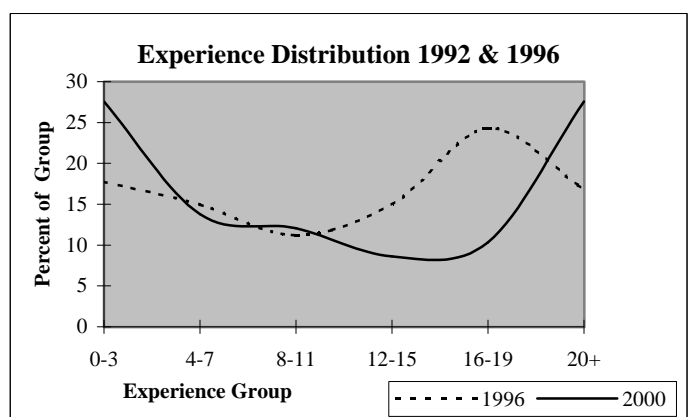
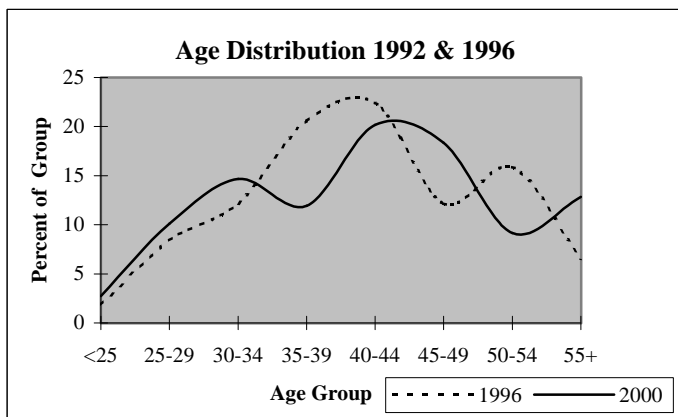
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	19	18	20	25	32	17.8%	16.7%	18.3%	22.9%	27.6%
4-7 Years	16	20	18	13	16	15.0%	18.5%	16.5%	11.9%	13.8%
8-11 Years	12	11	11	18	14	11.2%	10.2%	10.1%	16.5%	12.1%
12-15 Years	16	12	10	8	10	15.0%	11.1%	9.2%	7.3%	8.6%
16-19 Years	26	22	19	13	12	24.3%	20.4%	17.4%	11.9%	10.3%
20+ Years	18	25	31	32	32	16.8%	23.1%	28.4%	29.4%	27.6%
<b>Average Experience</b>	12.3	12.6	13.2	12.3	11.8					

## District Report for: MC LOUD

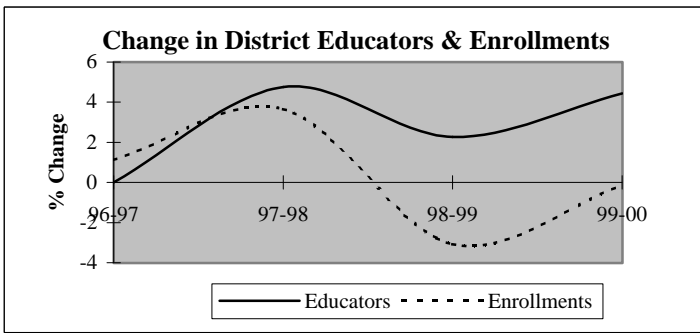
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	9	13	16	-	4.1%	7.3%	10.5%	12.7%	-
Attrition from Transfers	2	3	5	8	-	1.6%	2.4%	4.0%	6.3%	-
Attrition from Exits	3	6	8	8	-	2.5%	4.9%	6.5%	6.3%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>-</b>	<b>4.7%</b>	<b>8.3%</b>	<b>11.0%</b>	<b>11.0%</b>	<b>-</b>
Attrition from Transfers	2	3	4	5	-	1.9%	2.8%	3.7%	4.6%	-
Attrition from Exits	3	6	8	7	-	2.8%	5.6%	7.3%	6.4%	-
<b>District Retention</b>										
Educator Retention	117	114	111	110	-	95.9%	92.7%	89.5%	87.3%	-
Teacher Retention	102	99	97	97	-	95.3%	91.7%	89.0%	89.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	6.7%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	86.7%	6.7%	93.3%	84.2%	6.9%	91.1%
2 Years of Experience	76.9%	11.5%	88.5%	85.2%	5.9%	91.1%
3 Years of Experience	85.0%	0.0%	85.0%	86.1%	5.6%	91.7%
4 Years of Experience	95.2%	0.0%	95.2%	87.9%	4.7%	92.6%
5 Years of Experience	92.0%	8.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.8%	3.3%	1.6%	0.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.4%	92.7%	93.5%	88.9%	86.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.7%	4.1%	4.8%	10.3%	11.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DALE

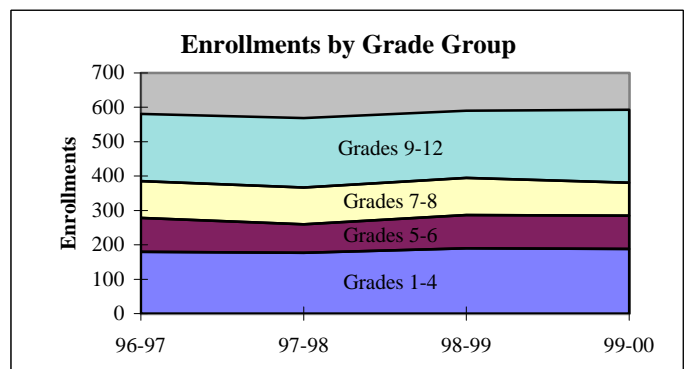
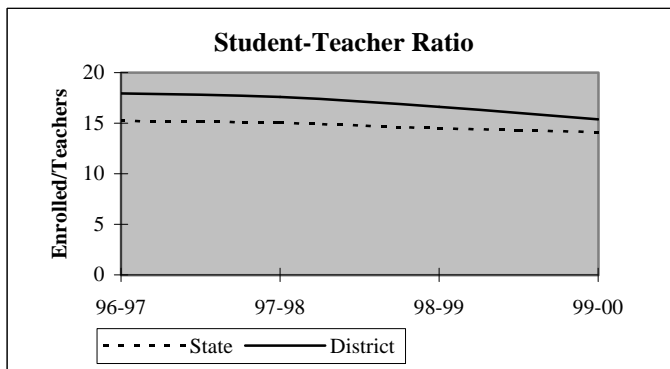


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.8	15.0	14.8	14.0	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.3	17.9	17.6	16.6	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	2	1	2	-	-	-	-	-
% Change in Educators	2.4%	0.0%	4.8%	2.3%	4.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	7	23	-20	-1	-	-	-	-	-
% Change in Enrollments	4.0%	1.1%	3.7%	-3.1%	-0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	4.8%	4.5%	8.9%	10.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.1%	6.8%	6.7%	6.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	9.5%	9.1%	8.9%	6.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.4%	2.4%	2.3%	2.2%	2.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	42.0	41.4	41.6	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	10.0	10.4	10.1	10.6	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,134	28,315	27,867	28,959	29,177	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.8%	2.9%	2.7%	2.6%	2.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	65.7%	67.6%	71.1%	70.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.7%	5.4%	7.9%	7.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.0%	12.6%	13.4%	13.7%	15.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	16	15	16	17	38.1%	38.1%	34.1%	35.6%	36.2%
Attrition	1	0	2	3	0					
Attrition Rate	6.3%	0.0%	13.3%	18.8%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	25	24	26	25	25	59.5%	57.1%	59.1%	55.6%	53.2%
Attrition	0	2	3	2	0					
Attrition Rate	0.0%	8.3%	11.5%	8.0%	0.0%					
At Retirement Age	1	2	3	4	5	2.4%	4.8%	6.8%	8.9%	10.6%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	25.0%	0.0%					
At Retirement in 5 yrs.	2	3	4	5	5	4.8%	7.1%	9.1%	11.1%	10.6%

## District Report for: DALE

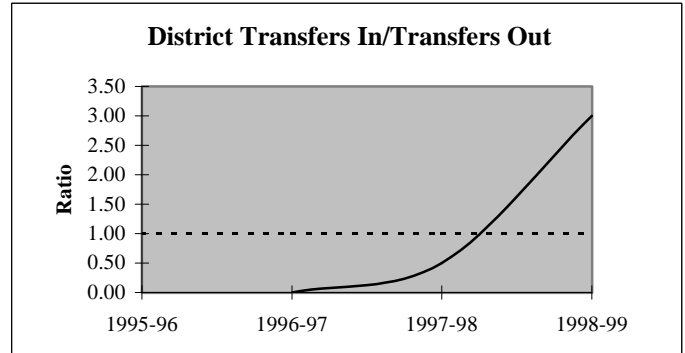
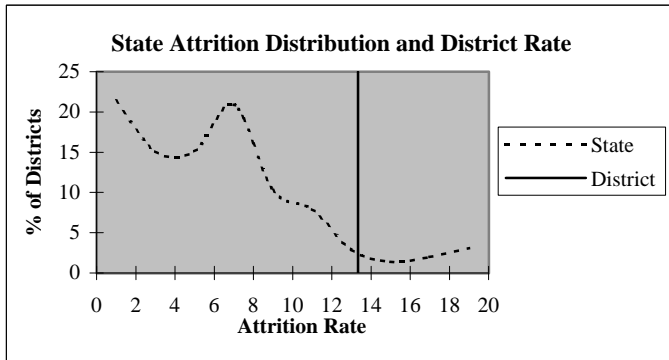
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	42	44	45	47	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.1%	6.8%	6.7%	6.4%
Professional Staff	3	4	4	4	3	7.1%	9.5%	9.1%	8.9%	6.4%
<b>Total Teachers</b>	36	35	37	38	41	85.7%	83.3%	84.1%	84.4%	87.2%
Special Education	2	2	2	3	3	5.6%	5.7%	5.4%	7.9%	7.3%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	2.7%	2.6%	2.4%
Elementary	15	15	15	16	17	41.7%	42.9%	40.5%	42.1%	41.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	18	19	18	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	5	4	3	8.3%	11.4%	13.5%	10.5%	7.3%
Art & Music	1	1	1	1	1	2.8%	2.9%	2.7%	2.6%	2.4%
Social Studies	4	3	3	3	4	11.1%	8.6%	8.1%	7.9%	9.8%
Foreign Language	1	1	1	1	1	2.8%	2.9%	2.7%	2.6%	2.4%
Math	2	3	2	2	2	5.6%	8.6%	5.4%	5.3%	4.9%
<b>Science</b>	2	2	3	3	3	5.6%	5.7%	8.1%	7.9%	7.3%
Biology	0	1	0	1	0	0.0%	2.9%	0.0%	2.6%	0.0%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	3	2	2	5.6%	2.9%	8.1%	5.3%	4.9%
Vocational Education	4	3	3	3	3	11.1%	8.6%	8.1%	7.9%	7.3%
Other	2	1	1	1	3	5.6%	2.9%	2.7%	2.6%	7.3%
<b>Total Enrollments</b>	621	628	651	631	630	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	46	81	39	37	7.1%	7.3%	12.4%	6.2%	5.9%
Grades 1-4	173	180	177	190	188	27.9%	28.7%	27.2%	30.1%	29.8%
Grades 5-6	97	98	83	97	97	15.6%	15.6%	12.7%	15.4%	15.4%
Grades 7-8	99	107	107	108	96	15.9%	17.0%	16.4%	17.1%	15.2%
Grades 9-12	208	196	202	195	212	33.5%	31.2%	31.0%	30.9%	33.7%
Ungraded	0	1	1	2	0	0.0%	0.2%	0.2%	0.3%	0.0%



## District Report for: DALE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	42	44	45	47	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	41	40	39	39	95.2%	97.6%	90.9%	86.7%	83.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>4.8%</b>	<b>2.4%</b>	<b>9.1%</b>	<b>13.3%</b>	<b>17.0%</b>
Transfers In	1	0	2	3	4	50.0%	0.0%	50.0%	50.0%	50.0%
Reentrants	0	0	0	2	0	0.0%	0.0%	0.0%	33.3%	0.0%
First Time Educators	1	1	2	1	4	50.0%	100.0%	50.0%	16.7%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>2.4%</b>	<b>4.8%</b>	<b>11.4%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	0	2	4	1	-	0.0%	100.0%	80.0%	16.7%	-
Leave Oklahoma Educ.	1	0	1	5	-	100.0%	0.0%	20.0%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	2.4%	4.8%	11.4%	13.3%	-
Transfers In/Out	nc	0.00	0.50	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	8
ECU, Ada	8	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>42</b>



## District Report for: DALE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.1%	6.8%	6.7%	6.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	4	4	4	3	7.1%	9.5%	9.1%	8.9%	6.4%
White - Females	2	2	2	2	2	66.7%	50.0%	50.0%	50.0%	66.7%
White - Males	1	2	2	2	1	33.3%	50.0%	50.0%	50.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	36	35	37	38	41	85.7%	83.3%	84.1%	84.4%	87.2%
White - Females	23	22	24	26	28	63.9%	62.9%	64.9%	68.4%	68.3%
White - Males	12	12	12	11	12	33.3%	34.3%	32.4%	28.9%	29.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.8%	2.9%	2.7%	2.6%	2.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	2.8%	0.0%	2.7%	2.8%	0.0%
25-29	5	6	3	2	5	13.9%	17.1%	8.1%	5.6%	13.9%
30-34	4	3	9	9	4	11.1%	8.6%	24.3%	25.0%	11.1%
35-39	5	6	2	3	5	13.9%	17.1%	5.4%	8.3%	13.9%
40-44	4	1	4	4	4	11.1%	2.9%	10.8%	11.1%	11.1%
45-49	11	14	10	8	5	30.6%	40.0%	27.0%	22.2%	13.9%
50-54	4	3	5	7	9	11.1%	8.6%	13.5%	19.4%	25.0%
55+	2	2	3	2	4	5.6%	5.7%	8.1%	5.6%	11.1%
<b>Average Age</b>	41.2	42.0	41.4	41.6	42.7					

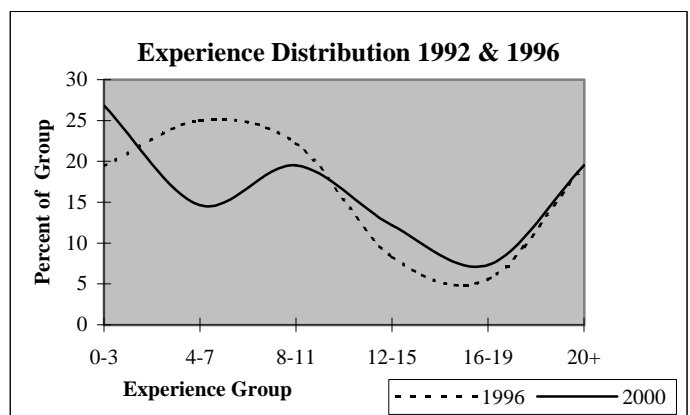
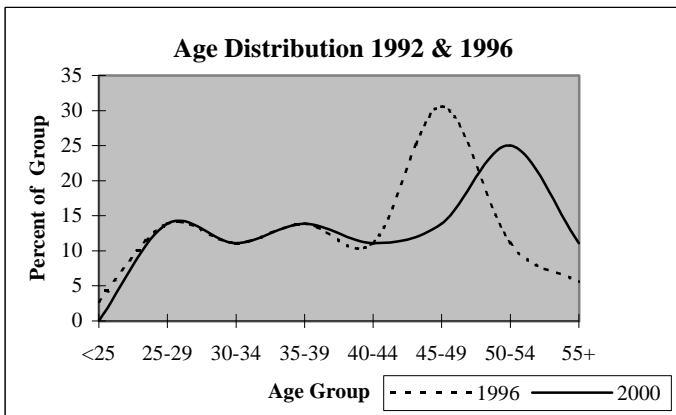
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	5	7	6	11	19.4%	14.3%	18.9%	15.8%	26.8%
4-7 Years	9	11	8	10	6	25.0%	31.4%	21.6%	26.3%	14.6%
8-11 Years	8	8	10	7	8	22.2%	22.9%	27.0%	18.4%	19.5%
12-15 Years	3	3	5	5	5	8.3%	8.6%	13.5%	13.2%	12.2%
16-19 Years	2	2	2	4	3	5.6%	5.7%	5.4%	10.5%	7.3%
20+ Years	7	6	5	6	8	19.4%	17.1%	13.5%	15.8%	19.5%
<b>Average Experience</b>	10.0	10.4	10.1	10.6	10.6					

## District Report for: DALE

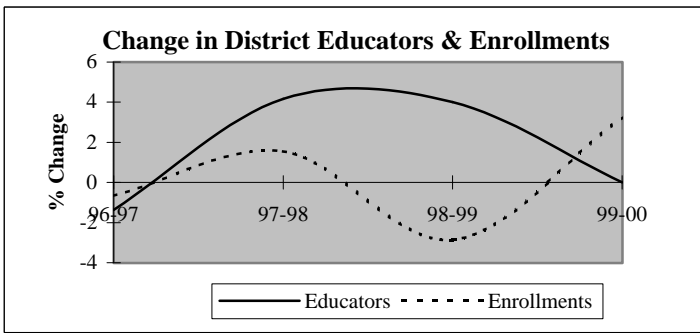
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	2	5	6	-	2.4%	4.8%	11.4%	13.3%	-
Attrition from Transfers	0	2	4	1	-	0.0%	4.8%	9.1%	2.2%	-
Attrition from Exits	1	0	1	5	-	2.4%	0.0%	2.3%	11.1%	-
<b>Teacher Attrition</b>	1	2	4	5	-	2.8%	5.7%	10.8%	13.2%	-
Attrition from Transfers	0	2	4	1	-	0.0%	5.7%	10.8%	2.6%	-
Attrition from Exits	1	0	0	4	-	2.8%	0.0%	0.0%	10.5%	-
<b>District Retention</b>										
Educator Retention	41	40	39	39	-	97.6%	95.2%	88.6%	86.7%	-
Teacher Retention	35	33	33	33	-	97.2%	94.3%	89.2%	86.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	0.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	11.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.0%	10.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	92.3%	7.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.4%	2.4%	0.0%	4.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	95.2%	95.5%	88.9%	91.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.4%	2.4%	4.5%	6.7%	8.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BETHEL

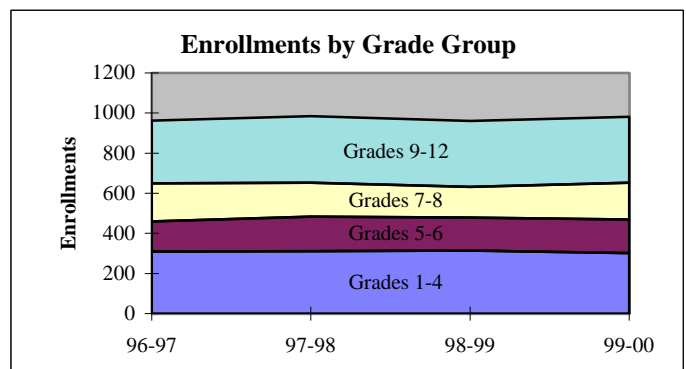
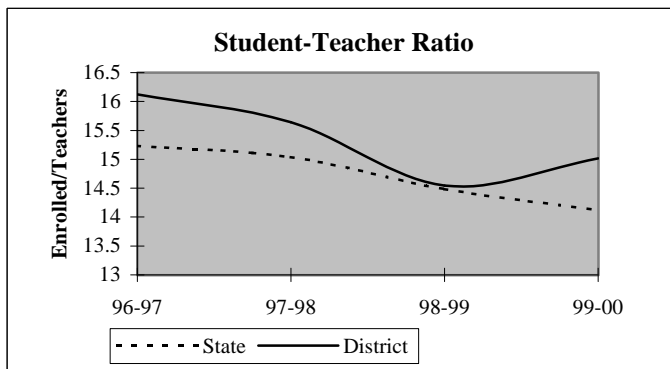


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	14.3	14.0	13.1	13.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	16.1	15.6	14.5	15.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	3	3	0	-	-	-	-	-
% Change in Educators	1.4%	-1.4%	4.2%	4.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	-7	16	-30	33	-	-	-	-	-
% Change in Enrollments	-1.0%	-0.7%	1.6%	-2.9%	3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.5%	5.6%	10.7%	7.7%	5.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.6%	5.3%	5.1%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.5%	5.6%	5.3%	5.1%	5.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.7%	2.8%	4.0%	2.6%	2.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	42.9	42.1	41.5	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	12.0	11.0	11.0	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,912	28,301	28,106	28,299	29,419	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	3.1%	4.5%	1.4%	1.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.8%	73.4%	74.6%	71.4%	74.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.2%	6.3%	6.0%	7.1%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.2%	14.8%	14.8%	15.3%	16.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	25	28	34	35	31	34.2%	38.9%	45.3%	44.9%	39.7%
Attrition	0	1	6	6	0					
Attrition Rate	0.0%	3.6%	17.6%	17.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	41	37	33	34	37	56.2%	51.4%	44.0%	43.6%	47.4%
Attrition	6	4	4	1	0					
Attrition Rate	14.6%	10.8%	12.1%	2.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	7	8	9	10	9.6%	9.7%	10.7%	11.5%	12.8%
Attrition	1	1	2	0	0					
Attrition Rate	14.3%	14.3%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	9	10	9	11	10	12.3%	13.9%	12.0%	14.1%	12.8%

## District Report for: BETHEL

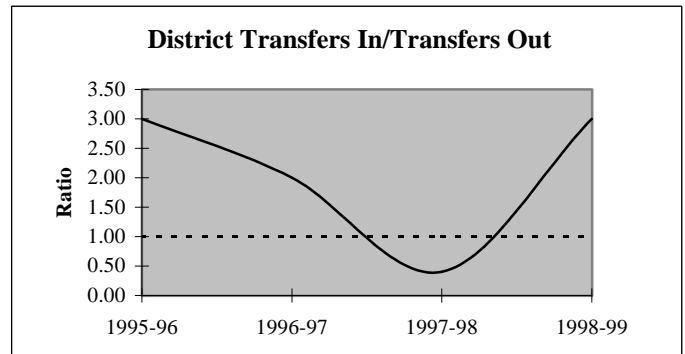
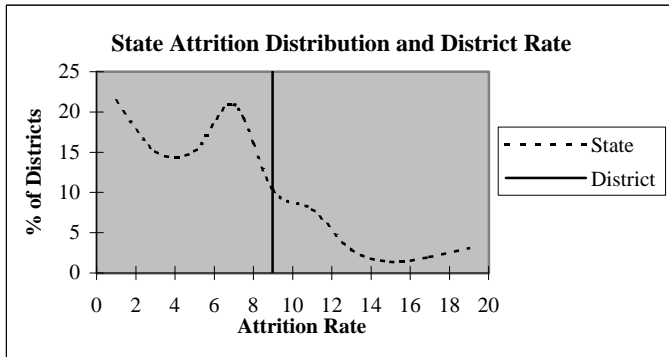
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	73	72	75	78	78	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.5%	5.6%	5.3%	5.1%	5.1%
Professional Staff	4	4	4	4	4	5.5%	5.6%	5.3%	5.1%	5.1%
<b>Total Teachers</b>	65	64	67	70	70	89.0%	88.9%	89.3%	89.7%	89.7%
Special Education	4	4	4	5	6	6.2%	6.3%	6.0%	7.1%	8.6%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Elementary	26	25	27	26	26	40.0%	39.1%	40.3%	37.1%	37.1%
<b>Middle School</b>	16	17	17	18	17	24.6%	26.6%	25.4%	25.7%	24.3%
Language Arts	4	4	3	3	3	6.2%	6.3%	4.5%	4.3%	4.3%
Art & Music	2	3	3	3	2	3.1%	4.7%	4.5%	4.3%	2.9%
Social Studies	3	3	3	2	4	4.6%	4.7%	4.5%	2.9%	5.7%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.4%	1.4%
Math	3	3	3	4	4	4.6%	4.7%	4.5%	5.7%	5.7%
Science	2	2	3	3	2	3.1%	3.1%	4.5%	4.3%	2.9%
Vocational Education	1	1	1	0	0	1.5%	1.6%	1.5%	0.0%	0.0%
Other	1	1	1	2	1	1.5%	1.6%	1.5%	2.9%	1.4%
<b>High School (9-12)</b>	19	18	19	21	20	950.0%	600.0%	633.3%	700.0%	1000.0%
Language Arts	4	3	3	3	3	6.2%	4.7%	4.5%	4.3%	4.3%
Art & Music	1	1	1	1	1	1.5%	1.6%	1.5%	1.4%	1.4%
Social Studies	3	2	3	3	4	4.6%	3.1%	4.5%	4.3%	5.7%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.4%	1.4%
Math	3	3	3	3	3	4.6%	4.7%	4.5%	4.3%	4.3%
<b>Science</b>	2	2	2	2	2	3.1%	3.1%	3.0%	2.9%	2.9%
Biology	1	1	1	1	1	1.5%	1.6%	1.5%	1.4%	1.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.5%	1.6%	1.5%	1.4%	1.4%
Vocational Education	4	4	3	3	2	6.2%	6.3%	4.5%	4.3%	2.9%
Other	2	3	4	5	4	3.1%	4.7%	6.0%	7.1%	5.7%
<b>Total Enrollments</b>	1,039	1,032	1,048	1,018	1,051	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	67	69	61	55	69	6.4%	6.7%	5.8%	5.4%	6.6%
Grades 1-4	315	309	311	314	302	30.3%	29.9%	29.7%	30.8%	28.7%
Grades 5-6	165	150	173	165	167	15.9%	14.5%	16.5%	16.2%	15.9%
Grades 7-8	190	190	169	153	184	18.3%	18.4%	16.1%	15.0%	17.5%
Grades 9-12	302	314	332	328	329	29.1%	30.4%	31.7%	32.2%	31.3%
Ungraded	0	0	2	3	0	0.0%	0.0%	0.2%	0.3%	0.0%



## District Report for: BETHEL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	73	72	75	78	78	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	67	66	66	63	71	91.8%	91.7%	88.0%	80.8%	91.0%
<b>Newly Hired</b>	<b>6</b>	<b>6</b>	<b>9</b>	<b>15</b>	<b>7</b>	<b>8.2%</b>	<b>8.3%</b>	<b>12.0%</b>	<b>19.2%</b>	<b>9.0%</b>
Transfers In	3	2	2	9	5	50.0%	33.3%	22.2%	60.0%	71.4%
Reentrants	2	0	3	2	0	33.3%	0.0%	33.3%	13.3%	0.0%
First Time Educators	1	4	4	4	2	16.7%	66.7%	44.4%	26.7%	28.6%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>6</b>	<b>12</b>	<b>7</b>	<b>-</b>	<b>9.6%</b>	<b>8.3%</b>	<b>16.0%</b>	<b>9.0%</b>	<b>-</b>
Transfers Out	1	1	5	3	-	14.3%	16.7%	41.7%	42.9%	-
Leave Oklahoma Educ.	6	5	7	4	-	85.7%	83.3%	58.3%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	9.6%	8.3%	16.0%	9.0%	-
Transfers In/Out	3.00	2.00	0.40	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	7	Southern Nazarene Univ., Bethany	-
UCO, Edmond	9	OBU, Shawnee	12
ECU, Ada	27	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	1
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>73</b>

## District Report for: BETHEL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	5.5%	5.6%	5.3%	5.1%	5.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	4	4	4	5.5%	5.6%	5.3%	5.1%	5.1%
White - Females	2	2	2	2	2	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	2	2	2	1	1	50.0%	50.0%	50.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	65	64	67	70	70	89.0%	88.9%	89.3%	89.7%	89.7%
White - Females	46	46	49	50	52	70.8%	71.9%	73.1%	71.4%	74.3%
White - Males	17	16	15	19	17	26.2%	25.0%	22.4%	27.1%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	0	0	3.1%	1.6%	1.5%	0.0%	0.0%
Other - Males	0	1	2	1	1	0.0%	1.6%	3.0%	1.4%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	4	2	2	0.0%	1.6%	6.3%	3.0%	3.0%
25-29	5	7	5	10	7	7.9%	11.5%	7.8%	14.9%	10.6%
30-34	7	6	8	9	11	11.1%	9.8%	12.5%	13.4%	16.7%
35-39	11	9	9	8	6	17.5%	14.8%	14.1%	11.9%	9.1%
40-44	11	9	10	10	13	17.5%	14.8%	15.6%	14.9%	19.7%
45-49	9	11	11	12	9	14.3%	18.0%	17.2%	17.9%	13.6%
50-54	10	7	4	5	7	15.9%	11.5%	6.3%	7.5%	10.6%
55+	10	11	13	11	11	15.9%	18.0%	20.3%	16.4%	16.7%
<b>Average Age</b>	43.7	42.9	42.1	41.5	42.3					

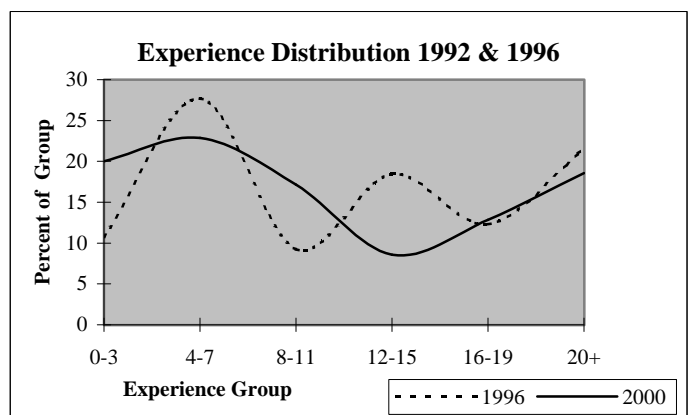
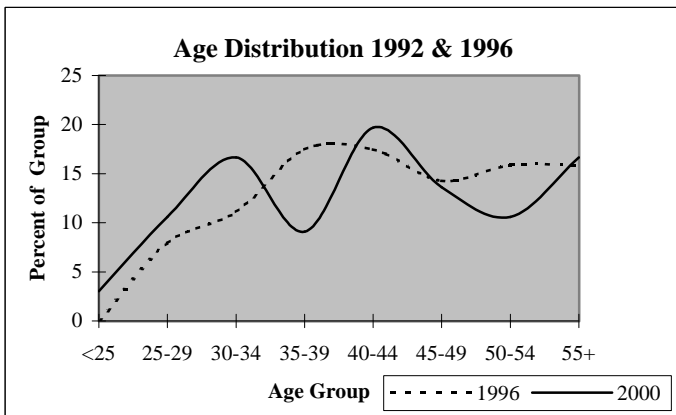
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	10	14	13	14	10.8%	15.6%	20.9%	18.6%	20.0%
4-7 Years	18	18	20	21	16	27.7%	28.1%	29.9%	30.0%	22.9%
8-11 Years	6	6	5	8	12	9.2%	9.4%	7.5%	11.4%	17.1%
12-15 Years	12	8	3	5	6	18.5%	12.5%	4.5%	7.1%	8.6%
16-19 Years	8	7	11	10	9	12.3%	10.9%	16.4%	14.3%	12.9%
20+ Years	14	15	14	13	13	21.5%	23.4%	20.9%	18.6%	18.6%
<b>Average Experience</b>	12.7	12.0	11.0	11.0	11.5					

## District Report for: BETHEL

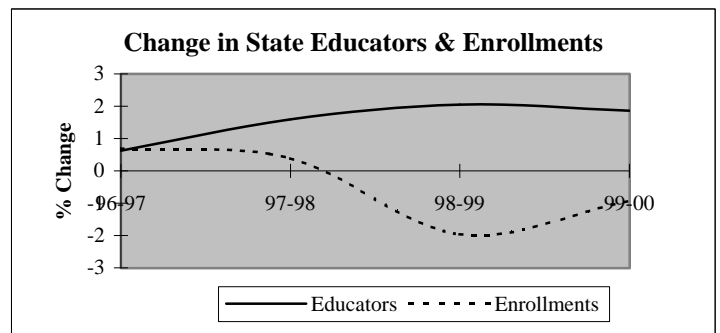
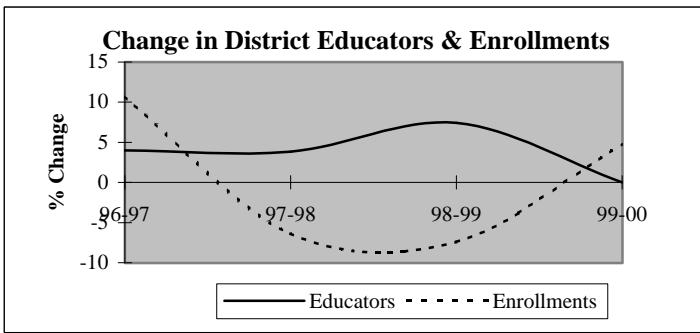
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	6	12	7	-	9.6%	8.3%	16.0%	9.0%	-
Attrition from Transfers	1	1	5	3	-	1.4%	1.4%	6.7%	3.8%	-
Attrition from Exits	6	5	7	4	-	8.2%	6.9%	9.3%	5.1%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>6</b>	<b>10</b>	<b>7</b>	<b>-</b>	<b>10.8%</b>	<b>9.4%</b>	<b>14.9%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	1	1	4	3	-	1.5%	1.6%	6.0%	4.3%	-
Attrition from Exits	6	5	6	4	-	9.2%	7.8%	9.0%	5.7%	-
<b>District Retention</b>										
Educator Retention	66	66	63	71	-	90.4%	91.7%	84.0%	91.0%	-
Teacher Retention	58	58	57	63	-	89.2%	90.6%	85.1%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.9%	5.6%	94.4%	78.2%	9.6%	87.8%
1 Year of Experience	69.2%	7.7%	76.9%	84.2%	6.9%	91.1%
2 Years of Experience	91.7%	0.0%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	93.8%	0.0%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	95.2%	0.0%	95.2%	87.9%	4.7%	92.6%
5 Years of Experience	95.8%	4.2%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.4%	2.7%	2.6%	5.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	93.1%	88.0%	89.7%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	2.7%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.1%	5.6%	9.3%	7.7%	2.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MACOMB



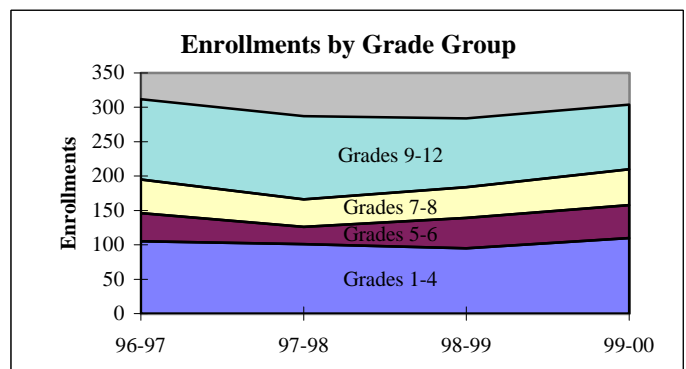
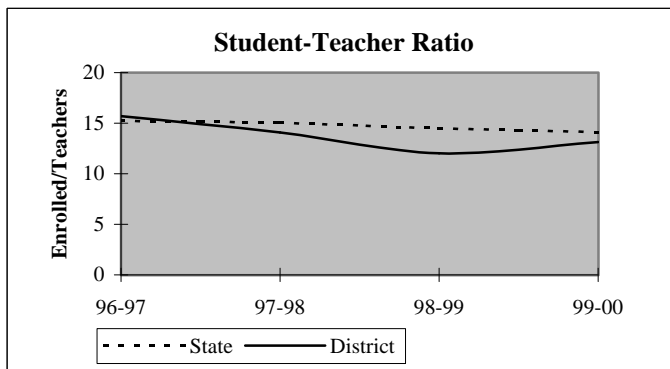
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	13.9	12.5	10.8	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	15.7	14.1	12.0	13.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	1	2	0	-	-	-	-	-
% Change in Educators	0.0%	4.0%	3.8%	7.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	35	-23	-25	15	-	-	-	-	-
% Change in Enrollments	3.2%	10.7%	-6.4%	-7.4%	4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.0%	7.7%	11.1%	10.3%	13.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.0%	7.7%	7.4%	6.9%	6.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.0%	3.8%	3.7%	3.4%	6.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.0%	7.7%	7.4%	6.9%	3.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	3.8%	3.7%	3.4%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	37.6	38.3	36.2	39.5	42.0	42.3	42.5	42.7	43.0
Average Experience	8.5	8.4	8.8	6.2	7.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,005	27,361	27,699	27,460	27,874	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.1%	8.7%	8.3%	7.7%	4.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.6%	65.2%	58.3%	61.5%	64.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.3%	4.2%	3.8%	4.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.3%	27.1%	18.3%	20.1%	19.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	15	15	18	15	60.0%	57.7%	55.6%	62.1%	51.7%
Attrition	1	2	6	6	0					
Attrition Rate	6.7%	13.3%	40.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	10	11	10	13	36.0%	38.5%	40.7%	34.5%	44.8%
Attrition	1	0	3	1	0					
Attrition Rate	11.1%	0.0%	27.3%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	4.0%	3.8%	3.7%	3.4%	3.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	1	1	1	8.0%	3.8%	3.7%	3.4%	3.4%



## District Report for: MACOMB

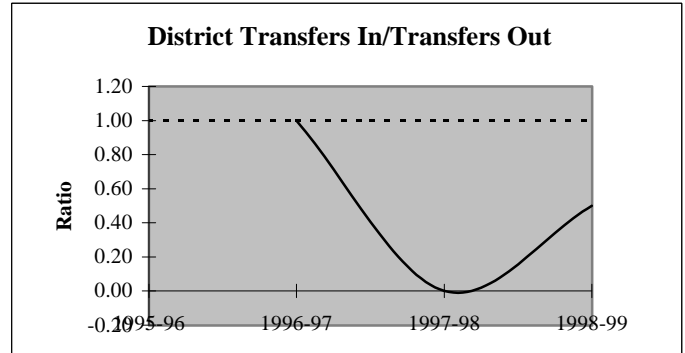
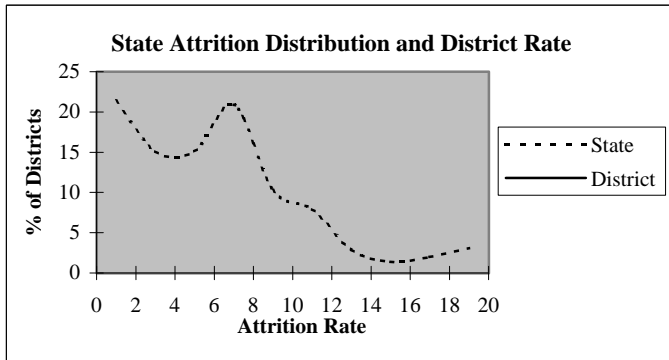
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	26	27	29	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	8.0%	7.7%	7.4%	6.9%	6.9%
Professional Staff	1	1	1	1	2	4.0%	3.8%	3.7%	3.4%	6.9%
<b>Total Teachers</b>	22	23	24	26	25	88.0%	88.5%	88.9%	89.7%	86.2%
Special Education	1	1	1	1	1	4.5%	4.3%	4.2%	3.8%	4.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.8%	4.0%
Elementary	10	11	11	11	11	45.5%	47.8%	45.8%	42.3%	44.0%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	11	12	13	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	9.1%	8.7%	8.3%	7.7%	8.0%
Art & Music	0	1	1	1	1	0.0%	4.3%	4.2%	3.8%	4.0%
Social Studies	2	2	2	2	2	9.1%	8.7%	8.3%	7.7%	8.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	2	2	4.5%	8.7%	8.3%	7.7%	8.0%
Science	1	1	2	2	1	4.5%	4.3%	8.3%	7.7%	4.0%
Biology	1	1	1	0	1	4.5%	4.3%	4.2%	0.0%	4.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	2	0	0.0%	0.0%	4.2%	7.7%	0.0%
Vocational Education	3	2	2	3	2	13.6%	8.7%	8.3%	11.5%	8.0%
Other	2	1	1	1	2	9.1%	4.3%	4.2%	3.8%	8.0%
<b>Total Enrollments</b>	326	361	338	313	328	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	49	51	29	24	10.1%	13.6%	15.1%	9.3%	7.3%
Grades 1-4	89	105	101	95	110	27.3%	29.1%	29.9%	30.4%	33.5%
Grades 5-6	38	41	25	44	48	11.7%	11.4%	7.4%	14.1%	14.6%
Grades 7-8	60	49	40	45	52	18.4%	13.6%	11.8%	14.4%	15.9%
Grades 9-12	106	117	121	100	94	32.5%	32.4%	35.8%	31.9%	28.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MACOMB

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	26	27	29	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	23	24	18	22	96.0%	88.5%	88.9%	62.1%	75.9%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>4.0%</b>	<b>11.5%</b>	<b>11.1%</b>	<b>37.9%</b>	<b>24.1%</b>
Transfers In	0	1	0	3	1	0.0%	33.3%	0.0%	27.3%	14.3%
Reentrants	0	1	0	1	6	0.0%	33.3%	0.0%	9.1%	85.7%
First Time Educators	1	1	3	7	0	100.0%	33.3%	100.0%	63.6%	0.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>2</b>	<b>9</b>	<b>7</b>	<b>-</b>	<b>8.0%</b>	<b>7.7%</b>	<b>33.3%</b>	<b>24.1%</b>	<b>-</b>
Transfers Out	0	1	7	6	-	0.0%	50.0%	77.8%	85.7%	-
Leave Oklahoma Educ.	2	1	2	1	-	100.0%	50.0%	22.2%	14.3%	-

Dynamics Rates	District Rates				
District Attrition	8.0%	7.7%	33.3%	24.1%	-
Transfers In/Out	nc	1.00	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	2
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>25</b>

## District Report for: MACOMB

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	8.0%	7.7%	7.4%	6.9%	6.9%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	4.0%	3.8%	3.7%	3.4%	6.9%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	23	24	26	25	88.0%	88.5%	88.9%	89.7%	86.2%
White - Females	13	14	13	16	16	59.1%	60.9%	54.2%	61.5%	64.0%
White - Males	7	7	9	8	8	31.8%	30.4%	37.5%	30.8%	32.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	4.5%	4.3%	4.2%	0.0%	0.0%
Other - Males	1	1	1	2	1	4.5%	4.3%	4.2%	7.7%	4.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	1	1	0.0%	4.3%	0.0%	4.3%	4.5%
25-29	6	4	4	6	3	27.3%	17.4%	17.4%	26.1%	13.6%
30-34	4	4	5	5	3	18.2%	17.4%	21.7%	21.7%	13.6%
35-39	3	5	5	3	5	13.6%	21.7%	21.7%	13.0%	22.7%
40-44	0	1	1	2	3	0.0%	4.3%	4.3%	8.7%	13.6%
45-49	7	6	6	3	3	31.8%	26.1%	26.1%	13.0%	13.6%
50-54	2	2	2	3	4	9.1%	8.7%	8.7%	13.0%	18.2%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	38.0	37.6	38.3	36.2	39.5					

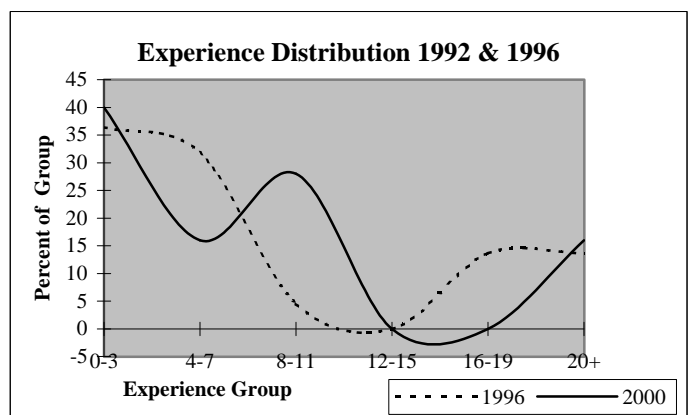
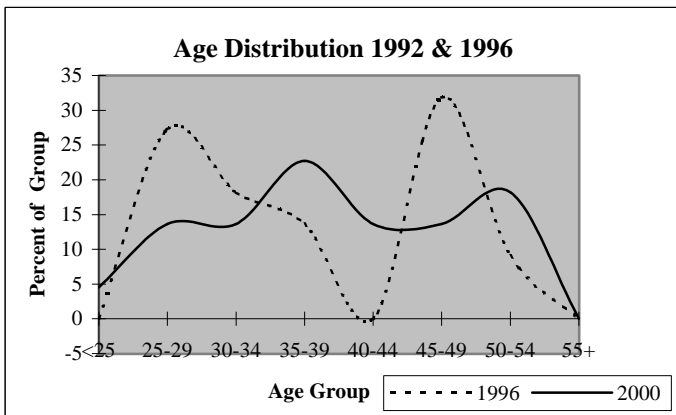
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	5	5	13	10	36.4%	21.7%	20.8%	50.0%	40.0%
4-7 Years	7	10	10	5	4	31.8%	43.5%	41.7%	19.2%	16.0%
8-11 Years	1	2	2	4	7	4.5%	8.7%	8.3%	15.4%	28.0%
12-15 Years	0	1	2	0	0	0.0%	4.3%	8.3%	0.0%	0.0%
16-19 Years	3	1	0	0	0	13.6%	4.3%	0.0%	0.0%	0.0%
20+ Years	3	4	5	4	4	13.6%	17.4%	20.8%	15.4%	16.0%
<b>Average Experience</b>	8.5	8.4	8.8	6.2	7.7					

## District Report for: MACOMB

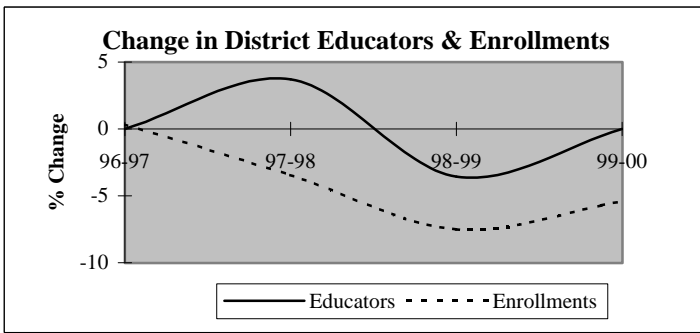
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	2	9	7	-	8.0%	7.7%	33.3%	24.1%	-
Attrition from Transfers	0	1	7	6	-	0.0%	3.8%	25.9%	20.7%	-
Attrition from Exits	2	1	2	1	-	8.0%	3.8%	7.4%	3.4%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>-</b>	<b>9.1%</b>	<b>8.7%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>-</b>
Attrition from Transfers	0	1	7	5	-	0.0%	4.3%	29.2%	19.2%	-
Attrition from Exits	2	1	2	1	-	9.1%	4.3%	8.3%	3.8%	-
<b>District Retention</b>										
Educator Retention	23	24	18	22	-	92.0%	92.3%	66.7%	75.9%	-
Teacher Retention	20	21	15	20	-	90.9%	91.3%	62.5%	76.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	71.4%	14.3%	85.7%	78.2%	9.6%	87.8%
1 Year of Experience	55.6%	33.3%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	11.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	72.7%	18.2%	90.9%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	20.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	3.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.0%	92.3%	88.9%	65.5%	79.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	3.4%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.0%	7.7%	11.1%	27.6%	20.7%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: EARLSBORO

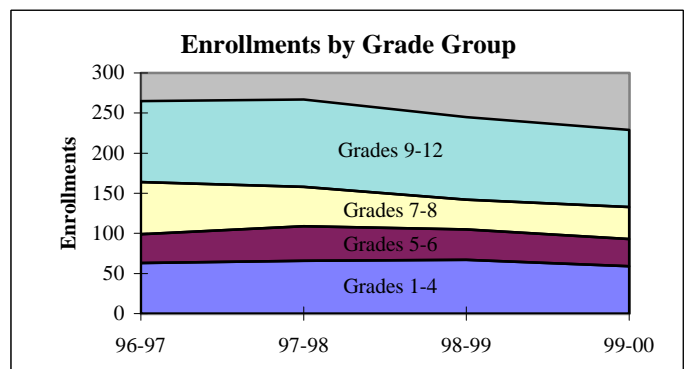
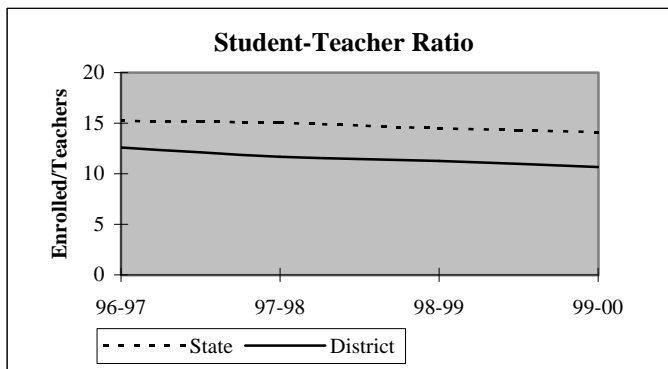


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	10.7	10.0	9.6	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.0	12.6	11.7	11.3	10.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	-1	0	-	-	-	-	-
% Change in Educators	-3.6%	0.0%	3.7%	-3.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	40	1	-10	-21	-14	-	-	-	-	-
% Change in Enrollments	16.1%	0.3%	-3.4%	-7.5%	-5.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	22.2%	22.2%	14.3%	25.9%	7.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.4%	11.1%	10.7%	11.1%	11.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	3.7%	3.6%	3.7%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.4%	11.1%	10.7%	14.8%	14.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	50.0%	33.3%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.7%	3.7%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.5	37.6	37.8	40.7	44.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.0	9.4	8.3	10.7	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	25,506	25,104	26,358	25,992	27,379	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	8.7%	8.3%	13.0%	13.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	58.3%	65.2%	66.7%	69.6%	69.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.7%	8.3%	8.7%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.5%	40.0%	40.7%	36.7%	39.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	12	15	12	10	48.1%	44.4%	53.6%	44.4%	37.0%
Attrition	4	4	5	6	0					
Attrition Rate	30.8%	33.3%	33.3%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	12	11	13	13	48.1%	44.4%	39.3%	48.1%	48.1%
Attrition	3	3	1	2	0					
Attrition Rate	23.1%	25.0%	9.1%	15.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	3	2	2	4	3.7%	11.1%	7.1%	7.4%	14.8%
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	2	3	5	11.1%	11.1%	7.1%	11.1%	18.5%

## District Report for: EARLSBORO

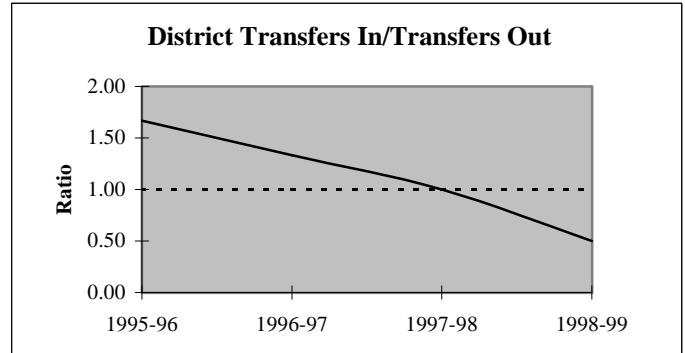
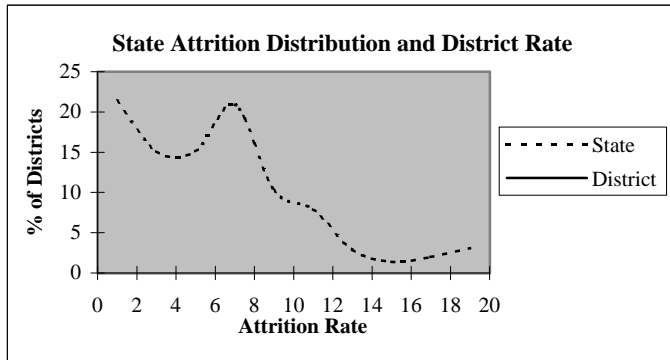
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	27	27	28	27	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	3	3	3	3	7.4%	11.1%	10.7%	11.1%	11.1%
Professional Staff	1	1	1	1	1	3.7%	3.7%	3.6%	3.7%	3.7%
<b>Total Teachers</b>	24	23	24	23	23	88.9%	85.2%	85.7%	85.2%	85.2%
Special Education	2	2	2	2	2	8.3%	8.7%	8.3%	8.7%	8.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.3%
Elementary	10	11	11	11	10	41.7%	47.8%	45.8%	47.8%	43.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	10	11	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	3	2	8.3%	13.0%	12.5%	13.0%	8.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	1	2	1	8.3%	4.3%	4.2%	8.7%	4.3%
Foreign Language	1	1	1	0	1	4.2%	4.3%	4.2%	0.0%	4.3%
Math	1	1	1	1	2	4.2%	4.3%	4.2%	4.3%	8.7%
<b>Science</b>	1	3	2	2	2	4.2%	13.0%	8.3%	8.7%	8.7%
Biology	1	1	0	0	1	4.2%	4.3%	0.0%	0.0%	4.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	2	2	2	1	0.0%	8.7%	8.3%	8.7%	4.3%
Vocational Education	1	1	2	1	2	4.2%	4.3%	8.3%	4.3%	8.7%
Other	4	0	1	1	0	16.7%	0.0%	4.2%	4.3%	0.0%
<b>Total Enrollments</b>	289	290	280	259	245	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	25	13	14	15	7.3%	8.6%	4.6%	5.4%	6.1%
Grades 1-4	75	63	66	67	59	26.0%	21.7%	23.6%	25.9%	24.1%
Grades 5-6	39	36	43	38	34	13.5%	12.4%	15.4%	14.7%	13.9%
Grades 7-8	41	65	49	37	40	14.2%	22.4%	17.5%	14.3%	16.3%
Grades 9-12	113	101	109	103	96	39.1%	34.8%	38.9%	39.8%	39.2%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%



## District Report for: EARLSBORO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	27	27	28	27	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	20	19	22	19	63.0%	74.1%	67.9%	81.5%	70.4%
<b>Newly Hired</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>5</b>	<b>8</b>	<b>37.0%</b>	<b>25.9%</b>	<b>32.1%</b>	<b>18.5%</b>	<b>29.6%</b>
Transfers In	5	4	3	3	4	50.0%	57.1%	33.3%	60.0%	50.0%
Reentrants	1	0	2	1	2	10.0%	0.0%	22.2%	20.0%	25.0%
First Time Educators	4	3	4	1	2	40.0%	42.9%	44.4%	20.0%	25.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>25.9%</b>	<b>29.6%</b>	<b>21.4%</b>	<b>29.6%</b>	<b>-</b>
Transfers Out	3	3	3	6	-	42.9%	37.5%	50.0%	75.0%	-
Leave Oklahoma Educ.	4	5	3	2	-	57.1%	62.5%	50.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	25.9%	29.6%	21.4%	29.6%	-
Transfers In/Out	1.67	1.33	1.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	3
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>27</b>

## District Report for: EARLSBORO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	3	3	3	3	7.4%	11.1%	10.7%	11.1%	11.1%
White - Females	1	1	0	0	0	50.0%	33.3%	0.0%	0.0%	0.0%
White - Males	0	1	2	2	2	0.0%	33.3%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	50.0%	33.3%	33.3%	33.3%	33.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.7%	3.7%	3.6%	3.7%	3.7%
White - Females	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	23	24	23	23	88.9%	85.2%	85.7%	85.2%	85.2%
White - Females	13	13	14	14	14	54.2%	56.5%	58.3%	60.9%	60.9%
White - Males	10	8	8	6	6	41.7%	34.8%	33.3%	26.1%	26.1%
Black - Females	1	2	2	2	2	4.2%	8.7%	8.3%	8.7%	8.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	3	1	0	1	4.3%	13.6%	4.2%	0.0%	5.0%
25-29	5	4	6	4	0	21.7%	18.2%	25.0%	17.4%	0.0%
30-34	2	1	4	3	2	8.7%	4.5%	16.7%	13.0%	10.0%
35-39	6	6	5	5	3	26.1%	27.3%	20.8%	21.7%	15.0%
40-44	2	1	0	2	4	8.7%	4.5%	0.0%	8.7%	20.0%
45-49	3	3	3	1	0	13.0%	13.6%	12.5%	4.3%	0.0%
50-54	3	4	5	7	8	13.0%	18.2%	20.8%	30.4%	40.0%
55+	1	0	0	1	2	4.3%	0.0%	0.0%	4.3%	10.0%
<b>Average Age</b>	38.5	37.6	37.8	40.7	44.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	10	11	6	6	37.5%	43.5%	45.8%	26.1%	26.1%
4-7 Years	4	2	3	4	4	16.7%	8.7%	12.5%	17.4%	17.4%
8-11 Years	3	4	3	5	4	12.5%	17.4%	12.5%	21.7%	17.4%
12-15 Years	2	2	3	3	2	8.3%	8.7%	12.5%	13.0%	8.7%
16-19 Years	1	0	0	1	2	4.2%	0.0%	0.0%	4.3%	8.7%
20+ Years	5	5	4	4	5	20.8%	21.7%	16.7%	17.4%	21.7%
<b>Average Experience</b>	9.0	9.4	8.3	10.7	11.4					

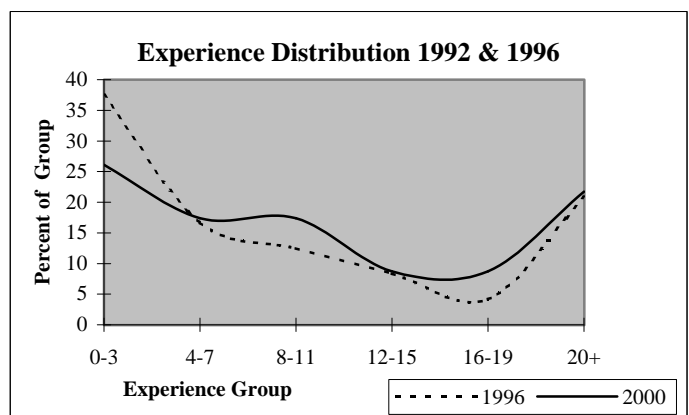
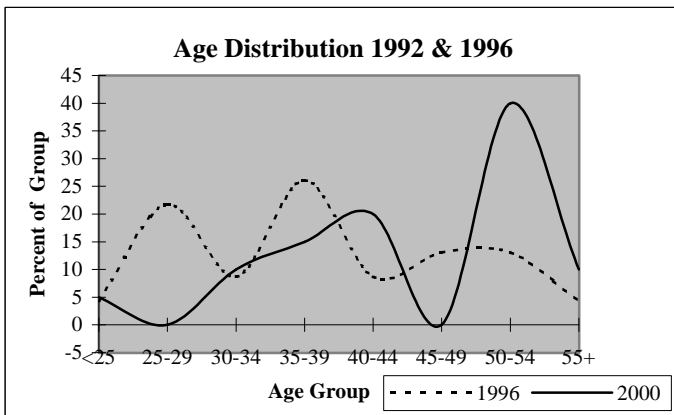


## District Report for: EARLSBORO

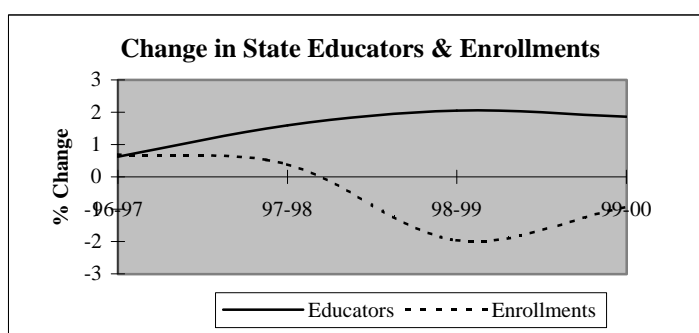
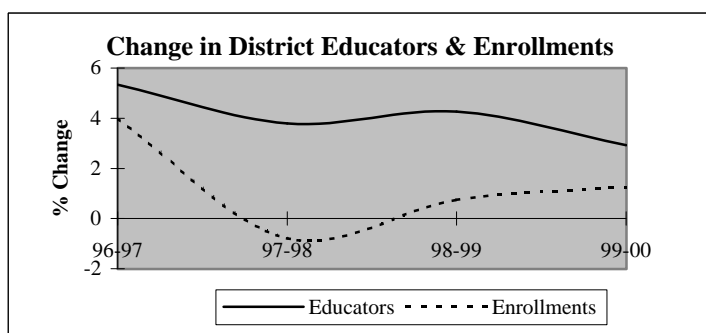
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	8	6	8	-	25.9%	29.6%	21.4%	29.6%	-
Attrition from Transfers	3	3	3	6	-	11.1%	11.1%	10.7%	22.2%	-
Attrition from Exits	4	5	3	2	-	14.8%	18.5%	10.7%	7.4%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>-</b>	<b>25.0%</b>	<b>26.1%</b>	<b>20.8%</b>	<b>30.4%</b>	<b>-</b>
Attrition from Transfers	2	2	2	5	-	8.3%	8.7%	8.3%	21.7%	-
Attrition from Exits	4	4	3	2	-	16.7%	17.4%	12.5%	8.7%	-
<b>District Retention</b>										
Educator Retention	20	19	22	19	-	74.1%	70.4%	78.6%	70.4%	-
Teacher Retention	18	17	19	16	-	75.0%	73.9%	79.2%	69.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	47.4%	26.3%	73.7%	78.2%	9.6%	87.8%
1 Year of Experience	72.7%	9.1%	81.8%	84.2%	6.9%	91.1%
2 Years of Experience	44.4%	11.1%	55.6%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	33.3%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	40.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.7%	7.4%	7.1%	11.1%	7.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.8%	81.5%	71.4%	81.5%	77.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	18.5%	11.1%	21.4%	7.4%	14.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TECUMSEH

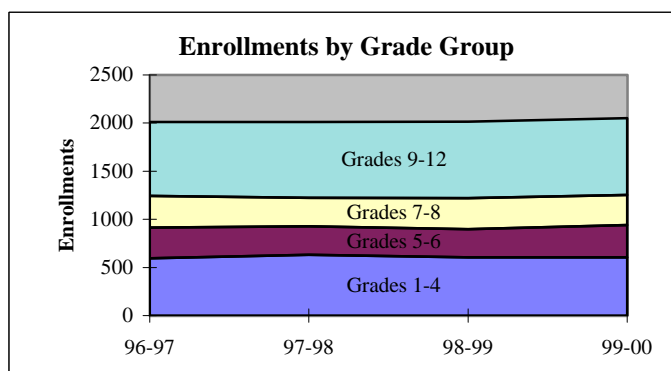
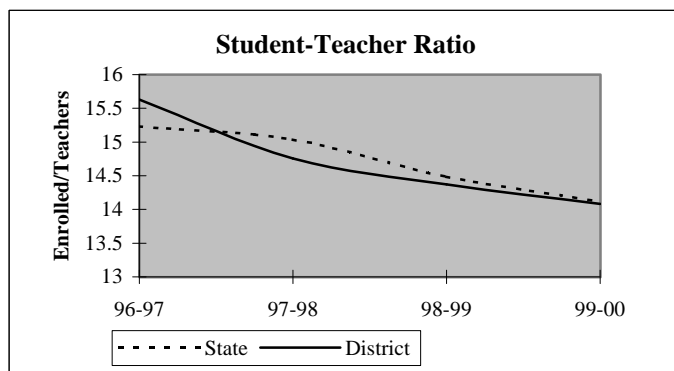


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	13.7	13.0	12.6	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.0	15.6	14.8	14.4	14.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	8	6	7	5	-	-	-	-	-
% Change in Educators	1.4%	5.3%	3.8%	4.3%	2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	49	83	-17	16	27	-	-	-	-	-
% Change in Enrollments	2.4%	4.0%	-0.8%	0.7%	1.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	6.3%	6.1%	9.9%	7.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.0%	6.1%	5.8%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	5.7%	5.5%	6.4%	6.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.7%	2.5%	2.4%	2.9%	4.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.7%	2.5%	1.8%	2.3%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	41.4	41.4	41.1	41.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	12.9	13.1	12.5	12.8	12.1	12.3	12.3	12.2	12.2
Average Salary	32,120	30,657	30,910	30,369	30,346	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	2.9%	2.8%	3.3%	4.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.4%	76.1%	77.9%	77.3%	77.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.3%	12.3%	10.3%	12.0%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.9%	27.2%	27.9%	28.7%	31.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	46	49	52	61	60	30.7%	31.0%	31.7%	35.7%	34.1%
Attrition	1	8	9	7	0					
Attrition Rate	2.2%	16.3%	17.3%	11.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	89	95	96	92	92	59.3%	60.1%	58.5%	53.8%	52.3%
Attrition	2	10	5	7	0					
Attrition Rate	2.2%	10.5%	5.2%	7.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	15	14	16	18	24	10.0%	8.9%	9.8%	10.5%	13.6%
Attrition	4	2	4	2	0					
Attrition Rate	26.7%	14.3%	25.0%	11.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	19	19	22	26	30	12.7%	12.0%	13.4%	15.2%	17.0%

## District Report for: TECUMSEH

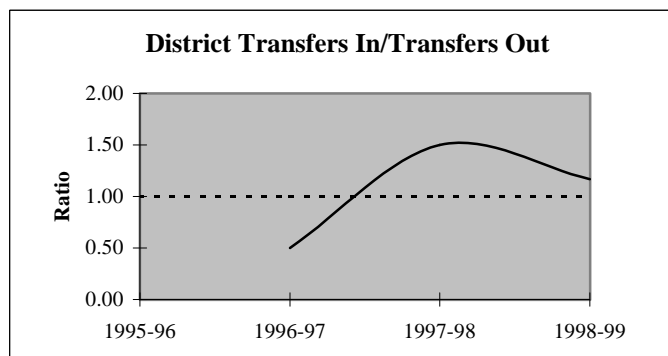
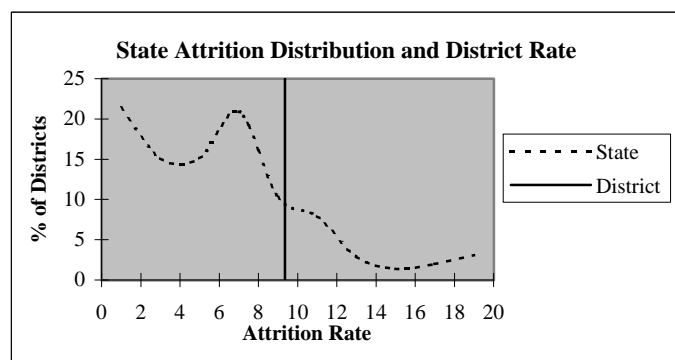
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	150	158	164	171	176	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	10	10	9	7.3%	7.0%	6.1%	5.8%	5.1%
Professional Staff	9	9	9	11	12	6.0%	5.7%	5.5%	6.4%	6.8%
<b>Total Teachers</b>	130	138	145	150	155	86.7%	87.3%	88.4%	87.7%	88.1%
Special Education	16	17	15	18	18	12.3%	12.3%	10.3%	12.0%	11.6%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	1.3%
Elementary	45	47	50	52	55	34.6%	34.1%	34.5%	34.7%	35.5%
<b>Middle School</b>	25	26	27	24	24	19.2%	18.8%	18.6%	16.0%	15.5%
Language Arts	8	10	8	5	0	6.2%	7.2%	5.5%	3.3%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	5	5	5	5	4	3.8%	3.6%	3.4%	3.3%	2.6%
Foreign Language	0	1	0	0	1	0.0%	0.7%	0.0%	0.0%	0.6%
Math	5	4	6	5	5	3.8%	2.9%	4.1%	3.3%	3.2%
Science	4	4	5	5	5	3.1%	2.9%	3.4%	3.3%	3.2%
Vocational Education	0	0	2	1	0	0.0%	0.0%	1.4%	0.7%	0.0%
Other	3	2	1	3	9	2.3%	1.4%	0.7%	2.0%	5.8%
<b>High School (9-12)</b>	44	48	53	56	56	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	6	7	7	8	4.6%	4.3%	4.8%	4.7%	5.2%
Art & Music	6	5	6	6	6	4.6%	3.6%	4.1%	4.0%	3.9%
Social Studies	6	7	8	9	8	4.6%	5.1%	5.5%	6.0%	5.2%
Foreign Language	2	2	3	3	3	1.5%	1.4%	2.1%	2.0%	1.9%
Math	6	6	6	7	7	4.6%	4.3%	4.1%	4.7%	4.5%
<b>Science</b>	4	4	6	7	5	3.1%	2.9%	4.1%	4.7%	3.2%
Biology	1	1	2	2	2	0.8%	0.7%	1.4%	1.3%	1.3%
Chemistry	1	1	1	1	1	0.8%	0.7%	0.7%	0.7%	0.6%
Physics	0	0	0	1	0	0.0%	0.0%	0.0%	0.7%	0.0%
Other Science	2	2	3	3	2	1.5%	1.4%	2.1%	2.0%	1.3%
Vocational Education	9	11	11	10	10	6.9%	8.0%	7.6%	6.7%	6.5%
Other	5	7	6	7	9	3.8%	5.1%	4.1%	4.7%	5.8%
<b>Total Enrollments</b>	2,074	2,157	2,140	2,156	2,183	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	127	134	125	136	131	6.1%	6.2%	5.8%	6.3%	6.0%
Grades 1-4	586	595	633	604	604	28.3%	27.6%	29.6%	28.0%	27.7%
Grades 5-6	292	319	293	294	338	14.1%	14.8%	13.7%	13.6%	15.5%
Grades 7-8	340	331	296	323	310	16.4%	15.3%	13.8%	15.0%	14.2%
Grades 9-12	720	766	788	793	798	34.7%	35.5%	36.8%	36.8%	36.6%
Ungraded	9	12	5	6	2	0.4%	0.6%	0.2%	0.3%	0.1%



## District Report for: TECUMSEH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	150	158	164	171	176	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	137	143	138	146	155	91.3%	90.5%	84.1%	85.4%	88.1%
<b>Newly Hired</b>	<b>13</b>	<b>15</b>	<b>26</b>	<b>25</b>	<b>21</b>	<b>8.7%</b>	<b>9.5%</b>	<b>15.9%</b>	<b>14.6%</b>	<b>11.9%</b>
Transfers In	5	3	12	7	9	38.5%	20.0%	46.2%	28.0%	42.9%
Reentrants	3	1	2	3	3	23.1%	6.7%	7.7%	12.0%	14.3%
First Time Educators	5	11	12	15	9	38.5%	73.3%	46.2%	60.0%	42.9%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>20</b>	<b>18</b>	<b>16</b>	<b>-</b>	<b>4.7%</b>	<b>12.7%</b>	<b>11.0%</b>	<b>9.4%</b>	<b>-</b>
Transfers Out	0	6	8	6	-	0.0%	30.0%	44.4%	37.5%	-
Leave Oklahoma Educ.	7	14	10	10	-	100.0%	70.0%	55.6%	62.5%	-

Dynamics Rates	District Rates				
District Attrition	4.7%	12.7%	11.0%	9.4%	-
Transfers In/Out	nc	0.50	1.50	1.17	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	26	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	-
UCO, Edmond	15	OBU, Shawnee	21
ECU, Ada	47	OCU, Oklahoma City	2
NWOSU, Alva	1	Phillips Univ., Enid	1
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	14
		Total	150

## District Report for: TECUMSEH

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	11	11	10	10	9	7.3%	7.0%	6.1%	5.8%	5.1%
White - Females	4	4	3	4	3	36.4%	36.4%	30.0%	40.0%	33.3%
White - Males	7	7	7	6	6	63.6%	63.6%	70.0%	60.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	9	9	9	11	12	6.0%	5.7%	5.5%	6.4%	6.8%
White - Females	7	7	7	8	10	77.8%	77.8%	77.8%	72.7%	83.3%
White - Males	2	2	2	3	2	22.2%	22.2%	22.2%	27.3%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	130	138	145	150	155	86.7%	87.3%	88.4%	87.7%	88.1%
White - Females	96	103	111	113	115	73.8%	74.6%	76.6%	75.3%	74.2%
White - Males	30	31	30	32	33	23.1%	22.5%	20.7%	21.3%	21.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.8%	0.7%	0.7%	0.7%	0.6%
Other - Females	2	2	2	3	5	1.5%	1.4%	1.4%	2.0%	3.2%
Other - Males	1	1	1	1	1	0.8%	0.7%	0.7%	0.7%	0.6%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	3	3	4	6	4	2.3%	2.2%	2.8%	4.1%	2.6%
25-29	12	17	22	20	20	9.3%	12.4%	15.4%	13.5%	13.2%
30-34	19	19	18	18	19	14.7%	13.9%	12.6%	12.2%	12.6%
35-39	16	18	13	17	17	12.4%	13.1%	9.1%	11.5%	11.3%
40-44	25	28	27	28	32	19.4%	20.4%	18.9%	18.9%	21.2%
45-49	26	23	28	26	21	20.2%	16.8%	19.6%	17.6%	13.9%
50-54	15	15	17	20	22	11.6%	10.9%	11.9%	13.5%	14.6%
55+	13	14	14	13	16	10.1%	10.2%	9.8%	8.8%	10.6%
Average Age	42.0	41.4	41.4	41.1	41.7					

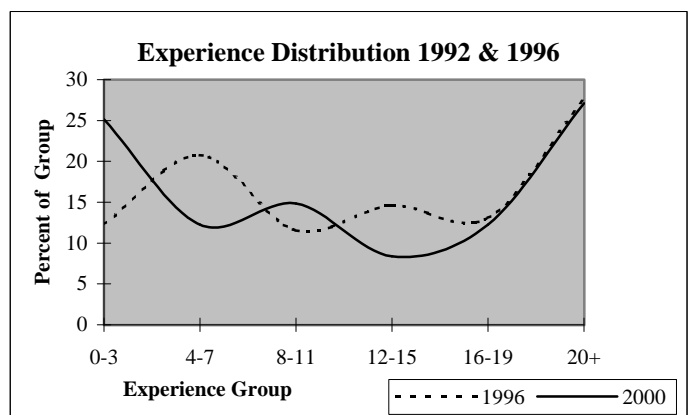
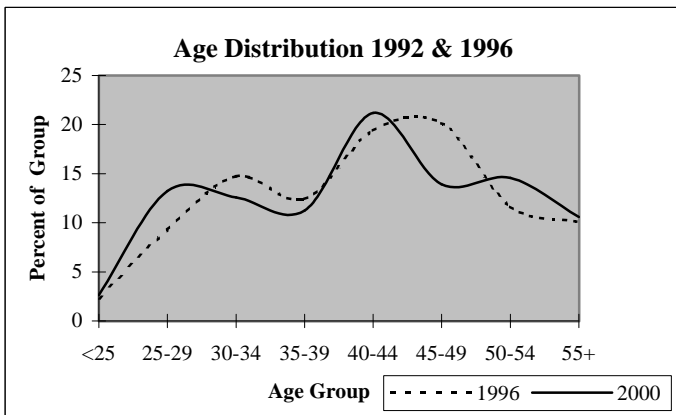
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	16	25	32	35	39	12.3%	18.1%	22.1%	23.3%	25.2%
4-7 Years	27	21	17	22	19	20.8%	15.2%	11.7%	14.7%	12.3%
8-11 Years	15	20	22	22	23	11.5%	14.5%	15.2%	14.7%	14.8%
12-15 Years	19	19	16	13	13	14.6%	13.8%	11.0%	8.7%	8.4%
16-19 Years	17	15	17	20	19	13.1%	10.9%	11.7%	13.3%	12.3%
20+ Years	36	38	41	38	42	27.7%	27.5%	28.3%	25.3%	27.1%
Average Experience	13.5	12.9	13.1	12.5	12.8					

## District Report for: TECUMSEH

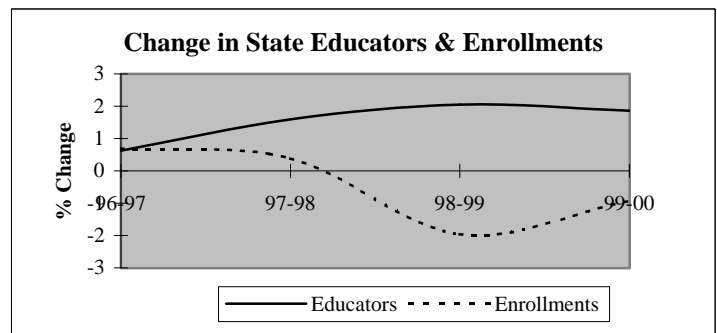
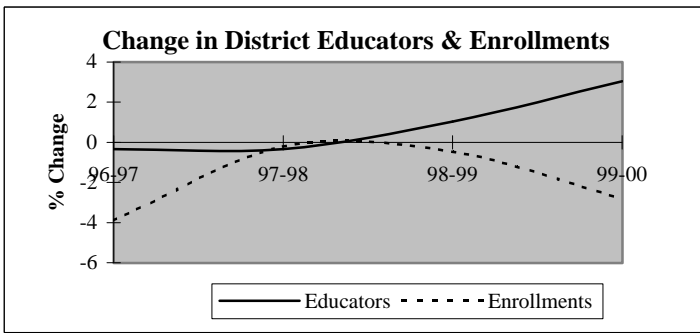
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	20	18	16	-	4.7%	12.7%	11.0%	9.4%	-
Attrition from Transfers	0	6	8	6	-	0.0%	3.8%	4.9%	3.5%	-
Attrition from Exits	7	14	10	10	-	4.7%	8.9%	6.1%	5.8%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>16</b>	<b>17</b>	<b>14</b>	<b>-</b>	<b>4.6%</b>	<b>11.6%</b>	<b>11.7%</b>	<b>9.3%</b>	<b>-</b>
Attrition from Transfers	0	5	8	6	-	0.0%	3.6%	5.5%	4.0%	-
Attrition from Exits	6	11	9	8	-	4.6%	8.0%	6.2%	5.3%	-
<b>District Retention</b>										
Educator Retention	143	138	146	155	-	95.3%	87.3%	89.0%	90.6%	-
Teacher Retention	124	122	128	136	-	95.4%	88.4%	88.3%	90.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	76.4%	12.7%	89.1%	78.2%	9.6%	87.8%
1 Year of Experience	82.8%	13.8%	96.6%	84.2%	6.9%	91.1%
2 Years of Experience	84.2%	0.0%	84.2%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	92.0%	0.0%	92.0%	87.9%	4.7%	92.6%
5 Years of Experience	96.0%	0.0%	96.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.3%	1.2%	1.8%	3.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.0%	91.1%	90.2%	87.7%	89.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.7%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	7.6%	8.5%	10.5%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SHAWNEE

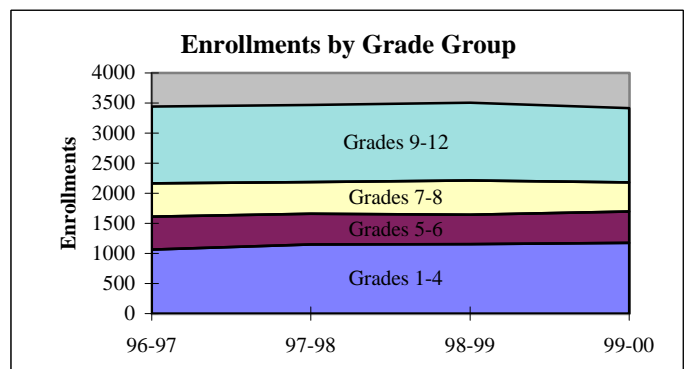
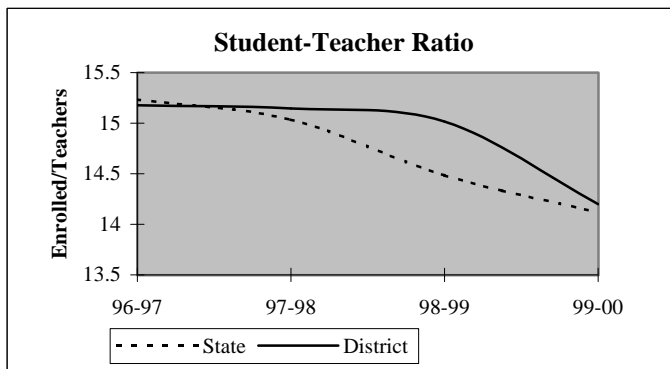


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.1	13.1	12.9	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.2	15.1	15.0	14.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	-1	-1	3	9	-	-	-	-	-
% Change in Educators	1.4%	-0.3%	-0.3%	1.0%	3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	49	-155	-8	-18	-107	-	-	-	-	-
% Change in Enrollments	1.2%	-3.9%	-0.2%	-0.5%	-2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.4%	3.8%	5.1%	4.7%	6.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.7%	4.8%	4.1%	4.1%	3.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.5%	9.2%	9.6%	10.2%	10.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.1%	6.5%	6.5%	6.4%	6.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	9.1%	7.1%	8.3%	8.3%	8.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.7%	1.4%	1.7%	1.4%	1.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	43.6	44.3	44.3	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.8	13.3	13.9	14.0	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,355	31,275	31,324	31,269	31,587	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.6%	6.0%	6.0%	5.9%	5.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.6%	73.4%	74.2%	75.5%	73.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	9.5%	10.7%	11.1%	11.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.7%	31.9%	32.6%	35.2%	36.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	90	86	81	85	86	30.6%	29.4%	27.7%	28.8%	28.3%
Attrition	6	10	9	12	0					
Attrition Rate	6.7%	11.6%	11.1%	14.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	184	185	182	173	182	62.6%	63.1%	62.3%	58.6%	59.9%
Attrition	6	8	12	6	0					
Attrition Rate	3.3%	4.3%	6.6%	3.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	20	22	29	37	37	6.8%	7.5%	9.9%	12.5%	12.2%
Attrition Rate	4	3	3	9	0					
Attrition Rate	20.0%	13.6%	10.3%	24.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	26	33	42	44	53	8.8%	11.3%	14.4%	14.9%	17.4%

## District Report for: SHAWNEE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	294	293	292	295	304	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	14	12	12	12	3.7%	4.8%	4.1%	4.1%	3.9%
Professional Staff	31	27	28	30	32	10.5%	9.2%	9.6%	10.2%	10.5%
<b>Total Teachers</b>	252	252	252	253	260	85.7%	86.0%	86.3%	85.8%	85.5%
Special Education	23	24	27	28	29	9.1%	9.5%	10.7%	11.1%	11.2%
Pre-K & Kindergarten	1	1	0	0	1	0.4%	0.4%	0.0%	0.0%	0.4%
Elementary	101	101	99	102	109	40.1%	40.1%	39.3%	40.3%	41.9%
<b>Middle School</b>	48	48	50	48	46	19.0%	19.0%	19.8%	19.0%	17.7%
Language Arts	8	8	7	7	6	3.2%	3.2%	2.8%	2.8%	2.3%
Art & Music	3	3	3	3	3	1.2%	1.2%	1.2%	1.2%	1.2%
Social Studies	8	9	9	8	8	3.2%	3.6%	3.6%	3.2%	3.1%
Foreign Language	1	1	1	2	2	0.4%	0.4%	0.4%	0.8%	0.8%
Math	10	10	10	9	9	4.0%	4.0%	4.0%	3.6%	3.5%
Science	8	8	8	8	8	3.2%	3.2%	3.2%	3.2%	3.1%
Vocational Education	2	2	2	2	2	0.8%	0.8%	0.8%	0.8%	0.8%
Other	8	7	10	9	8	3.2%	2.8%	4.0%	3.6%	3.1%
<b>High School (9-12)</b>	79	78	76	75	75	2633.3%	2600.0%	2533.3%	2500.0%	2500.0%
Language Arts	14	12	14	11	14	5.6%	4.8%	5.6%	4.3%	5.4%
Art & Music	3	3	4	3	5	1.2%	1.2%	1.6%	1.2%	1.9%
Social Studies	11	13	11	13	9	4.4%	5.2%	4.4%	5.1%	3.5%
Foreign Language	4	5	4	4	5	1.6%	2.0%	1.6%	1.6%	1.9%
Math	11	12	11	10	11	4.4%	4.8%	4.4%	4.0%	4.2%
<b>Science</b>	12	11	10	9	10	4.8%	4.4%	4.0%	3.6%	3.8%
Biology	1	0	1	1	4	0.4%	0.0%	0.4%	0.4%	1.5%
Chemistry	1	1	0	1	1	0.4%	0.4%	0.0%	0.4%	0.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	10	10	9	7	5	4.0%	4.0%	3.6%	2.8%	1.9%
Vocational Education	10	11	10	11	9	4.0%	4.4%	4.0%	4.3%	3.5%
Other	14	11	12	14	12	5.6%	4.4%	4.8%	5.5%	4.6%
<b>Total Enrollments</b>	3,980	3,825	3,817	3,799	3,692	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	339	364	336	284	267	8.5%	9.5%	8.8%	7.5%	7.2%
Grades 1-4	1,152	1,064	1,149	1,154	1,177	28.9%	27.8%	30.1%	30.4%	31.9%
Grades 5-6	576	548	512	488	520	14.5%	14.3%	13.4%	12.8%	14.1%
Grades 7-8	591	555	523	571	485	14.8%	14.5%	13.7%	15.0%	13.1%
Grades 9-12	1,306	1,275	1,283	1,292	1,234	32.8%	33.3%	33.6%	34.0%	33.4%
Ungraded	16	19	14	10	9	0.4%	0.5%	0.4%	0.3%	0.2%

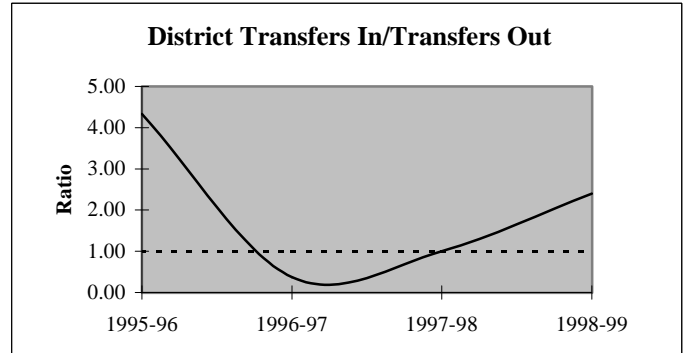
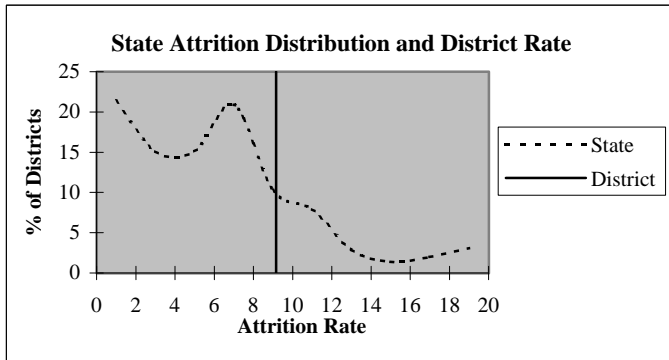




## District Report for: SHAWNEE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	294	293	292	295	305	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	268	278	272	268	268	91.2%	94.9%	93.2%	90.8%	87.9%
<b>Newly Hired</b>	<b>26</b>	<b>15</b>	<b>20</b>	<b>27</b>	<b>37</b>	<b>8.8%</b>	<b>5.1%</b>	<b>6.8%</b>	<b>9.2%</b>	<b>12.1%</b>
Transfers In	13	3	8	12	14	50.0%	20.0%	40.0%	44.4%	37.8%
Reentrants	1	6	2	3	7	3.8%	40.0%	10.0%	11.1%	18.9%
First Time Educators	12	6	10	12	16	46.2%	40.0%	50.0%	44.4%	43.2%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>21</b>	<b>24</b>	<b>27</b>	<b>-</b>	<b>5.4%</b>	<b>7.2%</b>	<b>8.2%</b>	<b>9.2%</b>	<b>-</b>
Transfers Out	3	8	8	5	-	18.8%	38.1%	33.3%	18.5%	-
Leave Oklahoma Educ.	13	13	16	22	-	81.3%	61.9%	66.7%	81.5%	-

Dynamics Rates	District Rates				
District Attrition	5.4%	7.2%	8.2%	9.2%	-
Transfers In/Out	4.33	0.38	1.00	2.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	33	Benedictine Heights, Tulsa	-
OSU, Stillwater	29	Southern Nazarene Univ., Bethany	1
UCO, Edmond	63	OBU, Shawnee	51
ECU, Ada	48	OCU, Oklahoma City	3
NWOSU, Alva	7	Phillips Univ., Enid	2
NESU, Tahlequah	14	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	10	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	26
		Total	294

## District Report for: SHAWNEE

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	11	14	12	12	12	3.7%	4.8%	4.1%	4.1%	3.9%
White - Females	2	4	5	4	4	18.2%	28.6%	41.7%	33.3%	33.3%
White - Males	8	9	6	7	7	72.7%	64.3%	50.0%	58.3%	58.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	7.1%	8.3%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	31	27	28	30	32	10.5%	9.2%	9.6%	10.2%	10.5%
White - Females	20	17	20	22	22	64.5%	63.0%	71.4%	73.3%	68.8%
White - Males	8	7	5	5	7	25.8%	25.9%	17.9%	16.7%	21.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	3.2%	3.7%	3.6%	3.3%	3.1%
Other - Females	2	2	2	2	2	6.5%	7.4%	7.1%	6.7%	6.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	252	252	252	253	260	85.7%	86.0%	86.3%	85.8%	85.5%
White - Females	181	178	179	182	184	71.8%	70.6%	71.0%	71.9%	70.8%
White - Males	57	59	58	56	61	22.6%	23.4%	23.0%	22.1%	23.5%
Black - Females	3	2	2	3	3	1.2%	0.8%	0.8%	1.2%	1.2%
Black - Males	4	5	4	3	3	1.6%	2.0%	1.6%	1.2%	1.2%
Other - Females	4	5	6	6	5	1.6%	2.0%	2.4%	2.4%	1.9%
Other - Males	3	3	3	3	4	1.2%	1.2%	1.2%	1.2%	1.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	2	1	2	1	3	0.8%	0.4%	0.8%	0.4%	1.2%
25-29	29	21	18	24	23	11.7%	8.5%	7.4%	9.8%	9.3%
30-34	20	29	26	22	21	8.1%	11.8%	10.7%	9.0%	8.5%
35-39	21	18	23	25	25	8.5%	7.3%	9.4%	10.2%	10.1%
40-44	59	45	34	33	32	23.9%	18.3%	13.9%	13.5%	13.0%
45-49	60	69	66	60	62	24.3%	28.0%	27.0%	24.5%	25.1%
50-54	34	39	46	50	54	13.8%	15.9%	18.9%	20.4%	21.9%
55+	22	24	29	30	27	8.9%	9.8%	11.9%	12.2%	10.9%
Average Age	43.0	43.6	44.3	44.3	44.3					

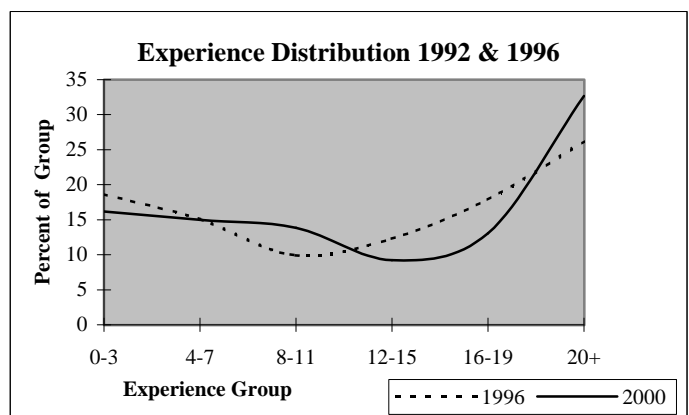
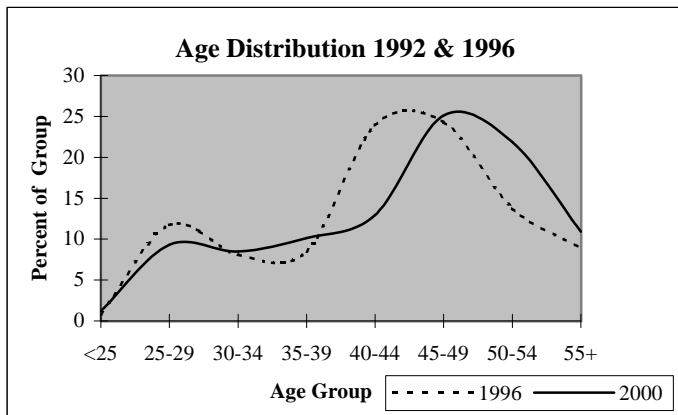
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	47	42	38	34	42	18.7%	16.7%	15.1%	13.4%	16.2%
4-7 Years	38	41	39	46	39	15.1%	16.3%	15.5%	18.2%	15.0%
8-11 Years	25	23	28	31	36	9.9%	9.1%	11.1%	12.3%	13.8%
12-15 Years	31	37	32	31	24	12.3%	14.7%	12.7%	12.3%	9.2%
16-19 Years	45	37	37	31	34	17.9%	14.7%	14.7%	12.3%	13.1%
20+ Years	66	72	78	80	85	26.2%	28.6%	31.0%	31.6%	32.7%
Average Experience	12.8	13.3	13.9	14.0	13.8					

## District Report for: SHAWNEE

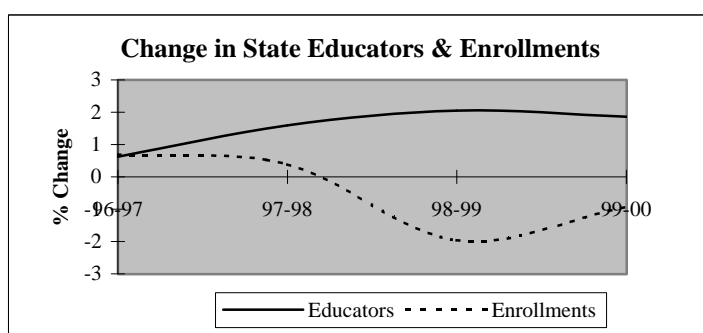
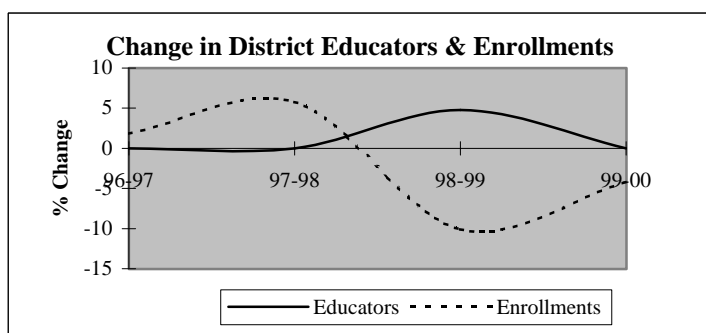
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	21	24	27	-	5.4%	7.2%	8.2%	9.2%	-
Attrition from Transfers	3	8	8	5	-	1.0%	2.7%	2.7%	1.7%	-
Attrition from Exits	13	13	16	22	-	4.4%	4.4%	5.5%	7.5%	-
<b>Teacher Attrition</b>	13	14	22	26	-	5.2%	5.6%	8.7%	10.3%	-
Attrition from Transfers	2	6	6	4	-	0.8%	2.4%	2.4%	1.6%	-
Attrition from Exits	11	8	16	22	-	4.4%	3.2%	6.3%	8.7%	-
<b>District Retention</b>										
Educator Retention	278	272	268	268	-	94.6%	92.8%	91.8%	90.8%	-
Teacher Retention	239	238	230	227	-	94.8%	94.4%	91.3%	89.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	81.7%	6.7%	88.3%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	6.8%	88.6%	84.2%	6.9%	91.1%
2 Years of Experience	97.8%	2.2%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.7%	1.9%	92.6%	86.1%	5.6%	91.7%
4 Years of Experience	87.3%	0.0%	87.3%	87.9%	4.7%	92.6%
5 Years of Experience	92.0%	2.0%	94.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	1.4%	1.0%	1.7%	1.4%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.2%	94.5%	92.1%	93.6%	91.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.1%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.4%	4.4%	4.1%	5.1%	7.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ASHER

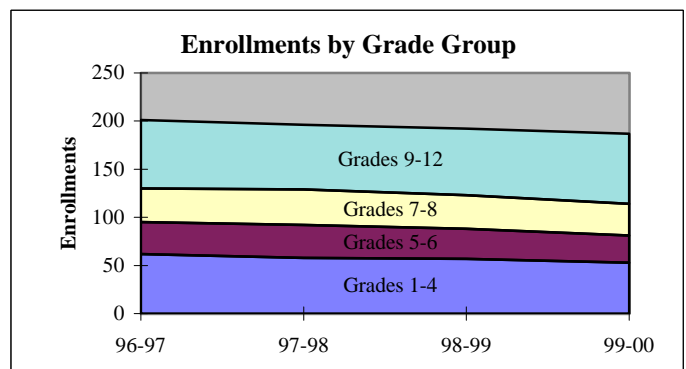
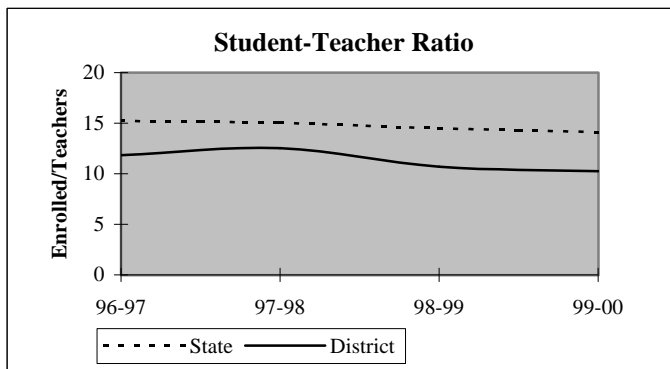


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.5	10.7	11.3	9.7	9.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.6	11.8	12.5	10.7	10.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	1	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	4.8%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	4	13	-24	-9	-	-	-	-	-
% Change in Enrollments	3.8%	1.8%	5.8%	-10.1%	-4.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	4.8%	4.8%	9.1%	4.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.5%	9.5%	9.5%	9.1%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.5%	9.5%	9.5%	4.5%	4.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	40.2	41.7	41.9	40.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	9.3	9.9	9.5	7.7	12.1	12.3	12.3	12.2	12.2
Average Salary	28,960	27,983	28,785	29,004	28,553	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.5%	10.5%	10.5%	5.0%	5.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	68.4%	68.4%	70.0%	70.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.3%	5.3%	5.0%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.9%	28.4%	46.2%	45.9%	45.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	12	12	12	14	47.6%	57.1%	57.1%	54.5%	63.6%
Attrition	2	2	4	1	0					
Attrition Rate	20.0%	16.7%	33.3%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	6	6	6	5	42.9%	28.6%	28.6%	27.3%	22.7%
Attrition	2	0	0	0	0					
Attrition Rate	22.2%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	3	4	3	9.5%	14.3%	14.3%	18.2%	13.6%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	3	4	5	3	23.8%	14.3%	19.0%	22.7%	13.6%

## District Report for: ASHER

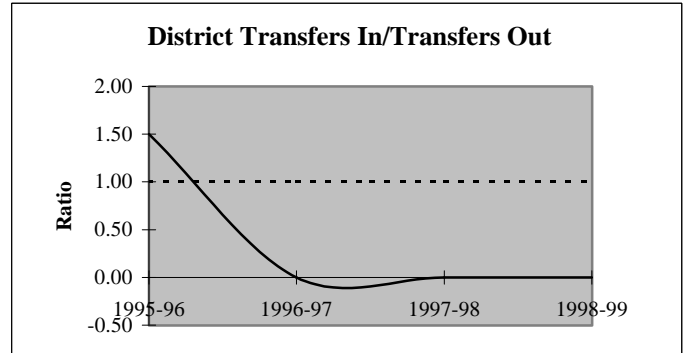
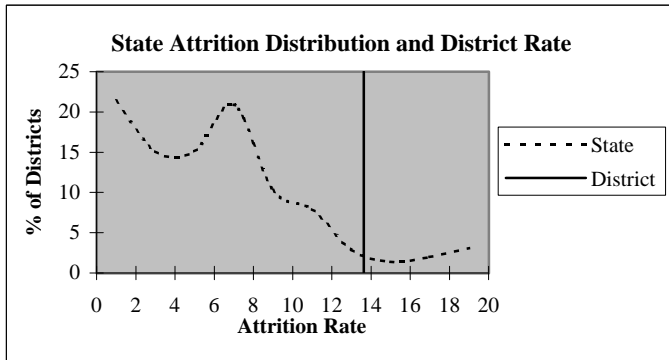
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	21	21	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	9.5%	9.5%	9.5%	9.1%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	19	19	19	20	20	90.5%	90.5%	90.5%	90.9%	90.9%
Special Education	1	1	1	1	1	5.3%	5.3%	5.3%	5.0%	5.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	8	8	9	42.1%	42.1%	42.1%	40.0%	45.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	10	11	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	1	10.5%	10.5%	10.5%	10.0%	5.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	2	5.3%	5.3%	5.3%	5.0%	10.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	2	2	10.5%	10.5%	10.5%	10.0%	10.0%
<b>Science</b>	1	1	1	1	1	5.3%	5.3%	5.3%	5.0%	5.0%
Biology	0	1	0	1	0	0.0%	5.3%	0.0%	5.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	1	5.3%	0.0%	5.3%	0.0%	5.0%
Vocational Education	3	3	3	3	3	15.8%	15.8%	15.8%	15.0%	15.0%
Other	1	1	1	2	1	5.3%	5.3%	5.3%	10.0%	5.0%
<b>Total Enrollments</b>	221	225	238	214	205	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	24	42	22	18	7.7%	10.7%	17.6%	10.3%	8.8%
Grades 1-4	63	62	58	57	53	28.5%	27.6%	24.4%	26.6%	25.9%
Grades 5-6	33	33	34	31	28	14.9%	14.7%	14.3%	14.5%	13.7%
Grades 7-8	32	35	37	35	33	14.5%	15.6%	15.5%	16.4%	16.1%
Grades 9-12	76	71	67	69	73	34.4%	31.6%	28.2%	32.2%	35.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ASHER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	21	21	22	22	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	17	19	17	19	85.7%	81.0%	90.5%	77.3%	86.4%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>14.3%</b>	<b>19.0%</b>	<b>9.5%</b>	<b>22.7%</b>	<b>13.6%</b>
Transfers In	3	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	2	0	1	0	0.0%	50.0%	0.0%	20.0%	0.0%
First Time Educators	0	2	2	4	3	0.0%	50.0%	100.0%	80.0%	100.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>19.0%</b>	<b>9.5%</b>	<b>19.0%</b>	<b>13.6%</b>	<b>-</b>
Transfers Out	2	1	3	1	-	50.0%	50.0%	75.0%	33.3%	-
Leave Oklahoma Educ.	2	1	1	2	-	50.0%	50.0%	25.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	19.0%	9.5%	19.0%	13.6%	-
Transfers In/Out	1.50	0.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	2
ECU, Ada	14	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>21</b>

## District Report for: ASHER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	9.5%	9.5%	9.5%	9.1%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	19	19	20	20	90.5%	90.5%	90.5%	90.9%	90.9%
White - Females	12	12	12	13	13	63.2%	63.2%	63.2%	65.0%	65.0%
White - Males	5	5	5	6	6	26.3%	26.3%	26.3%	30.0%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	5.3%	5.3%	5.3%	5.0%	5.0%
Other - Males	1	1	1	0	0	5.3%	5.3%	5.3%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	1	0	0.0%	5.3%	5.3%	5.3%	0.0%
25-29	3	4	3	3	4	15.8%	21.1%	15.8%	15.8%	22.2%
30-34	1	1	1	2	1	5.3%	5.3%	5.3%	10.5%	5.6%
35-39	4	2	2	2	3	21.1%	10.5%	10.5%	10.5%	16.7%
40-44	3	4	5	4	4	15.8%	21.1%	26.3%	21.1%	22.2%
45-49	0	1	1	1	2	0.0%	5.3%	5.3%	5.3%	11.1%
50-54	5	4	2	2	1	26.3%	21.1%	10.5%	10.5%	5.6%
55+	3	2	4	4	3	15.8%	10.5%	21.1%	21.1%	16.7%
<b>Average Age</b>	43.0	40.2	41.7	41.9	40.8					

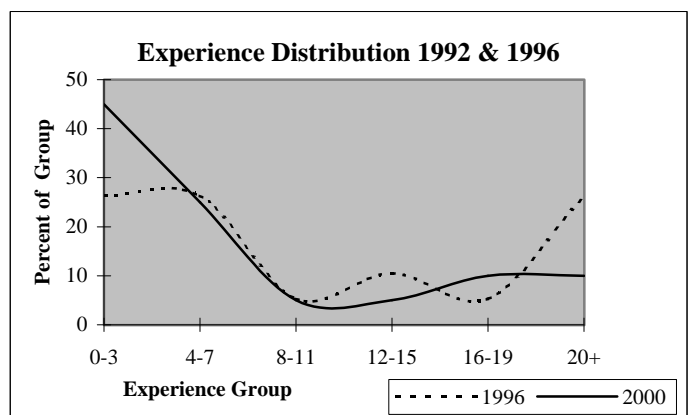
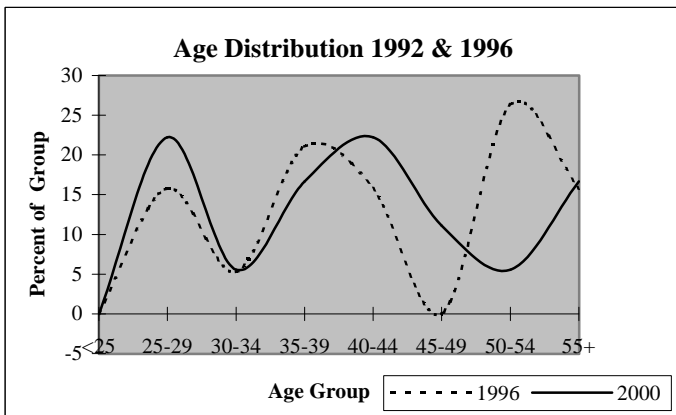
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	7	6	7	9	26.3%	36.8%	31.6%	35.0%	45.0%
4-7 Years	5	5	6	5	5	26.3%	26.3%	31.6%	25.0%	25.0%
8-11 Years	1	0	0	1	1	5.3%	0.0%	0.0%	5.0%	5.0%
12-15 Years	2	3	2	1	1	10.5%	15.8%	10.5%	5.0%	5.0%
16-19 Years	1	0	1	2	2	5.3%	0.0%	5.3%	10.0%	10.0%
20+ Years	5	4	4	4	2	26.3%	21.1%	21.1%	20.0%	10.0%
<b>Average Experience</b>	11.3	9.3	9.9	9.5	7.7					

## District Report for: ASHER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	4	3	-	19.0%	9.5%	19.0%	13.6%	-
Attrition from Transfers	2	1	3	1	-	9.5%	4.8%	14.3%	4.5%	-
Attrition from Exits	2	1	1	2	-	9.5%	4.8%	4.8%	9.1%	-
<b>Teacher Attrition</b>	4	2	4	3	-	21.1%	10.5%	21.1%	15.0%	-
Attrition from Transfers	2	1	3	1	-	10.5%	5.3%	15.8%	5.0%	-
Attrition from Exits	2	1	1	2	-	10.5%	5.3%	5.3%	10.0%	-
<b>District Retention</b>										
Educator Retention	17	19	17	19	-	81.0%	90.5%	81.0%	86.4%	-
Teacher Retention	15	17	15	17	-	78.9%	89.5%	78.9%	85.0%	-

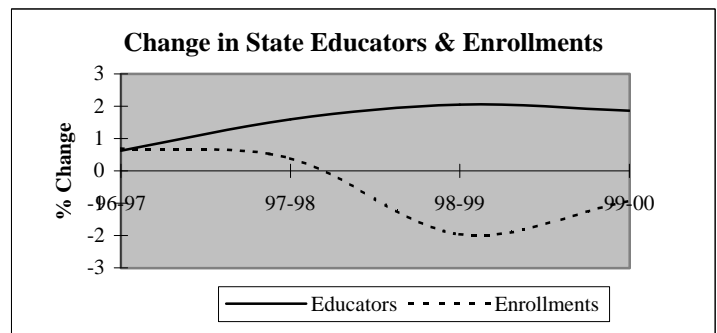
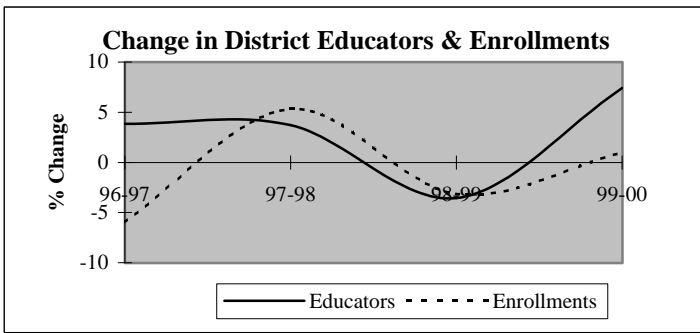
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	0.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.8%	0.0%	0.0%	4.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	81.0%	90.5%	72.7%	86.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	19.0%	9.5%	22.7%	13.6%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: WANETTE

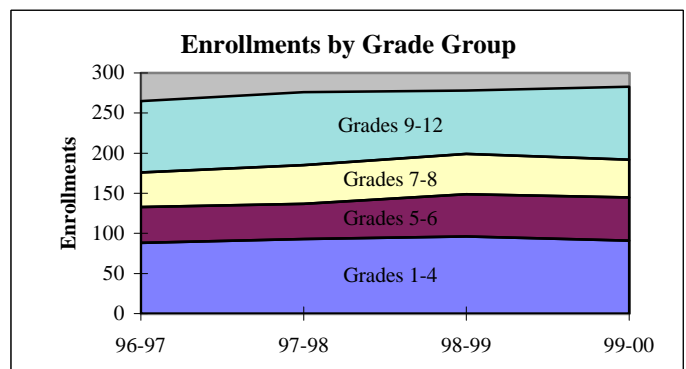
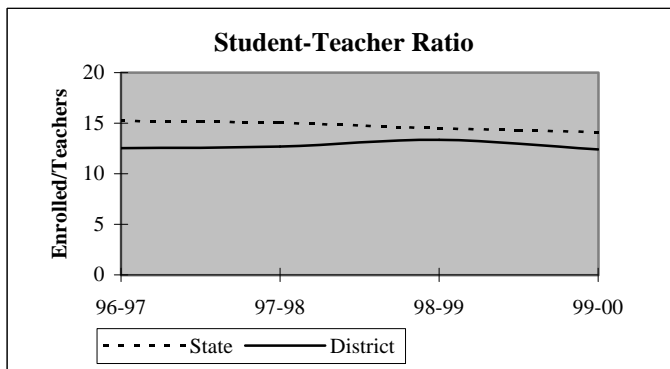


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.3	11.1	11.3	11.4	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.9	12.5	12.7	13.3	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	1	-1	2	-	-	-	-	-
% Change in Educators	8.3%	3.8%	3.7%	-3.6%	7.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	-19	16	-10	3	-	-	-	-	-
% Change in Enrollments	1.6%	-5.9%	5.3%	-3.2%	1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.8%	0.0%	0.0%	0.0%	3.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.7%	7.4%	7.1%	11.1%	10.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.8%	3.7%	3.6%	3.7%	3.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	3.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.8%	3.7%	3.6%	3.7%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.6	39.3	39.1	39.8	42.7	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	11.5	10.9	12.0	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,446	28,800	29,988	30,367	29,758	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	4.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.6%	70.8%	76.0%	73.9%	76.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.0%	12.5%	12.0%	13.0%	16.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.1%	10.6%	13.9%	21.3%	21.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	14	16	12	12	42.3%	51.9%	57.1%	44.4%	41.4%
Attrition	0	1	4	3	0					
Attrition Rate	0.0%	7.1%	25.0%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	10	8	11	12	46.2%	37.0%	28.6%	40.7%	41.4%
Attrition	3	1	1	1	0					
Attrition Rate	25.0%	10.0%	12.5%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	4	4	5	11.5%	11.1%	14.3%	14.8%	17.2%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	4	4	5	11.5%	14.8%	14.3%	14.8%	17.2%

## District Report for: WANETTE

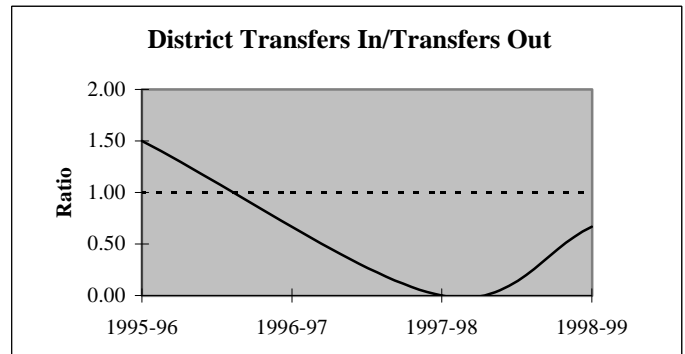
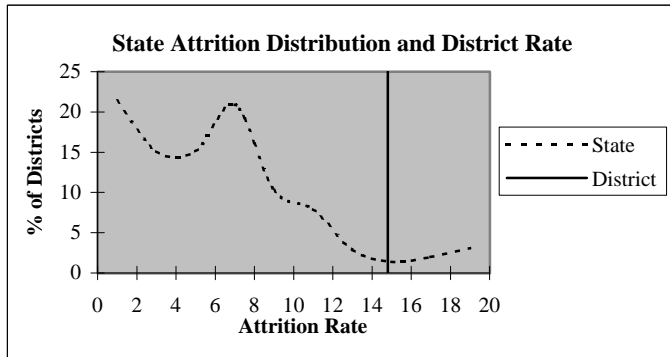
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	26	27	28	27	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	3	7.7%	7.4%	7.1%	11.1%	10.3%
Professional Staff	1	1	1	1	1	3.8%	3.7%	3.6%	3.7%	3.4%
<b>Total Teachers</b>	23	24	25	23	25	88.5%	88.9%	89.3%	85.2%	86.2%
Special Education	3	3	3	3	4	13.0%	12.5%	12.0%	13.0%	16.0%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	4.2%	4.0%	4.3%	4.0%
Elementary	10	10	11	11	12	43.5%	41.7%	44.0%	47.8%	48.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	10	10	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	1	1	8.7%	8.3%	8.0%	4.3%	4.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	2	2	2	8.7%	8.3%	8.0%	8.7%	8.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.3%	4.2%	4.0%	4.3%	4.0%
<b>Science</b>	1	1	1	1	1	4.3%	4.2%	4.0%	4.3%	4.0%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	4.3%	4.2%	4.0%	0.0%	0.0%
Vocational Education	3	3	3	3	3	13.0%	12.5%	12.0%	13.0%	12.0%
Other	1	1	1	0	0	4.3%	4.2%	4.0%	0.0%	0.0%
<b>Total Enrollments</b>	320	301	317	307	310	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	47	36	37	28	26	14.7%	12.0%	11.7%	9.1%	8.4%
Grades 1-4	86	88	93	96	91	26.9%	29.2%	29.3%	31.3%	29.4%
Grades 5-6	49	45	44	53	54	15.3%	15.0%	13.9%	17.3%	17.4%
Grades 7-8	44	43	48	50	47	13.8%	14.3%	15.1%	16.3%	15.2%
Grades 9-12	94	89	91	79	91	29.4%	29.6%	28.7%	25.7%	29.4%
Ungraded	0	0	4	1	1	0.0%	0.0%	1.3%	0.3%	0.3%



## District Report for: WANETTE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	26	27	28	27	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	23	25	23	23	73.1%	85.2%	89.3%	85.2%	79.3%
<b>Newly Hired</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>26.9%</b>	<b>14.8%</b>	<b>10.7%</b>	<b>14.8%</b>	<b>20.7%</b>
Transfers In	3	0	0	2	1	42.9%	0.0%	0.0%	50.0%	16.7%
Reentrants	0	1	0	1	2	0.0%	25.0%	0.0%	25.0%	33.3%
First Time Educators	4	3	3	1	3	57.1%	75.0%	100.0%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>-</b>	<b>11.5%</b>	<b>7.4%</b>	<b>17.9%</b>	<b>14.8%</b>	<b>-</b>
Transfers Out	2	0	5	3	-	66.7%	0.0%	100.0%	75.0%	-
Leave Oklahoma Educ.	1	2	0	1	-	33.3%	100.0%	0.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	11.5%	7.4%	17.9%	14.8%	-
Transfers In/Out	1.50	nc	0.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	8	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	15	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>26</b>

## District Report for: WANETTE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	3	3	7.7%	7.4%	7.1%	11.1%	10.3%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	33.3%	33.3%
White - Males	1	1	1	2	2	50.0%	50.0%	50.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.8%	3.7%	3.6%	3.7%	3.4%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	24	25	23	25	88.5%	88.9%	89.3%	85.2%	86.2%
White - Females	16	17	19	17	18	69.6%	70.8%	76.0%	73.9%	72.0%
White - Males	7	7	6	6	6	30.4%	29.2%	24.0%	26.1%	24.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	1	0	0	8.7%	8.3%	4.0%	0.0%	0.0%
25-29	4	4	3	4	2	17.4%	16.7%	12.0%	17.4%	8.7%
30-34	3	4	7	6	7	13.0%	16.7%	28.0%	26.1%	30.4%
35-39	1	2	2	3	4	4.3%	8.3%	8.0%	13.0%	17.4%
40-44	5	5	4	1	0	21.7%	20.8%	16.0%	4.3%	0.0%
45-49	3	2	4	4	3	13.0%	8.3%	16.0%	17.4%	13.0%
50-54	3	2	1	1	2	13.0%	8.3%	4.0%	4.3%	8.7%
55+	2	3	3	4	5	8.7%	12.5%	12.0%	17.4%	21.7%
<b>Average Age</b>	39.6	39.3	39.1	39.8	42.7					

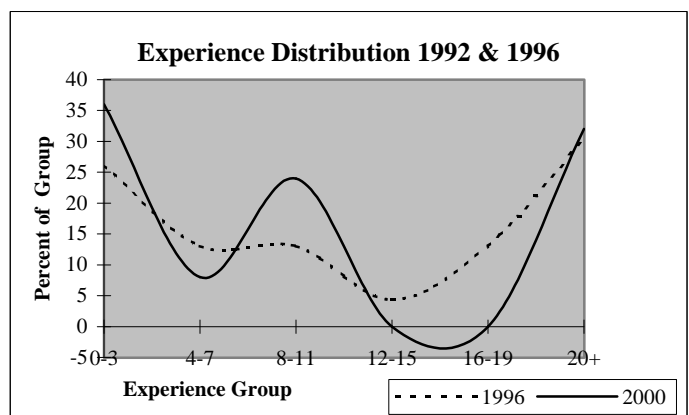
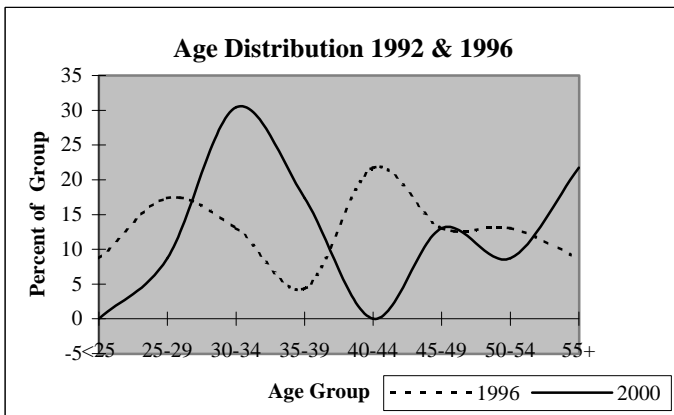
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	10	11	8	9	26.1%	41.7%	44.0%	34.8%	36.0%
4-7 Years	3	3	4	3	2	13.0%	12.5%	16.0%	13.0%	8.0%
8-11 Years	3	0	0	3	6	13.0%	0.0%	0.0%	13.0%	24.0%
12-15 Years	1	1	0	0	0	4.3%	4.2%	0.0%	0.0%	0.0%
16-19 Years	3	2	2	2	0	13.0%	8.3%	8.0%	8.7%	0.0%
20+ Years	7	8	8	7	8	30.4%	33.3%	32.0%	30.4%	32.0%
<b>Average Experience</b>	12.2	11.5	10.9	12.0	11.7					

## District Report for: WANETTE

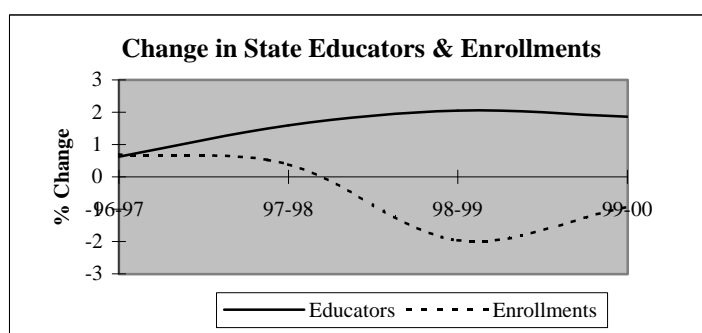
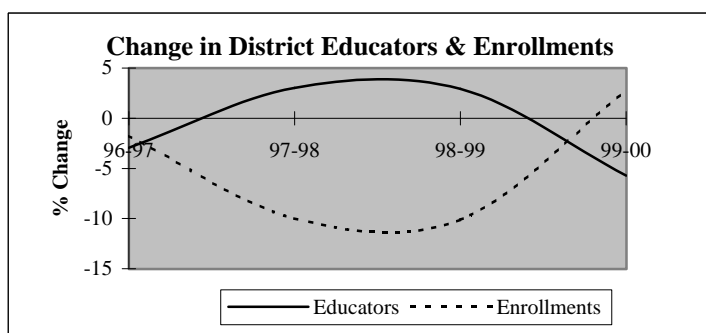
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	5	4	-	11.5%	7.4%	17.9%	14.8%	-
Attrition from Transfers	2	0	5	3	-	7.7%	0.0%	17.9%	11.1%	-
Attrition from Exits	1	2	0	1	-	3.8%	7.4%	0.0%	3.7%	-
<b>Teacher Attrition</b>	3	2	5	4	-	13.0%	8.3%	20.0%	17.4%	-
Attrition from Transfers	2	0	5	3	-	8.7%	0.0%	20.0%	13.0%	-
Attrition from Exits	1	2	0	1	-	4.3%	8.3%	0.0%	4.3%	-
<b>District Retention</b>										
Educator Retention	23	25	23	23	-	88.5%	92.6%	82.1%	85.2%	-
Teacher Retention	20	22	20	19	-	87.0%	91.7%	80.0%	82.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	78.6%	14.3%	92.9%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	0.0%	81.8%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.0%	0.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	7.7%	3.7%	3.6%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	76.9%	81.5%	82.1%	92.6%	82.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	3.6%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	15.4%	14.8%	10.7%	7.4%	17.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MAUD

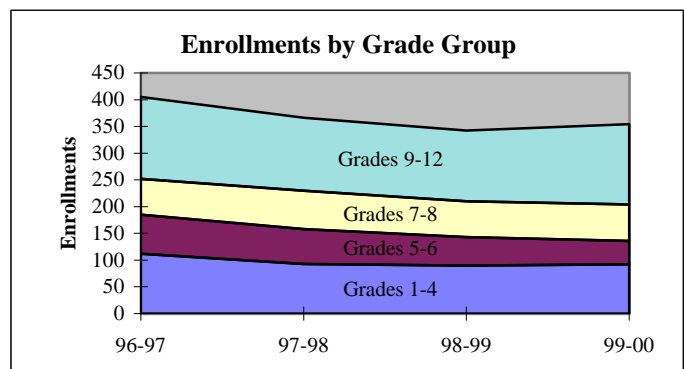
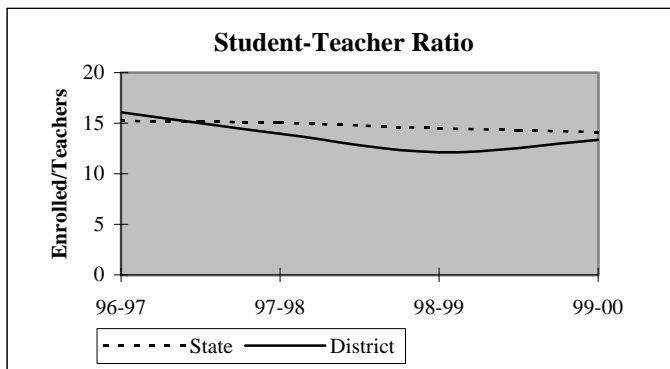


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.6	11.9	10.4	11.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	16.1	14.0	12.1	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	1	1	-2	-	-	-	-	-
% Change in Educators	6.3%	-2.9%	3.0%	2.9%	-5.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	81	-8	-45	-41	10	-	-	-	-	-
% Change in Enrollments	21.5%	-1.7%	-10.0%	-10.1%	2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	17.6%	6.1%	2.9%	14.3%	6.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.8%	9.1%	8.8%	8.6%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.9%	6.1%	5.9%	5.7%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	2.9%	2.9%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	33.3%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	3.0%	0.0%	0.0%	3.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.9	36.7	37.2	39.1	37.0	42.0	42.3	42.5	42.7	43.0
Average Experience	6.3	5.9	5.9	6.0	7.0	12.1	12.3	12.3	12.2	12.2
Average Salary	25,921	26,771	27,528	25,761	27,338	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	3.4%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.4%	78.6%	75.9%	76.7%	67.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.3%	7.1%	10.3%	10.0%	10.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.2%	22.7%	22.5%	25.5%	27.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	24	24	24	19	67.6%	72.7%	70.6%	68.6%	57.6%
Attrition	5	6	8	9	0					
Attrition Rate	21.7%	25.0%	33.3%	37.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	9	10	13	29.4%	27.3%	26.5%	28.6%	39.4%
Attrition	2	3	3	2	0					
Attrition Rate	20.0%	33.3%	33.3%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	1	1	1	2.9%	0.0%	2.9%	2.9%	3.0%
Attrition Rate	100.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	3	1	2	2	2.9%	9.1%	2.9%	5.7%	6.1%

## District Report for: MAUD

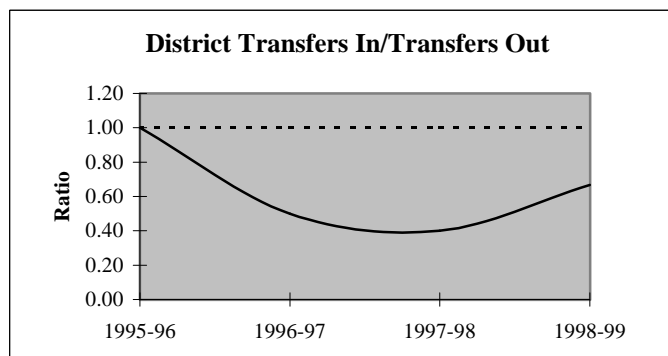
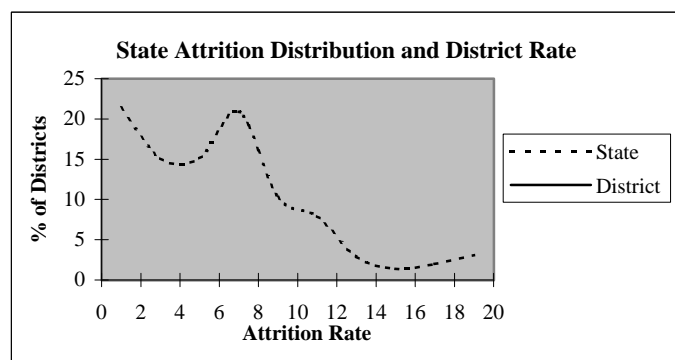
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	33	34	35	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.8%	9.1%	8.8%	8.6%	9.1%
Professional Staff	2	2	2	2	2	5.9%	6.1%	5.9%	5.7%	6.1%
<b>Total Teachers</b>	29	28	29	30	28	85.3%	84.8%	85.3%	85.7%	84.8%
Special Education	3	2	3	3	3	10.3%	7.1%	10.3%	10.0%	10.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	13	12	12	13	12	44.8%	42.9%	41.4%	43.3%	42.9%
Middle School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	14	14	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	2	2	10.3%	10.7%	10.3%	6.7%	7.1%
Art & Music	1	1	1	1	0	3.4%	3.6%	3.4%	3.3%	0.0%
Social Studies	2	2	2	2	2	6.9%	7.1%	6.9%	6.7%	7.1%
Foreign Language	0	0	1	1	0	0.0%	0.0%	3.4%	3.3%	0.0%
Math	0	1	1	2	2	0.0%	3.6%	3.4%	6.7%	7.1%
Science	2	1	0	0	2	6.9%	3.6%	0.0%	0.0%	7.1%
Biology	0	1	0	0	0	0.0%	3.6%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	0	0	0	2	6.9%	0.0%	0.0%	0.0%	7.1%
Vocational Education	2	2	3	3	3	6.9%	7.1%	10.3%	10.0%	10.7%
Other	3	4	3	3	2	10.3%	14.3%	10.3%	10.0%	7.1%
<b>Total Enrollments</b>	458	450	405	364	374	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	45	45	39	22	20	9.8%	10.0%	9.6%	6.0%	5.3%
Grades 1-4	128	112	93	90	92	27.9%	24.9%	23.0%	24.7%	24.6%
Grades 5-6	67	73	65	53	44	14.6%	16.2%	16.0%	14.6%	11.8%
Grades 7-8	70	67	72	67	68	15.3%	14.9%	17.8%	18.4%	18.2%
Grades 9-12	148	153	136	132	150	32.3%	34.0%	33.6%	36.3%	40.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MAUD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	33	34	35	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	26	24	23	23	76.5%	78.8%	70.6%	65.7%	69.7%
<b>Newly Hired</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>12</b>	<b>10</b>	<b>23.5%</b>	<b>21.2%</b>	<b>29.4%</b>	<b>34.3%</b>	<b>30.3%</b>
Transfers In	3	3	4	4	4	37.5%	42.9%	40.0%	33.3%	40.0%
Reentrants	1	1	3	2	4	12.5%	14.3%	30.0%	16.7%	40.0%
First Time Educators	4	3	3	6	2	50.0%	42.9%	30.0%	50.0%	20.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>9</b>	<b>11</b>	<b>12</b>	<b>-</b>	<b>23.5%</b>	<b>27.3%</b>	<b>32.4%</b>	<b>34.3%</b>	<b>-</b>
Transfers Out	3	6	10	6	-	37.5%	66.7%	90.9%	50.0%	-
Leave Oklahoma Educ.	5	3	1	6	-	62.5%	33.3%	9.1%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	23.5%	27.3%	32.4%	34.3%	-
Transfers In/Out	1.00	0.50	0.40	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	1
ECU, Ada	17	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	34



## District Report for: MAUD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.8%	9.1%	8.8%	8.6%	9.1%
White - Females	1	1	0	0	1	33.3%	33.3%	0.0%	0.0%	33.3%
White - Males	2	2	3	2	2	66.7%	66.7%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	0	0.0%	0.0%	0.0%	33.3%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	5.9%	6.1%	5.9%	5.7%	6.1%
White - Females	1	1	1	2	2	50.0%	50.0%	50.0%	100.0%	100.0%
White - Males	1	1	1	0	0	50.0%	50.0%	50.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	28	29	30	28	85.3%	84.8%	85.3%	85.7%	84.8%
White - Females	21	22	21	23	19	72.4%	78.6%	72.4%	76.7%	67.9%
White - Males	8	6	7	7	9	27.6%	21.4%	24.1%	23.3%	32.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	0	0	0.0%	0.0%	3.4%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	3.6%	0.0%	0.0%	0.0%
25-29	8	6	6	4	5	27.6%	21.4%	21.4%	13.8%	20.0%
30-34	3	6	7	7	6	10.3%	21.4%	25.0%	24.1%	24.0%
35-39	9	5	5	5	5	31.0%	17.9%	17.9%	17.2%	20.0%
40-44	4	6	4	4	5	13.8%	21.4%	14.3%	13.8%	20.0%
45-49	2	2	4	4	2	6.9%	7.1%	14.3%	13.8%	8.0%
50-54	1	0	1	3	2	3.4%	0.0%	3.6%	10.3%	8.0%
55+	2	2	1	2	0	6.9%	7.1%	3.6%	6.9%	0.0%
<b>Average Age</b>	36.9	36.7	37.2	39.1	37.0					

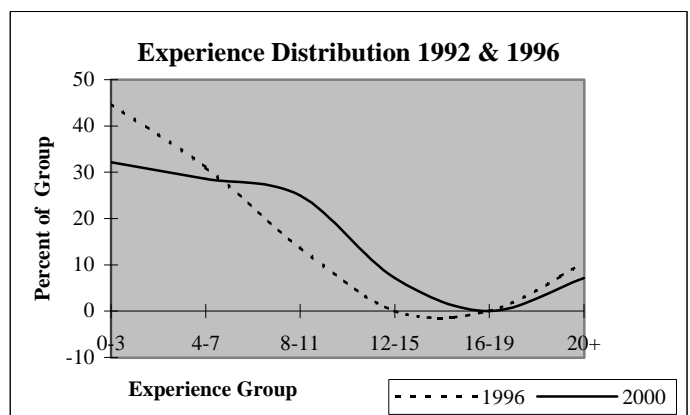
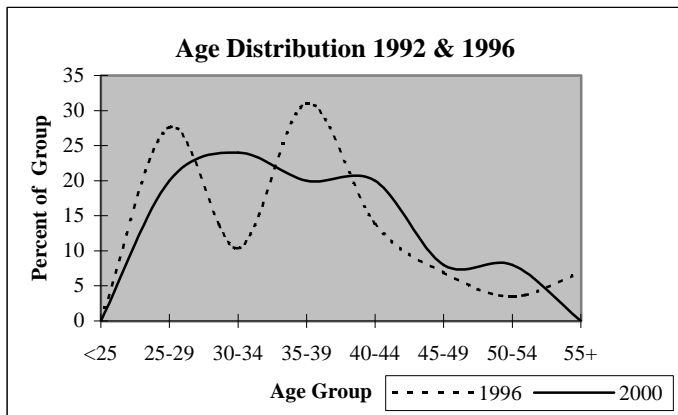
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	10	13	14	9	44.8%	35.7%	44.8%	46.7%	32.1%
4-7 Years	9	13	10	8	8	31.0%	46.4%	34.5%	26.7%	28.6%
8-11 Years	4	0	1	3	7	13.8%	0.0%	3.4%	10.0%	25.0%
12-15 Years	0	3	3	3	2	0.0%	10.7%	10.3%	10.0%	7.1%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	3	2	2	2	2	10.3%	7.1%	6.9%	6.7%	7.1%
<b>Average Experience</b>	6.3	5.9	5.9	6.0	7.0					

## District Report for: MAUD

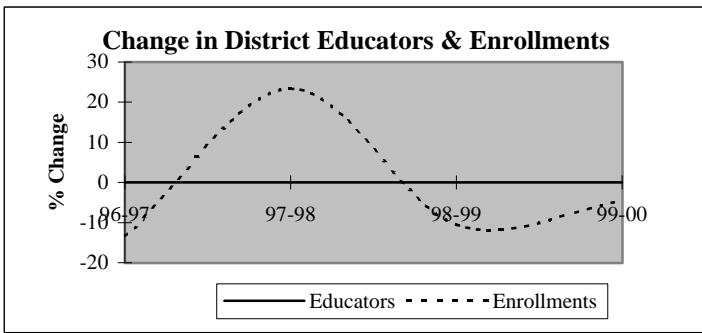
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	9	11	12	-	23.5%	27.3%	32.4%	34.3%	-
Attrition from Transfers	3	6	10	6	-	8.8%	18.2%	29.4%	17.1%	-
Attrition from Exits	5	3	1	6	-	14.7%	9.1%	2.9%	17.1%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>7</b>	<b>9</b>	<b>11</b>	<b>-</b>	<b>27.6%</b>	<b>25.0%</b>	<b>31.0%</b>	<b>36.7%</b>	<b>-</b>
Attrition from Transfers	3	5	8	5	-	10.3%	17.9%	27.6%	16.7%	-
Attrition from Exits	5	2	1	6	-	17.2%	7.1%	3.4%	20.0%	-
<b>District Retention</b>										
Educator Retention	26	24	23	23	-	76.5%	72.7%	67.6%	65.7%	-
Teacher Retention	21	21	20	19	-	72.4%	75.0%	69.0%	63.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	57.1%	19.0%	76.2%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	21.4%	92.9%	84.2%	6.9%	91.1%
2 Years of Experience	69.2%	23.1%	92.3%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	7.1%	92.9%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	26.7%	93.3%	87.9%	4.7%	92.6%
5 Years of Experience	90.9%	0.0%	90.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.3%	84.8%	79.4%	77.1%	81.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.9%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.7%	12.1%	17.6%	22.9%	18.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALBION



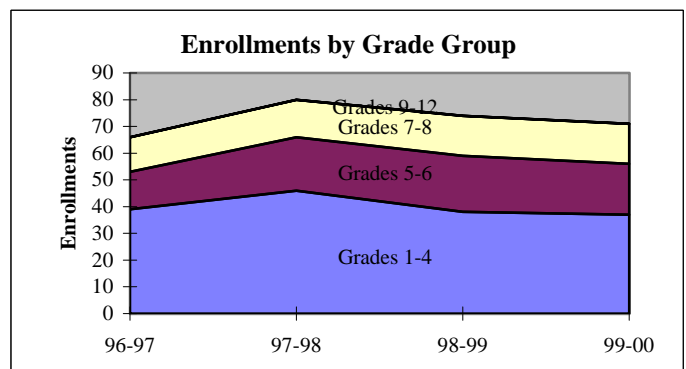
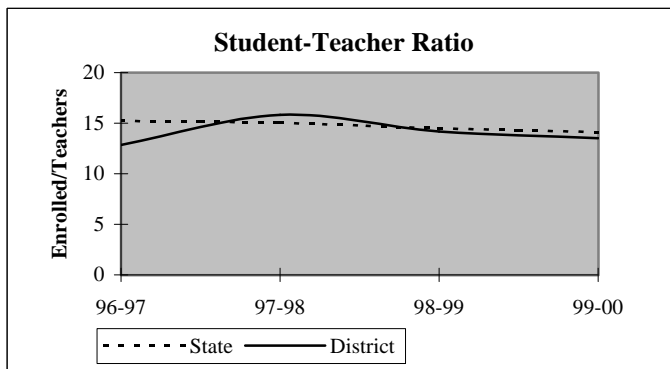
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	11.0	13.6	12.1	11.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.8	12.8	15.8	14.2	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	-12	18	-10	-4	-	-	-	-	-
% Change in Enrollments	4.7%	-13.5%	23.4%	-10.5%	-4.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	14.3%	14.3%	14.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	33.3	34.3	35.3	38.2	39.2	42.0	42.3	42.5	42.7	43.0
Average Experience	6.8	7.8	8.8	9.3	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	27,219	27,433	27,747	28,089	28,559	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	83.3%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	39.3%	39.0%	51.6%	49.4%	55.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	3	3	2	1	42.9%	42.9%	42.9%	28.6%	14.3%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	4	4	5	6	57.1%	57.1%	57.1%	71.4%	85.7%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: ALBION

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

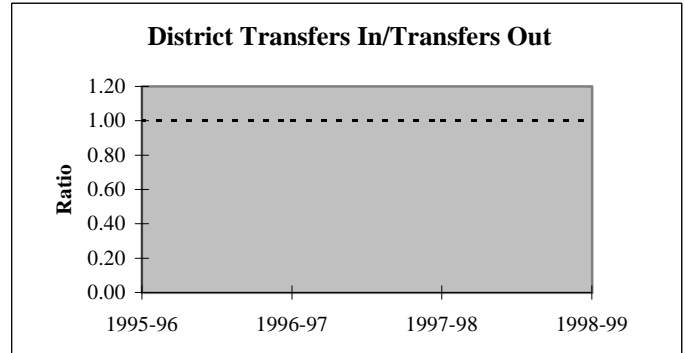
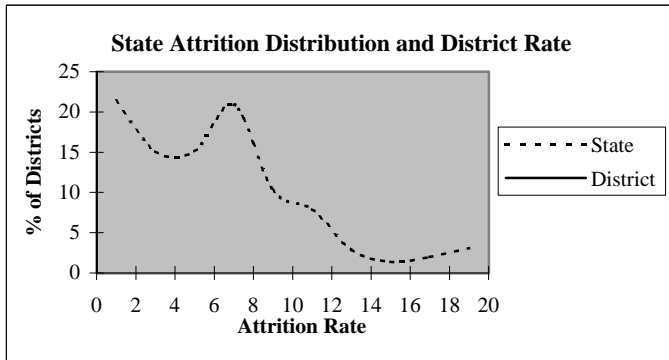
<b>Total Enrollments</b>	89	77	95	85	81	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	11	15	11	10	12.4%	14.3%	15.8%	12.9%	12.3%
Grades 1-4	42	39	46	38	37	47.2%	50.6%	48.4%	44.7%	45.7%
Grades 5-6	13	14	20	21	19	14.6%	18.2%	21.1%	24.7%	23.5%
Grades 7-8	23	13	14	15	15	25.8%	16.9%	14.7%	17.6%	18.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ALBION

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4	7	7	6	7	57.1%	100.0%	100.0%	85.7%	100.0%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>42.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>
Transfers In	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
Reentrants	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	0	1	0	33.3%	0.0%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	14.3%	0.0%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	7

## District Report for: ALBION

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	14.3%	14.3%	14.3%	14.3%	14.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	85.7%
White - Females	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
White - Males	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	1	0	0	33.3%	16.7%	16.7%	0.0%	0.0%
30-34	1	2	2	2	2	16.7%	33.3%	33.3%	33.3%	33.3%
35-39	2	2	2	2	0	33.3%	33.3%	33.3%	33.3%	0.0%
40-44	1	1	1	1	3	16.7%	16.7%	16.7%	16.7%	50.0%
45-49	0	0	0	1	1	0.0%	0.0%	0.0%	16.7%	16.7%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	33.3	34.3	35.3	38.2	39.2					

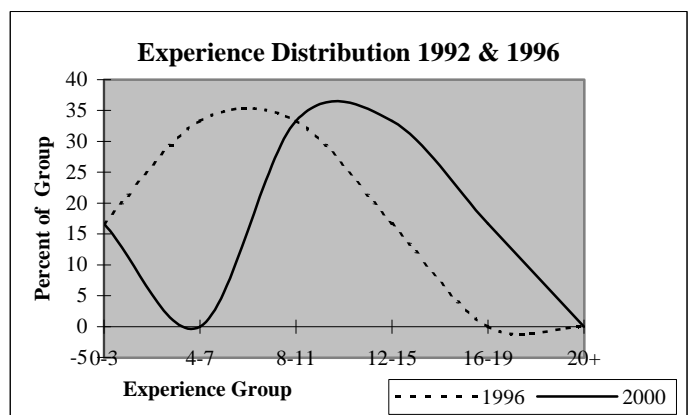
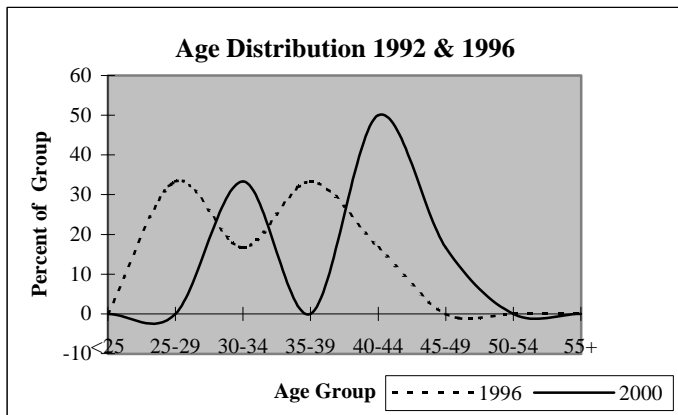
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
4-7 Years	2	2	2	1	0	33.3%	33.3%	33.3%	16.7%	0.0%
8-11 Years	2	1	1	1	2	33.3%	16.7%	16.7%	16.7%	33.3%
12-15 Years	1	2	2	3	2	16.7%	33.3%	33.3%	50.0%	33.3%
16-19 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	6.8	7.8	8.8	9.3	10.3					

## District Report for: ALBION

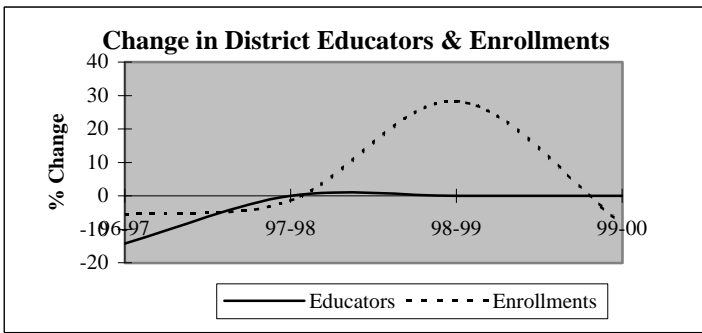
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	0	1	0	-	0.0%	0.0%	16.7%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	16.7%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	7	6	7	-	100.0%	100.0%	85.7%	100.0%	-
Teacher Retention	6	6	5	6	-	100.0%	100.0%	83.3%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	100.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	71.4%	100.0%	100.0%	85.7%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	28.6%	0.0%	0.0%	14.3%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TUSKAHOMA



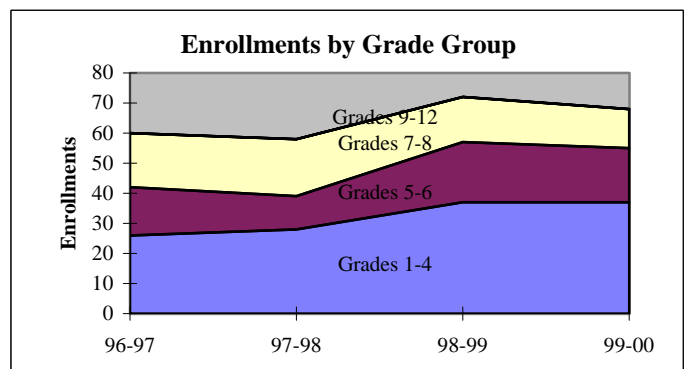
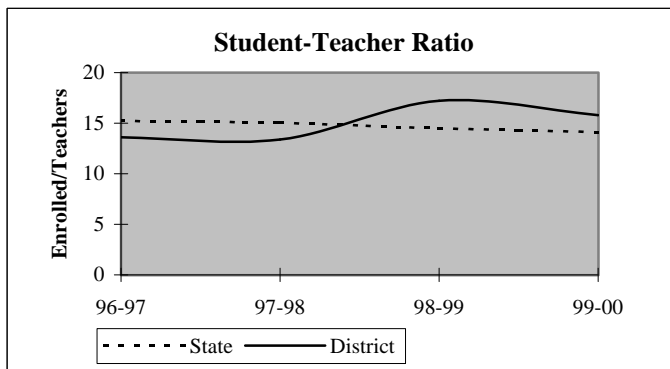
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.3	11.3	11.2	14.3	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.0	13.6	13.4	17.2	15.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	-14.3%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-22	-4	-1	19	-7	-	-	-	-	-
% Change in Enrollments	-23.4%	-5.6%	-1.5%	28.4%	-8.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	16.7%	16.7%	16.7%	16.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.3%	16.7%	16.7%	16.7%	16.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	47.0	48.4	49.4	50.4	51.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	14.6	15.6	16.6	17.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,117	28,959	29,867	31,449	31,801	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	80.0%	80.0%	80.0%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	56.9%	54.4%	50.7%	47.7%	53.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	0	0	0	0	28.6%	0.0%	0.0%	0.0%	0.0%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	5	6	6	6	6	71.4%	100.0%	100.0%	100.0%	100.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	33.3%



## District Report for: TUSKAHOMA

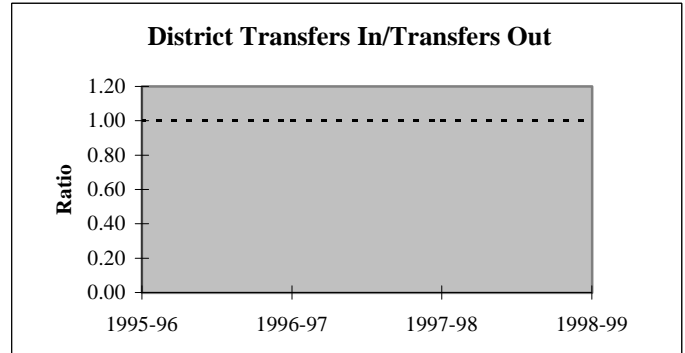
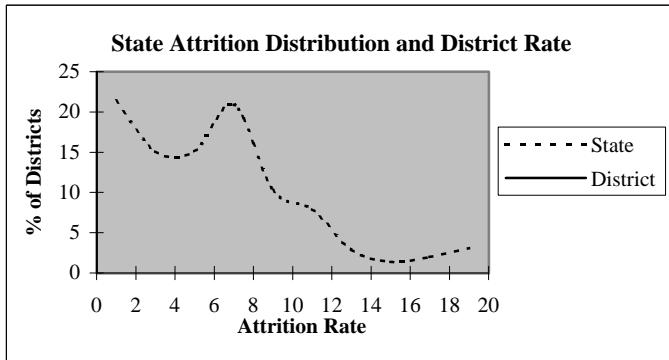
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	14.3%	16.7%	16.7%	16.7%	16.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	6	5	5	5	5	85.7%	83.3%	83.3%	83.3%	83.3%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	5	5	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	72	68	67	86	79	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	7	8	9	14	11	9.7%	11.8%	13.4%	16.3%	13.9%
Grades 1-4	31	26	28	37	37	43.1%	38.2%	41.8%	43.0%	46.8%
Grades 5-6	12	16	11	20	18	16.7%	23.5%	16.4%	23.3%	22.8%
Grades 7-8	22	18	19	15	13	30.6%	26.5%	28.4%	17.4%	16.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TUSKAHOMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>14.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	0.0%	0.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	5	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	7

## District Report for: TUSKAHOMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	14.3%	16.7%	16.7%	16.7%	16.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	6	5	5	5	5	85.7%	83.3%	83.3%	83.3%	83.3%
White - Females	5	4	4	4	4	83.3%	80.0%	80.0%	80.0%	80.0%
White - Males	1	1	1	1	1	16.7%	20.0%	20.0%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	1	1	0	0	0	16.7%	20.0%	0.0%	0.0%	0.0%
40-44	2	0	1	1	1	33.3%	0.0%	20.0%	20.0%	20.0%
45-49	1	2	2	2	2	16.7%	40.0%	40.0%	40.0%	40.0%
50-54	1	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
55+	1	2	2	2	2	16.7%	40.0%	40.0%	40.0%	40.0%
<b>Average Age</b>	47.0	48.4	49.4	50.4	51.4					

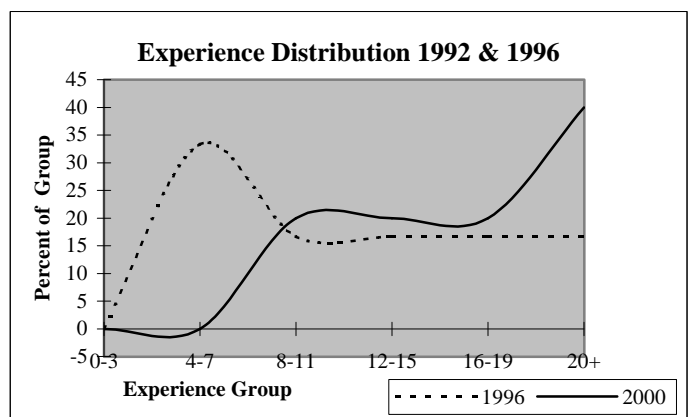
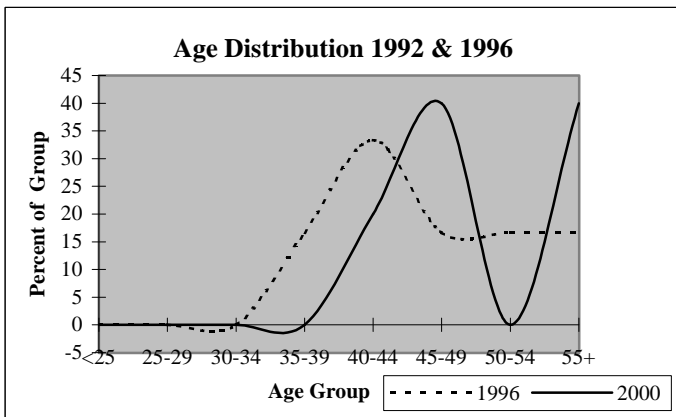
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	2	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
8-11 Years	1	2	1	1	1	16.7%	40.0%	20.0%	20.0%	20.0%
12-15 Years	1	1	1	1	1	16.7%	20.0%	20.0%	20.0%	20.0%
16-19 Years	1	1	2	1	1	16.7%	20.0%	40.0%	20.0%	20.0%
20+ Years	1	1	1	2	2	16.7%	20.0%	20.0%	40.0%	40.0%
<b>Average Experience</b>	12.0	14.6	15.6	16.6	17.6					

# District Report for: TUSKAHOMA

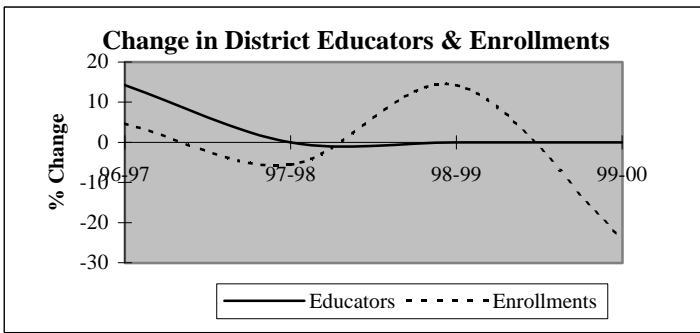
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	0	0	-	14.3%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	14.3%	0.0%	0.0%	0.0%	-
Teacher Attrition	1	0	0	0	-	16.7%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	16.7%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	6	6	6	-	85.7%	100.0%	100.0%	100.0%	-
Teacher Retention	5	5	5	5	-	83.3%	100.0%	100.0%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	0.0%	0.0%	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: NASHOBA

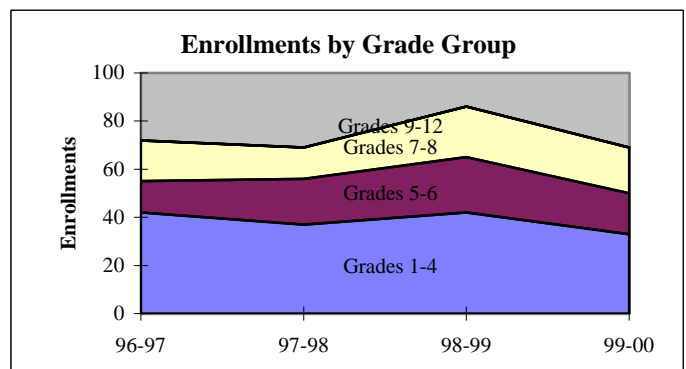
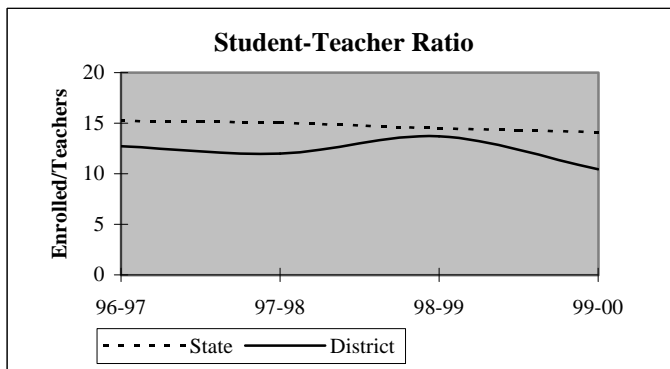


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.1	11.1	10.5	12.0	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.2	12.7	12.0	13.7	10.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	14.3%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-4	4	-5	12	-23	-	-	-	-	-
% Change in Enrollments	-4.5%	4.7%	-5.6%	14.3%	-24.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	12.5%	12.5%	12.5%	12.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.0	40.6	41.6	41.9	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	6.5	8.0	9.0	8.7	9.7	12.1	12.3	12.3	12.2	12.2
Average Salary	27,702	28,291	28,780	28,482	29,312	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	85.7%	85.7%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	14.3%	14.3%	14.3%	14.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.3%	32.6%	31.0%	28.1%	29.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	2	2	3	2	71.4%	25.0%	25.0%	37.5%	25.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	2	6	6	5	6	28.6%	75.0%	75.0%	62.5%	75.0%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	16.7%	0.0%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

## District Report for: NASHOBA

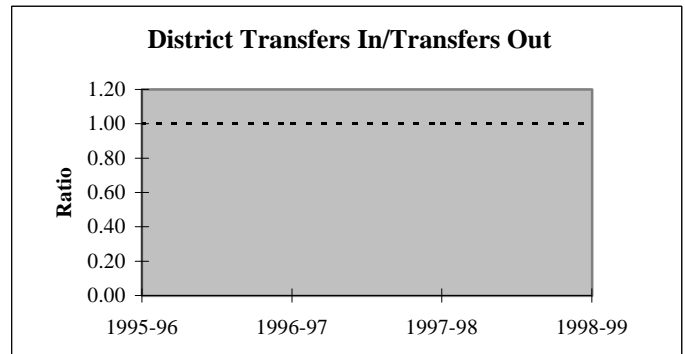
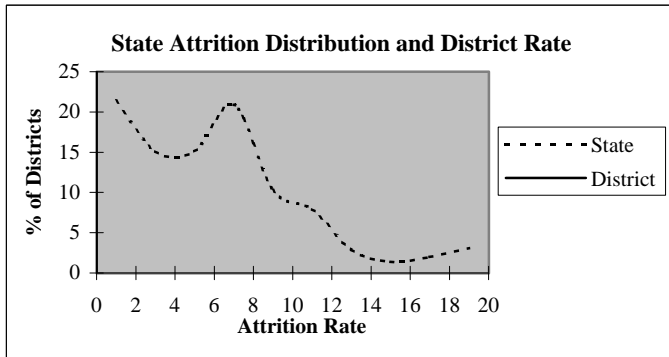
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	8	8	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	14.3%	12.5%	12.5%	12.5%	12.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	6	7	7	7	7	85.7%	87.5%	87.5%	87.5%	87.5%
Special Education	0	1	1	1	1	0.0%	14.3%	14.3%	14.3%	14.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	6	6	6	6	6	100.0%	85.7%	85.7%	85.7%	85.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	85	89	84	96	73	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	17	15	10	4	23.5%	19.1%	17.9%	10.4%	5.5%
Grades 1-4	37	42	37	42	33	43.5%	47.2%	44.0%	43.8%	45.2%
Grades 5-6	17	13	19	23	17	20.0%	14.6%	22.6%	24.0%	23.3%
Grades 7-8	11	17	13	21	19	12.9%	19.1%	15.5%	21.9%	26.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: NASHOBA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	8	8	8	8	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	7	8	7	8	100.0%	87.5%	100.0%	87.5%	100.0%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	12.5%	0.0%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	7

## District Report for: NASHOBA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	14.3%	12.5%	12.5%	12.5%	12.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	6	7	7	7	7	85.7%	87.5%	87.5%	87.5%	87.5%
White - Females	6	6	6	7	7	100.0%	85.7%	85.7%	100.0%	100.0%
White - Males	0	1	1	0	0	0.0%	14.3%	14.3%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	3	3	2	2	0	50.0%	42.9%	28.6%	28.6%	0.0%
35-39	2	1	2	2	3	33.3%	14.3%	28.6%	28.6%	42.9%
40-44	0	1	1	1	2	0.0%	14.3%	14.3%	14.3%	28.6%
45-49	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	14.3%
50-54	0	1	1	0	0	0.0%	14.3%	14.3%	0.0%	0.0%
55+	1	1	1	1	1	16.7%	14.3%	14.3%	14.3%	14.3%
<b>Average Age</b>	38.0	40.6	41.6	41.9	42.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	0	0	0	16.7%	14.3%	0.0%	0.0%	0.0%
4-7 Years	3	1	2	3	2	50.0%	14.3%	28.6%	42.9%	28.6%
8-11 Years	2	4	3	3	3	33.3%	57.1%	42.9%	42.9%	42.9%
12-15 Years	0	1	2	1	2	0.0%	14.3%	28.6%	14.3%	28.6%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	6.5	8.0	9.0	8.7	9.7					

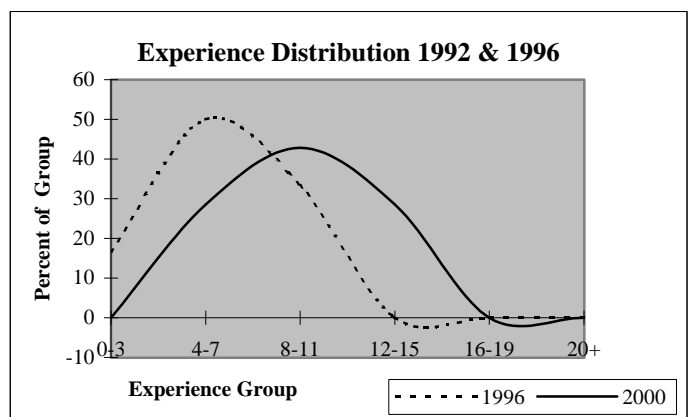
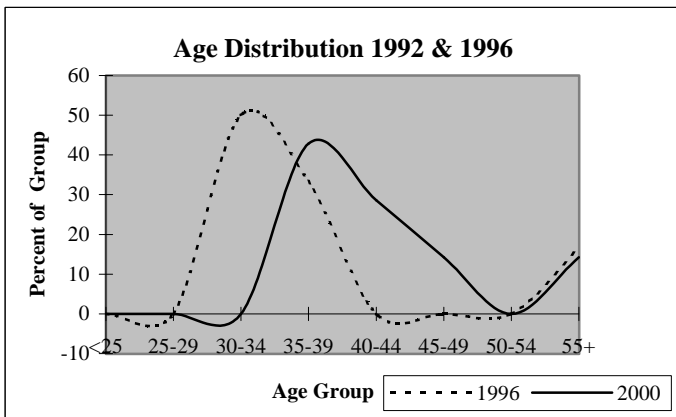


# District Report for: NASHOBA

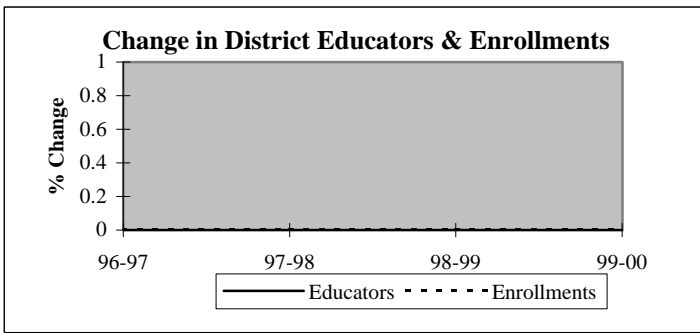
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	1	0	-	0.0%	0.0%	12.5%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	12.5%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	14.3%	0.0%	-
Attrition from Exits	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	7	8	7	8	-	100.0%	100.0%	87.5%	100.0%	-
Teacher Retention	6	7	6	7	-	100.0%	100.0%	85.7%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	87.5%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	12.5%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: MOYERS

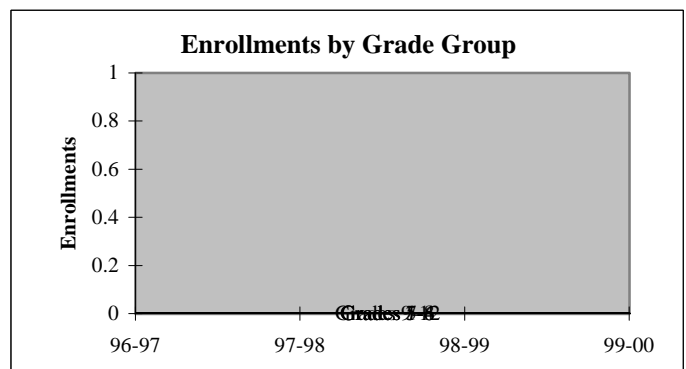
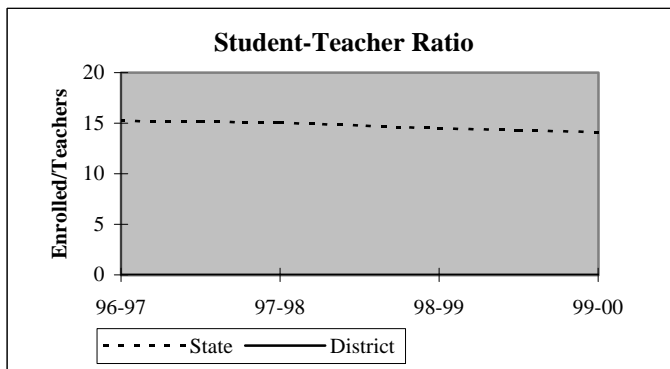


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	nc	nc	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	nc	nc	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	-20	0	0	0	0	-	-	-	-	-
% Change in Educators	-100.0%	#####	#####	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-230	0	0	0	0	-	-	-	-	-
% Change in Enrollments	-100.0%	#####	#####	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	nc	nc	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	nc	nc	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	nc	nc	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	nc	nc	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	nc	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	nc	nc	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	0.0	0.0	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	0.0	0.0	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	0	0	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	nc	nc	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	nc	nc	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	nc	nc	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

## District Report for: MOYERS

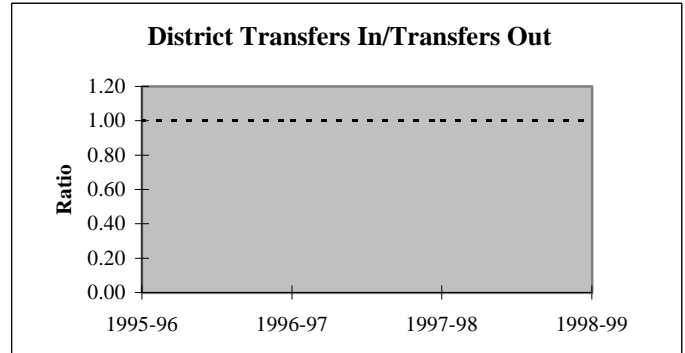
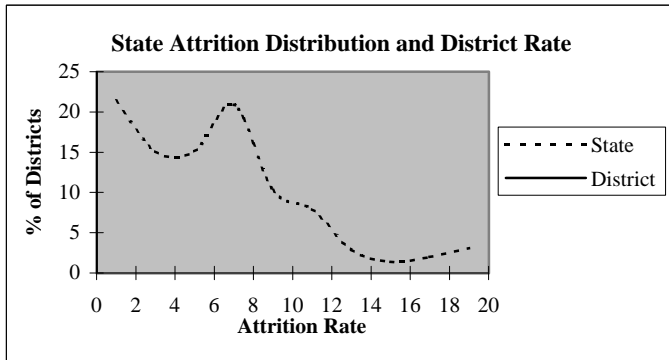
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MOYERS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	nc	nc	nc	nc	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-
OSU, Stillwater	-
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	-
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total -

## District Report for: MOYERS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	0.0	0.0	0.0	0.0	0.0					

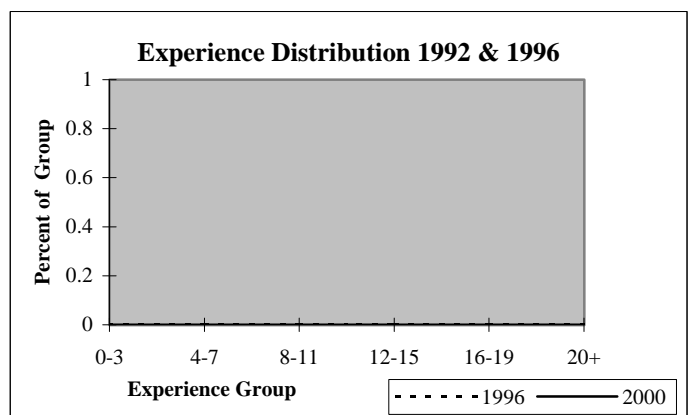
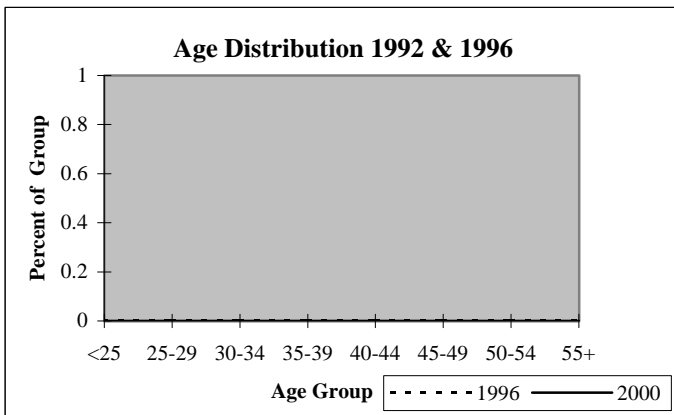
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	0.0	0.0	0.0	0.0	0.0					

## District Report for: MOYERS

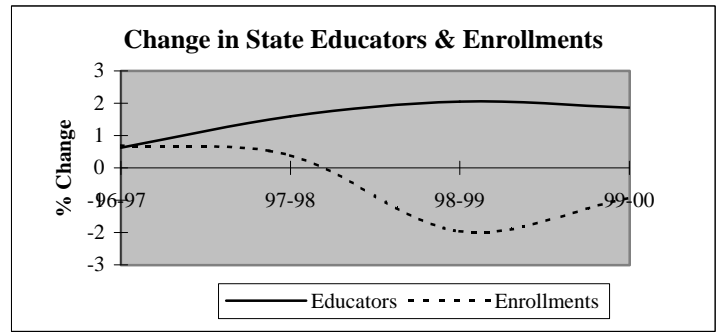
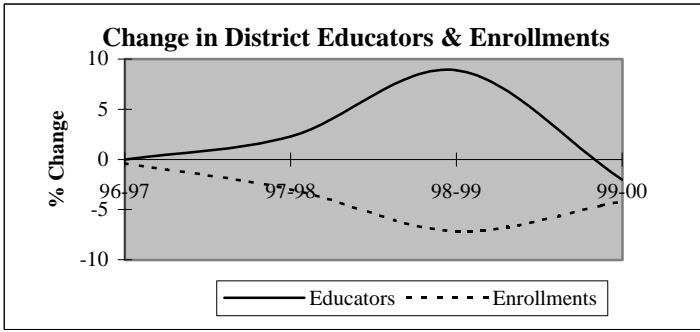
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>Teacher Attrition</b>	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>District Retention</b>										
Educator Retention	0	0	0	0	-	nc	nc	nc	nc	-
Teacher Retention	0	0	0	0	-	nc	nc	nc	nc	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	0.0%	60.0%	60.0%	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	100.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	100.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	0.0%	100.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	0.0%	0.0%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	100.0%	100.0%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: RATTAN

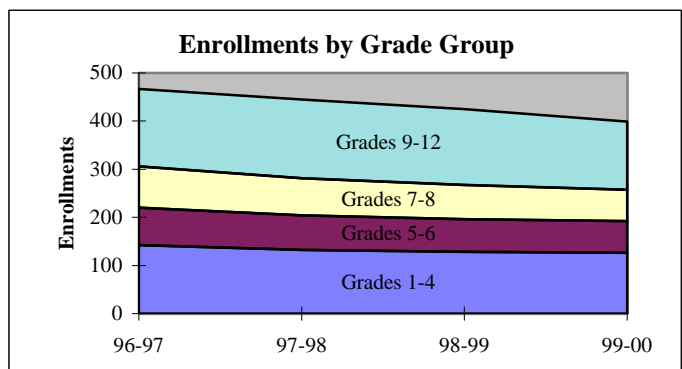
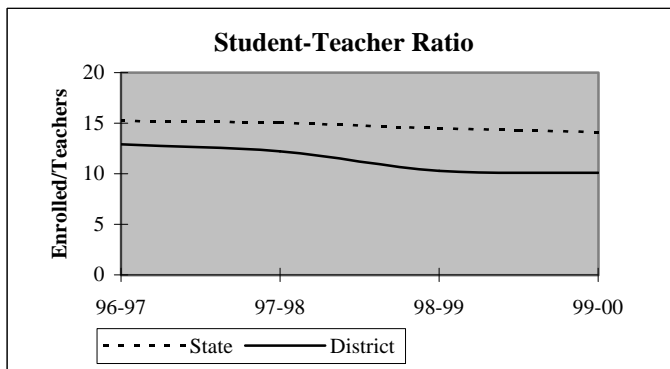


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	11.4	10.8	9.2	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.9	12.9	12.2	10.3	10.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	4	-1	-	-	-	-	-
% Change in Educators	-2.2%	0.0%	2.3%	8.9%	-2.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	40	-2	-15	-35	-19	-	-	-	-	-
% Change in Enrollments	8.6%	-0.4%	-3.0%	-7.2%	-4.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.2%	14.3%	2.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	6.8%	6.7%	6.1%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	4.5%	4.4%	4.1%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.4%	11.4%	8.9%	10.2%	10.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.3%	2.3%	2.2%	2.0%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	43.3	43.5	43.1	43.3	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	12.4	12.2	11.9	12.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,000	31,107	31,954	28,910	31,115	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.8%	12.8%	10.0%	11.4%	11.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.8%	71.8%	75.0%	75.0%	76.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.1%	5.1%	5.0%	4.5%	4.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.3%	29.6%	30.5%	32.6%	33.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	16	17	18	16	38.6%	36.4%	37.8%	36.7%	33.3%
Attrition	0	2	2	2	0					
Attrition Rate	0.0%	12.5%	11.8%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	25	23	24	25	56.8%	56.8%	51.1%	49.0%	52.1%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	4.0%	4.3%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	5	7	7	4.5%	6.8%	11.1%	14.3%	14.6%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	6	7	7	8	6.8%	13.6%	15.6%	14.3%	16.7%

## District Report for: RATTAN

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	44	44	45	49	48	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	6.8%	6.8%	6.7%	6.1%	6.3%
Professional Staff	2	2	2	2	2	4.5%	4.5%	4.4%	4.1%	4.2%
<b>Total Teachers</b>	39	39	40	44	43	88.6%	88.6%	88.9%	89.8%	89.6%
Special Education	2	2	2	2	2	5.1%	5.1%	5.0%	4.5%	4.7%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Elementary	19	19	20	20	20	48.7%	48.7%	50.0%	45.5%	46.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	18	18	22	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	3	4	4	7.7%	10.3%	7.5%	9.1%	9.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	4	4	4	3	3	10.3%	10.3%	10.0%	6.8%	7.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	3	3	2.6%	5.1%	5.0%	6.8%	7.0%
<b>Science</b>	4	3	3	3	3	10.3%	7.7%	7.5%	6.8%	7.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	4	3	3	3	3	10.3%	7.7%	7.5%	6.8%	7.0%
Vocational Education	5	4	5	6	4	12.8%	10.3%	12.5%	13.6%	9.3%
Other	1	1	1	3	3	2.6%	2.6%	2.5%	6.8%	7.0%
<b>Total Enrollments</b>	505	503	488	453	434	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	36	43	28	35	8.3%	7.2%	8.8%	6.2%	8.1%
Grades 1-4	136	142	132	128	126	26.9%	28.2%	27.0%	28.3%	29.0%
Grades 5-6	72	78	72	68	66	14.3%	15.5%	14.8%	15.0%	15.2%
Grades 7-8	92	86	77	71	65	18.2%	17.1%	15.8%	15.7%	15.0%
Grades 9-12	163	161	164	158	142	32.3%	32.0%	33.6%	34.9%	32.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

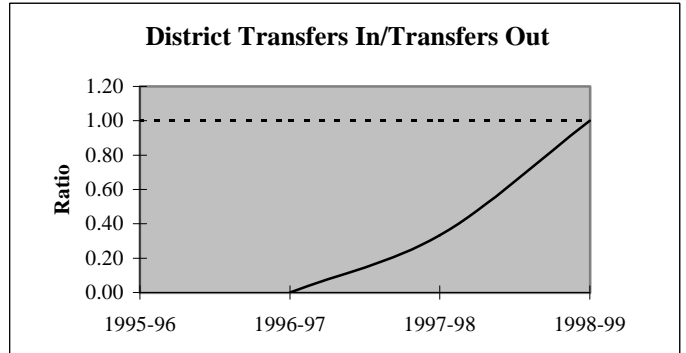
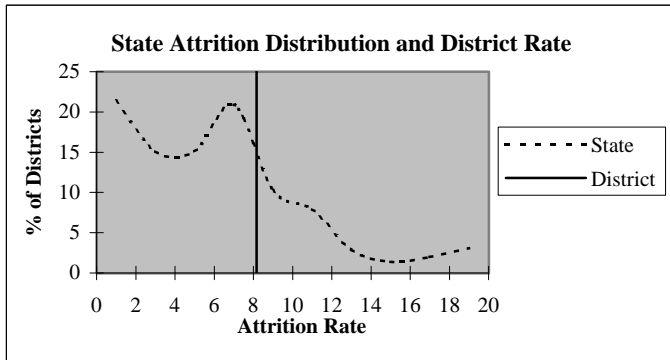




## District Report for: RATTAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	44	44	45	49	48	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	44	41	42	45	90.9%	100.0%	91.1%	85.7%	93.8%
<b>Newly Hired</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>9.1%</b>	<b>0.0%</b>	<b>8.9%</b>	<b>14.3%</b>	<b>6.3%</b>
Transfers In	1	0	1	2	1	25.0%	0.0%	25.0%	28.6%	33.3%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	3	0	3	5	2	75.0%	0.0%	75.0%	71.4%	66.7%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>8.2%</b>	<b>-</b>
Transfers Out	0	2	3	2	-	0.0%	66.7%	100.0%	50.0%	-
Leave Oklahoma Educ.	0	1	0	2	-	0.0%	33.3%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	6.8%	6.7%	8.2%	-
Transfers In/Out	nc	0.00	0.33	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	35	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	44

## District Report for: RATTAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	6.8%	6.8%	6.7%	6.1%	6.3%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.5%	4.5%	4.4%	4.1%	4.2%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	39	39	40	44	43	88.6%	88.6%	88.9%	89.8%	89.6%
White - Females	25	25	27	29	29	64.1%	64.1%	67.5%	65.9%	67.4%
White - Males	9	9	9	10	9	23.1%	23.1%	22.5%	22.7%	20.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	4	4	7.7%	7.7%	7.5%	9.1%	9.3%
Other - Males	2	2	1	1	1	5.1%	5.1%	2.5%	2.3%	2.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	5	5	4	6	6	12.8%	12.8%	10.0%	13.6%	14.0%
30-34	5	4	4	5	7	12.8%	10.3%	10.0%	11.4%	16.3%
35-39	3	3	4	5	4	7.7%	7.7%	10.0%	11.4%	9.3%
40-44	10	7	7	7	5	25.6%	17.9%	17.5%	15.9%	11.6%
45-49	6	8	10	9	7	15.4%	20.5%	25.0%	20.5%	16.3%
50-54	6	8	6	6	7	15.4%	20.5%	15.0%	13.6%	16.3%
55+	4	4	5	6	7	10.3%	10.3%	12.5%	13.6%	16.3%
<b>Average Age</b>	42.3	43.3	43.5	43.1	43.3					

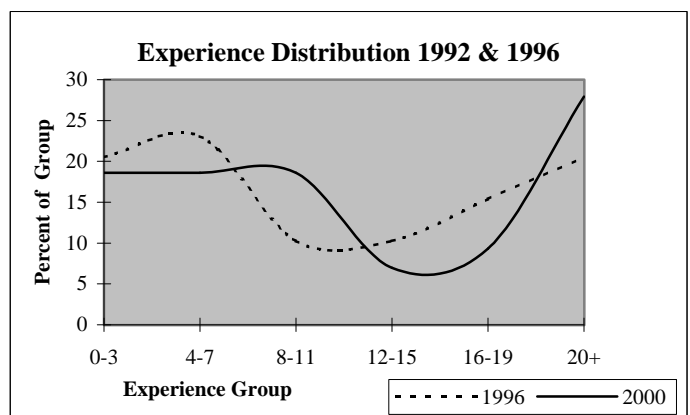
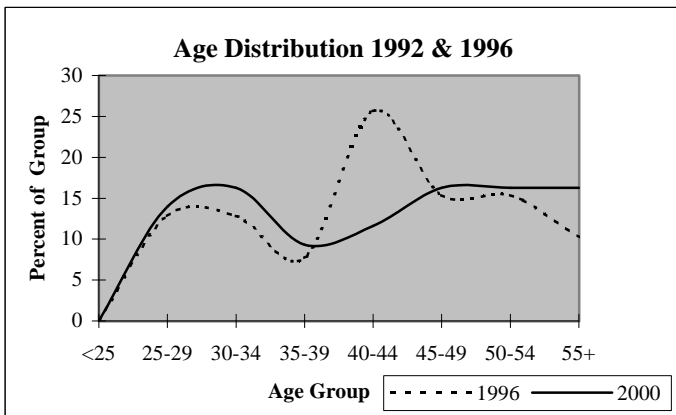
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	5	8	11	8	20.5%	12.8%	20.0%	25.0%	18.6%
4-7 Years	9	11	9	7	8	23.1%	28.2%	22.5%	15.9%	18.6%
8-11 Years	4	5	5	7	8	10.3%	12.8%	12.5%	15.9%	18.6%
12-15 Years	4	2	3	4	3	10.3%	5.1%	7.5%	9.1%	7.0%
16-19 Years	6	7	6	3	4	15.4%	17.9%	15.0%	6.8%	9.3%
20+ Years	8	9	9	12	12	20.5%	23.1%	22.5%	27.3%	27.9%
<b>Average Experience</b>	11.4	12.4	12.2	11.9	12.4					

# District Report for: RATTAN

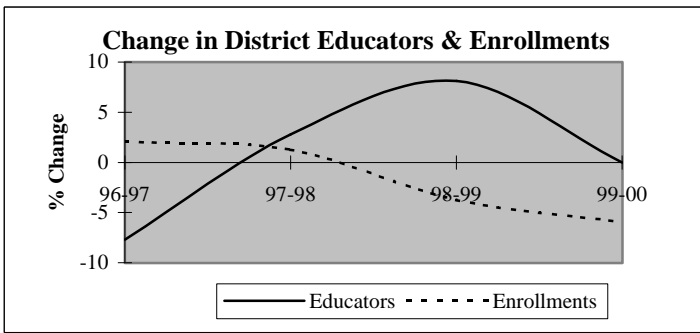
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	3	4	-	0.0%	6.8%	6.7%	8.2%	-
Attrition from Transfers	0	2	3	2	-	0.0%	4.5%	6.7%	4.1%	-
Attrition from Exits	0	1	0	2	-	0.0%	2.3%	0.0%	4.1%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>0.0%</b>	<b>7.7%</b>	<b>7.5%</b>	<b>9.1%</b>	<b>-</b>
Attrition from Transfers	0	2	3	2	-	0.0%	5.1%	7.5%	4.5%	-
Attrition from Exits	0	1	0	2	-	0.0%	2.6%	0.0%	4.5%	-
<b>District Retention</b>										
Educator Retention	44	41	42	45	-	100.0%	93.2%	93.3%	91.8%	-
Teacher Retention	39	36	37	40	-	100.0%	92.3%	92.5%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	92.9%	7.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	9.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	90.9%	9.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	2.0%	2.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	100.0%	93.3%	87.8%	89.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.8%	0.0%	6.7%	10.2%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CLAYTON

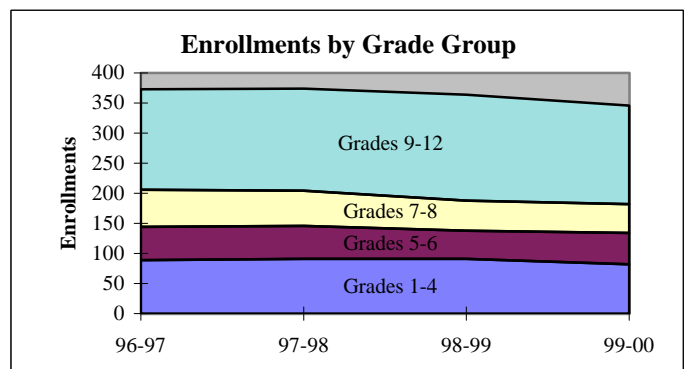
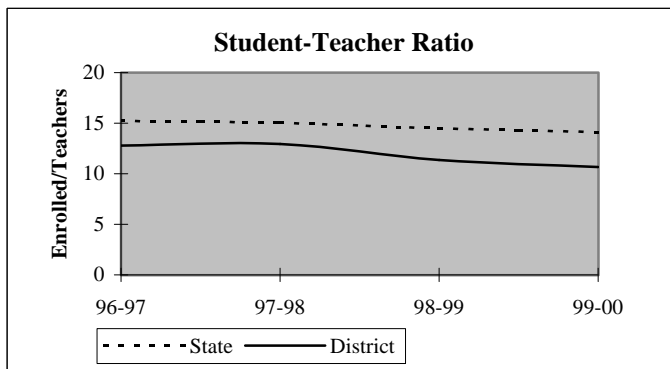


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.9	11.0	10.8	9.7	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	12.8	12.9	11.4	10.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-3	1	3	0	-	-	-	-	-
% Change in Educators	0.0%	-7.7%	2.8%	8.1%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	8	5	-15	-23	-	-	-	-	-
% Change in Enrollments	1.0%	2.1%	1.3%	-3.7%	-6.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	2.8%	2.7%	12.5%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.3%	8.3%	8.1%	7.5%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	5.6%	8.1%	7.5%	7.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.1%	5.6%	5.4%	5.0%	7.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	45.7	46.5	47.5	46.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	14.1	14.9	14.9	13.4	12.1	12.3	12.3	12.2	12.2
Average Salary	30,117	29,845	30,835	28,760	28,949	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	6.5%	6.5%	5.9%	8.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	71.0%	71.0%	64.7%	67.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	6.5%	6.5%	5.9%	8.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.7%	41.4%	39.9%	38.0%	41.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	9	10	12	28.2%	27.8%	24.3%	25.0%	30.0%
Attrition	1	1	1	2	0					
Attrition Rate	9.1%	10.0%	11.1%	20.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	26	22	21	20	19	66.7%	61.1%	56.8%	50.0%	47.5%
Attrition	2	0	1	2	0					
Attrition Rate	7.7%	0.0%	4.8%	10.0%	0.0%					
At Retirement Age	2	4	7	10	9	5.1%	11.1%	18.9%	25.0%	22.5%
Attrition	0	0	0	3	0					
Attrition Rate	0.0%	0.0%	0.0%	30.0%	0.0%					
At Retirement in 5 yrs.	5	7	10	12	9	12.8%	19.4%	27.0%	30.0%	22.5%

## District Report for: CLAYTON

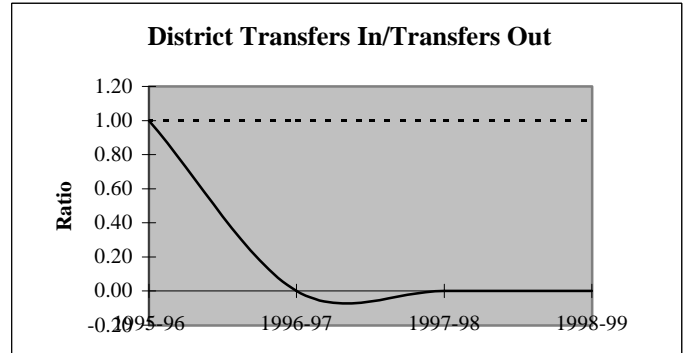
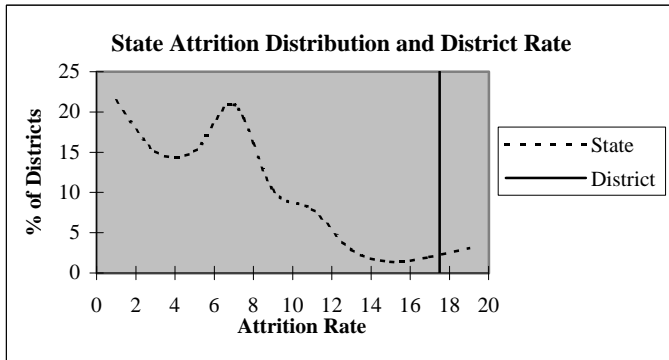
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	39	36	37	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	3	3	3	3	10.3%	8.3%	8.1%	7.5%	7.5%
Professional Staff	2	2	3	3	3	5.1%	5.6%	8.1%	7.5%	7.5%
<b>Total Teachers</b>	33	31	31	34	34	84.6%	86.1%	83.8%	85.0%	85.0%
Special Education	3	2	2	2	3	9.1%	6.5%	6.5%	5.9%	8.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	15	15	15	16	45.5%	48.4%	48.4%	44.1%	47.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	14	14	17	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	3	6.1%	6.5%	6.5%	5.9%	8.8%
Art & Music	1	1	1	1	1	3.0%	3.2%	3.2%	2.9%	2.9%
Social Studies	2	2	2	3	2	6.1%	6.5%	6.5%	8.8%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	2	2	3.0%	3.2%	3.2%	5.9%	5.9%
<b>Science</b>	2	2	2	2	2	6.1%	6.5%	6.5%	5.9%	5.9%
Biology	0	1	1	1	1	0.0%	3.2%	3.2%	2.9%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	1	6.1%	3.2%	3.2%	2.9%	2.9%
Vocational Education	5	5	5	5	5	15.2%	16.1%	16.1%	14.7%	14.7%
Other	2	1	1	2	0	6.1%	3.2%	3.2%	5.9%	0.0%
<b>Total Enrollments</b>	388	396	401	386	363	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	23	27	22	17	4.4%	5.8%	6.7%	5.7%	4.7%
Grades 1-4	98	89	91	91	82	25.3%	22.5%	22.7%	23.6%	22.6%
Grades 5-6	50	55	55	47	52	12.9%	13.9%	13.7%	12.2%	14.3%
Grades 7-8	68	62	58	50	48	17.5%	15.7%	14.5%	13.0%	13.2%
Grades 9-12	155	167	170	176	164	39.9%	42.2%	42.4%	45.6%	45.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CLAYTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	39	36	37	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	36	35	35	33	94.9%	100.0%	94.6%	87.5%	82.5%
<b>Newly Hired</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>5.1%</b>	<b>0.0%</b>	<b>5.4%</b>	<b>12.5%</b>	<b>17.5%</b>
Transfers In	2	0	0	0	1	100.0%	0.0%	0.0%	0.0%	14.3%
Reentrants	0	0	2	2	1	0.0%	0.0%	100.0%	40.0%	14.3%
First Time Educators	0	0	0	3	5	0.0%	0.0%	0.0%	60.0%	71.4%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>-</b>	<b>7.7%</b>	<b>2.8%</b>	<b>5.4%</b>	<b>17.5%</b>	<b>-</b>
Transfers Out	2	1	1	3	-	66.7%	100.0%	50.0%	42.9%	-
Leave Oklahoma Educ.	1	0	1	4	-	33.3%	0.0%	50.0%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	2.8%	5.4%	17.5%	-
Transfers In/Out	1.00	0.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	27	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>39</b>

## District Report for: CLAYTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	3	3	3	3	10.3%	8.3%	8.1%	7.5%	7.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	3	3	3	5.1%	5.6%	8.1%	7.5%	7.5%
White - Females	2	2	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	31	31	34	34	84.6%	86.1%	83.8%	85.0%	85.0%
White - Females	21	21	21	21	21	63.6%	67.7%	67.7%	61.8%	61.8%
White - Males	10	8	8	11	10	30.3%	25.8%	25.8%	32.4%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	3.0%	3.2%	3.2%	2.9%	5.9%
Other - Males	1	1	1	1	1	3.0%	3.2%	3.2%	2.9%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	3.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	2	2	2	3	9.1%	6.5%	6.5%	6.1%	9.4%
30-34	2	3	4	3	2	6.1%	9.7%	12.9%	9.1%	6.3%
35-39	2	2	2	4	4	6.1%	6.5%	6.5%	12.1%	12.5%
40-44	8	8	5	3	4	24.2%	25.8%	16.1%	9.1%	12.5%
45-49	7	5	6	7	7	21.2%	16.1%	19.4%	21.2%	21.9%
50-54	4	5	4	5	5	12.1%	16.1%	12.9%	15.2%	15.6%
55+	6	6	8	9	7	18.2%	19.4%	25.8%	27.3%	21.9%
<b>Average Age</b>	44.3	45.7	46.5	47.5	46.4					

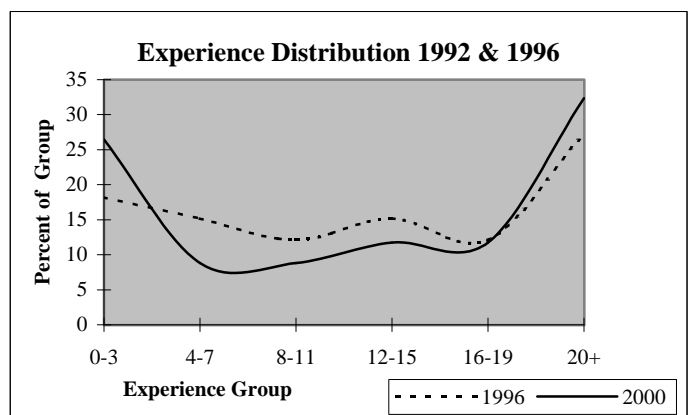
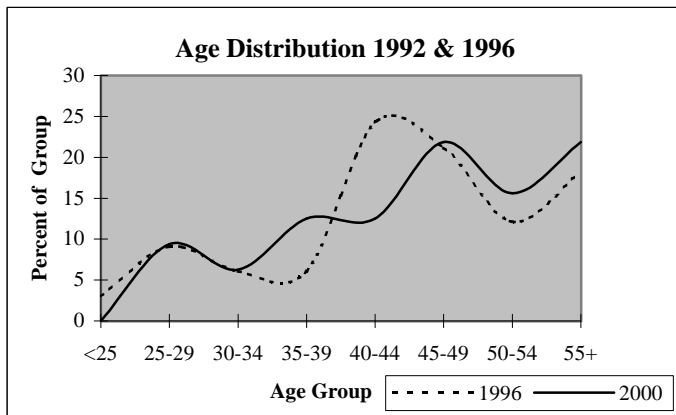
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	4	4	5	9	18.2%	12.9%	12.9%	14.7%	26.5%
4-7 Years	5	6	5	5	3	15.2%	19.4%	16.1%	14.7%	8.8%
8-11 Years	4	2	1	3	3	12.1%	6.5%	3.2%	8.8%	8.8%
12-15 Years	5	6	5	4	4	15.2%	19.4%	16.1%	11.8%	11.8%
16-19 Years	4	1	3	4	4	12.1%	3.2%	9.7%	11.8%	11.8%
20+ Years	9	12	13	13	11	27.3%	38.7%	41.9%	38.2%	32.4%
<b>Average Experience</b>	12.7	14.1	14.9	14.9	13.4					

## District Report for: CLAYTON

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	2	7	-	7.7%	2.8%	5.4%	17.5%	-
Attrition from Transfers	2	1	1	3	-	5.1%	2.8%	2.7%	7.5%	-
Attrition from Exits	1	0	1	4	-	2.6%	0.0%	2.7%	10.0%	-
Teacher Attrition	2	1	2	6	-	6.1%	3.2%	6.5%	17.6%	-
Attrition from Transfers	2	1	1	3	-	6.1%	3.2%	3.2%	8.8%	-
Attrition from Exits	0	0	1	3	-	0.0%	0.0%	3.2%	8.8%	-
<b>District Retention</b>										
Educator Retention	36	35	35	33	-	92.3%	97.2%	94.6%	82.5%	-
Teacher Retention	31	30	29	28	-	93.9%	96.8%	93.5%	82.4%	-

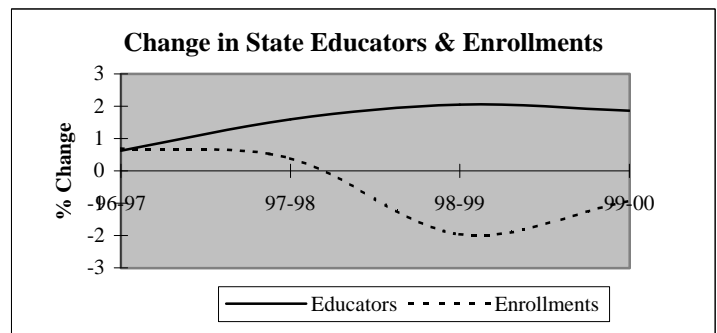
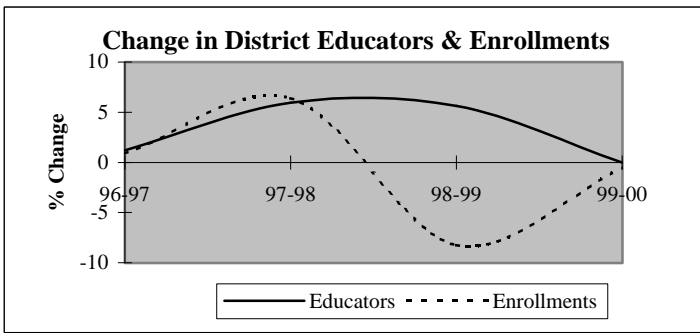
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.1%	0.0%	0.0%	2.5%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.9%	100.0%	94.6%	85.0%	80.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	5.4%	12.5%	15.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: ANTLERS

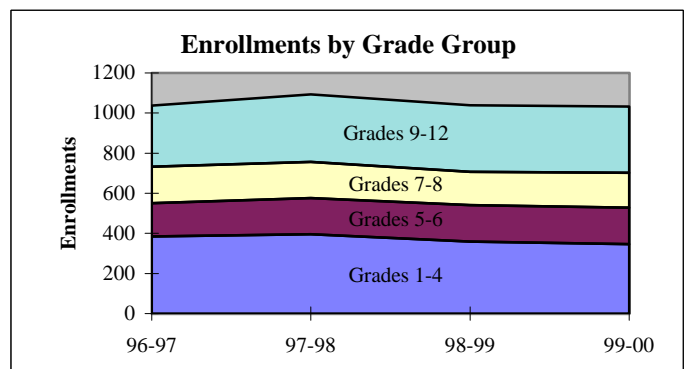
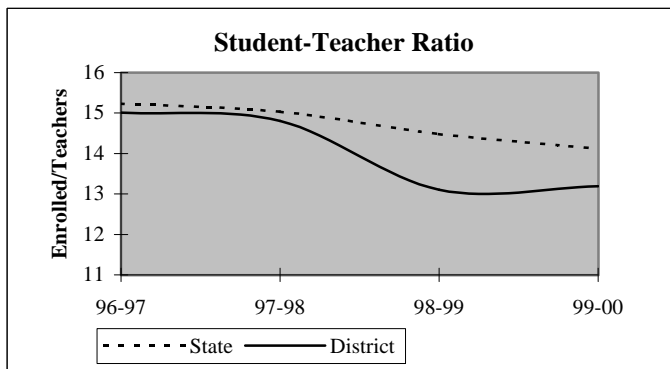


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.6	13.6	11.9	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.0	14.8	13.1	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	5	5	0	-	-	-	-	-
% Change in Educators	1.2%	1.2%	6.0%	5.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	10	73	-100	-6	-	-	-	-	-
% Change in Enrollments	0.4%	0.9%	6.4%	-8.2%	-0.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	2.4%	5.6%	4.3%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.8%	4.5%	5.3%	6.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	4.8%	3.4%	4.3%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.0%	4.8%	5.6%	5.3%	7.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.2%	1.2%	1.1%	1.1%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.9	42.2	42.4	43.8	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	13.1	12.9	13.4	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,202	29,420	29,339	30,429	30,016	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.4%	3.9%	4.9%	4.7%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.9%	72.4%	73.2%	72.9%	73.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	7.9%	7.3%	8.2%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	43.5%	42.6%	40.8%	41.4%	42.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	23	25	31	29	36	27.7%	29.8%	34.8%	30.9%	38.3%
Attrition	4	3	4	2	0					
Attrition Rate	17.4%	12.0%	12.9%	6.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	54	52	51	55	49	65.1%	61.9%	57.3%	58.5%	52.1%
Attrition	4	2	1	5	0					
Attrition Rate	7.4%	3.8%	2.0%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	7	7	10	9	7.2%	8.3%	7.9%	10.6%	9.6%
Attrition	0	1	2	5	0					
Attrition Rate	0.0%	14.3%	28.6%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	10	8	11	14	11	12.0%	9.5%	12.4%	14.9%	11.7%

## District Report for: ANTLERS

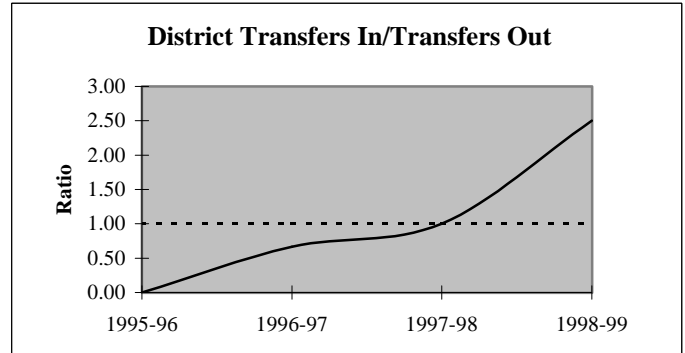
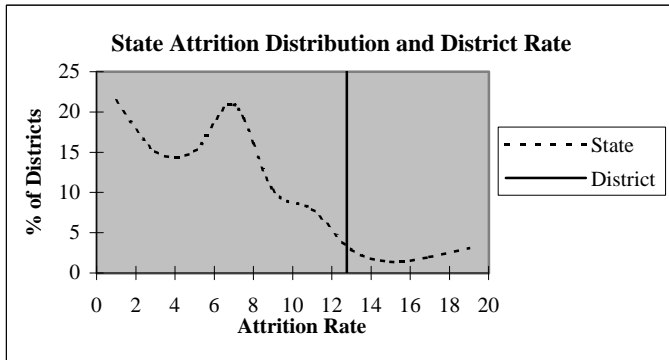
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	83	84	89	94	94	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	5	6	4.8%	4.8%	4.5%	5.3%	6.4%
Professional Staff	5	4	3	4	4	6.0%	4.8%	3.4%	4.3%	4.3%
<b>Total Teachers</b>	74	76	82	85	84	89.2%	90.5%	92.1%	90.4%	89.4%
Special Education	6	6	6	7	7	8.1%	7.9%	7.3%	8.2%	8.3%
Pre-K & Kindergarten	1	0	0	1	1	1.4%	0.0%	0.0%	1.2%	1.2%
Elementary	28	31	35	32	31	37.8%	40.8%	42.7%	37.6%	36.9%
<b>Middle School</b>	15	14	15	17	18	20.3%	18.4%	18.3%	20.0%	21.4%
Language Arts	4	4	5	5	6	5.4%	5.3%	6.1%	5.9%	7.1%
Art & Music	1	1	1	1	1	1.4%	1.3%	1.2%	1.2%	1.2%
Social Studies	3	4	4	4	4	4.1%	5.3%	4.9%	4.7%	4.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	2	2	3	2	4.1%	2.6%	2.4%	3.5%	2.4%
Science	2	2	2	2	2	2.7%	2.6%	2.4%	2.4%	2.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	1	1	2	3	2.7%	1.3%	1.2%	2.4%	3.6%
<b>High School (9-12)</b>	24	25	26	28	27	2400.0%	2500.0%	2600.0%	2800.0%	2700.0%
Language Arts	4	3	4	3	3	5.4%	3.9%	4.9%	3.5%	3.6%
Art & Music	1	1	1	2	2	1.4%	1.3%	1.2%	2.4%	2.4%
Social Studies	2	4	2	4	4	2.7%	5.3%	2.4%	4.7%	4.8%
Foreign Language	1	1	1	1	1	1.4%	1.3%	1.2%	1.2%	1.2%
Math	2	3	3	3	3	2.7%	3.9%	3.7%	3.5%	3.6%
<b>Science</b>	3	3	3	2	3	4.1%	3.9%	3.7%	2.4%	3.6%
Biology	1	1	1	1	1	1.4%	1.3%	1.2%	1.2%	1.2%
Chemistry	0	1	0	0	0	0.0%	1.3%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	1	2	2.7%	1.3%	2.4%	1.2%	2.4%
Vocational Education	7	6	7	6	6	9.5%	7.9%	8.5%	7.1%	7.1%
Other	4	4	5	7	5	5.4%	5.3%	6.1%	8.2%	6.0%
<b>Total Enrollments</b>	1,131	1,141	1,214	1,114	1,108	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	112	104	121	75	76	9.9%	9.1%	10.0%	6.7%	6.9%
Grades 1-4	360	384	396	359	347	31.8%	33.7%	32.6%	32.2%	31.3%
Grades 5-6	170	167	180	182	181	15.0%	14.6%	14.8%	16.3%	16.3%
Grades 7-8	177	182	180	166	174	15.6%	16.0%	14.8%	14.9%	15.7%
Grades 9-12	312	304	337	332	330	27.6%	26.6%	27.8%	29.8%	29.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: ANTLERS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	83	84	89	94	94	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	80	75	78	82	82	96.4%	89.3%	87.6%	87.2%	87.2%
<b>Newly Hired</b>	<b>3</b>	<b>9</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>3.6%</b>	<b>10.7%</b>	<b>12.4%</b>	<b>12.8%</b>	<b>12.8%</b>
Transfers In	0	2	2	5	1	0.0%	22.2%	18.2%	41.7%	8.3%
Reentrants	1	1	4	6	1	33.3%	11.1%	36.4%	50.0%	8.3%
First Time Educators	2	6	5	1	10	66.7%	66.7%	45.5%	8.3%	83.3%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>12</b>	<b>-</b>	<b>9.6%</b>	<b>7.1%</b>	<b>7.9%</b>	<b>12.8%</b>	<b>-</b>
Transfers Out	2	3	2	2	-	25.0%	50.0%	28.6%	16.7%	-
Leave Oklahoma Educ.	6	3	5	10	-	75.0%	50.0%	71.4%	83.3%	-

Dynamics Rates	District Rates				
District Attrition	9.6%	7.1%	7.9%	12.8%	-
Transfers In/Out	0.00	0.67	1.00	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	9	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	67	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>83</b>

## District Report for: ANTLERS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	5	6	4.8%	4.8%	4.5%	5.3%	6.4%
White - Females	1	1	1	1	2	25.0%	25.0%	25.0%	20.0%	33.3%
White - Males	3	3	3	4	4	75.0%	75.0%	75.0%	80.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	4	3	4	4	6.0%	4.8%	3.4%	4.3%	4.3%
White - Females	4	3	2	3	3	80.0%	75.0%	66.7%	75.0%	75.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	20.0%	25.0%	33.3%	25.0%	25.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	74	76	82	85	84	89.2%	90.5%	92.1%	90.4%	89.4%
White - Females	47	52	56	58	57	63.5%	68.4%	68.3%	68.2%	67.9%
White - Males	23	21	22	23	21	31.1%	27.6%	26.8%	27.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	3	4	4	5	5.4%	3.9%	4.9%	4.7%	6.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	1	1	1	1.4%	2.7%	1.2%	1.2%	1.3%
25-29	9	10	9	6	8	12.2%	13.3%	11.1%	7.1%	10.0%
30-34	4	5	10	10	11	5.4%	6.7%	12.3%	11.9%	13.8%
35-39	12	12	10	7	6	16.2%	16.0%	12.3%	8.3%	7.5%
40-44	10	12	17	20	17	13.5%	16.0%	21.0%	23.8%	21.3%
45-49	24	21	15	18	16	32.4%	28.0%	18.5%	21.4%	20.0%
50-54	7	5	10	11	13	9.5%	6.7%	12.3%	13.1%	16.3%
55+	7	8	9	11	8	9.5%	10.7%	11.1%	13.1%	10.0%
<b>Average Age</b>	42.9	42.2	42.4	43.8	43.1					

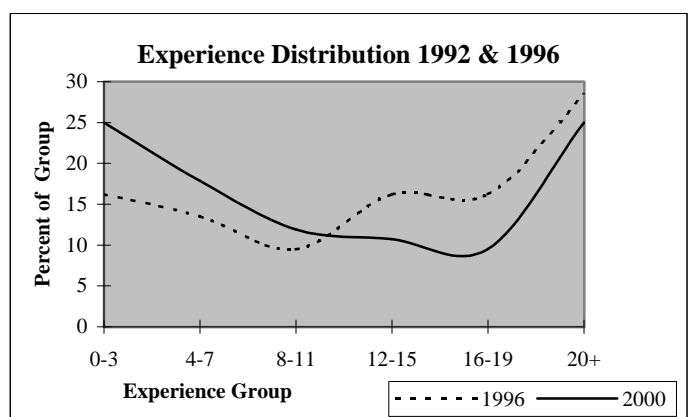
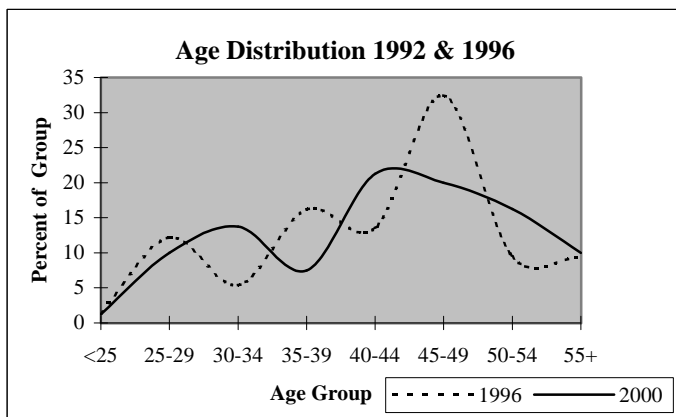
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	13	13	12	21	16.2%	17.1%	15.9%	14.1%	25.0%
4-7 Years	10	11	18	17	15	13.5%	14.5%	22.0%	20.0%	17.9%
8-11 Years	7	7	5	10	10	9.5%	9.2%	6.1%	11.8%	11.9%
12-15 Years	12	13	12	11	9	16.2%	17.1%	14.6%	12.9%	10.7%
16-19 Years	12	13	13	12	8	16.2%	17.1%	15.9%	14.1%	9.5%
20+ Years	21	19	21	23	21	28.4%	25.0%	25.6%	27.1%	25.0%
<b>Average Experience</b>	13.7	13.1	12.9	13.4	11.8					

## District Report for: ANTLERS

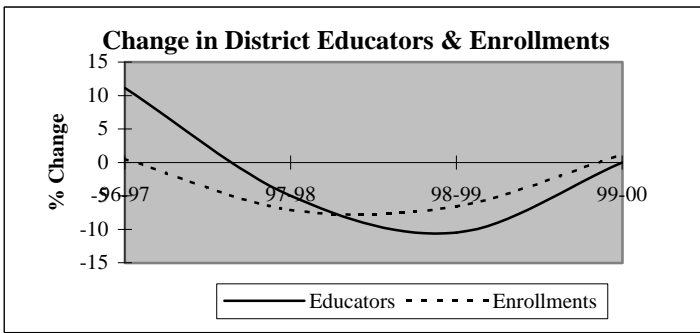
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	6	7	12	-	9.6%	7.1%	7.9%	12.8%	-
Attrition from Transfers	2	3	2	2	-	2.4%	3.6%	2.2%	2.1%	-
Attrition from Exits	6	3	5	10	-	7.2%	3.6%	5.6%	10.6%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>-</b>	<b>10.8%</b>	<b>6.6%</b>	<b>7.3%</b>	<b>14.1%</b>	<b>-</b>
Attrition from Transfers	2	2	2	2	-	2.7%	2.6%	2.4%	2.4%	-
Attrition from Exits	6	3	4	10	-	8.1%	3.9%	4.9%	11.8%	-
<b>District Retention</b>										
Educator Retention	75	78	82	82	-	90.4%	92.9%	92.1%	87.2%	-
Teacher Retention	66	71	76	73	-	89.2%	93.4%	92.7%	85.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	6.3%	81.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.2%	11.8%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	7.1%	92.9%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	0.0%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	84.2%	10.5%	94.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.2%	1.2%	0.0%	1.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	89.3%	89.9%	91.5%	88.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.6%	8.3%	10.1%	7.4%	11.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOYERS

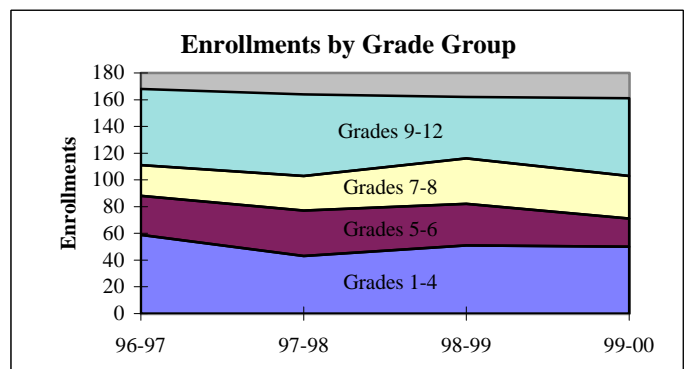
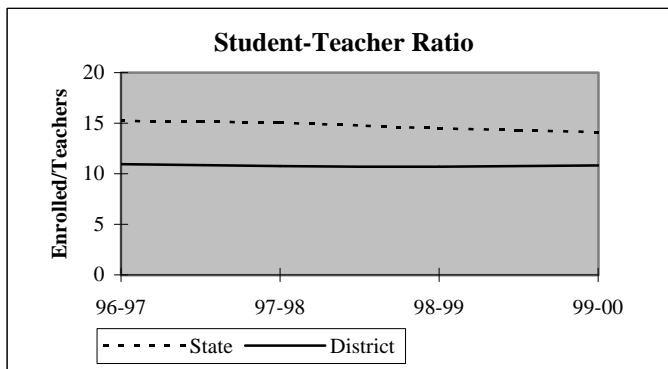


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.9	9.9	9.6	10.1	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.3	10.9	10.8	10.7	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	18	2	-1	-2	0	-	-	-	-	-
% Change in Educators	#####	11.1%	-5.0%	-10.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	196	1	-14	-12	2	-	-	-	-	-
% Change in Enrollments	#####	0.5%	-7.1%	-6.6%	1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	15.0%	5.3%	5.9%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.0%	5.3%	5.9%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.0%	5.3%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	16.7%	20.0%	15.8%	17.6%	11.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	33.1	33.6	35.1	35.1	35.6	42.0	42.3	42.5	42.7	43.0
Average Experience	3.8	4.2	4.6	5.9	6.0	12.1	12.3	12.3	12.2	12.2
Average Salary	26,246	25,156	25,904	28,060	27,319	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	18.8%	22.2%	17.6%	18.8%	12.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	72.2%	64.7%	75.0%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	11.1%	5.9%	6.3%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.8%	37.1%	42.1%	41.3%	40.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	17	15	12	10	83.3%	85.0%	78.9%	70.6%	58.8%
Attrition	3	5	4	4	0					
Attrition Rate	20.0%	29.4%	26.7%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	3	3	4	5	7	16.7%	15.0%	21.1%	29.4%	41.2%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: MOYERS

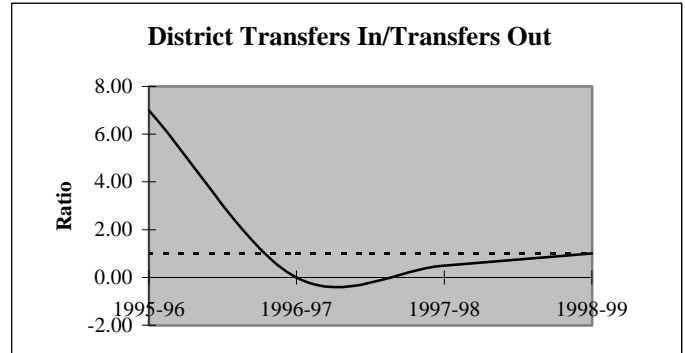
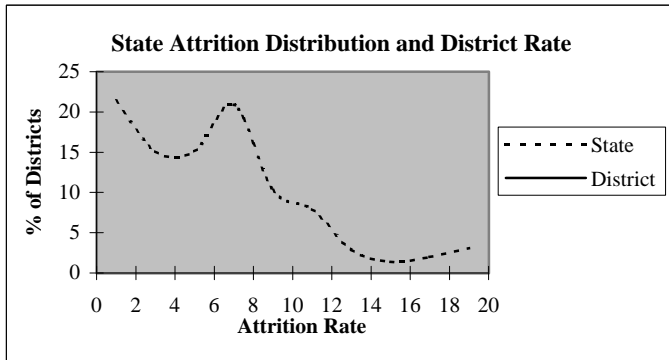
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	20	19	17	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.6%	5.0%	5.3%	5.9%	5.9%
Professional Staff	1	1	1	0	0	5.6%	5.0%	5.3%	0.0%	0.0%
<b>Total Teachers</b>	16	18	17	16	16	88.9%	90.0%	89.5%	94.1%	94.1%
Special Education	1	2	1	1	1	6.3%	11.1%	5.9%	6.3%	6.3%
Pre-K & Kindergarten	1	1	1	0	0	6.3%	5.6%	5.9%	0.0%	0.0%
Elementary	7	7	7	7	7	43.8%	38.9%	41.2%	43.8%	43.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	8	8	8	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.3%	5.6%	5.9%	6.3%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	2	2	2	6.3%	11.1%	11.8%	12.5%	12.5%
Foreign Language	0	0	1	0	0	0.0%	0.0%	5.9%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	5.6%	5.9%	6.3%	6.3%
<b>Science</b>	2	2	1	1	1	12.5%	11.1%	5.9%	6.3%	6.3%
Biology	0	1	1	1	0	0.0%	5.6%	5.9%	6.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	0	0	1	12.5%	5.6%	0.0%	0.0%	6.3%
Vocational Education	1	1	1	1	1	6.3%	5.6%	5.9%	6.3%	6.3%
Other	1	1	1	2	2	6.3%	5.6%	5.9%	12.5%	12.5%
<b>Total Enrollments</b>	196	197	183	171	173	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	29	19	9	12	13.8%	14.7%	10.4%	5.3%	6.9%
Grades 1-4	60	59	43	51	50	30.6%	29.9%	23.5%	29.8%	28.9%
Grades 5-6	25	29	34	31	21	12.8%	14.7%	18.6%	18.1%	12.1%
Grades 7-8	24	23	26	34	32	12.2%	11.7%	14.2%	19.9%	18.5%
Grades 9-12	60	57	61	46	58	30.6%	28.9%	33.3%	26.9%	33.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: MOYERS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	20	19	17	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	15	15	15	13	0.0%	75.0%	78.9%	88.2%	76.5%
<b>Newly Hired</b>	<b>18</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>100.0%</b>	<b>25.0%</b>	<b>21.1%</b>	<b>11.8%</b>	<b>23.5%</b>
Transfers In	14	0	1	1	2	77.8%	0.0%	25.0%	50.0%	50.0%
Reentrants	1	1	1	0	0	5.6%	20.0%	25.0%	0.0%	0.0%
First Time Educators	3	4	2	1	2	16.7%	80.0%	50.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>16.7%</b>	<b>25.0%</b>	<b>21.1%</b>	<b>23.5%</b>	<b>-</b>
Transfers Out	2	3	2	1	-	66.7%	60.0%	50.0%	25.0%	-
Leave Oklahoma Educ.	1	2	2	3	-	33.3%	40.0%	50.0%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	16.7%	25.0%	21.1%	23.5%	-
Transfers In/Out	7.00	0.00	0.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	12	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	18



## District Report for: MOYERS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.6%	5.0%	5.3%	5.9%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	0	0	5.6%	5.0%	5.3%	0.0%	0.0%
White - Females	1	1	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	18	17	16	16	88.9%	90.0%	89.5%	94.1%	94.1%
White - Females	9	10	9	10	10	56.3%	55.6%	52.9%	62.5%	62.5%
White - Males	4	4	5	3	4	25.0%	22.2%	29.4%	18.8%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	3	2	2	2	12.5%	16.7%	11.8%	12.5%	12.5%
Other - Males	1	1	1	1	0	6.3%	5.6%	5.9%	6.3%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	6.7%	0.0%	0.0%	0.0%	0.0%
25-29	6	8	6	4	4	40.0%	47.1%	37.5%	26.7%	26.7%
30-34	3	4	3	6	4	20.0%	23.5%	18.8%	40.0%	26.7%
35-39	1	0	2	1	3	6.7%	0.0%	12.5%	6.7%	20.0%
40-44	1	2	2	2	1	6.7%	11.8%	12.5%	13.3%	6.7%
45-49	3	3	2	1	1	20.0%	17.6%	12.5%	6.7%	6.7%
50-54	0	0	1	1	2	0.0%	0.0%	6.3%	6.7%	13.3%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	33.1	33.6	35.1	35.1	35.6					

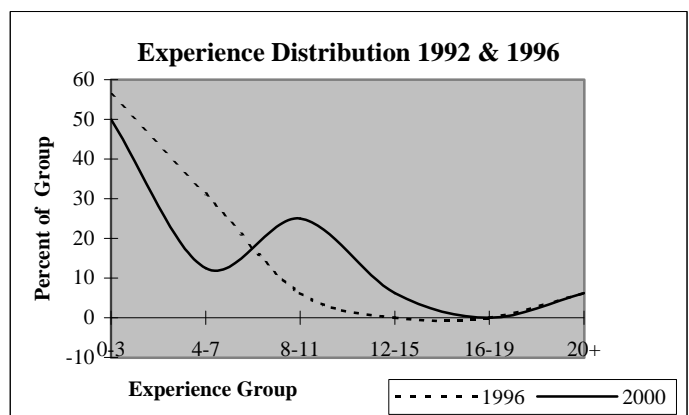
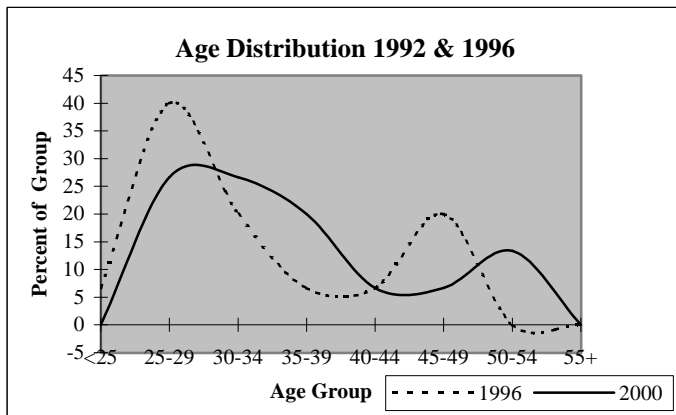
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	11	8	6	8	56.3%	61.1%	47.1%	37.5%	50.0%
4-7 Years	5	5	6	6	2	31.3%	27.8%	35.3%	37.5%	12.5%
8-11 Years	1	1	2	3	4	6.3%	5.6%	11.8%	18.8%	25.0%
12-15 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	1	1	1	1	1	6.3%	5.6%	5.9%	6.3%	6.3%
<b>Average Experience</b>	3.8	4.2	4.6	5.9	6.0					

## District Report for: MOYERS

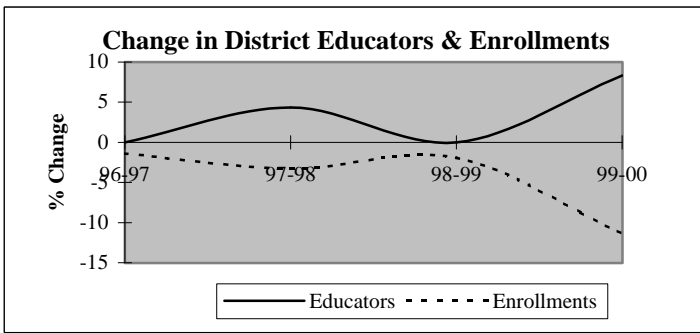
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	5	4	4	-	16.7%	25.0%	21.1%	23.5%	-
Attrition from Transfers	2	3	2	1	-	11.1%	15.0%	10.5%	5.9%	-
Attrition from Exits	1	2	2	3	-	5.6%	10.0%	10.5%	17.6%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>18.8%</b>	<b>22.2%</b>	<b>17.6%</b>	<b>25.0%</b>	<b>-</b>
Attrition from Transfers	2	3	2	1	-	12.5%	16.7%	11.8%	6.3%	-
Attrition from Exits	1	1	1	3	-	6.3%	5.6%	5.9%	18.8%	-
<b>District Retention</b>										
Educator Retention	15	15	15	13	-	83.3%	75.0%	78.9%	76.5%	-
Teacher Retention	13	14	14	12	-	81.3%	77.8%	82.4%	75.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	10.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	72.7%	27.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	12.5%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	20.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	57.1%	28.6%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	5.3%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	77.8%	75.0%	78.9%	94.1%	88.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	22.2%	25.0%	15.8%	5.9%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LEEDEY

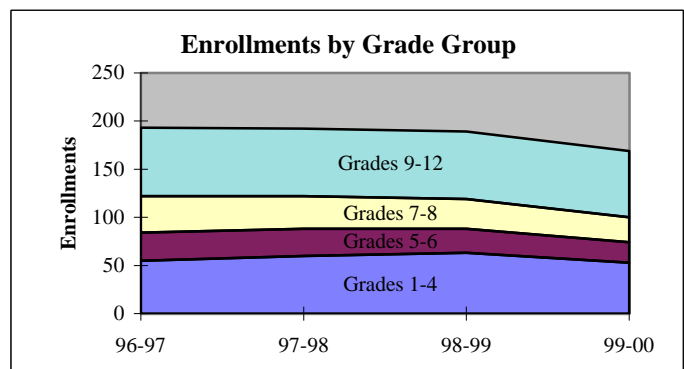
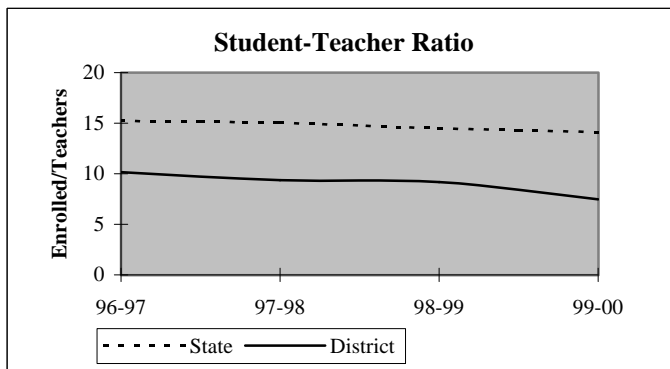


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.4	9.3	8.6	8.4	6.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	10.1	9.4	9.2	7.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	2	-	-	-	-	-
% Change in Educators	0.0%	0.0%	4.3%	0.0%	8.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	-3	-7	-4	-23	-	-	-	-	-
% Change in Enrollments	0.5%	-1.4%	-3.3%	-1.9%	-11.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	8.3%	0.0%	3.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.7%	8.7%	8.3%	8.3%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.4	44.1	44.6	44.3	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	13.5	13.0	11.6	11.5	12.1	12.3	12.3	12.2	12.2
Average Salary	31,390	29,940	30,127	31,022	29,754	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	66.7%	63.6%	63.6%	62.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.8%	4.8%	4.5%	4.5%	4.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.3%	0.9%	1.0%	1.5%	2.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	4	4	4	7	21.7%	17.4%	16.7%	16.7%	26.9%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	25.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	17	17	19	18	73.9%	73.9%	70.8%	79.2%	69.2%
Attrition	1	2	2	2	0					
Attrition Rate	5.9%	11.8%	11.8%	10.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	3	1	1	4.3%	8.7%	12.5%	4.2%	3.8%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	66.7%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	3	3	1	1	8.7%	13.0%	12.5%	4.2%	3.8%

## District Report for: LEEDEY

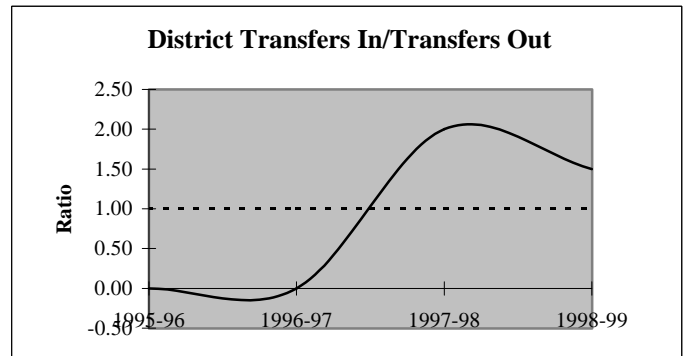
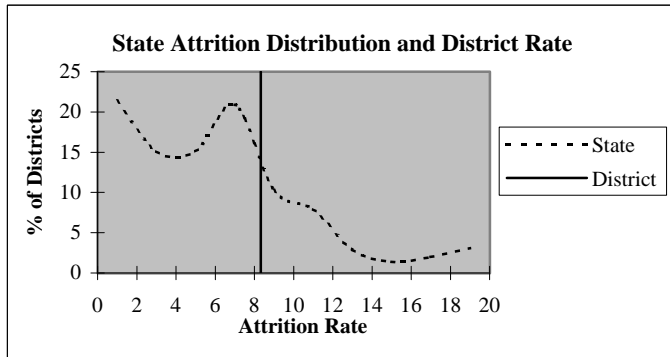
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	23	23	24	24	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	8.7%	8.7%	8.3%	8.3%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	21	21	22	22	24	91.3%	91.3%	91.7%	91.7%	92.3%
Special Education	1	1	1	1	1	4.8%	4.8%	4.5%	4.5%	4.2%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.2%
Elementary	7	7	7	7	7	33.3%	33.3%	31.8%	31.8%	29.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	13	14	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	3	9.5%	9.5%	9.1%	9.1%	12.5%
Art & Music	0	1	1	1	1	0.0%	4.8%	4.5%	4.5%	4.2%
Social Studies	1	1	1	1	1	4.8%	4.8%	4.5%	4.5%	4.2%
Foreign Language	1	1	1	1	1	4.8%	4.8%	4.5%	4.5%	4.2%
Math	2	2	1	1	1	9.5%	9.5%	4.5%	4.5%	4.2%
<b>Science</b>	1	1	1	2	1	4.8%	4.8%	4.5%	9.1%	4.2%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	1	0	0.0%	0.0%	0.0%	4.5%	0.0%
Other Science	1	1	1	1	1	4.8%	4.8%	4.5%	4.5%	4.2%
Vocational Education	4	4	4	4	4	19.0%	19.0%	18.2%	18.2%	16.7%
Other	2	1	3	2	3	9.5%	4.8%	13.6%	9.1%	12.5%
<b>Total Enrollments</b>	216	213	206	202	179	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	20	14	13	10	7.9%	9.4%	6.8%	6.4%	5.6%
Grades 1-4	57	55	60	63	53	26.4%	25.8%	29.1%	31.2%	29.6%
Grades 5-6	38	29	28	25	21	17.6%	13.6%	13.6%	12.4%	11.7%
Grades 7-8	35	38	34	31	26	16.2%	17.8%	16.5%	15.3%	14.5%
Grades 9-12	69	71	70	70	69	31.9%	33.3%	34.0%	34.7%	38.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LEEDEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	23	23	24	24	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	22	20	20	22	100.0%	95.7%	83.3%	83.3%	84.6%
<b>Newly Hired</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0.0%</b>	<b>4.3%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>15.4%</b>
Transfers In	0	0	2	3	2	0.0%	0.0%	50.0%	75.0%	50.0%
Reentrants	0	1	1	1	1	0.0%	100.0%	25.0%	25.0%	25.0%
First Time Educators	0	0	1	0	1	0.0%	0.0%	25.0%	0.0%	25.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>4.3%</b>	<b>13.0%</b>	<b>16.7%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	100.0%	33.3%	25.0%	100.0%	-
Leave Oklahoma Educ.	0	2	3	0	-	0.0%	66.7%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	13.0%	16.7%	8.3%	-
Transfers In/Out	0.00	0.00	2.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	19	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>23</b>

## District Report for: LEEDEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	8.7%	8.7%	8.3%	8.3%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	21	21	22	22	24	91.3%	91.3%	91.7%	91.7%	92.3%
White - Females	14	14	14	14	15	66.7%	66.7%	63.6%	63.6%	62.5%
White - Males	7	7	8	8	9	33.3%	33.3%	36.4%	36.4%	37.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
30-34	5	3	1	1	2	23.8%	14.3%	4.8%	5.0%	9.1%
35-39	4	4	6	6	4	19.0%	19.0%	28.6%	30.0%	18.2%
40-44	3	3	2	2	4	14.3%	14.3%	9.5%	10.0%	18.2%
45-49	5	5	6	6	5	23.8%	23.8%	28.6%	30.0%	22.7%
50-54	3	5	5	4	5	14.3%	23.8%	23.8%	20.0%	22.7%
55+	1	1	1	1	1	4.8%	4.8%	4.8%	5.0%	4.5%
<b>Average Age</b>	42.4	44.1	44.6	44.3	44.0					

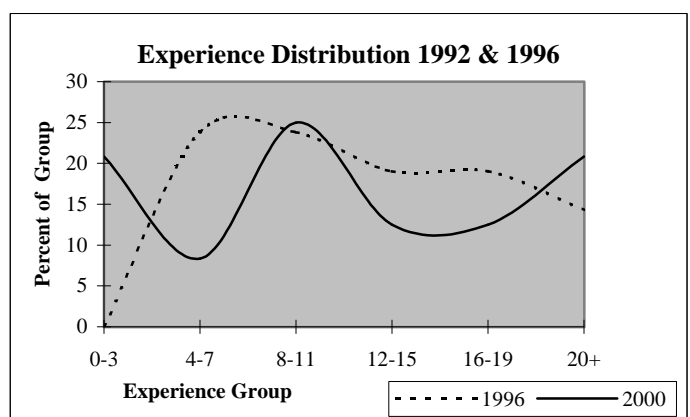
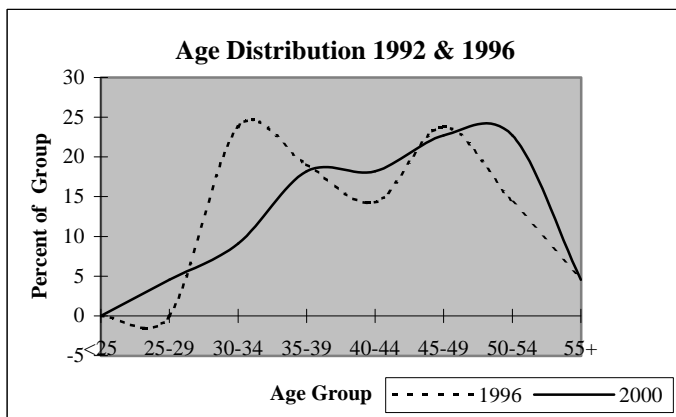
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	3	4	5	0.0%	0.0%	13.6%	18.2%	20.8%
4-7 Years	5	4	1	0	2	23.8%	19.0%	4.5%	0.0%	8.3%
8-11 Years	5	5	7	9	6	23.8%	23.8%	31.8%	40.9%	25.0%
12-15 Years	4	4	3	2	3	19.0%	19.0%	13.6%	9.1%	12.5%
16-19 Years	4	4	2	4	3	19.0%	19.0%	9.1%	18.2%	12.5%
20+ Years	3	4	6	3	5	14.3%	19.0%	27.3%	13.6%	20.8%
<b>Average Experience</b>	12.6	13.5	13.0	11.6	11.5					

## District Report for: LEEDEY

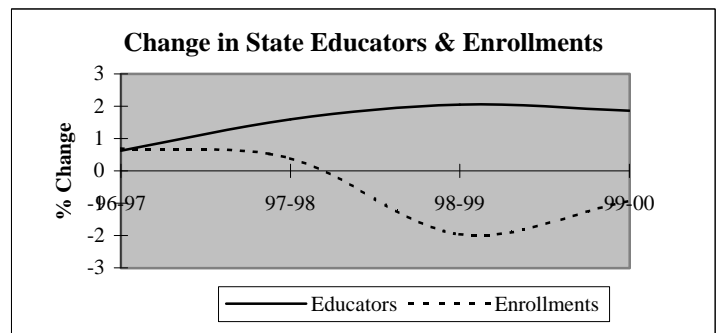
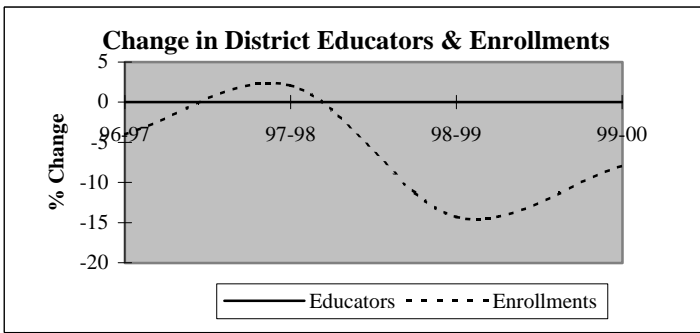
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	4	2	-	4.3%	13.0%	16.7%	8.3%	-
Attrition from Transfers	1	1	1	2	-	4.3%	4.3%	4.2%	8.3%	-
Attrition from Exits	0	2	3	0	-	0.0%	8.7%	12.5%	0.0%	-
<b>Teacher Attrition</b>	1	3	3	2	-	4.8%	14.3%	13.6%	9.1%	-
Attrition from Transfers	1	1	0	2	-	4.8%	4.8%	0.0%	9.1%	-
Attrition from Exits	0	2	3	0	-	0.0%	9.5%	13.6%	0.0%	-
<b>District Retention</b>										
Educator Retention	22	20	20	22	-	95.7%	87.0%	83.3%	91.7%	-
Teacher Retention	20	18	19	20	-	95.2%	85.7%	86.4%	90.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	95.7%	87.5%	95.8%	88.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	4.2%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	4.3%	8.3%	4.2%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: REYDON



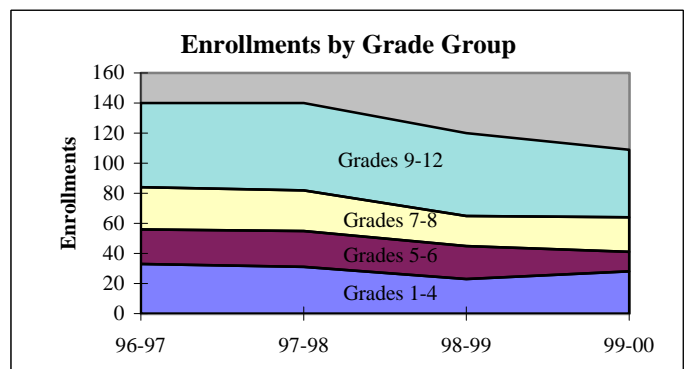
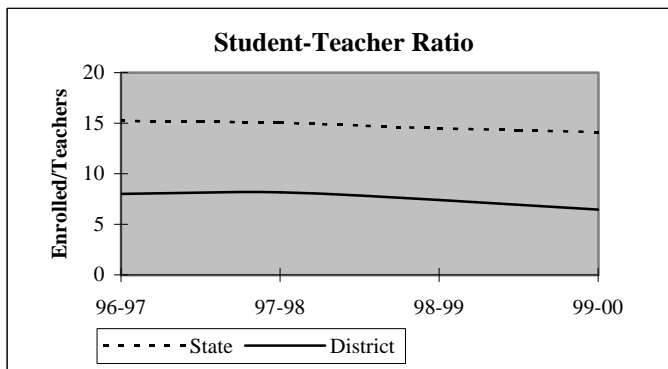
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.1	6.9	7.0	6.0	5.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.3	8.0	8.2	7.4	6.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	0	0	0	-	-	-	-	-
% Change in Educators	5.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-5	-6	3	-21	-10	-	-	-	-	-
% Change in Enrollments	-3.2%	-4.0%	2.1%	-14.3%	-7.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.8%	4.8%	4.8%	9.5%	9.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.5%	9.5%	9.5%	14.3%	9.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	4.8%	4.8%	4.8%	4.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	4.8%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.6	43.6	41.4	41.4	44.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	13.4	10.9	11.6	8.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,740	30,106	30,608	29,118	28,862	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	5.9%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.2%	72.2%	72.2%	64.7%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.6%	5.6%	5.9%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	5.4%	7.0%	6.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	9	8	11	33.3%	28.6%	42.9%	38.1%	52.4%
Attrition	0	0	3	3	0					
Attrition Rate	0.0%	0.0%	33.3%	37.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	13	10	11	10	61.9%	61.9%	47.6%	52.4%	47.6%
Attrition	0	3	0	3	0					
Attrition Rate	0.0%	23.1%	0.0%	27.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	2	2	2	0	4.8%	9.5%	9.5%	9.5%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	2	1	9.5%	9.5%	9.5%	9.5%	4.8%



## District Report for: REYDON

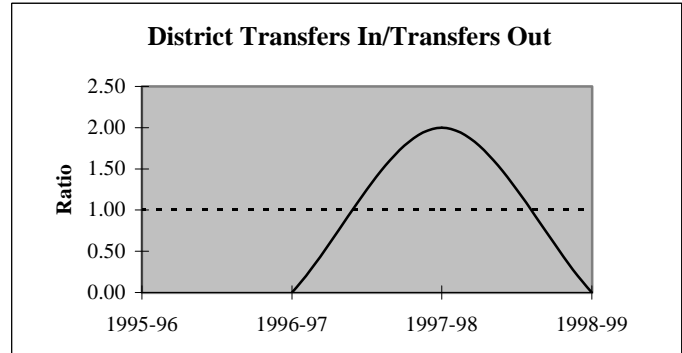
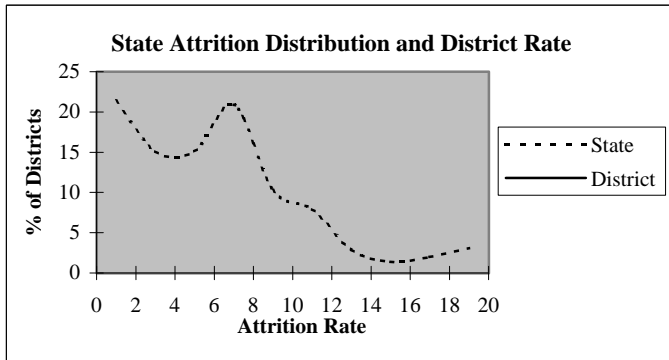
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	21	21	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	2	9.5%	9.5%	9.5%	14.3%	9.5%
Professional Staff	1	1	1	1	1	4.8%	4.8%	4.8%	4.8%	4.8%
<b>Total Teachers</b>	18	18	18	17	18	85.7%	85.7%	85.7%	81.0%	85.7%
Special Education	1	1	1	1	1	5.6%	5.6%	5.6%	5.9%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	8	8	8	44.4%	44.4%	44.4%	47.1%	44.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	9	9	8	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	1	2	11.1%	5.6%	5.6%	5.9%	11.1%
Art & Music	0	1	1	1	0	0.0%	5.6%	5.6%	5.9%	0.0%
Social Studies	1	1	1	1	1	5.6%	5.6%	5.6%	5.9%	5.6%
Foreign Language	1	1	0	0	0	5.6%	5.6%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.6%	5.6%	5.6%	5.9%	5.6%
<b>Science</b>	1	1	2	1	1	5.6%	5.6%	11.1%	5.9%	5.6%
Biology	1	0	1	0	1	5.6%	0.0%	5.6%	0.0%	5.6%
Chemistry	0	1	0	0	0	0.0%	5.6%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	1	0	0.0%	0.0%	5.6%	5.9%	0.0%
Vocational Education	2	1	2	1	2	11.1%	5.6%	11.1%	5.9%	11.1%
Other	1	2	1	2	2	5.6%	11.1%	5.6%	11.8%	11.1%
<b>Total Enrollments</b>	150	144	147	126	116	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	4	7	6	7	6.7%	2.8%	4.8%	4.8%	6.0%
Grades 1-4	37	33	31	23	28	24.7%	22.9%	21.1%	18.3%	24.1%
Grades 5-6	28	23	24	22	13	18.7%	16.0%	16.3%	17.5%	11.2%
Grades 7-8	22	28	27	20	23	14.7%	19.4%	18.4%	15.9%	19.8%
Grades 9-12	53	56	58	55	45	35.3%	38.9%	39.5%	43.7%	38.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: REYDON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	21	21	21	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	21	18	18	13	85.7%	100.0%	85.7%	85.7%	61.9%
<b>Newly Hired</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>14.3%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>38.1%</b>
Transfers In	0	0	2	0	2	0.0%	0.0%	66.7%	0.0%	25.0%
Reentrants	2	0	1	1	1	66.7%	0.0%	33.3%	33.3%	12.5%
First Time Educators	1	0	0	2	5	33.3%	0.0%	0.0%	66.7%	62.5%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>0.0%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>38.1%</b>	<b>-</b>
Transfers Out	0	3	1	3	-	0.0%	100.0%	33.3%	37.5%	-
Leave Oklahoma Educ.	0	0	2	5	-	0.0%	0.0%	66.7%	62.5%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	14.3%	14.3%	38.1%	-
Transfers In/Out	nc	0.00	2.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1
OSU, Stillwater	1
UCO, Edmond	-
ECU, Ada	-
NWOSU, Alva	-
NESU, Tahlequah	-
SEOSU, Durant	-
SWOSU, Weatherford	15
OK Panhandle SU, Goodwell	1
USAO, Chickasha	1
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flamming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	2

Total 21

## District Report for: REYDON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	3	2	9.5%	9.5%	9.5%	14.3%	9.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	3	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.8%	4.8%	4.8%	4.8%	4.8%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	18	18	17	18	85.7%	85.7%	85.7%	81.0%	85.7%
White - Females	13	13	13	10	12	72.2%	72.2%	72.2%	58.8%	66.7%
White - Males	5	5	5	6	5	27.8%	27.8%	27.8%	35.3%	27.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	0	5.6%	0.0%	0.0%	5.9%	0.0%
25-29	0	1	3	3	2	0.0%	5.6%	16.7%	17.6%	11.8%
30-34	2	1	1	0	1	11.1%	5.6%	5.6%	0.0%	5.9%
35-39	4	3	4	3	2	22.2%	16.7%	22.2%	17.6%	11.8%
40-44	3	4	3	3	4	16.7%	22.2%	16.7%	17.6%	23.5%
45-49	5	6	5	5	3	27.8%	33.3%	27.8%	29.4%	17.6%
50-54	1	1	0	0	3	5.6%	5.6%	0.0%	0.0%	17.6%
55+	2	2	2	2	2	11.1%	11.1%	11.1%	11.8%	11.8%
<b>Average Age</b>	42.6	43.6	41.4	41.4	44.1					

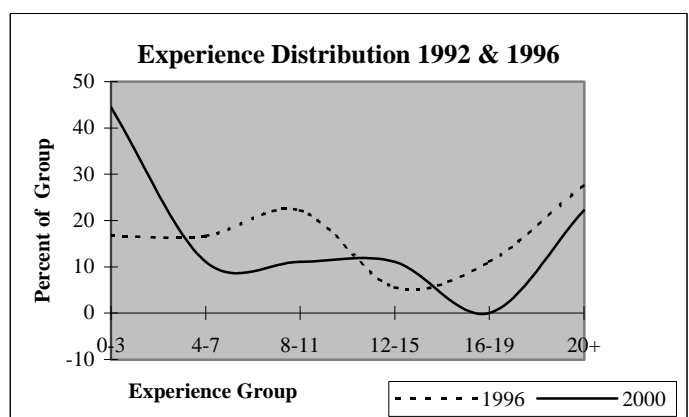
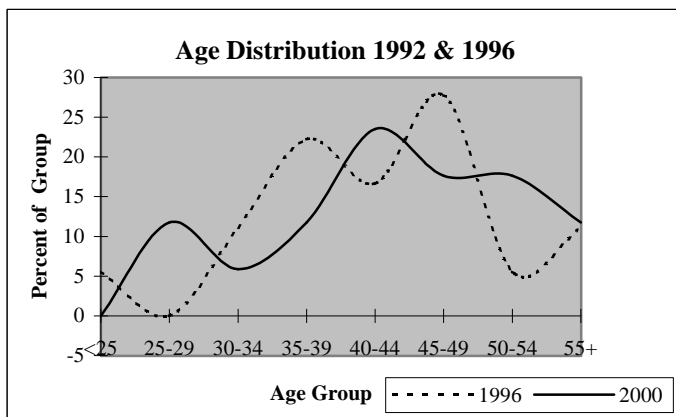
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	4	4	8	16.7%	11.1%	22.2%	23.5%	44.4%
4-7 Years	3	3	4	3	2	16.7%	16.7%	22.2%	17.6%	11.1%
8-11 Years	4	5	3	2	2	22.2%	27.8%	16.7%	11.8%	11.1%
12-15 Years	1	1	2	3	2	5.6%	5.6%	11.1%	17.6%	11.1%
16-19 Years	2	2	0	0	0	11.1%	11.1%	0.0%	0.0%	0.0%
20+ Years	5	5	5	5	4	27.8%	27.8%	27.8%	29.4%	22.2%
<b>Average Experience</b>	12.4	13.4	10.9	11.6	8.7					

## District Report for: REYDON

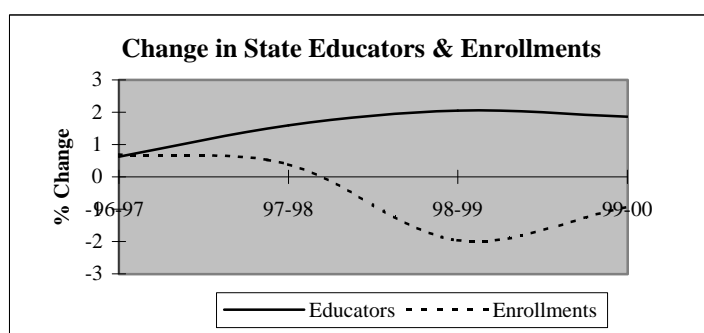
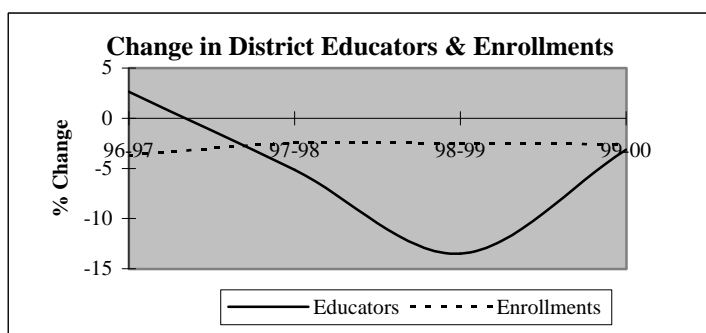
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	3	8	-	0.0%	14.3%	14.3%	38.1%	-
Attrition from Transfers	0	3	1	3	-	0.0%	14.3%	4.8%	14.3%	-
Attrition from Exits	0	0	2	5	-	0.0%	0.0%	9.5%	23.8%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>0.0%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>29.4%</b>	<b>-</b>
Attrition from Transfers	0	3	1	2	-	0.0%	16.7%	5.6%	11.8%	-
Attrition from Exits	0	0	2	3	-	0.0%	0.0%	11.1%	17.6%	-
<b>District Retention</b>										
Educator Retention	21	18	18	13	-	100.0%	85.7%	85.7%	61.9%	-
Teacher Retention	18	15	15	12	-	100.0%	83.3%	83.3%	70.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	40.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	0.0%	75.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.7%	100.0%	95.2%	85.7%	71.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	14.3%	0.0%	4.8%	14.3%	28.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CHEYENNE

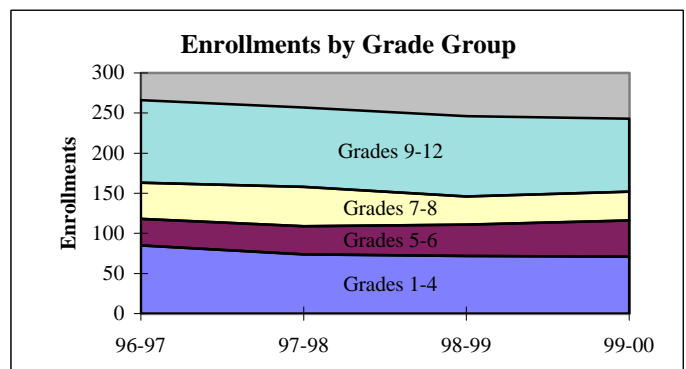
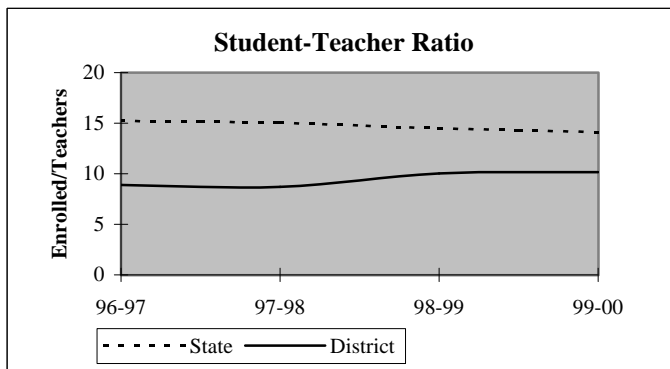


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	7.8	7.3	7.5	8.5	8.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.3	8.9	8.7	10.0	10.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	-2	-5	-1	-	-	-	-	-
% Change in Educators	5.6%	2.6%	-5.1%	-13.5%	-3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	-11	-7	-7	-7	-	-	-	-	-
% Change in Enrollments	-3.3%	-3.7%	-2.5%	-2.5%	-2.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	2.6%	5.4%	6.3%	6.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.9%	10.3%	8.1%	9.4%	9.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	7.7%	5.4%	6.3%	6.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.8	45.0	46.0	46.7	48.2	42.0	42.3	42.5	42.7	43.0
Average Experience	14.5	15.2	16.2	16.0	17.7	12.1	12.3	12.3	12.2	12.2
Average Salary	32,478	31,550	31,183	30,665	31,568	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.6%	68.8%	68.8%	66.7%	69.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	6.3%	3.1%	7.4%	7.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.8%	5.6%	6.5%	3.3%	7.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	9	8	6	4	23.7%	23.1%	21.6%	18.8%	12.9%
Attrition	2	0	2	2	0					
Attrition Rate	22.2%	0.0%	25.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	24	22	22	23	65.8%	61.5%	59.5%	68.8%	74.2%
Attrition	1	1	3	0	0					
Attrition Rate	4.0%	4.2%	13.6%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	6	7	4	4	10.5%	15.4%	18.9%	12.5%	12.9%
Attrition	0	1	4	0	0					
Attrition Rate	0.0%	16.7%	57.1%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	9	8	4	7	15.8%	23.1%	21.6%	12.5%	22.6%

## District Report for: CHEYENNE

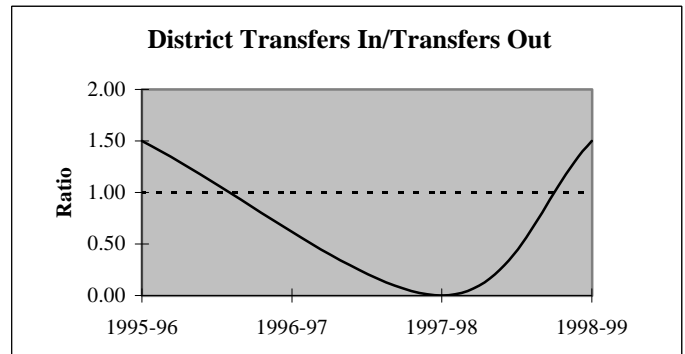
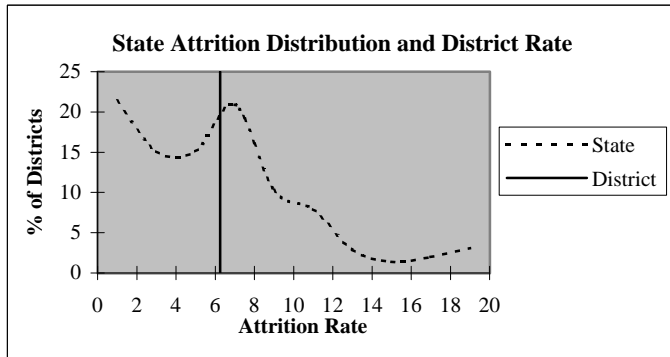
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	38	39	37	32	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	3	3	3	7.9%	10.3%	8.1%	9.4%	9.7%
Professional Staff	3	3	2	2	2	7.9%	7.7%	5.4%	6.3%	6.5%
<b>Total Teachers</b>	32	32	32	27	26	84.2%	82.1%	86.5%	84.4%	83.9%
Special Education	2	2	1	2	2	6.3%	6.3%	3.1%	7.4%	7.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	13	14	10	10	43.8%	40.6%	43.8%	37.0%	38.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	16	17	17	15	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	2	2	2	6.3%	3.1%	6.3%	7.4%	7.7%
Art & Music	2	3	3	3	3	6.3%	9.4%	9.4%	11.1%	11.5%
Social Studies	2	3	3	1	1	6.3%	9.4%	9.4%	3.7%	3.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	3	2	2	6.3%	6.3%	9.4%	7.4%	7.7%
<b>Science</b>	1	1	2	1	1	3.1%	3.1%	6.3%	3.7%	3.8%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	3.7%	0.0%
Chemistry	1	1	1	0	1	3.1%	3.1%	3.1%	0.0%	3.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	0	0	0.0%	0.0%	3.1%	0.0%	0.0%
Vocational Education	4	4	4	3	3	12.5%	12.5%	12.5%	11.1%	11.5%
Other	3	3	0	3	2	9.4%	9.4%	0.0%	11.1%	7.7%
<b>Total Enrollments</b>	296	285	278	271	264	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	19	21	25	21	5.1%	6.7%	7.6%	9.2%	8.0%
Grades 1-4	86	85	74	72	71	29.1%	29.8%	26.6%	26.6%	26.9%
Grades 5-6	49	33	35	39	45	16.6%	11.6%	12.6%	14.4%	17.0%
Grades 7-8	42	45	49	35	36	14.2%	15.8%	17.6%	12.9%	13.6%
Grades 9-12	104	103	99	100	91	35.1%	36.1%	35.6%	36.9%	34.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CHEYENNE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	38	39	37	32	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	33	35	37	28	30	86.8%	89.7%	100.0%	87.5%	96.8%
<b>Newly Hired</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>13.2%</b>	<b>10.3%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>3.2%</b>
Transfers In	3	2	0	3	1	60.0%	50.0%	0.0%	75.0%	100.0%
Reentrants	0	1	0	0	0	0.0%	25.0%	0.0%	0.0%	0.0%
First Time Educators	2	1	0	1	0	40.0%	25.0%	0.0%	25.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>-</b>	<b>7.9%</b>	<b>5.1%</b>	<b>24.3%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	2	0	3	2	-	66.7%	0.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	1	2	6	0	-	33.3%	100.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.9%	5.1%	24.3%	6.3%	-
Transfers In/Out	1.50	nc	0.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	1
NWOSU, Alva	3	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	21	Cameron, Lawton	1
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>38</b>

## District Report for: CHEYENNE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	3	3	3	7.9%	10.3%	8.1%	9.4%	9.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	4	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	2	2	2	7.9%	7.7%	5.4%	6.3%	6.5%
White - Females	3	3	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	32	32	27	26	84.2%	82.1%	86.5%	84.4%	83.9%
White - Females	21	22	22	18	18	65.6%	68.8%	68.8%	66.7%	69.2%
White - Males	11	10	10	9	8	34.4%	31.3%	31.3%	33.3%	30.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	4	3	2	1	12.5%	12.5%	9.4%	7.4%	3.8%
30-34	1	1	2	2	2	3.1%	3.1%	6.3%	7.4%	7.7%
35-39	4	1	0	1	1	12.5%	3.1%	0.0%	3.7%	3.8%
40-44	4	5	5	3	3	12.5%	15.6%	15.6%	11.1%	11.5%
45-49	12	13	9	9	7	37.5%	40.6%	28.1%	33.3%	26.9%
50-54	4	3	6	4	6	12.5%	9.4%	18.8%	14.8%	23.1%
55+	3	5	7	6	6	9.4%	15.6%	21.9%	22.2%	23.1%
<b>Average Age</b>	43.8	45.0	46.0	46.7	48.2					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	4	3	0	12.5%	12.5%	12.5%	11.1%	0.0%
4-7 Years	5	5	4	3	4	15.6%	15.6%	12.5%	11.1%	15.4%
8-11 Years	1	1	2	4	5	3.1%	3.1%	6.3%	14.8%	19.2%
12-15 Years	5	2	2	1	0	15.6%	6.3%	6.3%	3.7%	0.0%
16-19 Years	8	10	8	5	4	25.0%	31.3%	25.0%	18.5%	15.4%
20+ Years	9	10	12	11	13	28.1%	31.3%	37.5%	40.7%	50.0%
<b>Average Experience</b>	14.5	15.2	16.2	16.0	17.7					

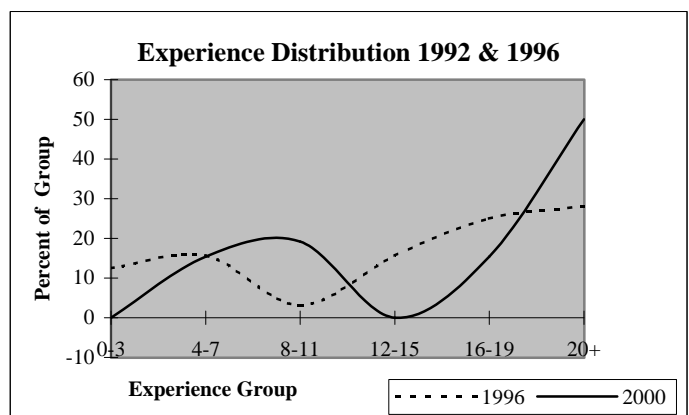
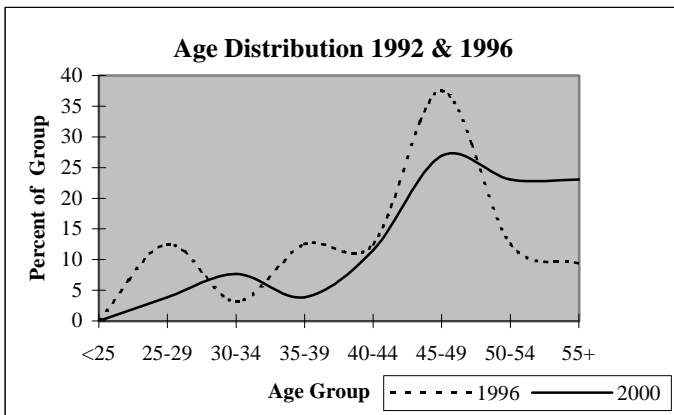


## District Report for: CHEYENNE

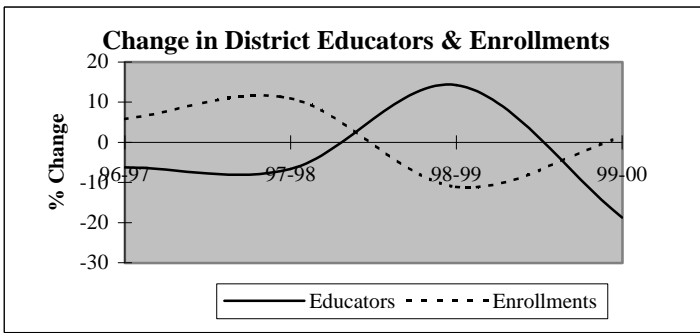
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	9	2	-	7.9%	5.1%	24.3%	6.3%	-
Attrition from Transfers	2	0	3	2	-	5.3%	0.0%	8.1%	6.3%	-
Attrition from Exits	1	2	6	0	-	2.6%	5.1%	16.2%	0.0%	-
<b>Teacher Attrition</b>	3	0	6	2	-	9.4%	0.0%	18.8%	7.4%	-
Attrition from Transfers	2	0	1	2	-	6.3%	0.0%	3.1%	7.4%	-
Attrition from Exits	1	0	5	0	-	3.1%	0.0%	15.6%	0.0%	-
<b>District Retention</b>										
Educator Retention	35	37	28	30	-	92.1%	94.9%	75.7%	93.8%	-
Teacher Retention	29	32	26	25	-	90.6%	100.0%	81.3%	92.6%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	20.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	0.0%	83.3%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.7%	94.9%	100.0%	96.9%	96.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	5.1%	0.0%	3.1%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SWEETWATER

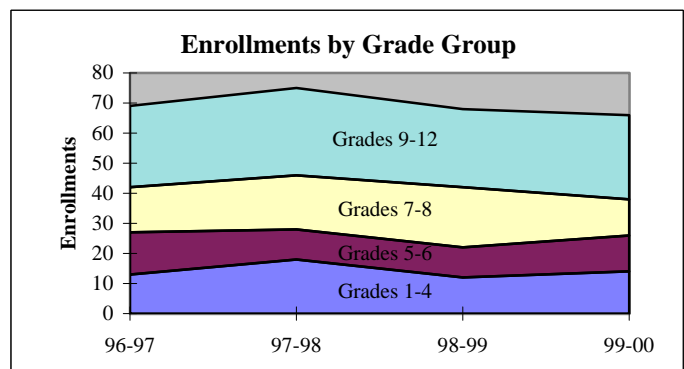
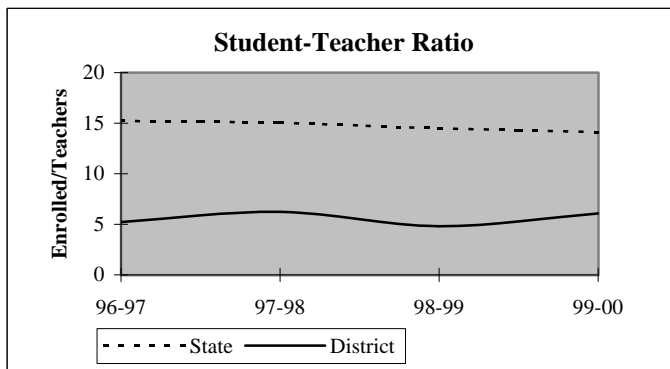


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	4.3	4.9	5.8	4.5	5.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	4.9	5.2	6.2	4.8	6.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	-1	2	-3	-	-	-	-	-
% Change in Educators	6.7%	-6.3%	-6.7%	14.3%	-18.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	4	8	-9	1	-	-	-	-	-
% Change in Enrollments	-10.4%	5.8%	11.0%	-11.1%	1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	12.5%	13.3%	7.1%	18.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	6.7%	7.1%	6.3%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	42.8	39.9	41.1	41.5	42.0	42.3	42.5	42.7	43.0
Average Experience	7.4	7.4	6.0	6.1	6.8	12.1	12.3	12.3	12.2	12.2
Average Salary	25,659	26,116	27,409	24,701	28,148	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	71.4%	61.5%	66.7%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	7.1%	7.7%	20.0%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	1.4%	4.1%	1.2%	24.7%	9.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	10	10	10	7	68.8%	66.7%	71.4%	62.5%	53.8%
Attrition	3	2	3	5	0					
Attrition Rate	27.3%	20.0%	30.0%	50.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	4	4	5	5	25.0%	26.7%	28.6%	31.3%	38.5%
Attrition	1	2	0	1	0					
Attrition Rate	25.0%	50.0%	0.0%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	0	1	1	6.3%	6.7%	0.0%	6.3%	7.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	1	6.3%	6.7%	7.1%	6.3%	7.7%

## District Report for: SWEETWATER

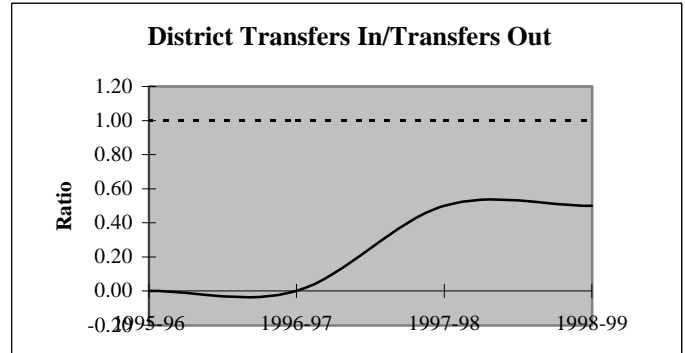
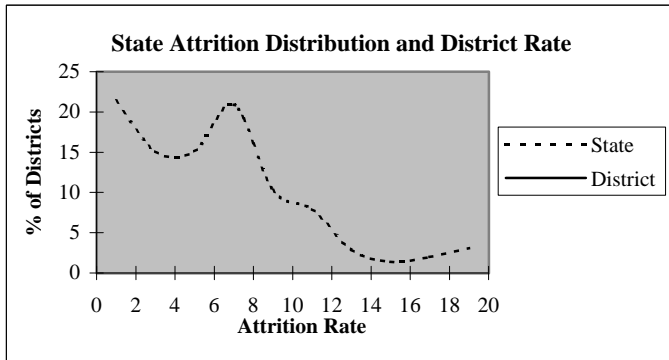
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	16	15	14	16	13	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	1	12.5%	6.7%	7.1%	6.3%	7.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	14	14	13	15	12	87.5%	93.3%	92.9%	93.8%	92.3%
Special Education	2	1	1	3	1	14.3%	7.1%	7.7%	20.0%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	7	6	6	6	35.7%	50.0%	46.2%	40.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	6	6	6	5	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	2	1	7.1%	7.1%	15.4%	13.3%	8.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	7.1%	7.1%	7.7%	6.7%	8.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	7.1%	7.1%	7.7%	6.7%	8.3%
<b>Science</b>	1	1	1	1	0	7.1%	7.1%	7.7%	6.7%	0.0%
Biology	0	1	1	1	0	0.0%	7.1%	7.7%	6.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	0	0	7.1%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	2	1	1	2	14.3%	14.3%	7.7%	6.7%	16.7%
Other	1	0	0	0	0	7.1%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	69	73	81	72	73	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	5	4	6	4	7	7.2%	5.5%	7.4%	5.6%	9.6%
Grades 1-4	14	13	18	12	14	20.3%	17.8%	22.2%	16.7%	19.2%
Grades 5-6	15	14	10	10	12	21.7%	19.2%	12.3%	13.9%	16.4%
Grades 7-8	10	15	18	20	12	14.5%	20.5%	22.2%	27.8%	16.4%
Grades 9-12	25	27	29	26	28	36.2%	37.0%	35.8%	36.1%	38.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SWEETWATER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	16	15	14	16	13	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	12	10	11	10	87.5%	80.0%	71.4%	68.8%	76.9%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>12.5%</b>	<b>20.0%</b>	<b>28.6%</b>	<b>31.3%</b>	<b>23.1%</b>
Transfers In	0	0	1	1	0	0.0%	0.0%	25.0%	20.0%	0.0%
Reentrants	0	1	1	1	0	0.0%	33.3%	25.0%	20.0%	0.0%
First Time Educators	2	2	2	3	3	100.0%	66.7%	50.0%	60.0%	100.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>25.0%</b>	<b>33.3%</b>	<b>21.4%</b>	<b>37.5%</b>	<b>-</b>
Transfers Out	3	2	2	2	-	75.0%	40.0%	66.7%	33.3%	-
Leave Oklahoma Educ.	1	3	1	4	-	25.0%	60.0%	33.3%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	33.3%	21.4%	37.5%	-
Transfers In/Out	0.00	0.00	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	12	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	16

## District Report for: SWEETWATER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	1	12.5%	6.7%	7.1%	6.3%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	14	13	15	12	87.5%	93.3%	92.9%	93.8%	92.3%
White - Females	10	10	8	10	8	71.4%	71.4%	61.5%	66.7%	66.7%
White - Males	4	4	5	5	4	28.6%	28.6%	38.5%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	7.1%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	1	2	2	7.1%	0.0%	8.3%	15.4%	18.2%
30-34	1	2	2	1	0	7.1%	14.3%	16.7%	7.7%	0.0%
35-39	3	3	2	3	2	21.4%	21.4%	16.7%	23.1%	18.2%
40-44	4	3	3	3	3	28.6%	21.4%	25.0%	23.1%	27.3%
45-49	2	4	2	2	2	14.3%	28.6%	16.7%	15.4%	18.2%
50-54	1	1	2	1	1	7.1%	7.1%	16.7%	7.7%	9.1%
55+	1	1	0	1	1	7.1%	7.1%	0.0%	7.7%	9.1%
<b>Average Age</b>	40.6	42.8	39.9	41.1	41.5					

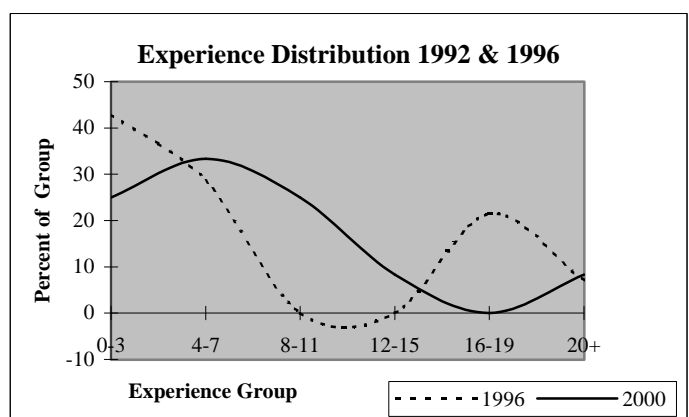
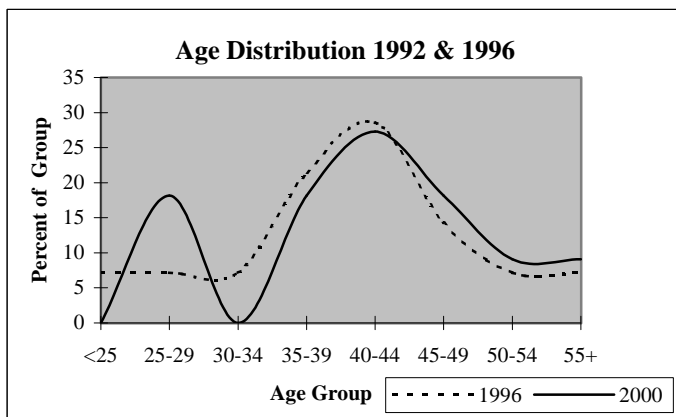
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	4	6	3	42.9%	42.9%	30.8%	40.0%	25.0%
4-7 Years	4	4	6	4	4	28.6%	28.6%	46.2%	26.7%	33.3%
8-11 Years	0	1	1	3	3	0.0%	7.1%	7.7%	20.0%	25.0%
12-15 Years	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
16-19 Years	3	1	2	2	0	21.4%	7.1%	15.4%	13.3%	0.0%
20+ Years	1	2	0	0	1	7.1%	14.3%	0.0%	0.0%	8.3%
<b>Average Experience</b>	7.4	7.4	6.0	6.1	6.8					

## District Report for: SWEETWATER

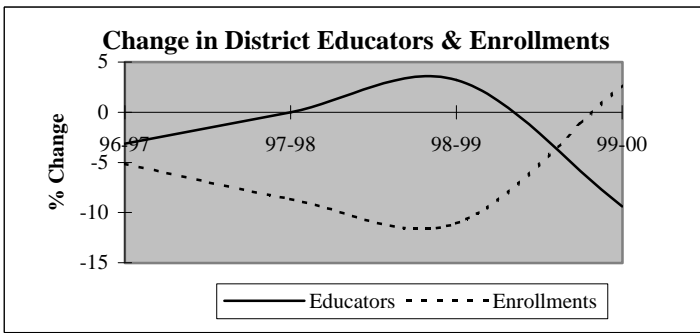
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	5	3	6	-	25.0%	33.3%	21.4%	37.5%	-
Attrition from Transfers	3	2	2	2	-	18.8%	13.3%	14.3%	12.5%	-
Attrition from Exits	1	3	1	4	-	6.3%	20.0%	7.1%	25.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>21.4%</b>	<b>35.7%</b>	<b>23.1%</b>	<b>40.0%</b>	<b>-</b>
Attrition from Transfers	2	2	2	2	-	14.3%	14.3%	15.4%	13.3%	-
Attrition from Exits	1	3	1	4	-	7.1%	21.4%	7.7%	26.7%	-
<b>District Retention</b>										
Educator Retention	12	10	11	10	-	75.0%	66.7%	78.6%	62.5%	-
Teacher Retention	11	9	10	9	-	78.6%	64.3%	76.9%	60.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	38.5%	23.1%	61.5%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	16.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	6.3%	0.0%	0.0%	6.3%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.3%	80.0%	78.6%	68.8%	76.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.5%	20.0%	21.4%	25.0%	23.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HAMMON

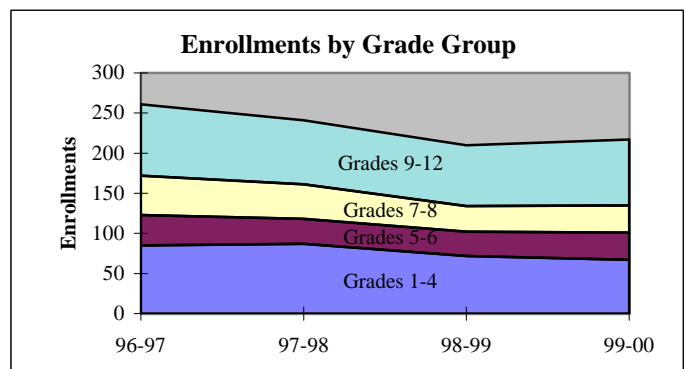
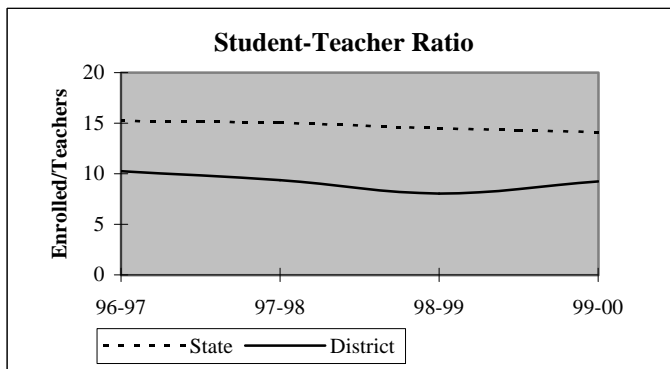


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.1	8.9	8.2	7.0	8.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.8	10.3	9.4	8.0	9.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-1	0	1	-3	-	-	-	-	-
% Change in Educators	-3.0%	-3.1%	0.0%	3.2%	-9.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	18	-15	-24	-28	6	-	-	-	-	-
% Change in Enrollments	6.6%	-5.1%	-8.7%	-11.1%	2.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.1%	6.5%	0.0%	9.4%	3.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.4%	9.7%	9.7%	9.4%	10.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.3%	3.2%	3.2%	3.1%	3.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.1%	3.2%	3.2%	3.1%	3.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.1%	3.2%	3.2%	3.1%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	43.3	44.0	43.9	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	14.1	15.0	15.3	14.6	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	31,196	32,324	33,258	31,469	32,675	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.7%	3.7%	3.7%	3.6%	4.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	77.8%	77.8%	78.6%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	11.1%	11.1%	10.7%	12.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.1%	43.3%	39.5%	38.4%	38.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	8	8	8	6	21.9%	25.8%	25.8%	25.0%	20.7%
Attrition	1	0	1	2	0					
Attrition Rate	14.3%	0.0%	12.5%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	19	16	18	19	65.6%	61.3%	51.6%	56.3%	65.5%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	5.3%	0.0%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	7	6	4	12.5%	12.9%	22.6%	18.8%	13.8%
Attrition	2	0	1	3	0					
Attrition Rate	50.0%	0.0%	14.3%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	7	7	7	8	18.8%	22.6%	22.6%	21.9%	27.6%

## District Report for: HAMMON

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	32	31	31	32	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	9.4%	9.7%	9.7%	9.4%	10.3%
Professional Staff	2	1	1	1	1	6.3%	3.2%	3.2%	3.1%	3.4%
<b>Total Teachers</b>	27	27	27	28	25	84.4%	87.1%	87.1%	87.5%	86.2%
Special Education	3	3	3	3	3	11.1%	11.1%	11.1%	10.7%	12.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	12	13	12	10	44.4%	44.4%	48.1%	42.9%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	11	13	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	3.7%	3.7%	3.7%	7.1%	8.0%
Art & Music	2	2	2	2	2	7.4%	7.4%	7.4%	7.1%	8.0%
Social Studies	2	1	1	1	1	7.4%	3.7%	3.7%	3.6%	4.0%
Foreign Language	1	1	1	1	1	3.7%	3.7%	3.7%	3.6%	4.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	1	1	1	1	2	3.7%	3.7%	3.7%	3.6%	8.0%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	3.6%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	2	3.7%	3.7%	3.7%	0.0%	8.0%
Vocational Education	2	2	3	3	3	7.4%	7.4%	11.1%	10.7%	12.0%
Other	3	4	2	3	1	11.1%	14.8%	7.4%	10.7%	4.0%
<b>Total Enrollments</b>	292	277	253	225	231	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	16	12	15	14	8.9%	5.8%	4.7%	6.7%	6.1%
Grades 1-4	80	85	87	72	67	27.4%	30.7%	34.4%	32.0%	29.0%
Grades 5-6	48	38	31	30	34	16.4%	13.7%	12.3%	13.3%	14.7%
Grades 7-8	52	49	43	32	34	17.8%	17.7%	17.0%	14.2%	14.7%
Grades 9-12	86	89	80	76	82	29.5%	32.1%	31.6%	33.8%	35.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

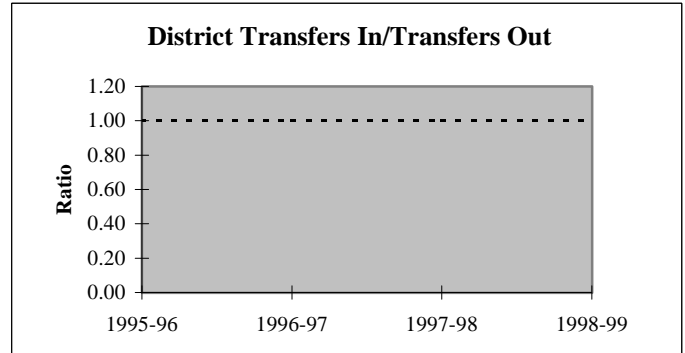
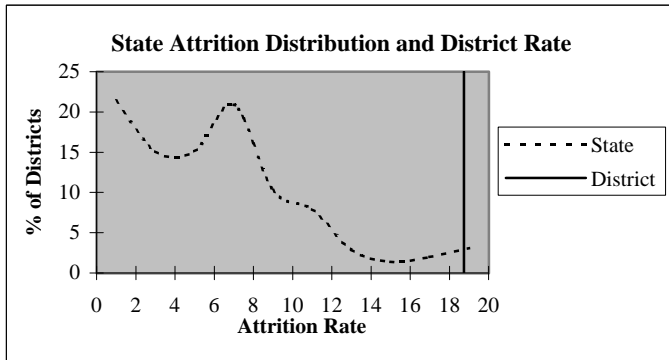




## District Report for: HAMMON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	32	31	31	32	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	31	29	30	29	26	96.9%	93.5%	96.8%	90.6%	89.7%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3.1%</b>	<b>6.5%</b>	<b>3.2%</b>	<b>9.4%</b>	<b>10.3%</b>
Transfers In	0	0	0	1	2	0.0%	0.0%	0.0%	33.3%	66.7%
Reentrants	1	2	1	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
First Time Educators	0	0	0	2	1	0.0%	0.0%	0.0%	66.7%	33.3%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>9.4%</b>	<b>3.2%</b>	<b>6.5%</b>	<b>18.8%</b>	<b>-</b>
Transfers Out	0	0	0	2	-	0.0%	0.0%	0.0%	33.3%	-
Leave Oklahoma Educ.	3	1	2	4	-	100.0%	100.0%	100.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	9.4%	3.2%	6.5%	18.8%	-
Transfers In/Out	nc	nc	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	27	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>33</b>

## District Report for: HAMMON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	9.4%	9.7%	9.7%	9.4%	10.3%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	1	1	1	6.3%	3.2%	3.2%	3.1%	3.4%
White - Females	2	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	27	27	28	25	84.4%	87.1%	87.1%	87.5%	86.2%
White - Females	20	20	20	21	19	74.1%	74.1%	74.1%	75.0%	76.0%
White - Males	6	6	6	6	5	22.2%	22.2%	22.2%	21.4%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	3.7%	3.7%	3.7%	3.6%	4.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	3.6%	0.0%
25-29	2	3	3	2	3	7.4%	11.1%	11.1%	7.1%	12.0%
30-34	3	2	1	2	3	11.1%	7.4%	3.7%	7.1%	12.0%
35-39	6	2	3	2	2	22.2%	7.4%	11.1%	7.1%	8.0%
40-44	5	9	8	9	4	18.5%	33.3%	29.6%	32.1%	16.0%
45-49	3	3	4	5	7	11.1%	11.1%	14.8%	17.9%	28.0%
50-54	5	5	3	2	1	18.5%	18.5%	11.1%	7.1%	4.0%
55+	3	3	5	5	5	11.1%	11.1%	18.5%	17.9%	20.0%
<b>Average Age</b>	42.7	43.3	44.0	43.9	43.7					

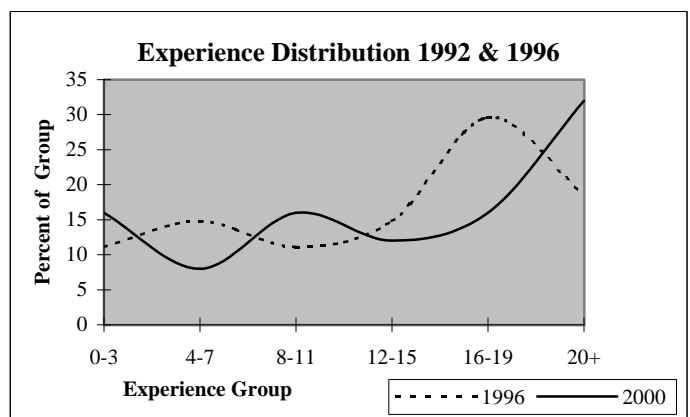
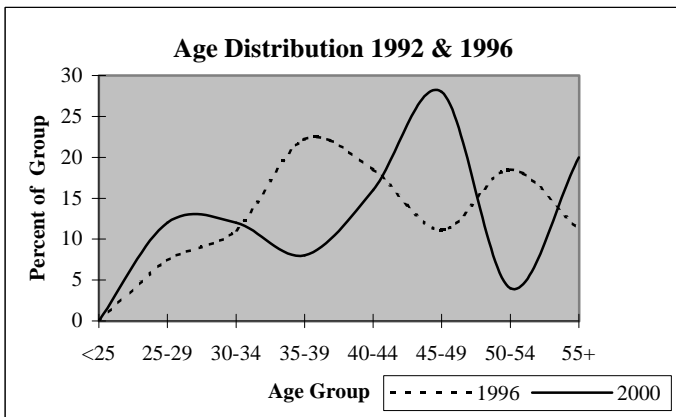
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	2	1	3	4	11.1%	7.4%	3.7%	10.7%	16.0%
4-7 Years	4	5	6	4	2	14.8%	18.5%	22.2%	14.3%	8.0%
8-11 Years	3	3	1	3	4	11.1%	11.1%	3.7%	10.7%	16.0%
12-15 Years	4	2	5	4	3	14.8%	7.4%	18.5%	14.3%	12.0%
16-19 Years	8	8	5	5	4	29.6%	29.6%	18.5%	17.9%	16.0%
20+ Years	5	7	9	9	8	18.5%	25.9%	33.3%	32.1%	32.0%
<b>Average Experience</b>	14.1	15.0	15.3	14.6	14.2					

## District Report for: HAMMON

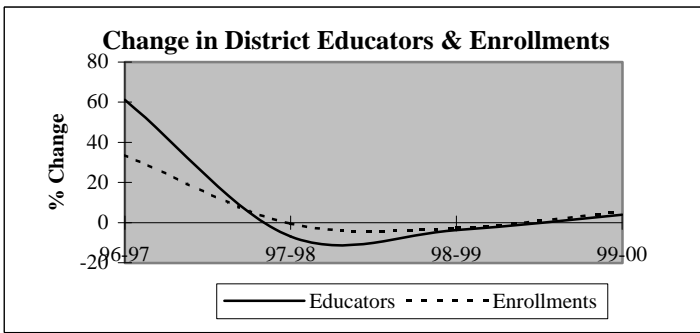
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	1	2	6	-	9.4%	3.2%	6.5%	18.8%	-
Attrition from Transfers	0	0	0	2	-	0.0%	0.0%	0.0%	6.3%	-
Attrition from Exits	3	1	2	4	-	9.4%	3.2%	6.5%	12.5%	-
<b>Teacher Attrition</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>3.7%</b>	<b>3.7%</b>	<b>7.4%</b>	<b>14.3%</b>	<b>-</b>
Attrition from Transfers	0	0	0	2	-	0.0%	0.0%	0.0%	7.1%	-
Attrition from Exits	1	1	2	2	-	3.7%	3.7%	7.4%	7.1%	-
<b>District Retention</b>										
Educator Retention	29	30	29	26	-	90.6%	96.8%	93.5%	81.3%	-
Teacher Retention	26	26	25	24	-	96.3%	96.3%	92.6%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	60.0%	20.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	71.4%	14.3%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.9%	93.5%	96.8%	93.8%	93.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.1%	6.5%	3.2%	6.3%	3.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: JUSTUS

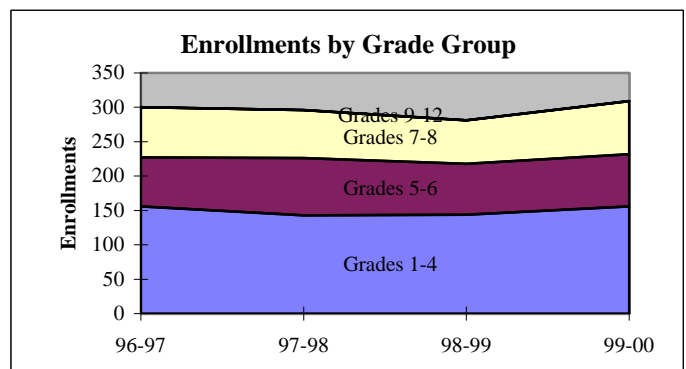
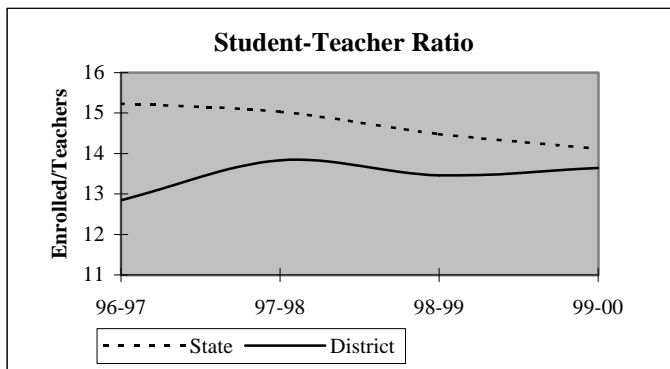


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	11.5	12.3	12.4	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	12.8	13.8	13.5	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	11	-2	-1	1	-	-	-	-	-
% Change in Educators	0.0%	61.1%	-6.9%	-3.7%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	84	-2	-9	18	-	-	-	-	-
% Change in Enrollments	-2.7%	33.6%	-0.6%	-2.7%	5.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	16.7%	27.6%	14.8%	15.4%	14.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	3.4%	3.7%	3.8%	3.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	6.9%	7.4%	3.8%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.6	47.2	48.5	48.3	48.3	42.0	42.3	42.5	42.7	43.0
Average Experience	13.6	13.4	14.4	14.3	14.6	12.1	12.3	12.3	12.2	12.2
Average Salary	29,674	26,293	28,529	29,821	30,322	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.3%	80.8%	79.2%	79.2%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.5%	7.7%	8.3%	8.3%	8.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.6%	23.7%	26.8%	28.6%	30.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	7	4	5	5	11.1%	24.1%	14.8%	19.2%	18.5%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	14.3%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	20	19	17	16	88.9%	69.0%	70.4%	65.4%	59.3%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	5.3%	5.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	2	4	4	6	0.0%	6.9%	14.8%	15.4%	22.2%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	50.0%	25.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	5	6	6	7	0.0%	17.2%	22.2%	23.1%	25.9%

## District Report for: JUSTUS

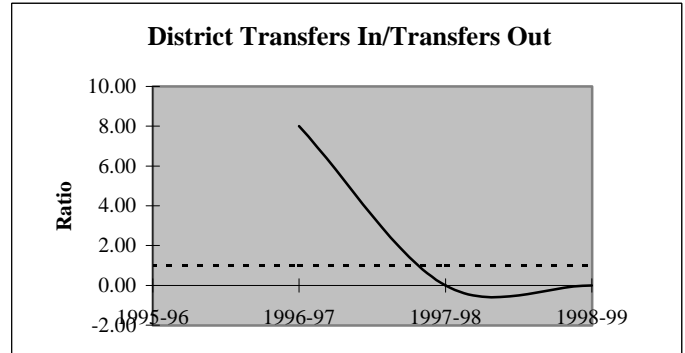
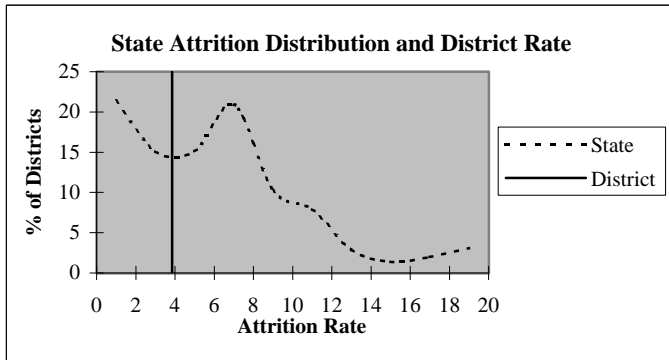
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	29	27	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.6%	3.4%	3.7%	3.8%	3.7%
Professional Staff	1	2	2	1	1	5.6%	6.9%	7.4%	3.8%	3.7%
<b>Total Teachers</b>	16	26	24	24	25	88.9%	89.7%	88.9%	92.3%	92.6%
Special Education	2	2	2	2	2	12.5%	7.7%	8.3%	8.3%	8.0%
Pre-K & Kindergarten	0	0	0	1	2	0.0%	0.0%	0.0%	4.2%	8.0%
Elementary	14	24	22	21	21	87.5%	92.3%	91.7%	87.5%	84.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	250	334	332	323	341	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	34	36	42	32	10.0%	10.2%	10.8%	13.0%	9.4%
Grades 1-4	119	156	143	144	156	47.6%	46.7%	43.1%	44.6%	45.7%
Grades 5-6	59	71	83	74	76	23.6%	21.3%	25.0%	22.9%	22.3%
Grades 7-8	47	73	70	63	77	18.8%	21.9%	21.1%	19.5%	22.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: JUSTUS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	29	27	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	18	27	24	25	94.4%	62.1%	100.0%	92.3%	92.6%
<b>Newly Hired</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>5.6%</b>	<b>37.9%</b>	<b>0.0%</b>	<b>7.7%</b>	<b>7.4%</b>
Transfers In	0	8	0	0	1	0.0%	72.7%	0.0%	0.0%	50.0%
Reentrants	0	1	0	1	0	0.0%	9.1%	0.0%	50.0%	0.0%
First Time Educators	1	2	0	1	1	100.0%	18.2%	0.0%	50.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>6.9%</b>	<b>11.1%</b>	<b>3.8%</b>	<b>-</b>
Transfers Out	0	1	1	1	-	0.0%	50.0%	33.3%	100.0%	-
Leave Oklahoma Educ.	0	1	2	0	-	0.0%	50.0%	66.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	6.9%	11.1%	3.8%	-
Transfers In/Out	nc	8.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	14	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>18</b>

## District Report for: JUSTUS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.6%	3.4%	3.7%	3.8%	3.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	2	1	1	5.6%	6.9%	7.4%	3.8%	3.7%
White - Females	1	2	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	26	24	24	25	88.9%	89.7%	88.9%	92.3%	92.6%
White - Females	13	21	19	19	20	81.3%	80.8%	79.2%	79.2%	80.0%
White - Males	3	5	5	5	5	18.8%	19.2%	20.8%	20.8%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	3.8%	0.0%	0.0%	0.0%
25-29	0	1	0	1	2	0.0%	3.8%	0.0%	4.3%	8.3%
30-34	1	1	1	1	1	6.3%	3.8%	4.2%	4.3%	4.2%
35-39	3	3	4	3	2	18.8%	11.5%	16.7%	13.0%	8.3%
40-44	1	2	2	3	4	6.3%	7.7%	8.3%	13.0%	16.7%
45-49	5	6	5	2	0	31.3%	23.1%	20.8%	8.7%	0.0%
50-54	3	6	6	7	9	18.8%	23.1%	25.0%	30.4%	37.5%
55+	3	6	6	6	6	18.8%	23.1%	25.0%	26.1%	25.0%
<b>Average Age</b>	46.6	47.2	48.5	48.3	48.3					

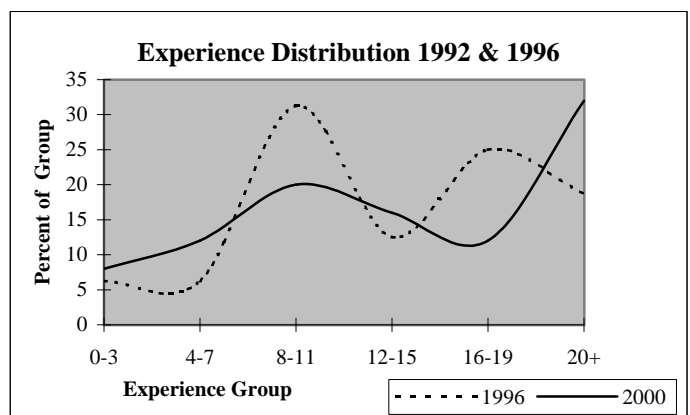
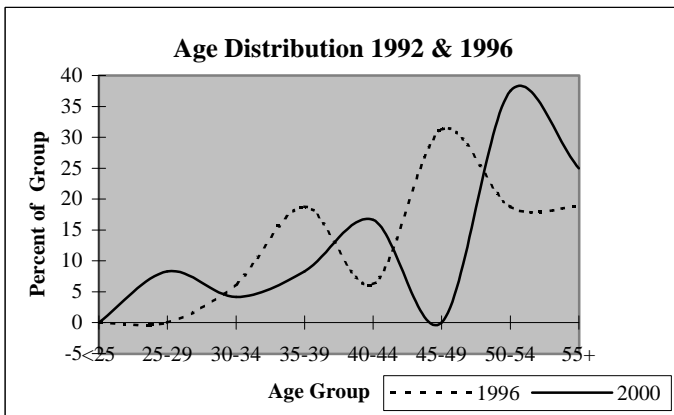
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	3	2	2	2	6.3%	11.5%	8.3%	8.3%	8.0%
4-7 Years	1	4	2	3	3	6.3%	15.4%	8.3%	12.5%	12.0%
8-11 Years	5	6	7	6	5	31.3%	23.1%	29.2%	25.0%	20.0%
12-15 Years	2	2	3	2	4	12.5%	7.7%	12.5%	8.3%	16.0%
16-19 Years	4	3	2	3	3	25.0%	11.5%	8.3%	12.5%	12.0%
20+ Years	3	8	8	8	8	18.8%	30.8%	33.3%	33.3%	32.0%
<b>Average Experience</b>	13.6	13.4	14.4	14.3	14.6					

## District Report for: JUSTUS

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	3	1	-	0.0%	6.9%	11.1%	3.8%	-
Attrition from Transfers	0	1	1	1	-	0.0%	3.4%	3.7%	3.8%	-
Attrition from Exits	0	1	2	0	-	0.0%	3.4%	7.4%	0.0%	-
<b>Teacher Attrition</b>	0	2	2	1	-	0.0%	7.7%	8.3%	4.2%	-
Attrition from Transfers	0	1	1	1	-	0.0%	3.8%	4.2%	4.2%	-
Attrition from Exits	0	1	1	0	-	0.0%	3.8%	4.2%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	27	24	25	-	100.0%	93.1%	88.9%	96.2%	-
Teacher Retention	16	24	22	23	-	100.0%	92.3%	91.7%	95.8%	-

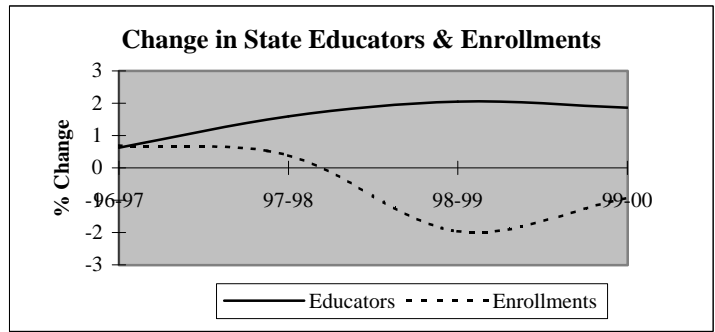
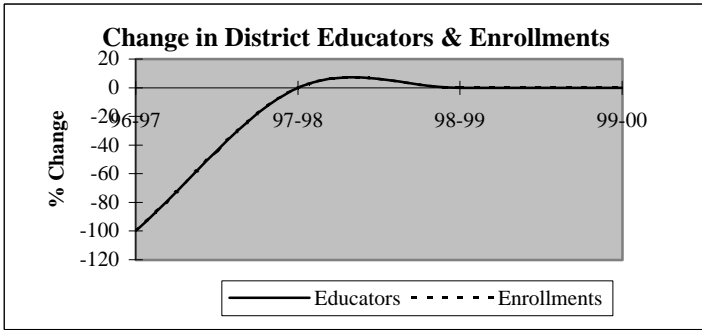
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	40.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	5.6%	0.0%	7.4%	7.7%	3.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	89.7%	92.6%	84.6%	92.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	10.3%	0.0%	7.7%	3.7%	6.4%	7.2%	8.2%	9.1%	9.0%





# District Report for: TIAWAH

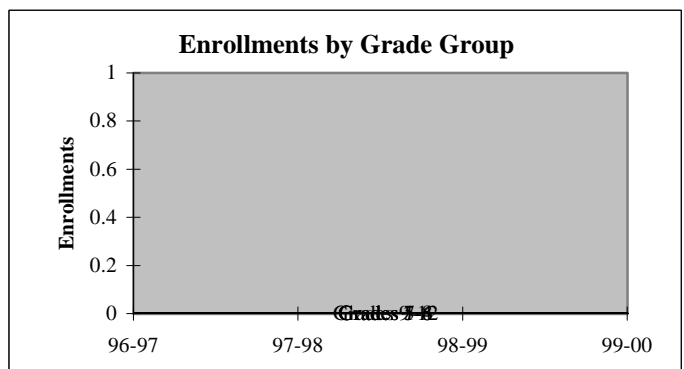
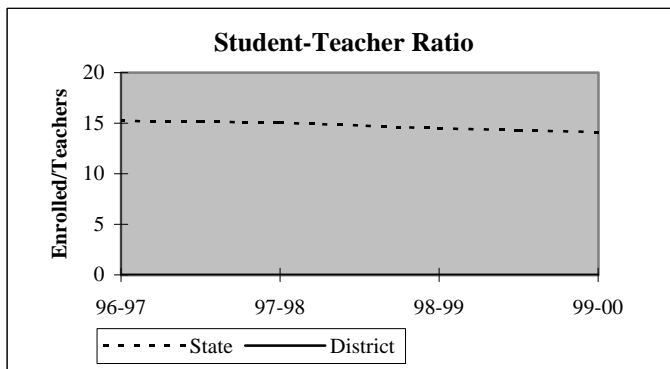


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	nc	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	nc	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-7	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	-100.0%	#####	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	-79	0	0	0	-	-	-	-	-
% Change in Enrollments	21.5%	-100.0%	#####	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	nc	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	14.3%	nc	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	14.3%	nc	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	nc	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	nc	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	14.3%	nc	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	0.0	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	0.0	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,925	0	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	nc	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	nc	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	nc	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.4%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	3	0	0	0	0	42.9%	0.0%	0.0%	0.0%	0.0%
Attrition	3	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	3	0	0	0	0	42.9%	0.0%	0.0%	0.0%	0.0%
Attrition	3	0	0	0	0					
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%

## District Report for: TIAWAH

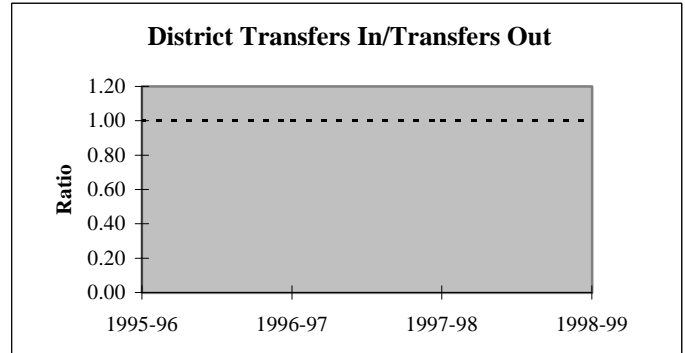
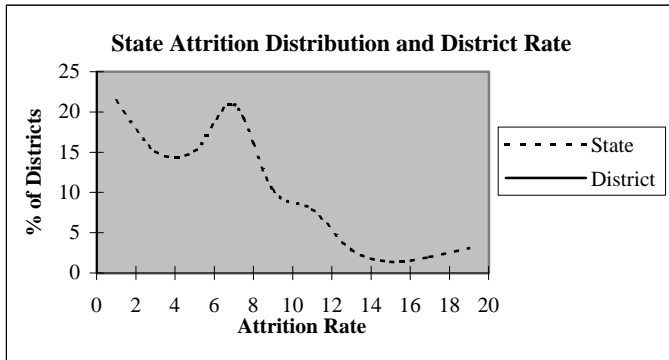
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	7	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
Professional Staff	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	0	0	0	0	71.4%	0.0%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	79	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10	0	0	0	0	12.7%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	45	0	0	0	0	57.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	14	0	0	0	0	17.7%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	10	0	0	0	0	12.7%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TIAWAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	7	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	7	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	7	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	100.0%	nc	nc	nc	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	7

## District Report for: TIAWAH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
White - Females	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
White - Females	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	0	0	0	0	71.4%	0.0%	0.0%	0.0%	0.0%
White - Females	4	0	0	0	0	80.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	2	0	0	0	0	40.0%	0.0%	0.0%	0.0%	0.0%
50-54	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	42.2	0.0	0.0	0.0	0.0					

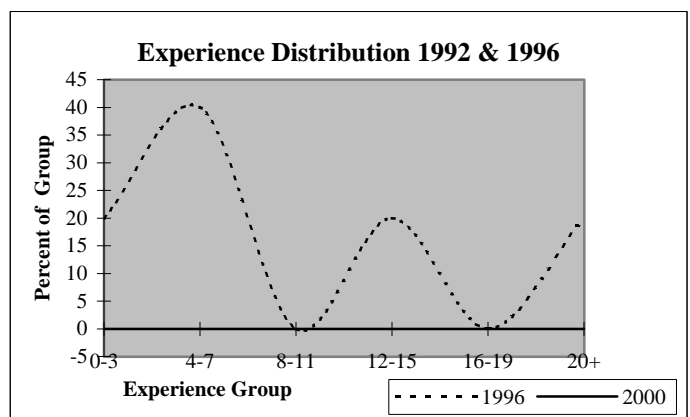
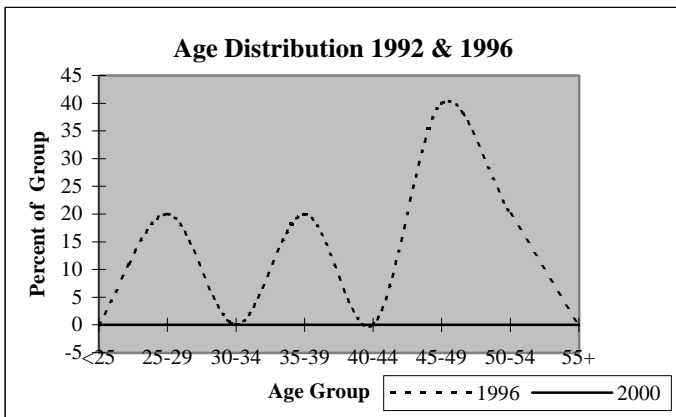
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	2	0	0	0	0	40.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	9.4	0.0	0.0	0.0	0.0					

# District Report for: TIAWAH

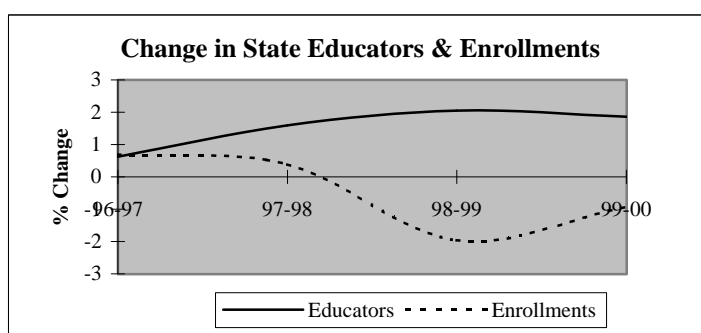
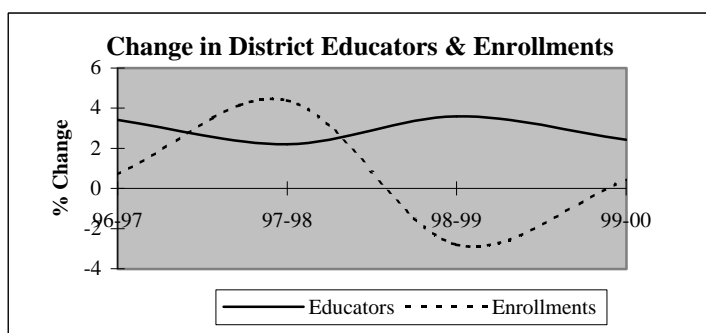
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	0	0	0	-	100.0%	nc	nc	nc	-
Attrition from Transfers	7	0	0	0	-	100.0%	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	0.0%	nc	nc	nc	-
<b>Teacher Attrition</b>	5	0	0	0	-	100.0%	nc	nc	nc	-
Attrition from Transfers	5	0	0	0	-	100.0%	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	0.0%	nc	nc	nc	-
<b>District Retention</b>										
Educator Retention	0	0	0	0	-	0.0%	nc	nc	nc	-
Teacher Retention	0	0	0	0	-	0.0%	nc	nc	nc	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	50.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	0.0%	100.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	0.0%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	100.0%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CLAREMORE

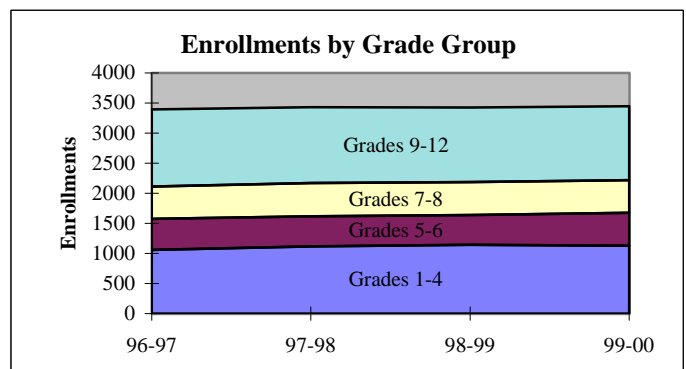
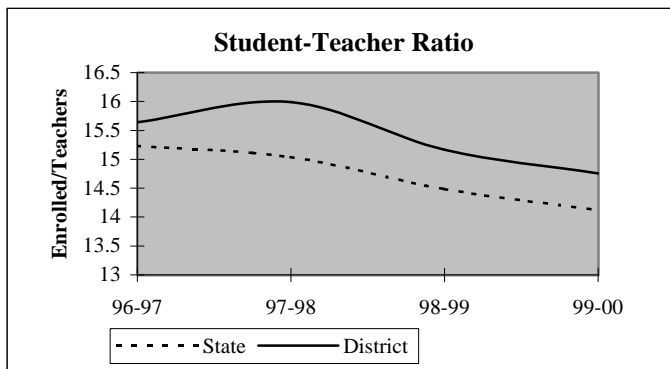


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.6	13.9	13.0	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	15.6	16.0	15.2	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	9	6	10	7	-	-	-	-	-
% Change in Educators	0.0%	3.4%	2.2%	3.6%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	118	26	162	-108	16	-	-	-	-	-
% Change in Enrollments	3.3%	0.7%	4.4%	-2.8%	0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.8%	6.3%	2.9%	4.9%	2.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.1%	5.0%	5.2%	5.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.0%	8.1%	8.3%	9.0%	8.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.7%	2.9%	2.9%	2.8%	3.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	7.1%	7.1%	7.1%	6.7%	6.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.3%	2.2%	1.8%	2.1%	1.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.4	43.9	44.0	44.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	13.7	13.9	13.4	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,437	29,395	29,850	30,426	30,771	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.2%	2.5%	2.5%	2.4%	2.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.6%	82.6%	82.6%	83.8%	83.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.6%	15.3%	14.5%	15.8%	15.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.6%	28.7%	29.2%	29.2%	26.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	64	70	77	85	87	24.3%	25.7%	27.7%	29.5%	29.5%
Attrition	6	9	10	11	0					
Attrition Rate	9.4%	12.9%	13.0%	12.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	179	180	171	169	170	68.1%	66.2%	61.5%	58.7%	57.6%
Attrition	3	11	6	5	0					
Attrition Rate	1.7%	6.1%	3.5%	3.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	20	22	30	34	38	7.6%	8.1%	10.8%	11.8%	12.9%
Attrition	2	2	8	5	0					
Attrition Rate	10.0%	9.1%	26.7%	14.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	25	35	43	41	48	9.5%	12.9%	15.5%	14.2%	16.3%

## District Report for: CLAREMORE

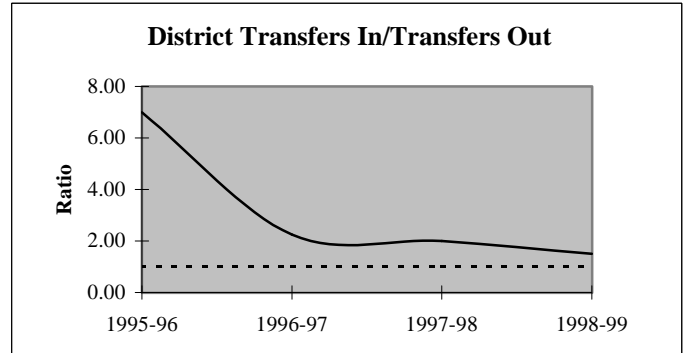
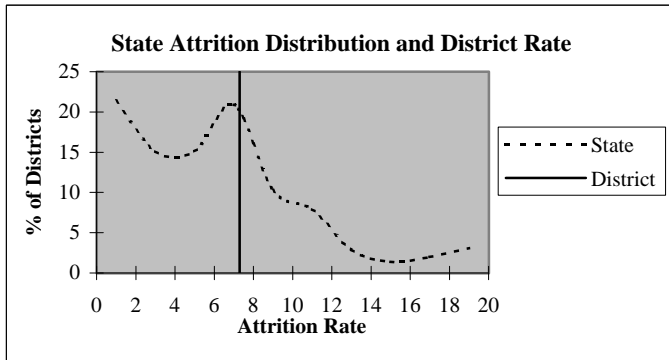
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	263	272	278	288	295	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	14	14	15	15	5.3%	5.1%	5.0%	5.2%	5.1%
Professional Staff	21	22	23	26	25	8.0%	8.1%	8.3%	9.0%	8.5%
<b>Total Teachers</b>	228	236	241	247	255	86.7%	86.8%	86.7%	85.8%	86.4%
Special Education	31	36	35	39	40	13.6%	15.3%	14.5%	15.8%	15.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	110	110	113	114	119	48.2%	46.6%	46.9%	46.2%	46.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	87	90	93	94	96	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	18	17	17	18	15	7.9%	7.2%	7.1%	7.3%	5.9%
Art & Music	4	4	4	4	5	1.8%	1.7%	1.7%	1.6%	2.0%
Social Studies	14	19	18	19	17	6.1%	8.1%	7.5%	7.7%	6.7%
Foreign Language	5	6	6	6	6	2.2%	2.5%	2.5%	2.4%	2.4%
Math	14	15	15	16	14	6.1%	6.4%	6.2%	6.5%	5.5%
<b>Science</b>	15	13	15	13	12	6.6%	5.5%	6.2%	5.3%	4.7%
Biology	4	2	2	2	2	1.8%	0.8%	0.8%	0.8%	0.8%
Chemistry	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	10	10	12	10	9	4.4%	4.2%	5.0%	4.0%	3.5%
Vocational Education	8	8	8	7	7	3.5%	3.4%	3.3%	2.8%	2.7%
Other	9	8	10	11	20	3.9%	3.4%	4.1%	4.5%	7.8%
<b>Total Enrollments</b>	3,666	3,692	3,854	3,746	3,762	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	271	265	365	259	268	7.4%	7.2%	9.5%	6.9%	7.1%
Grades 1-4	1,067	1,059	1,118	1,146	1,127	29.1%	28.7%	29.0%	30.6%	30.0%
Grades 5-6	536	518	499	492	548	14.6%	14.0%	12.9%	13.1%	14.6%
Grades 7-8	556	535	554	548	544	15.2%	14.5%	14.4%	14.6%	14.5%
Grades 9-12	1,151	1,279	1,260	1,241	1,230	31.4%	34.6%	32.7%	33.1%	32.7%
Ungraded	85	36	58	60	45	2.3%	1.0%	1.5%	1.6%	1.2%



## District Report for: CLAREMORE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	263	272	278	288	295	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	245	252	250	254	267	93.2%	92.6%	89.9%	88.2%	90.5%
<b>Newly Hired</b>	<b>18</b>	<b>20</b>	<b>28</b>	<b>34</b>	<b>28</b>	<b>6.8%</b>	<b>7.4%</b>	<b>10.1%</b>	<b>11.8%</b>	<b>9.5%</b>
Transfers In	7	9	10	12	11	38.9%	45.0%	35.7%	35.3%	39.3%
Reentrants	5	5	6	8	6	27.8%	25.0%	21.4%	23.5%	21.4%
First Time Educators	6	6	12	14	11	33.3%	30.0%	42.9%	41.2%	39.3%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>22</b>	<b>24</b>	<b>21</b>	<b>-</b>	<b>4.2%</b>	<b>8.1%</b>	<b>8.6%</b>	<b>7.3%</b>	<b>-</b>
Transfers Out	1	4	5	8	-	9.1%	18.2%	20.8%	38.1%	-
Leave Oklahoma Educ.	10	18	19	13	-	90.9%	81.8%	79.2%	61.9%	-

Dynamics Rates	District Rates				
District Attrition	4.2%	8.1%	8.6%	7.3%	-
Transfers In/Out	7.00	2.25	2.00	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	8	Benedictine Heights, Tulsa	-
OSU, Stillwater	38	Southern Nazarene Univ., Bethany	-
UCO, Edmond	11	OBU, Shawnee	2
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	121	University of Tulsa, Tulsa	15
SEOSU, Durant	4	OCUSA, Oklahoma City	1
SWOSU, Weatherford	3	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	3
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	48
		<b>Total</b>	<b>263</b>



## District Report for: CLAREMORE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	14	14	14	15	15	5.3%	5.1%	5.0%	5.2%	5.1%
White - Females	4	4	3	4	3	28.6%	28.6%	21.4%	26.7%	20.0%
White - Males	9	9	10	10	11	64.3%	64.3%	71.4%	66.7%	73.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	7.1%	7.1%	7.1%	6.7%	6.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	21	22	23	26	25	8.0%	8.1%	8.3%	9.0%	8.5%
White - Females	17	18	19	23	23	81.0%	81.8%	82.6%	88.5%	92.0%
White - Males	3	3	3	2	1	14.3%	13.6%	13.0%	7.7%	4.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	4.8%	4.5%	4.3%	3.8%	4.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	228	236	241	247	255	86.7%	86.8%	86.7%	85.8%	86.4%
White - Females	181	189	193	201	205	79.4%	80.1%	80.1%	81.4%	80.4%
White - Males	42	41	42	40	43	18.4%	17.4%	17.4%	16.2%	16.9%
Black - Females	2	2	2	1	1	0.9%	0.8%	0.8%	0.4%	0.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	4	5	6	1.3%	1.7%	1.7%	2.0%	2.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	3	2	3	0.9%	0.9%	1.3%	0.8%	1.2%
25-29	18	20	19	22	19	7.9%	8.5%	8.0%	9.0%	7.7%
30-34	15	20	23	22	25	6.6%	8.5%	9.7%	9.0%	10.1%
35-39	36	32	27	27	26	15.9%	13.6%	11.3%	11.1%	10.5%
40-44	53	49	50	47	37	23.3%	20.9%	21.0%	19.3%	14.9%
45-49	47	45	47	55	60	20.7%	19.1%	19.7%	22.5%	24.2%
50-54	34	44	35	37	44	15.0%	18.7%	14.7%	15.2%	17.7%
55+	22	23	34	32	34	9.7%	9.8%	14.3%	13.1%	13.7%
<b>Average Age</b>	43.2	43.4	43.9	44.0	44.4					

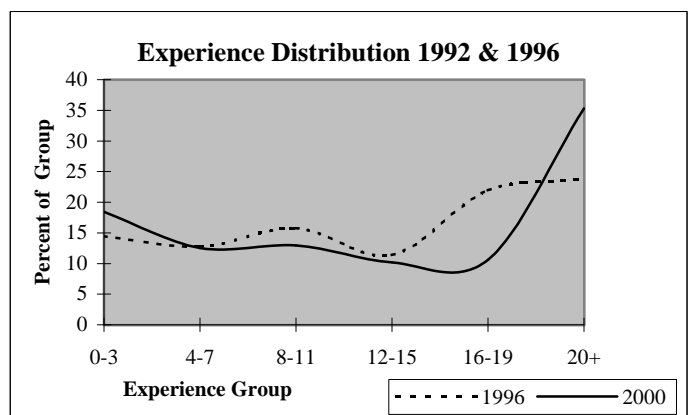
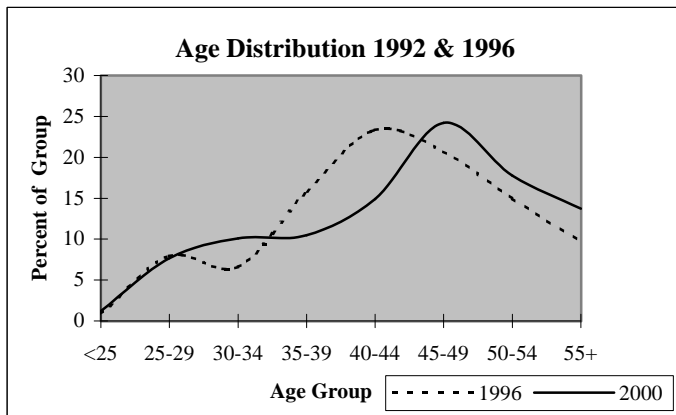
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	33	35	35	44	47	14.5%	14.8%	14.5%	17.8%	18.4%
4-7 Years	29	32	38	34	32	12.7%	13.6%	15.8%	13.8%	12.5%
8-11 Years	36	31	23	29	33	15.8%	13.1%	9.5%	11.7%	12.9%
12-15 Years	26	30	31	26	26	11.4%	12.7%	12.9%	10.5%	10.2%
16-19 Years	50	44	41	40	27	21.9%	18.6%	17.0%	16.2%	10.6%
20+ Years	54	64	73	74	90	23.7%	27.1%	30.3%	30.0%	35.3%
<b>Average Experience</b>	13.4	13.7	13.9	13.4	13.8					

## District Report for: CLAREMORE

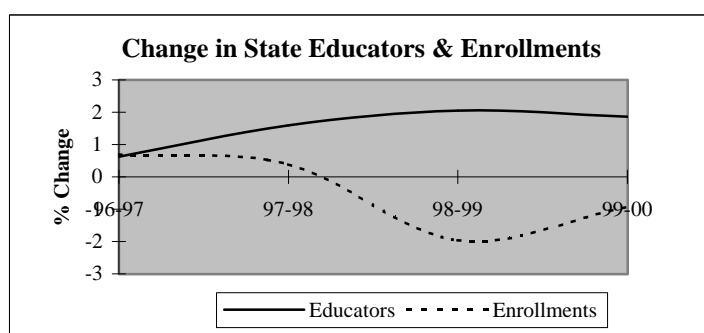
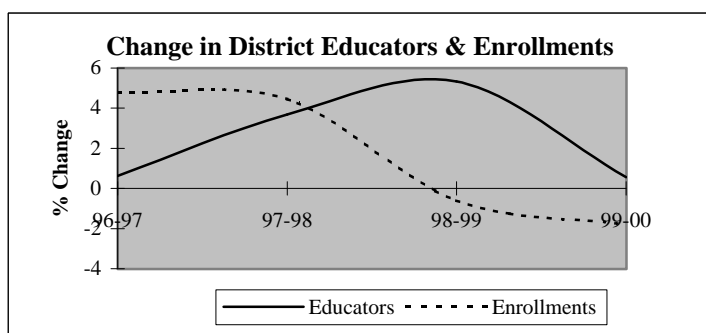
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	22	24	21	-	4.2%	8.1%	8.6%	7.3%	-
Attrition from Transfers	1	4	5	8	-	0.4%	1.5%	1.8%	2.8%	-
Attrition from Exits	10	18	19	13	-	3.8%	6.6%	6.8%	4.5%	-
<b>Teacher Attrition</b>	10	20	21	15	-	4.4%	8.5%	8.7%	6.1%	-
Attrition from Transfers	1	4	5	8	-	0.4%	1.7%	2.1%	3.2%	-
Attrition from Exits	9	16	16	7	-	3.9%	6.8%	6.6%	2.8%	-
<b>District Retention</b>										
Educator Retention	252	250	254	267	-	95.8%	91.9%	91.4%	92.7%	-
Teacher Retention	218	216	220	232	-	95.6%	91.5%	91.3%	93.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	80.4%	4.3%	84.8%	78.2%	9.6%	87.8%
1 Year of Experience	90.2%	3.9%	94.1%	84.2%	6.9%	91.1%
2 Years of Experience	84.4%	6.7%	91.1%	85.2%	5.9%	91.1%
3 Years of Experience	87.2%	7.7%	94.9%	86.1%	5.6%	91.7%
4 Years of Experience	94.9%	0.0%	94.9%	87.9%	4.7%	92.6%
5 Years of Experience	82.2%	4.4%	86.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.5%	0.4%	0.7%	1.0%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	95.6%	92.8%	91.3%	93.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	4.0%	6.5%	7.6%	5.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CATOOSA

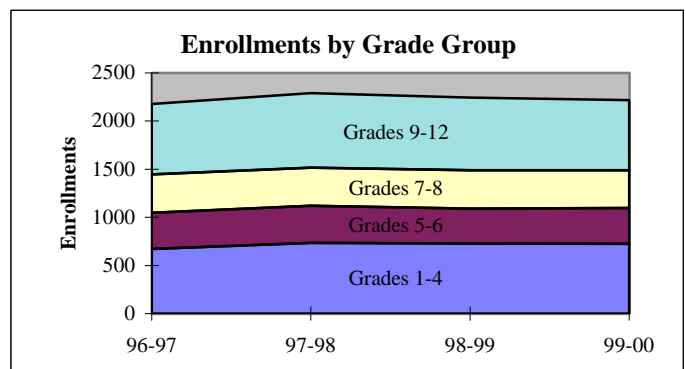
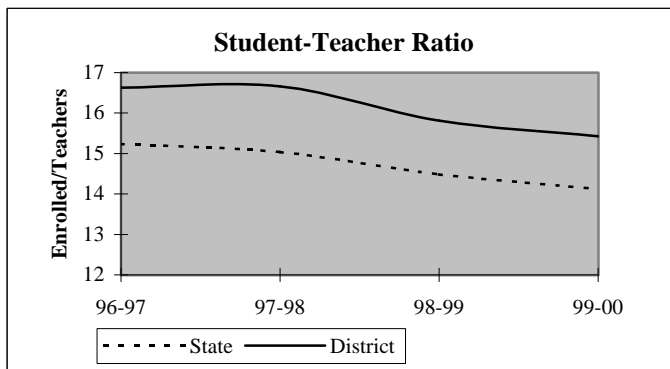


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	14.5	14.6	13.8	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	16.6	16.7	15.8	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	11	1	6	9	1	-	-	-	-	-
% Change in Educators	7.3%	0.6%	3.7%	5.3%	0.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	82	108	105	-15	-44	-	-	-	-	-
% Change in Enrollments	3.8%	4.8%	4.4%	-0.6%	-1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.4%	0.6%	3.6%	3.9%	2.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	6.1%	5.9%	5.6%	6.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.8%	6.7%	6.5%	7.3%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.9%	1.2%	1.8%	2.8%	2.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	0.0%	0.0%	0.0%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.2	41.7	41.8	41.3	42.6	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	11.0	11.1	10.9	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	28,567	28,772	28,487	28,269	28,675	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.1%	1.4%	2.0%	3.2%	3.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.4%	73.2%	75.0%	70.3%	71.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.4%	9.9%	10.8%	9.0%	9.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	44.8%	44.8%	39.0%	44.5%	40.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	61	59	60	68	68	37.7%	36.2%	35.5%	38.2%	38.0%
Attrition	15	9	12	15	0					
Attrition Rate	24.6%	15.3%	20.0%	22.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	92	93	97	98	95	56.8%	57.1%	57.4%	55.1%	53.1%
Attrition	8	4	9	8	0					
Attrition Rate	8.7%	4.3%	9.3%	8.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	11	12	12	16	5.6%	6.7%	7.1%	6.7%	8.9%
Attrition	0	1	4	3	0					
Attrition Rate	0.0%	9.1%	33.3%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	13	15	18	20	7.4%	8.0%	8.9%	10.1%	11.2%

# District Report for: CATOOSA

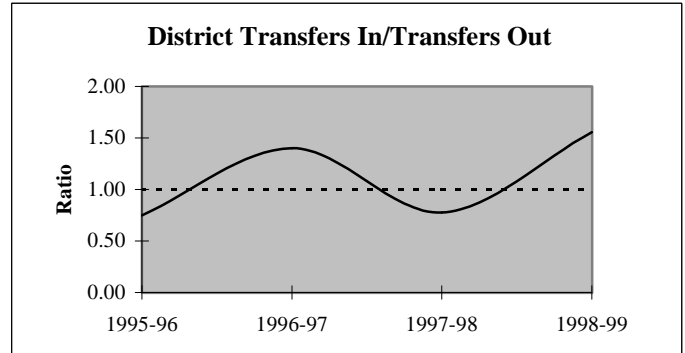
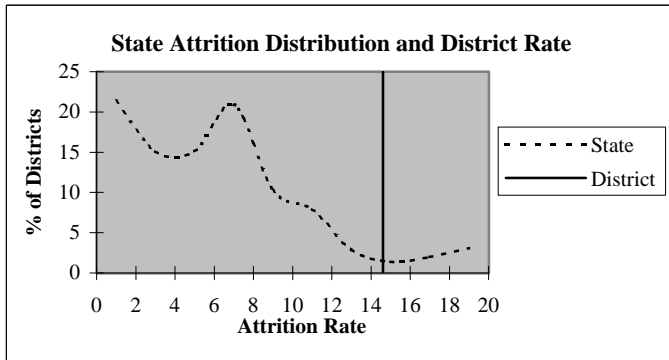
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	162	163	169	178	179	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	10	10	10	11	6.8%	6.1%	5.9%	5.6%	6.1%
Professional Staff	11	11	11	13	12	6.8%	6.7%	6.5%	7.3%	6.7%
<b>Total Teachers</b>	140	142	148	155	156	86.4%	87.1%	87.6%	87.1%	87.2%
Special Education	16	14	16	14	14	11.4%	9.9%	10.8%	9.0%	9.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	56	57	62	65	64	40.0%	40.1%	41.9%	41.9%	41.0%
<b>Middle School</b>	28	29	26	28	31	20.0%	20.4%	17.6%	18.1%	19.9%
Language Arts	6	7	6	5	5	4.3%	4.9%	4.1%	3.2%	3.2%
Art & Music	1	1	1	1	1	0.7%	0.7%	0.7%	0.6%	0.6%
Social Studies	5	4	5	6	8	3.6%	2.8%	3.4%	3.9%	5.1%
Foreign Language	0	1	1	1	1	0.0%	0.7%	0.7%	0.6%	0.6%
Math	4	5	4	5	5	2.9%	3.5%	2.7%	3.2%	3.2%
Science	6	6	5	4	6	4.3%	4.2%	3.4%	2.6%	3.8%
Vocational Education	1	1	1	0	0	0.7%	0.7%	0.7%	0.0%	0.0%
Other	5	4	3	6	5	3.6%	2.8%	2.0%	3.9%	3.2%
<b>High School (9-12)</b>	40	42	44	48	47	4000.0%	4200.0%	4400.0%	4800.0%	4700.0%
Language Arts	6	7	7	7	7	4.3%	4.9%	4.7%	4.5%	4.5%
Art & Music	3	3	4	4	4	2.1%	2.1%	2.7%	2.6%	2.6%
Social Studies	6	8	9	8	7	4.3%	5.6%	6.1%	5.2%	4.5%
Foreign Language	3	3	3	3	3	2.1%	2.1%	2.0%	1.9%	1.9%
Math	5	5	4	5	6	3.6%	3.5%	2.7%	3.2%	3.8%
<b>Science</b>	4	5	5	6	6	2.9%	3.5%	3.4%	3.9%	3.8%
Biology	1	2	2	1	1	0.7%	1.4%	1.4%	0.6%	0.6%
Chemistry	0	0	1	0	1	0.0%	0.0%	0.7%	0.0%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	2	5	4	2.1%	2.1%	1.4%	3.2%	2.6%
Vocational Education	4	5	5	5	6	2.9%	3.5%	3.4%	3.2%	3.8%
Other	9	6	7	10	8	6.4%	4.2%	4.7%	6.5%	5.1%
<b>Total Enrollments</b>	2,253	2,361	2,466	2,451	2,407	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	150	165	167	188	176	6.7%	7.0%	6.8%	7.7%	7.3%
Grades 1-4	707	671	734	727	725	31.4%	28.4%	29.8%	29.7%	30.1%
Grades 5-6	341	376	387	364	373	15.1%	15.9%	15.7%	14.9%	15.5%
Grades 7-8	364	398	395	400	391	16.2%	16.9%	16.0%	16.3%	16.2%
Grades 9-12	691	734	774	753	730	30.7%	31.1%	31.4%	30.7%	30.3%
Ungraded	0	17	9	19	12	0.0%	0.7%	0.4%	0.8%	0.5%



## District Report for: CATOOSA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	162	163	169	178	179	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	140	139	149	144	152	86.4%	85.3%	88.2%	80.9%	84.9%
<b>Newly Hired</b>	<b>22</b>	<b>24</b>	<b>20</b>	<b>34</b>	<b>27</b>	<b>13.6%</b>	<b>14.7%</b>	<b>11.8%</b>	<b>19.1%</b>	<b>15.1%</b>
Transfers In	6	7	7	14	9	27.3%	29.2%	35.0%	41.2%	33.3%
Reentrants	6	6	5	10	8	27.3%	25.0%	25.0%	29.4%	29.6%
First Time Educators	10	11	8	10	10	45.5%	45.8%	40.0%	29.4%	37.0%
<b>Total Exiting Next Year</b>	<b>23</b>	<b>14</b>	<b>25</b>	<b>26</b>	<b>-</b>	<b>14.2%</b>	<b>8.6%</b>	<b>14.8%</b>	<b>14.6%</b>	<b>-</b>
Transfers Out	8	5	9	9	-	34.8%	35.7%	36.0%	34.6%	-
Leave Oklahoma Educ.	15	9	16	17	-	65.2%	64.3%	64.0%	65.4%	-

Dynamics Rates	District Rates				
District Attrition	14.2%	8.6%	14.8%	14.6%	-
Transfers In/Out	0.75	1.40	0.78	1.56	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	16	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	87	University of Tulsa, Tulsa	18
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	5	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	3
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	16
		<b>Total</b>	<b>161</b>

## District Report for: CATOOSA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	11	10	10	10	11	6.8%	6.1%	5.9%	5.6%	6.1%
White - Females	1	0	0	0	2	9.1%	0.0%	0.0%	0.0%	18.2%
White - Males	10	10	10	10	9	90.9%	100.0%	100.0%	100.0%	81.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	11	11	11	13	12	6.8%	6.7%	6.5%	7.3%	6.7%
White - Females	9	9	9	10	9	81.8%	81.8%	81.8%	76.9%	75.0%
White - Males	2	2	2	3	3	18.2%	18.2%	18.2%	23.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	140	142	148	155	156	86.4%	87.1%	87.6%	87.1%	87.2%
White - Females	105	103	109	107	109	75.0%	72.5%	73.6%	69.0%	69.9%
White - Males	32	37	36	43	42	22.9%	26.1%	24.3%	27.7%	26.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	2	2	3	1.4%	0.7%	1.4%	1.3%	1.9%
Other - Males	1	1	1	3	2	0.7%	0.7%	0.7%	1.9%	1.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	4	2	3	2	0	2.9%	1.4%	2.1%	1.3%	0.0%
25-29	20	21	19	22	16	14.5%	15.2%	13.3%	14.7%	10.7%
30-34	15	13	20	24	28	10.9%	9.4%	14.0%	16.0%	18.7%
35-39	15	17	15	14	13	10.9%	12.3%	10.5%	9.3%	8.7%
40-44	23	22	24	25	19	16.7%	15.9%	16.8%	16.7%	12.7%
45-49	37	33	25	28	30	26.8%	23.9%	17.5%	18.7%	20.0%
50-54	15	17	23	23	29	10.9%	12.3%	16.1%	15.3%	19.3%
55+	9	13	14	12	15	6.5%	9.4%	9.8%	8.0%	10.0%
<b>Average Age</b>	41.2	41.7	41.8	41.3	42.6					

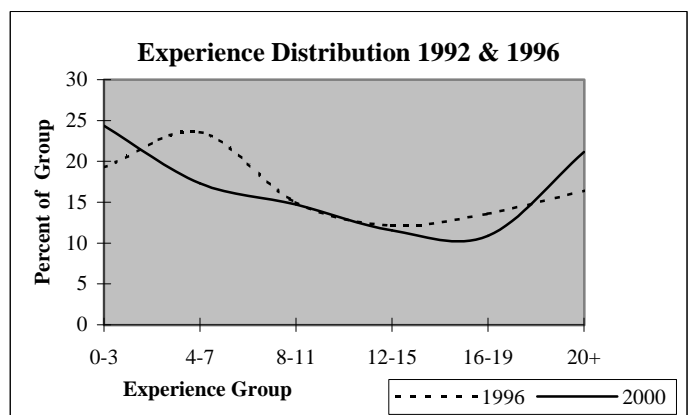
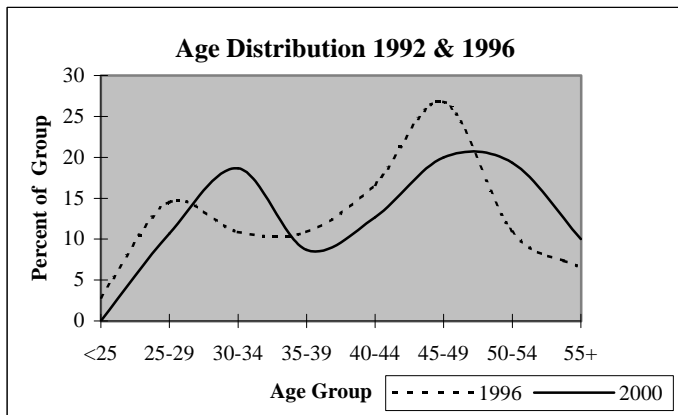
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	27	30	33	39	38	19.3%	21.1%	22.3%	25.2%	24.4%
4-7 Years	33	29	27	27	27	23.6%	20.4%	18.2%	17.4%	17.3%
8-11 Years	21	22	23	21	23	15.0%	15.5%	15.5%	13.5%	14.7%
12-15 Years	17	17	21	22	18	12.1%	12.0%	14.2%	14.2%	11.5%
16-19 Years	19	20	20	17	17	13.6%	14.1%	13.5%	11.0%	10.9%
20+ Years	23	24	24	29	33	16.4%	16.9%	16.2%	18.7%	21.2%
<b>Average Experience</b>	10.9	11.0	11.1	10.9	11.4					

## District Report for: CATOOSA

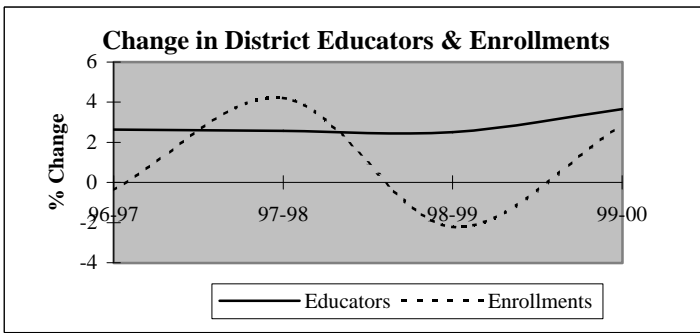
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	23	14	25	26	-	14.2%	8.6%	14.8%	14.6%	-
Attrition from Transfers	8	5	9	9	-	4.9%	3.1%	5.3%	5.1%	-
Attrition from Exits	15	9	16	17	-	9.3%	5.5%	9.5%	9.6%	-
<b>Teacher Attrition</b>	<b>21</b>	<b>13</b>	<b>23</b>	<b>22</b>	<b>-</b>	<b>15.0%</b>	<b>9.2%</b>	<b>15.5%</b>	<b>14.2%</b>	<b>-</b>
Attrition from Transfers	8	5	9	9	-	5.7%	3.5%	6.1%	5.8%	-
Attrition from Exits	13	8	14	13	-	9.3%	5.6%	9.5%	8.4%	-
<b>District Retention</b>										
Educator Retention	139	149	144	152	-	85.8%	91.4%	85.2%	85.4%	-
Teacher Retention	119	129	125	133	-	85.0%	90.8%	84.5%	85.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	77.8%	13.3%	91.1%	78.2%	9.6%	87.8%
1 Year of Experience	78.4%	13.5%	91.9%	84.2%	6.9%	91.1%
2 Years of Experience	85.3%	11.8%	97.1%	85.2%	5.9%	91.1%
3 Years of Experience	81.8%	12.1%	93.9%	86.1%	5.6%	91.7%
4 Years of Experience	81.8%	6.1%	87.9%	87.9%	4.7%	92.6%
5 Years of Experience	85.0%	2.5%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.8%	1.2%	0.6%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.1%	87.1%	90.5%	87.1%	88.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.9%	11.0%	8.3%	11.8%	10.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: CHELSEA



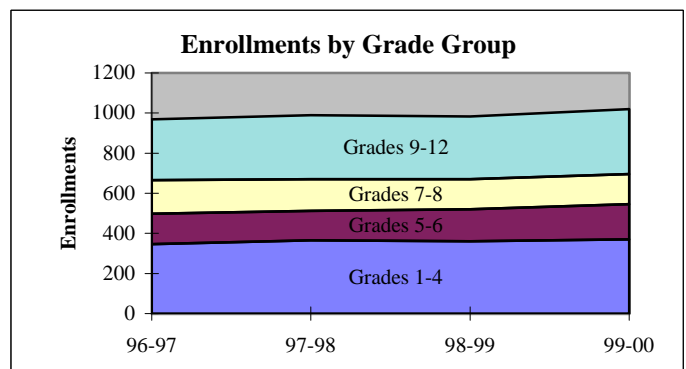
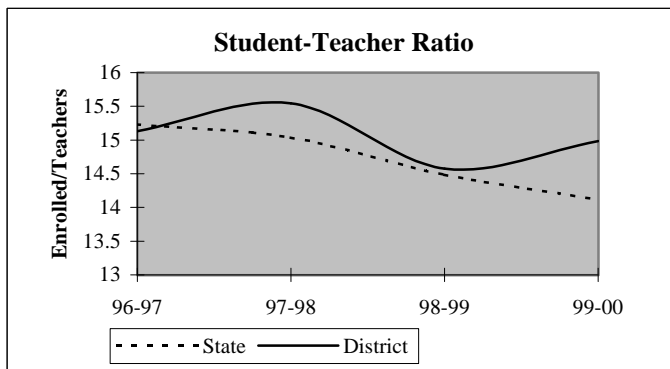
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	13.4	13.6	13.0	12.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.1	15.5	14.6	15.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	2	2	3	-	-	-	-	-
% Change in Educators	0.0%	2.6%	2.6%	2.5%	3.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	28	-4	44	-24	30	-	-	-	-	-
% Change in Enrollments	2.7%	-0.4%	4.2%	-2.2%	2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.9%	3.8%	6.3%	4.9%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.6%	6.4%	7.5%	6.1%	8.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.3%	5.1%	5.0%	4.9%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.2%	9.0%	8.8%	7.3%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.3%	1.3%	1.3%	1.2%	3.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	41.0	40.9	40.7	42.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.6	11.4	11.5	11.4	12.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,492	28,380	28,587	28,986	28,495	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.4%	10.1%	10.0%	8.2%	6.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.1%	73.9%	75.7%	75.3%	74.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.9%	10.1%	11.4%	12.3%	11.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	47.5%	47.7%	49.1%	57.7%	59.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	27	30	31	33	33	35.5%	38.5%	38.8%	40.2%	38.8%
Attrition	4	2	4	8	0					
Attrition Rate	14.8%	6.7%	12.9%	24.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	45	45	46	45	46	59.2%	57.7%	57.5%	54.9%	54.1%
Attrition	2	3	3	2	0					
Attrition Rate	4.4%	6.7%	6.5%	4.4%	0.0%					
At Retirement Age	4	3	3	4	6	5.3%	3.8%	3.8%	4.9%	7.1%
Attrition	1	0	1	1	0					
Attrition Rate	25.0%	0.0%	33.3%	25.0%	0.0%					
At Retirement in 5 yrs.	4	3	5	5	11	5.3%	3.8%	6.3%	6.1%	12.9%



## District Report for: CHELSEA

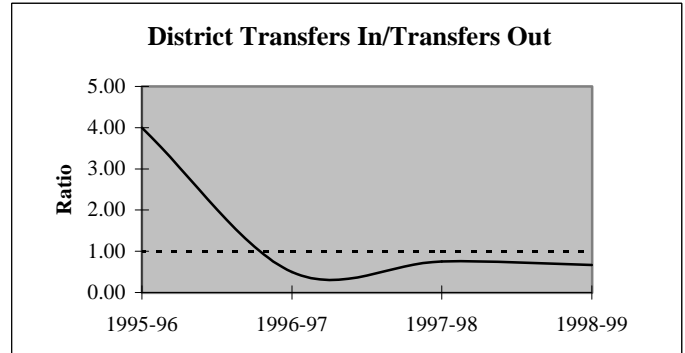
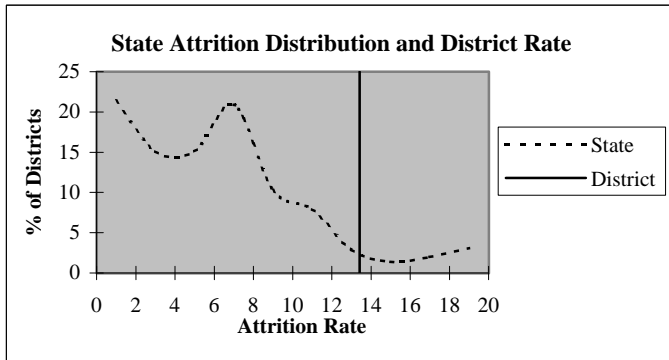
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	76	78	80	82	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	6	5	7	6.6%	6.4%	7.5%	6.1%	8.2%
Professional Staff	4	4	4	4	5	5.3%	5.1%	5.0%	4.9%	5.9%
<b>Total Teachers</b>	67	69	70	73	73	88.2%	88.5%	87.5%	89.0%	85.9%
Special Education	8	7	8	9	8	11.9%	10.1%	11.4%	12.3%	11.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	1.4%	1.4%
Elementary	25	28	30	31	30	37.3%	40.6%	42.9%	42.5%	41.1%
<b>Middle School</b>	11	12	11	11	11	16.4%	17.4%	15.7%	15.1%	15.1%
Language Arts	2	2	3	3	3	3.0%	2.9%	4.3%	4.1%	4.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	2	3	3	3.0%	4.3%	2.9%	4.1%	4.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	2	2	4.5%	4.3%	4.3%	2.7%	2.7%
Science	2	2	2	2	2	3.0%	2.9%	2.9%	2.7%	2.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	2	1	1	1	3.0%	2.9%	1.4%	1.4%	1.4%
<b>High School (9-12)</b>	23	22	21	21	23	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	3	3	3	3	6.0%	4.3%	4.3%	4.1%	4.1%
Art & Music	3	3	3	3	3	4.5%	4.3%	4.3%	4.1%	4.1%
Social Studies	3	4	2	3	3	4.5%	5.8%	2.9%	4.1%	4.1%
Foreign Language	1	1	1	1	1	1.5%	1.4%	1.4%	1.4%	1.4%
Math	2	2	2	2	2	3.0%	2.9%	2.9%	2.7%	2.7%
<b>Science</b>	1	2	2	2	3	1.5%	2.9%	2.9%	2.7%	4.1%
Biology	1	1	1	1	1	1.5%	1.4%	1.4%	1.4%	1.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	2	0.0%	1.4%	1.4%	1.4%	2.7%
Vocational Education	4	4	4	4	4	6.0%	5.8%	5.7%	5.5%	5.5%
Other	5	3	4	3	4	7.5%	4.3%	5.7%	4.1%	5.5%
<b>Total Enrollments</b>	1,048	1,044	1,088	1,064	1,094	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	94	76	98	81	74	9.0%	7.3%	9.0%	7.6%	6.8%
Grades 1-4	333	347	365	361	371	31.8%	33.2%	33.5%	33.9%	33.9%
Grades 5-6	152	151	147	159	175	14.5%	14.5%	13.5%	14.9%	16.0%
Grades 7-8	196	168	159	151	150	18.7%	16.1%	14.6%	14.2%	13.7%
Grades 9-12	273	302	319	312	324	26.0%	28.9%	29.3%	29.3%	29.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CHELSEA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	76	78	80	82	85	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	68	69	73	72	71	89.5%	88.5%	91.3%	87.8%	83.5%
<b>Newly Hired</b>	<b>8</b>	<b>9</b>	<b>7</b>	<b>10</b>	<b>14</b>	<b>10.5%</b>	<b>11.5%</b>	<b>8.8%</b>	<b>12.2%</b>	<b>16.5%</b>
Transfers In	4	2	3	4	2	50.0%	22.2%	42.9%	40.0%	14.3%
Reentrants	3	2	1	0	5	37.5%	22.2%	14.3%	0.0%	35.7%
First Time Educators	1	5	3	6	7	12.5%	55.6%	42.9%	60.0%	50.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>5</b>	<b>8</b>	<b>11</b>	<b>-</b>	<b>9.2%</b>	<b>6.4%</b>	<b>10.0%</b>	<b>13.4%</b>	<b>-</b>
Transfers Out	1	4	4	6	-	14.3%	80.0%	50.0%	54.5%	-
Leave Oklahoma Educ.	6	1	4	5	-	85.7%	20.0%	50.0%	45.5%	-

Dynamics Rates	District Rates				
District Attrition	9.2%	6.4%	10.0%	13.4%	-
Transfers In/Out	4.00	0.50	0.75	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	51	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>76</b>

## District Report for: CHELSEA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	6	5	7	6.6%	6.4%	7.5%	6.1%	8.2%
White - Females	1	1	1	1	3	20.0%	20.0%	16.7%	20.0%	42.9%
White - Males	4	4	5	4	4	80.0%	80.0%	83.3%	80.0%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	4	4	5	5.3%	5.1%	5.0%	4.9%	5.9%
White - Females	4	4	4	4	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	67	69	70	73	73	88.2%	88.5%	87.5%	89.0%	85.9%
White - Females	41	45	47	50	50	61.2%	65.2%	67.1%	68.5%	68.5%
White - Males	19	17	16	17	18	28.4%	24.6%	22.9%	23.3%	24.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	6	6	6	5	4	9.0%	8.7%	8.6%	6.8%	5.5%
Other - Males	1	1	1	1	1	1.5%	1.4%	1.4%	1.4%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	3	1	0	0.0%	2.9%	4.3%	1.4%	0.0%
25-29	12	10	12	15	12	18.5%	14.7%	17.4%	20.8%	17.1%
30-34	5	6	7	7	7	7.7%	8.8%	10.1%	9.7%	10.0%
35-39	10	8	3	6	6	15.4%	11.8%	4.3%	8.3%	8.6%
40-44	11	13	14	12	11	16.9%	19.1%	20.3%	16.7%	15.7%
45-49	16	16	13	12	10	24.6%	23.5%	18.8%	16.7%	14.3%
50-54	9	11	14	16	17	13.8%	16.2%	20.3%	22.2%	24.3%
55+	2	2	3	3	7	3.1%	2.9%	4.3%	4.2%	10.0%
<b>Average Age</b>	40.8	41.0	40.9	40.7	42.8					

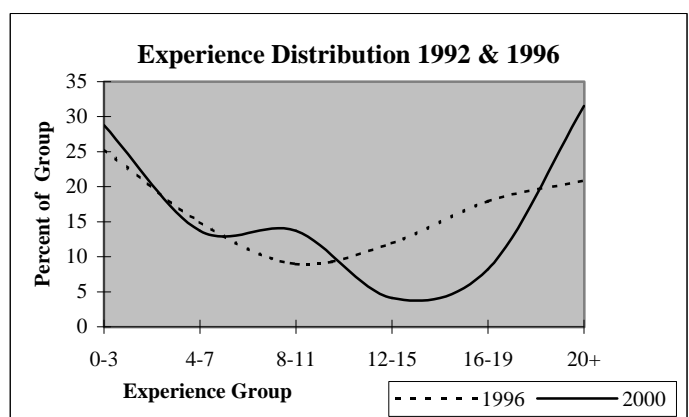
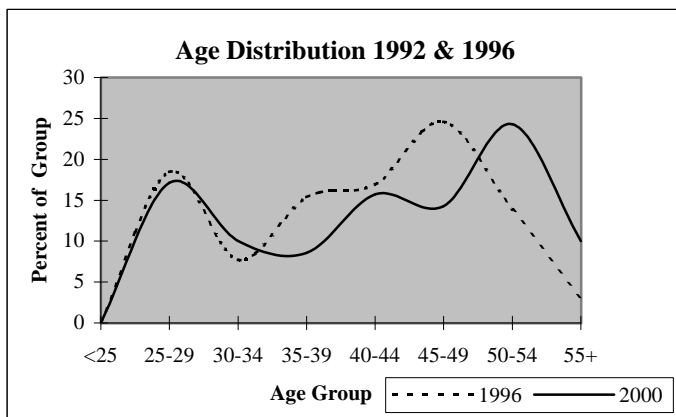
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	17	14	16	21	21	25.4%	20.3%	22.9%	28.8%	28.8%
4-7 Years	10	16	15	12	10	14.9%	23.2%	21.4%	16.4%	13.7%
8-11 Years	6	6	8	8	10	9.0%	8.7%	11.4%	11.0%	13.7%
12-15 Years	8	8	5	4	3	11.9%	11.6%	7.1%	5.5%	4.1%
16-19 Years	12	10	12	11	6	17.9%	14.5%	17.1%	15.1%	8.2%
20+ Years	14	15	14	17	23	20.9%	21.7%	20.0%	23.3%	31.5%
<b>Average Experience</b>	11.6	11.4	11.5	11.4	12.0					

## District Report for: CHELSEA

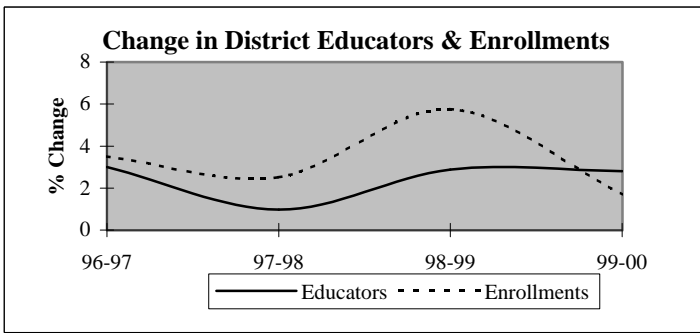
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	5	8	11	-	9.2%	6.4%	10.0%	13.4%	-
Attrition from Transfers	1	4	4	6	-	1.3%	5.1%	5.0%	7.3%	-
Attrition from Exits	6	1	4	5	-	7.9%	1.3%	5.0%	6.1%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>-</b>	<b>10.4%</b>	<b>5.8%</b>	<b>8.6%</b>	<b>12.3%</b>	<b>-</b>
Attrition from Transfers	1	3	3	5	-	1.5%	4.3%	4.3%	6.8%	-
Attrition from Exits	6	1	3	4	-	9.0%	1.4%	4.3%	5.5%	-
<b>District Retention</b>										
Educator Retention	69	73	72	71	-	90.8%	93.6%	90.0%	86.6%	-
Teacher Retention	60	65	64	64	-	89.6%	94.2%	91.4%	87.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	95.7%	4.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	94.4%	0.0%	94.4%	84.2%	6.9%	91.1%
2 Years of Experience	82.6%	8.7%	91.3%	85.2%	5.9%	91.1%
3 Years of Experience	77.3%	9.1%	86.4%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	82.4%	17.6%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	1.3%	0.0%	2.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.4%	89.7%	92.5%	90.2%	85.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	1.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	9.0%	6.3%	7.3%	14.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OOLOGAH-TALALA

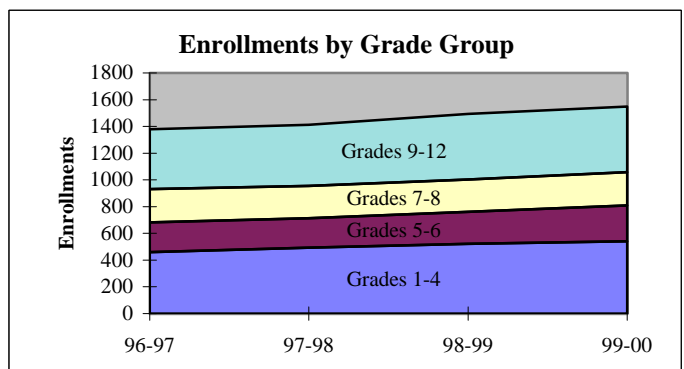
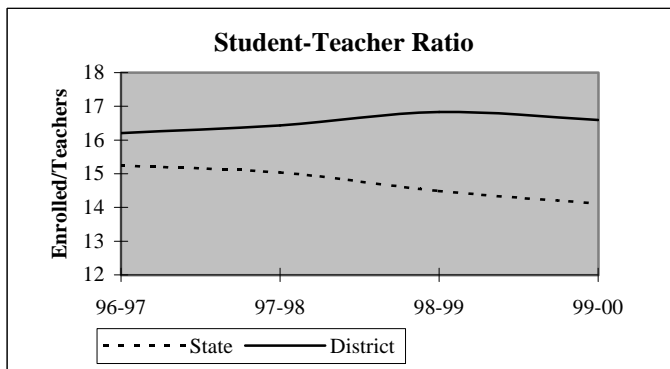


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.3	14.5	14.9	14.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	16.2	16.4	16.8	16.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	3	1	3	3	-	-	-	-	-
% Change in Educators	5.3%	3.0%	1.0%	2.9%	2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	27	50	37	87	27	-	-	-	-	-
% Change in Enrollments	1.9%	3.5%	2.5%	5.8%	1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.0%	10.7%	8.7%	4.7%	5.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.0%	5.8%	5.8%	5.6%	5.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.0%	5.8%	5.8%	5.6%	5.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	2.9%	3.8%	3.7%	2.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	1.0%	1.0%	0.9%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	44.7	43.7	42.4	41.6	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	13.7	13.2	12.1	10.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,428	28,977	29,440	29,971	29,660	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.4%	3.3%	4.3%	4.2%	3.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.5%	70.3%	72.8%	73.7%	76.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	7.7%	8.7%	8.4%	8.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.1%	36.0%	32.8%	33.6%	35.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	31	35	41	49	26.0%	30.1%	33.7%	38.3%	44.5%
Attrition	4	6	4	8	0					
Attrition Rate	15.4%	19.4%	11.4%	19.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	68	63	63	60	57	68.0%	61.2%	60.6%	56.1%	51.8%
Attrition	6	5	4	8	0					
Attrition Rate	8.8%	7.9%	6.3%	13.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	9	6	6	4	6.0%	8.7%	5.8%	5.6%	3.6%
Attrition Rate	33.3%	44.4%	50.0%	83.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	13	11	11	12	6	13.0%	10.7%	10.6%	11.2%	5.5%

## District Report for: OOLOGAH-TALALA

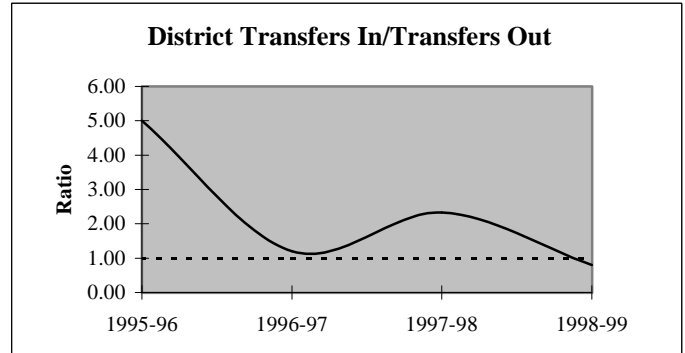
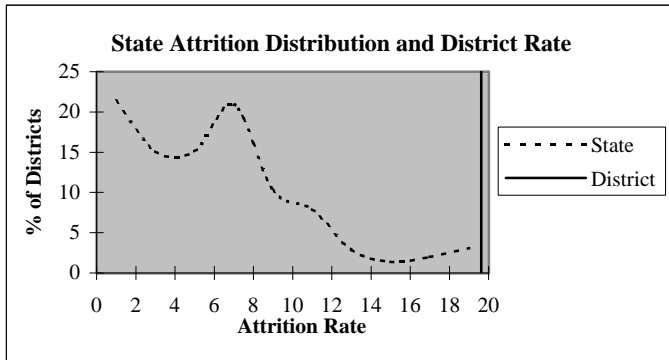
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	100	103	104	107	110	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	6.0%	5.8%	5.8%	5.6%	5.5%
Professional Staff	6	6	6	6	6	6.0%	5.8%	5.8%	5.6%	5.5%
<b>Total Teachers</b>	88	91	92	95	98	88.0%	88.3%	88.5%	88.8%	89.1%
Special Education	8	7	8	8	8	9.1%	7.7%	8.7%	8.4%	8.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	29	31	32	33	34	33.0%	34.1%	34.8%	34.7%	34.7%
<b>Middle School</b>	26	28	25	26	30	29.5%	30.8%	27.2%	27.4%	30.6%
Language Arts	8	4	6	5	4	9.1%	4.4%	6.5%	5.3%	4.1%
Art & Music	2	3	1	1	2	2.3%	3.3%	1.1%	1.1%	2.0%
Social Studies	4	3	4	4	6	4.5%	3.3%	4.3%	4.2%	6.1%
Foreign Language	1	1	1	1	1	1.1%	1.1%	1.1%	1.1%	1.0%
Math	4	4	5	4	4	4.5%	4.4%	5.4%	4.2%	4.1%
Science	4	3	3	3	3	4.5%	3.3%	3.3%	3.2%	3.1%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3	10	5	8	10	3.4%	11.0%	5.4%	8.4%	10.2%
<b>High School (9-12)</b>	25	25	27	28	26	1250.0%	833.3%	2700.0%	2800.0%	1300.0%
Language Arts	4	4	4	5	5	4.5%	4.4%	4.3%	5.3%	5.1%
Art & Music	2	2	2	2	2	2.3%	2.2%	2.2%	2.1%	2.0%
Social Studies	5	4	4	4	4	5.7%	4.4%	4.3%	4.2%	4.1%
Foreign Language	1	1	1	2	1	1.1%	1.1%	1.1%	2.1%	1.0%
Math	4	4	3	4	4	4.5%	4.4%	3.3%	4.2%	4.1%
<b>Science</b>	3	3	3	4	4	3.4%	3.3%	3.3%	4.2%	4.1%
Biology	1	1	1	1	1	1.1%	1.1%	1.1%	1.1%	1.0%
Chemistry	1	0	1	0	0	1.1%	0.0%	1.1%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	3	3	1.1%	2.2%	1.1%	3.2%	3.1%
Vocational Education	4	4	5	3	3	4.5%	4.4%	5.4%	3.2%	3.1%
Other	2	3	5	4	3	2.3%	3.3%	5.4%	4.2%	3.1%
<b>Total Enrollments</b>	1,425	1,475	1,512	1,599	1,626	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	101	97	100	106	77	7.1%	6.6%	6.6%	6.6%	4.7%
Grades 1-4	445	459	493	521	540	31.2%	31.1%	32.6%	32.6%	33.2%
Grades 5-6	215	224	220	239	268	15.1%	15.2%	14.6%	14.9%	16.5%
Grades 7-8	241	248	243	243	250	16.9%	16.8%	16.1%	15.2%	15.4%
Grades 9-12	423	447	456	490	491	29.7%	30.3%	30.2%	30.6%	30.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OOLOGAH-TALALA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	100	103	104	107	110	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	80	88	88	93	86	80.0%	85.4%	84.6%	86.9%	78.2%
<b>Newly Hired</b>	<b>20</b>	<b>15</b>	<b>16</b>	<b>14</b>	<b>24</b>	<b>20.0%</b>	<b>14.6%</b>	<b>15.4%</b>	<b>13.1%</b>	<b>21.8%</b>
Transfers In	10	6	7	4	11	50.0%	40.0%	43.8%	28.6%	45.8%
Reentrants	1	3	3	4	4	5.0%	20.0%	18.8%	28.6%	16.7%
First Time Educators	9	6	6	6	9	45.0%	40.0%	37.5%	42.9%	37.5%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>15</b>	<b>11</b>	<b>21</b>	<b>-</b>	<b>12.0%</b>	<b>14.6%</b>	<b>10.6%</b>	<b>19.6%</b>	<b>-</b>
Transfers Out	2	5	3	5	-	16.7%	33.3%	27.3%	23.8%	-
Leave Oklahoma Educ.	10	10	8	16	-	83.3%	66.7%	72.7%	76.2%	-

Dynamics Rates	District Rates				
District Attrition	12.0%	14.6%	10.6%	19.6%	-
Transfers In/Out	5.00	1.20	2.33	0.80	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	52	University of Tulsa, Tulsa	5
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	17
		Total	101

## District Report for: OOLOGAH-TALALA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	6	6	6.0%	5.8%	5.8%	5.6%	5.5%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	6	6	6	6	6.0%	5.8%	5.8%	5.6%	5.5%
White - Females	6	6	6	6	6	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	88	91	92	95	98	88.0%	88.3%	88.5%	88.8%	89.1%
White - Females	60	62	65	68	73	68.2%	68.1%	70.7%	71.6%	74.5%
White - Males	25	26	23	23	22	28.4%	28.6%	25.0%	24.2%	22.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	2.3%	2.2%	2.2%	2.1%	2.0%
Other - Males	1	1	2	2	1	1.1%	1.1%	2.2%	2.1%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	2	2	1.1%	0.0%	2.2%	2.2%	2.1%
25-29	5	3	6	10	12	5.7%	3.3%	6.6%	10.8%	12.8%
30-34	7	9	9	9	9	8.0%	10.0%	9.9%	9.7%	9.6%
35-39	7	10	8	13	15	8.0%	11.1%	8.8%	14.0%	16.0%
40-44	21	17	15	12	12	23.9%	18.9%	16.5%	12.9%	12.8%
45-49	26	27	26	21	24	29.5%	30.0%	28.6%	22.6%	25.5%
50-54	14	16	19	21	17	15.9%	17.8%	20.9%	22.6%	18.1%
55+	7	8	6	5	3	8.0%	8.9%	6.6%	5.4%	3.2%
<b>Average Age</b>	44.3	44.7	43.7	42.4	41.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	16	19	23	26	27	18.2%	20.9%	25.0%	27.4%	27.6%
4-7 Years	9	11	11	14	20	10.2%	12.1%	12.0%	14.7%	20.4%
8-11 Years	10	7	6	7	10	11.4%	7.7%	6.5%	7.4%	10.2%
12-15 Years	9	9	10	11	9	10.2%	9.9%	10.9%	11.6%	9.2%
16-19 Years	17	19	14	10	9	19.3%	20.9%	15.2%	10.5%	9.2%
20+ Years	27	26	28	27	23	30.7%	28.6%	30.4%	28.4%	23.5%
<b>Average Experience</b>	14.0	13.7	13.2	12.1	10.6					

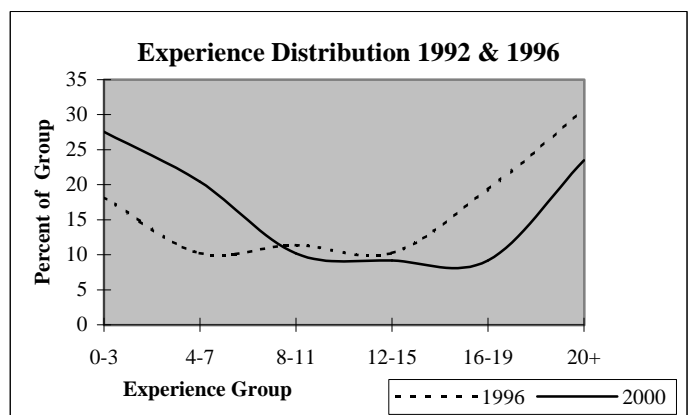
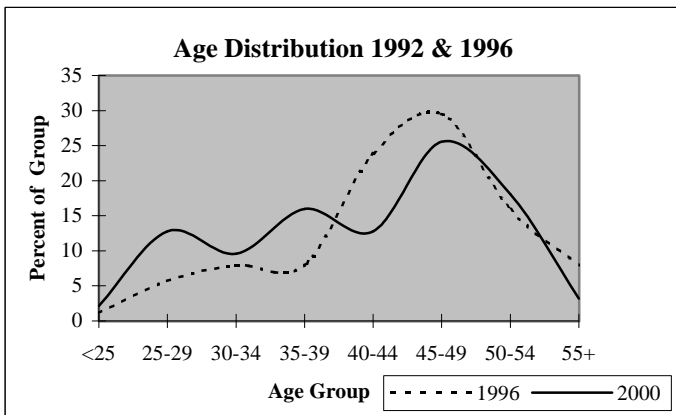


## District Report for: OOLOGAH-TALALA

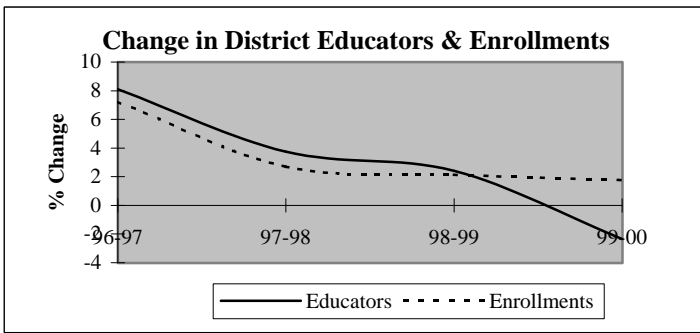
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	15	11	21	-	12.0%	14.6%	10.6%	19.6%	-
Attrition from Transfers	2	5	3	5	-	2.0%	4.9%	2.9%	4.7%	-
Attrition from Exits	10	10	8	16	-	10.0%	9.7%	7.7%	15.0%	-
<b>Teacher Attrition</b>	10	14	11	17	-	11.4%	15.4%	12.0%	17.9%	-
Attrition from Transfers	2	5	3	3	-	2.3%	5.5%	3.3%	3.2%	-
Attrition from Exits	8	9	8	14	-	9.1%	9.9%	8.7%	14.7%	-
<b>District Retention</b>										
Educator Retention	88	88	93	86	-	88.0%	85.4%	89.4%	80.4%	-
Teacher Retention	78	77	81	78	-	88.6%	84.6%	88.0%	82.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.8%	3.0%	78.8%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	4.8%	90.5%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	10.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	0.0%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	81.3%	12.5%	93.8%	87.9%	4.7%	92.6%
5 Years of Experience	82.4%	11.8%	94.1%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.0%	1.0%	2.8%	0.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	90.3%	90.4%	87.9%	86.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.9%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	8.7%	8.7%	9.3%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: INOLA

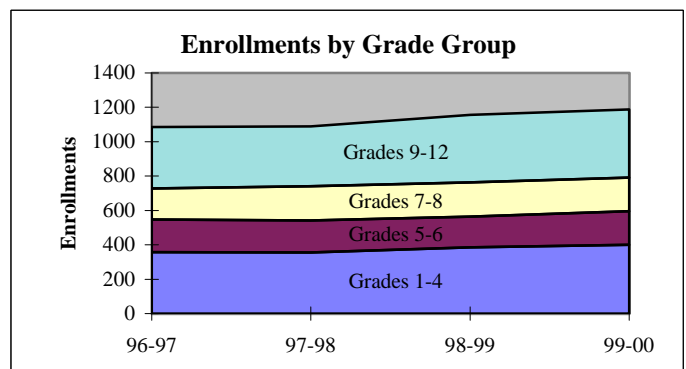
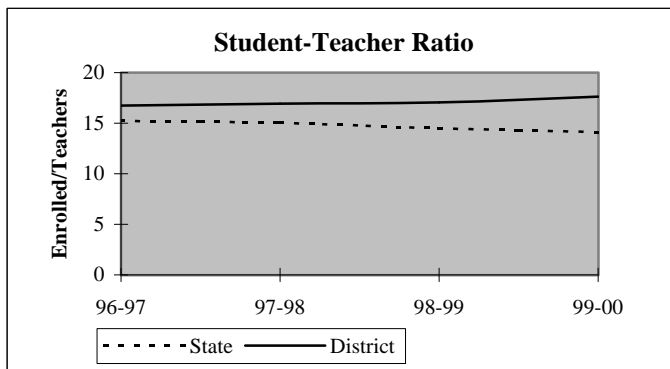


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.0	14.9	14.7	14.7	15.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.3	16.7	16.9	17.1	17.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	5	6	3	2	-2	-	-	-	-	-
% Change in Educators	7.2%	8.1%	3.8%	2.4%	-2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	61	80	32	26	22	-	-	-	-	-
% Change in Enrollments	5.8%	7.2%	2.7%	2.1%	1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.4%	6.3%	0.0%	3.5%	4.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.8%	5.0%	6.0%	7.1%	6.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.8%	6.3%	7.2%	7.1%	7.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.8%	7.5%	7.2%	8.2%	6.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	0.0%	0.0%	0.0%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	42.2	42.6	43.2	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	11.7	12.0	12.5	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,936	28,830	29,764	29,739	29,804	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.8%	8.5%	8.3%	9.6%	6.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	76.1%	77.8%	79.5%	80.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.3%	5.6%	8.3%	8.2%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.2%	19.3%	22.0%	32.0%	33.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	27	27	24	23	29.7%	33.8%	32.5%	28.2%	27.7%
Attrition	3	1	0	2	0					
Attrition Rate	13.6%	3.7%	0.0%	8.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	49	51	54	56	57	66.2%	63.8%	65.1%	65.9%	68.7%
Attrition	1	1	3	5	0					
Attrition Rate	2.0%	2.0%	5.6%	8.9%	0.0%					
At Retirement Age	3	2	2	5	3	4.1%	2.5%	2.4%	5.9%	3.6%
Attrition	1	0	0	2	0					
Attrition Rate	33.3%	0.0%	0.0%	40.0%	0.0%					
At Retirement in 5 yrs.	3	2	6	6	4	4.1%	2.5%	7.2%	7.1%	4.8%

## District Report for: INOLA

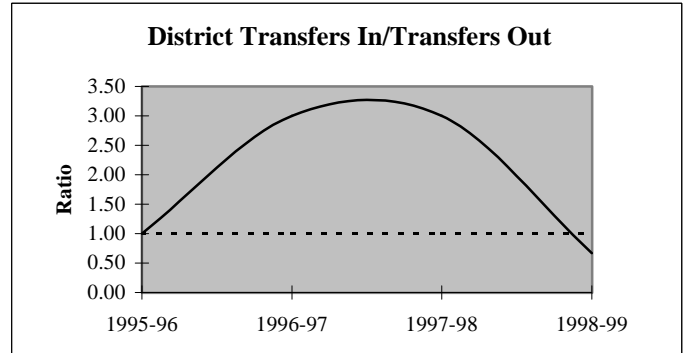
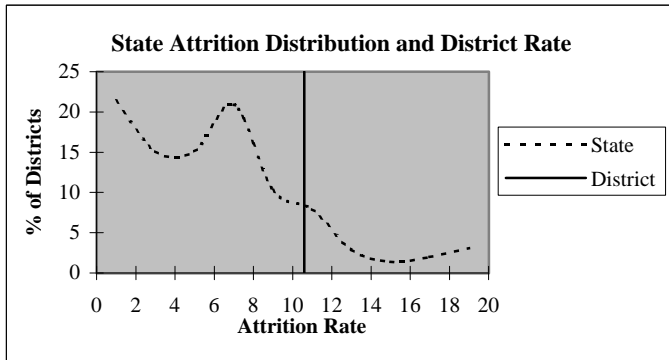
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	74	80	83	85	83	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	5	6	5	6.8%	5.0%	6.0%	7.1%	6.0%
Professional Staff	5	5	6	6	6	6.8%	6.3%	7.2%	7.1%	7.2%
<b>Total Teachers</b>	64	71	72	73	72	86.5%	88.8%	86.7%	85.9%	86.7%
Special Education	4	4	6	6	6	6.3%	5.6%	8.3%	8.2%	8.3%
Pre-K & Kindergarten	0	1	1	2	2	0.0%	1.4%	1.4%	2.7%	2.8%
Elementary	26	30	28	24	24	40.6%	42.3%	38.9%	32.9%	33.3%
<b>Middle School</b>	12	12	15	19	19	18.8%	16.9%	20.8%	26.0%	26.4%
Language Arts	3	3	3	6	2	4.7%	4.2%	4.2%	8.2%	2.8%
Art & Music	1	1	1	1	1	1.6%	1.4%	1.4%	1.4%	1.4%
Social Studies	1	2	3	3	2	1.6%	2.8%	4.2%	4.1%	2.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	3	2	3	3.1%	4.2%	4.2%	2.7%	4.2%
Science	1	1	3	2	3	1.6%	1.4%	4.2%	2.7%	4.2%
Vocational Education	0	0	1	0	1	0.0%	0.0%	1.4%	0.0%	1.4%
Other	4	2	1	5	7	6.3%	2.8%	1.4%	6.8%	9.7%
<b>High School (9-12)</b>	22	24	22	22	21	2200.0%	2400.0%	2200.0%	2200.0%	2100.0%
Language Arts	4	2	2	4	5	6.3%	2.8%	2.8%	5.5%	6.9%
Art & Music	1	1	2	1	1	1.6%	1.4%	2.8%	1.4%	1.4%
Social Studies	2	5	3	2	3	3.1%	7.0%	4.2%	2.7%	4.2%
Foreign Language	0	1	1	1	1	0.0%	1.4%	1.4%	1.4%	1.4%
Math	3	2	3	3	3	4.7%	2.8%	4.2%	4.1%	4.2%
<b>Science</b>	4	3	3	2	2	6.3%	4.2%	4.2%	2.7%	2.8%
Biology	1	1	1	1	1	1.6%	1.4%	1.4%	1.4%	1.4%
Chemistry	1	1	1	0	0	1.6%	1.4%	1.4%	0.0%	0.0%
Physics	0	0	1	0	0	0.0%	0.0%	1.4%	0.0%	0.0%
Other Science	2	1	0	1	1	3.1%	1.4%	0.0%	1.4%	1.4%
Vocational Education	5	4	4	4	3	7.8%	5.6%	5.6%	5.5%	4.2%
Other	3	6	4	5	3	4.7%	8.5%	5.6%	6.8%	4.2%
<b>Total Enrollments</b>	1,108	1,188	1,220	1,246	1,268	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	85	96	130	89	81	7.7%	8.1%	10.7%	7.1%	6.4%
Grades 1-4	333	357	356	386	401	30.1%	30.1%	29.2%	31.0%	31.6%
Grades 5-6	182	190	185	178	194	16.4%	16.0%	15.2%	14.3%	15.3%
Grades 7-8	178	180	200	200	197	16.1%	15.2%	16.4%	16.1%	15.5%
Grades 9-12	330	359	349	393	395	29.8%	30.2%	28.6%	31.5%	31.2%
Ungraded	0	6	0	0	0	0.0%	0.5%	0.0%	0.0%	0.0%



## District Report for: INOLA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	74	80	83	85	83	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	69	69	78	80	76	93.2%	86.3%	94.0%	94.1%	91.6%
<b>Newly Hired</b>	<b>5</b>	<b>11</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>6.8%</b>	<b>13.8%</b>	<b>6.0%</b>	<b>5.9%</b>	<b>8.4%</b>
Transfers In	1	3	3	2	5	20.0%	27.3%	60.0%	40.0%	71.4%
Reentrants	1	3	0	2	0	20.0%	27.3%	0.0%	40.0%	0.0%
First Time Educators	3	5	2	1	2	60.0%	45.5%	40.0%	20.0%	28.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>-</b>	<b>6.8%</b>	<b>2.5%</b>	<b>3.6%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	1	1	1	3	-	20.0%	50.0%	33.3%	33.3%	-
Leave Oklahoma Educ.	4	1	2	6	-	80.0%	50.0%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	6.8%	2.5%	3.6%	10.6%	-
Transfers In/Out	1.00	3.00	3.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	55	University of Tulsa, Tulsa	3
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>74</b>

## District Report for: INOLA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	4	5	6	5	6.8%	5.0%	6.0%	7.1%	6.0%
White - Females	1	0	0	0	1	20.0%	0.0%	0.0%	0.0%	20.0%
White - Males	4	4	5	6	4	80.0%	100.0%	100.0%	100.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	5	6	6	6	6.8%	6.3%	7.2%	7.1%	7.2%
White - Females	5	5	5	5	5	100.0%	100.0%	83.3%	83.3%	83.3%
White - Males	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	64	71	72	73	72	86.5%	88.8%	86.7%	85.9%	86.7%
White - Females	43	49	51	52	53	67.2%	69.0%	70.8%	71.2%	73.6%
White - Males	16	16	15	14	14	25.0%	22.5%	20.8%	19.2%	19.4%
Black - Females	0	0	0	1	0	0.0%	0.0%	0.0%	1.4%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	5	5	5	5	7.8%	7.0%	6.9%	6.8%	6.9%
Other - Males	0	1	1	1	0	0.0%	1.4%	1.4%	1.4%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	1.4%	0.0%
25-29	2	5	5	5	7	3.1%	7.0%	6.9%	6.8%	9.7%
30-34	9	9	8	9	8	14.1%	12.7%	11.1%	12.3%	11.1%
35-39	10	10	11	9	8	15.6%	14.1%	15.3%	12.3%	11.1%
40-44	17	18	16	17	13	26.6%	25.4%	22.2%	23.3%	18.1%
45-49	14	12	14	13	16	21.9%	16.9%	19.4%	17.8%	22.2%
50-54	11	15	14	13	14	17.2%	21.1%	19.4%	17.8%	19.4%
55+	1	2	4	6	6	1.6%	2.8%	5.6%	8.2%	8.3%
<b>Average Age</b>	42.3	42.2	42.6	43.2	43.4					

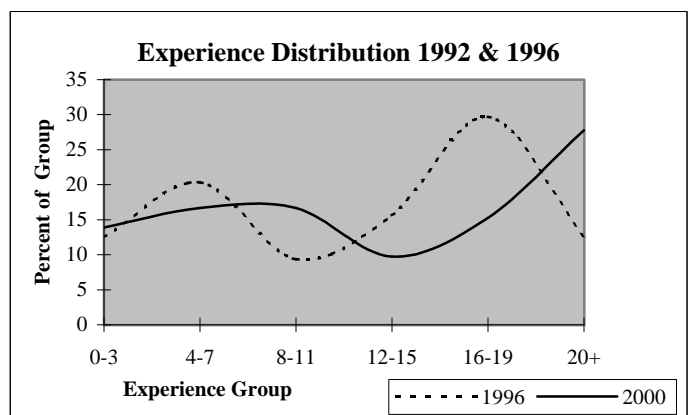
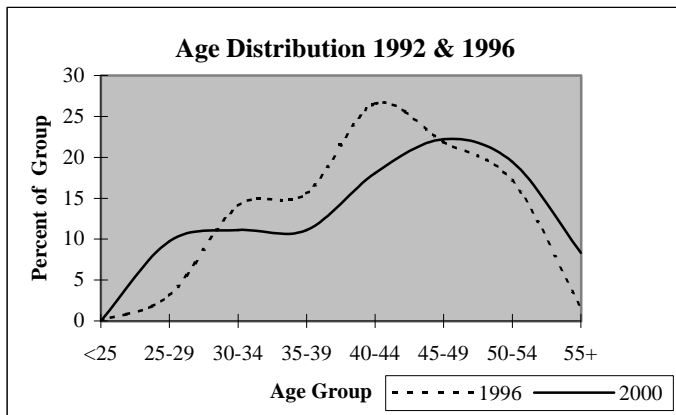
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	15	14	13	10	12.5%	21.1%	19.4%	17.8%	13.9%
4-7 Years	13	11	12	10	12	20.3%	15.5%	16.7%	13.7%	16.7%
8-11 Years	6	9	10	13	12	9.4%	12.7%	13.9%	17.8%	16.7%
12-15 Years	10	7	6	3	7	15.6%	9.9%	8.3%	4.1%	9.7%
16-19 Years	19	19	16	17	11	29.7%	26.8%	22.2%	23.3%	15.3%
20+ Years	8	10	14	17	20	12.5%	14.1%	19.4%	23.3%	27.8%
<b>Average Experience</b>	12.2	11.7	12.0	12.5	12.7					

## District Report for: INOLA

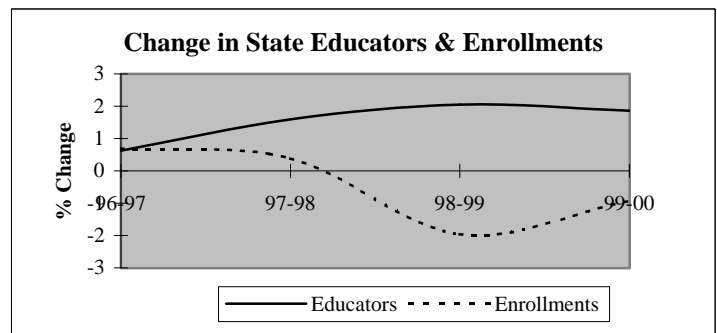
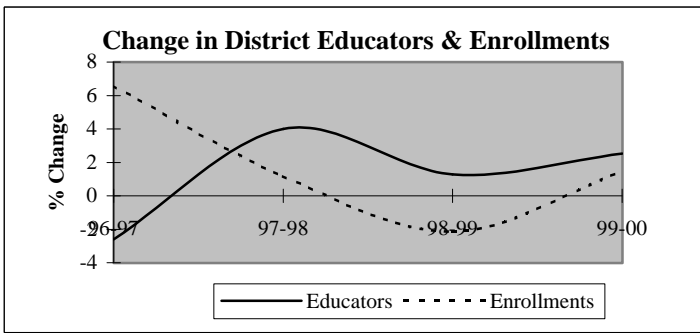
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	3	9	-	6.8%	2.5%	3.6%	10.6%	-
Attrition from Transfers	1	1	1	3	-	1.4%	1.3%	1.2%	3.5%	-
Attrition from Exits	4	1	2	6	-	5.4%	1.3%	2.4%	7.1%	-
<b>Teacher Attrition</b>	4	2	3	6	-	6.3%	2.8%	4.2%	8.2%	-
Attrition from Transfers	1	1	1	2	-	1.6%	1.4%	1.4%	2.7%	-
Attrition from Exits	3	1	2	4	-	4.7%	1.4%	2.8%	5.5%	-
<b>District Retention</b>										
Educator Retention	69	78	80	76	-	93.2%	97.5%	96.4%	89.4%	-
Teacher Retention	60	69	69	67	-	93.8%	97.2%	95.8%	91.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	91.7%	8.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	93.8%	0.0%	93.8%	84.2%	6.9%	91.1%
2 Years of Experience	93.3%	0.0%	93.3%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	6.3%	93.8%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.4%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	90.0%	97.6%	96.5%	97.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.4%	10.0%	2.4%	3.5%	2.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SEQUOYAH

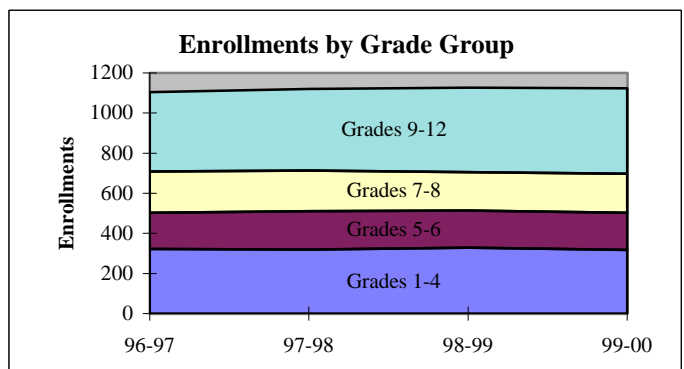
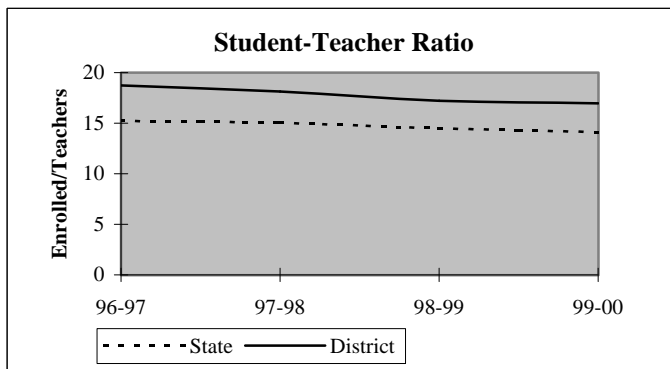


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.6	16.0	15.6	15.0	14.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.1	18.8	18.1	17.2	17.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	-2	3	1	2	-	-	-	-	-
% Change in Educators	5.5%	-2.6%	4.0%	1.3%	2.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	57	74	14	-26	17	-	-	-	-	-
% Change in Enrollments	5.3%	6.6%	1.2%	-2.1%	1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	0.0%	2.6%	2.5%	2.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.7%	6.4%	6.3%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.8%	8.0%	7.7%	6.3%	6.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.5%	5.3%	5.1%	6.3%	6.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.3%	1.3%	1.3%	1.3%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	39.5	40.3	40.3	41.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.8	12.0	12.4	12.6	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,372	29,109	29,015	29,604	30,061	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	4.7%	4.5%	7.2%	7.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	71.9%	71.6%	72.5%	70.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	4.7%	7.5%	5.8%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.5%	27.9%	28.3%	26.5%	27.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	22	26	25	24	28.6%	29.3%	33.3%	31.6%	29.6%
Attrition	1	0	4	4	0					
Attrition Rate	4.5%	0.0%	15.4%	16.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	53	52	49	49	49	68.8%	69.3%	62.8%	62.0%	60.5%
Attrition	3	1	2	3	0					
Attrition Rate	5.7%	1.9%	4.1%	6.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	3	5	8	2.6%	1.3%	3.8%	6.3%	9.9%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	3	5	8	10	6.5%	4.0%	6.4%	10.1%	12.3%

## District Report for: SEQUOYAH

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	77	75	78	79	81	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	6.5%	6.7%	6.4%	6.3%	6.2%
Professional Staff	6	6	6	5	5	7.8%	8.0%	7.7%	6.3%	6.2%
<b>Total Teachers</b>	66	64	67	69	71	85.7%	85.3%	85.9%	87.3%	87.7%
Special Education	3	3	5	4	4	4.5%	4.7%	7.5%	5.8%	5.6%
Pre-K & Kindergarten	1	1	1	0	2	1.5%	1.6%	1.5%	0.0%	2.8%
Elementary	26	25	24	26	30	39.4%	39.1%	35.8%	37.7%	42.3%
<b>Middle School</b>	14	14	14	15	0	21.2%	21.9%	20.9%	21.7%	0.0%
Language Arts	3	3	3	4	0	4.5%	4.7%	4.5%	5.8%	0.0%
Art & Music	1	0	0	0	0	1.5%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	6	4	4	0	4.5%	9.4%	6.0%	5.8%	0.0%
Foreign Language	1	0	0	0	0	1.5%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	3	0	3.0%	3.1%	3.0%	4.3%	0.0%
Science	3	2	3	3	0	4.5%	3.1%	4.5%	4.3%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	1	2	1	0	1.5%	1.6%	3.0%	1.4%	0.0%
<b>High School (9-12)</b>	22	21	23	24	35	2200.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	4	4	5	4.5%	4.7%	6.0%	5.8%	7.0%
Art & Music	1	1	1	1	2	1.5%	1.6%	1.5%	1.4%	2.8%
Social Studies	3	3	4	4	8	4.5%	4.7%	6.0%	5.8%	11.3%
Foreign Language	1	1	1	1	1	1.5%	1.6%	1.5%	1.4%	1.4%
Math	2	3	3	4	5	3.0%	4.7%	4.5%	5.8%	7.0%
<b>Science</b>	2	2	2	2	5	3.0%	3.1%	3.0%	2.9%	7.0%
Biology	1	1	0	0	0	1.5%	1.6%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	2	5	1.5%	1.6%	3.0%	2.9%	7.0%
Vocational Education	3	3	3	3	3	4.5%	4.7%	4.5%	4.3%	4.2%
Other	7	5	5	5	6	10.6%	7.8%	7.5%	7.2%	8.5%
<b>Total Enrollments</b>	1,126	1,200	1,214	1,188	1,205	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	66	86	83	57	81	5.9%	7.2%	6.8%	4.8%	6.7%
Grades 1-4	322	322	319	328	318	28.6%	26.8%	26.3%	27.6%	26.4%
Grades 5-6	169	180	191	186	184	15.0%	15.0%	15.7%	15.7%	15.3%
Grades 7-8	188	207	204	191	196	16.7%	17.3%	16.8%	16.1%	16.3%
Grades 9-12	364	396	407	422	426	32.3%	33.0%	33.5%	35.5%	35.4%
Ungraded	17	9	10	4	0	1.5%	0.8%	0.8%	0.3%	0.0%

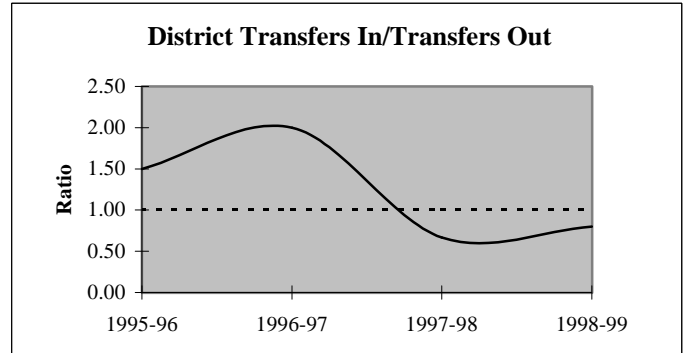
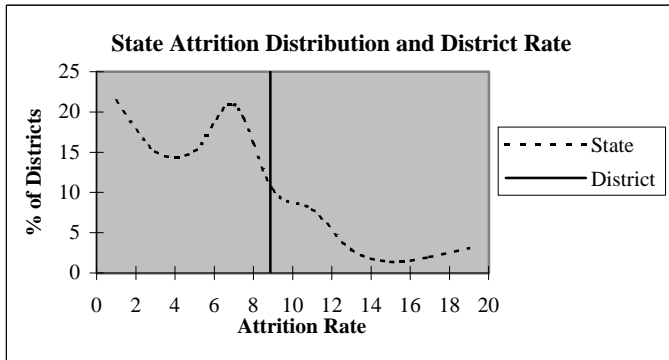




## District Report for: SEQUOYAH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	77	75	78	79	81	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	71	71	74	72	72	92.2%	94.7%	94.9%	91.1%	88.9%
<b>Newly Hired</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>9</b>	<b>7.8%</b>	<b>5.3%</b>	<b>5.1%</b>	<b>8.9%</b>	<b>11.1%</b>
Transfers In	3	2	2	4	7	50.0%	50.0%	50.0%	57.1%	77.8%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	3	2	2	3	2	50.0%	50.0%	50.0%	42.9%	22.2%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>-</b>	<b>7.8%</b>	<b>1.3%</b>	<b>7.7%</b>	<b>8.9%</b>	<b>-</b>
Transfers Out	2	1	3	5	-	33.3%	100.0%	50.0%	71.4%	-
Leave Oklahoma Educ.	4	0	3	2	-	66.7%	0.0%	50.0%	28.6%	-

Dynamics Rates	District Rates				
District Attrition	7.8%	1.3%	7.7%	8.9%	-
Transfers In/Out	1.50	2.00	0.67	0.80	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	49	University of Tulsa, Tulsa	3
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		<b>Total</b>	<b>77</b>

## District Report for: SEQUOYAH

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	5	5	5	5	5	6.5%	6.7%	6.4%	6.3%	6.2%
White - Females	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
White - Males	4	4	4	4	4	80.0%	80.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	6	6	5	5	7.8%	8.0%	7.7%	6.3%	6.2%
White - Females	3	3	3	3	4	50.0%	50.0%	50.0%	60.0%	80.0%
White - Males	2	2	2	2	1	33.3%	33.3%	33.3%	40.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	16.7%	16.7%	16.7%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	66	64	67	69	71	85.7%	85.3%	85.9%	87.3%	87.7%
White - Females	42	44	46	47	47	63.6%	68.8%	68.7%	68.1%	66.2%
White - Males	20	17	18	17	19	30.3%	26.6%	26.9%	24.6%	26.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	3	3	3.0%	3.1%	3.0%	4.3%	4.2%
Other - Males	2	1	1	2	2	3.0%	1.6%	1.5%	2.9%	2.8%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	1	1	0	0	0	1.5%	1.6%	0.0%	0.0%	0.0%
25-29	13	11	10	13	6	19.7%	17.2%	14.9%	18.8%	8.6%
30-34	6	8	9	10	17	9.1%	12.5%	13.4%	14.5%	24.3%
35-39	10	11	14	11	9	15.2%	17.2%	20.9%	15.9%	12.9%
40-44	17	15	13	10	8	25.8%	23.4%	19.4%	14.5%	11.4%
45-49	6	8	8	11	14	9.1%	12.5%	11.9%	15.9%	20.0%
50-54	10	7	7	8	10	15.2%	10.9%	10.4%	11.6%	14.3%
55+	3	3	6	6	6	4.5%	4.7%	9.0%	8.7%	8.6%
<b>Average Age</b>	39.7	39.5	40.3	40.3	41.7					

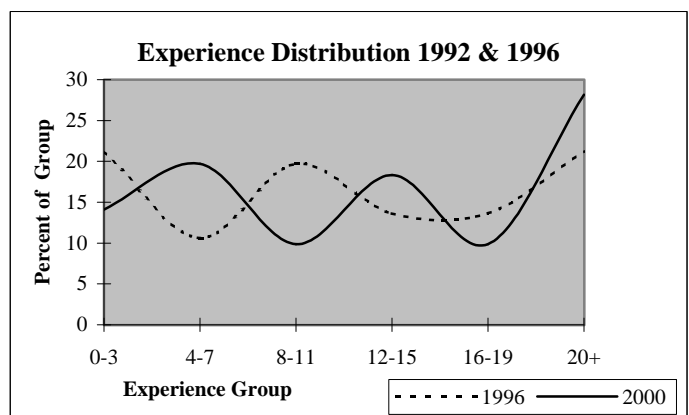
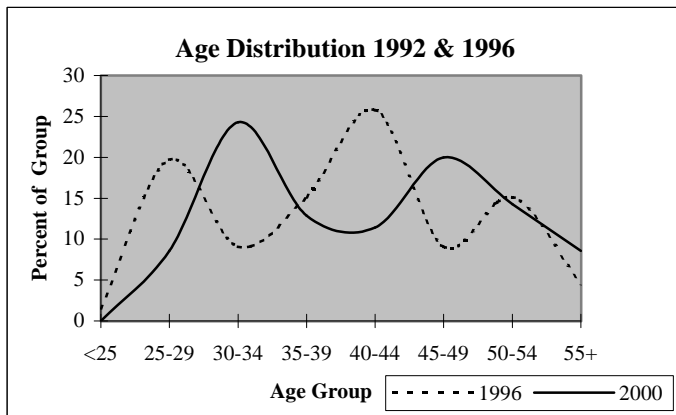
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	14	10	11	10	10	21.2%	15.6%	16.4%	14.5%	14.1%
4-7 Years	7	10	13	15	14	10.6%	15.6%	19.4%	21.7%	19.7%
8-11 Years	13	11	6	4	7	19.7%	17.2%	9.0%	5.8%	9.9%
12-15 Years	9	11	11	14	13	13.6%	17.2%	16.4%	20.3%	18.3%
16-19 Years	9	10	12	8	7	13.6%	15.6%	17.9%	11.6%	9.9%
20+ Years	14	12	14	18	20	21.2%	18.8%	20.9%	26.1%	28.2%
<b>Average Experience</b>	11.8	12.0	12.4	12.6	13.2					

## District Report for: SEQUOYAH

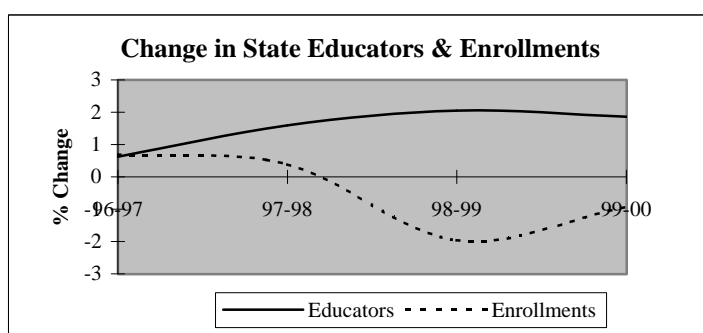
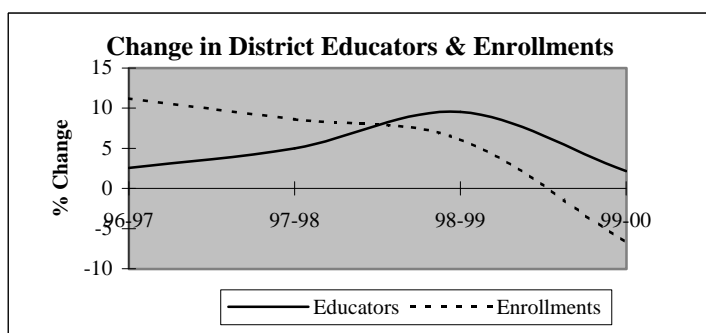
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	1	6	7	-	7.8%	1.3%	7.7%	8.9%	-
Attrition from Transfers	2	1	3	5	-	2.6%	1.3%	3.8%	6.3%	-
Attrition from Exits	4	0	3	2	-	5.2%	0.0%	3.8%	2.5%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>7.6%</b>	<b>1.6%</b>	<b>9.0%</b>	<b>8.7%</b>	<b>-</b>
Attrition from Transfers	2	1	3	4	-	3.0%	1.6%	4.5%	5.8%	-
Attrition from Exits	3	0	3	2	-	4.5%	0.0%	4.5%	2.9%	-
<b>District Retention</b>										
Educator Retention	71	74	72	72	-	92.2%	98.7%	92.3%	91.1%	-
Teacher Retention	61	63	61	63	-	92.4%	98.4%	91.0%	91.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	86.7%	6.7%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	94.1%	5.9%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	84.2%	10.5%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	84.6%	7.7%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.3%	2.7%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.8%	93.3%	97.4%	96.2%	97.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.3%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.9%	2.7%	2.6%	3.8%	2.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FOYIL

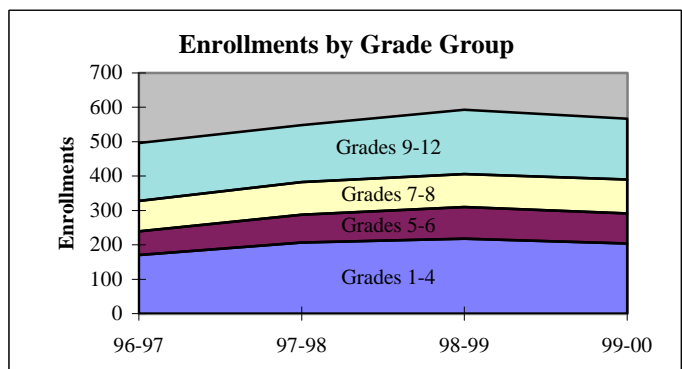
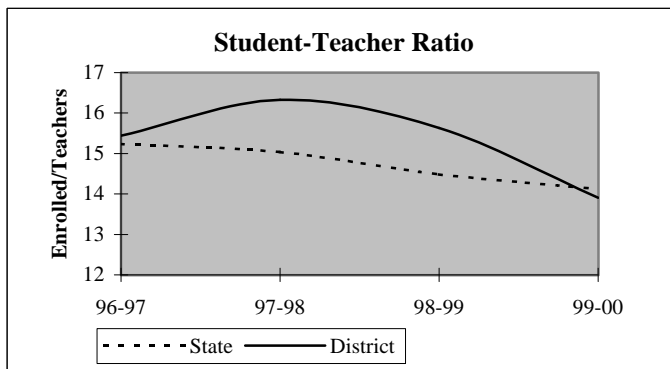


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.8	13.9	14.4	13.9	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	15.4	16.3	15.6	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	2	4	1	-	-	-	-	-
% Change in Educators	2.6%	2.6%	5.0%	9.5%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-31	56	48	37	-43	-	-	-	-	-
% Change in Enrollments	-5.8%	11.2%	8.6%	6.1%	-6.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	0.0%	0.0%	2.2%	4.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.1%	5.0%	7.1%	6.5%	6.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.1%	5.0%	4.8%	4.3%	2.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.1%	2.5%	2.4%	2.2%	2.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	2.2%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.3	39.4	40.5	40.8	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.4	9.5	9.8	9.9	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,210	28,676	29,427	29,811	30,578	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.7%	2.8%	2.7%	2.4%	2.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.3%	72.2%	75.7%	75.6%	74.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.4%	11.1%	10.8%	9.8%	11.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.0%	37.1%	34.9%	40.4%	41.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	17	17	20	18	38.5%	42.5%	40.5%	43.5%	38.3%
Attrition	3	1	3	3	0					
Attrition Rate	20.0%	5.9%	17.6%	15.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	24	23	24	24	26	61.5%	57.5%	57.1%	52.2%	55.3%
Attrition	4	0	1	3	0					
Attrition Rate	16.7%	0.0%	4.2%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	2	3	0.0%	0.0%	2.4%	4.3%	6.4%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	3	4	5	0.0%	2.5%	7.1%	8.7%	10.6%

## District Report for: FOYIL

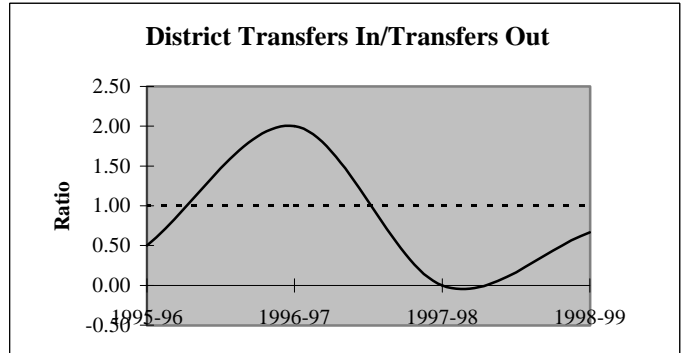
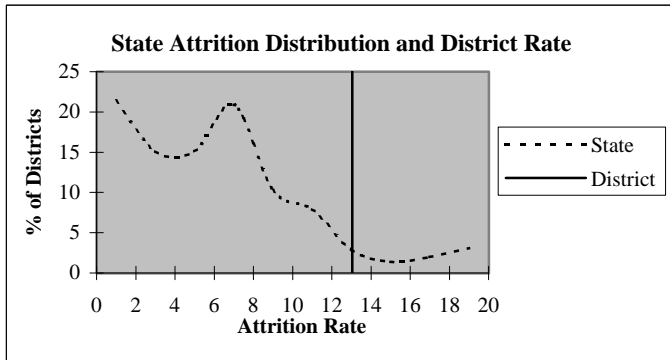
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	39	40	42	46	47	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	3	3	5.1%	5.0%	7.1%	6.5%	6.4%
Professional Staff	2	2	2	2	1	5.1%	5.0%	4.8%	4.3%	2.1%
<b>Total Teachers</b>	35	36	37	41	43	89.7%	90.0%	88.1%	89.1%	91.5%
Special Education	4	4	4	4	5	11.4%	11.1%	10.8%	9.8%	11.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	17	18	20	20	45.7%	47.2%	48.6%	48.8%	46.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	15	15	17	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	3	4	4	8.6%	11.1%	8.1%	9.8%	9.3%
Art & Music	0	0	1	1	1	0.0%	0.0%	2.7%	2.4%	2.3%
Social Studies	1	1	2	2	2	2.9%	2.8%	5.4%	4.9%	4.7%
Foreign Language	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	3	3	5.7%	5.6%	5.4%	7.3%	7.0%
<b>Science</b>	2	2	2	2	3	5.7%	5.6%	5.4%	4.9%	7.0%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	5.7%	5.6%	5.4%	4.9%	4.7%
Vocational Education	4	4	2	2	2	11.4%	11.1%	5.4%	4.9%	4.7%
Other	2	2	3	3	3	5.7%	5.6%	8.1%	7.3%	7.0%
<b>Total Enrollments</b>	500	556	604	641	598	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	40	60	56	48	31	8.0%	10.8%	9.3%	7.5%	5.2%
Grades 1-4	150	170	207	218	204	30.0%	30.6%	34.3%	34.0%	34.1%
Grades 5-6	82	69	81	92	87	16.4%	12.4%	13.4%	14.4%	14.5%
Grades 7-8	89	89	95	96	99	17.8%	16.0%	15.7%	15.0%	16.6%
Grades 9-12	139	168	165	187	177	27.8%	30.2%	27.3%	29.2%	29.6%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: FOYIL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	39	40	42	46	47	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	32	39	38	40	82.1%	80.0%	92.9%	82.6%	85.1%
<b>Newly Hired</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>7</b>	<b>17.9%</b>	<b>20.0%</b>	<b>7.1%</b>	<b>17.4%</b>	<b>14.9%</b>
Transfers In	2	2	0	2	4	28.6%	25.0%	0.0%	25.0%	57.1%
Reentrants	4	2	0	2	2	57.1%	25.0%	0.0%	25.0%	28.6%
First Time Educators	1	4	3	4	1	14.3%	50.0%	100.0%	50.0%	14.3%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>-</b>	<b>17.9%</b>	<b>2.5%</b>	<b>9.5%</b>	<b>13.0%</b>	<b>-</b>
Transfers Out	4	1	3	3	-	57.1%	100.0%	75.0%	50.0%	-
Leave Oklahoma Educ.	3	0	1	3	-	42.9%	0.0%	25.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	17.9%	2.5%	9.5%	13.0%	-
Transfers In/Out	0.50	2.00	0.00	0.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	18	University of Tulsa, Tulsa	3
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>39</b>

## District Report for: FOYIL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	3	3	5.1%	5.0%	7.1%	6.5%	6.4%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
White - Males	2	2	3	2	2	100.0%	100.0%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	1	5.1%	5.0%	4.8%	4.3%	2.1%
White - Females	2	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	36	37	41	43	89.7%	90.0%	88.1%	89.1%	91.5%
White - Females	25	26	28	31	32	71.4%	72.2%	75.7%	75.6%	74.4%
White - Males	8	9	8	9	10	22.9%	25.0%	21.6%	22.0%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	2.9%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	2.9%	2.8%	2.7%	2.4%	2.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	2	0	2.9%	0.0%	2.8%	5.1%	0.0%
25-29	2	3	2	3	6	5.9%	8.3%	5.6%	7.7%	14.6%
30-34	6	6	5	4	2	17.6%	16.7%	13.9%	10.3%	4.9%
35-39	9	10	8	7	5	26.5%	27.8%	22.2%	17.9%	12.2%
40-44	7	7	7	7	6	20.6%	19.4%	19.4%	17.9%	14.6%
45-49	8	5	7	10	11	23.5%	13.9%	19.4%	25.6%	26.8%
50-54	0	5	6	4	7	0.0%	13.9%	16.7%	10.3%	17.1%
55+	1	0	0	2	4	2.9%	0.0%	0.0%	5.1%	9.8%
<b>Average Age</b>	39.3	39.4	40.5	40.8	43.1					

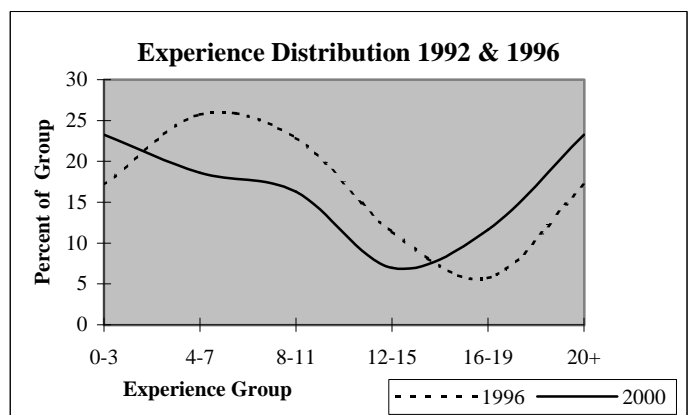
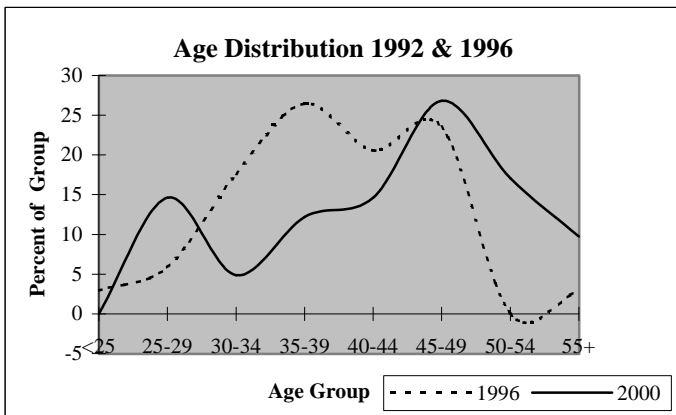
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	11	13	13	10	17.1%	30.6%	35.1%	31.7%	23.3%
4-7 Years	9	6	4	7	8	25.7%	16.7%	10.8%	17.1%	18.6%
8-11 Years	8	6	6	7	7	22.9%	16.7%	16.2%	17.1%	16.3%
12-15 Years	4	5	6	5	3	11.4%	13.9%	16.2%	12.2%	7.0%
16-19 Years	2	2	2	1	5	5.7%	5.6%	5.4%	2.4%	11.6%
20+ Years	6	6	6	8	10	17.1%	16.7%	16.2%	19.5%	23.3%
<b>Average Experience</b>	10.4	9.5	9.8	9.9	11.7					

## District Report for: FOYIL

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	1	4	6	-	17.9%	2.5%	9.5%	13.0%	-
Attrition from Transfers	4	1	3	3	-	10.3%	2.5%	7.1%	6.5%	-
Attrition from Exits	3	0	1	3	-	7.7%	0.0%	2.4%	6.5%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>20.0%</b>	<b>2.8%</b>	<b>8.1%</b>	<b>12.2%</b>	<b>-</b>
Attrition from Transfers	4	1	3	3	-	11.4%	2.8%	8.1%	7.3%	-
Attrition from Exits	3	0	0	2	-	8.6%	0.0%	0.0%	4.9%	-
<b>District Retention</b>										
Educator Retention	32	39	38	40	-	82.1%	97.5%	90.5%	87.0%	-
Teacher Retention	28	35	34	36	-	80.0%	97.2%	91.9%	87.8%	-

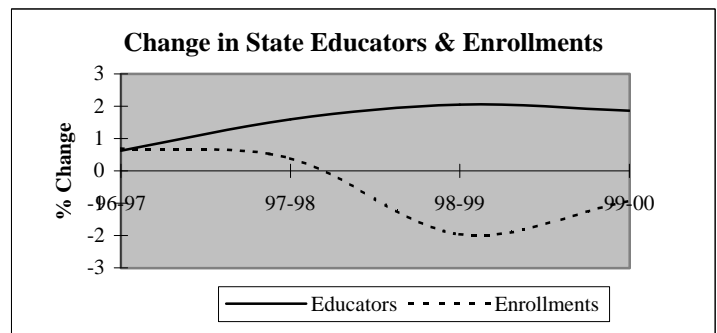
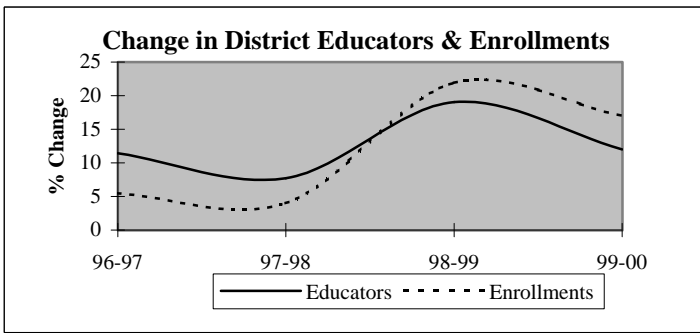
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	64.7%	23.5%	88.2%	78.2%	9.6%	87.8%
1 Year of Experience	84.6%	7.7%	92.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	70.0%	10.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	77.8%	11.1%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.2%	85.0%	92.9%	87.0%	93.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.8%	15.0%	7.1%	13.0%	6.4%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: VERDIGRIS

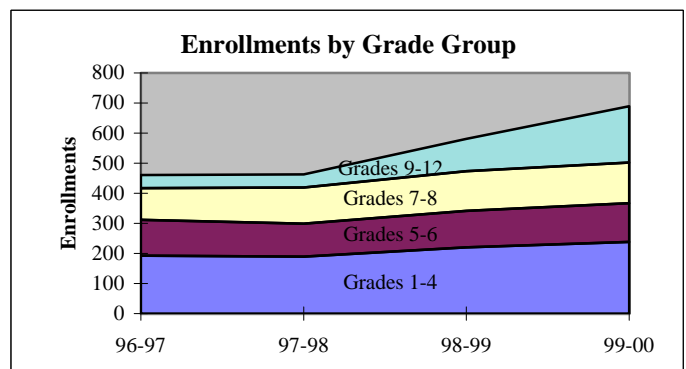
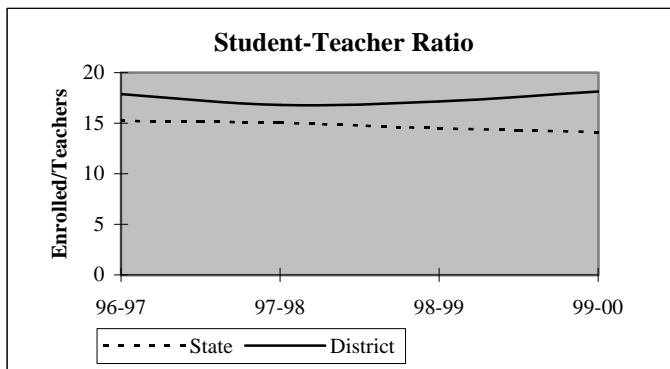


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	12.8	12.4	12.7	13.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	19.0	17.9	16.8	17.2	18.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	4	3	8	6	-	-	-	-	-
% Change in Educators	6.1%	11.4%	7.7%	19.0%	12.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	26	20	114	108	-	-	-	-	-
% Change in Enrollments	1.3%	5.5%	4.0%	21.9%	17.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.4%	12.8%	11.9%	14.0%	7.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.1%	4.8%	8.0%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	22.9%	23.1%	21.4%	18.0%	19.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	2.4%	0.0%	1.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	42.9	42.1	42.9	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.9	11.0	10.6	11.6	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,743	26,703	26,164	27,423	28,786	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	3.2%	0.0%	2.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	84.0%	82.1%	80.6%	78.4%	80.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	7.1%	9.7%	8.1%	7.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.2%	20.4%	18.2%	20.5%	20.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	16	19	20	23	42.9%	41.0%	45.2%	40.0%	41.1%
Attrition	0	3	3	1	0					
Attrition Rate	0.0%	18.8%	15.8%	5.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	20	20	25	28	54.3%	51.3%	47.6%	50.0%	50.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	3	3	5	5	2.9%	7.7%	7.1%	10.0%	8.9%
Attrition Rate	0.0%	0.0%	0.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	4	6	6	8.6%	7.7%	9.5%	12.0%	10.7%

## District Report for: VERDIGRIS

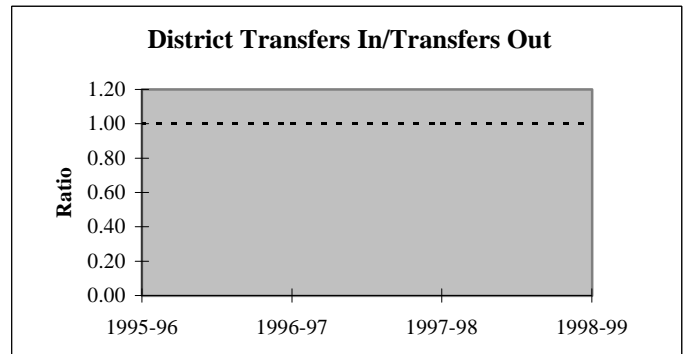
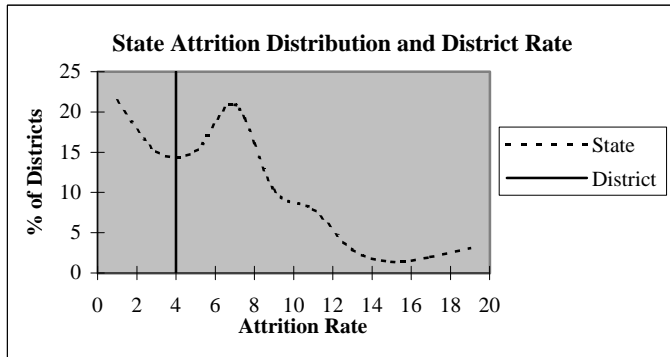
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	39	42	50	56	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	4	4	5.7%	5.1%	4.8%	8.0%	7.1%
Professional Staff	8	9	9	9	11	22.9%	23.1%	21.4%	18.0%	19.6%
<b>Total Teachers</b>	25	28	31	37	41	71.4%	71.8%	73.8%	74.0%	73.2%
Special Education	2	2	3	3	3	8.0%	7.1%	9.7%	8.1%	7.3%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.4%
Elementary	16	18	19	14	15	64.0%	64.3%	61.3%	37.8%	36.6%
<b>Middle School</b>	0	0	0	12	11	0.0%	0.0%	0.0%	32.4%	26.8%
Language Arts	0	0	0	3	2	0.0%	0.0%	0.0%	8.1%	4.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	2	2	0.0%	0.0%	0.0%	5.4%	4.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.4%
Science	0	0	0	2	3	0.0%	0.0%	0.0%	5.4%	7.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	4	3	0.0%	0.0%	0.0%	10.8%	7.3%
<b>High School (9-12)</b>	7	8	9	7	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	2	2	4.0%	3.6%	3.2%	5.4%	4.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	2	3	1	1	8.0%	7.1%	9.7%	2.7%	2.4%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.4%
Math	2	2	2	1	3	8.0%	7.1%	6.5%	2.7%	7.3%
<b>Science</b>	1	1	1	1	2	4.0%	3.6%	3.2%	2.7%	4.9%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.4%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.4%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	4.0%	3.6%	3.2%	2.7%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	2	1	2	4.0%	7.1%	6.5%	2.7%	4.9%
<b>Total Enrollments</b>	475	501	521	635	743	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	31	40	55	53	54	6.5%	8.0%	10.6%	8.3%	7.3%
Grades 1-4	201	193	189	220	238	42.3%	38.5%	36.3%	34.6%	32.0%
Grades 5-6	103	119	110	122	129	21.7%	23.8%	21.1%	19.2%	17.4%
Grades 7-8	94	105	120	131	135	19.8%	21.0%	23.0%	20.6%	18.2%
Grades 9-12	46	44	44	108	187	9.7%	8.8%	8.4%	17.0%	25.2%
Ungraded	0	0	3	1	0	0.0%	0.0%	0.6%	0.2%	0.0%



## District Report for: VERDIGRIS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	39	42	50	56	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	35	36	39	48	80.0%	89.7%	85.7%	78.0%	85.7%
<b>Newly Hired</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>11</b>	<b>8</b>	<b>20.0%</b>	<b>10.3%</b>	<b>14.3%</b>	<b>22.0%</b>	<b>14.3%</b>
Transfers In	1	1	2	7	5	14.3%	25.0%	33.3%	63.6%	62.5%
Reentrants	1	2	1	3	2	14.3%	50.0%	16.7%	27.3%	25.0%
First Time Educators	5	1	3	1	1	71.4%	25.0%	50.0%	9.1%	12.5%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>7.7%</b>	<b>7.1%</b>	<b>4.0%</b>	<b>-</b>
Transfers Out	0	0	2	0	-	0.0%	0.0%	66.7%	0.0%	-
Leave Oklahoma Educ.	0	3	1	2	-	0.0%	100.0%	33.3%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	7.7%	7.1%	4.0%	-
Transfers In/Out	nc	nc	1.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	11	University of Tulsa, Tulsa	11
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		Total	35

## District Report for: VERDIGRIS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	4	4	5.7%	5.1%	4.8%	8.0%	7.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	9	9	9	11	22.9%	23.1%	21.4%	18.0%	19.6%
White - Females	5	6	6	5	6	62.5%	66.7%	66.7%	55.6%	54.5%
White - Males	3	3	3	4	5	37.5%	33.3%	33.3%	44.4%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	28	31	37	41	71.4%	71.8%	73.8%	74.0%	73.2%
White - Females	21	23	24	29	32	84.0%	82.1%	77.4%	78.4%	78.0%
White - Males	4	5	6	8	8	16.0%	17.9%	19.4%	21.6%	19.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	0	1	0.0%	0.0%	3.2%	0.0%	2.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	2	0	0.0%	0.0%	0.0%	5.4%	0.0%
25-29	3	3	6	6	5	12.0%	10.7%	19.4%	16.2%	12.2%
30-34	2	2	1	0	5	8.0%	7.1%	3.2%	0.0%	12.2%
35-39	5	6	6	5	5	20.0%	21.4%	19.4%	13.5%	12.2%
40-44	4	4	4	5	7	16.0%	14.3%	12.9%	13.5%	17.1%
45-49	5	6	6	8	8	20.0%	21.4%	19.4%	21.6%	19.5%
50-54	4	3	4	5	6	16.0%	10.7%	12.9%	13.5%	14.6%
55+	2	4	4	6	5	8.0%	14.3%	12.9%	16.2%	12.2%
<b>Average Age</b>	42.2	42.9	42.1	42.9	42.9					

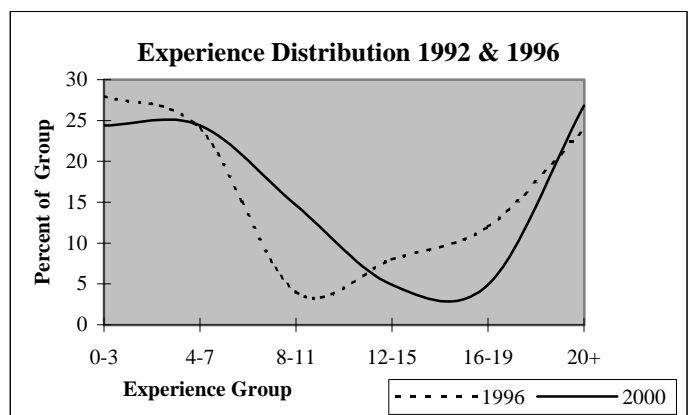
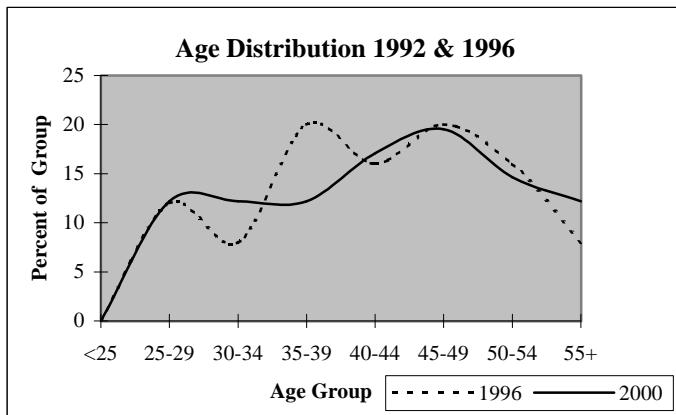
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	7	9	10	10	28.0%	25.0%	29.0%	27.0%	24.4%
4-7 Years	6	6	7	7	10	24.0%	21.4%	22.6%	18.9%	24.4%
8-11 Years	1	4	4	5	6	4.0%	14.3%	12.9%	13.5%	14.6%
12-15 Years	2	2	2	4	2	8.0%	7.1%	6.5%	10.8%	4.9%
16-19 Years	3	0	0	0	2	12.0%	0.0%	0.0%	0.0%	4.9%
20+ Years	6	9	9	11	11	24.0%	32.1%	29.0%	29.7%	26.8%
<b>Average Experience</b>	10.9	11.0	10.6	11.6	11.4					

## District Report for: VERDIGRIS

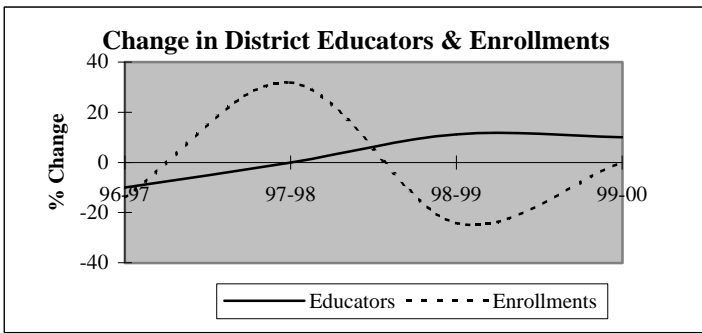
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	3	2	-	0.0%	7.7%	7.1%	4.0%	-
Attrition from Transfers	0	0	2	0	-	0.0%	0.0%	4.8%	0.0%	-
Attrition from Exits	0	3	1	2	-	0.0%	7.7%	2.4%	4.0%	-
<b>Teacher Attrition</b>	0	3	3	2	-	0.0%	10.7%	9.7%	5.4%	-
Attrition from Transfers	0	0	2	0	-	0.0%	0.0%	6.5%	0.0%	-
Attrition from Exits	0	3	1	2	-	0.0%	10.7%	3.2%	5.4%	-
<b>District Retention</b>										
Educator Retention	35	36	39	48	-	100.0%	92.3%	92.9%	96.0%	-
Teacher Retention	25	25	28	35	-	100.0%	89.3%	90.3%	94.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	10.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	77.8%	11.1%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	0.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	0.0%	87.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.9%	5.1%	4.8%	6.0%	3.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	87.2%	85.7%	86.0%	91.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	17.1%	7.7%	9.5%	8.0%	5.4%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: PLEASANT GROVE

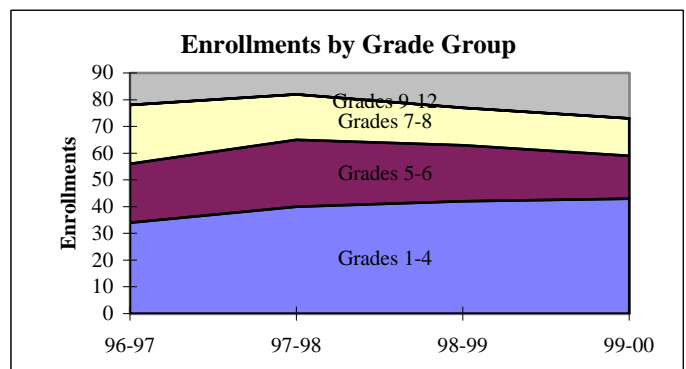
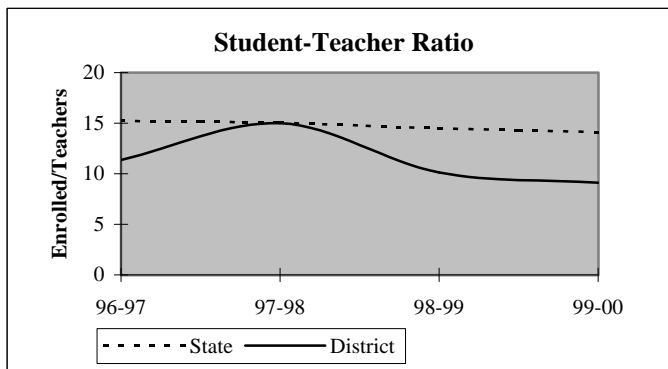


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	10.1	13.3	9.1	8.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	11.4	15.0	10.1	9.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	10	-1	0	1	1	-	-	-	-	-
% Change in Educators	#####	-10.0%	0.0%	11.1%	10.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	106	-15	29	-29	0	-	-	-	-	-
% Change in Enrollments	#####	-14.2%	31.9%	-24.2%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.0%	11.1%	0.0%	10.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	11.1%	11.1%	10.0%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	20.0%	22.2%	22.2%	20.0%	18.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	10.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	40.8	41.8	41.3	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	10.6	10.0	11.0	10.7	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	26,124	27,743	29,838	29,183	29,184	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	22.2%	25.0%	25.0%	22.2%	20.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	12.5%	12.5%	11.1%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.2%	24.2%	33.3%	36.4%	42.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	3	3	4	4	40.0%	33.3%	33.3%	40.0%	36.4%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	6	6	6	6	7	60.0%	66.7%	66.7%	60.0%	63.6%
Attrition	2	0	0	0	0					
Attrition Rate	33.3%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement in 5 yrs.	1	0	0	0	1	10.0%	0.0%	0.0%	0.0%	9.1%

## District Report for: PLEASANT GROVE

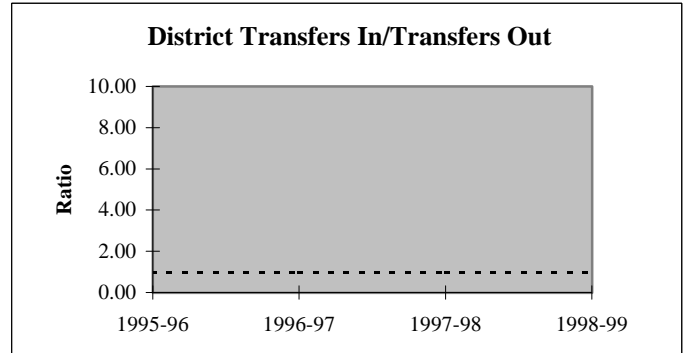
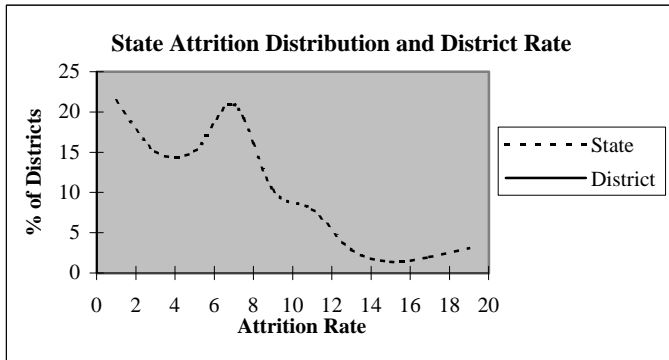
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	9	9	10	11	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	11.1%	11.1%	10.0%	9.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	8	8	9	10	90.0%	88.9%	88.9%	90.0%	90.9%
Special Education	1	1	1	1	1	11.1%	12.5%	12.5%	11.1%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	7	7	8	9	88.9%	87.5%	87.5%	88.9%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	106	91	120	91	91	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	13	38	14	18	14.2%	14.3%	31.7%	15.4%	19.8%
Grades 1-4	40	34	40	42	43	37.7%	37.4%	33.3%	46.2%	47.3%
Grades 5-6	24	22	25	21	16	22.6%	24.2%	20.8%	23.1%	17.6%
Grades 7-8	27	22	17	14	14	25.5%	24.2%	14.2%	15.4%	15.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PLEASANT GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	9	9	10	11	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	8	9	9	10	0.0%	88.9%	100.0%	90.0%	90.9%
<b>Newly Hired</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>100.0%</b>	<b>11.1%</b>	<b>0.0%</b>	<b>10.0%</b>	<b>9.1%</b>
Transfers In	9	0	0	0	0	90.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	0	1	1	10.0%	0.0%	0.0%	100.0%	100.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>20.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	0.0%	0.0%	0.0%	-
Transfers In/Out	9.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	8	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	10



## District Report for: PLEASANT GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	11.1%	11.1%	10.0%	9.1%
White - Females	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	8	8	9	10	90.0%	88.9%	88.9%	90.0%	90.9%
White - Females	7	6	6	7	8	77.8%	75.0%	75.0%	77.8%	80.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	11.1%	12.5%	12.5%	11.1%	10.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	11.1%	12.5%	12.5%	11.1%	10.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	2	1	0	1	1	22.2%	12.5%	0.0%	11.1%	10.0%
35-39	3	4	5	3	2	33.3%	50.0%	62.5%	33.3%	20.0%
40-44	1	1	1	2	4	11.1%	12.5%	12.5%	22.2%	40.0%
45-49	1	0	0	1	1	11.1%	0.0%	0.0%	11.1%	10.0%
50-54	1	2	2	2	2	11.1%	25.0%	25.0%	22.2%	20.0%
55+	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	41.7	40.8	41.8	41.3	42.4					

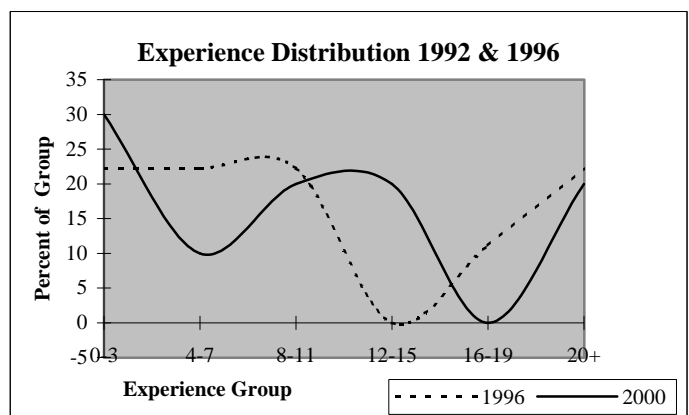
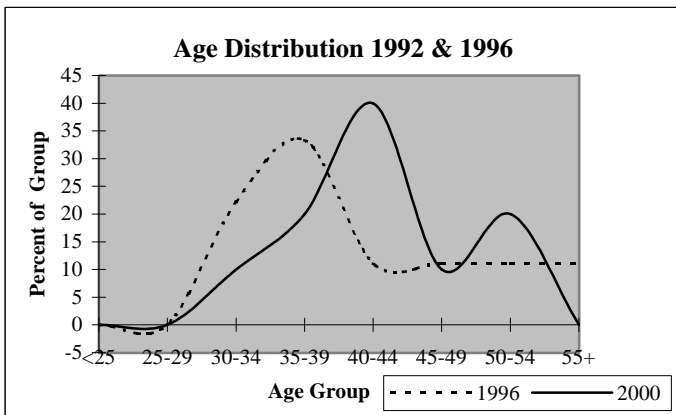
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	2	3	22.2%	12.5%	12.5%	22.2%	30.0%
4-7 Years	2	2	2	2	1	22.2%	25.0%	25.0%	22.2%	10.0%
8-11 Years	2	2	1	1	2	22.2%	25.0%	12.5%	11.1%	20.0%
12-15 Years	0	1	2	2	2	0.0%	12.5%	25.0%	22.2%	20.0%
16-19 Years	1	1	1	0	0	11.1%	12.5%	12.5%	0.0%	0.0%
20+ Years	2	1	1	2	2	22.2%	12.5%	12.5%	22.2%	20.0%
<b>Average Experience</b>	10.6	10.0	11.0	10.7	10.5					

## District Report for: PLEASANT GROVE

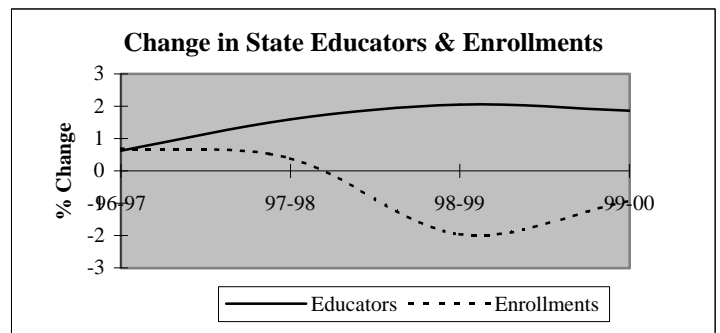
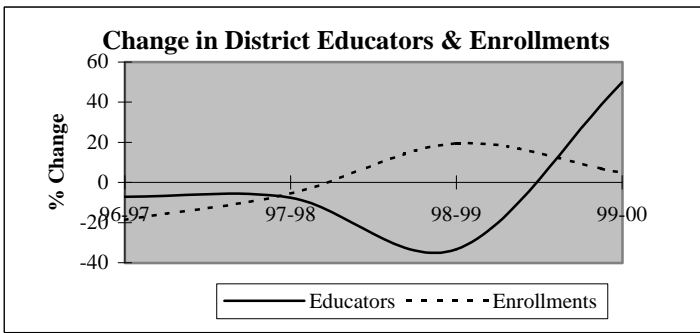
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	0	0	-	20.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	10.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	10.0%	0.0%	0.0%	0.0%	-
Teacher Attrition	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	8	9	9	10	-	80.0%	100.0%	100.0%	100.0%	-
Teacher Retention	8	8	8	9	-	88.9%	100.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	10.0%	11.1%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	77.8%	100.0%	90.0%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	11.1%	0.0%	10.0%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: JUSTICE

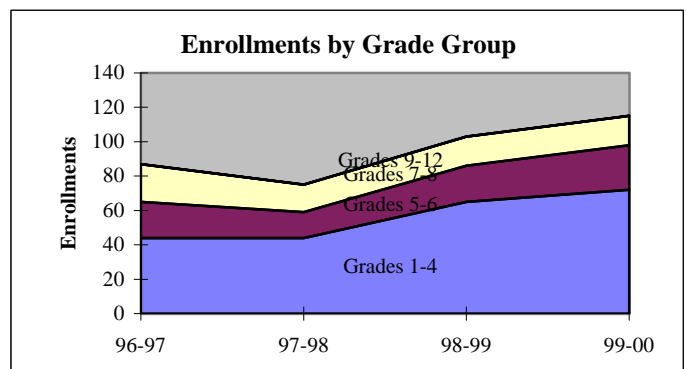
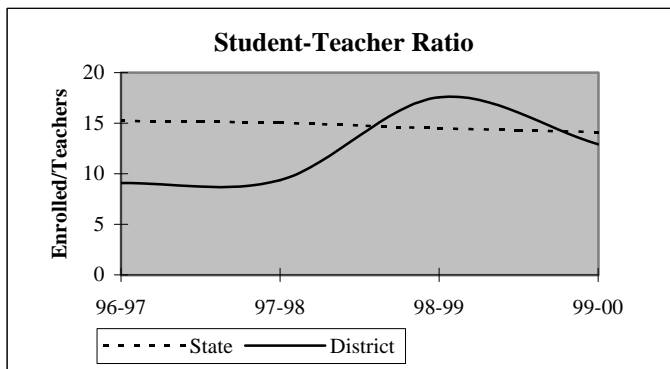


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.6	8.4	8.6	15.4	10.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	9.1	9.4	17.6	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	-1	-4	4	-	-	-	-	-
% Change in Educators	0.0%	-7.1%	-7.7%	-33.3%	50.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	2	-25	-6	20	6	-	-	-	-	-
% Change in Enrollments	1.5%	-18.7%	-5.5%	19.4%	4.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	7.7%	8.3%	0.0%	16.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.7%	8.3%	12.5%	8.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	8.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	50.0%	53.8%	41.7%	62.5%	50.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.8	41.2	42.8	48.3	47.6	42.0	42.3	42.5	42.7	43.0
Average Experience	9.9	10.2	11.1	16.1	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,113	28,593	30,669	33,365	29,824	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	46.2%	50.0%	36.4%	57.1%	50.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	92.3%	91.7%	100.0%	100.0%	90.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	8.3%	9.1%	14.3%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	67.9%	79.8%	80.6%	76.5%	78.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	7	6	1	3	57.1%	53.8%	50.0%	12.5%	25.0%
Attrition	0	2	4	0	0					
Attrition Rate	0.0%	28.6%	66.7%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	4	5	5	5	6	28.6%	38.5%	41.7%	62.5%	50.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	1	2	3	14.3%	7.7%	8.3%	25.0%	25.0%
Attrition	1	0	0	0	0					
Attrition Rate	50.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	1	2	2	3	14.3%	7.7%	16.7%	25.0%	25.0%

## District Report for: JUSTICE

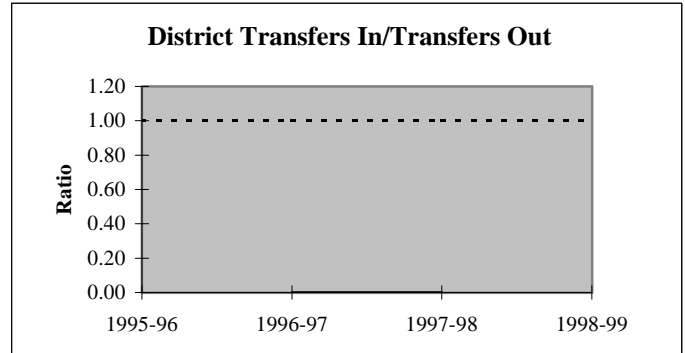
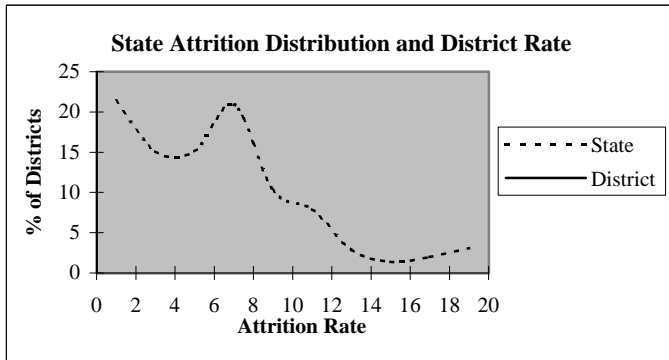
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	14	13	12	8	12	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	7.1%	7.7%	8.3%	12.5%	8.3%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
<b>Total Teachers</b>	13	12	11	7	10	92.9%	92.3%	91.7%	87.5%	83.3%
Special Education	1	1	1	1	1	7.7%	8.3%	9.1%	14.3%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	12	11	10	6	9	92.3%	91.7%	90.9%	85.7%	90.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	134	109	103	123	129	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	22	28	20	14	15.7%	20.2%	27.2%	16.3%	10.9%
Grades 1-4	60	44	44	65	72	44.8%	40.4%	42.7%	52.8%	55.8%
Grades 5-6	26	21	15	21	26	19.4%	19.3%	14.6%	17.1%	20.2%
Grades 7-8	27	22	16	17	17	20.1%	20.2%	15.5%	13.8%	13.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: JUSTICE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	14	13	12	8	12	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	13	11	8	8	100.0%	100.0%	91.7%	100.0%	66.7%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0.0%</b>	<b>0.0%</b>	<b>8.3%</b>	<b>0.0%</b>	<b>33.3%</b>
Transfers In	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	50.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	1	0	2	0.0%	0.0%	100.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>-</b>	<b>7.1%</b>	<b>15.4%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	1	1	0	-	0.0%	50.0%	25.0%	0.0%	-
Leave Oklahoma Educ.	1	1	3	0	-	100.0%	50.0%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	15.4%	33.3%	0.0%	-
Transfers In/Out	nc	0.00	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	9	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>14</b>

## District Report for: JUSTICE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	7.1%	7.7%	8.3%	12.5%	8.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	13	12	11	7	10	92.9%	92.3%	91.7%	87.5%	83.3%
White - Females	7	6	7	3	4	53.8%	50.0%	63.6%	42.9%	40.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	5	4	4	5	38.5%	41.7%	36.4%	57.1%	50.0%
Other - Males	1	1	0	0	0	7.7%	8.3%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	1	0	0	1	23.1%	8.3%	0.0%	0.0%	11.1%
30-34	2	3	3	1	1	15.4%	25.0%	27.3%	14.3%	11.1%
35-39	1	1	1	0	0	7.7%	8.3%	9.1%	0.0%	0.0%
40-44	3	4	3	1	1	23.1%	33.3%	27.3%	14.3%	11.1%
45-49	1	0	1	2	2	7.7%	0.0%	9.1%	28.6%	22.2%
50-54	1	1	1	1	1	7.7%	8.3%	9.1%	14.3%	11.1%
55+	2	2	2	2	3	15.4%	16.7%	18.2%	28.6%	33.3%
<b>Average Age</b>	41.8	41.2	42.8	48.3	47.6					

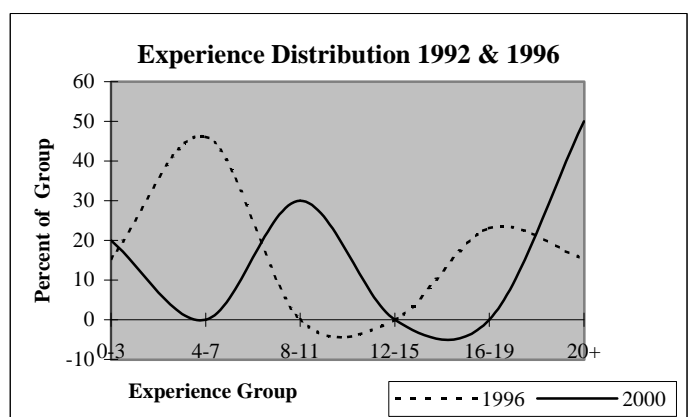
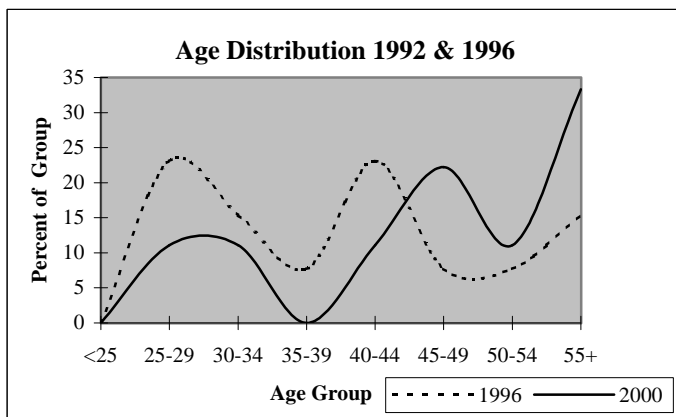
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	0	2	15.4%	8.3%	9.1%	0.0%	20.0%
4-7 Years	6	6	5	1	0	46.2%	50.0%	45.5%	14.3%	0.0%
8-11 Years	0	1	1	2	3	0.0%	8.3%	9.1%	28.6%	30.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	3	2	0	0	0	23.1%	16.7%	0.0%	0.0%	0.0%
20+ Years	2	2	4	4	5	15.4%	16.7%	36.4%	57.1%	50.0%
<b>Average Experience</b>	9.9	10.2	11.1	16.1	14.5					

## District Report for: JUSTICE

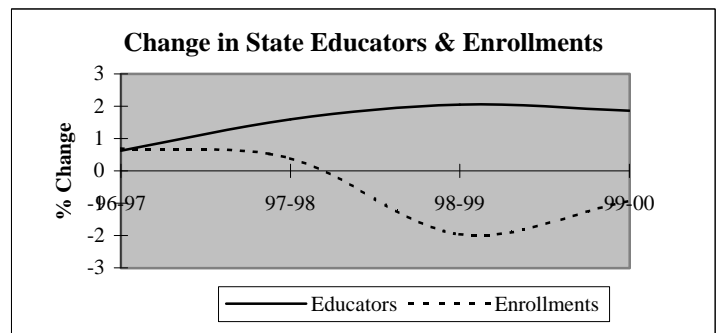
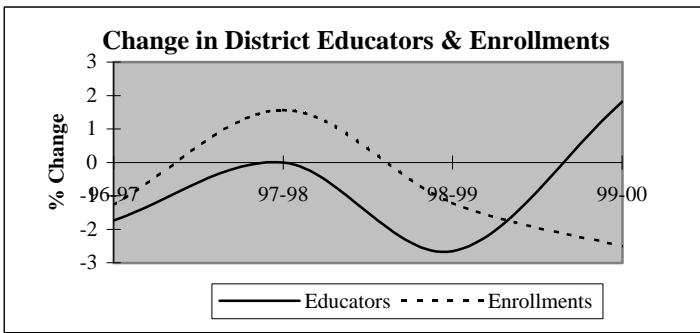
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	2	4	0	-	7.1%	15.4%	33.3%	0.0%	-
Attrition from Transfers	0	1	1	0	-	0.0%	7.7%	8.3%	0.0%	-
Attrition from Exits	1	1	3	0	-	7.1%	7.7%	25.0%	0.0%	-
<b>Teacher Attrition</b>	1	2	4	0	-	7.7%	16.7%	36.4%	0.0%	-
Attrition from Transfers	0	1	1	0	-	0.0%	8.3%	9.1%	0.0%	-
Attrition from Exits	1	1	3	0	-	7.7%	8.3%	27.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	13	11	8	8	-	92.9%	84.6%	66.7%	100.0%	-
Teacher Retention	12	10	7	7	-	92.3%	83.3%	63.6%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	0.0%	0.0%	0.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	16.7%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	8.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	91.7%	100.0%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	8.3%	0.0%	16.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SEMINOLE



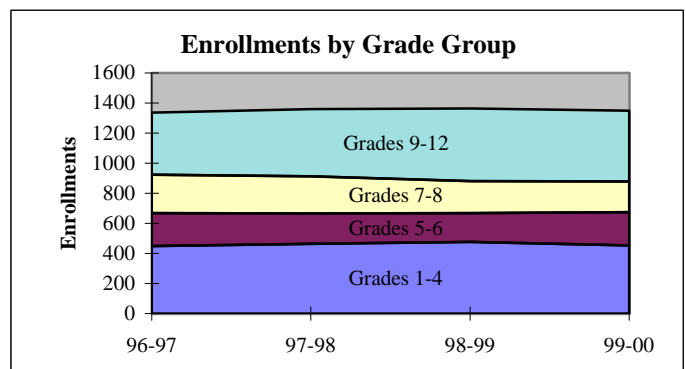
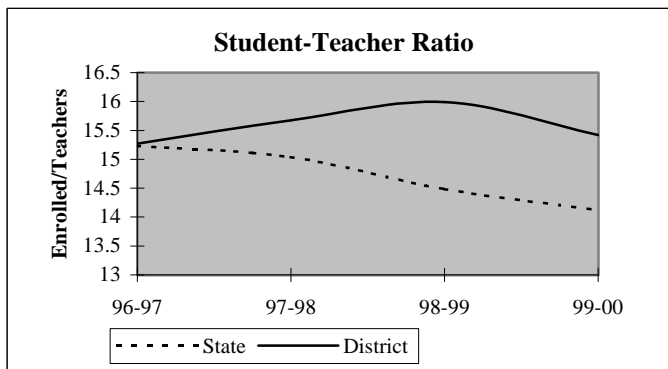
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.9	13.0	13.2	13.4	12.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.3	15.7	16.0	15.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-2	0	-3	2	-	-	-	-	-
% Change in Educators	1.8%	-1.7%	0.0%	-2.7%	1.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-36	-19	23	-18	-37	-	-	-	-	-
% Change in Enrollments	-2.4%	-1.3%	1.6%	-1.2%	-2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.9%	6.2%	5.3%	0.9%	3.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.8%	7.1%	7.1%	7.3%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.8%	8.0%	8.8%	9.1%	8.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.5%	4.4%	6.2%	5.5%	6.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	11.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.6%	2.7%	2.7%	2.7%	4.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.8	44.0	45.0	44.4	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	14.0	14.7	14.2	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	31,202	30,030	30,273	30,870	30,584	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.1%	4.2%	6.3%	5.4%	5.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.3%	75.0%	74.7%	71.7%	71.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.2%	7.3%	7.4%	7.6%	6.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	33.7%	34.7%	35.9%	35.4%	36.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	31	29	27	30	30	27.0%	25.7%	23.9%	27.3%	26.8%
Attrition	7	4	6	4	0					
Attrition Rate	22.6%	13.8%	22.2%	13.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	74	72	74	65	65	64.3%	63.7%	65.5%	59.1%	58.0%
Attrition	3	4	7	4	0					
Attrition Rate	4.1%	5.6%	9.5%	6.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	12	12	15	17	8.7%	10.6%	10.6%	13.6%	15.2%
Attrition	2	1	3	3	0					
Attrition Rate	20.0%	8.3%	25.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	14	14	21	19	22	12.2%	12.4%	18.6%	17.3%	19.6%



## District Report for: SEMINOLE

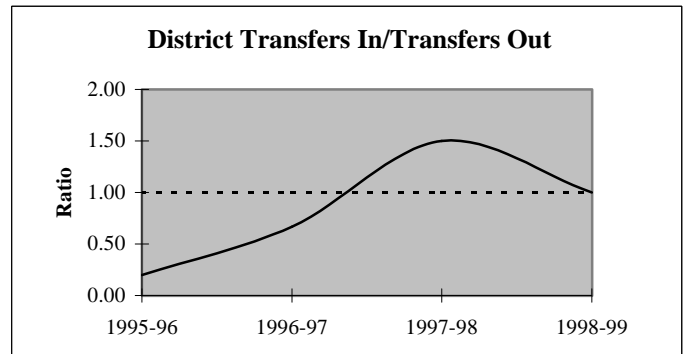
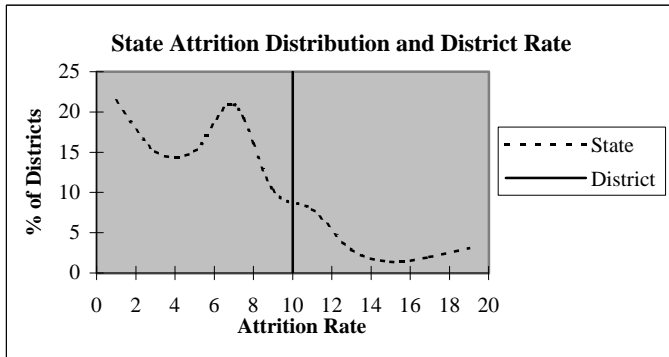
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	115	113	113	110	112	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	8	8	8	9	7.8%	7.1%	7.1%	7.3%	8.0%
Professional Staff	9	9	10	10	10	7.8%	8.0%	8.8%	9.1%	8.9%
<b>Total Teachers</b>	97	96	95	92	93	84.3%	85.0%	84.1%	83.6%	83.0%
Special Education	8	7	7	7	6	8.2%	7.3%	7.4%	7.6%	6.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	47	45	45	43	44	48.5%	46.9%	47.4%	46.7%	47.3%
<b>Middle School</b>	13	14	14	13	14	13.4%	14.6%	14.7%	14.1%	15.1%
Language Arts	5	5	5	5	6	5.2%	5.2%	5.3%	5.4%	6.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	3	2	2	2.1%	3.1%	3.2%	2.2%	2.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	2	2	3	2	3.1%	2.1%	2.1%	3.3%	2.2%
Science	2	2	2	2	3	2.1%	2.1%	2.1%	2.2%	3.2%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	2	1	1	1.0%	2.1%	2.1%	1.1%	1.1%
<b>High School (9-12)</b>	29	30	29	29	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	5	5	5	5	5.2%	5.2%	5.3%	5.4%	5.4%
Art & Music	2	2	3	3	3	2.1%	2.1%	3.2%	3.3%	3.2%
Social Studies	4	4	4	4	4	4.1%	4.2%	4.2%	4.3%	4.3%
Foreign Language	2	2	2	2	2	2.1%	2.1%	2.1%	2.2%	2.2%
Math	4	4	4	4	4	4.1%	4.2%	4.2%	4.3%	4.3%
<b>Science</b>	5	5	4	5	4	5.2%	5.2%	4.2%	5.4%	4.3%
Biology	2	3	2	3	2	2.1%	3.1%	2.1%	3.3%	2.2%
Chemistry	1	1	1	1	1	1.0%	1.0%	1.1%	1.1%	1.1%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	1	2.1%	1.0%	1.1%	1.1%	1.1%
Vocational Education	4	4	4	4	4	4.1%	4.2%	4.2%	4.3%	4.3%
Other	3	4	3	2	3	3.1%	4.2%	3.2%	2.2%	3.2%
<b>Total Enrollments</b>	1,485	1,466	1,489	1,471	1,434	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	153	124	123	100	82	10.3%	8.5%	8.3%	6.8%	5.7%
Grades 1-4	429	450	463	476	453	28.9%	30.7%	31.1%	32.4%	31.6%
Grades 5-6	243	218	203	192	221	16.4%	14.9%	13.6%	13.1%	15.4%
Grades 7-8	248	255	246	212	205	16.7%	17.4%	16.5%	14.4%	14.3%
Grades 9-12	411	414	448	484	471	27.7%	28.2%	30.1%	32.9%	32.8%
Ungraded	1	5	6	7	2	0.1%	0.3%	0.4%	0.5%	0.1%



## District Report for: SEMINOLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	115	113	113	110	112	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	106	103	104	97	99	92.2%	91.2%	92.0%	88.2%	88.4%
<b>Newly Hired</b>	<b>9</b>	<b>10</b>	<b>9</b>	<b>13</b>	<b>13</b>	<b>7.8%</b>	<b>8.8%</b>	<b>8.0%</b>	<b>11.8%</b>	<b>11.6%</b>
Transfers In	1	2	6	4	5	11.1%	20.0%	66.7%	30.8%	38.5%
Reentrants	6	3	1	4	2	66.7%	30.0%	11.1%	30.8%	15.4%
First Time Educators	2	5	2	5	6	22.2%	50.0%	22.2%	38.5%	46.2%
<b>Total Exiting Next Year</b>	<b>12</b>	<b>9</b>	<b>16</b>	<b>11</b>	<b>-</b>	<b>10.4%</b>	<b>8.0%</b>	<b>14.2%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	5	3	4	4	-	41.7%	33.3%	25.0%	36.4%	-
Leave Oklahoma Educ.	7	6	12	7	-	58.3%	66.7%	75.0%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	10.4%	8.0%	14.2%	10.0%	-
Transfers In/Out	0.20	0.67	1.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	1
UCO, Edmond	4	OBU, Shawnee	5
ECU, Ada	67	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	2
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	7	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>115</b>

## District Report for: SEMINOLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	8	8	8	9	7.8%	7.1%	7.1%	7.3%	8.0%
White - Females	3	3	3	3	3	33.3%	37.5%	37.5%	37.5%	33.3%
White - Males	6	5	5	5	5	66.7%	62.5%	62.5%	62.5%	55.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	9	9	10	10	10	7.8%	8.0%	8.8%	9.1%	8.9%
White - Females	8	7	8	8	8	88.9%	77.8%	80.0%	80.0%	80.0%
White - Males	1	1	1	1	1	11.1%	11.1%	10.0%	10.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	11.1%	10.0%	10.0%	10.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	97	96	95	92	93	84.3%	85.0%	84.1%	83.6%	83.0%
White - Females	70	69	67	63	63	72.2%	71.9%	70.5%	68.5%	67.7%
White - Males	23	23	22	24	25	23.7%	24.0%	23.2%	26.1%	26.9%
Black - Females	2	2	2	1	1	2.1%	2.1%	2.1%	1.1%	1.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	2	2	2	2.1%	1.0%	2.1%	2.2%	2.2%
Other - Males	0	1	2	2	2	0.0%	1.0%	2.1%	2.2%	2.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	2	1	4	1	2.1%	2.1%	1.1%	4.3%	1.1%
25-29	5	7	6	7	10	5.2%	7.3%	6.3%	7.6%	11.1%
30-34	13	9	9	9	6	13.4%	9.4%	9.5%	9.8%	6.7%
35-39	15	13	14	12	12	15.5%	13.5%	14.7%	13.0%	13.3%
40-44	10	11	11	11	15	10.3%	11.5%	11.6%	12.0%	16.7%
45-49	18	19	15	13	11	18.6%	19.8%	15.8%	14.1%	12.2%
50-54	24	25	24	17	16	24.7%	26.0%	25.3%	18.5%	17.8%
55+	10	10	15	19	19	10.3%	10.4%	15.8%	20.7%	21.1%
<b>Average Age</b>	43.8	44.0	45.0	44.4	44.5					

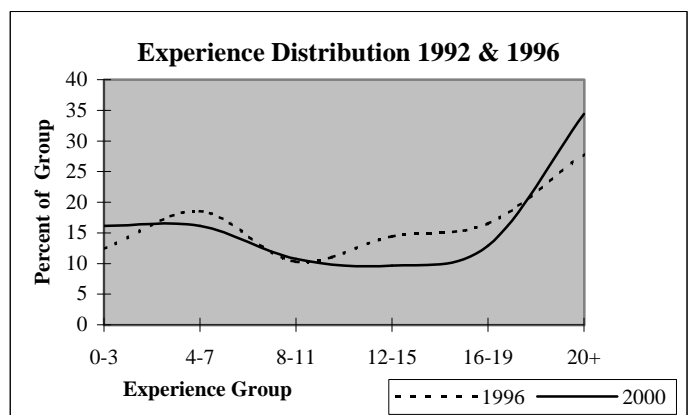
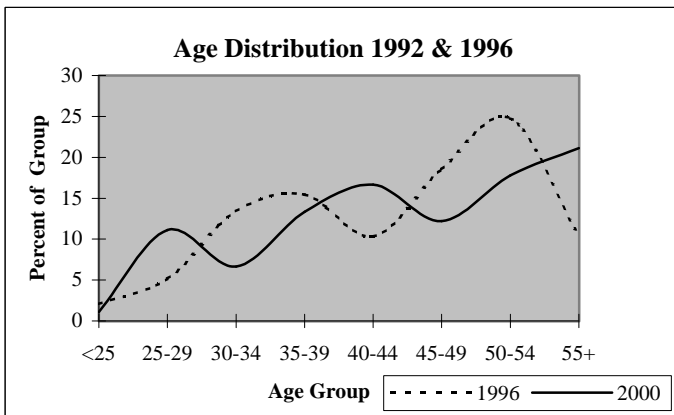
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	14	11	14	15	12.4%	14.6%	11.6%	15.2%	16.1%
4-7 Years	18	14	15	15	15	18.6%	14.6%	15.8%	16.3%	16.1%
8-11 Years	10	11	10	8	10	10.3%	11.5%	10.5%	8.7%	10.8%
12-15 Years	14	14	13	10	9	14.4%	14.6%	13.7%	10.9%	9.7%
16-19 Years	16	13	15	14	12	16.5%	13.5%	15.8%	15.2%	12.9%
20+ Years	27	30	31	31	32	27.8%	31.3%	32.6%	33.7%	34.4%
<b>Average Experience</b>	13.8	14.0	14.7	14.2	14.1					

## District Report for: SEMINOLE

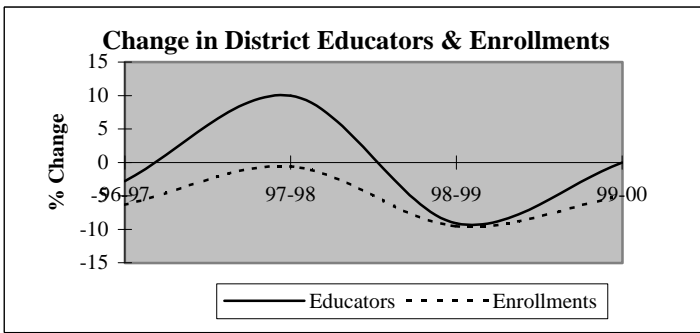
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	12	9	16	11	-	10.4%	8.0%	14.2%	10.0%	-
Attrition from Transfers	5	3	4	4	-	4.3%	2.7%	3.5%	3.6%	-
Attrition from Exits	7	6	12	7	-	6.1%	5.3%	10.6%	6.4%	-
<b>Teacher Attrition</b>	<b>10</b>	<b>7</b>	<b>16</b>	<b>10</b>	<b>-</b>	<b>10.3%</b>	<b>7.3%</b>	<b>16.8%</b>	<b>10.9%</b>	<b>-</b>
Attrition from Transfers	5	2	4	4	-	5.2%	2.1%	4.2%	4.3%	-
Attrition from Exits	5	5	12	6	-	5.2%	5.2%	12.6%	6.5%	-
<b>District Retention</b>										
Educator Retention	103	104	97	99	-	89.6%	92.0%	85.8%	90.0%	-
Teacher Retention	87	89	79	82	-	89.7%	92.7%	83.2%	89.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	73.7%	10.5%	84.2%	78.2%	9.6%	87.8%
1 Year of Experience	91.7%	8.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	91.7%	0.0%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	5.6%	72.2%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	7.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	94.7%	5.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.9%	0.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.0%	92.9%	96.5%	90.9%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.0%	7.1%	2.7%	8.2%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WEWOKA

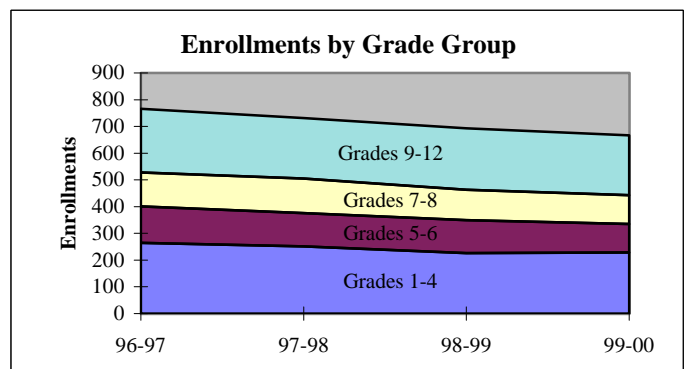
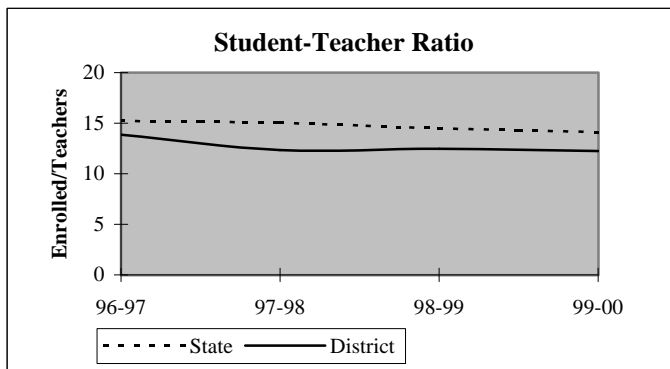


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.1	10.9	10.9	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.5	13.9	12.4	12.5	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	-9	-2	7	-7	0	-	-	-	-	-
% Change in Educators	-11.1%	-2.8%	10.0%	-9.1%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	41	-57	-5	-80	-38	-	-	-	-	-
% Change in Enrollments	4.8%	-6.3%	-0.6%	-9.5%	-5.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.2%	2.9%	14.3%	2.9%	5.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.7%	6.5%	7.1%	8.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	7.1%	5.2%	5.7%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.9%	7.1%	6.5%	7.1%	8.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	25.0%	20.0%	20.0%	16.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	1.3%	1.4%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.7	43.0	43.0	43.2	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	14.5	12.9	12.7	12.8	13.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,215	28,786	27,614	29,820	30,070	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.1%	6.6%	4.4%	4.9%	8.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	74.2%	70.5%	69.1%	73.8%	72.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.9%	13.1%	13.2%	14.8%	15.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	58.3%	56.2%	57.4%	56.7%	57.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	22	25	29	26	25	30.6%	35.7%	37.7%	37.1%	35.7%
Attrition	1	7	6	5	0					
Attrition Rate	4.5%	28.0%	20.7%	19.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	43	39	38	36	37	59.7%	55.7%	49.4%	51.4%	52.9%
Attrition	8	2	5	4	0					
Attrition Rate	18.6%	5.1%	13.2%	11.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	6	10	8	8	9.7%	8.6%	13.0%	11.4%	11.4%
Attrition Rate	28.6%	16.7%	30.0%	12.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	12	9	12	10	11	16.7%	12.9%	15.6%	14.3%	15.7%

## District Report for: WEWOKA

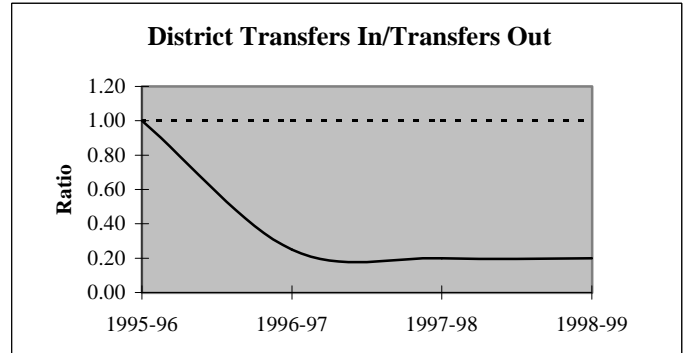
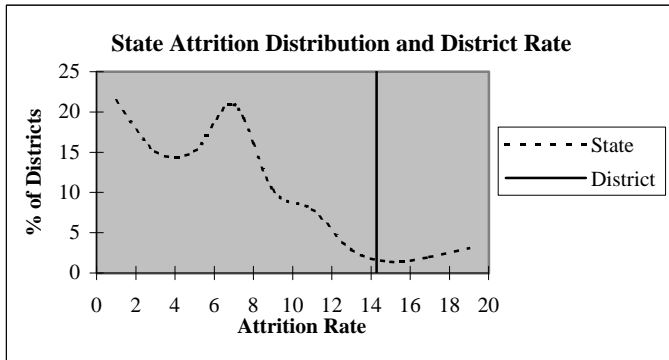
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	72	70	77	70	70	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	5	6	5.6%	5.7%	6.5%	7.1%	8.6%
Professional Staff	6	5	4	4	5	8.3%	7.1%	5.2%	5.7%	7.1%
<b>Total Teachers</b>	62	61	68	61	59	86.1%	87.1%	88.3%	87.1%	84.3%
Special Education	8	8	9	9	9	12.9%	13.1%	13.2%	14.8%	15.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	25	26	25	24	40.3%	41.0%	38.2%	41.0%	40.7%
<b>Middle School</b>	10	10	9	9	7	16.1%	16.4%	13.2%	14.8%	11.9%
Language Arts	2	2	3	3	2	3.2%	3.3%	4.4%	4.9%	3.4%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	1	2	2	2	4.8%	1.6%	2.9%	3.3%	3.4%
Foreign Language	1	1	0	0	0	1.6%	1.6%	0.0%	0.0%	0.0%
Math	1	2	1	1	1	1.6%	3.3%	1.5%	1.6%	1.7%
Science	1	1	2	2	1	1.6%	1.6%	2.9%	3.3%	1.7%
Vocational Education	0	1	1	1	1	0.0%	1.6%	1.5%	1.6%	1.7%
Other	2	2	0	0	0	3.2%	3.3%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	19	18	24	18	19	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	3	3	4.8%	3.3%	2.9%	4.9%	5.1%
Art & Music	3	3	3	3	3	4.8%	4.9%	4.4%	4.9%	5.1%
Social Studies	2	2	1	0	2	3.2%	3.3%	1.5%	0.0%	3.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	4	3	4	4.8%	4.9%	5.9%	4.9%	6.8%
<b>Science</b>	2	2	2	2	2	3.2%	3.3%	2.9%	3.3%	3.4%
Biology	1	1	1	1	1	1.6%	1.6%	1.5%	1.6%	1.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	1.6%	1.6%	1.5%	1.6%	1.7%
Vocational Education	4	4	4	4	4	6.5%	6.6%	5.9%	6.6%	6.8%
Other	2	2	8	3	1	3.2%	3.3%	11.8%	4.9%	1.7%
<b>Total Enrollments</b>	902	845	840	760	722	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	84	70	108	67	54	9.3%	8.3%	12.9%	8.8%	7.5%
Grades 1-4	280	264	251	226	228	31.0%	31.2%	29.9%	29.7%	31.6%
Grades 5-6	133	137	125	124	107	14.7%	16.2%	14.9%	16.3%	14.8%
Grades 7-8	143	127	129	113	108	15.9%	15.0%	15.4%	14.9%	15.0%
Grades 9-12	255	238	226	230	224	28.3%	28.2%	26.9%	30.3%	31.0%
Ungraded	7	9	1	0	1	0.8%	1.1%	0.1%	0.0%	0.1%



## District Report for: WEWOKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	72	70	77	70	70	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	66	61	60	63	60	91.7%	87.1%	77.9%	90.0%	85.7%
<b>Newly Hired</b>	<b>6</b>	<b>9</b>	<b>17</b>	<b>7</b>	<b>10</b>	<b>8.3%</b>	<b>12.9%</b>	<b>22.1%</b>	<b>10.0%</b>	<b>14.3%</b>
Transfers In	4	2	1	1	6	66.7%	22.2%	5.9%	14.3%	60.0%
Reentrants	1	2	6	4	2	16.7%	22.2%	35.3%	57.1%	20.0%
First Time Educators	1	5	10	2	2	16.7%	55.6%	58.8%	28.6%	20.0%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>10</b>	<b>14</b>	<b>10</b>	<b>-</b>	<b>15.3%</b>	<b>14.3%</b>	<b>18.2%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	4	8	5	5	-	36.4%	80.0%	35.7%	50.0%	-
Leave Oklahoma Educ.	7	2	9	5	-	63.6%	20.0%	64.3%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	15.3%	14.3%	18.2%	14.3%	-
Transfers In/Out	1.00	0.25	0.20	0.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	2
ECU, Ada	40	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	5	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>72</b>

## District Report for: WEWOKA

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	4	4	5	5	6	5.6%	5.7%	6.5%	7.1%	8.6%
White - Females	0	0	1	1	1	0.0%	0.0%	20.0%	20.0%	16.7%
White - Males	4	3	3	3	4	100.0%	75.0%	60.0%	60.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	25.0%	20.0%	20.0%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	5	4	4	5	8.3%	7.1%	5.2%	5.7%	7.1%
White - Females	5	4	3	3	4	83.3%	80.0%	75.0%	75.0%	80.0%
White - Males	1	1	0	0	1	16.7%	20.0%	0.0%	0.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	0	0.0%	0.0%	25.0%	25.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	62	61	68	61	59	86.1%	87.1%	88.3%	87.1%	84.3%
White - Females	41	40	45	43	40	66.1%	65.6%	66.2%	70.5%	67.8%
White - Males	16	17	20	15	14	25.8%	27.9%	29.4%	24.6%	23.7%
Black - Females	4	2	2	2	3	6.5%	3.3%	2.9%	3.3%	5.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	1.6%	1.6%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	2	0.0%	1.6%	1.5%	1.6%	3.4%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	1	4	0	0	0.0%	1.6%	5.9%	0.0%	0.0%
25-29	4	3	5	5	2	6.5%	4.9%	7.4%	8.2%	3.5%
30-34	7	8	7	7	7	11.3%	13.1%	10.3%	11.5%	12.3%
35-39	8	8	9	9	8	12.9%	13.1%	13.2%	14.8%	14.0%
40-44	16	15	11	12	11	25.8%	24.6%	16.2%	19.7%	19.3%
45-49	8	12	15	14	12	12.9%	19.7%	22.1%	23.0%	21.1%
50-54	10	7	8	9	9	16.1%	11.5%	11.8%	14.8%	15.8%
55+	9	7	9	5	8	14.5%	11.5%	13.2%	8.2%	14.0%
Average Age	43.7	43.0	43.0	43.2	44.0					

Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	9	12	16	13	12	14.5%	19.7%	23.5%	21.3%	20.3%
4-7 Years	11	10	12	12	11	17.7%	16.4%	17.6%	19.7%	18.6%
8-11 Years	4	6	5	5	7	6.5%	9.8%	7.4%	8.2%	11.9%
12-15 Years	8	7	5	4	3	12.9%	11.5%	7.4%	6.6%	5.1%
16-19 Years	12	10	11	8	7	19.4%	16.4%	16.2%	13.1%	11.9%
20+ Years	18	16	19	19	19	29.0%	26.2%	27.9%	31.1%	32.2%
Average Experience	14.5	12.9	12.7	12.8	13.2					

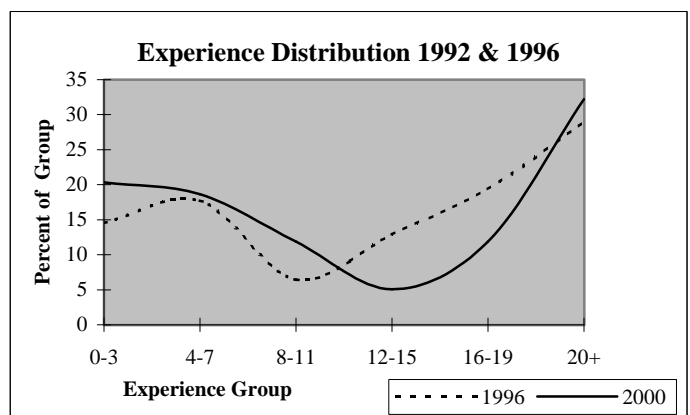
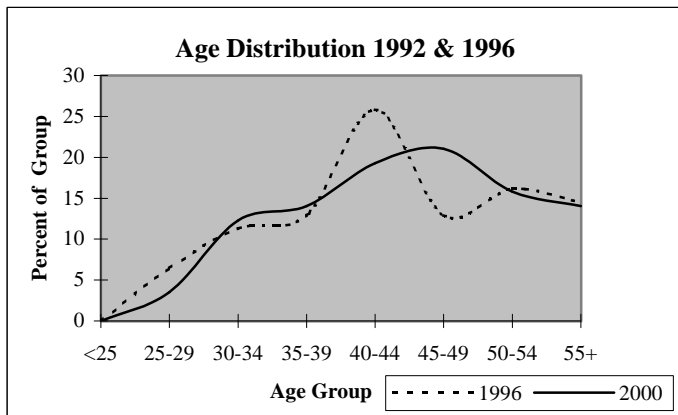


# District Report for: WEWOKA

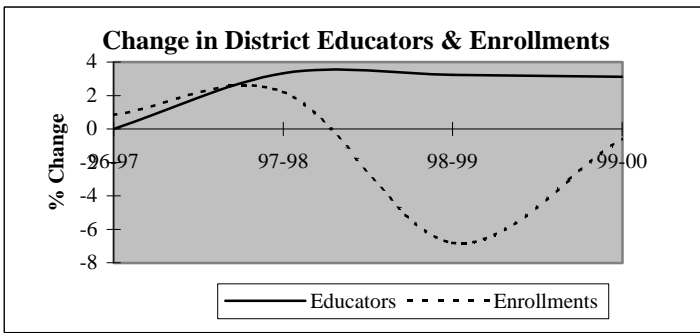
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	10	14	10	-	15.3%	14.3%	18.2%	14.3%	-
Attrition from Transfers	4	8	5	5	-	5.6%	11.4%	6.5%	7.1%	-
Attrition from Exits	7	2	9	5	-	9.7%	2.9%	11.7%	7.1%	-
<b>Teacher Attrition</b>	<b>7</b>	<b>8</b>	<b>13</b>	<b>9</b>	<b>-</b>	<b>11.3%</b>	<b>13.1%</b>	<b>19.1%</b>	<b>14.8%</b>	<b>-</b>
Attrition from Transfers	2	6	4	5	-	3.2%	9.8%	5.9%	8.2%	-
Attrition from Exits	5	2	9	4	-	8.1%	3.3%	13.2%	6.6%	-
<b>District Retention</b>										
Educator Retention	61	60	63	60	-	84.7%	85.7%	81.8%	85.7%	-
Teacher Retention	55	53	55	52	-	88.7%	86.9%	80.9%	85.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	72.0%	12.0%	84.0%	78.2%	9.6%	87.8%
1 Year of Experience	68.8%	25.0%	93.8%	84.2%	6.9%	91.1%
2 Years of Experience	64.3%	7.1%	71.4%	85.2%	5.9%	91.1%
3 Years of Experience	91.7%	0.0%	91.7%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	7.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	11.1%	94.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.4%	0.0%	1.3%	1.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.8%	90.0%	75.3%	90.0%	94.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.8%	10.0%	23.4%	8.6%	5.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BOWLEGS

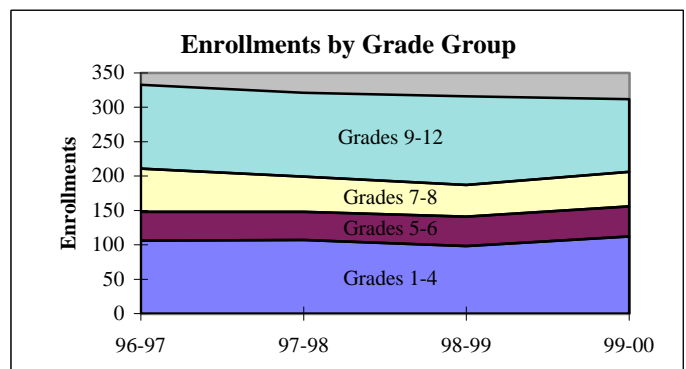
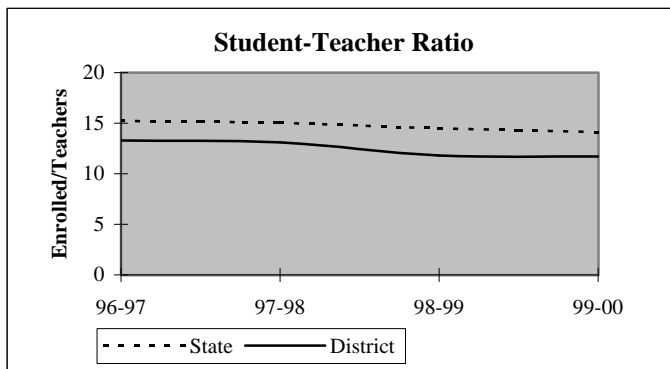


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	12.0	11.8	10.7	10.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.2	13.3	13.1	11.8	11.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	1	1	1	-	-	-	-	-
% Change in Educators	7.1%	0.0%	3.3%	3.2%	3.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	21	3	8	-25	-2	-	-	-	-	-
% Change in Enrollments	6.3%	0.8%	2.2%	-6.8%	-0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	3.3%	3.2%	3.1%	3.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.7%	6.5%	6.3%	9.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	3.3%	3.2%	3.1%	3.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	10.0%	6.5%	3.1%	3.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.0	41.0	41.8	42.7	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	9.7	9.8	10.4	10.6	11.2	12.1	12.3	12.3	12.2	12.2
Average Salary	31,098	29,761	29,467	30,069	29,823	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.7%	7.4%	3.6%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.4%	70.4%	75.0%	72.4%	69.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.8%	14.8%	14.3%	13.8%	13.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.0%	31.5%	33.0%	43.0%	35.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	13	15	16	14	46.7%	43.3%	48.4%	50.0%	42.4%
Attrition	1	4	1	4	0					
Attrition Rate	7.1%	30.8%	6.7%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	14	12	11	12	43.3%	46.7%	38.7%	34.4%	36.4%
Attrition	1	2	1	0	0					
Attrition Rate	7.7%	14.3%	8.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	4	5	7	10.0%	10.0%	12.9%	15.6%	21.2%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	5	6	7	10.0%	10.0%	16.1%	18.8%	21.2%

## District Report for: BOWLEGS

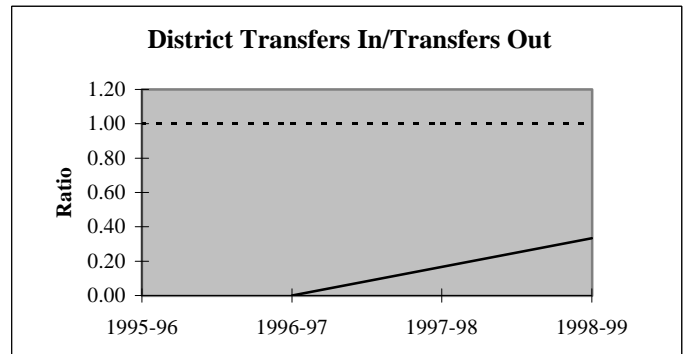
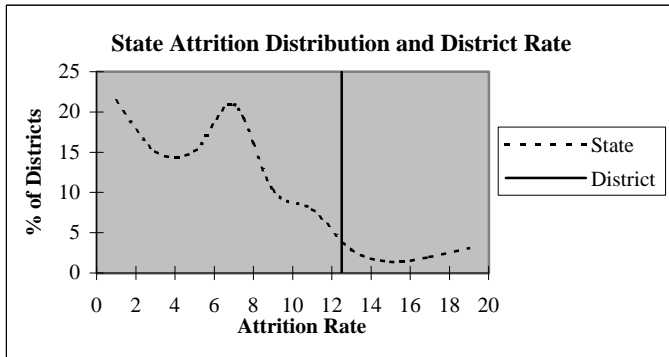
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	30	31	32	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	3	6.7%	6.7%	6.5%	6.3%	9.1%
Professional Staff	1	1	1	1	1	3.3%	3.3%	3.2%	3.1%	3.0%
<b>Total Teachers</b>	27	27	28	29	29	90.0%	90.0%	90.3%	90.6%	87.9%
Special Education	4	4	4	4	4	14.8%	14.8%	14.3%	13.8%	13.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	11	11	11	11	40.7%	40.7%	39.3%	37.9%	37.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	13	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	2	11.1%	11.1%	10.7%	10.3%	6.9%
Art & Music	1	1	2	1	1	3.7%	3.7%	7.1%	3.4%	3.4%
Social Studies	2	2	3	3	3	7.4%	7.4%	10.7%	10.3%	10.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	1	1	1	3.7%	7.4%	3.6%	3.4%	3.4%
<b>Science</b>	2	1	2	1	1	7.4%	3.7%	7.1%	3.4%	3.4%
Biology	1	0	1	1	1	3.7%	0.0%	3.6%	3.4%	3.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	3.7%	3.7%	3.6%	0.0%	0.0%
Vocational Education	3	3	2	3	4	11.1%	11.1%	7.1%	10.3%	13.8%
Other	0	0	0	2	2	0.0%	0.0%	0.0%	6.9%	6.9%
<b>Total Enrollments</b>	356	359	367	342	340	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	23	26	46	26	28	6.5%	7.2%	12.5%	7.6%	8.2%
Grades 1-4	89	106	107	98	112	25.0%	29.5%	29.2%	28.7%	32.9%
Grades 5-6	52	42	41	43	44	14.6%	11.7%	11.2%	12.6%	12.9%
Grades 7-8	61	63	51	46	50	17.1%	17.5%	13.9%	13.5%	14.7%
Grades 9-12	131	122	122	129	106	36.8%	34.0%	33.2%	37.7%	31.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BOWLEGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	30	31	32	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	28	23	29	28	90.0%	93.3%	74.2%	90.6%	84.8%
<b>Newly Hired</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>10.0%</b>	<b>6.7%</b>	<b>25.8%</b>	<b>9.4%</b>	<b>15.2%</b>
Transfers In	1	0	5	1	2	33.3%	0.0%	62.5%	33.3%	40.0%
Reentrants	0	0	1	0	2	0.0%	0.0%	12.5%	0.0%	40.0%
First Time Educators	2	2	2	2	1	66.7%	100.0%	25.0%	66.7%	20.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>6.7%</b>	<b>23.3%</b>	<b>6.5%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	0	5	0	3	-	0.0%	71.4%	0.0%	75.0%	-
Leave Oklahoma Educ.	2	2	2	1	-	100.0%	28.6%	100.0%	25.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	23.3%	6.5%	12.5%	-
Transfers In/Out	nc	0.00	nc	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	25	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>30</b>

## District Report for: BOWLEGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	3	6.7%	6.7%	6.5%	6.3%	9.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.3%	3.3%	3.2%	3.1%	3.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	27	27	28	29	29	90.0%	90.0%	90.3%	90.6%	87.9%
White - Females	18	17	20	21	20	66.7%	63.0%	71.4%	72.4%	69.0%
White - Males	8	8	7	8	9	29.6%	29.6%	25.0%	27.6%	31.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	1	0	0	3.7%	7.4%	3.6%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	2	1	0	3.7%	7.4%	7.1%	3.4%	0.0%
25-29	2	1	1	2	2	7.4%	3.7%	3.6%	6.9%	7.1%
30-34	3	4	5	5	5	11.1%	14.8%	17.9%	17.2%	17.9%
35-39	3	2	1	1	1	11.1%	7.4%	3.6%	3.4%	3.6%
40-44	9	8	9	4	4	33.3%	29.6%	32.1%	13.8%	14.3%
45-49	3	5	4	10	8	11.1%	18.5%	14.3%	34.5%	28.6%
50-54	4	4	5	3	2	14.8%	14.8%	17.9%	10.3%	7.1%
55+	2	1	1	3	6	7.4%	3.7%	3.6%	10.3%	21.4%
<b>Average Age</b>	41.0	41.0	41.8	42.7	44.2					

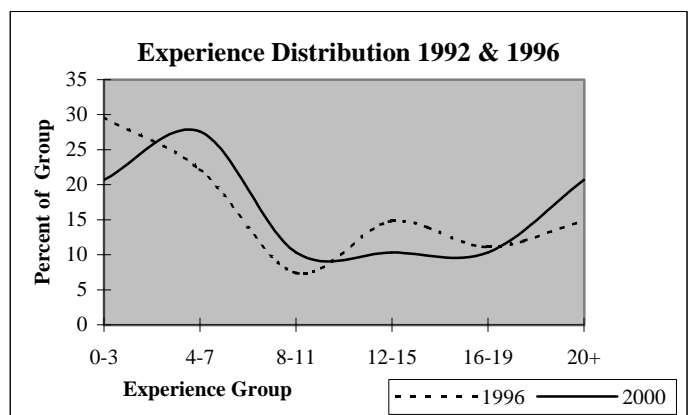
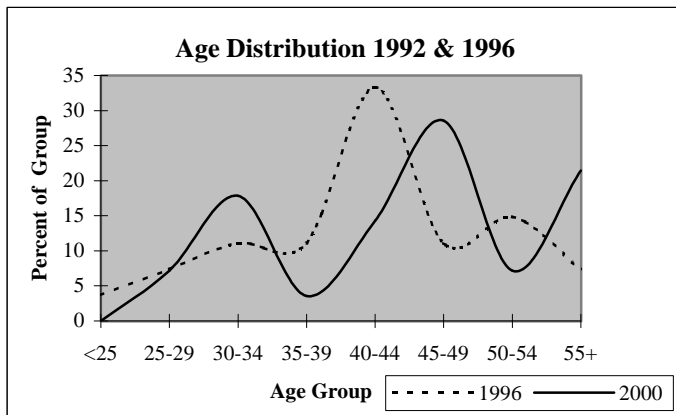
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	8	5	6	6	29.6%	29.6%	17.9%	20.7%	20.7%
4-7 Years	6	5	10	10	8	22.2%	18.5%	35.7%	34.5%	27.6%
8-11 Years	2	2	1	1	3	7.4%	7.4%	3.6%	3.4%	10.3%
12-15 Years	4	5	5	4	3	14.8%	18.5%	17.9%	13.8%	10.3%
16-19 Years	3	2	2	2	3	11.1%	7.4%	7.1%	6.9%	10.3%
20+ Years	4	5	5	6	6	14.8%	18.5%	17.9%	20.7%	20.7%
<b>Average Experience</b>	9.7	9.8	10.4	10.6	11.2					

## District Report for: BOWLEGS

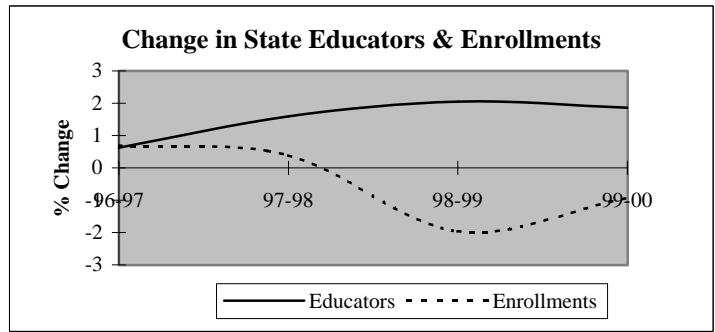
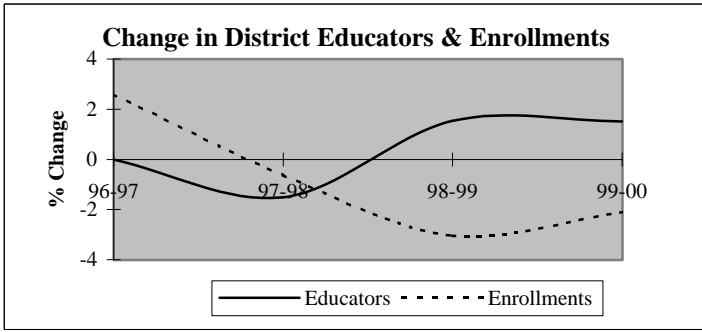
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	7	2	4	-	6.7%	23.3%	6.5%	12.5%	-
Attrition from Transfers	0	5	0	3	-	0.0%	16.7%	0.0%	9.4%	-
Attrition from Exits	2	2	2	1	-	6.7%	6.7%	6.5%	3.1%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>7.4%</b>	<b>22.2%</b>	<b>7.1%</b>	<b>13.8%</b>	<b>-</b>
Attrition from Transfers	0	5	0	3	-	0.0%	18.5%	0.0%	10.3%	-
Attrition from Exits	2	1	2	1	-	7.4%	3.7%	7.1%	3.4%	-
<b>District Retention</b>										
Educator Retention	28	23	29	28	-	93.3%	76.7%	93.5%	87.5%	-
Teacher Retention	25	21	26	25	-	92.6%	77.8%	92.9%	86.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	77.8%	11.1%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.0%	10.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	72.7%	18.2%	90.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	93.3%	90.3%	93.8%	87.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	6.7%	9.7%	6.3%	9.1%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: KONAWA

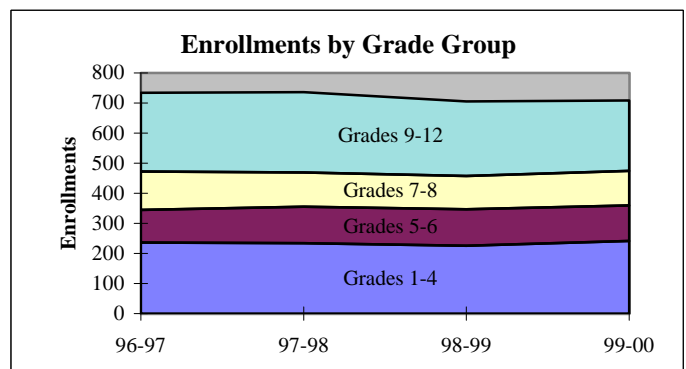
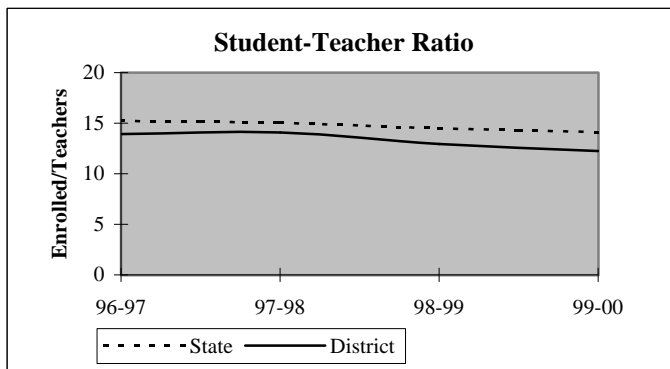


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	12.0	12.1	11.6	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	13.9	14.1	12.9	12.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-1	1	1	-	-	-	-	-
% Change in Educators	1.5%	0.0%	-1.5%	1.5%	1.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-11	20	-5	-24	-16	-	-	-	-	-
% Change in Enrollments	-1.4%	2.6%	-0.6%	-3.0%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	1.5%	1.5%	3.0%	3.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.6%	9.1%	9.2%	7.6%	6.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	4.5%	4.6%	3.0%	3.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.1%	6.1%	6.2%	6.1%	4.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	43.9	45.0	44.8	46.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.3	13.5	13.8	13.7	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,459	28,458	29,552	30,106	29,946	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.9%	7.0%	7.1%	6.8%	4.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.9%	75.4%	76.8%	76.3%	77.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	8.8%	8.9%	8.5%	6.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.7%	38.8%	40.0%	41.1%	39.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	18	21	19	20	22	27.3%	31.8%	29.2%	30.3%	32.8%
Attrition	2	5	4	4	0					
Attrition Rate	11.1%	23.8%	21.1%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	38	32	34	36	36	57.6%	48.5%	52.3%	54.5%	53.7%
Attrition	7	1	1	2	0					
Attrition Rate	18.4%	3.1%	2.9%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	13	12	10	9	15.2%	19.7%	18.5%	15.2%	13.4%
Attrition	0	2	3	1	0					
Attrition Rate	0.0%	15.4%	25.0%	10.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	14	14	13	10	13	21.2%	21.2%	20.0%	15.2%	19.4%

## District Report for: KONAWA

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	66	66	65	66	67	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	6	5	4	7.6%	9.1%	9.2%	7.6%	6.0%
Professional Staff	3	3	3	2	2	4.5%	4.5%	4.6%	3.0%	3.0%
<b>Total Teachers</b>	58	57	56	59	61	87.9%	86.4%	86.2%	89.4%	91.0%
Special Education	5	5	5	5	4	8.6%	8.8%	8.9%	8.5%	6.6%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.6%
Elementary	27	27	26	27	29	46.6%	47.4%	46.4%	45.8%	47.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	26	25	25	27	27	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	5	5	5	5	8.6%	8.8%	8.9%	8.5%	8.2%
Art & Music	2	2	2	2	2	3.4%	3.5%	3.6%	3.4%	3.3%
Social Studies	4	4	4	3	3	6.9%	7.0%	7.1%	5.1%	4.9%
Foreign Language	1	1	1	1	1	1.7%	1.8%	1.8%	1.7%	1.6%
Math	3	3	3	3	3	5.2%	5.3%	5.4%	5.1%	4.9%
<b>Science</b>	3	3	3	3	3	5.2%	5.3%	5.4%	5.1%	4.9%
Biology	1	1	1	1	1	1.7%	1.8%	1.8%	1.7%	1.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	3.4%	3.5%	3.6%	3.4%	3.3%
Vocational Education	5	5	5	5	5	8.6%	8.8%	8.9%	8.5%	8.2%
Other	3	2	2	5	5	5.2%	3.5%	3.6%	8.5%	8.2%
<b>Total Enrollments</b>	773	793	788	764	748	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	41	59	52	59	40	5.3%	7.4%	6.6%	7.7%	5.3%
Grades 1-4	227	236	234	226	241	29.4%	29.8%	29.7%	29.6%	32.2%
Grades 5-6	117	109	121	121	119	15.1%	13.7%	15.4%	15.8%	15.9%
Grades 7-8	138	127	114	110	115	17.9%	16.0%	14.5%	14.4%	15.4%
Grades 9-12	250	262	267	248	233	32.3%	33.0%	33.9%	32.5%	31.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

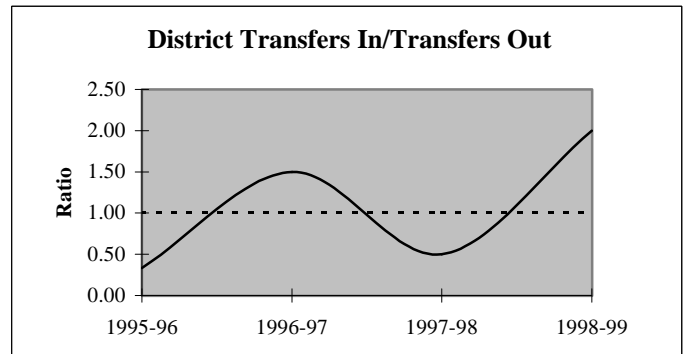
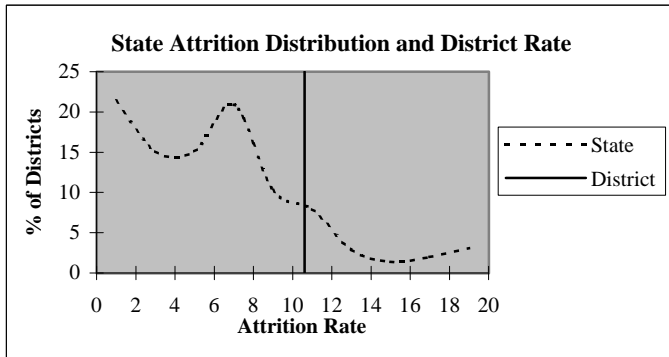




## District Report for: KONAWA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	66	66	65	66	67	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	60	57	58	57	59	90.9%	86.4%	89.2%	86.4%	88.1%
<b>Newly Hired</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>9.1%</b>	<b>13.6%</b>	<b>10.8%</b>	<b>13.6%</b>	<b>11.9%</b>
Transfers In	2	3	2	4	2	33.3%	33.3%	28.6%	44.4%	25.0%
Reentrants	0	1	1	0	0	0.0%	11.1%	14.3%	0.0%	0.0%
First Time Educators	4	5	4	5	6	66.7%	55.6%	57.1%	55.6%	75.0%
<b>Total Exiting Next Year</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>-</b>	<b>13.6%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	6	2	4	2	-	66.7%	25.0%	50.0%	28.6%	-
Leave Oklahoma Educ.	3	6	4	5	-	33.3%	75.0%	50.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	13.6%	12.1%	12.3%	10.6%	-
Transfers In/Out	0.33	1.50	0.50	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	50	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>66</b>

## District Report for: KONAWA

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	5	6	6	5	4	7.6%	9.1%	9.2%	7.6%	6.0%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
White - Males	5	6	6	5	3	100.0%	100.0%	100.0%	100.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	2	2	4.5%	4.5%	4.6%	3.0%	3.0%
White - Females	2	2	2	1	1	66.7%	66.7%	66.7%	50.0%	50.0%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	58	57	56	59	61	87.9%	86.4%	86.2%	89.4%	91.0%
White - Females	40	39	39	41	44	69.0%	68.4%	69.6%	69.5%	72.1%
White - Males	14	14	13	14	14	24.1%	24.6%	23.2%	23.7%	23.0%
Black - Females	2	2	2	2	1	3.4%	3.5%	3.6%	3.4%	1.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	3.4%	3.5%	3.6%	3.4%	3.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
25-29	5	6	5	5	3	8.6%	10.5%	9.1%	8.6%	5.2%
30-34	4	5	3	2	3	6.9%	8.8%	5.5%	3.4%	5.2%
35-39	10	9	8	8	4	17.2%	15.8%	14.5%	13.8%	6.9%
40-44	5	7	8	12	12	8.6%	12.3%	14.5%	20.7%	20.7%
45-49	16	15	14	9	13	27.6%	26.3%	25.5%	15.5%	22.4%
50-54	10	5	8	12	12	17.2%	8.8%	14.5%	20.7%	20.7%
55+	8	10	9	9	10	13.8%	17.5%	16.4%	15.5%	17.2%
Average Age	44.3	43.9	45.0	44.8	46.3					

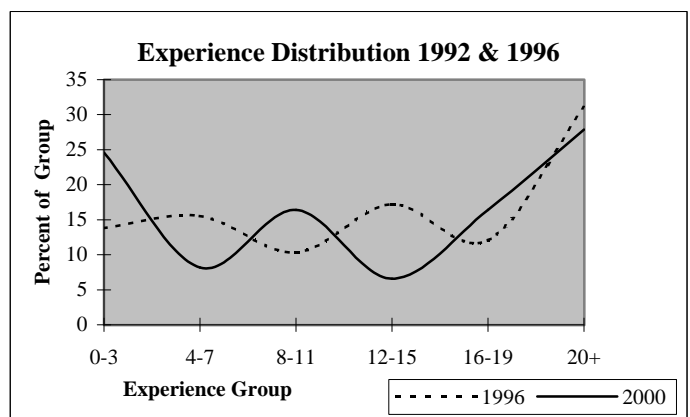
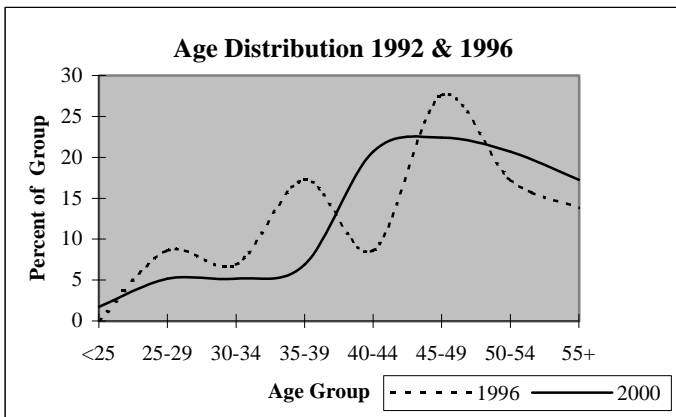
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	8	10	12	12	15	13.8%	17.5%	21.4%	20.3%	24.6%
4-7 Years	9	9	5	6	5	15.5%	15.8%	8.9%	10.2%	8.2%
8-11 Years	6	6	8	9	10	10.3%	10.5%	14.3%	15.3%	16.4%
12-15 Years	10	8	4	5	4	17.2%	14.0%	7.1%	8.5%	6.6%
16-19 Years	7	10	8	9	10	12.1%	17.5%	14.3%	15.3%	16.4%
20+ Years	18	14	19	18	17	31.0%	24.6%	33.9%	30.5%	27.9%
Average Experience	14.3	13.5	13.8	13.7	13.8					

# District Report for: KONAWA

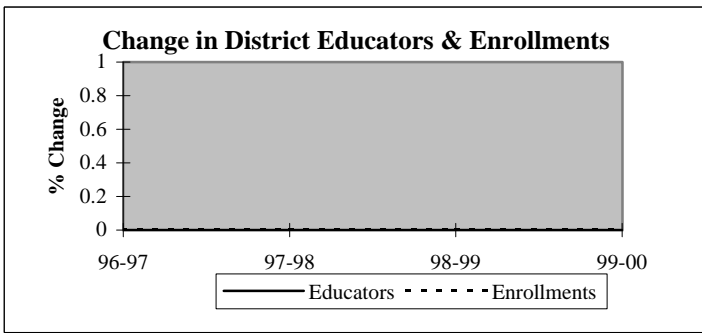
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	9	8	8	7	-	13.6%	12.1%	12.3%	10.6%	-
Attrition from Transfers	6	2	4	2	-	9.1%	3.0%	6.2%	3.0%	-
Attrition from Exits	3	6	4	5	-	4.5%	9.1%	6.2%	7.6%	-
<b>Teacher Attrition</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>13.8%</b>	<b>12.3%</b>	<b>10.7%</b>	<b>8.5%</b>	<b>-</b>
Attrition from Transfers	5	2	4	2	-	8.6%	3.5%	7.1%	3.4%	-
Attrition from Exits	3	5	2	3	-	5.2%	8.8%	3.6%	5.1%	-
<b>District Retention</b>										
Educator Retention	57	58	57	59	-	86.4%	87.9%	87.7%	89.4%	-
Teacher Retention	50	50	50	54	-	86.2%	87.7%	89.3%	91.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	65.0%	20.0%	85.0%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	9.1%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	70.0%	20.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	0.0%	87.5%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	1.5%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	87.9%	92.3%	90.9%	91.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	3.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.1%	9.1%	7.7%	7.6%	9.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PLEASANT GROVE

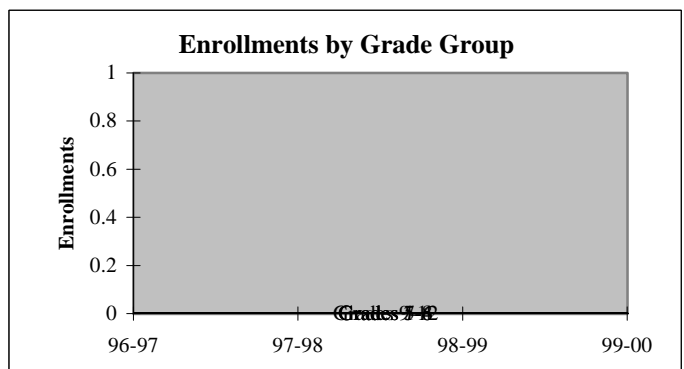
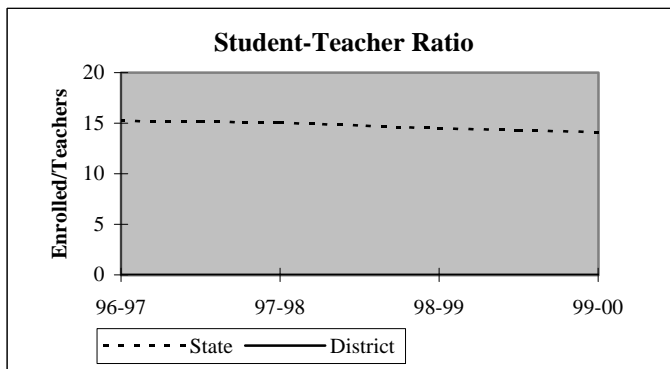


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	nc	nc	nc	nc	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	nc	nc	nc	nc	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	-15	0	0	0	0	-	-	-	-	-
% Change in Educators	-100.0%	#####	#####	#####	#####	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-139	0	0	0	0	-	-	-	-	-
% Change in Enrollments	-100.0%	#####	#####	#####	#####	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	nc	nc	nc	nc	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	nc	nc	nc	nc	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	nc	nc	nc	nc	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	nc	nc	nc	nc	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	nc	nc	nc	nc	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	nc	nc	nc	nc	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	0.0	0.0	0.0	0.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	0.0	0.0	0.0	0.0	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	0	0	0	0	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	nc	nc	nc	nc	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	nc	nc	nc	nc	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	nc	nc	nc	nc	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

## District Report for: PLEASANT GROVE

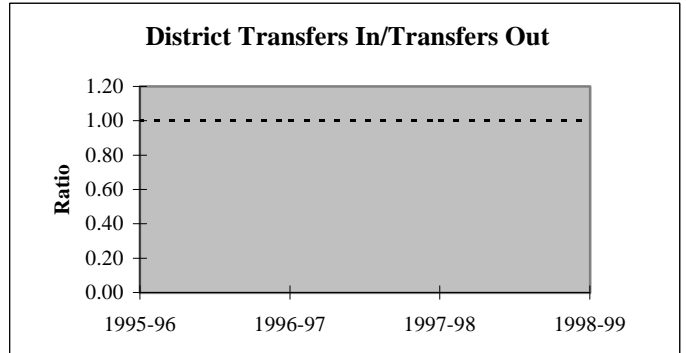
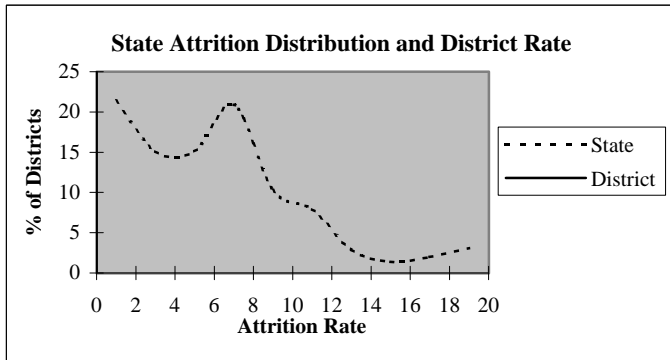
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PLEASANT GROVE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	nc	nc	nc	nc	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	-

## District Report for: PLEASANT GROVE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
50-54	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	0.0	0.0	0.0	0.0	0.0					

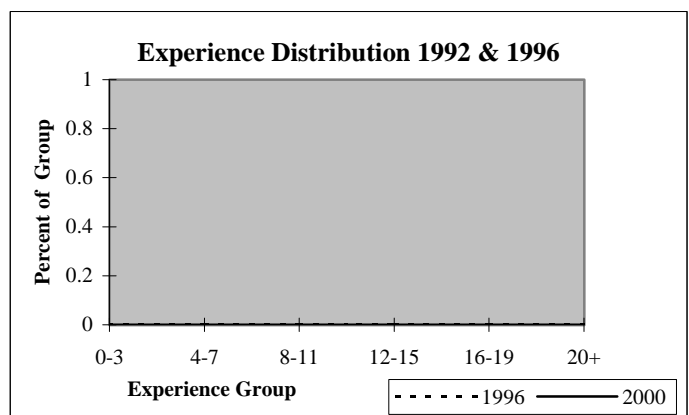
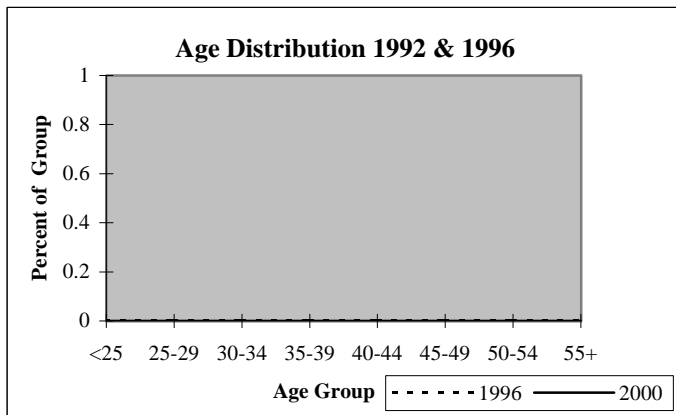
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	0.0	0.0	0.0	0.0	0.0					

## District Report for: PLEASANT GROVE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>Teacher Attrition</b>	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Transfers	0	0	0	0	-	nc	nc	nc	nc	-
Attrition from Exits	0	0	0	0	-	nc	nc	nc	nc	-
<b>District Retention</b>										
Educator Retention	0	0	0	0	-	nc	nc	nc	nc	-
Teacher Retention	0	0	0	0	-	nc	nc	nc	nc	-

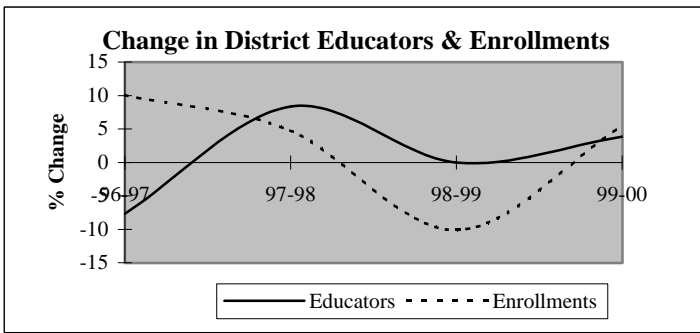
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	0.0%	100.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	0.0%	50.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	100.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	0.0%	0.0%	0.0%	0.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	100.0%	100.0%	100.0%	100.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: NEW LIMA

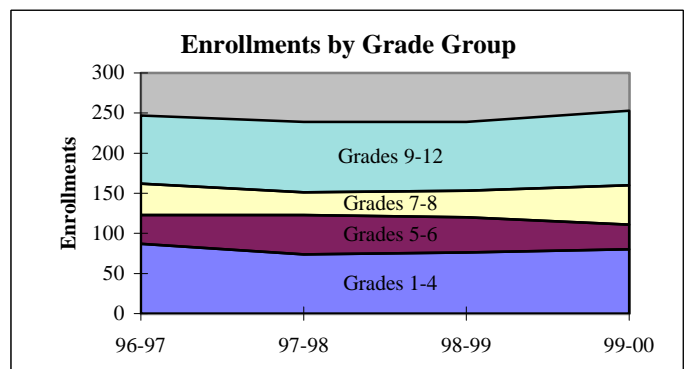
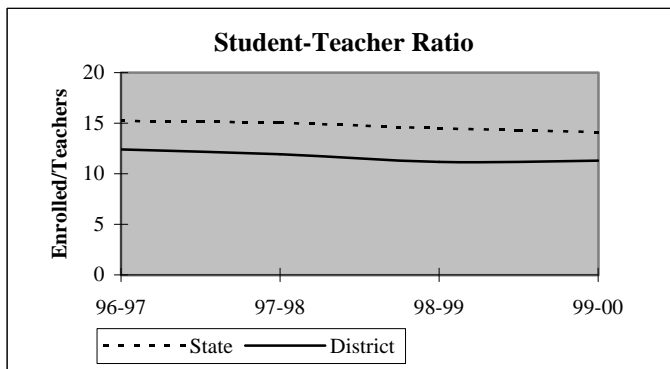


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.5	11.4	11.0	9.9	10.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.3	12.4	11.9	11.2	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	2	0	1	-	-	-	-	-
% Change in Educators	0.0%	-7.7%	8.3%	0.0%	3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-30	25	13	-29	14	-	-	-	-	-
% Change in Enrollments	-10.8%	10.1%	4.8%	-10.1%	5.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	3.8%	3.8%	3.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.8%	4.2%	3.8%	7.7%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.8%	4.2%	3.8%	3.8%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.7%	4.2%	3.8%	3.8%	7.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	3.8%	3.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	46.1	44.5	45.5	43.8	44.4	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	13.3	13.8	12.5	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	31,149	30,199	30,031	29,808	29,440	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.3%	4.5%	4.2%	4.3%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.2%	81.8%	87.5%	78.3%	79.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.5%	13.6%	12.5%	13.0%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.7%	44.0%	47.9%	40.1%	41.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	8	8	10	11	30.8%	33.3%	30.8%	38.5%	40.7%
Attrition	1	0	0	1	0					
Attrition Rate	12.5%	0.0%	0.0%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	16	15	15	13	13	61.5%	62.5%	57.7%	50.0%	48.1%
Attrition	1	1	3	1	0					
Attrition Rate	6.3%	6.7%	20.0%	7.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	3	3	3	7.7%	4.2%	11.5%	11.5%	11.1%
Attrition Rate	100.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	5	4	4	11.5%	12.5%	19.2%	15.4%	14.8%

## District Report for: NEW LIMA

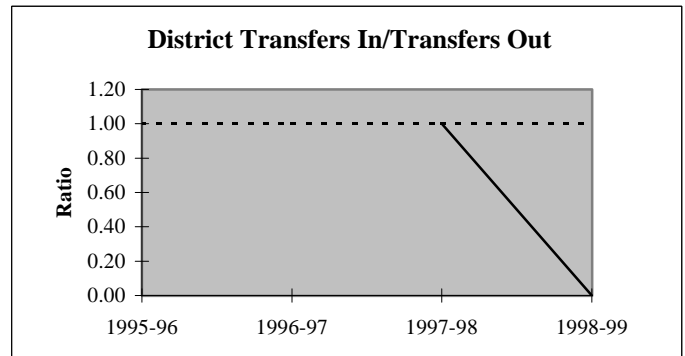
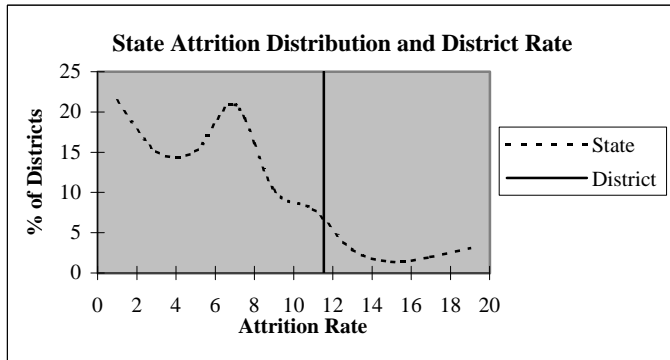
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	26	24	26	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	3.8%	4.2%	3.8%	7.7%	7.4%
Professional Staff	1	1	1	1	1	3.8%	4.2%	3.8%	3.8%	3.7%
<b>Total Teachers</b>	24	22	24	23	24	92.3%	91.7%	92.3%	88.5%	88.9%
Special Education	3	3	3	3	3	12.5%	13.6%	12.5%	13.0%	12.5%
Pre-K & Kindergarten	0	0	1	1	1	0.0%	0.0%	4.2%	4.3%	4.2%
Elementary	11	10	11	10	11	45.8%	45.5%	45.8%	43.5%	45.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	10	9	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	1	1	8.3%	4.5%	4.2%	4.3%	4.2%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	2	1	1	1	4.2%	9.1%	4.2%	4.3%	4.2%
Foreign Language	0	0	1	0	0	0.0%	0.0%	4.2%	0.0%	0.0%
Math	2	2	1	1	1	8.3%	9.1%	4.2%	4.3%	4.2%
<b>Science</b>	1	1	1	1	1	4.2%	4.5%	4.2%	4.3%	4.2%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.2%	4.5%	4.2%	4.3%	4.2%
Vocational Education	2	2	3	3	3	8.3%	9.1%	12.5%	13.0%	12.5%
Other	2	1	1	2	2	8.3%	4.5%	4.2%	8.7%	8.3%
<b>Total Enrollments</b>	248	273	286	257	271	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	21	26	47	18	18	8.5%	9.5%	16.4%	7.0%	6.6%
Grades 1-4	66	87	74	76	80	26.6%	31.9%	25.9%	29.6%	29.5%
Grades 5-6	32	36	49	44	31	12.9%	13.2%	17.1%	17.1%	11.4%
Grades 7-8	40	39	28	33	49	16.1%	14.3%	9.8%	12.8%	18.1%
Grades 9-12	89	85	88	86	93	35.9%	31.1%	30.8%	33.5%	34.3%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: NEW LIMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	26	24	26	26	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	23	23	23	84.6%	91.7%	88.5%	88.5%	85.2%
<b>Newly Hired</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>15.4%</b>	<b>8.3%</b>	<b>11.5%</b>	<b>11.5%</b>	<b>14.8%</b>
Transfers In	3	0	1	0	2	75.0%	0.0%	33.3%	0.0%	50.0%
Reentrants	1	0	2	1	0	25.0%	0.0%	66.7%	33.3%	0.0%
First Time Educators	0	2	0	2	2	0.0%	100.0%	0.0%	66.7%	50.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>15.4%</b>	<b>4.2%</b>	<b>11.5%</b>	<b>11.5%</b>	<b>-</b>
Transfers Out	0	0	1	2	-	0.0%	0.0%	33.3%	66.7%	-
Leave Oklahoma Educ.	4	1	2	1	-	100.0%	100.0%	66.7%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	15.4%	4.2%	11.5%	11.5%	-
Transfers In/Out	nc	nc	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	16	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	3	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>26</b>

## District Report for: NEW LIMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	3.8%	4.2%	3.8%	7.7%	7.4%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.8%	4.2%	3.8%	3.8%	3.7%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	24	22	24	23	24	92.3%	91.7%	92.3%	88.5%	88.9%
White - Females	17	17	20	17	17	70.8%	77.3%	83.3%	73.9%	70.8%
White - Males	5	4	3	5	5	20.8%	18.2%	12.5%	21.7%	20.8%
Black - Females	2	1	1	1	2	8.3%	4.5%	4.2%	4.3%	8.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	2	1	0.0%	0.0%	0.0%	8.7%	4.3%
30-34	2	2	2	2	2	8.7%	9.1%	8.3%	8.7%	8.7%
35-39	5	4	2	2	2	21.7%	18.2%	8.3%	8.7%	8.7%
40-44	4	7	8	6	5	17.4%	31.8%	33.3%	26.1%	21.7%
45-49	2	2	4	4	6	8.7%	9.1%	16.7%	17.4%	26.1%
50-54	7	5	6	6	5	30.4%	22.7%	25.0%	26.1%	21.7%
55+	3	2	2	1	2	13.0%	9.1%	8.3%	4.3%	8.7%
<b>Average Age</b>	46.1	44.5	45.5	43.8	44.4					

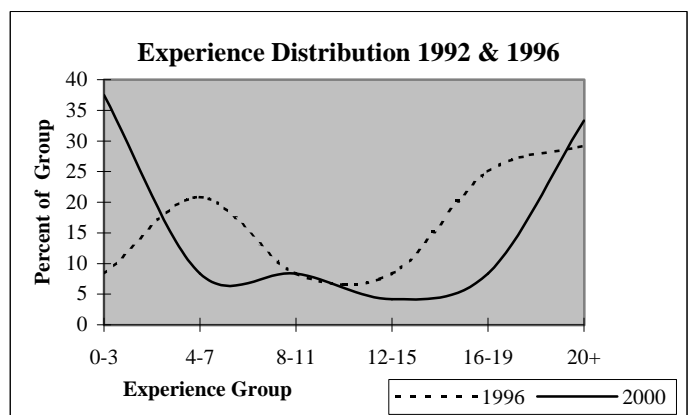
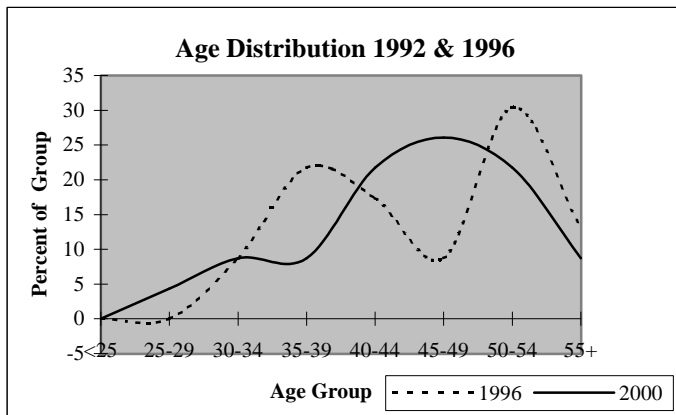
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	4	4	6	9	8.3%	18.2%	16.7%	26.1%	37.5%
4-7 Years	5	3	3	3	2	20.8%	13.6%	12.5%	13.0%	8.3%
8-11 Years	2	3	3	2	2	8.3%	13.6%	12.5%	8.7%	8.3%
12-15 Years	2	1	3	2	1	8.3%	4.5%	12.5%	8.7%	4.2%
16-19 Years	6	6	6	4	2	25.0%	27.3%	25.0%	17.4%	8.3%
20+ Years	7	5	5	6	8	29.2%	22.7%	20.8%	26.1%	33.3%
<b>Average Experience</b>	14.0	13.3	13.8	12.5	11.9					

## District Report for: NEW LIMA

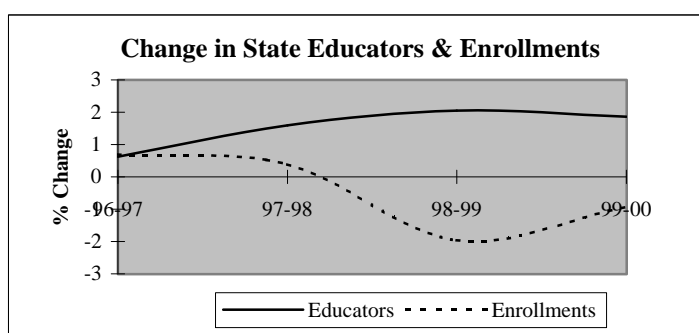
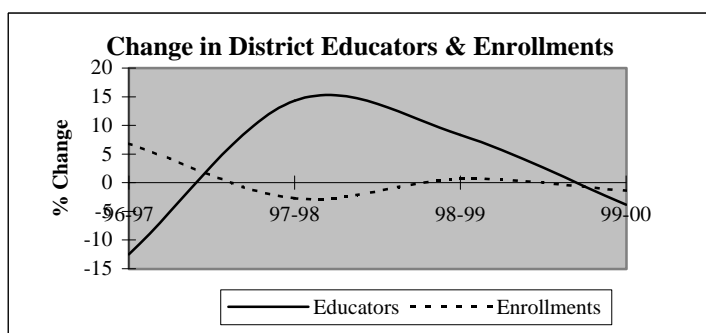
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	1	3	3	-	15.4%	4.2%	11.5%	11.5%	-
Attrition from Transfers	0	0	1	2	-	0.0%	0.0%	3.8%	7.7%	-
Attrition from Exits	4	1	2	1	-	15.4%	4.2%	7.7%	3.8%	-
<b>Teacher Attrition</b>	4	1	3	2	-	16.7%	4.5%	12.5%	8.7%	-
Attrition from Transfers	0	0	1	2	-	0.0%	0.0%	4.2%	8.7%	-
Attrition from Exits	4	1	2	0	-	16.7%	4.5%	8.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	22	23	23	23	-	84.6%	95.8%	88.5%	88.5%	-
Teacher Retention	20	21	21	21	-	83.3%	95.5%	87.5%	91.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	16.7%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	3.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.2%	91.7%	92.3%	88.5%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.8%	8.3%	7.7%	11.5%	7.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VARNUM

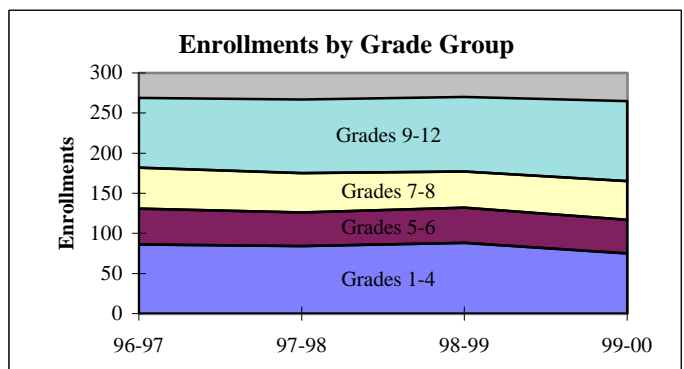
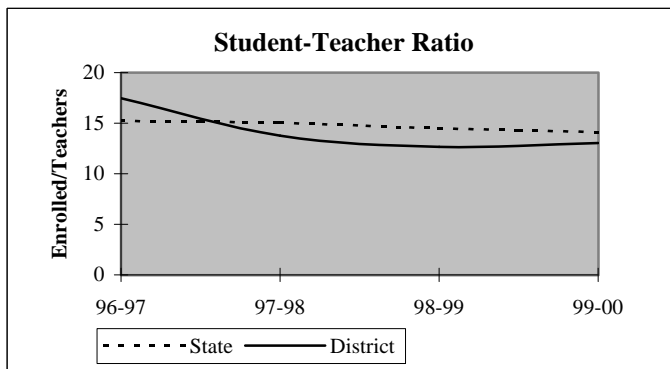


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.6	14.1	12.0	11.2	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	17.5	13.8	12.7	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-3	3	2	-1	-	-	-	-	-
% Change in Educators	0.0%	-12.5%	14.3%	8.3%	-3.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	4	19	-8	2	-4	-	-	-	-	-
% Change in Enrollments	1.5%	6.8%	-2.7%	0.7%	-1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	9.5%	8.3%	7.7%	8.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	9.5%	4.2%	7.7%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.3%	9.5%	8.3%	3.8%	4.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.2%	14.3%	8.3%	7.7%	8.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.2%	4.8%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.5	39.2	40.5	41.0	40.8	42.0	42.3	42.5	42.7	43.0
Average Experience	7.7	7.8	9.0	9.2	8.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,188	26,719	27,851	27,078	27,497	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.3%	17.6%	9.5%	8.7%	9.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.9%	70.6%	66.7%	69.6%	72.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.9%	9.5%	8.7%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	34.2%	38.7%	43.3%	41.5%	46.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	12	11	13	13	58.3%	57.1%	45.8%	50.0%	52.0%
Attrition	4	2	1	3	0					
Attrition Rate	28.6%	16.7%	9.1%	23.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	9	13	12	11	41.7%	42.9%	54.2%	46.2%	44.0%
Attrition	4	1	2	2	0					
Attrition Rate	40.0%	11.1%	15.4%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	3.8%	4.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	1	1	0.0%	4.8%	4.2%	3.8%	4.0%

## District Report for: VARNUM

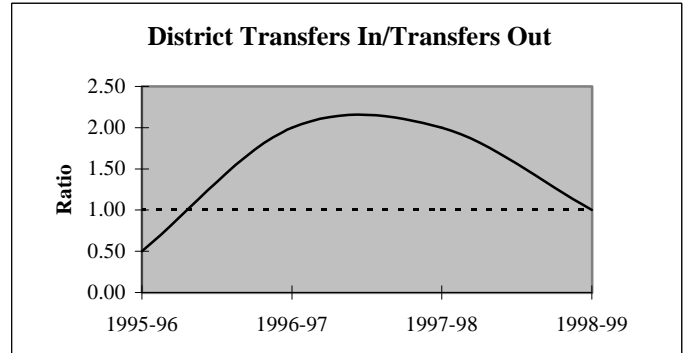
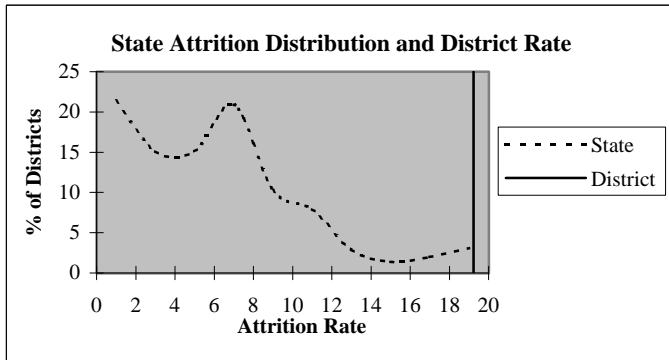
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	21	24	26	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	1	2	2	12.5%	9.5%	4.2%	7.7%	8.0%
Professional Staff	2	2	2	1	1	8.3%	9.5%	8.3%	3.8%	4.0%
<b>Total Teachers</b>	19	17	21	23	22	79.2%	81.0%	87.5%	88.5%	88.0%
Special Education	1	1	2	2	2	5.3%	5.9%	9.5%	8.7%	9.1%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.5%
Elementary	10	9	11	9	11	52.6%	52.9%	52.4%	39.1%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	7	8	11	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	1	1	0.0%	0.0%	0.0%	4.3%	4.5%
Art & Music	0	0	1	1	0	0.0%	0.0%	4.8%	4.3%	0.0%
Social Studies	3	2	2	2	2	15.8%	11.8%	9.5%	8.7%	9.1%
Foreign Language	1	1	1	1	0	5.3%	5.9%	4.8%	4.3%	0.0%
Math	1	1	1	1	1	5.3%	5.9%	4.8%	4.3%	4.5%
<b>Science</b>	1	2	1	1	1	5.3%	11.8%	4.8%	4.3%	4.5%
Biology	1	0	0	1	0	5.3%	0.0%	0.0%	4.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	2	1	0	1	0.0%	11.8%	4.8%	0.0%	4.5%
Vocational Education	1	1	1	1	1	5.3%	5.9%	4.8%	4.3%	4.5%
Other	1	0	1	3	2	5.3%	0.0%	4.8%	13.0%	9.1%
<b>Total Enrollments</b>	278	297	289	291	287	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	26	22	21	22	9.4%	8.8%	7.6%	7.2%	7.7%
Grades 1-4	74	86	84	88	75	26.6%	29.0%	29.1%	30.2%	26.1%
Grades 5-6	41	45	42	44	42	14.7%	15.2%	14.5%	15.1%	14.6%
Grades 7-8	63	51	49	45	48	22.7%	17.2%	17.0%	15.5%	16.7%
Grades 9-12	72	87	92	93	100	25.9%	29.3%	31.8%	32.0%	34.8%
Ungraded	2	2	0	0	0	0.7%	0.7%	0.0%	0.0%	0.0%



## District Report for: VARNUM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	21	24	26	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	16	18	21	21	83.3%	76.2%	75.0%	80.8%	84.0%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>16.7%</b>	<b>23.8%</b>	<b>25.0%</b>	<b>19.2%</b>	<b>16.0%</b>
Transfers In	3	2	4	4	1	75.0%	40.0%	66.7%	80.0%	25.0%
Reentrants	0	2	1	0	2	0.0%	40.0%	16.7%	0.0%	50.0%
First Time Educators	1	1	1	1	1	25.0%	20.0%	16.7%	20.0%	25.0%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>33.3%</b>	<b>14.3%</b>	<b>12.5%</b>	<b>19.2%</b>	<b>-</b>
Transfers Out	6	1	2	4	-	75.0%	33.3%	66.7%	80.0%	-
Leave Oklahoma Educ.	2	2	1	1	-	25.0%	66.7%	33.3%	20.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	14.3%	12.5%	19.2%	-
Transfers In/Out	0.50	2.00	2.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	2
ECU, Ada	11	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	24



## District Report for: VARNUM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	1	2	2	12.5%	9.5%	4.2%	7.7%	8.0%
White - Females	1	1	0	0	0	33.3%	50.0%	0.0%	0.0%	0.0%
White - Males	2	1	1	2	2	66.7%	50.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	1	1	8.3%	9.5%	8.3%	3.8%	4.0%
White - Females	2	2	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	17	21	23	22	79.2%	81.0%	87.5%	88.5%	88.0%
White - Females	14	10	12	14	14	73.7%	58.8%	57.1%	60.9%	63.6%
White - Males	4	4	7	7	6	21.1%	23.5%	33.3%	30.4%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	2	5.3%	11.8%	9.5%	8.7%	9.1%
Other - Males	0	1	0	0	0	0.0%	5.9%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	2	1	2	3	5.3%	11.8%	4.8%	9.1%	14.3%
30-34	2	0	2	2	0	10.5%	0.0%	9.5%	9.1%	0.0%
35-39	7	6	5	2	2	36.8%	35.3%	23.8%	9.1%	9.5%
40-44	5	5	8	10	11	26.3%	29.4%	38.1%	45.5%	52.4%
45-49	2	4	5	6	5	10.5%	23.5%	23.8%	27.3%	23.8%
50-54	2	0	0	0	0	10.5%	0.0%	0.0%	0.0%	0.0%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	39.5	39.2	40.5	41.0	40.8					

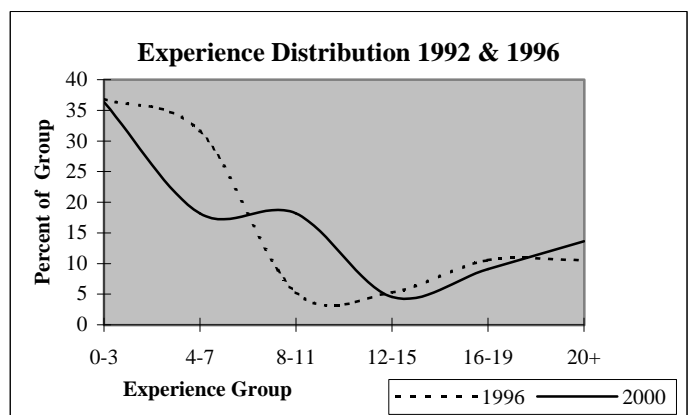
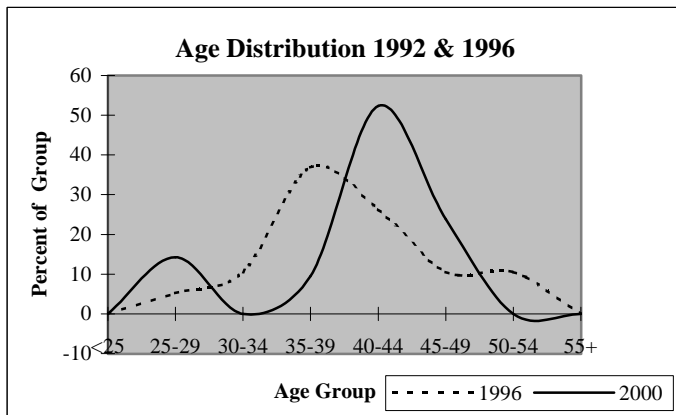
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	4	5	5	8	36.8%	23.5%	23.8%	21.7%	36.4%
4-7 Years	6	7	6	7	4	31.6%	41.2%	28.6%	30.4%	18.2%
8-11 Years	1	1	3	4	4	5.3%	5.9%	14.3%	17.4%	18.2%
12-15 Years	1	2	3	2	1	5.3%	11.8%	14.3%	8.7%	4.5%
16-19 Years	2	1	1	2	2	10.5%	5.9%	4.8%	8.7%	9.1%
20+ Years	2	2	3	3	3	10.5%	11.8%	14.3%	13.0%	13.6%
<b>Average Experience</b>	7.7	7.8	9.0	9.2	8.9					

## District Report for: VARNUM

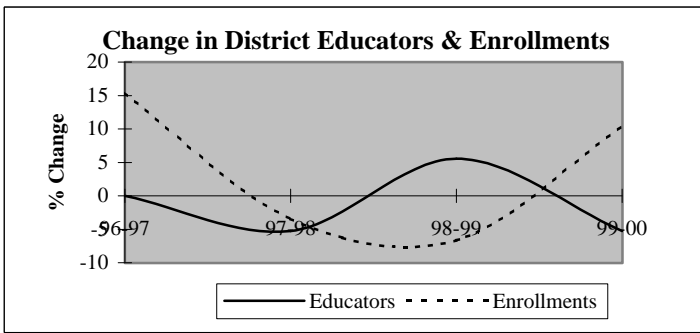
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	3	3	5	-	33.3%	14.3%	12.5%	19.2%	-
Attrition from Transfers	6	1	2	4	-	25.0%	4.8%	8.3%	15.4%	-
Attrition from Exits	2	2	1	1	-	8.3%	9.5%	4.2%	3.8%	-
<b>Teacher Attrition</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>31.6%</b>	<b>5.9%</b>	<b>9.5%</b>	<b>21.7%</b>	<b>-</b>
Attrition from Transfers	5	0	1	4	-	26.3%	0.0%	4.8%	17.4%	-
Attrition from Exits	1	1	1	1	-	5.3%	5.9%	4.8%	4.3%	-
<b>District Retention</b>										
Educator Retention	16	18	21	21	-	66.7%	85.7%	87.5%	80.8%	-
Teacher Retention	13	16	19	18	-	68.4%	94.1%	90.5%	78.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	77.8%	11.1%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	70.0%	20.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	22.2%	88.9%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	0.0%	0.0%	3.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	85.7%	91.7%	92.3%	88.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	14.3%	8.3%	3.8%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SASAKWA

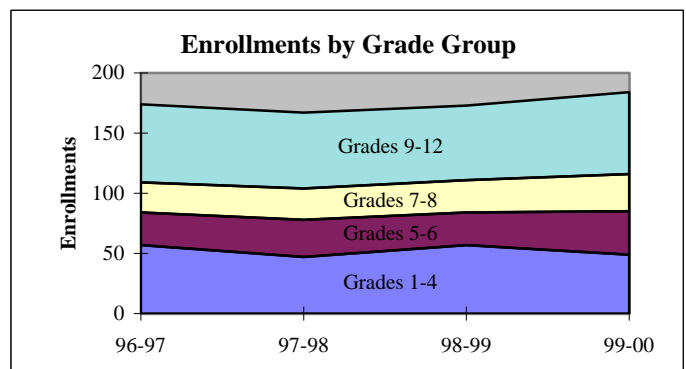
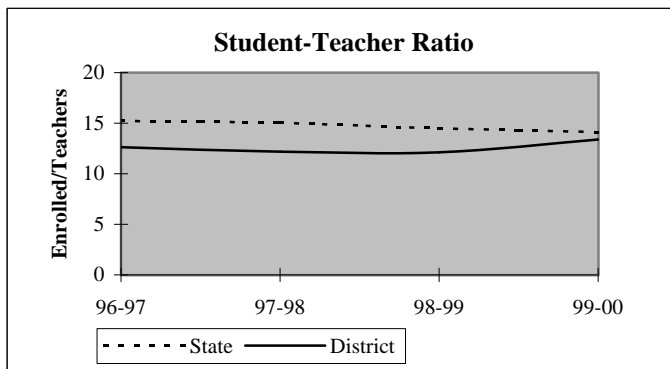


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.2	10.6	10.8	9.6	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.7	12.6	12.2	12.1	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-4	0	-1	1	-1	-	-	-	-	-
% Change in Educators	-17.4%	0.0%	-5.3%	5.6%	-5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	27	-7	-13	19	-	-	-	-	-
% Change in Enrollments	0.0%	15.4%	-3.5%	-6.7%	10.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	5.3%	0.0%	5.3%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	10.5%	11.1%	10.5%	11.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.3%	0.0%	10.5%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	15.8%	10.5%	11.1%	10.5%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.1	46.8	42.3	43.9	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.3	15.3	10.7	12.3	11.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,503	29,035	28,717	28,963	29,189	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	16.7%	12.5%	12.5%	6.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	75.0%	75.0%	73.3%	80.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	12.5%	12.5%	13.3%	13.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	60.0%	55.9%	53.3%	42.9%	56.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	4	7	7	8	31.6%	21.1%	38.9%	36.8%	44.4%
Attrition	4	1	0	2	0					
Attrition Rate	66.7%	25.0%	0.0%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	12	10	11	9	57.9%	63.2%	55.6%	57.9%	50.0%
Attrition	1	3	0	2	0					
Attrition Rate	9.1%	25.0%	0.0%	18.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	1	1	1	10.5%	15.8%	5.6%	5.3%	5.6%
Attrition	0	2	0	0	0					
Attrition Rate	0.0%	66.7%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	1	1	1	15.8%	15.8%	5.6%	5.3%	5.6%

## District Report for: SASAKWA

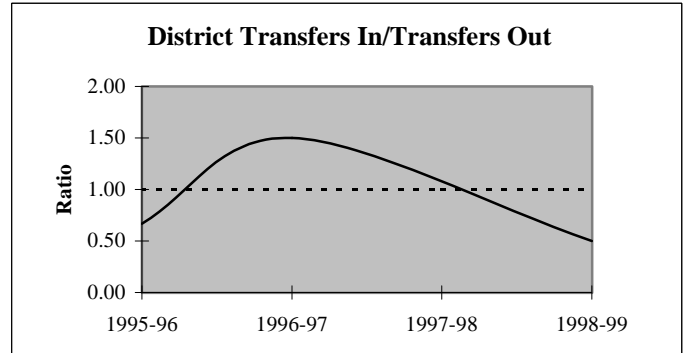
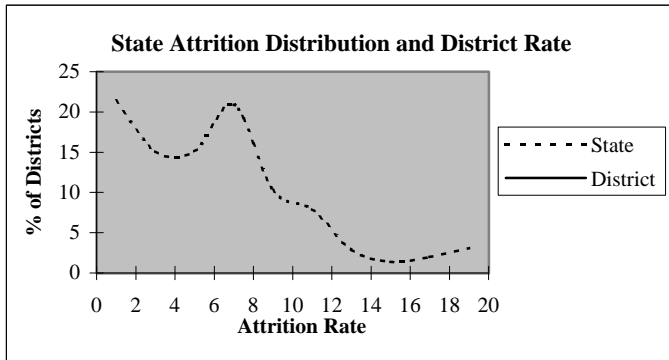
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	19	18	19	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	2	5.3%	10.5%	11.1%	10.5%	11.1%
Professional Staff	0	1	0	2	1	0.0%	5.3%	0.0%	10.5%	5.6%
<b>Total Teachers</b>	18	16	16	15	15	94.7%	84.2%	88.9%	78.9%	83.3%
Special Education	2	2	2	2	2	11.1%	12.5%	12.5%	13.3%	13.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	9	9	10	10	55.6%	56.3%	56.3%	66.7%	66.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	6	5	5	3	3	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	0	0	5.6%	6.3%	6.3%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	2	1	1	5.6%	6.3%	12.5%	6.7%	6.7%
<b>Science</b>	1	1	1	1	1	5.6%	6.3%	6.3%	6.7%	6.7%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.6%	6.3%	6.3%	6.7%	6.7%
Vocational Education	2	2	1	1	1	11.1%	12.5%	6.3%	6.7%	6.7%
Other	1	0	0	0	0	5.6%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	175	202	195	182	201	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	28	28	9	17	12.6%	13.9%	14.4%	4.9%	8.5%
Grades 1-4	50	57	47	57	49	28.6%	28.2%	24.1%	31.3%	24.4%
Grades 5-6	23	27	31	27	36	13.1%	13.4%	15.9%	14.8%	17.9%
Grades 7-8	23	25	26	27	31	13.1%	12.4%	13.3%	14.8%	15.4%
Grades 9-12	57	65	63	62	68	32.6%	32.2%	32.3%	34.1%	33.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SASAKWA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	19	18	19	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	14	13	18	15	84.2%	73.7%	72.2%	94.7%	83.3%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>15.8%</b>	<b>26.3%</b>	<b>27.8%</b>	<b>5.3%</b>	<b>16.7%</b>
Transfers In	2	3	1	1	1	66.7%	60.0%	20.0%	100.0%	33.3%
Reentrants	1	1	0	0	0	33.3%	20.0%	0.0%	0.0%	0.0%
First Time Educators	0	1	4	0	2	0.0%	20.0%	80.0%	0.0%	66.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>-</b>	<b>26.3%</b>	<b>31.6%</b>	<b>0.0%</b>	<b>21.1%</b>	<b>-</b>
Transfers Out	3	2	0	2	-	60.0%	33.3%	0.0%	50.0%	-
Leave Oklahoma Educ.	2	4	0	2	-	40.0%	66.7%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	26.3%	31.6%	0.0%	21.1%	-
Transfers In/Out	0.67	1.50	nc	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	16	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	19

## District Report for: SASAKWA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	2	2	2	5.3%	10.5%	11.1%	10.5%	11.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	1	0	2	1	0.0%	5.3%	0.0%	10.5%	5.6%
White - Females	0	1	0	1	1	0.0%	100.0%	0.0%	50.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	16	16	15	15	94.7%	84.2%	88.9%	78.9%	83.3%
White - Females	11	11	11	11	12	61.1%	68.8%	68.8%	73.3%	80.0%
White - Males	4	3	3	3	3	22.2%	18.8%	18.8%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	0	0	5.6%	6.3%	6.3%	0.0%	0.0%
Other - Males	2	1	1	1	0	11.1%	6.3%	6.3%	6.7%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	0	2	2	2	5.6%	0.0%	12.5%	13.3%	14.3%
30-34	2	0	0	0	1	11.1%	0.0%	0.0%	0.0%	7.1%
35-39	4	3	3	1	0	22.2%	18.8%	18.8%	6.7%	0.0%
40-44	3	5	4	4	5	16.7%	31.3%	25.0%	26.7%	35.7%
45-49	1	1	4	5	3	5.6%	6.3%	25.0%	33.3%	21.4%
50-54	4	4	2	1	1	22.2%	25.0%	12.5%	6.7%	7.1%
55+	3	3	1	2	2	16.7%	18.8%	6.3%	13.3%	14.3%
<b>Average Age</b>	44.1	46.8	42.3	43.9	43.0					

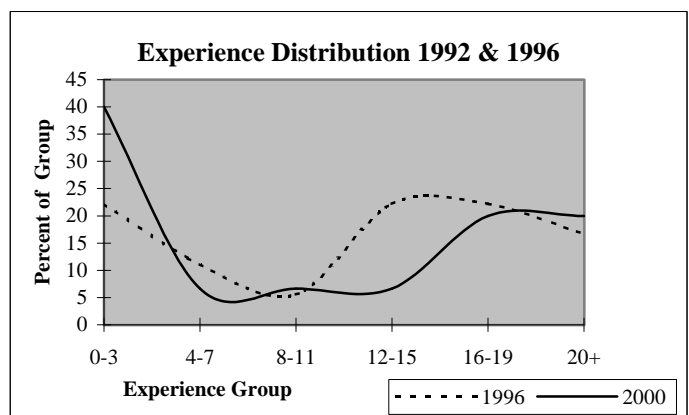
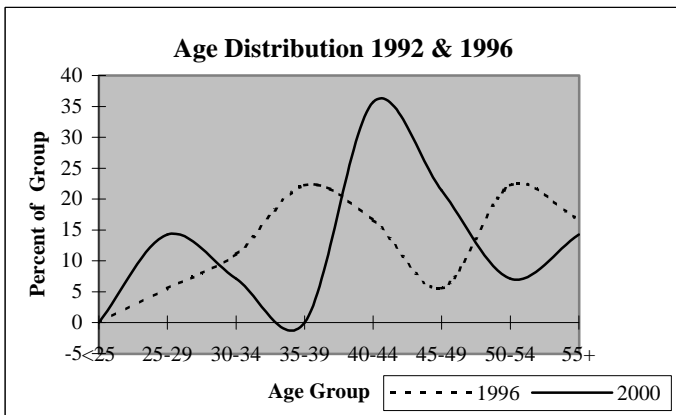
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	2	5	5	6	22.2%	12.5%	31.3%	33.3%	40.0%
4-7 Years	2	1	2	0	1	11.1%	6.3%	12.5%	0.0%	6.7%
8-11 Years	1	0	0	1	1	5.6%	0.0%	0.0%	6.7%	6.7%
12-15 Years	4	4	2	2	1	22.2%	25.0%	12.5%	13.3%	6.7%
16-19 Years	4	5	5	3	3	22.2%	31.3%	31.3%	20.0%	20.0%
20+ Years	3	4	2	4	3	16.7%	25.0%	12.5%	26.7%	20.0%
<b>Average Experience</b>	12.3	15.3	10.7	12.3	11.0					

## District Report for: SASAKWA

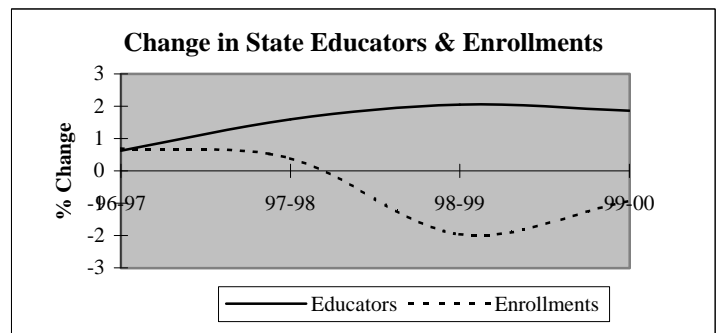
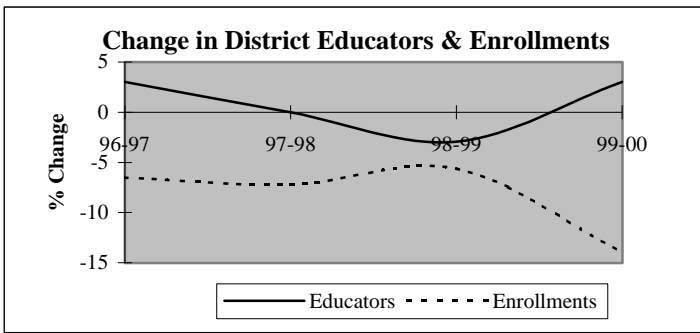
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	6	0	4	-	26.3%	31.6%	0.0%	21.1%	-
Attrition from Transfers	3	2	0	2	-	15.8%	10.5%	0.0%	10.5%	-
Attrition from Exits	2	4	0	2	-	10.5%	21.1%	0.0%	10.5%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>22.2%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>20.0%</b>	<b>-</b>
Attrition from Transfers	2	0	0	1	-	11.1%	0.0%	0.0%	6.7%	-
Attrition from Exits	2	4	0	2	-	11.1%	25.0%	0.0%	13.3%	-
<b>District Retention</b>										
Educator Retention	14	13	18	15	-	73.7%	68.4%	100.0%	78.9%	-
Teacher Retention	14	12	16	12	-	77.8%	75.0%	100.0%	80.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	71.4%	0.0%	71.4%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	66.7%	33.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.3%	5.3%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.5%	84.2%	77.8%	100.0%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.3%	10.5%	22.2%	0.0%	11.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: STROTHER



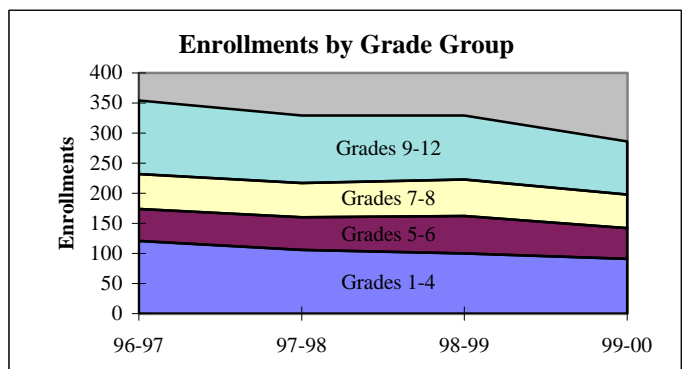
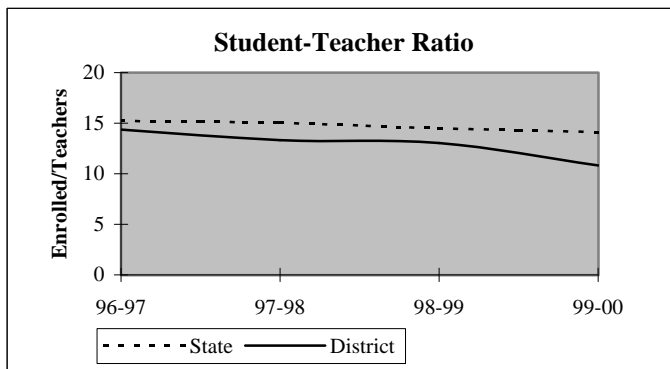
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	11.8	11.0	10.7	8.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	14.4	13.3	13.0	10.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	1	0	-1	1	-	-	-	-	-
% Change in Educators	6.5%	3.0%	0.0%	-2.9%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	38	-28	-29	-21	-49	-	-	-	-	-
% Change in Enrollments	9.7%	-6.5%	-7.2%	-5.6%	-13.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.1%	2.9%	2.9%	3.0%	8.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.8%	8.8%	9.1%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	8.8%	8.8%	9.1%	8.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	2.9%	2.9%	3.0%	2.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.0%	5.9%	5.9%	6.1%	5.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	43.3	42.1	42.1	44.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	11.9	11.4	11.3	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,170	29,011	29,589	30,164	29,801	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.6%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.6%	75.0%	75.0%	77.8%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.7%	7.1%	7.1%	7.4%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.7%	32.3%	31.1%	31.4%	29.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	13	13	11	12	39.4%	38.2%	38.2%	33.3%	35.3%
Attrition	1	0	2	2	0					
Attrition Rate	7.7%	0.0%	15.4%	18.2%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	16	17	16	16	51.5%	47.1%	50.0%	48.5%	47.1%
Attrition	3	1	2	3	0					
Attrition Rate	17.6%	6.3%	11.8%	18.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	5	4	6	6	9.1%	14.7%	11.8%	18.2%	17.6%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	20.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	5	7	6	6	18.2%	14.7%	20.6%	18.2%	17.6%



## District Report for: STROTHER

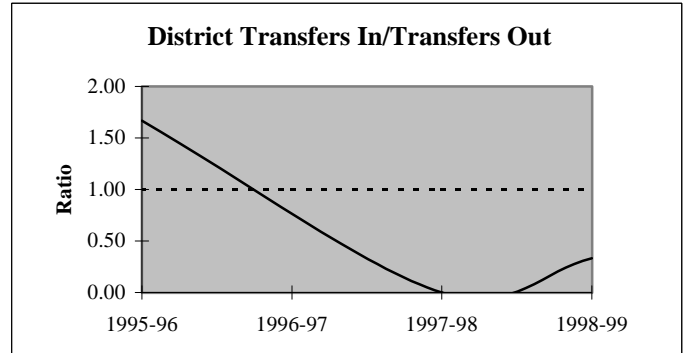
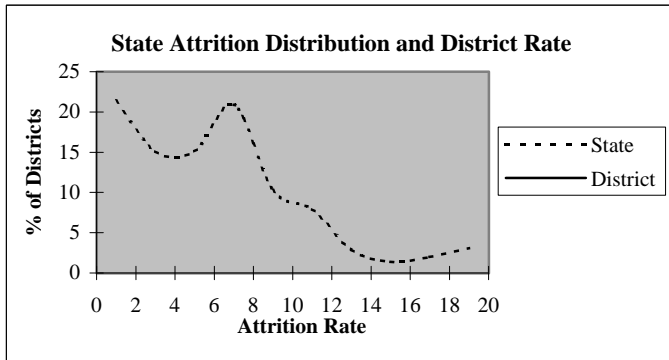
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	34	34	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	9.1%	8.8%	8.8%	9.1%	8.8%
Professional Staff	2	3	3	3	3	6.1%	8.8%	8.8%	9.1%	8.8%
<b>Total Teachers</b>	28	28	28	27	28	84.8%	82.4%	82.4%	81.8%	82.4%
Special Education	3	2	2	2	2	10.7%	7.1%	7.1%	7.4%	7.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.6%
Elementary	14	13	13	13	13	50.0%	46.4%	46.4%	48.1%	46.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	13	13	12	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	7.1%	7.1%	7.1%	7.4%	7.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	3	2	1	7.1%	10.7%	10.7%	7.4%	3.6%
Foreign Language	1	1	1	1	1	3.6%	3.6%	3.6%	3.7%	3.6%
Math	1	1	2	2	1	3.6%	3.6%	7.1%	7.4%	3.6%
<b>Science</b>	1	1	0	1	2	3.6%	3.6%	0.0%	3.7%	7.1%
Biology	1	0	0	1	1	3.6%	0.0%	0.0%	3.7%	3.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	0	0	1	0.0%	3.6%	0.0%	0.0%	3.6%
Vocational Education	3	3	3	3	2	10.7%	10.7%	10.7%	11.1%	7.1%
Other	1	2	2	1	3	3.6%	7.1%	7.1%	3.7%	10.7%
<b>Total Enrollments</b>	430	402	373	352	303	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	46	48	44	23	17	10.7%	11.9%	11.8%	6.5%	5.6%
Grades 1-4	136	121	106	100	91	31.6%	30.1%	28.4%	28.4%	30.0%
Grades 5-6	56	53	54	62	51	13.0%	13.2%	14.5%	17.6%	16.8%
Grades 7-8	70	58	57	61	56	16.3%	14.4%	15.3%	17.3%	18.5%
Grades 9-12	122	122	112	106	88	28.4%	30.3%	30.0%	30.1%	29.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STROTHER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	34	34	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	29	32	30	26	84.8%	85.3%	94.1%	90.9%	76.5%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>8</b>	<b>15.2%</b>	<b>14.7%</b>	<b>5.9%</b>	<b>9.1%</b>	<b>23.5%</b>
Transfers In	5	3	0	1	4	100.0%	60.0%	0.0%	33.3%	50.0%
Reentrants	0	1	0	0	1	0.0%	20.0%	0.0%	0.0%	12.5%
First Time Educators	0	1	2	2	3	0.0%	20.0%	100.0%	66.7%	37.5%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>12.1%</b>	<b>5.9%</b>	<b>11.8%</b>	<b>21.2%</b>	<b>-</b>
Transfers Out	3	0	2	3	-	75.0%	0.0%	50.0%	42.9%	-
Leave Oklahoma Educ.	1	2	2	4	-	25.0%	100.0%	50.0%	57.1%	-

Dynamics Rates	District Rates				
District Attrition	12.1%	5.9%	11.8%	21.2%	-
Transfers In/Out	1.67	nc	0.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	1
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>33</b>

## District Report for: STROTHER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	9.1%	8.8%	8.8%	9.1%	8.8%
White - Females	1	2	2	2	2	33.3%	66.7%	66.7%	66.7%	66.7%
White - Males	2	1	1	1	1	66.7%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	3	3	6.1%	8.8%	8.8%	9.1%	8.8%
White - Females	2	2	2	2	2	100.0%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	28	28	27	28	84.8%	82.4%	82.4%	81.8%	82.4%
White - Females	21	21	21	21	21	75.0%	75.0%	75.0%	77.8%	75.0%
White - Males	6	7	7	6	7	21.4%	25.0%	25.0%	22.2%	25.0%
Black - Females	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	1	0	0.0%	0.0%	3.7%	3.8%	0.0%
25-29	2	3	2	4	4	7.4%	11.1%	7.4%	15.4%	14.8%
30-34	3	4	5	2	3	11.1%	14.8%	18.5%	7.7%	11.1%
35-39	5	1	2	2	2	18.5%	3.7%	7.4%	7.7%	7.4%
40-44	5	8	7	7	5	18.5%	29.6%	25.9%	26.9%	18.5%
45-49	3	3	3	4	3	11.1%	11.1%	11.1%	15.4%	11.1%
50-54	5	5	4	2	3	18.5%	18.5%	14.8%	7.7%	11.1%
55+	4	3	3	4	7	14.8%	11.1%	11.1%	15.4%	25.9%
<b>Average Age</b>	43.9	43.3	42.1	42.1	44.0					

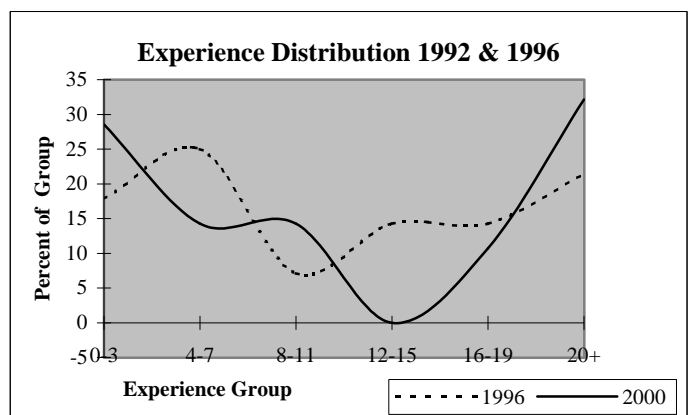
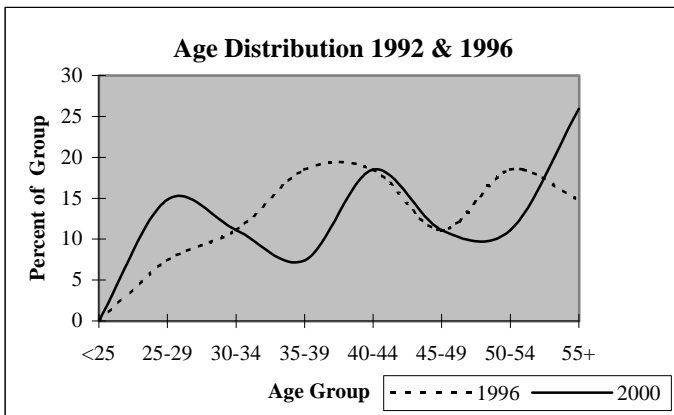
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	6	6	8	17.9%	21.4%	21.4%	22.2%	28.6%
4-7 Years	7	6	6	5	4	25.0%	21.4%	21.4%	18.5%	14.3%
8-11 Years	2	3	5	6	4	7.1%	10.7%	17.9%	22.2%	14.3%
12-15 Years	4	2	0	0	0	14.3%	7.1%	0.0%	0.0%	0.0%
16-19 Years	4	5	5	5	3	14.3%	17.9%	17.9%	18.5%	10.7%
20+ Years	6	6	6	5	9	21.4%	21.4%	21.4%	18.5%	32.1%
<b>Average Experience</b>	11.9	11.9	11.4	11.3	12.5					

## District Report for: STROTHER

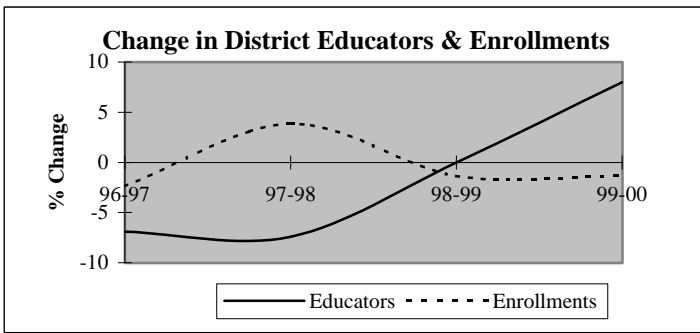
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	4	7	-	12.1%	5.9%	11.8%	21.2%	-
Attrition from Transfers	3	0	2	3	-	9.1%	0.0%	5.9%	9.1%	-
Attrition from Exits	1	2	2	4	-	3.0%	5.9%	5.9%	12.1%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>7.1%</b>	<b>7.1%</b>	<b>14.3%</b>	<b>14.8%</b>	<b>-</b>
Attrition from Transfers	2	0	2	3	-	7.1%	0.0%	7.1%	11.1%	-
Attrition from Exits	0	2	2	1	-	0.0%	7.1%	7.1%	3.7%	-
<b>District Retention</b>										
Educator Retention	29	32	30	26	-	87.9%	94.1%	88.2%	78.8%	-
Teacher Retention	26	26	24	23	-	92.9%	92.9%	85.7%	85.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	14.3%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	77.8%	11.1%	88.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	6.1%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	94.1%	94.1%	93.9%	88.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	5.9%	5.9%	6.1%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BUTNER

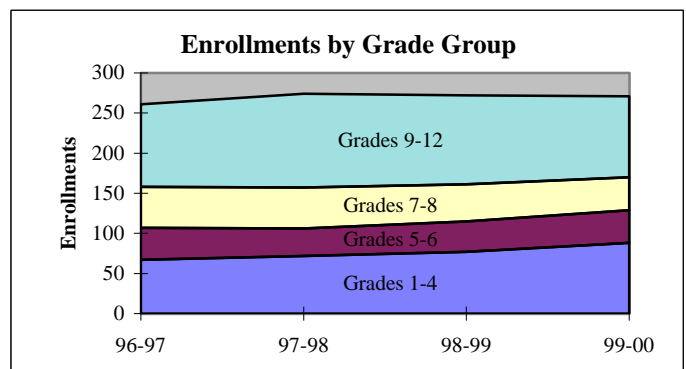
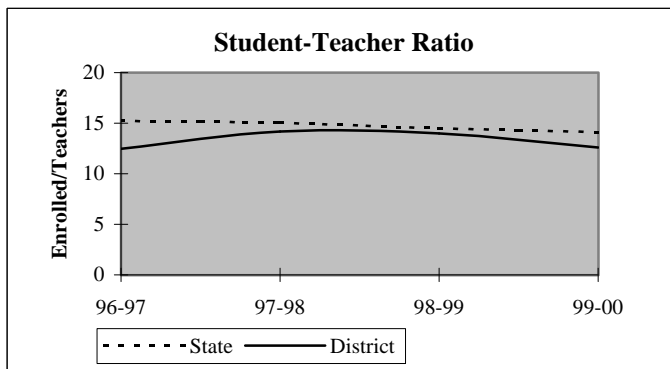


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.1	10.6	11.9	11.8	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	12.5	14.2	14.0	12.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-2	-2	0	2	-	-	-	-	-
% Change in Educators	-3.3%	-6.9%	-7.4%	0.0%	8.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	-7	11	-4	-4	-	-	-	-	-
% Change in Enrollments	-4.9%	-2.4%	3.8%	-1.3%	-1.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	3.7%	4.0%	4.0%	7.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.9%	7.4%	8.0%	8.0%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	7.4%	8.0%	8.0%	7.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.3%	14.8%	12.0%	8.0%	3.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	4.0%	4.0%	3.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.3	41.2	42.6	44.1	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	10.9	12.1	13.0	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,161	27,617	29,097	29,592	29,094	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.0%	17.4%	14.3%	9.5%	4.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	56.0%	56.5%	57.1%	57.1%	65.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.0%	8.7%	9.5%	9.5%	8.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.7%	36.9%	35.9%	35.0%	36.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	12	11	10	10	55.2%	44.4%	44.0%	40.0%	37.0%
Attrition	4	2	3	2	0					
Attrition Rate	25.0%	16.7%	27.3%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	12	11	12	14	34.5%	44.4%	44.0%	48.0%	51.9%
Attrition	2	2	0	0	0					
Attrition Rate	20.0%	16.7%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	3	3	3	10.3%	11.1%	12.0%	12.0%	11.1%
Attrition	1	0	0	3	0					
Attrition Rate	33.3%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	3	3	5	4	10.3%	11.1%	12.0%	20.0%	14.8%

## District Report for: BUTNER

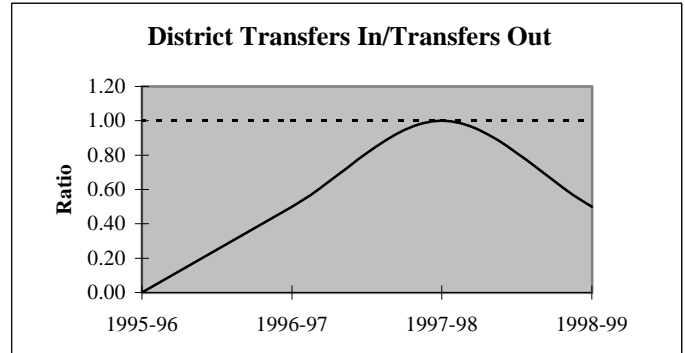
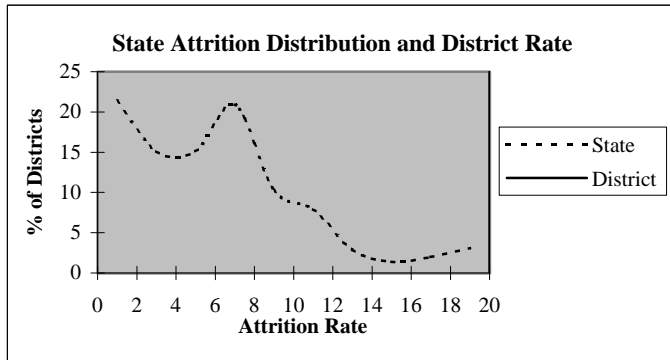
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	29	27	25	25	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	6.9%	7.4%	8.0%	8.0%	7.4%
Professional Staff	2	2	2	2	2	6.9%	7.4%	8.0%	8.0%	7.4%
<b>Total Teachers</b>	25	23	21	21	23	86.2%	85.2%	84.0%	84.0%	85.2%
Special Education	2	2	2	2	2	8.0%	8.7%	9.5%	9.5%	8.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	9	9	9	10	44.0%	39.1%	42.9%	42.9%	43.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	12	10	10	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	1	1	1	12.0%	8.7%	4.8%	4.8%	4.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	2	3	2	4.0%	4.3%	9.5%	14.3%	8.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	1	2	8.0%	8.7%	4.8%	4.8%	8.7%
<b>Science</b>	2	2	2	1	1	8.0%	8.7%	9.5%	4.8%	4.3%
Biology	1	1	1	0	1	4.0%	4.3%	4.8%	0.0%	4.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	4.0%	4.3%	4.8%	4.8%	0.0%
Vocational Education	2	3	2	3	3	8.0%	13.0%	9.5%	14.3%	13.0%
Other	2	2	2	1	2	8.0%	8.7%	9.5%	4.8%	8.7%
<b>Total Enrollments</b>	294	287	298	294	290	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	26	24	22	19	7.5%	9.1%	8.1%	7.5%	6.6%
Grades 1-4	71	67	72	77	88	24.1%	23.3%	24.2%	26.2%	30.3%
Grades 5-6	41	40	34	38	41	13.9%	13.9%	11.4%	12.9%	14.1%
Grades 7-8	58	51	51	46	41	19.7%	17.8%	17.1%	15.6%	14.1%
Grades 9-12	102	103	117	111	101	34.7%	35.9%	39.3%	37.8%	34.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BUTNER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	29	27	25	25	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	26	22	23	22	20	89.7%	81.5%	92.0%	88.0%	74.1%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>10.3%</b>	<b>18.5%</b>	<b>8.0%</b>	<b>12.0%</b>	<b>25.9%</b>
Transfers In	0	2	2	1	4	0.0%	40.0%	100.0%	33.3%	57.1%
Reentrants	2	2	0	1	1	66.7%	40.0%	0.0%	33.3%	14.3%
First Time Educators	1	1	0	1	2	33.3%	20.0%	0.0%	33.3%	28.6%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>24.1%</b>	<b>14.8%</b>	<b>12.0%</b>	<b>20.0%</b>	<b>-</b>
Transfers Out	5	4	2	2	-	71.4%	100.0%	66.7%	40.0%	-
Leave Oklahoma Educ.	2	0	1	3	-	28.6%	0.0%	33.3%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	24.1%	14.8%	12.0%	20.0%	-
Transfers In/Out	0.00	0.50	1.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4
OSU, Stillwater	1
UCO, Edmond	5
ECU, Ada	12
NWOSU, Alva	-
NESU, Tahlequah	3
SEOSU, Durant	3
SWOSU, Weatherford	1
OK Panhandle SU, Goodwell	-
USAO, Chickasha	-
Langston U, Langston	-
Mid-America Bible College, OKC	-

Colleges Attended by Current Staff	1995-96
Benedictine Heights, Tulsa	-
Southern Nazarene Univ., Bethany	-
OBU, Shawnee	-
OCU, Oklahoma City	-
Phillips Univ., Enid	-
University of Tulsa, Tulsa	-
OCUSA, Oklahoma City	-
Cameron, Lawton	-
Oral Roberts Univ., Tulsa	-
Bartlesville Wesleyan, Bartlesville	-
Flaming Rainbow Univ., Stilwell	-
Out-of-State Colleges & Univ.	-

Total 29

## District Report for: BUTNER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	2	6.9%	7.4%	8.0%	8.0%	7.4%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	50.0%
White - Males	2	2	1	1	1	100.0%	100.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	6.9%	7.4%	8.0%	8.0%	7.4%
White - Females	1	1	1	1	2	50.0%	50.0%	50.0%	50.0%	100.0%
White - Males	1	1	1	1	0	50.0%	50.0%	50.0%	50.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	23	21	21	23	86.2%	85.2%	84.0%	84.0%	85.2%
White - Females	14	13	12	12	15	56.0%	56.5%	57.1%	57.1%	65.2%
White - Males	8	6	6	7	7	32.0%	26.1%	28.6%	33.3%	30.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	2	1	1	1	8.0%	8.7%	4.8%	4.8%	4.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	2	1	0	4.0%	8.7%	9.5%	4.8%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	7	5	3	3	1	28.0%	21.7%	14.3%	14.3%	4.3%
30-34	1	2	2	2	5	4.0%	8.7%	9.5%	9.5%	21.7%
35-39	3	4	5	4	3	12.0%	17.4%	23.8%	19.0%	13.0%
40-44	3	1	0	0	3	12.0%	4.3%	0.0%	0.0%	13.0%
45-49	6	5	6	4	4	24.0%	21.7%	28.6%	19.0%	17.4%
50-54	4	5	2	4	3	16.0%	21.7%	9.5%	19.0%	13.0%
55+	1	1	3	4	4	4.0%	4.3%	14.3%	19.0%	17.4%
<b>Average Age</b>	40.3	41.2	42.6	44.1	43.8					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	6	5	4	8	36.0%	26.1%	23.8%	19.0%	34.8%
4-7 Years	6	5	5	5	2	24.0%	21.7%	23.8%	23.8%	8.7%
8-11 Years	1	3	1	2	3	4.0%	13.0%	4.8%	9.5%	13.0%
12-15 Years	3	2	3	2	2	12.0%	8.7%	14.3%	9.5%	8.7%
16-19 Years	1	2	0	1	2	4.0%	8.7%	0.0%	4.8%	8.7%
20+ Years	5	5	7	7	6	20.0%	21.7%	33.3%	33.3%	26.1%
<b>Average Experience</b>	9.4	10.9	12.1	13.0	11.7					

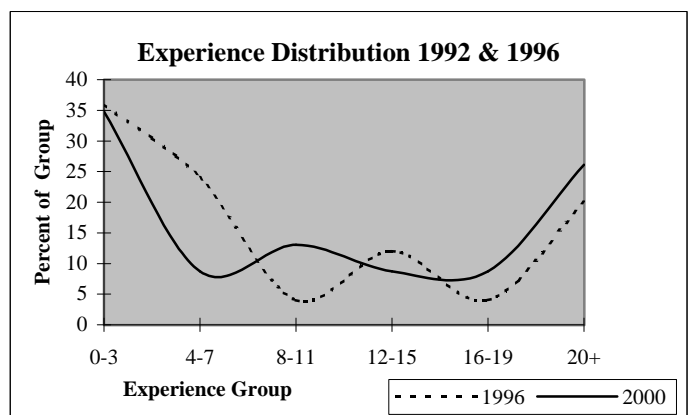
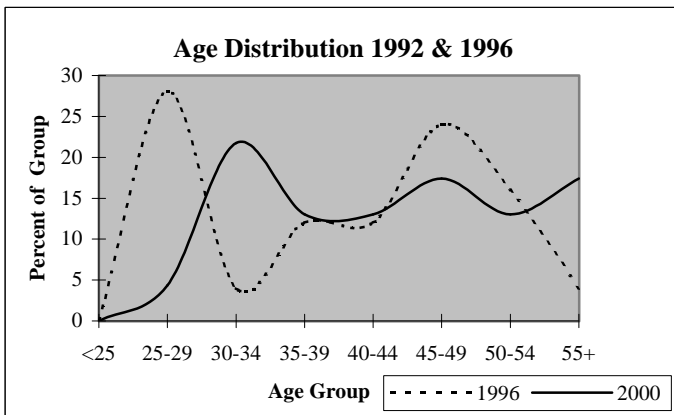


## District Report for: BUTNER

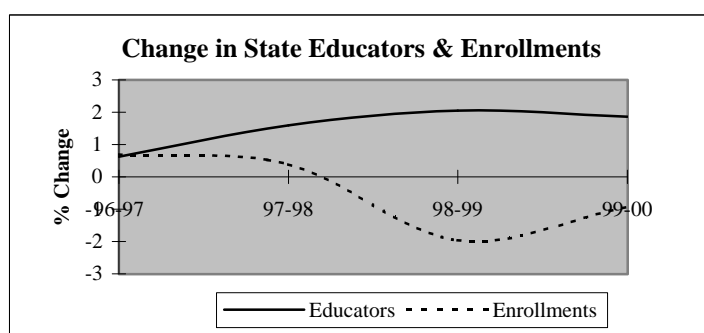
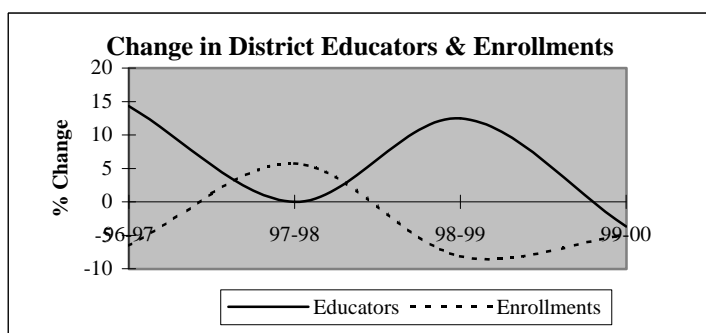
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	4	3	5	-	24.1%	14.8%	12.0%	20.0%	-
Attrition from Transfers	5	4	2	2	-	17.2%	14.8%	8.0%	8.0%	-
Attrition from Exits	2	0	1	3	-	6.9%	0.0%	4.0%	12.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>20.0%</b>	<b>13.0%</b>	<b>14.3%</b>	<b>19.0%</b>	<b>-</b>
Attrition from Transfers	4	3	2	2	-	16.0%	13.0%	9.5%	9.5%	-
Attrition from Exits	1	0	1	2	-	4.0%	0.0%	4.8%	9.5%	-
<b>District Retention</b>										
Educator Retention	22	23	22	20	-	75.9%	85.2%	88.0%	80.0%	-
Teacher Retention	20	20	18	17	-	80.0%	87.0%	85.7%	81.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	0.0%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	90.0%	0.0%	90.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	9.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	54.5%	45.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	60.0%	40.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.4%	3.7%	0.0%	4.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	86.2%	85.2%	100.0%	88.0%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.3%	11.1%	0.0%	8.0%	11.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LIBERTY

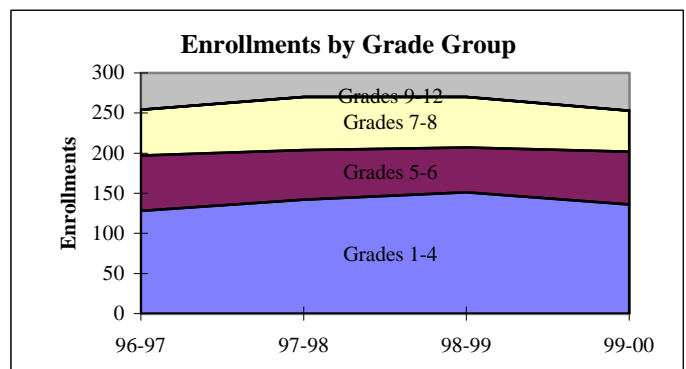
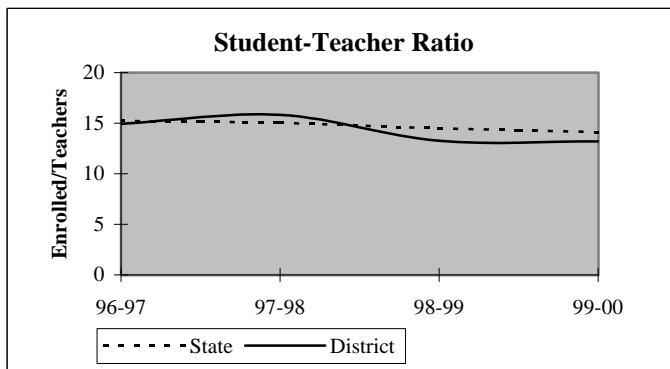


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	16.0	13.1	13.8	11.3	11.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.7	15.0	15.8	13.3	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	3	0	3	-1	-	-	-	-	-
% Change in Educators	0.0%	14.3%	0.0%	12.5%	-3.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	62	-22	18	-27	-15	-	-	-	-	-
% Change in Enrollments	22.6%	-6.5%	5.7%	-8.1%	-4.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	4.2%	0.0%	7.4%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	4.2%	4.2%	3.7%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.5%	8.3%	8.3%	11.1%	11.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.3%	16.7%	16.7%	14.8%	15.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.2	39.2	37.4	35.5	37.0	42.0	42.3	42.5	42.7	43.0
Average Experience	9.1	8.7	8.0	6.4	7.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,979	26,940	27,423	26,884	29,111	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.1%	14.3%	14.3%	13.0%	13.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.8%	71.4%	76.2%	78.3%	77.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	9.5%	9.5%	8.7%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.4%	12.4%	11.7%	8.9%	10.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	11	9	14	13	47.6%	45.8%	37.5%	51.9%	50.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	7.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	12	14	12	12	47.6%	50.0%	58.3%	44.4%	46.2%
Attrition	0	2	2	0	0					
Attrition Rate	0.0%	16.7%	14.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	4.8%	4.2%	4.2%	3.7%	3.8%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	2	1	1	4.8%	4.2%	8.3%	3.7%	3.8%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

# District Report for: LIBERTY

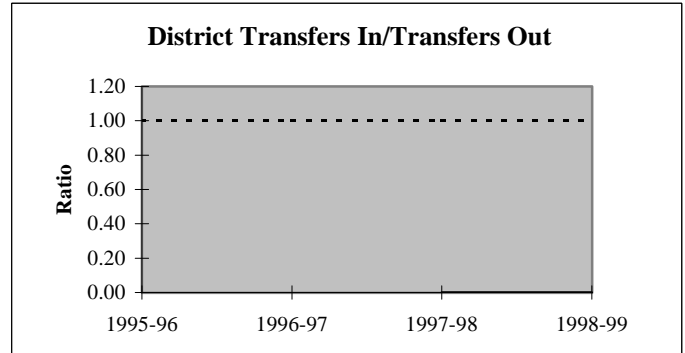
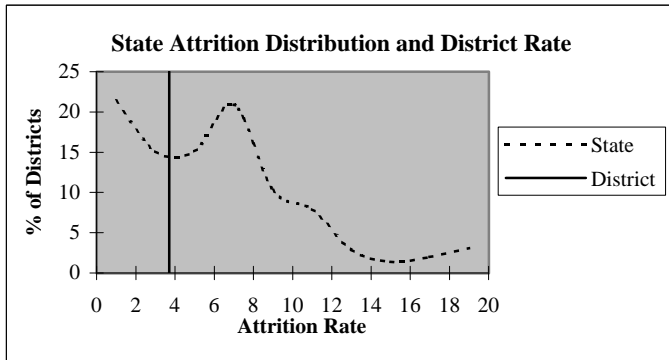
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	24	24	27	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.8%	4.2%	4.2%	3.7%	3.8%
Professional Staff	2	2	2	3	3	9.5%	8.3%	8.3%	11.1%	11.5%
<b>Total Teachers</b>	18	21	21	23	22	85.7%	87.5%	87.5%	85.2%	84.6%
Special Education	2	2	2	2	2	11.1%	9.5%	9.5%	8.7%	9.1%
Pre-K & Kindergarten	0	1	2	2	2	0.0%	4.8%	9.5%	8.7%	9.1%
Elementary	16	18	17	19	18	88.9%	85.7%	81.0%	82.6%	81.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	336	314	332	305	290	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	58	58	58	33	31	17.3%	18.5%	17.5%	10.8%	10.7%
Grades 1-4	145	128	142	151	136	43.2%	40.8%	42.8%	49.5%	46.9%
Grades 5-6	65	69	62	56	66	19.3%	22.0%	18.7%	18.4%	22.8%
Grades 7-8	66	57	66	63	51	19.6%	18.2%	19.9%	20.7%	17.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	2	4	2	6	0.6%	0.6%	1.2%	0.7%	2.1%



## District Report for: LIBERTY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	24	24	27	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	21	22	22	26	95.2%	87.5%	91.7%	81.5%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>4.8%</b>	<b>12.5%</b>	<b>8.3%</b>	<b>18.5%</b>	<b>0.0%</b>
Transfers In	0	1	0	0	0	0.0%	33.3%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	2	2	5	0	100.0%	66.7%	100.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>3.7%</b>	<b>-</b>
Transfers Out	0	0	1	1	-	0.0%	0.0%	50.0%	100.0%	-
Leave Oklahoma Educ.	0	2	1	0	-	0.0%	100.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	8.3%	8.3%	3.7%	-
Transfers In/Out	nc	nc	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	21	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: LIBERTY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.8%	4.2%	4.2%	3.7%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Professional Staff</b>	2	2	2	3	3	9.5%	8.3%	8.3%	11.1%	11.5%
White - Females	1	1	1	2	2	50.0%	50.0%	50.0%	66.7%	66.7%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	21	21	23	22	85.7%	87.5%	87.5%	85.2%	84.6%
White - Females	13	14	15	17	16	72.2%	66.7%	71.4%	73.9%	72.7%
White - Males	3	4	3	3	3	16.7%	19.0%	14.3%	13.0%	13.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	5.6%	4.8%	4.8%	4.3%	4.5%
Other - Males	1	2	2	2	2	5.6%	9.5%	9.5%	8.7%	9.1%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	4.8%	0.0%	0.0%
25-29	2	4	5	7	6	11.1%	19.0%	23.8%	30.4%	27.3%
30-34	4	3	3	6	5	22.2%	14.3%	14.3%	26.1%	22.7%
35-39	2	4	4	3	4	11.1%	19.0%	19.0%	13.0%	18.2%
40-44	2	2	2	2	2	11.1%	9.5%	9.5%	8.7%	9.1%
45-49	6	6	4	3	2	33.3%	28.6%	19.0%	13.0%	9.1%
50-54	1	1	2	2	3	5.6%	4.8%	9.5%	8.7%	13.6%
55+	1	1	0	0	0	5.6%	4.8%	0.0%	0.0%	0.0%
<b>Average Age</b>	40.2	39.2	37.4	35.5	37.0					

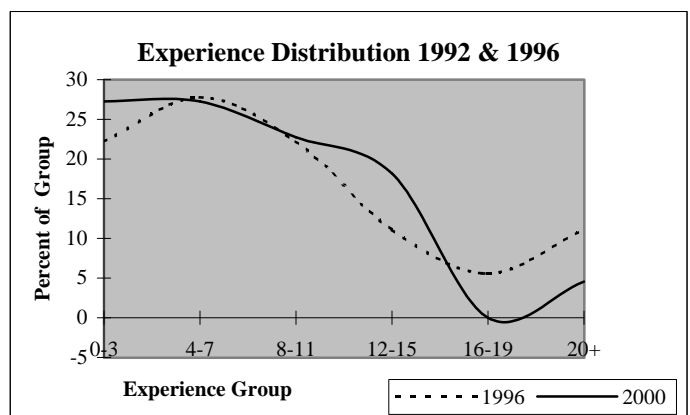
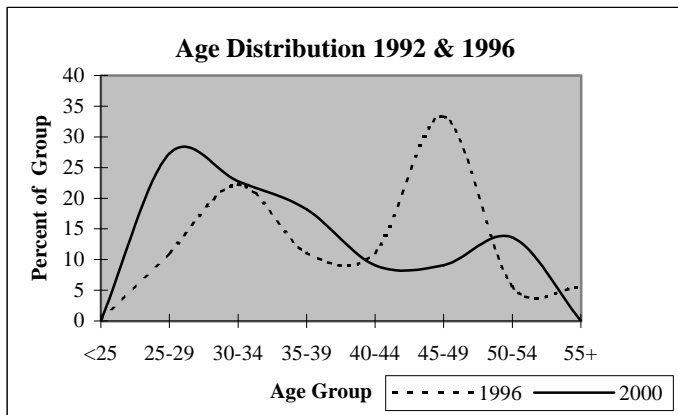
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	6	6	9	6	22.2%	28.6%	28.6%	39.1%	27.3%
4-7 Years	5	4	3	4	6	27.8%	19.0%	14.3%	17.4%	27.3%
8-11 Years	4	6	9	5	5	22.2%	28.6%	42.9%	21.7%	22.7%
12-15 Years	2	2	0	4	4	11.1%	9.5%	0.0%	17.4%	18.2%
16-19 Years	1	0	1	0	0	5.6%	0.0%	4.8%	0.0%	0.0%
20+ Years	2	3	2	1	1	11.1%	14.3%	9.5%	4.3%	4.5%
<b>Average Experience</b>	9.1	8.7	8.0	6.4	7.6					

# District Report for: LIBERTY

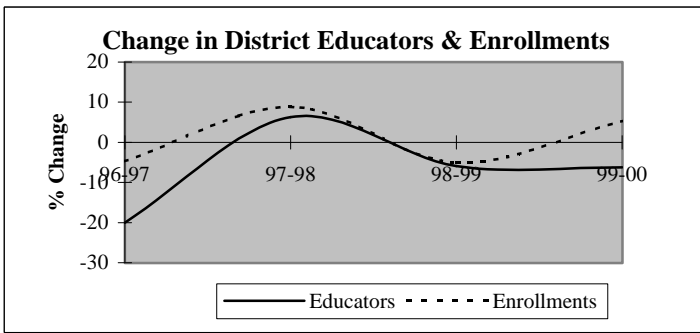
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	2	2	1	-	0.0%	8.3%	8.3%	3.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.2%	3.7%	-
Attrition from Exits	0	2	1	0	-	0.0%	8.3%	4.2%	0.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>9.5%</b>	<b>9.5%</b>	<b>4.3%</b>	<b>-</b>
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.8%	4.3%	-
Attrition from Exits	0	2	1	0	-	0.0%	9.5%	4.8%	0.0%	-
<b>District Retention</b>										
Educator Retention	21	22	22	26	-	100.0%	91.7%	91.7%	96.3%	-
Teacher Retention	18	19	19	22	-	100.0%	90.5%	90.5%	95.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	14.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	7.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	91.7%	83.3%	81.5%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	4.2%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	8.3%	12.5%	18.5%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MARBLE CITY

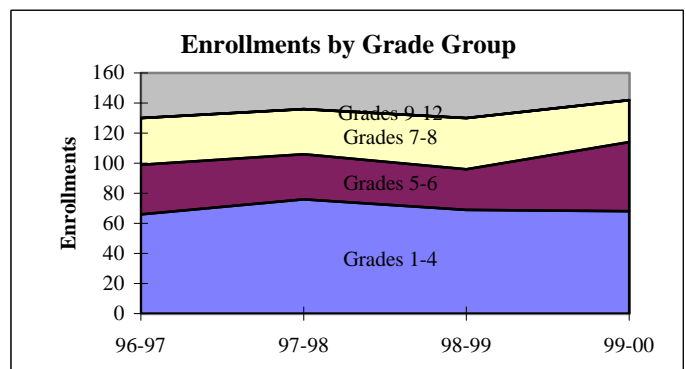
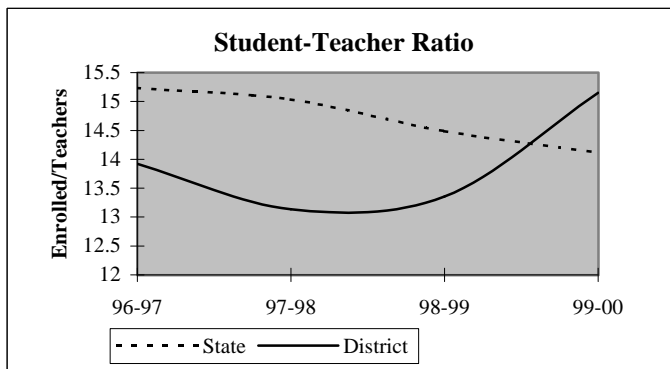


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.5	11.3	11.6	11.7	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.6	13.9	13.1	13.4	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	-4	1	-1	-1	-	-	-	-	-
% Change in Educators	17.6%	-20.0%	6.3%	-5.9%	-6.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	5	-9	16	-10	10	-	-	-	-	-
% Change in Enrollments	2.7%	-4.7%	8.8%	-5.1%	5.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	6.3%	5.9%	6.3%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	12.5%	5.9%	6.3%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	25.0%	25.0%	41.2%	37.5%	40.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	44.3	42.8	44.3	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	7.4	10.8	8.9	10.5	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,489	31,203	28,326	29,113	29,543	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	22.2%	23.1%	40.0%	35.7%	38.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.3%	76.9%	86.7%	85.7%	84.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	13.3%	14.3%	15.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	90.0%	86.2%	79.2%	82.9%	84.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	6	7	5	5	50.0%	37.5%	41.2%	31.3%	33.3%
Attrition	4	1	1	0	0					
Attrition Rate	40.0%	16.7%	14.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	9	10	10	45.0%	56.3%	52.9%	62.5%	66.7%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	11.1%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	0	5.0%	6.3%	5.9%	6.3%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	0	5.0%	6.3%	5.9%	6.3%	0.0%

## District Report for: MARBLE CITY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	16	17	16	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.0%	6.3%	5.9%	6.3%	6.7%
Professional Staff	1	2	1	1	1	5.0%	12.5%	5.9%	6.3%	6.7%
<b>Total Teachers</b>	18	13	15	14	13	90.0%	81.3%	88.2%	87.5%	86.7%
Special Education	0	0	2	2	2	0.0%	0.0%	13.3%	14.3%	15.4%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	18	13	13	12	11	100.0%	100.0%	86.7%	85.7%	84.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	190	181	197	187	197	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	27	34	38	18	25	14.2%	18.8%	19.3%	9.6%	12.7%
Grades 1-4	68	66	76	69	68	35.8%	36.5%	38.6%	36.9%	34.5%
Grades 5-6	38	33	30	27	46	20.0%	18.2%	15.2%	14.4%	23.4%
Grades 7-8	37	31	30	34	28	19.5%	17.1%	15.2%	18.2%	14.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	20	17	23	39	30	10.5%	9.4%	11.7%	20.9%	15.2%

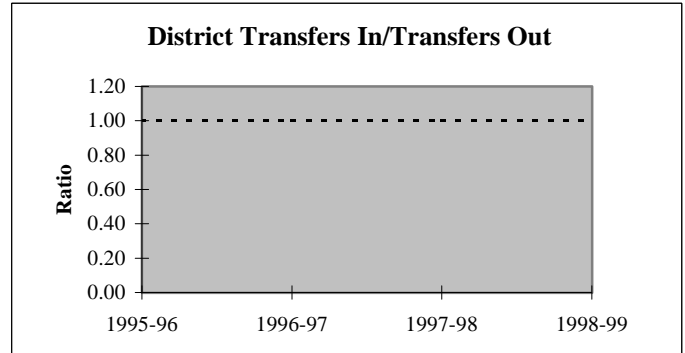
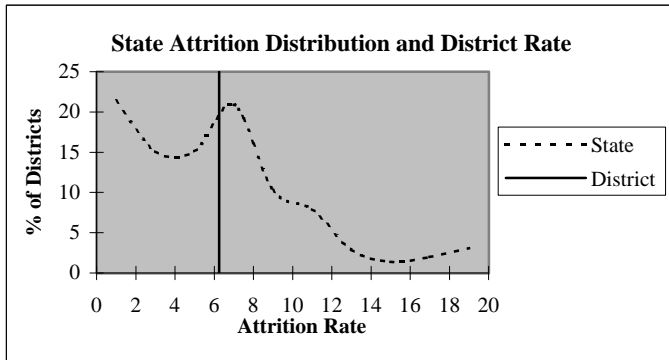




## District Report for: MARBLE CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	16	17	16	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	16	14	16	15	80.0%	100.0%	82.4%	100.0%	100.0%
<b>Newly Hired</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>20.0%</b>	<b>0.0%</b>	<b>17.6%</b>	<b>0.0%</b>	<b>0.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	4	0	3	0	0	100.0%	0.0%	100.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>20.0%</b>	<b>12.5%</b>	<b>5.9%</b>	<b>6.3%</b>	<b>-</b>
Transfers Out	2	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	2	2	1	1	-	50.0%	100.0%	100.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	12.5%	5.9%	6.3%	-
Transfers In/Out	0.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	20

## District Report for: MARBLE CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.0%	6.3%	5.9%	6.3%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	1	1	1	5.0%	12.5%	5.9%	6.3%	6.7%
White - Females	0	1	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	100.0%	50.0%	100.0%	100.0%	100.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	13	15	14	13	90.0%	81.3%	88.2%	87.5%	86.7%
White - Females	11	7	7	7	6	61.1%	53.8%	46.7%	50.0%	46.2%
White - Males	3	3	2	2	2	16.7%	23.1%	13.3%	14.3%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	3	6	5	5	22.2%	23.1%	40.0%	35.7%	38.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	0	1	1	1	16.7%	0.0%	6.7%	7.1%	7.7%
30-34	1	1	1	1	0	5.6%	7.7%	6.7%	7.1%	0.0%
35-39	5	2	3	2	2	27.8%	15.4%	20.0%	14.3%	15.4%
40-44	4	4	4	4	5	22.2%	30.8%	26.7%	28.6%	38.5%
45-49	3	4	3	2	1	16.7%	30.8%	20.0%	14.3%	7.7%
50-54	1	1	2	2	3	5.6%	7.7%	13.3%	14.3%	23.1%
55+	1	1	1	2	1	5.6%	7.7%	6.7%	14.3%	7.7%
<b>Average Age</b>	39.7	44.3	42.8	44.3	43.9					

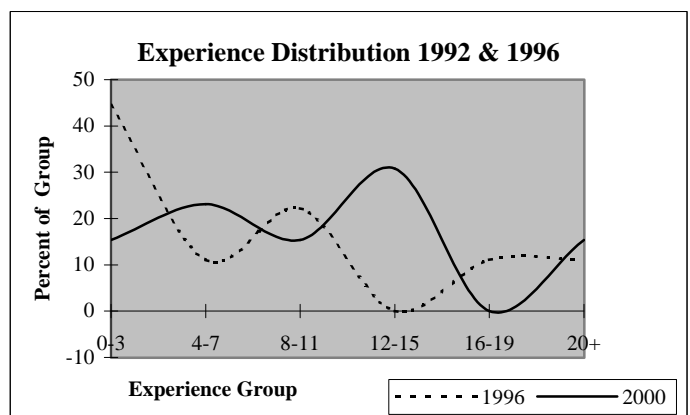
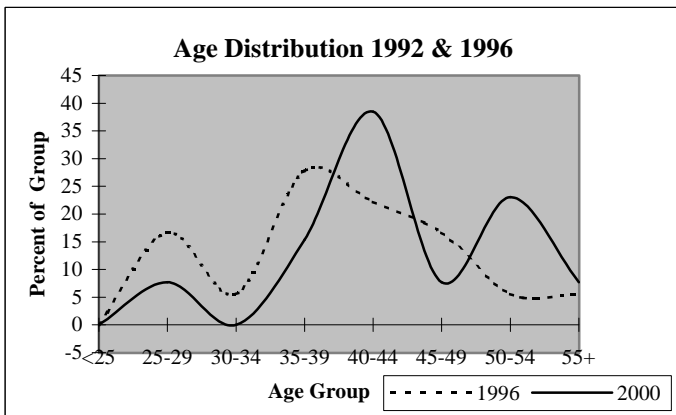
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	3	6	4	2	44.4%	23.1%	40.0%	28.6%	15.4%
4-7 Years	2	2	1	1	3	11.1%	15.4%	6.7%	7.1%	23.1%
8-11 Years	4	3	2	3	2	22.2%	23.1%	13.3%	21.4%	15.4%
12-15 Years	0	1	3	3	4	0.0%	7.7%	20.0%	21.4%	30.8%
16-19 Years	2	1	1	1	0	11.1%	7.7%	6.7%	7.1%	0.0%
20+ Years	2	3	2	2	2	11.1%	23.1%	13.3%	14.3%	15.4%
<b>Average Experience</b>	7.4	10.8	8.9	10.5	10.5					

## District Report for: MARBLE CITY

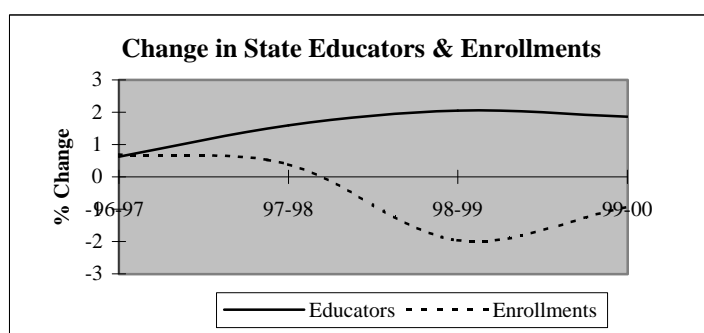
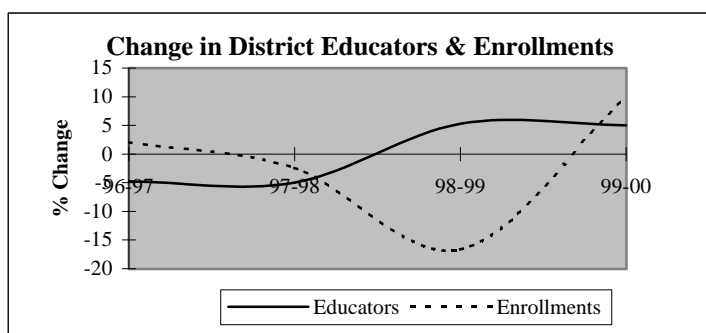
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	2	1	1	-	20.0%	12.5%	5.9%	6.3%	-
Attrition from Transfers	2	0	0	0	-	10.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	2	1	1	-	10.0%	12.5%	5.9%	6.3%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>22.2%</b>	<b>7.7%</b>	<b>6.7%</b>	<b>7.1%</b>	<b>-</b>
Attrition from Transfers	2	0	0	0	-	11.1%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	1	1	1	-	11.1%	7.7%	6.7%	7.1%	-
<b>District Retention</b>										
Educator Retention	16	14	16	15	-	80.0%	87.5%	94.1%	93.8%	-
Teacher Retention	14	12	14	13	-	77.8%	92.3%	93.3%	92.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	77.8%	0.0%	77.8%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	12.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	60.0%	20.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	80.0%	100.0%	82.4%	100.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	20.0%	0.0%	17.6%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BRUSHY

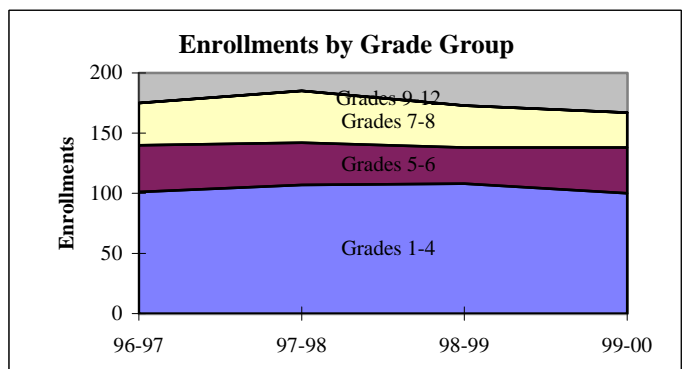
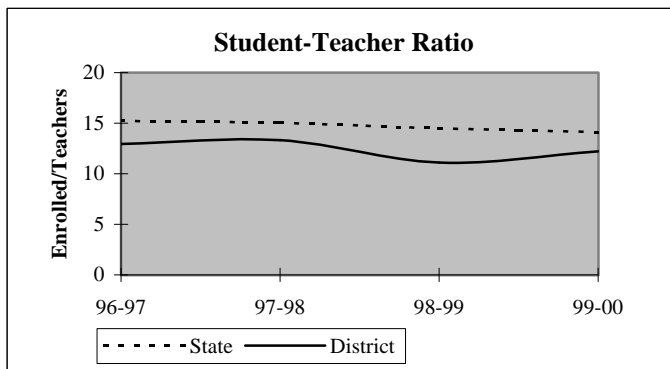


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.5	12.3	12.6	10.0	10.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.1	12.9	13.3	11.1	12.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	-1	-1	1	1	-	-	-	-	-
% Change in Educators	23.5%	-4.8%	-5.0%	5.3%	5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	0	5	-6	-40	20	-	-	-	-	-
% Change in Enrollments	0.0%	2.1%	-2.4%	-16.7%	10.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.5%	5.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	5.0%	5.3%	5.0%	4.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	5.0%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	19.0%	5.0%	5.3%	5.0%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.3	40.2	41.2	42.2	42.0	42.0	42.3	42.5	42.7	43.0
Average Experience	7.4	7.7	9.2	10.2	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,242	28,458	28,618	29,269	29,456	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.0%	5.3%	5.6%	5.6%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.0%	73.7%	77.8%	77.8%	77.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.0%	10.5%	11.1%	11.1%	11.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	55.2%	37.8%	44.6%	49.0%	71.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	10	9	8	9	57.1%	50.0%	47.4%	40.0%	42.9%
Attrition	2	2	0	0	0					
Attrition Rate	16.7%	20.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	10	10	12	12	42.9%	50.0%	52.6%	60.0%	57.1%
Attrition	1	0	0	1	0					
Attrition Rate	11.1%	0.0%	0.0%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: BRUSHY

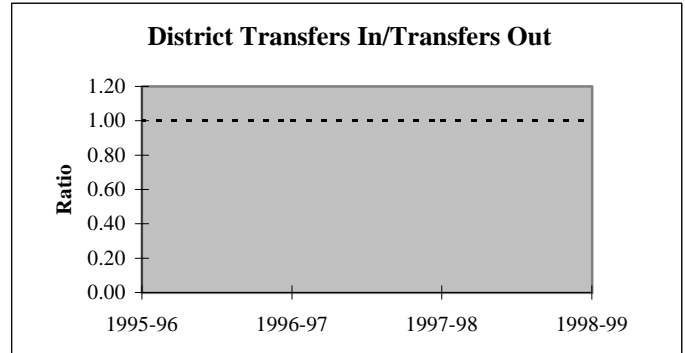
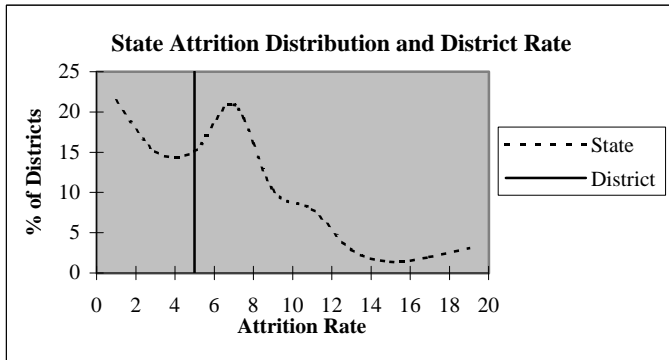
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	20	19	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	4.8%	5.0%	5.3%	5.0%	4.8%
Professional Staff	0	0	0	1	2	0.0%	0.0%	0.0%	5.0%	9.5%
<b>Total Teachers</b>	20	19	18	18	18	95.2%	95.0%	94.7%	90.0%	85.7%
Special Education	2	2	2	2	2	10.0%	10.5%	11.1%	11.1%	11.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	18	17	16	16	16	90.0%	89.5%	88.9%	88.9%	88.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	241	246	240	200	220	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	76	71	55	27	52	31.5%	28.9%	22.9%	13.5%	23.6%
Grades 1-4	91	101	107	108	100	37.8%	41.1%	44.6%	54.0%	45.5%
Grades 5-6	39	39	35	30	38	16.2%	15.9%	14.6%	15.0%	17.3%
Grades 7-8	35	35	43	35	29	14.5%	14.2%	17.9%	17.5%	13.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%



## District Report for: BRUSHY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	20	19	20	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	18	18	19	19	71.4%	90.0%	94.7%	95.0%	90.5%
<b>Newly Hired</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>28.6%</b>	<b>10.0%</b>	<b>5.3%</b>	<b>5.0%</b>	<b>9.5%</b>
Transfers In	2	1	1	1	1	33.3%	50.0%	100.0%	100.0%	50.0%
Reentrants	1	0	0	0	0	16.7%	0.0%	0.0%	0.0%	0.0%
First Time Educators	3	1	0	0	1	50.0%	50.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>14.3%</b>	<b>10.0%</b>	<b>0.0%</b>	<b>5.0%</b>	<b>-</b>
Transfers Out	2	0	0	0	-	66.7%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	1	2	0	1	-	33.3%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	10.0%	0.0%	5.0%	-
Transfers In/Out	1.00	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	20	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>21</b>

## District Report for: BRUSHY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	4.8%	5.0%	5.3%	5.0%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	2	0.0%	0.0%	0.0%	5.0%	9.5%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	19	18	18	18	95.2%	95.0%	94.7%	90.0%	85.7%
White - Females	12	13	13	13	13	60.0%	68.4%	72.2%	72.2%	72.2%
White - Males	4	5	4	4	4	20.0%	26.3%	22.2%	22.2%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	1	10.0%	5.3%	5.6%	5.6%	5.6%
Other - Males	2	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	5.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	3	3	3	1	15.0%	16.7%	16.7%	16.7%	5.6%
30-34	1	2	2	2	4	5.0%	11.1%	11.1%	11.1%	22.2%
35-39	4	2	2	0	1	20.0%	11.1%	11.1%	0.0%	5.6%
40-44	5	3	3	5	4	25.0%	16.7%	16.7%	27.8%	22.2%
45-49	4	5	4	4	5	20.0%	27.8%	22.2%	22.2%	27.8%
50-54	2	3	4	4	2	10.0%	16.7%	22.2%	22.2%	11.1%
55+	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
<b>Average Age</b>	39.3	40.2	41.2	42.2	42.0					

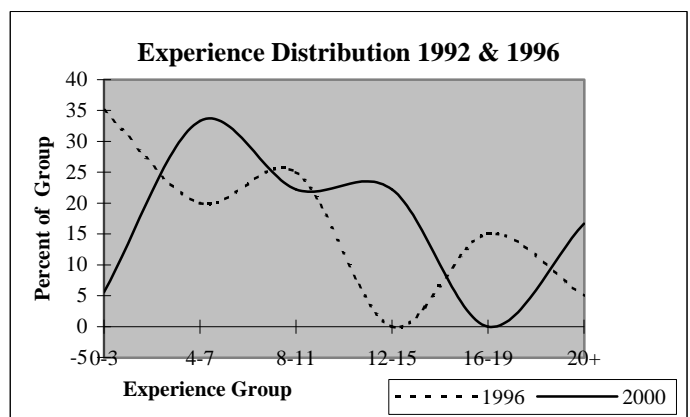
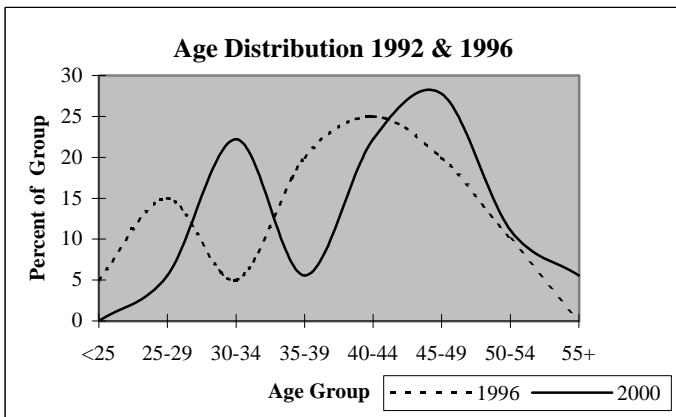
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	6	4	2	1	35.0%	31.6%	22.2%	11.1%	5.6%
4-7 Years	4	4	5	5	6	20.0%	21.1%	27.8%	27.8%	33.3%
8-11 Years	5	5	5	4	4	25.0%	26.3%	27.8%	22.2%	22.2%
12-15 Years	0	1	1	4	4	0.0%	5.3%	5.6%	22.2%	22.2%
16-19 Years	3	2	1	1	0	15.0%	10.5%	5.6%	5.6%	0.0%
20+ Years	1	1	2	2	3	5.0%	5.3%	11.1%	11.1%	16.7%
<b>Average Experience</b>	7.4	7.7	9.2	10.2	10.5					

# District Report for: BRUSHY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	0	1	-	14.3%	10.0%	0.0%	5.0%	-
Attrition from Transfers	2	0	0	0	-	9.5%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	2	0	1	-	4.8%	10.0%	0.0%	5.0%	-
<b>Teacher Attrition</b>	3	2	0	1	-	15.0%	10.5%	0.0%	5.6%	-
Attrition from Transfers	2	0	0	0	-	10.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	2	0	1	-	5.0%	10.5%	0.0%	5.6%	-
<b>District Retention</b>										
Educator Retention	18	18	19	19	-	85.7%	90.0%	100.0%	95.0%	-
Teacher Retention	17	17	18	17	-	85.0%	89.5%	100.0%	94.4%	-

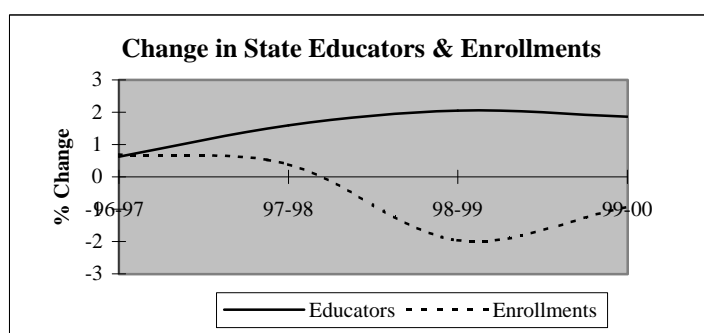
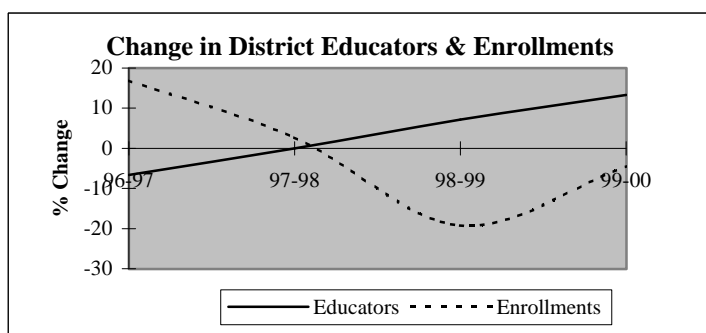
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	42.9%	28.6%	71.4%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.0%	90.0%	100.0%	100.0%	95.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	19.0%	5.0%	0.0%	0.0%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: BELFONTE

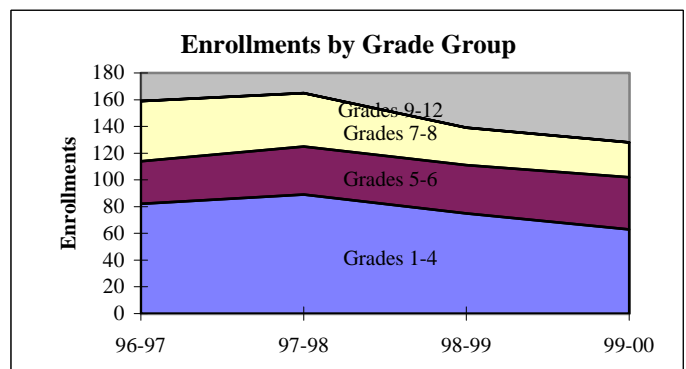
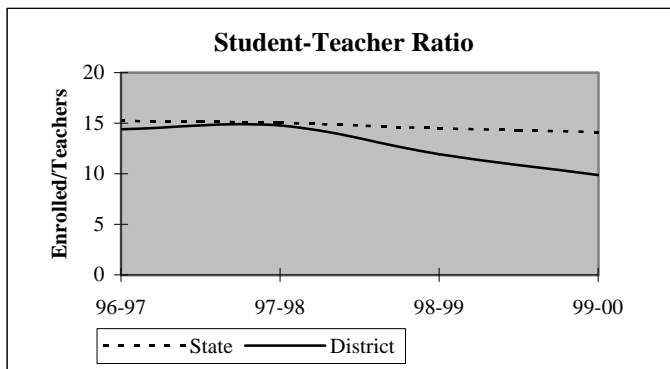


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	13.4	13.7	10.3	8.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.4	14.4	14.8	11.9	9.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	1	2	-	-	-	-	-
% Change in Educators	0.0%	-6.7%	0.0%	7.1%	13.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	27	5	-37	-7	-	-	-	-	-
% Change in Enrollments	0.6%	16.9%	2.7%	-19.3%	-4.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	7.1%	7.1%	6.7%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	6.7%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	7.1%	7.1%	6.7%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	42.8	43.8	44.5	44.2	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	14.3	15.3	15.2	14.1	12.1	12.3	12.3	12.2	12.2
Average Salary	31,436	32,661	32,864	32,237	32,522	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.1%	7.7%	7.7%	7.7%	6.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	84.6%	84.6%	84.6%	73.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	7.7%	7.7%	7.7%	13.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	68.8%	69.5%	67.7%	75.9%	74.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	4	3	3	4	33.3%	28.6%	21.4%	20.0%	23.5%
Attrition	1	0	0	0	0					
Attrition Rate	20.0%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	10	10	10	12	66.7%	71.4%	71.4%	66.7%	70.6%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	10.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	2	1	0.0%	0.0%	7.1%	13.3%	5.9%
Attrition Rate	0.0%	0.0%	0.0%	50.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	2	1	0.0%	7.1%	7.1%	13.3%	5.9%

## District Report for: BELFONTE

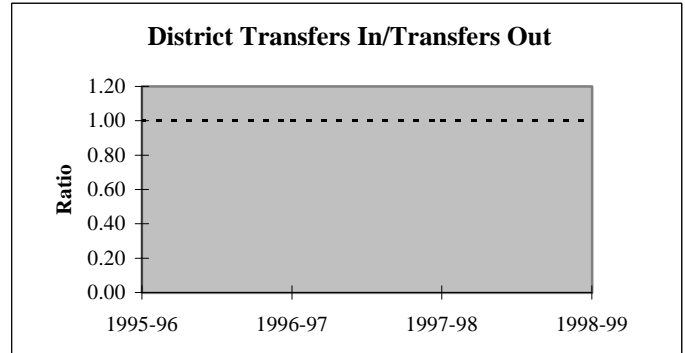
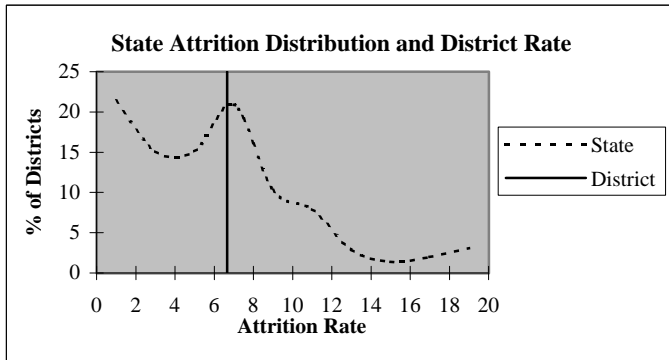
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	14	14	15	17	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	7.1%	7.1%	6.7%	5.9%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	6.7%	5.9%
<b>Total Teachers</b>	14	13	13	13	15	93.3%	92.9%	92.9%	86.7%	88.2%
Special Education	0	1	1	1	2	0.0%	7.7%	7.7%	7.7%	13.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	14	12	12	12	13	100.0%	92.3%	92.3%	92.3%	86.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	160	187	192	155	148	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	24	23	16	20	10.0%	12.8%	12.0%	10.3%	13.5%
Grades 1-4	68	82	89	75	63	42.5%	43.9%	46.4%	48.4%	42.6%
Grades 5-6	38	32	36	36	39	23.8%	17.1%	18.8%	23.2%	26.4%
Grades 7-8	33	45	40	28	26	20.6%	24.1%	20.8%	18.1%	17.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	5	4	4	0	0	3.1%	2.1%	2.1%	0.0%	0.0%



## District Report for: BELFONTE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	14	14	15	17	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	14	14	13	14	100.0%	100.0%	100.0%	86.7%	82.4%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>13.3%</b>	<b>17.6%</b>
Transfers In	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
First Time Educators	0	0	0	1	2	0.0%	0.0%	0.0%	50.0%	66.7%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>6.7%</b>	<b>0.0%</b>	<b>7.1%</b>	<b>6.7%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	1	0	0	1	-	100.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	0.0%	7.1%	6.7%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	15	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>15</b>

## District Report for: BELFONTE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	7.1%	7.1%	6.7%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	6.7%	5.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	13	13	13	15	93.3%	92.9%	92.9%	86.7%	88.2%
White - Females	11	10	10	10	10	78.6%	76.9%	76.9%	76.9%	66.7%
White - Males	2	2	2	2	4	14.3%	15.4%	15.4%	15.4%	26.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	7.1%	7.7%	7.7%	7.7%	6.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%
30-34	1	1	1	1	1	7.1%	7.7%	7.7%	7.7%	6.7%
35-39	5	4	3	3	1	35.7%	30.8%	23.1%	23.1%	6.7%
40-44	2	1	2	2	5	14.3%	7.7%	15.4%	15.4%	33.3%
45-49	6	5	4	4	2	42.9%	38.5%	30.8%	30.8%	13.3%
50-54	0	2	3	3	5	0.0%	15.4%	23.1%	23.1%	33.3%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	41.4	42.8	43.8	44.5	44.2					

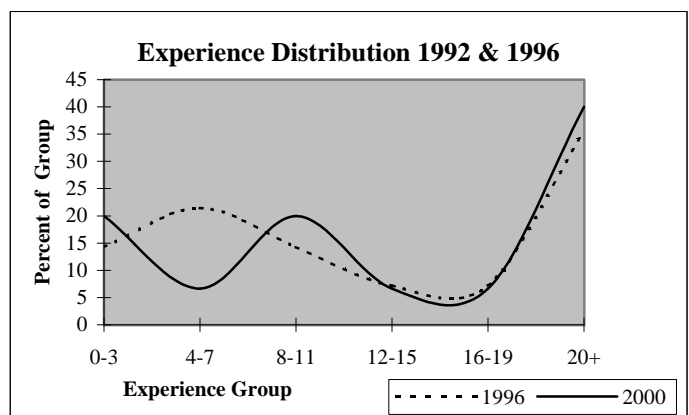
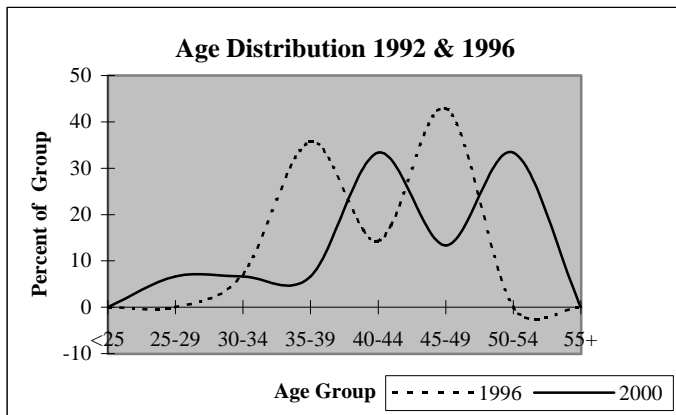
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	1	1	3	14.3%	7.7%	7.7%	7.7%	20.0%
4-7 Years	3	3	2	2	1	21.4%	23.1%	15.4%	15.4%	6.7%
8-11 Years	2	1	2	3	3	14.3%	7.7%	15.4%	23.1%	20.0%
12-15 Years	1	2	1	0	1	7.1%	15.4%	7.7%	0.0%	6.7%
16-19 Years	1	0	1	1	1	7.1%	0.0%	7.7%	7.7%	6.7%
20+ Years	5	6	6	6	6	35.7%	46.2%	46.2%	46.2%	40.0%
<b>Average Experience</b>	12.4	14.3	15.3	15.2	14.1					

## District Report for: BELFONTE

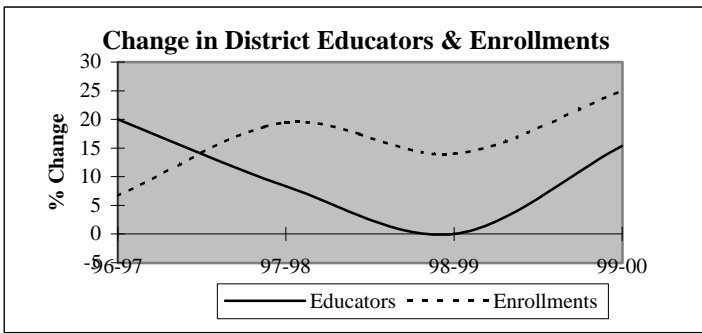
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	0	1	1	-	6.7%	0.0%	7.1%	6.7%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	7.1%	0.0%	-
Attrition from Exits	1	0	0	1	-	6.7%	0.0%	0.0%	6.7%	-
Teacher Attrition	1	0	1	0	-	7.1%	0.0%	7.7%	0.0%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	7.7%	0.0%	-
Attrition from Exits	1	0	0	0	-	7.1%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	14	13	14	-	93.3%	100.0%	92.9%	93.3%	-
Teacher Retention	13	13	12	13	-	92.9%	100.0%	92.3%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	0.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	100.0%	100.0%	86.7%	88.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	13.3%	11.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOFFETT



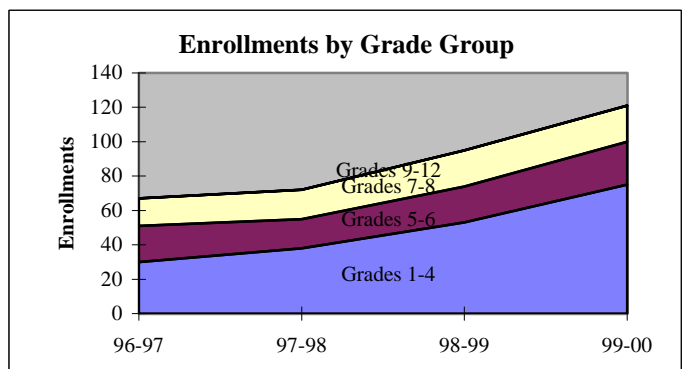
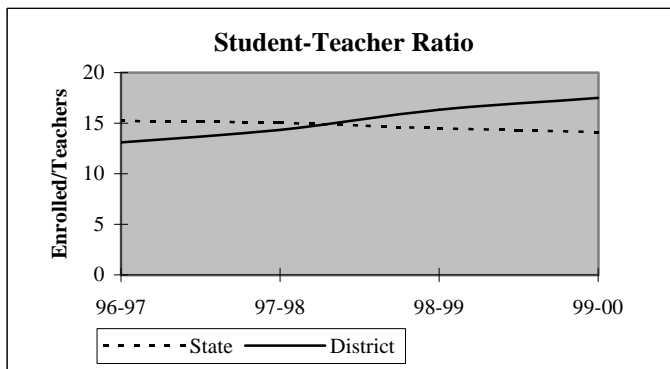
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	12.0	13.2	15.1	16.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	13.1	14.3	16.3	17.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	2	1	0	2	-	-	-	-	-
% Change in Educators	-9.1%	20.0%	8.3%	0.0%	15.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-27	9	28	24	49	-	-	-	-	-
% Change in Enrollments	-16.7%	6.7%	19.4%	14.0%	25.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	8.3%	0.0%	15.4%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	8.3%	7.7%	7.7%	6.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	7.7%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.7	39.2	39.2	38.6	38.8	42.0	42.3	42.5	42.7	43.0
Average Experience	10.3	10.9	11.1	9.8	8.7	12.1	12.3	12.3	12.2	12.2
Average Salary	32,005	33,486	34,441	27,800	32,446	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	8.3%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	66.7%	63.6%	58.3%	66.7%	64.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	22.2%	27.3%	25.0%	8.3%	14.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	97.8%	100.0%	100.0%	94.0%	86.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	4	5	5	7	50.0%	33.3%	38.5%	38.5%	46.7%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	40.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	5	8	7	7	8	50.0%	66.7%	53.8%	53.8%	53.3%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	14.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	1	0	0.0%	0.0%	7.7%	7.7%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	2	1	0	0.0%	8.3%	15.4%	7.7%	0.0%

## District Report for: MOFFETT

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	12	13	13	15	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	8.3%	7.7%	7.7%	6.7%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	9	11	12	12	14	90.0%	91.7%	92.3%	92.3%	93.3%
Special Education	2	3	3	1	2	22.2%	27.3%	25.0%	8.3%	14.3%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	9.1%	8.3%	8.3%	7.1%
Elementary	7	7	8	10	11	77.8%	63.6%	66.7%	83.3%	78.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

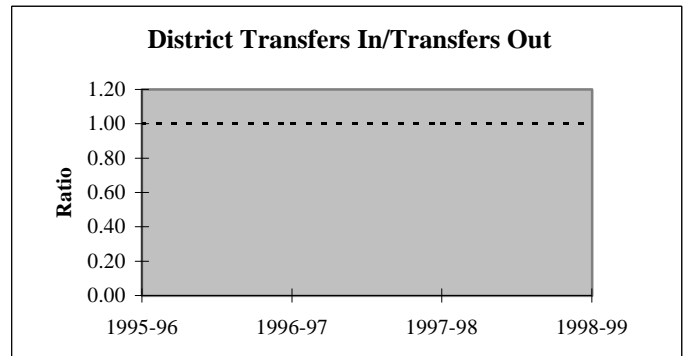
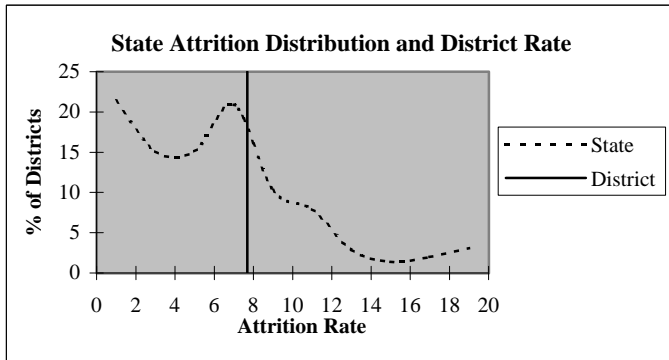
<b>Total Enrollments</b>	135	144	172	196	245	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	25	30	48	76	13.3%	17.4%	17.4%	24.5%	31.0%
Grades 1-4	38	30	38	53	75	28.1%	20.8%	22.1%	27.0%	30.6%
Grades 5-6	23	21	17	21	25	17.0%	14.6%	9.9%	10.7%	10.2%
Grades 7-8	20	16	17	21	21	14.8%	11.1%	9.9%	10.7%	8.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	36	52	70	53	48	26.7%	36.1%	40.7%	27.0%	19.6%



## District Report for: MOFFETT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	12	13	13	15	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	12	9	12	100.0%	83.3%	92.3%	69.2%	80.0%
<b>Newly Hired</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>0.0%</b>	<b>16.7%</b>	<b>7.7%</b>	<b>30.8%</b>	<b>20.0%</b>
Transfers In	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	33.3%
Reentrants	0	1	1	1	0	0.0%	50.0%	100.0%	25.0%	0.0%
First Time Educators	0	1	0	2	2	0.0%	50.0%	0.0%	50.0%	66.7%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>30.8%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	0	0	1	0	-	0.0%	0.0%	25.0%	0.0%	-
Leave Oklahoma Educ.	0	0	3	1	-	0.0%	0.0%	75.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	30.8%	7.7%	-
Transfers In/Out	nc	nc	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	9	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>10</b>



## District Report for: MOFFETT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	8.3%	7.7%	7.7%	6.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	9	11	12	12	14	90.0%	91.7%	92.3%	92.3%	93.3%
White - Females	6	7	7	8	9	66.7%	63.6%	58.3%	66.7%	64.3%
White - Males	3	4	4	4	5	33.3%	36.4%	33.3%	33.3%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	0	0	0.0%	0.0%	8.3%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	3	1	0	22.2%	18.2%	25.0%	9.1%	0.0%
30-34	1	2	1	3	4	11.1%	18.2%	8.3%	27.3%	33.3%
35-39	3	3	3	2	3	33.3%	27.3%	25.0%	18.2%	25.0%
40-44	1	1	2	3	2	11.1%	9.1%	16.7%	27.3%	16.7%
45-49	1	1	0	0	1	11.1%	9.1%	0.0%	0.0%	8.3%
50-54	1	2	3	2	1	11.1%	18.2%	25.0%	18.2%	8.3%
55+	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	8.3%
<b>Average Age</b>	37.7	39.2	39.2	38.6	38.8					

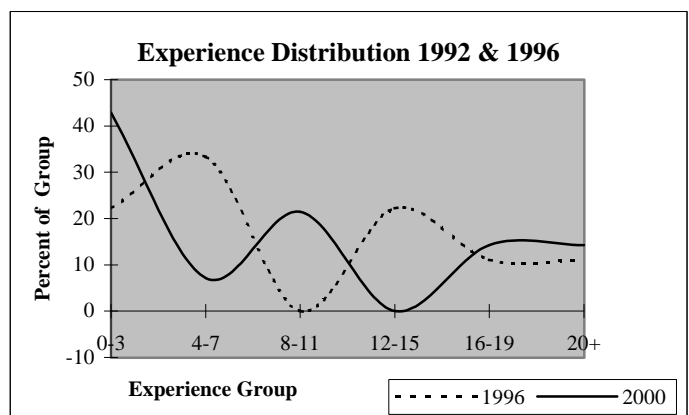
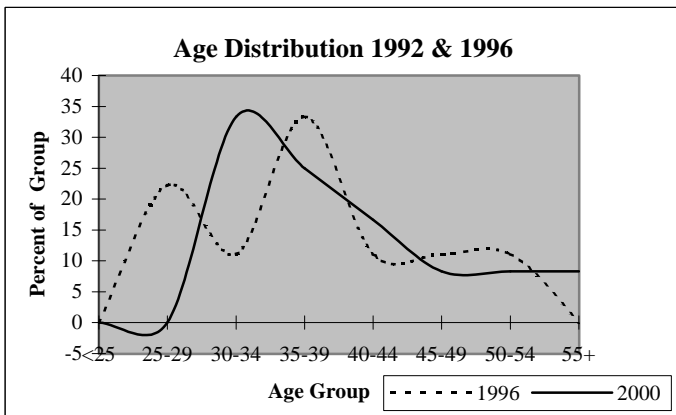
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	2	4	6	22.2%	9.1%	16.7%	33.3%	42.9%
4-7 Years	3	3	3	1	1	33.3%	27.3%	25.0%	8.3%	7.1%
8-11 Years	0	2	2	3	3	0.0%	18.2%	16.7%	25.0%	21.4%
12-15 Years	2	2	2	2	0	22.2%	18.2%	16.7%	16.7%	0.0%
16-19 Years	1	1	1	0	2	11.1%	9.1%	8.3%	0.0%	14.3%
20+ Years	1	2	2	2	2	11.1%	18.2%	16.7%	16.7%	14.3%
<b>Average Experience</b>	10.3	10.9	11.1	9.8	8.7					

## District Report for: MOFFETT

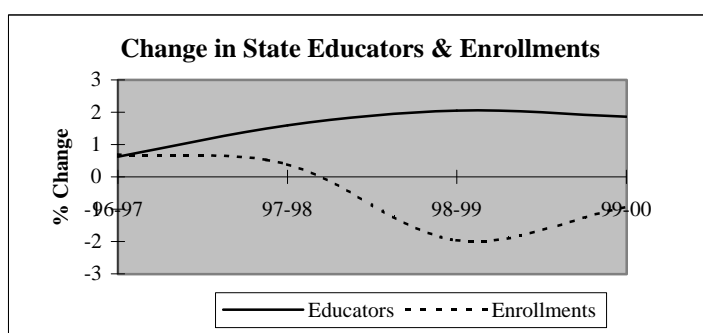
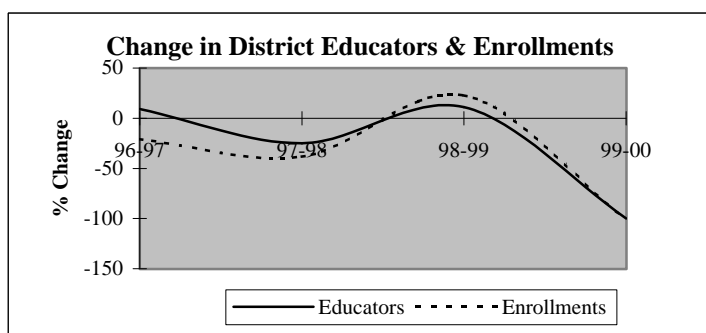
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	4	1	-	0.0%	0.0%	30.8%	7.7%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	7.7%	0.0%	-
Attrition from Exits	0	0	3	1	-	0.0%	0.0%	23.1%	7.7%	-
Teacher Attrition	0	0	3	1	-	0.0%	0.0%	25.0%	8.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	8.3%	0.0%	-
Attrition from Exits	0	0	2	1	-	0.0%	0.0%	16.7%	8.3%	-
<b>District Retention</b>										
Educator Retention	10	12	9	12	-	100.0%	100.0%	69.2%	92.3%	-
Teacher Retention	9	11	9	11	-	100.0%	100.0%	75.0%	91.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	0.0%	75.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	83.3%	92.3%	76.9%	86.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	16.7%	7.7%	23.1%	13.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GUM SPRINGS

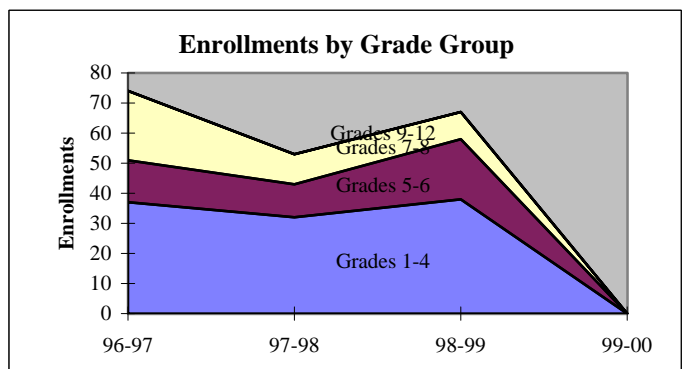
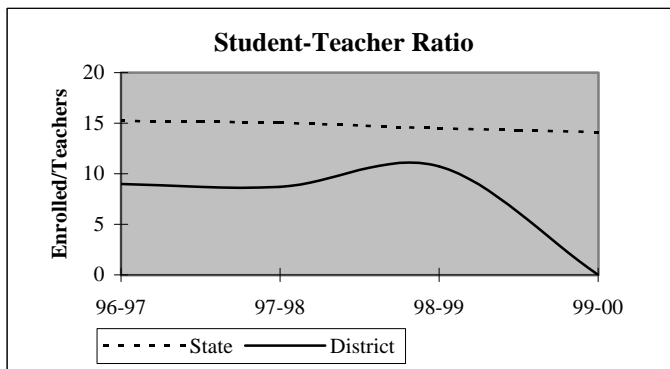


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.4	8.3	6.8	7.5	nc	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.5	9.0	8.7	10.7	nc	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	1	-3	1	-10	-	-	-	-	-
% Change in Educators	0.0%	9.1%	-25.0%	11.1%	-100.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	-26	-38	14	-75	-	-	-	-	-
% Change in Enrollments	6.8%	-20.8%	-38.4%	23.0%	-100.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	22.2%	20.0%	nc	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.3%	11.1%	10.0%	nc	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	11.1%	20.0%	nc	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	9.1%	0.0%	0.0%	0.0%	nc	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	nc	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	9.1%	8.3%	11.1%	10.0%	nc	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	42.6	43.7	38.0	0.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	12.2	13.7	9.3	0.0	12.1	12.3	12.3	12.2	12.2
Average Salary	28,369	28,347	26,182	24,972	0	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.0%	0.0%	0.0%	0.0%	nc	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	72.7%	71.4%	85.7%	nc	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	9.1%	14.3%	0.0%	nc	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	86.4%	92.9%	75.4%	73.8%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	3	2	4	0	36.4%	25.0%	22.2%	40.0%	0.0%
Attrition	1	2	1	4	0					
Attrition Rate	25.0%	66.7%	50.0%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	7	9	6	6	0	63.6%	75.0%	66.7%	60.0%	0.0%
Attrition	0	4	1	6	0					
Attrition Rate	0.0%	44.4%	16.7%	100.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	0	0.0%	0.0%	11.1%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	1	1	0	0	0.0%	8.3%	11.1%	0.0%	0.0%

## District Report for: GUM SPRINGS

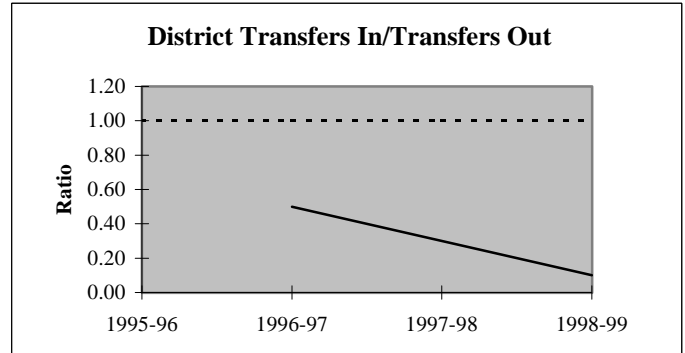
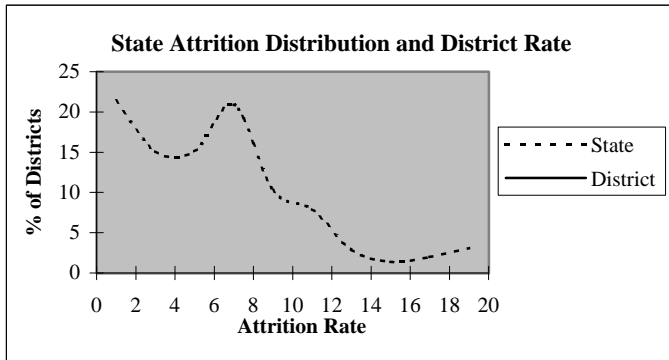
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	11	12	9	10	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	0	9.1%	8.3%	11.1%	10.0%	0.0%
Professional Staff	0	0	1	2	0	0.0%	0.0%	11.1%	20.0%	0.0%
<b>Total Teachers</b>	10	11	7	7	0	90.9%	91.7%	77.8%	70.0%	0.0%
Special Education	0	1	1	0	0	0.0%	9.1%	14.3%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	10	6	7	0	100.0%	90.9%	85.7%	100.0%	0.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	125	99	61	75	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	25	8	8	0	22.4%	25.3%	13.1%	10.7%	0.0%
Grades 1-4	39	37	32	38	0	31.2%	37.4%	52.5%	50.7%	0.0%
Grades 5-6	28	14	11	20	0	22.4%	14.1%	18.0%	26.7%	0.0%
Grades 7-8	29	23	10	9	0	23.2%	23.2%	16.4%	12.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	1	0	0	0	0	0.8%	0.0%	0.0%	0.0%	0.0%



## District Report for: GUM SPRINGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	11	12	9	10	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	6	6	0	90.9%	83.3%	66.7%	60.0%	0.0%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>9.1%</b>	<b>16.7%</b>	<b>33.3%</b>	<b>40.0%</b>	<b>0.0%</b>
Transfers In	1	1	1	1	0	100.0%	50.0%	33.3%	25.0%	0.0%
Reentrants	0	1	1	1	0	0.0%	50.0%	33.3%	25.0%	0.0%
First Time Educators	0	0	1	2	0	0.0%	0.0%	33.3%	50.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>10</b>	<b>-</b>	<b>9.1%</b>	<b>50.0%</b>	<b>33.3%</b>	<b>100.0%</b>	<b>-</b>
Transfers Out	0	2	0	10	-	0.0%	33.3%	0.0%	100.0%	-
Leave Oklahoma Educ.	1	4	3	0	-	100.0%	66.7%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	50.0%	33.3%	100.0%	-
Transfers In/Out	nc	0.50	nc	0.10	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	10	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	11

## District Report for: GUM SPRINGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	0	9.1%	8.3%	11.1%	10.0%	0.0%
White - Females	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	1	2	0	0.0%	0.0%	11.1%	20.0%	0.0%
White - Females	0	0	1	1	0	0.0%	0.0%	100.0%	50.0%	0.0%
White - Males	0	0	0	1	0	0.0%	0.0%	0.0%	50.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	10	11	7	7	0	90.9%	91.7%	77.8%	70.0%	0.0%
White - Females	7	8	5	6	0	70.0%	72.7%	71.4%	85.7%	0.0%
White - Males	2	3	2	1	0	20.0%	27.3%	28.6%	14.3%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	14.3%	0.0%
25-29	2	2	1	2	0	20.0%	18.2%	14.3%	28.6%	0.0%
30-34	2	1	0	0	0	20.0%	9.1%	0.0%	0.0%	0.0%
35-39	0	0	2	1	0	0.0%	0.0%	28.6%	14.3%	0.0%
40-44	1	3	1	1	0	10.0%	27.3%	14.3%	14.3%	0.0%
45-49	3	2	1	0	0	30.0%	18.2%	14.3%	0.0%	0.0%
50-54	1	2	0	1	0	10.0%	18.2%	0.0%	14.3%	0.0%
55+	1	1	2	1	0	10.0%	9.1%	28.6%	14.3%	0.0%
<b>Average Age</b>	40.9	42.6	43.7	38.0	0.0					

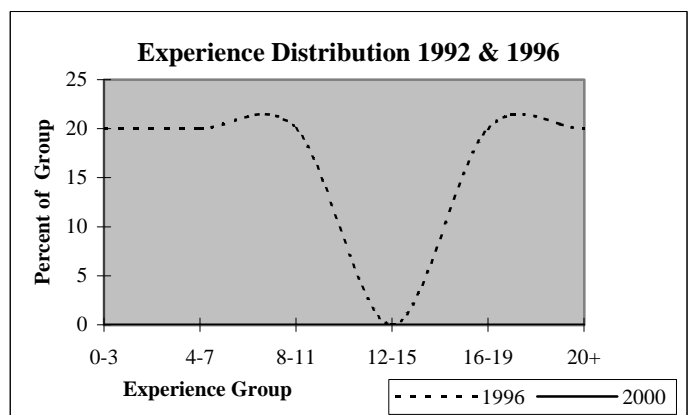
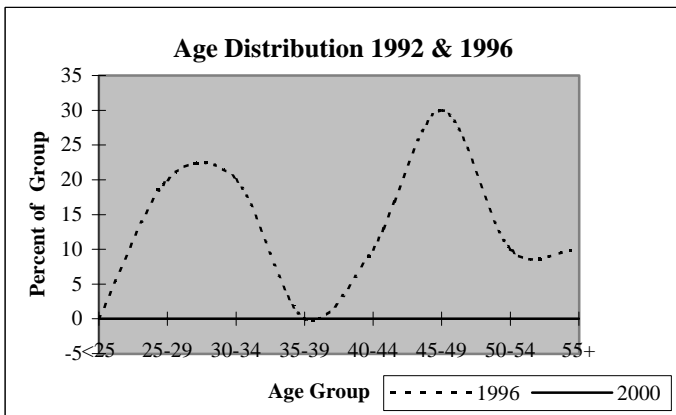
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	2	3	0	20.0%	9.1%	28.6%	42.9%	0.0%
4-7 Years	2	2	0	1	0	20.0%	18.2%	0.0%	14.3%	0.0%
8-11 Years	2	4	0	0	0	20.0%	36.4%	0.0%	0.0%	0.0%
12-15 Years	0	0	2	1	0	0.0%	0.0%	28.6%	14.3%	0.0%
16-19 Years	2	2	1	0	0	20.0%	18.2%	14.3%	0.0%	0.0%
20+ Years	2	2	2	2	0	20.0%	18.2%	28.6%	28.6%	0.0%
<b>Average Experience</b>	11.3	12.2	13.7	9.3	0.0					

## District Report for: GUM SPRINGS

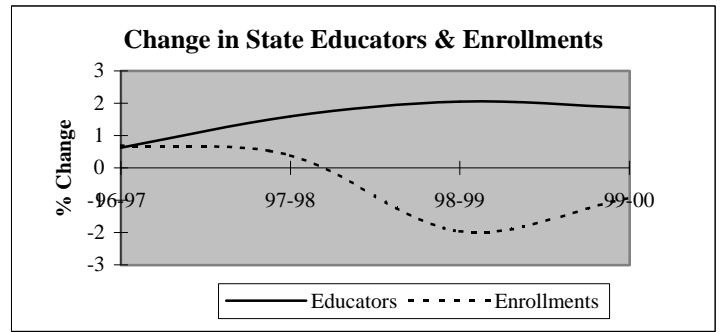
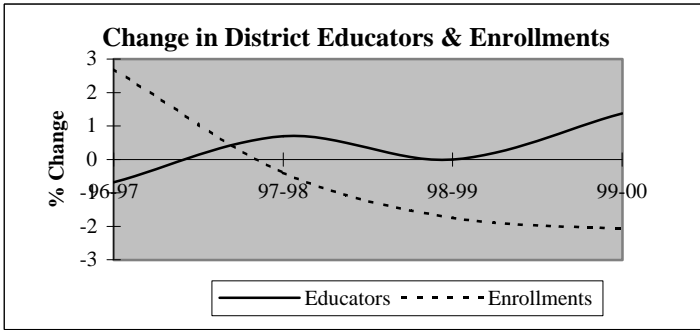
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	6	3	10	-	9.1%	50.0%	33.3%	100.0%	-
Attrition from Transfers	0	2	0	10	-	0.0%	16.7%	0.0%	100.0%	-
Attrition from Exits	1	4	3	0	-	9.1%	33.3%	33.3%	0.0%	-
<b>Teacher Attrition</b>	1	6	3	7	-	10.0%	54.5%	42.9%	100.0%	-
Attrition from Transfers	0	2	0	7	-	0.0%	18.2%	0.0%	100.0%	-
Attrition from Exits	1	4	3	0	-	10.0%	36.4%	42.9%	0.0%	-
<b>District Retention</b>										
Educator Retention	10	6	6	0	-	90.9%	50.0%	66.7%	0.0%	-
Teacher Retention	9	5	4	0	-	90.0%	45.5%	57.1%	0.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	25.0%	50.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	33.3%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	50.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	50.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	91.7%	77.8%	70.0%	0.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	8.3%	22.2%	30.0%	100.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SALLISAW



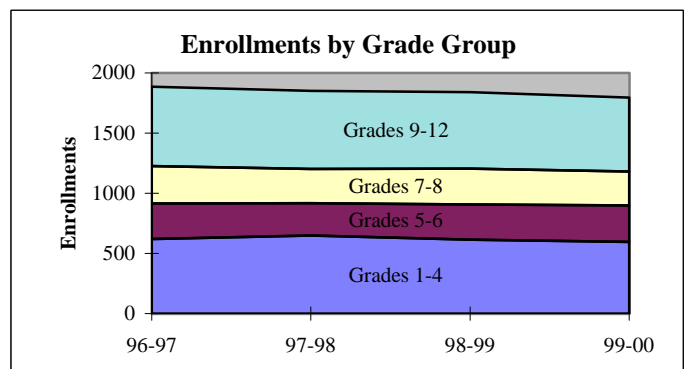
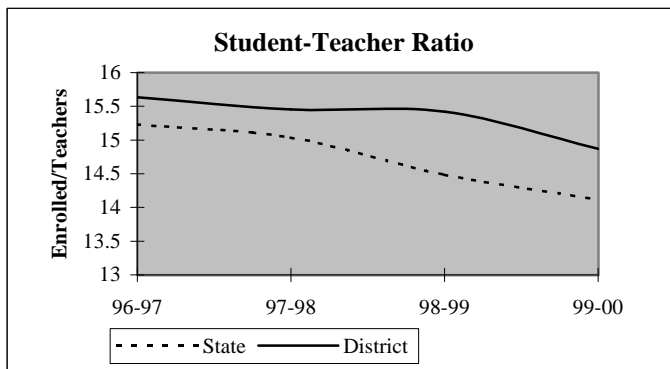
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.9	13.8	13.5	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.6	15.5	15.4	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-1	1	0	2	-	-	-	-	-
% Change in Educators	0.7%	-0.7%	0.7%	0.0%	1.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-60	53	-8	-35	-41	-	-	-	-	-
% Change in Enrollments	-3.0%	2.7%	-0.4%	-1.7%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.4%	2.1%	1.4%	2.1%	3.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.5%	5.5%	4.8%	5.5%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.8%	5.5%	6.2%	6.8%	6.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.9%	10.3%	9.6%	9.6%	9.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.4%	1.4%	1.4%	1.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.4	44.5	45.0	45.2	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	15.7	15.4	15.6	15.4	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,810	29,554	30,516	30,628	30,499	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.2%	11.6%	10.8%	10.9%	10.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	67.4%	68.5%	69.5%	72.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	8.5%	8.5%	8.6%	8.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.0%	38.0%	39.8%	40.3%	39.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	29	31	34	37	38	19.9%	21.4%	23.3%	25.3%	25.7%
Attrition	1	3	5	5	0					
Attrition Rate	3.4%	9.7%	14.7%	13.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	102	104	99	89	88	69.9%	71.7%	67.8%	61.0%	59.5%
Attrition	4	4	7	2	0					
Attrition Rate	3.9%	3.8%	7.1%	2.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	15	10	13	20	22	10.3%	6.9%	8.9%	13.7%	14.9%
Attrition	6	2	2	7	0					
Attrition Rate	40.0%	20.0%	15.4%	35.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	17	16	23	29	34	11.6%	11.0%	15.8%	19.9%	23.0%



## District Report for: SALLISAW

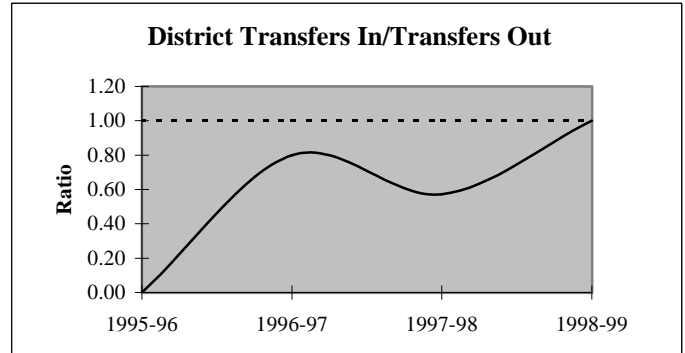
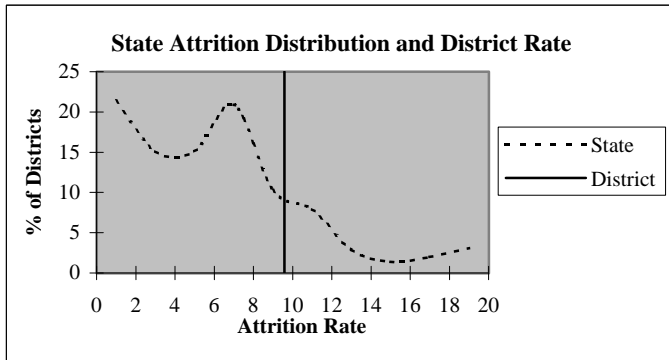
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	146	145	146	146	148	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	7	8	8	5.5%	5.5%	4.8%	5.5%	5.4%
Professional Staff	10	8	9	10	10	6.8%	5.5%	6.2%	6.8%	6.8%
<b>Total Teachers</b>	128	129	130	128	130	87.7%	89.0%	89.0%	87.7%	87.8%
Special Education	11	11	11	11	11	8.6%	8.5%	8.5%	8.6%	8.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	52	48	49	49	50	40.6%	37.2%	37.7%	38.3%	38.5%
<b>Middle School</b>	27	27	28	29	28	21.1%	20.9%	21.5%	22.7%	21.5%
Language Arts	8	7	7	7	7	6.3%	5.4%	5.4%	5.5%	5.4%
Art & Music	3	3	3	4	4	2.3%	2.3%	2.3%	3.1%	3.1%
Social Studies	4	4	4	4	4	3.1%	3.1%	3.1%	3.1%	3.1%
Foreign Language	0	0	1	1	1	0.0%	0.0%	0.8%	0.8%	0.8%
Math	4	4	4	4	4	3.1%	3.1%	3.1%	3.1%	3.1%
Science	3	3	3	3	3	2.3%	2.3%	2.3%	2.3%	2.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	5	6	6	6	5	3.9%	4.7%	4.6%	4.7%	3.8%
<b>High School (9-12)</b>	38	43	42	39	41	1266.7%	1433.3%	1400.0%	975.0%	1025.0%
Language Arts	7	7	7	7	8	5.5%	5.4%	5.4%	5.5%	6.2%
Art & Music	3	3	3	3	2	2.3%	2.3%	2.3%	2.3%	1.5%
Social Studies	5	5	5	5	5	3.9%	3.9%	3.8%	3.9%	3.8%
Foreign Language	1	1	1	1	1	0.8%	0.8%	0.8%	0.8%	0.8%
Math	5	4	4	5	5	3.9%	3.1%	3.1%	3.9%	3.8%
<b>Science</b>	6	5	6	5	5	4.7%	3.9%	4.6%	3.9%	3.8%
Biology	3	1	2	3	2	2.3%	0.8%	1.5%	2.3%	1.5%
Chemistry	1	0	1	0	1	0.8%	0.0%	0.8%	0.0%	0.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	4	3	2	2	1.6%	3.1%	2.3%	1.6%	1.5%
Vocational Education	7	8	8	6	7	5.5%	6.2%	6.2%	4.7%	5.4%
Other	4	10	8	7	8	3.1%	7.8%	6.2%	5.5%	6.2%
<b>Total Enrollments</b>	1,964	2,017	2,009	1,974	1,933	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	129	113	133	114	117	6.6%	5.6%	6.6%	5.8%	6.1%
Grades 1-4	622	621	650	615	597	31.7%	30.8%	32.4%	31.2%	30.9%
Grades 5-6	267	293	267	293	303	13.6%	14.5%	13.3%	14.8%	15.7%
Grades 7-8	277	313	284	297	282	14.1%	15.5%	14.1%	15.0%	14.6%
Grades 9-12	662	659	651	636	613	33.7%	32.7%	32.4%	32.2%	31.7%
Ungraded	7	18	24	19	21	0.4%	0.9%	1.2%	1.0%	1.1%



## District Report for: SALLISAW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	146	145	146	146	148	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	142	135	136	132	132	97.3%	93.1%	93.2%	90.4%	89.2%
<b>Newly Hired</b>	<b>4</b>	<b>10</b>	<b>10</b>	<b>14</b>	<b>16</b>	<b>2.7%</b>	<b>6.9%</b>	<b>6.8%</b>	<b>9.6%</b>	<b>10.8%</b>
Transfers In	0	4	4	5	6	0.0%	40.0%	40.0%	35.7%	37.5%
Reentrants	2	2	0	3	5	50.0%	20.0%	0.0%	21.4%	31.3%
First Time Educators	2	4	6	6	5	50.0%	40.0%	60.0%	42.9%	31.3%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>9</b>	<b>14</b>	<b>14</b>	<b>-</b>	<b>7.5%</b>	<b>6.2%</b>	<b>9.6%</b>	<b>9.6%</b>	<b>-</b>
Transfers Out	3	5	7	5	-	27.3%	55.6%	50.0%	35.7%	-
Leave Oklahoma Educ.	8	4	7	9	-	72.7%	44.4%	50.0%	64.3%	-

Dynamics Rates	District Rates				
District Attrition	7.5%	6.2%	9.6%	9.6%	-
Transfers In/Out	0.00	0.80	0.57	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	112	University of Tulsa, Tulsa	-
SEOSU, Durant	6	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	7
		Total	146

## District Report for: SALLISAW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	8	7	8	8	5.5%	5.5%	4.8%	5.5%	5.4%
White - Females	2	2	2	2	2	25.0%	25.0%	28.6%	25.0%	25.0%
White - Males	6	6	5	6	6	75.0%	75.0%	71.4%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	8	9	10	10	6.8%	5.5%	6.2%	6.8%	6.8%
White - Females	10	8	9	10	10	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	128	129	130	128	130	87.7%	89.0%	89.0%	87.7%	87.8%
White - Females	77	75	77	78	83	60.2%	58.1%	59.2%	60.9%	63.8%
White - Males	38	39	39	36	33	29.7%	30.2%	30.0%	28.1%	25.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	11	12	12	11	11	8.6%	9.3%	9.2%	8.6%	8.5%
Other - Males	2	3	2	3	3	1.6%	2.3%	1.5%	2.3%	2.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	2	0	0.0%	0.0%	0.8%	1.6%	0.0%
25-29	9	8	7	9	11	7.0%	6.2%	5.4%	7.1%	8.6%
30-34	10	14	15	12	11	7.8%	10.9%	11.5%	9.4%	8.6%
35-39	18	14	9	9	15	14.1%	10.9%	6.9%	7.1%	11.7%
40-44	22	21	19	20	19	17.2%	16.3%	14.6%	15.7%	14.8%
45-49	37	37	37	23	22	28.9%	28.7%	28.5%	18.1%	17.2%
50-54	17	22	25	34	35	13.3%	17.1%	19.2%	26.8%	27.3%
55+	15	13	17	18	15	11.7%	10.1%	13.1%	14.2%	11.7%
<b>Average Age</b>	44.4	44.5	45.0	45.2	45.0					

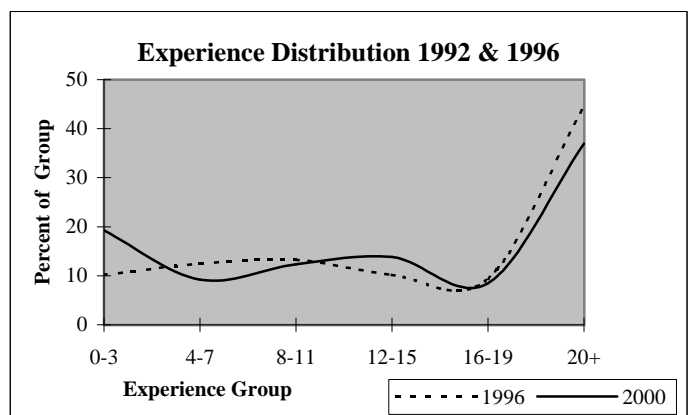
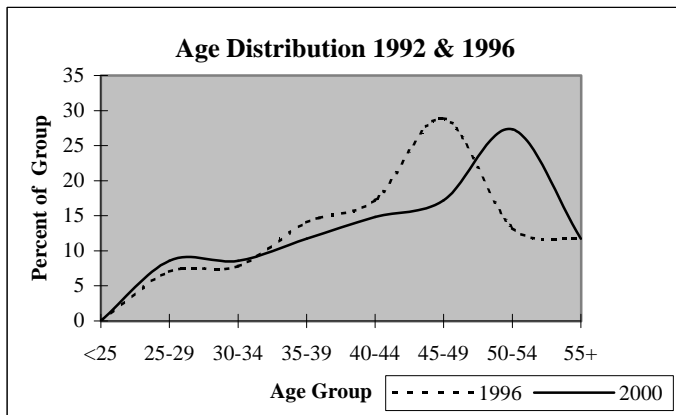
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	13	9	14	22	25	10.2%	7.0%	10.8%	17.2%	19.2%
4-7 Years	16	22	20	13	12	12.5%	17.1%	15.4%	10.2%	9.2%
8-11 Years	17	19	13	12	16	13.3%	14.7%	10.0%	9.4%	12.3%
12-15 Years	13	11	15	15	18	10.2%	8.5%	11.5%	11.7%	13.8%
16-19 Years	12	14	13	15	11	9.4%	10.9%	10.0%	11.7%	8.5%
20+ Years	57	54	55	51	48	44.5%	41.9%	42.3%	39.8%	36.9%
<b>Average Experience</b>	15.7	15.4	15.6	15.4	14.8					

## District Report for: SALLISAW

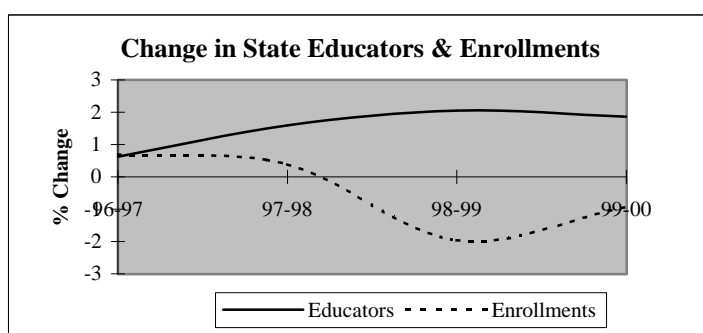
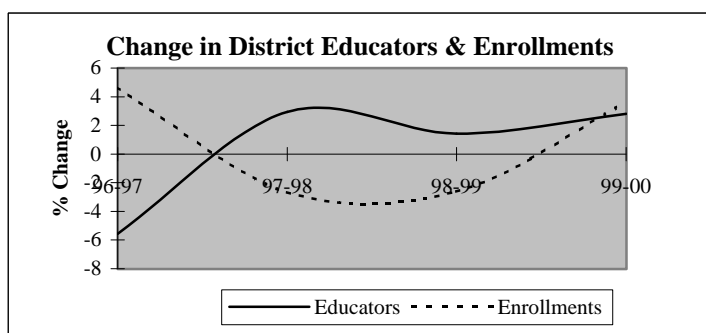
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	9	14	14	-	7.5%	6.2%	9.6%	9.6%	-
Attrition from Transfers	3	5	7	5	-	2.1%	3.4%	4.8%	3.4%	-
Attrition from Exits	8	4	7	9	-	5.5%	2.8%	4.8%	6.2%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>8</b>	<b>13</b>	<b>14</b>	<b>-</b>	<b>7.0%</b>	<b>6.2%</b>	<b>10.0%</b>	<b>10.9%</b>	<b>-</b>
Attrition from Transfers	3	5	7	5	-	2.3%	3.9%	5.4%	3.9%	-
Attrition from Exits	6	3	6	9	-	4.7%	2.3%	4.6%	7.0%	-
<b>District Retention</b>										
Educator Retention	135	136	132	132	-	92.5%	93.8%	90.4%	90.4%	-
Teacher Retention	119	121	117	114	-	93.0%	93.8%	90.0%	89.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	82.6%	8.7%	91.3%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	88.9%	5.6%	94.4%	85.2%	5.9%	91.1%
3 Years of Experience	93.3%	6.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	95.0%	5.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	87.5%	12.5%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.4%	0.7%	0.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.3%	94.5%	95.2%	92.5%	93.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.7%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.7%	4.1%	4.1%	6.2%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VIAN

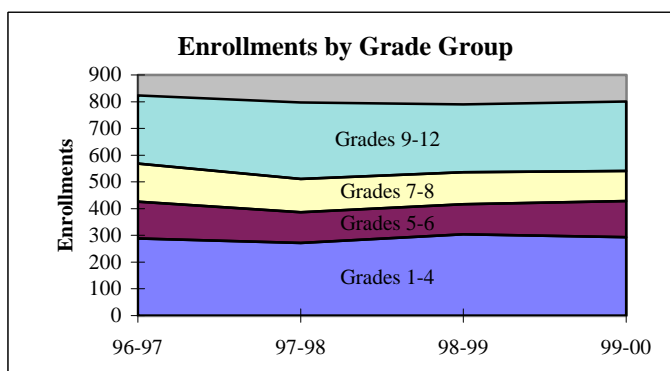
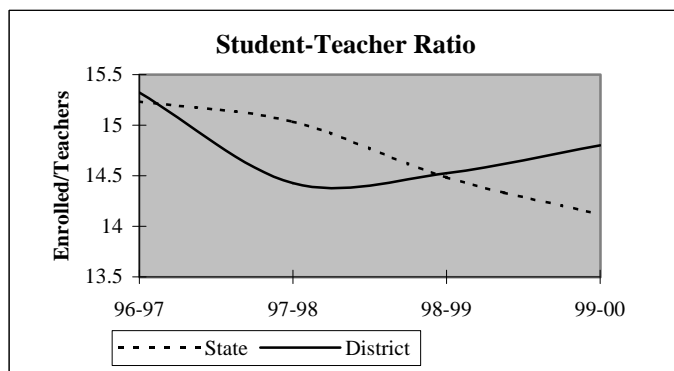


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.0	13.3	12.6	12.1	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.7	15.3	14.4	14.5	14.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-4	2	1	2	-	-	-	-	-
% Change in Educators	1.4%	-5.6%	2.9%	1.4%	2.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	40	40	-24	-23	31	-	-	-	-	-
% Change in Enrollments	4.9%	4.6%	-2.7%	-2.6%	3.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	1.5%	4.3%	2.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	4.4%	5.7%	7.0%	8.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.9%	8.8%	7.1%	9.9%	9.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	8.3%	8.8%	10.0%	8.5%	8.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.5%	1.4%	2.8%	4.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	44.4	44.2	44.3	44.5	42.0	42.3	42.5	42.7	43.0
Average Experience	13.8	15.8	15.4	15.4	15.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,108	29,643	30,179	30,620	31,290	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.9%	8.5%	9.8%	6.8%	6.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.3%	66.1%	67.2%	66.1%	65.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.9%	6.8%	6.6%	6.8%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	52.3%	51.0%	63.4%	62.1%	59.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	10	16	18	19	22.2%	14.7%	22.9%	25.4%	26.0%
Attrition	5	2	2	1	0					
Attrition Rate	31.3%	20.0%	12.5%	5.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	50	47	43	42	69.4%	73.5%	67.1%	60.6%	57.5%
Attrition	0	3	3	2	0					
Attrition Rate	0.0%	6.0%	6.4%	4.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	8	7	10	12	8.3%	11.8%	10.0%	14.1%	16.4%
Attrition	0	3	1	2	0					
Attrition Rate	0.0%	37.5%	14.3%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	10	11	13	18	11.1%	14.7%	15.7%	18.3%	24.7%

## District Report for: VIAN

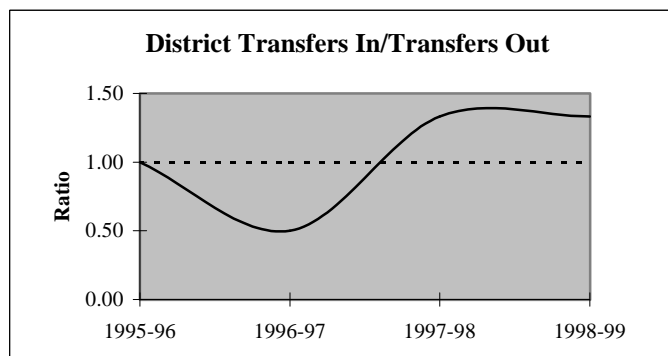
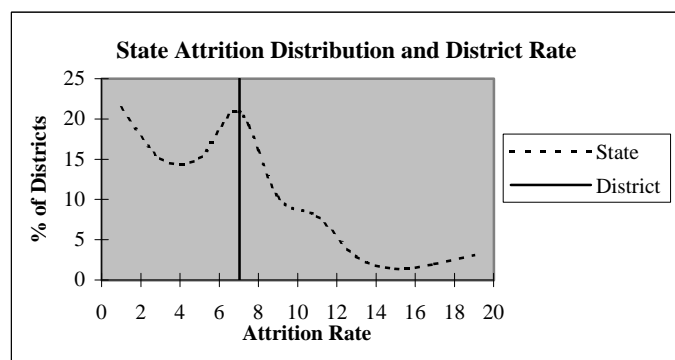
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	72	68	70	71	73	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	3	4	5	6	5.6%	4.4%	5.7%	7.0%	8.2%
Professional Staff	5	6	5	7	7	6.9%	8.8%	7.1%	9.9%	9.6%
<b>Total Teachers</b>	63	59	61	59	60	87.5%	86.8%	87.1%	83.1%	82.2%
Special Education	5	4	4	4	4	7.9%	6.8%	6.6%	6.8%	6.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	22	22	23	22	22	34.9%	37.3%	37.7%	37.3%	36.7%
<b>Middle School</b>	13	13	13	11	11	20.6%	22.0%	21.3%	18.6%	18.3%
Language Arts	4	4	4	3	3	6.3%	6.8%	6.6%	5.1%	5.0%
Art & Music	1	1	0	0	1	1.6%	1.7%	0.0%	0.0%	1.7%
Social Studies	0	0	0	2	2	0.0%	0.0%	0.0%	3.4%	3.3%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	1.7%	1.7%
Math	4	3	2	1	0	6.3%	5.1%	3.3%	1.7%	0.0%
Science	3	3	2	2	2	4.8%	5.1%	3.3%	3.4%	3.3%
Vocational Education	1	1	2	2	1	1.6%	1.7%	3.3%	3.4%	1.7%
Other	0	1	3	0	1	0.0%	1.7%	4.9%	0.0%	1.7%
<b>High School (9-12)</b>	23	20	21	22	23	2300.0%	2000.0%	0.0%	0.0%	2300.0%
Language Arts	3	3	2	2	3	4.8%	5.1%	3.3%	3.4%	5.0%
Art & Music	2	2	2	2	2	3.2%	3.4%	3.3%	3.4%	3.3%
Social Studies	3	3	4	3	3	4.8%	5.1%	6.6%	5.1%	5.0%
Foreign Language	0	0	1	1	0	0.0%	0.0%	1.6%	1.7%	0.0%
Math	2	1	2	2	2	3.2%	1.7%	3.3%	3.4%	3.3%
<b>Science</b>	2	2	3	2	2	3.2%	3.4%	4.9%	3.4%	3.3%
Biology	1	1	1	1	0	1.6%	1.7%	1.6%	1.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	2	1.6%	1.7%	3.3%	1.7%	3.3%
Vocational Education	4	3	3	4	4	6.3%	5.1%	4.9%	6.8%	6.7%
Other	7	6	4	6	7	11.1%	10.2%	6.6%	10.2%	11.7%
<b>Total Enrollments</b>	864	904	880	857	888	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	93	74	70	67	86	10.8%	8.2%	8.0%	7.8%	9.7%
Grades 1-4	265	289	272	304	293	30.7%	32.0%	30.9%	35.5%	33.0%
Grades 5-6	126	137	114	113	136	14.6%	15.2%	13.0%	13.2%	15.3%
Grades 7-8	130	142	125	119	112	15.0%	15.7%	14.2%	13.9%	12.6%
Grades 9-12	250	255	286	254	260	28.9%	28.2%	32.5%	29.6%	29.3%
Ungraded	0	7	13	0	1	0.0%	0.8%	1.5%	0.0%	0.1%



## District Report for: VIAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	72	68	70	71	73	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	64	67	60	64	66	88.9%	98.5%	85.7%	90.1%	90.4%
<b>Newly Hired</b>	<b>8</b>	<b>1</b>	<b>10</b>	<b>7</b>	<b>7</b>	<b>11.1%</b>	<b>1.5%</b>	<b>14.3%</b>	<b>9.9%</b>	<b>9.6%</b>
Transfers In	1	1	4	4	4	12.5%	100.0%	40.0%	57.1%	57.1%
Reentrants	0	0	4	2	1	0.0%	0.0%	40.0%	28.6%	14.3%
First Time Educators	7	0	2	1	2	87.5%	0.0%	20.0%	14.3%	28.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>6.9%</b>	<b>11.8%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>-</b>
Transfers Out	1	2	3	3	-	20.0%	25.0%	50.0%	60.0%	-
Leave Oklahoma Educ.	4	6	3	2	-	80.0%	75.0%	50.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	6.9%	11.8%	8.6%	7.0%	-
Transfers In/Out	1.00	0.50	1.33	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	60	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>72</b>

## District Report for: VIAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	3	4	5	6	5.6%	4.4%	5.7%	7.0%	8.2%
White - Females	1	1	1	2	3	25.0%	33.3%	25.0%	40.0%	50.0%
White - Males	2	2	3	3	3	50.0%	66.7%	75.0%	60.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	5	6	5	7	7	6.9%	8.8%	7.1%	9.9%	9.6%
White - Females	5	5	4	5	5	100.0%	83.3%	80.0%	71.4%	71.4%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	14.3%
Other - Males	0	1	1	1	1	0.0%	16.7%	20.0%	14.3%	14.3%
<b>Teachers</b>	63	59	61	59	60	87.5%	86.8%	87.1%	83.1%	82.2%
White - Females	41	37	38	38	38	65.1%	62.7%	62.3%	64.4%	63.3%
White - Males	17	17	17	17	18	27.0%	28.8%	27.9%	28.8%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.6%	1.7%	1.6%	1.7%	1.7%
Other - Females	2	2	3	1	1	3.2%	3.4%	4.9%	1.7%	1.7%
Other - Males	2	2	2	2	2	3.2%	3.4%	3.3%	3.4%	3.3%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	1	0	0	1	4.8%	1.7%	0.0%	0.0%	1.7%
25-29	3	2	6	8	8	4.8%	3.4%	9.8%	13.6%	13.3%
30-34	6	4	1	3	3	9.5%	6.8%	1.6%	5.1%	5.0%
35-39	11	8	11	8	5	17.5%	13.6%	18.0%	13.6%	8.3%
40-44	10	12	9	9	8	15.9%	20.3%	14.8%	15.3%	13.3%
45-49	14	15	16	9	11	22.2%	25.4%	26.2%	15.3%	18.3%
50-54	12	12	11	15	17	19.0%	20.3%	18.0%	25.4%	28.3%
55+	4	5	7	7	7	6.3%	8.5%	11.5%	11.9%	11.7%
<b>Average Age</b>	42.5	44.4	44.2	44.3	44.5					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	6	11	11	6	17.5%	10.2%	18.0%	18.6%	10.0%
4-7 Years	5	4	4	6	11	7.9%	6.8%	6.6%	10.2%	18.3%
8-11 Years	8	7	3	2	3	12.7%	11.9%	4.9%	3.4%	5.0%
12-15 Years	10	9	10	5	6	15.9%	15.3%	16.4%	8.5%	10.0%
16-19 Years	9	10	10	14	10	14.3%	16.9%	16.4%	23.7%	16.7%
20+ Years	20	23	23	21	24	31.7%	39.0%	37.7%	35.6%	40.0%
<b>Average Experience</b>	13.8	15.8	15.4	15.4	15.7					

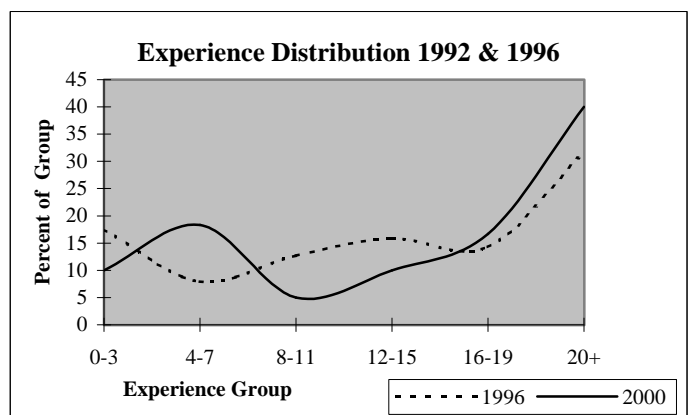
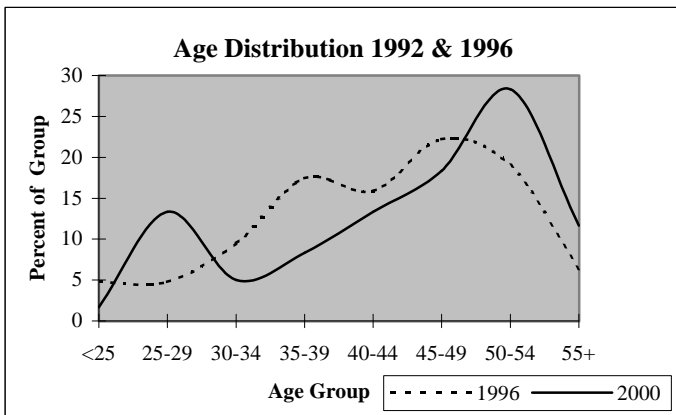


## District Report for: VIAN

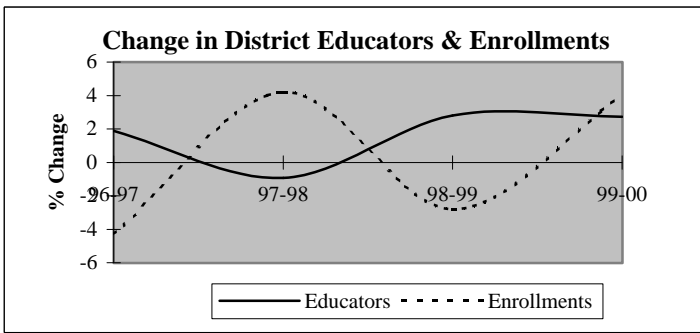
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	8	6	5	-	6.9%	11.8%	8.6%	7.0%	-
Attrition from Transfers	1	2	3	3	-	1.4%	2.9%	4.3%	4.2%	-
Attrition from Exits	4	6	3	2	-	5.6%	8.8%	4.3%	2.8%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>7.9%</b>	<b>8.5%</b>	<b>8.2%</b>	<b>5.1%</b>	<b>-</b>
Attrition from Transfers	1	1	3	2	-	1.6%	1.7%	4.9%	3.4%	-
Attrition from Exits	4	4	2	1	-	6.3%	6.8%	3.3%	1.7%	-
<b>District Retention</b>										
Educator Retention	67	60	64	66	-	93.1%	88.2%	91.4%	93.0%	-
Teacher Retention	58	54	56	56	-	92.1%	91.5%	91.8%	94.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	8.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	0.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	8.3%	91.7%	85.2%	5.9%	91.1%
3 Years of Experience	76.9%	0.0%	76.9%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	1.4%	2.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.3%	100.0%	90.0%	91.5%	91.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	1.4%	2.7%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.7%	0.0%	8.6%	4.2%	5.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MULDROW

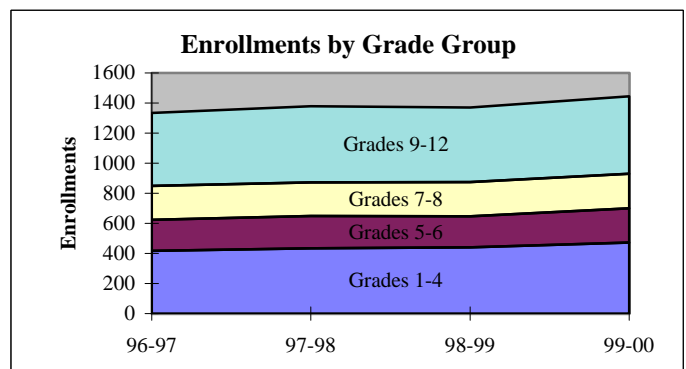
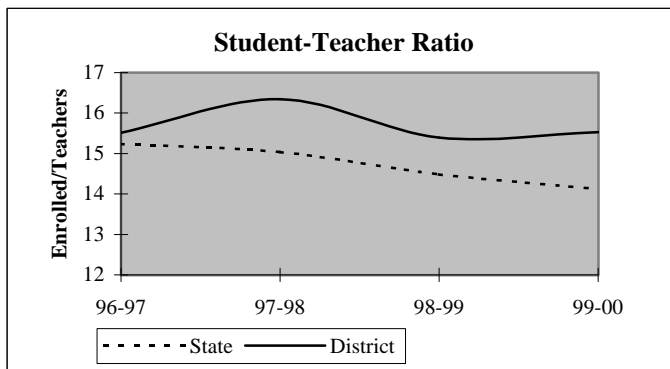


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.5	13.6	14.4	13.6	13.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	15.5	16.3	15.4	15.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	2	-1	3	3	-	-	-	-	-
% Change in Educators	-1.9%	1.9%	-0.9%	2.8%	2.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	-66	62	-43	60	-	-	-	-	-
% Change in Enrollments	0.4%	-4.3%	4.2%	-2.8%	4.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.9%	0.9%	0.9%	3.6%	4.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.7%	5.6%	5.6%	5.5%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.6%	6.5%	6.5%	6.4%	6.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.8%	4.6%	4.7%	4.5%	4.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	16.7%	16.7%	16.7%	16.7%	16.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.9%	0.9%	0.9%	0.9%	0.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	42.1	42.0	42.6	42.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.6	13.6	14.2	14.2	12.1	12.3	12.3	12.2	12.2
Average Salary	31,860	31,531	31,726	31,525	31,997	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.2%	4.2%	4.3%	4.1%	4.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	69.5%	72.3%	72.2%	73.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.5%	6.3%	6.4%	6.2%	7.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.2%	32.4%	38.6%	37.2%	34.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	29	30	30	30	30	27.4%	27.8%	28.0%	27.3%	26.5%
Attrition	1	1	2	1	0					
Attrition Rate	3.4%	3.3%	6.7%	3.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	71	70	69	68	65	67.0%	64.8%	64.5%	61.8%	57.5%
Attrition	3	3	1	5	0					
Attrition Rate	4.2%	4.3%	1.4%	7.4%	0.0%					
At Retirement Age	6	8	8	12	18	5.7%	7.4%	7.5%	10.9%	15.9%
Attrition	0	3	0	1	0					
Attrition Rate	0.0%	37.5%	0.0%	8.3%	0.0%					
At Retirement in 5 yrs.	9	13	12	21	21	8.5%	12.0%	11.2%	19.1%	18.6%

## District Report for: MULDROW

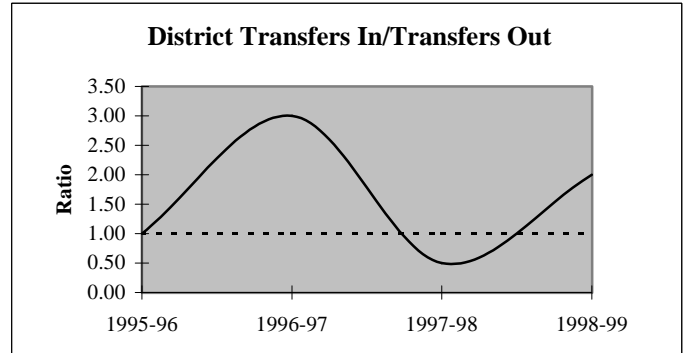
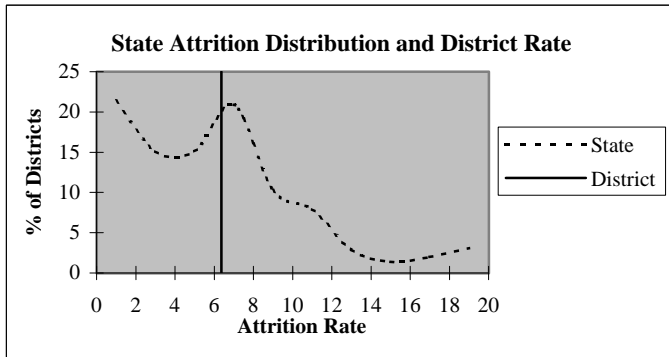
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	106	108	107	110	113	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	5.7%	5.6%	5.6%	5.5%	5.3%
Professional Staff	7	7	7	7	7	6.6%	6.5%	6.5%	6.4%	6.2%
<b>Total Teachers</b>	93	95	94	97	100	87.7%	88.0%	87.9%	88.2%	88.5%
Special Education	6	6	6	6	7	6.5%	6.3%	6.4%	6.2%	7.0%
Pre-K & Kindergarten	1	1	0	0	0	1.1%	1.1%	0.0%	0.0%	0.0%
Elementary	33	33	33	35	36	35.5%	34.7%	35.1%	36.1%	36.0%
<b>Middle School</b>	22	24	23	25	25	23.7%	25.3%	24.5%	25.8%	25.0%
Language Arts	7	5	7	6	5	7.5%	5.3%	7.4%	6.2%	5.0%
Art & Music	1	2	2	2	2	1.1%	2.1%	2.1%	2.1%	2.0%
Social Studies	3	2	3	3	2	3.2%	2.1%	3.2%	3.1%	2.0%
Foreign Language	0	1	1	1	1	0.0%	1.1%	1.1%	1.0%	1.0%
Math	3	3	4	3	4	3.2%	3.2%	4.3%	3.1%	4.0%
Science	1	1	3	2	3	1.1%	1.1%	3.2%	2.1%	3.0%
Vocational Education	1	1	1	1	1	1.1%	1.1%	1.1%	1.0%	1.0%
Other	6	9	2	7	7	6.5%	9.5%	2.1%	7.2%	7.0%
<b>High School (9-12)</b>	31	31	32	31	32	3100.0%	1550.0%	1600.0%	1550.0%	1600.0%
Language Arts	5	6	6	6	6	5.4%	6.3%	6.4%	6.2%	6.0%
Art & Music	3	2	2	2	2	3.2%	2.1%	2.1%	2.1%	2.0%
Social Studies	4	5	5	4	6	4.3%	5.3%	5.3%	4.1%	6.0%
Foreign Language	1	1	1	1	1	1.1%	1.1%	1.1%	1.0%	1.0%
Math	3	3	3	3	4	3.2%	3.2%	3.2%	3.1%	4.0%
<b>Science</b>	5	4	5	4	4	5.4%	4.2%	5.3%	4.1%	4.0%
Biology	2	1	2	2	2	2.2%	1.1%	2.1%	2.1%	2.0%
Chemistry	1	1	1	1	0	1.1%	1.1%	1.1%	1.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	1	2	2.2%	2.1%	2.1%	1.0%	2.0%
Vocational Education	6	5	5	5	5	6.5%	5.3%	5.3%	5.2%	5.0%
Other	4	5	5	6	4	4.3%	5.3%	5.3%	6.2%	4.0%
<b>Total Enrollments</b>	1,540	1,474	1,536	1,493	1,553	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	129	138	151	119	107	8.4%	9.4%	9.8%	8.0%	6.9%
Grades 1-4	448	417	435	440	472	29.1%	28.3%	28.3%	29.5%	30.4%
Grades 5-6	219	207	213	207	229	14.2%	14.0%	13.9%	13.9%	14.7%
Grades 7-8	208	224	224	228	229	13.5%	15.2%	14.6%	15.3%	14.7%
Grades 9-12	532	487	506	495	514	34.5%	33.0%	32.9%	33.2%	33.1%
Ungraded	4	1	7	4	2	0.3%	0.1%	0.5%	0.3%	0.1%



## District Report for: MULDROW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	106	108	107	110	113	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	100	102	101	104	103	94.3%	94.4%	94.4%	94.5%	91.2%
Newly Hired	6	6	6	6	10	5.7%	5.6%	5.6%	5.5%	8.8%
Transfers In	1	3	1	2	3	16.7%	50.0%	16.7%	33.3%	30.0%
Reentrants	1	0	2	0	4	16.7%	0.0%	33.3%	0.0%	40.0%
First Time Educators	4	3	3	4	3	66.7%	50.0%	50.0%	66.7%	30.0%
Total Exiting Next Year	4	7	3	7	-	3.8%	6.5%	2.8%	6.4%	-
Transfers Out	1	1	2	1	-	25.0%	14.3%	66.7%	14.3%	-
Leave Oklahoma Educ.	3	6	1	6	-	75.0%	85.7%	33.3%	85.7%	-

Dynamics Rates	District Rates				
District Attrition	3.8%	6.5%	2.8%	6.4%	-
Transfers In/Out	1.00	3.00	0.50	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	82	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>106</b>

## District Report for: MULDROW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	6	6	5.7%	5.6%	5.6%	5.5%	5.3%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Males	4	4	4	4	4	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
<b>Professional Staff</b>	7	7	7	7	7	6.6%	6.5%	6.5%	6.4%	6.2%
White - Females	5	5	5	5	5	71.4%	71.4%	71.4%	71.4%	71.4%
White - Males	2	2	2	2	2	28.6%	28.6%	28.6%	28.6%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	93	95	94	97	100	87.7%	88.0%	87.9%	88.2%	88.5%
White - Females	63	64	66	68	71	67.7%	67.4%	70.2%	70.1%	71.0%
White - Males	27	27	24	25	25	29.0%	28.4%	25.5%	25.8%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	2	1.1%	2.1%	2.1%	2.1%	2.0%
Other - Males	2	2	2	2	2	2.2%	2.1%	2.1%	2.1%	2.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	0	0	0	1.1%	2.1%	0.0%	0.0%	0.0%
25-29	7	9	11	14	11	7.5%	9.5%	11.7%	14.4%	11.1%
30-34	15	13	11	7	11	16.1%	13.7%	11.7%	7.2%	11.1%
35-39	15	15	17	18	18	16.1%	15.8%	18.1%	18.6%	18.2%
40-44	17	13	10	11	12	18.3%	13.7%	10.6%	11.3%	12.1%
45-49	19	18	19	19	21	20.4%	18.9%	20.2%	19.6%	21.2%
50-54	15	17	18	18	14	16.1%	17.9%	19.1%	18.6%	14.1%
55+	4	8	8	10	12	4.3%	8.4%	8.5%	10.3%	12.1%
<b>Average Age</b>	41.7	42.1	42.0	42.6	42.9					

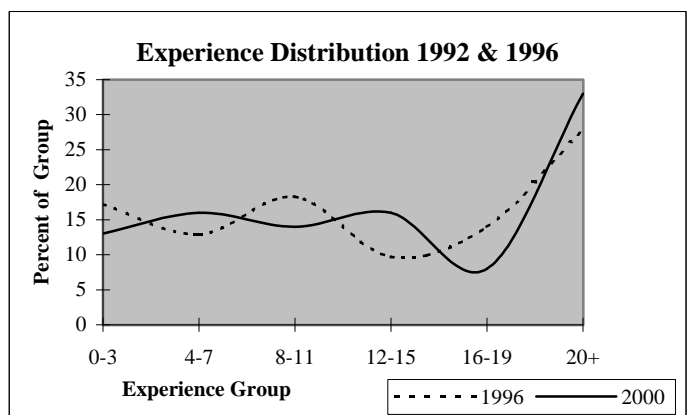
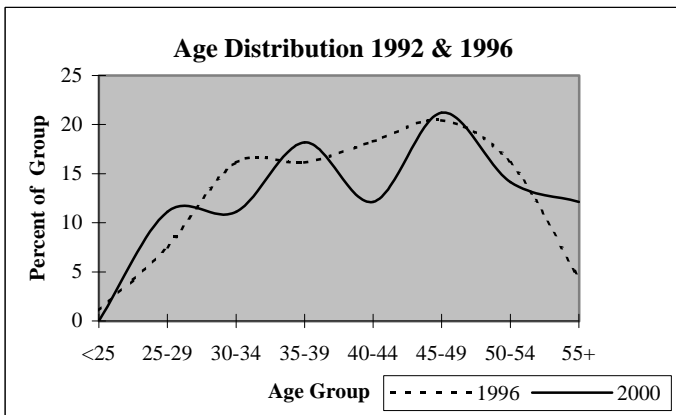
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	16	18	18	15	13	17.2%	18.9%	19.1%	15.5%	13.0%
4-7 Years	12	11	10	13	16	12.9%	11.6%	10.6%	13.4%	16.0%
8-11 Years	17	14	14	13	14	18.3%	14.7%	14.9%	13.4%	14.0%
12-15 Years	9	11	14	15	16	9.7%	11.6%	14.9%	15.5%	16.0%
16-19 Years	13	12	9	10	8	14.0%	12.6%	9.6%	10.3%	8.0%
20+ Years	26	29	29	31	33	28.0%	30.5%	30.9%	32.0%	33.0%
<b>Average Experience</b>	13.1	13.6	13.6	14.2	14.2					

## District Report for: MULDROW

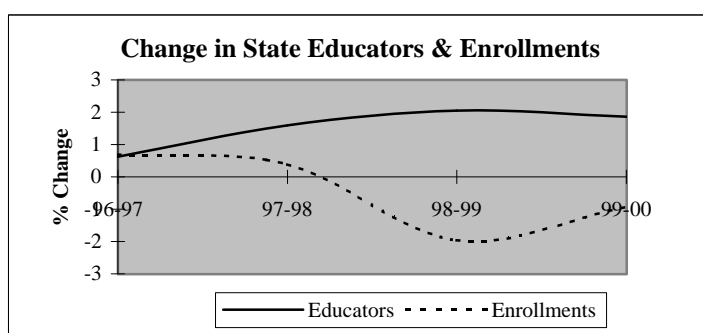
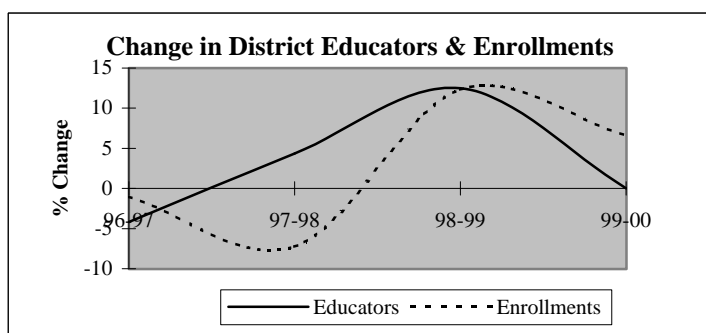
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	7	3	7	-	3.8%	6.5%	2.8%	6.4%	-
Attrition from Transfers	1	1	2	1	-	0.9%	0.9%	1.9%	0.9%	-
Attrition from Exits	3	6	1	6	-	2.8%	5.6%	0.9%	5.5%	-
<b>Teacher Attrition</b>	4	5	3	7	-	4.3%	5.3%	3.2%	7.2%	-
Attrition from Transfers	1	1	2	1	-	1.1%	1.1%	2.1%	1.0%	-
Attrition from Exits	3	4	1	6	-	3.2%	4.2%	1.1%	6.2%	-
<b>District Retention</b>										
Educator Retention	102	101	104	103	-	96.2%	93.5%	97.2%	93.6%	-
Teacher Retention	89	90	91	90	-	95.7%	94.7%	96.8%	92.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	91.7%	4.2%	95.8%	78.2%	9.6%	87.8%
1 Year of Experience	94.7%	0.0%	94.7%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	95.0%	5.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.9%	0.0%	0.0%	0.9%	0.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.3%	97.2%	95.3%	95.5%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.7%	2.8%	4.7%	3.6%	6.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GANS

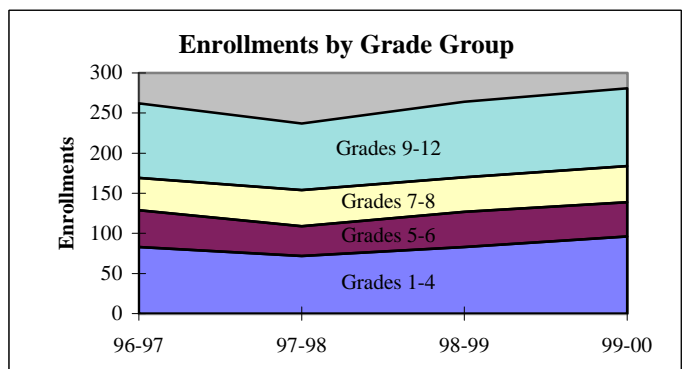
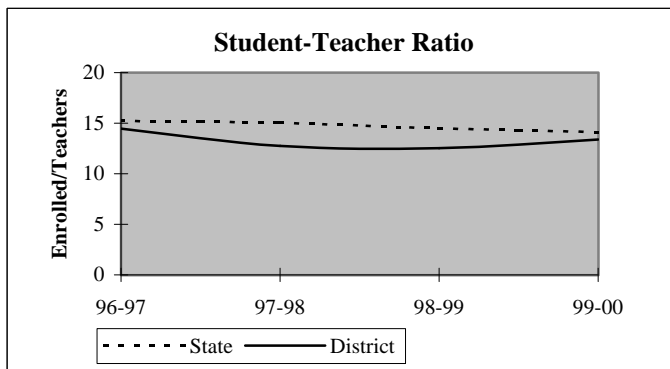


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.6	11.2	11.1	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	14.5	12.8	12.5	13.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	1	3	0	-	-	-	-	-
% Change in Educators	0.0%	-4.2%	4.3%	12.5%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-3	-21	33	20	-	-	-	-	-
% Change in Enrollments	7.0%	-1.0%	-7.3%	12.3%	6.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	13.0%	8.3%	22.2%	14.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	13.0%	12.5%	11.1%	11.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.2%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	3.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.2%	4.3%	4.2%	3.7%	3.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.9	44.7	46.2	48.2	49.3	42.0	42.3	42.5	42.7	43.0
Average Experience	14.7	13.6	14.8	14.3	16.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,422	28,842	30,012	29,895	31,593	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	4.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	65.0%	65.0%	61.9%	62.5%	62.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.0%	5.0%	4.8%	4.2%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	37.0%	36.0%	38.4%	48.2%	33.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	8	7	8	6	25.0%	34.8%	29.2%	29.6%	22.2%
Attrition	0	0	1	2	0					
Attrition Rate	0.0%	0.0%	14.3%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	13	10	12	14	16	54.2%	43.5%	50.0%	51.9%	59.3%
Attrition	2	0	2	0	0					
Attrition Rate	15.4%	0.0%	16.7%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	5	5	5	5	5	20.8%	21.7%	20.8%	18.5%	18.5%
Attrition	1	0	0	0	0					
Attrition Rate	20.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	6	5	5	5	6	25.0%	21.7%	20.8%	18.5%	22.2%

## District Report for: GANS

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	23	24	27	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	12.5%	13.0%	12.5%	11.1%	11.1%
Professional Staff	1	0	0	0	0	4.2%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	20	20	21	24	24	83.3%	87.0%	87.5%	88.9%	88.9%
Special Education	1	1	1	1	2	5.0%	5.0%	4.8%	4.2%	8.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	7	7	10	9	40.0%	35.0%	33.3%	41.7%	37.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	12	13	13	13	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	1	1	1	5.0%	10.0%	4.8%	4.2%	4.2%
Art & Music	1	1	1	1	1	5.0%	5.0%	4.8%	4.2%	4.2%
Social Studies	1	1	1	2	2	5.0%	5.0%	4.8%	8.3%	8.3%
Foreign Language	1	1	1	1	1	5.0%	5.0%	4.8%	4.2%	4.2%
Math	1	1	1	0	1	5.0%	5.0%	4.8%	0.0%	4.2%
<b>Science</b>	1	1	1	1	1	5.0%	5.0%	4.8%	4.2%	4.2%
Biology	1	0	0	1	1	5.0%	0.0%	0.0%	4.2%	4.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	0	0	0.0%	5.0%	4.8%	0.0%	0.0%
Vocational Education	3	3	3	3	3	15.0%	15.0%	14.3%	12.5%	12.5%
Other	2	2	4	4	3	10.0%	10.0%	19.0%	16.7%	12.5%
<b>Total Enrollments</b>	292	289	268	301	321	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	24	27	31	30	22	8.2%	9.3%	11.6%	10.0%	6.9%
Grades 1-4	89	83	72	83	96	30.5%	28.7%	26.9%	27.6%	29.9%
Grades 5-6	45	46	37	44	43	15.4%	15.9%	13.8%	14.6%	13.4%
Grades 7-8	43	40	45	43	45	14.7%	13.8%	16.8%	14.3%	14.0%
Grades 9-12	91	93	83	94	97	31.2%	32.2%	31.0%	31.2%	30.2%
Ungraded	0	0	0	7	18	0.0%	0.0%	0.0%	2.3%	5.6%

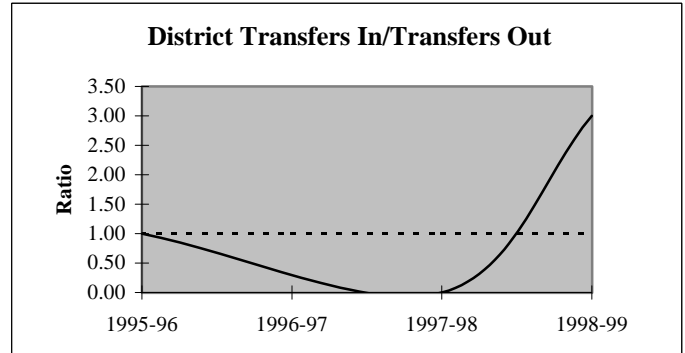
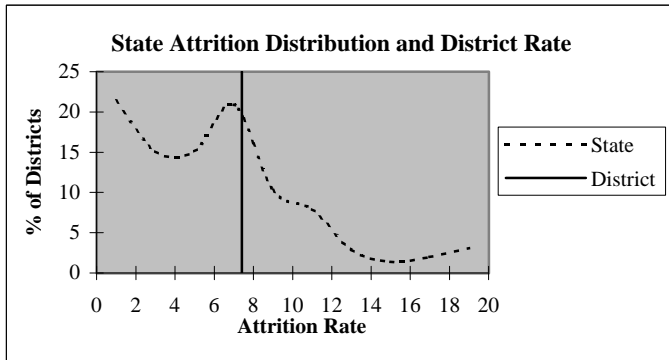




## District Report for: GANS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	23	24	27	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	21	23	21	25	91.7%	91.3%	95.8%	77.8%	92.6%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>8.3%</b>	<b>8.7%</b>	<b>4.2%</b>	<b>22.2%</b>	<b>7.4%</b>
Transfers In	1	0	0	3	2	50.0%	0.0%	0.0%	50.0%	100.0%
Reentrants	0	0	1	1	0	0.0%	0.0%	100.0%	16.7%	0.0%
First Time Educators	1	2	0	2	0	50.0%	100.0%	0.0%	33.3%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>12.5%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>7.4%</b>	<b>-</b>
Transfers Out	1	0	1	1	-	33.3%	0.0%	33.3%	50.0%	-
Leave Oklahoma Educ.	2	0	2	1	-	66.7%	0.0%	66.7%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	0.0%	12.5%	7.4%	-
Transfers In/Out	1.00	nc	0.00	3.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	19	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>24</b>

## District Report for: GANS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	12.5%	13.0%	12.5%	11.1%	11.1%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	0	0	0	0	4.2%	0.0%	0.0%	0.0%	0.0%
White - Females	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	20	21	24	24	83.3%	87.0%	87.5%	88.9%	88.9%
White - Females	13	13	13	15	14	65.0%	65.0%	61.9%	62.5%	58.3%
White - Males	7	7	8	9	9	35.0%	35.0%	38.1%	37.5%	37.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	0	0	5.3%	5.3%	5.0%	0.0%	0.0%
30-34	2	3	2	2	2	10.5%	15.8%	10.0%	9.1%	9.1%
35-39	1	1	2	1	0	5.3%	5.3%	10.0%	4.5%	0.0%
40-44	6	6	4	2	3	31.6%	31.6%	20.0%	9.1%	13.6%
45-49	2	2	3	8	8	10.5%	10.5%	15.0%	36.4%	36.4%
50-54	2	2	3	2	3	10.5%	10.5%	15.0%	9.1%	13.6%
55+	5	4	5	7	6	26.3%	21.1%	25.0%	31.8%	27.3%
<b>Average Age</b>	44.9	44.7	46.2	48.2	49.3					

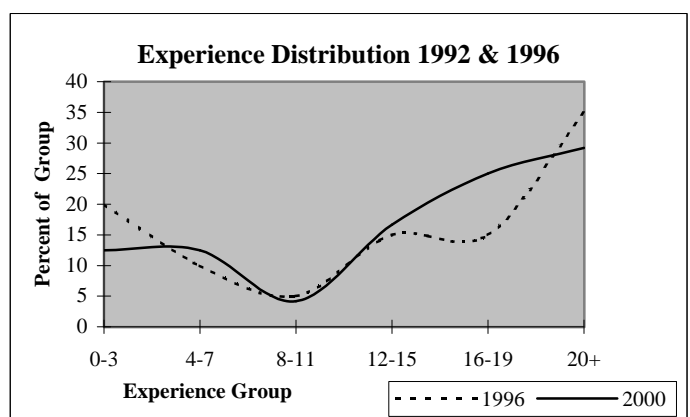
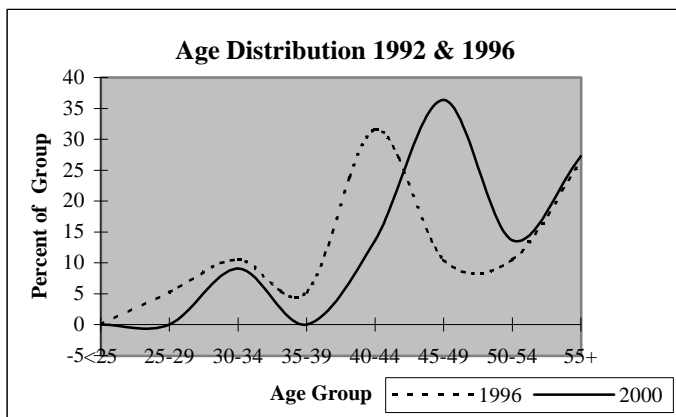
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	6	6	6	3	20.0%	30.0%	28.6%	25.0%	12.5%
4-7 Years	2	2	1	2	3	10.0%	10.0%	4.8%	8.3%	12.5%
8-11 Years	1	0	1	1	1	5.0%	0.0%	4.8%	4.2%	4.2%
12-15 Years	3	2	2	3	4	15.0%	10.0%	9.5%	12.5%	16.7%
16-19 Years	3	4	3	5	6	15.0%	20.0%	14.3%	20.8%	25.0%
20+ Years	7	6	8	7	7	35.0%	30.0%	38.1%	29.2%	29.2%
<b>Average Experience</b>	14.7	13.6	14.8	14.3	16.3					

## District Report for: GANS

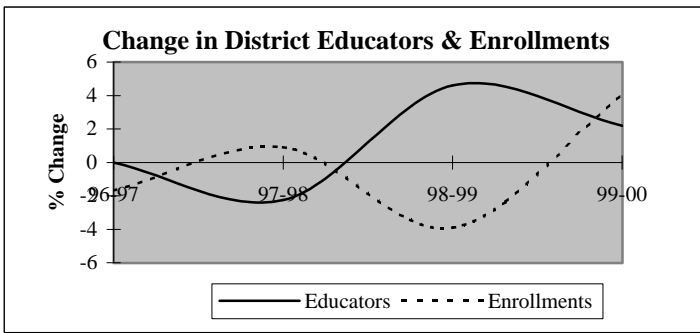
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	0	3	2	-	12.5%	0.0%	12.5%	7.4%	-
Attrition from Transfers	1	0	1	1	-	4.2%	0.0%	4.2%	3.7%	-
Attrition from Exits	2	0	2	1	-	8.3%	0.0%	8.3%	3.7%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>10.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>8.3%</b>	<b>-</b>
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.8%	4.2%	-
Attrition from Exits	2	0	2	1	-	10.0%	0.0%	9.5%	4.2%	-
<b>District Retention</b>										
Educator Retention	21	23	21	25	-	87.5%	100.0%	87.5%	92.6%	-
Teacher Retention	18	20	18	22	-	90.0%	100.0%	85.7%	91.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	20.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	4.2%	4.3%	0.0%	7.4%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	87.0%	87.5%	81.5%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	8.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	8.7%	4.2%	11.1%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ROLAND

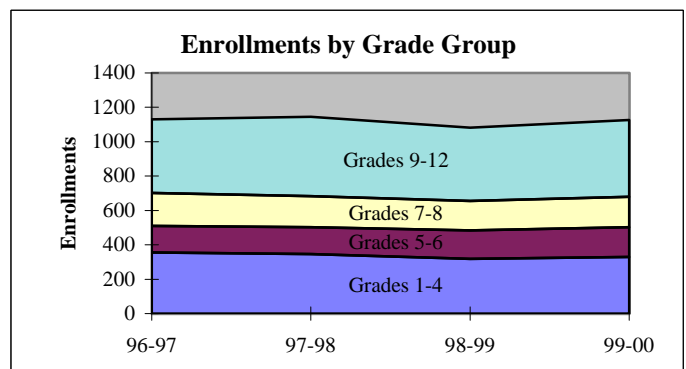
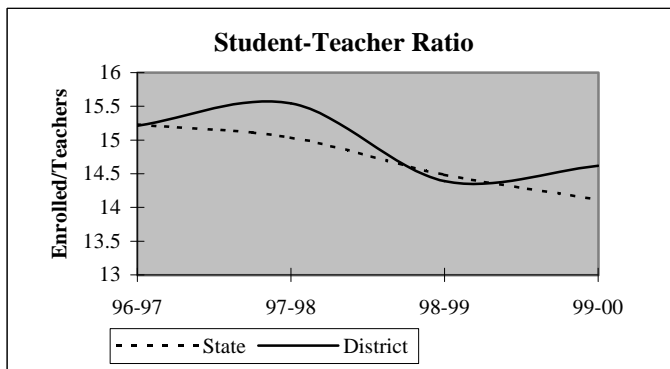


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.7	14.1	13.0	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.5	15.2	15.5	14.4	14.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	0	-2	4	2	-	-	-	-	-
% Change in Educators	2.3%	0.0%	-2.2%	4.6%	2.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	45	-21	11	-48	48	-	-	-	-	-
% Change in Enrollments	3.8%	-1.7%	0.9%	-3.9%	4.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	5.6%	2.3%	5.5%	5.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.6%	5.7%	5.5%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.5%	4.5%	3.4%	4.4%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	6.7%	6.9%	6.6%	7.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.1%	1.1%	1.1%	1.1%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.7	43.5	44.2	44.0	44.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	14.1	14.9	14.5	15.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,448	29,841	31,351	30,579	30,674	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.5%	7.5%	7.6%	7.3%	8.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	68.8%	70.9%	73.2%	72.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	8.8%	8.9%	9.8%	8.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.8%	27.5%	28.8%	27.2%	29.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	24	22	20	22	19	27.0%	24.7%	23.0%	24.2%	20.4%
Attrition	1	1	1	2	0					
Attrition Rate	4.2%	4.5%	5.0%	9.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	58	59	58	61	60	65.2%	66.3%	66.7%	67.0%	64.5%
Attrition	0	1	2	4	0					
Attrition Rate	0.0%	1.7%	3.4%	6.6%	0.0%					
At Retirement Age	7	8	9	8	14	7.9%	9.0%	10.3%	8.8%	15.1%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	12.5%	11.1%	12.5%	0.0%					
At Retirement in 5 yrs.	8	10	9	13	20	9.0%	11.2%	10.3%	14.3%	21.5%

## District Report for: ROLAND

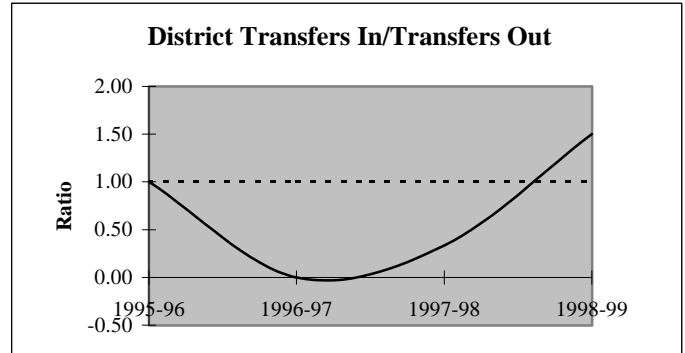
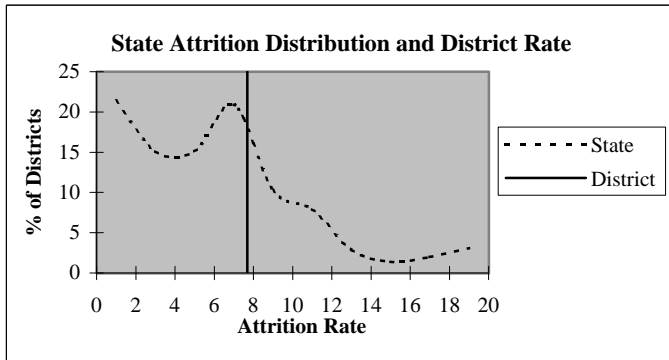
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	89	89	87	91	93	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	5.6%	5.6%	5.7%	5.5%	5.4%
Professional Staff	4	4	3	4	4	4.5%	4.5%	3.4%	4.4%	4.3%
<b>Total Teachers</b>	80	80	79	82	84	89.9%	89.9%	90.8%	90.1%	90.3%
Special Education	7	7	7	8	7	8.8%	8.8%	8.9%	9.8%	8.3%
Pre-K & Kindergarten	0	0	0	2	2	0.0%	0.0%	0.0%	2.4%	2.4%
Elementary	35	35	35	35	36	43.8%	43.8%	44.3%	42.7%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	38	38	37	37	39	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	5	7	7	6	7.5%	6.3%	8.9%	8.5%	7.1%
Art & Music	3	3	3	3	3	3.8%	3.8%	3.8%	3.7%	3.6%
Social Studies	5	5	5	5	5	6.3%	6.3%	6.3%	6.1%	6.0%
Foreign Language	1	1	1	1	0	1.3%	1.3%	1.3%	1.2%	0.0%
Math	5	5	5	5	5	6.3%	6.3%	6.3%	6.1%	6.0%
<b>Science</b>	5	6	4	6	6	6.3%	7.5%	5.1%	7.3%	7.1%
Biology	2	2	2	1	1	2.5%	2.5%	2.5%	1.2%	1.2%
Chemistry	0	1	0	0	0	0.0%	1.3%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	3	2	5	5	3.8%	3.8%	2.5%	6.1%	6.0%
Vocational Education	5	5	5	5	6	6.3%	6.3%	6.3%	6.1%	7.1%
Other	8	8	7	5	8	10.0%	10.0%	8.9%	6.1%	9.5%
<b>Total Enrollments</b>	1,238	1,217	1,228	1,180	1,228	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	99	81	72	93	97	8.0%	6.7%	5.9%	7.9%	7.9%
Grades 1-4	342	356	346	318	330	27.6%	29.3%	28.2%	26.9%	26.9%
Grades 5-6	187	154	157	166	172	15.1%	12.7%	12.8%	14.1%	14.0%
Grades 7-8	186	192	180	172	178	15.0%	15.8%	14.7%	14.6%	14.5%
Grades 9-12	420	428	462	426	446	33.9%	35.2%	37.6%	36.1%	36.3%
Ungraded	4	6	11	5	5	0.3%	0.5%	0.9%	0.4%	0.4%



## District Report for: ROLAND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	89	89	87	91	93	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	83	88	86	83	84	93.3%	98.9%	98.9%	91.2%	90.3%
<b>Newly Hired</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>9</b>	<b>6.7%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>8.8%</b>	<b>9.7%</b>
Transfers In	1	0	1	3	2	16.7%	0.0%	100.0%	37.5%	22.2%
Reentrants	2	1	0	0	5	33.3%	100.0%	0.0%	0.0%	55.6%
First Time Educators	3	0	0	5	2	50.0%	0.0%	0.0%	62.5%	22.2%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>1.1%</b>	<b>3.4%</b>	<b>4.6%</b>	<b>7.7%</b>	<b>-</b>
Transfers Out	1	1	3	2	-	100.0%	33.3%	75.0%	28.6%	-
Leave Oklahoma Educ.	0	2	1	5	-	0.0%	66.7%	25.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	1.1%	3.4%	4.6%	7.7%	-
Transfers In/Out	1.00	0.00	0.33	1.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	68	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	12
		<b>Total</b>	<b>89</b>

## District Report for: ROLAND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	5	5	5.6%	5.6%	5.7%	5.5%	5.4%
White - Females	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
White - Males	4	4	4	4	4	80.0%	80.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	3	4	4	4.5%	4.5%	3.4%	4.4%	4.3%
White - Females	4	4	3	3	3	100.0%	100.0%	100.0%	75.0%	75.0%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	80	80	79	82	84	89.9%	89.9%	90.8%	90.1%	90.3%
White - Females	50	50	51	55	55	62.5%	62.5%	64.6%	67.1%	65.5%
White - Males	24	24	22	21	22	30.0%	30.0%	27.8%	25.6%	26.2%
Black - Females	2	2	2	2	2	2.5%	2.5%	2.5%	2.4%	2.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	4	3.8%	3.8%	3.8%	3.7%	4.8%
Other - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.2%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	1	2.5%	1.3%	0.0%	0.0%	1.2%
25-29	6	7	5	7	4	7.5%	8.8%	6.3%	8.5%	4.8%
30-34	9	9	9	10	10	11.3%	11.3%	11.4%	12.2%	12.0%
35-39	10	9	9	9	8	12.5%	11.3%	11.4%	11.0%	9.6%
40-44	20	16	14	12	16	25.0%	20.0%	17.7%	14.6%	19.3%
45-49	16	18	21	21	15	20.0%	22.5%	26.6%	25.6%	18.1%
50-54	10	11	8	11	17	12.5%	13.8%	10.1%	13.4%	20.5%
55+	7	9	13	12	12	8.8%	11.3%	16.5%	14.6%	14.5%
<b>Average Age</b>	42.7	43.5	44.2	44.0	44.9					

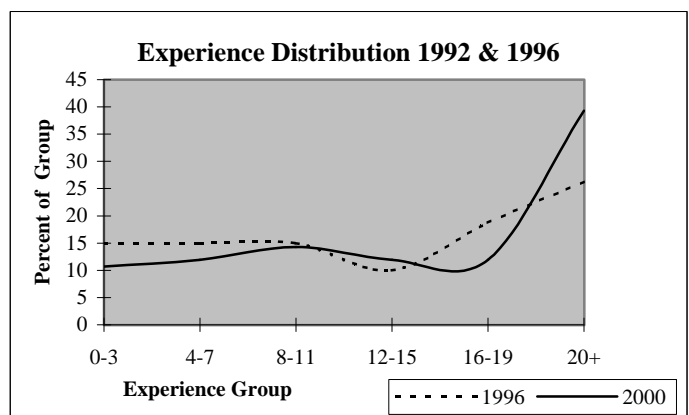
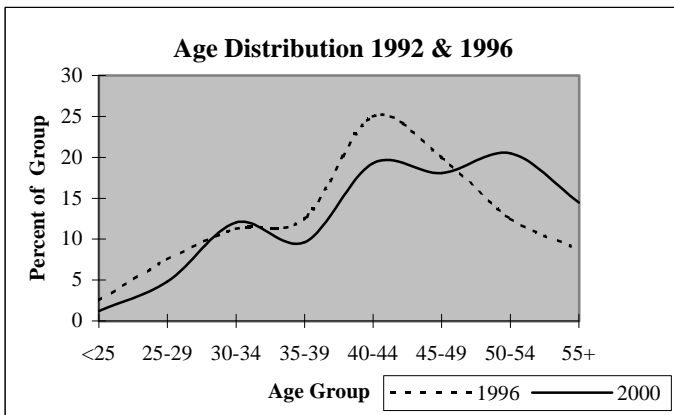
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	12	8	6	9	9	15.0%	10.0%	7.6%	11.0%	10.7%
4-7 Years	12	14	14	13	10	15.0%	17.5%	17.7%	15.9%	11.9%
8-11 Years	12	11	8	11	12	15.0%	13.8%	10.1%	13.4%	14.3%
12-15 Years	8	8	12	10	10	10.0%	10.0%	15.2%	12.2%	11.9%
16-19 Years	15	16	15	12	10	18.8%	20.0%	19.0%	14.6%	11.9%
20+ Years	21	23	24	27	33	26.3%	28.8%	30.4%	32.9%	39.3%
<b>Average Experience</b>	13.0	14.1	14.9	14.5	15.5					

## District Report for: ROLAND

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	4	7	-	1.1%	3.4%	4.6%	7.7%	-
Attrition from Transfers	1	1	3	2	-	1.1%	1.1%	3.4%	2.2%	-
Attrition from Exits	0	2	1	5	-	0.0%	2.2%	1.1%	5.5%	-
<b>Teacher Attrition</b>	1	3	4	7	-	1.3%	3.8%	5.1%	8.5%	-
Attrition from Transfers	1	1	3	2	-	1.3%	1.3%	3.8%	2.4%	-
Attrition from Exits	0	2	1	5	-	0.0%	2.5%	1.3%	6.1%	-
<b>District Retention</b>										
Educator Retention	88	86	83	84	-	98.9%	96.6%	95.4%	92.3%	-
Teacher Retention	79	77	75	75	-	98.8%	96.3%	94.9%	91.5%	-

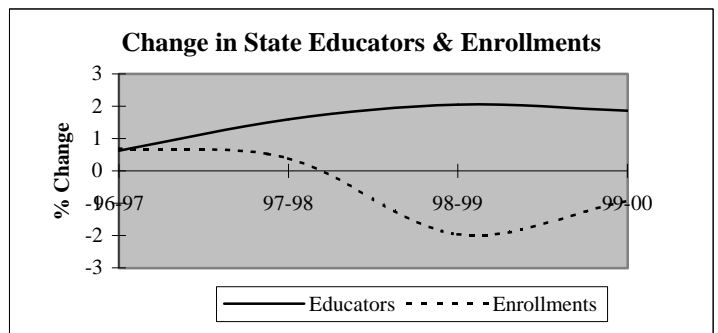
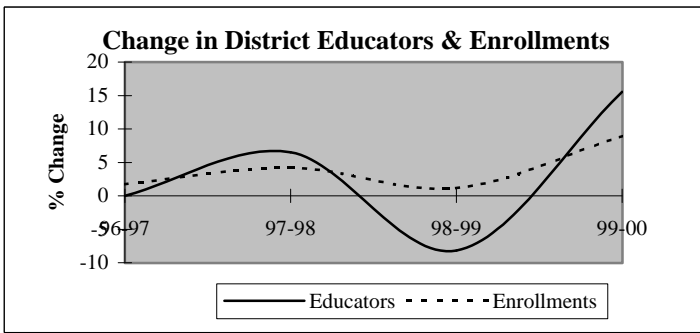
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	82.4%	0.0%	82.4%	78.2%	9.6%	87.8%
1 Year of Experience	88.9%	11.1%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	93.3%	6.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	93.3%	6.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	3.4%	2.3%	2.2%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.1%	94.4%	97.7%	92.3%	91.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	2.2%	0.0%	5.5%	7.5%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: GORE

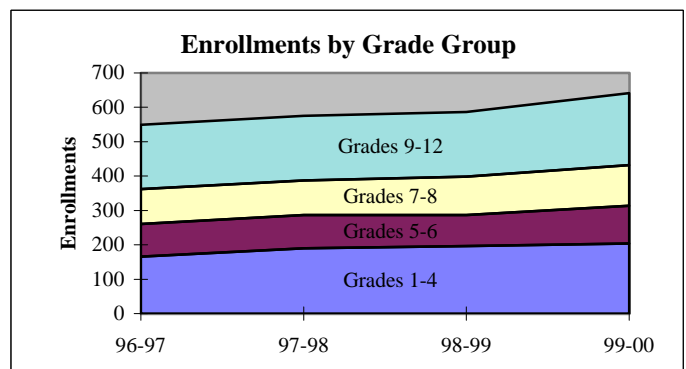
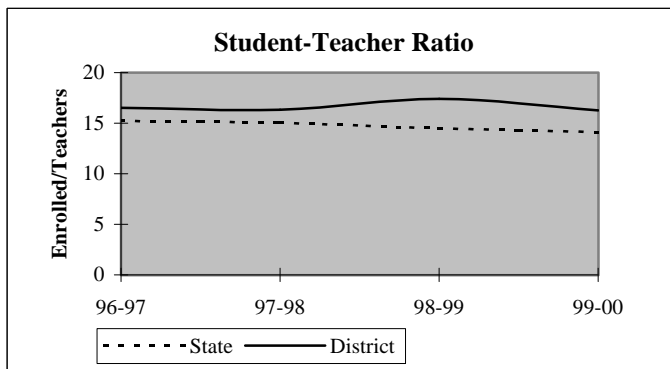


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	12.9	12.7	13.9	13.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	16.5	16.3	17.4	16.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	3	-4	7	-	-	-	-	-
% Change in Educators	0.0%	0.0%	6.5%	-8.2%	15.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	26	10	25	7	56	-	-	-	-	-
% Change in Enrollments	4.7%	1.7%	4.2%	1.1%	8.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	6.1%	0.0%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.5%	8.2%	6.7%	7.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	13.0%	15.2%	14.3%	13.3%	11.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.9%	15.2%	14.3%	17.8%	15.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.2%	2.0%	2.2%	1.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.8	44.3	45.2	44.4	45.0	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	13.9	14.7	13.7	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,100	29,784	29,084	30,218	29,084	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	10.8%	11.1%	10.5%	13.9%	14.3%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.1%	80.6%	78.9%	83.3%	85.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	11.1%	10.5%	11.1%	11.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	52.5%	49.4%	50.8%	50.7%	48.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	12	11	13	13	26.1%	26.1%	22.4%	28.9%	25.0%
Attrition	1	0	1	3	0					
Attrition Rate	8.3%	0.0%	9.1%	23.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	31	29	30	28	34	67.4%	63.0%	61.2%	62.2%	65.4%
Attrition	0	0	3	0	0					
Attrition Rate	0.0%	0.0%	10.0%	0.0%	0.0%					
At Retirement Age	3	5	8	4	5	6.5%	10.9%	16.3%	8.9%	9.6%
Attrition	1	0	4	1	0					
Attrition Rate	33.3%	0.0%	50.0%	25.0%	0.0%					
At Retirement in 5 yrs.	6	6	9	6	7	13.0%	13.0%	18.4%	13.3%	13.5%

## District Report for: GORE

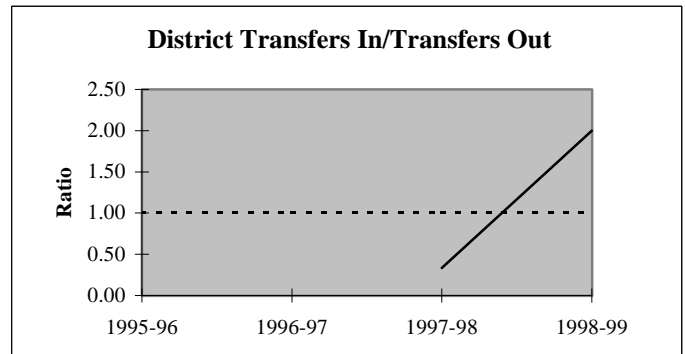
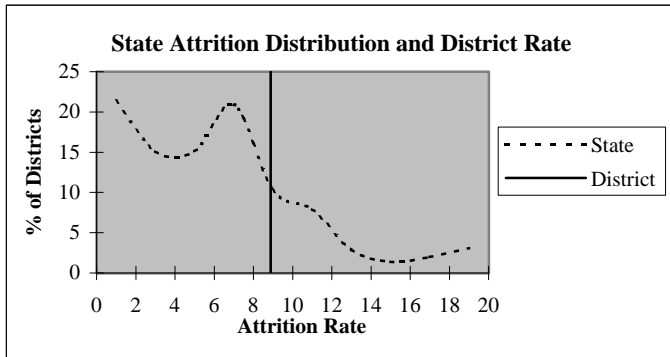
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	46	46	49	45	52	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	4	3	4	6.5%	6.5%	8.2%	6.7%	7.7%
Professional Staff	6	7	7	6	6	13.0%	15.2%	14.3%	13.3%	11.5%
<b>Total Teachers</b>	37	36	38	36	42	80.4%	78.3%	77.6%	80.0%	80.8%
Special Education	4	4	4	4	5	10.8%	11.1%	10.5%	11.1%	11.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	19	17	17	19	21	51.4%	47.2%	44.7%	52.8%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	15	17	13	16	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	1	2	3	8.1%	5.6%	2.6%	5.6%	7.1%
Art & Music	0	1	1	1	1	0.0%	2.8%	2.6%	2.8%	2.4%
Social Studies	3	2	2	1	3	8.1%	5.6%	5.3%	2.8%	7.1%
Foreign Language	0	1	1	0	0	0.0%	2.8%	2.6%	0.0%	0.0%
Math	1	2	2	1	2	2.7%	5.6%	5.3%	2.8%	4.8%
<b>Science</b>	2	1	2	1	3	5.4%	2.8%	5.3%	2.8%	7.1%
Biology	1	0	1	0	1	2.7%	0.0%	2.6%	0.0%	2.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	2	2.7%	2.8%	2.6%	2.8%	4.8%
Vocational Education	2	2	3	2	1	5.4%	5.6%	7.9%	5.6%	2.4%
Other	3	4	5	5	3	8.1%	11.1%	13.2%	13.9%	7.1%
<b>Total Enrollments</b>	585	595	620	627	683	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	42	43	43	41	42	7.2%	7.2%	6.9%	6.5%	6.1%
Grades 1-4	171	166	190	196	204	29.2%	27.9%	30.6%	31.3%	29.9%
Grades 5-6	86	95	97	91	110	14.7%	16.0%	15.6%	14.5%	16.1%
Grades 7-8	90	101	100	111	118	15.4%	17.0%	16.1%	17.7%	17.3%
Grades 9-12	196	187	188	188	209	33.5%	31.4%	30.3%	30.0%	30.6%
Ungraded	0	3	2	0	0	0.0%	0.5%	0.3%	0.0%	0.0%



## District Report for: GORE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	46	46	49	45	52	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	40	44	46	41	41	87.0%	95.7%	93.9%	91.1%	78.8%
<b>Newly Hired</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>11</b>	<b>13.0%</b>	<b>4.3%</b>	<b>6.1%</b>	<b>8.9%</b>	<b>21.2%</b>
Transfers In	4	0	1	2	7	66.7%	0.0%	33.3%	50.0%	63.6%
Reentrants	1	0	1	0	2	16.7%	0.0%	33.3%	0.0%	18.2%
First Time Educators	1	2	1	2	2	16.7%	100.0%	33.3%	50.0%	18.2%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>8</b>	<b>4</b>	<b>-</b>	<b>4.3%</b>	<b>0.0%</b>	<b>16.3%</b>	<b>8.9%</b>	<b>-</b>
Transfers Out	0	0	3	1	-	0.0%	0.0%	37.5%	25.0%	-
Leave Oklahoma Educ.	2	0	5	3	-	100.0%	0.0%	62.5%	75.0%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	0.0%	16.3%	8.9%	-
Transfers In/Out	nc	nc	0.33	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	32	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	1
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	6
		Total	46

## District Report for: GORE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	4	3	4	6.5%	6.5%	8.2%	6.7%	7.7%
White - Females	1	1	1	1	1	33.3%	33.3%	25.0%	33.3%	25.0%
White - Males	2	2	3	2	3	66.7%	66.7%	75.0%	66.7%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	7	7	6	6	13.0%	15.2%	14.3%	13.3%	11.5%
White - Females	5	4	4	3	4	83.3%	57.1%	57.1%	50.0%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	3	3	3	2	16.7%	42.9%	42.9%	50.0%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	36	38	36	42	80.4%	78.3%	77.6%	80.0%	80.8%
White - Females	27	26	27	26	31	73.0%	72.2%	71.1%	72.2%	73.8%
White - Males	6	6	7	5	5	16.2%	16.7%	18.4%	13.9%	11.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	4	5	8.1%	8.3%	7.9%	11.1%	11.9%
Other - Males	1	1	1	1	1	2.7%	2.8%	2.6%	2.8%	2.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	1	1	1	0.0%	0.0%	2.6%	2.8%	2.5%
30-34	8	8	4	4	4	21.6%	22.2%	10.5%	11.1%	10.0%
35-39	7	4	7	8	9	18.9%	11.1%	18.4%	22.2%	22.5%
40-44	5	8	8	6	8	13.5%	22.2%	21.1%	16.7%	20.0%
45-49	6	4	4	4	2	16.2%	11.1%	10.5%	11.1%	5.0%
50-54	4	6	7	7	9	10.8%	16.7%	18.4%	19.4%	22.5%
55+	7	6	7	6	7	18.9%	16.7%	18.4%	16.7%	17.5%
<b>Average Age</b>	43.8	44.3	45.2	44.4	45.0					

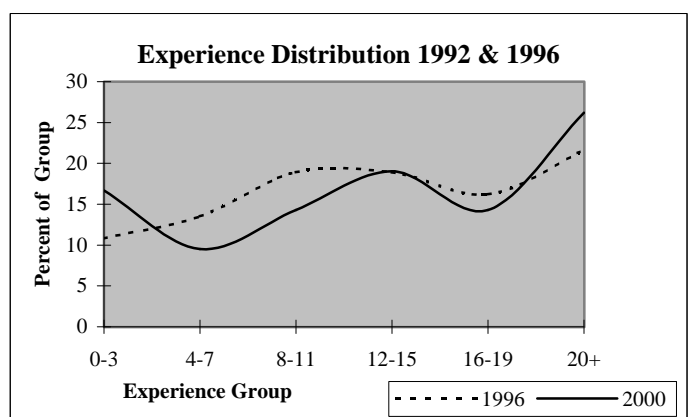
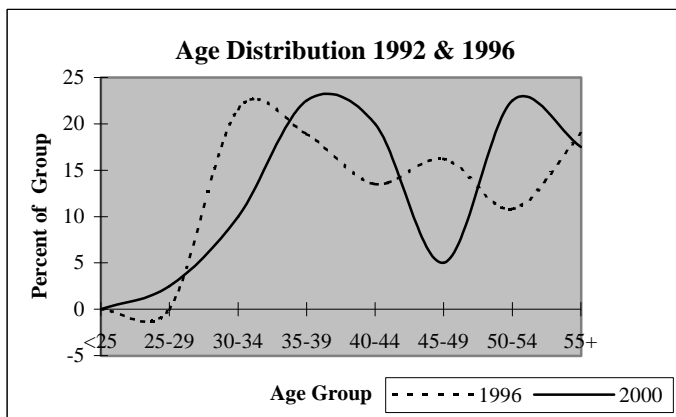
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	3	2	5	7	10.8%	8.3%	5.3%	13.9%	16.7%
4-7 Years	5	5	5	4	4	13.5%	13.9%	13.2%	11.1%	9.5%
8-11 Years	7	8	7	7	6	18.9%	22.2%	18.4%	19.4%	14.3%
12-15 Years	7	4	5	4	8	18.9%	11.1%	13.2%	11.1%	19.0%
16-19 Years	6	8	8	7	6	16.2%	22.2%	21.1%	19.4%	14.3%
20+ Years	8	8	11	9	11	21.6%	22.2%	28.9%	25.0%	26.2%
<b>Average Experience</b>	13.1	13.9	14.7	13.7	13.5					

## District Report for: GORE

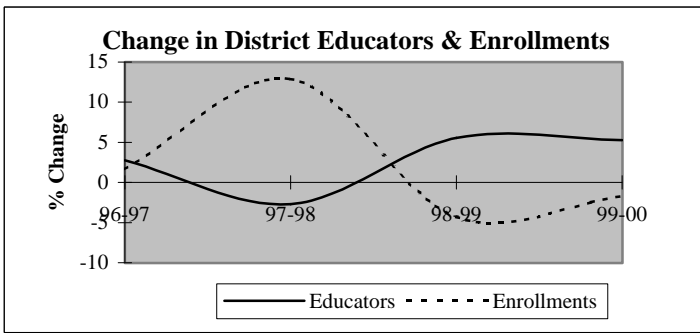
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	8	4	-	4.3%	0.0%	16.3%	8.9%	-
Attrition from Transfers	0	0	3	1	-	0.0%	0.0%	6.1%	2.2%	-
Attrition from Exits	2	0	5	3	-	4.3%	0.0%	10.2%	6.7%	-
<b>Teacher Attrition</b>	1	0	6	2	-	2.7%	0.0%	15.8%	5.6%	-
Attrition from Transfers	0	0	3	1	-	0.0%	0.0%	7.9%	2.8%	-
Attrition from Exits	1	0	3	1	-	2.7%	0.0%	7.9%	2.8%	-
<b>District Retention</b>										
Educator Retention	44	46	41	41	-	95.7%	100.0%	83.7%	91.1%	-
Teacher Retention	36	36	32	34	-	97.3%	100.0%	84.2%	94.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.0%	20.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	83.3%	16.7%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.2%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.5%	95.7%	95.9%	95.6%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	4.3%	4.1%	4.4%	7.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CENTRAL

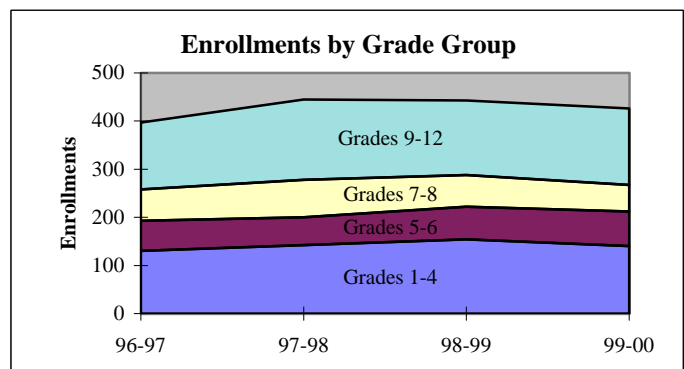
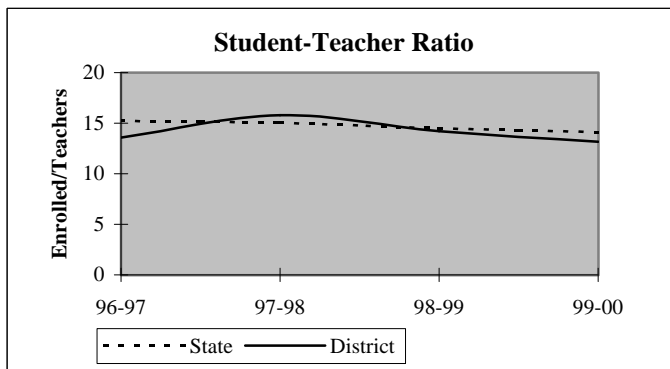


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.9	11.7	13.6	12.3	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.8	13.6	15.8	14.2	13.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-1	2	2	-	-	-	-	-
% Change in Educators	2.9%	2.8%	-2.7%	5.6%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-8	7	56	-21	-8	-	-	-	-	-
% Change in Enrollments	-1.8%	1.6%	12.9%	-4.3%	-1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.6%	10.8%	0.0%	2.6%	2.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.1%	8.3%	7.9%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.4%	5.6%	5.3%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	13.5%	13.9%	10.5%	10.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	33.3%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.5	44.3	41.5	42.6	40.5	42.0	42.3	42.5	42.7	43.0
Average Experience	15.1	15.3	12.9	13.1	10.1	12.1	12.3	12.3	12.2	12.2
Average Salary	29,614	27,739	29,622	29,194	28,781	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	9.7%	12.5%	12.9%	9.1%	8.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	64.5%	65.6%	67.7%	69.7%	74.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.5%	6.3%	9.7%	9.1%	8.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	58.5%	59.4%	56.9%	59.8%	56.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	11	14	14	18	30.6%	29.7%	38.9%	36.8%	45.0%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	14.3%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	17	19	19	19	18	47.2%	51.4%	52.8%	50.0%	45.0%
Attrition	0	1	2	1	0					
Attrition Rate	0.0%	5.3%	10.5%	5.3%	0.0%					
At Retirement Age	8	7	3	5	4	22.2%	18.9%	8.3%	13.2%	10.0%
Attrition	3	5	0	3	0					
Attrition Rate	37.5%	71.4%	0.0%	60.0%	0.0%					
At Retirement in 5 yrs.	10	8	5	7	7	27.8%	21.6%	13.9%	18.4%	17.5%

## District Report for: CENTRAL

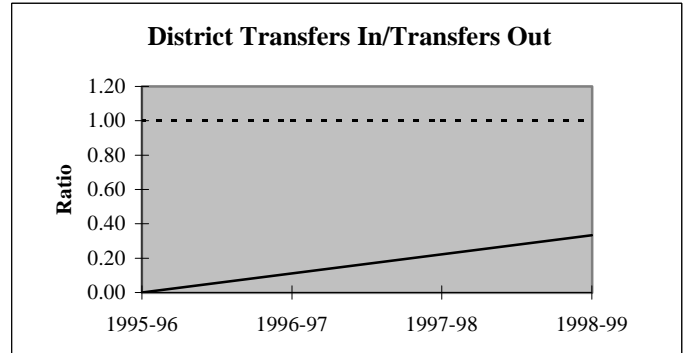
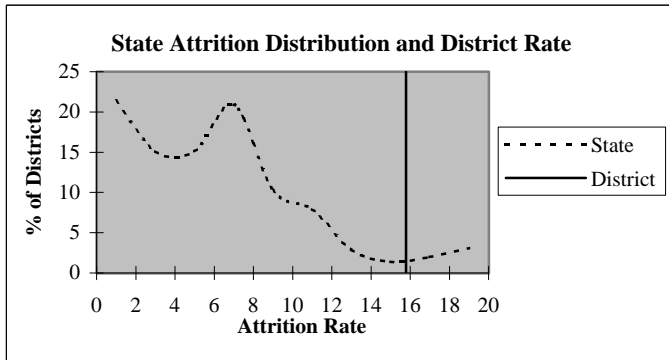
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	36	37	36	38	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.3%	8.1%	8.3%	7.9%	7.5%
Professional Staff	2	2	2	2	2	5.6%	5.4%	5.6%	5.3%	5.0%
<b>Total Teachers</b>	31	32	31	33	35	86.1%	86.5%	86.1%	86.8%	87.5%
Special Education	2	2	3	3	3	6.5%	6.3%	9.7%	9.1%	8.6%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
Elementary	16	18	18	19	20	51.6%	56.3%	58.1%	57.6%	57.1%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	10	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	2	2	3	9.7%	6.3%	6.5%	6.1%	8.6%
Art & Music	1	1	2	1	0	3.2%	3.1%	6.5%	3.0%	0.0%
Social Studies	2	1	0	1	1	6.5%	3.1%	0.0%	3.0%	2.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.2%	3.1%	3.2%	3.0%	2.9%
<b>Science</b>	1	1	2	2	2	3.2%	3.1%	6.5%	6.1%	5.7%
Biology	0	0	1	1	1	0.0%	0.0%	3.2%	3.0%	2.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	3.2%	3.1%	3.2%	3.0%	2.9%
Vocational Education	1	2	1	1	2	3.2%	6.3%	3.2%	3.0%	5.7%
Other	4	4	2	3	2	12.9%	12.5%	6.5%	9.1%	5.7%
<b>Total Enrollments</b>	427	434	490	469	461	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	36	43	26	35	7.7%	8.3%	8.8%	5.5%	7.6%
Grades 1-4	120	130	142	154	140	28.1%	30.0%	29.0%	32.8%	30.4%
Grades 5-6	78	63	58	68	72	18.3%	14.5%	11.8%	14.5%	15.6%
Grades 7-8	67	65	78	66	55	15.7%	15.0%	15.9%	14.1%	11.9%
Grades 9-12	129	139	167	155	159	30.2%	32.0%	34.1%	33.0%	34.5%
Ungraded	0	1	2	0	0	0.0%	0.2%	0.4%	0.0%	0.0%



## District Report for: CENTRAL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	36	37	36	38	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	33	31	34	32	94.4%	89.2%	86.1%	89.5%	80.0%
<b>Newly Hired</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>8</b>	<b>5.6%</b>	<b>10.8%</b>	<b>13.9%</b>	<b>10.5%</b>	<b>20.0%</b>
Transfers In	0	2	2	1	1	0.0%	50.0%	40.0%	25.0%	12.5%
Reentrants	1	1	1	2	1	50.0%	25.0%	20.0%	50.0%	12.5%
First Time Educators	1	1	2	1	6	50.0%	25.0%	40.0%	25.0%	75.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>8.3%</b>	<b>16.2%</b>	<b>5.6%</b>	<b>15.8%</b>	<b>-</b>
Transfers Out	1	0	0	3	-	33.3%	0.0%	0.0%	50.0%	-
Leave Oklahoma Educ.	2	6	2	3	-	66.7%	100.0%	100.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	16.2%	5.6%	15.8%	-
Transfers In/Out	0.00	nc	nc	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	32	University of Tulsa, Tulsa	-
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>36</b>



## District Report for: CENTRAL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.3%	8.1%	8.3%	7.9%	7.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	2	2	2	2	100.0%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
<b>Professional Staff</b>	2	2	2	2	2	5.6%	5.4%	5.6%	5.3%	5.0%
White - Females	0	1	1	1	2	0.0%	50.0%	50.0%	50.0%	100.0%
White - Males	1	1	1	1	0	50.0%	50.0%	50.0%	50.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	32	31	33	35	86.1%	86.5%	86.1%	86.8%	87.5%
White - Females	17	18	18	21	24	54.8%	56.3%	58.1%	63.6%	68.6%
White - Males	11	10	9	9	8	35.5%	31.3%	29.0%	27.3%	22.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	2	2	9.7%	9.4%	9.7%	6.1%	5.7%
Other - Males	0	1	1	1	1	0.0%	3.1%	3.2%	3.0%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	3	3	1	4	12.9%	9.4%	9.7%	3.0%	12.5%
30-34	2	4	6	7	7	6.5%	12.5%	19.4%	21.2%	21.9%
35-39	5	5	5	4	4	16.1%	15.6%	16.1%	12.1%	12.5%
40-44	3	4	5	7	6	9.7%	12.5%	16.1%	21.2%	18.8%
45-49	7	5	4	5	3	22.6%	15.6%	12.9%	15.2%	9.4%
50-54	4	4	5	6	7	12.9%	12.5%	16.1%	18.2%	21.9%
55+	6	7	3	3	1	19.4%	21.9%	9.7%	9.1%	3.1%
<b>Average Age</b>	44.5	44.3	41.5	42.6	40.5					

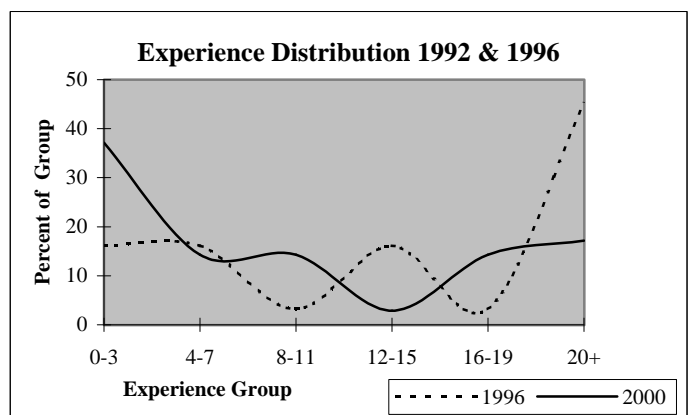
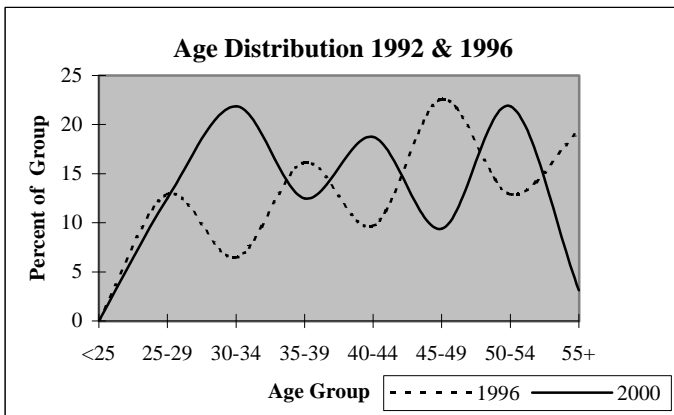
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	5	7	7	13	16.1%	15.6%	22.6%	21.2%	37.1%
4-7 Years	5	5	6	6	5	16.1%	15.6%	19.4%	18.2%	14.3%
8-11 Years	1	2	2	3	5	3.2%	6.3%	6.5%	9.1%	14.3%
12-15 Years	5	4	4	3	1	16.1%	12.5%	12.9%	9.1%	2.9%
16-19 Years	1	2	3	5	5	3.2%	6.3%	9.7%	15.2%	14.3%
20+ Years	14	14	9	9	6	45.2%	43.8%	29.0%	27.3%	17.1%
<b>Average Experience</b>	15.1	15.3	12.9	13.1	10.1					

## District Report for: CENTRAL

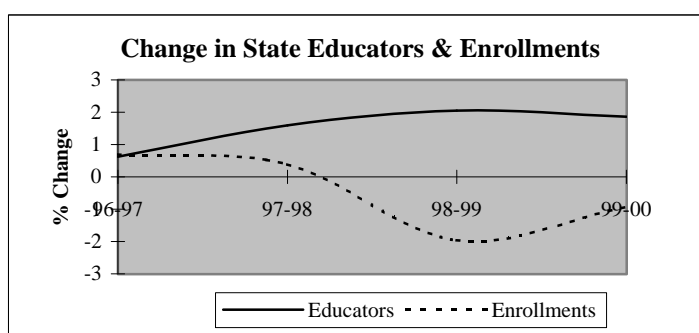
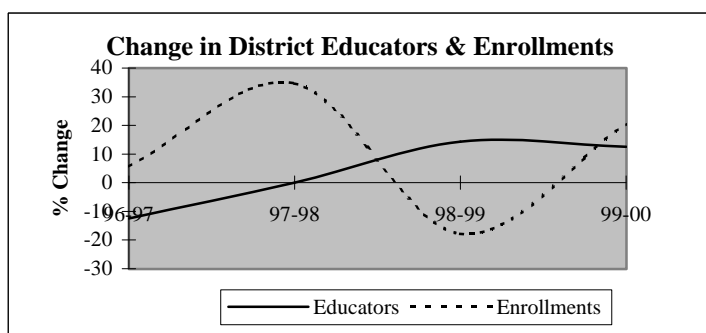
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	6	2	6	-	8.3%	16.2%	5.6%	15.8%	-
Attrition from Transfers	1	0	0	3	-	2.8%	0.0%	0.0%	7.9%	-
Attrition from Exits	2	6	2	3	-	5.6%	16.2%	5.6%	7.9%	-
<b>Teacher Attrition</b>	1	6	2	6	-	3.2%	18.8%	6.5%	18.2%	-
Attrition from Transfers	1	0	0	3	-	3.2%	0.0%	0.0%	9.1%	-
Attrition from Exits	0	6	2	3	-	0.0%	18.8%	6.5%	9.1%	-
<b>District Retention</b>										
Educator Retention	33	31	34	32	-	91.7%	83.8%	94.4%	84.2%	-
Teacher Retention	30	26	29	27	-	96.8%	81.3%	93.5%	81.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	87.5%	12.5%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.7%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	91.9%	91.7%	92.1%	82.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.6%	5.4%	8.3%	7.9%	17.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GRANDVIEW

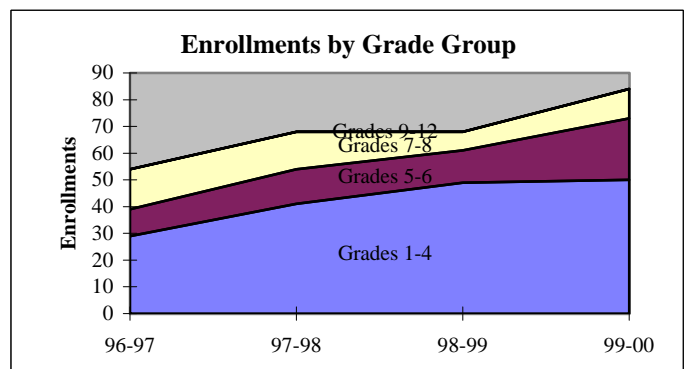
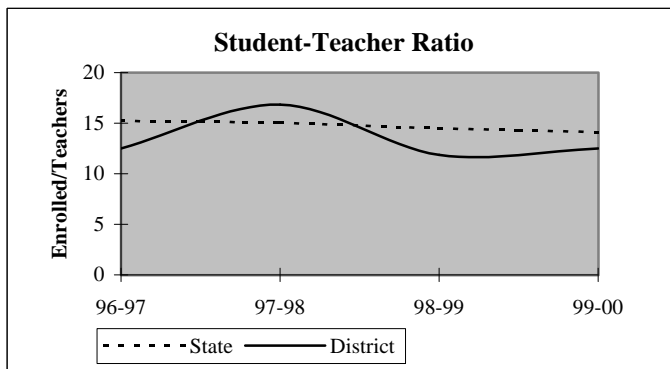


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.9	10.7	14.4	10.4	11.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.1	12.5	16.8	11.9	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	0	1	1	-	-	-	-	-
% Change in Educators	33.3%	-12.5%	0.0%	14.3%	12.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	16	4	26	-18	17	-	-	-	-	-
% Change in Enrollments	29.1%	5.6%	34.7%	-17.8%	20.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	12.5%	14.3%	0.0%	12.5%	22.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.5%	14.3%	14.3%	12.5%	11.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	36.3	35.2	36.2	37.2	37.0	42.0	42.3	42.5	42.7	43.0
Average Experience	2.4	2.7	3.7	4.0	4.3	12.1	12.3	12.3	12.2	12.2
Average Salary	24,716	24,475	26,303	23,629	24,526	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.7%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	16.7%	16.7%	14.3%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.5%	0.0%	0.0%	0.0%	0.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	7	6	6	7	8	87.5%	85.7%	85.7%	87.5%	88.9%
Attrition	1	0	0	0	0					
Attrition Rate	14.3%	0.0%	0.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	0	1	1	1	1	0.0%	14.3%	14.3%	12.5%	11.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					

## District Report for: GRANDVIEW

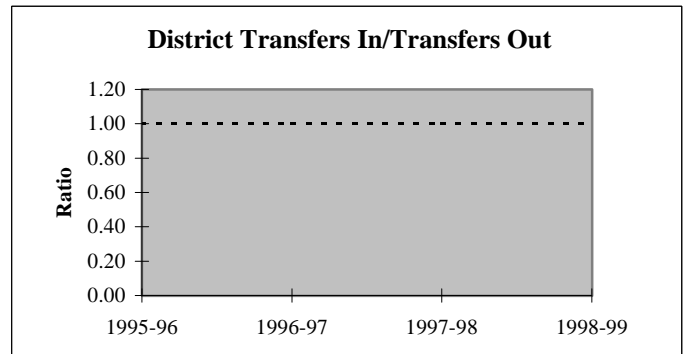
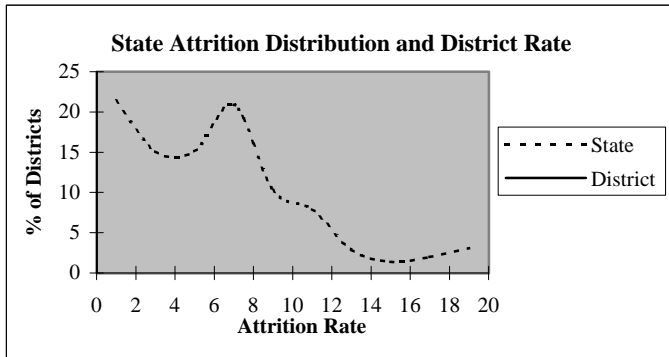
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	8	7	7	8	9	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	12.5%	14.3%	14.3%	12.5%	11.1%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	7	6	6	7	8	87.5%	85.7%	85.7%	87.5%	88.9%
Special Education	1	1	1	1	1	14.3%	16.7%	16.7%	14.3%	12.5%
Pre-K & Kindergarten	0	0	0	1	0	0.0%	0.0%	0.0%	14.3%	0.0%
Elementary	6	5	5	5	7	85.7%	83.3%	83.3%	71.4%	87.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	71	75	101	83	100	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	20	21	33	15	16	28.2%	28.0%	32.7%	18.1%	16.0%
Grades 1-4	26	29	41	49	50	36.6%	38.7%	40.6%	59.0%	50.0%
Grades 5-6	10	10	13	12	23	14.1%	13.3%	12.9%	14.5%	23.0%
Grades 7-8	15	15	14	7	11	21.1%	20.0%	13.9%	8.4%	11.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: GRANDVIEW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	8	7	7	8	9	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	6	7	7	8	62.5%	85.7%	100.0%	87.5%	88.9%
<b>Newly Hired</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>37.5%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>11.1%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	2	0	0	0	0	66.7%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	1	0	1	1	33.3%	100.0%	0.0%	100.0%	100.0%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	2	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	0.0%	0.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	3
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>8</b>

## District Report for: GRANDVIEW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	12.5%	14.3%	14.3%	12.5%	11.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	7	6	6	7	8	87.5%	85.7%	85.7%	87.5%	88.9%
White - Females	6	6	6	7	8	85.7%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	14.3%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	16.7%	0.0%	0.0%	0.0%
25-29	3	2	3	2	1	42.9%	33.3%	50.0%	33.3%	14.3%
30-34	0	0	0	1	3	0.0%	0.0%	0.0%	16.7%	42.9%
35-39	1	1	0	0	0	14.3%	16.7%	0.0%	0.0%	0.0%
40-44	2	1	2	1	1	28.6%	16.7%	33.3%	16.7%	14.3%
45-49	1	0	0	1	1	14.3%	0.0%	0.0%	16.7%	14.3%
50-54	0	1	1	1	1	0.0%	16.7%	16.7%	16.7%	14.3%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	36.3	35.2	36.2	37.2	37.0					

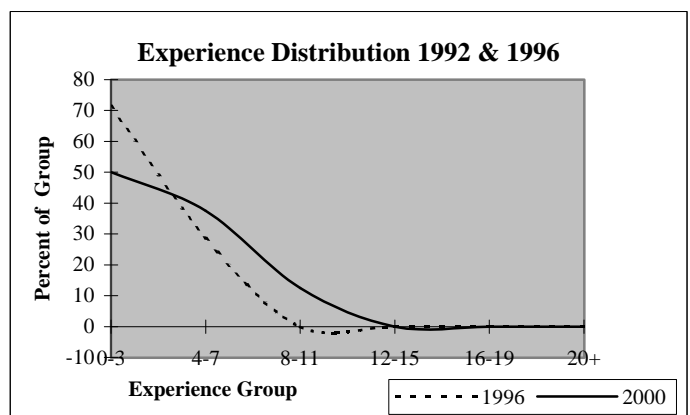
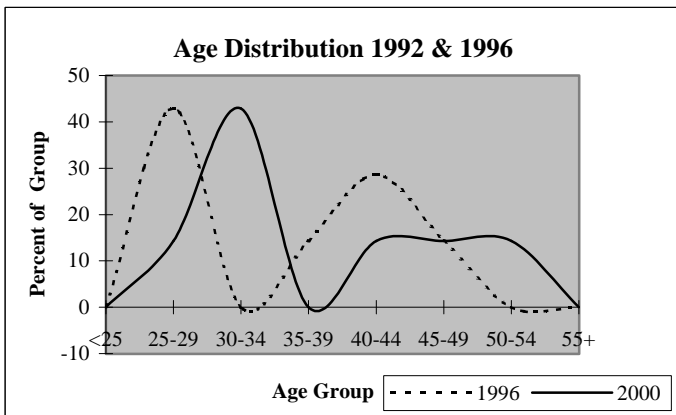
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	4	3	4	71.4%	66.7%	66.7%	42.9%	50.0%
4-7 Years	2	1	1	3	3	28.6%	16.7%	16.7%	42.9%	37.5%
8-11 Years	0	1	1	1	1	0.0%	16.7%	16.7%	14.3%	12.5%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Experience</b>	2.4	2.7	3.7	4.0	4.3					

## District Report for: GRANDVIEW

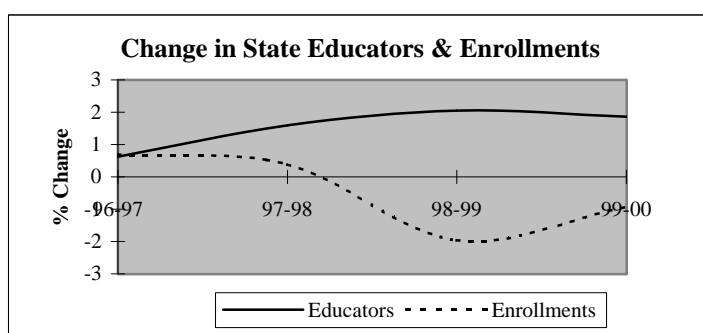
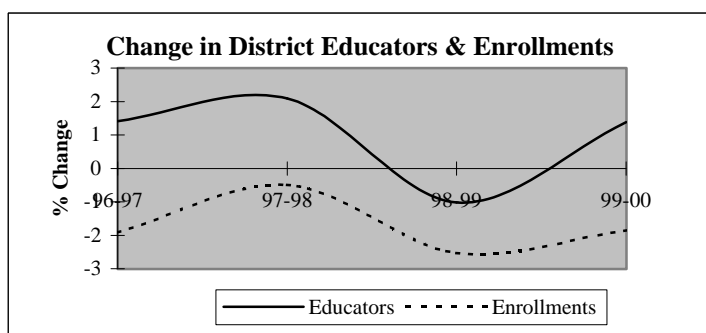
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	0	0	0	-	25.0%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	0	0	0	-	25.0%	0.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	1	0	0	0	-	14.3%	0.0%	0.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	0	0	-	14.3%	0.0%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	7	7	8	-	75.0%	100.0%	100.0%	100.0%	-
Teacher Retention	6	6	6	7	-	85.7%	100.0%	100.0%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	0.0%	75.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	14.3%	0.0%	0.0%	11.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	62.5%	71.4%	100.0%	87.5%	77.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	37.5%	14.3%	0.0%	12.5%	11.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DUNCAN



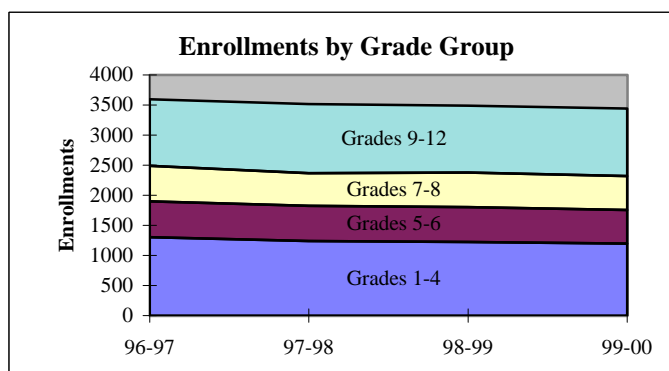
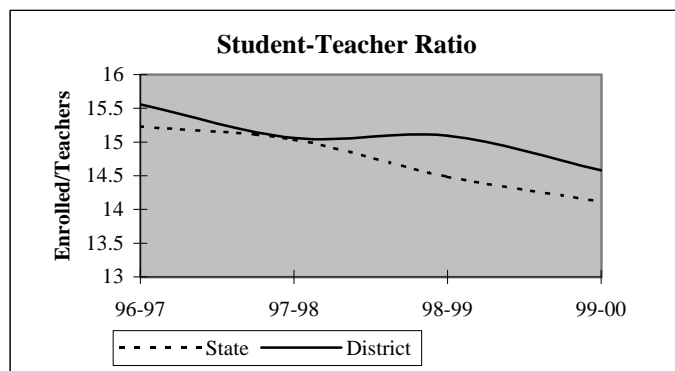
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	13.6	13.2	13.0	12.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.1	15.6	15.1	15.1	14.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	4	6	-3	4	-	-	-	-	-
% Change in Educators	-0.7%	1.4%	2.1%	-1.0%	1.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-218	-76	-19	-98	-70	-	-	-	-	-
% Change in Enrollments	-5.2%	-1.9%	-0.5%	-2.5%	-1.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.8%	2.4%	5.8%	2.4%	5.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.0%	6.3%	6.1%	6.6%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	6.6%	6.1%	7.2%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	3.1%	3.1%	3.1%	2.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.1%	2.8%	2.0%	2.4%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	42.1	42.6	43.0	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	12.0	12.2	12.8	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,963	30,166	30,331	30,836	30,379	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.4%	3.2%	3.1%	3.2%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.4%	80.0%	80.9%	80.4%	79.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	8.4%	8.2%	7.6%	7.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.9%	18.6%	18.1%	19.7%	21.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	87	84	89	82	83	30.7%	29.3%	30.4%	28.3%	28.2%
Attrition	12	11	10	12	0					
Attrition Rate	13.8%	13.1%	11.2%	14.6%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	181	189	185	184	182	64.0%	65.9%	63.1%	63.4%	61.9%
Attrition	5	8	8	9	0					
Attrition Rate	2.8%	4.2%	4.3%	4.9%	0.0%					
At Retirement Age	15	14	19	24	29	5.3%	4.9%	6.5%	8.3%	9.9%
Attrition	5	3	3	3	0					
Attrition Rate	33.3%	21.4%	15.8%	12.5%	0.0%					
At Retirement in 5 yrs.	19	24	28	31	36	6.7%	8.4%	9.6%	10.7%	12.2%



## District Report for: DUNCAN

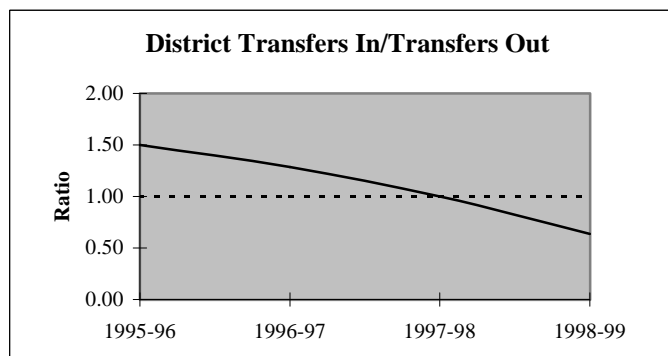
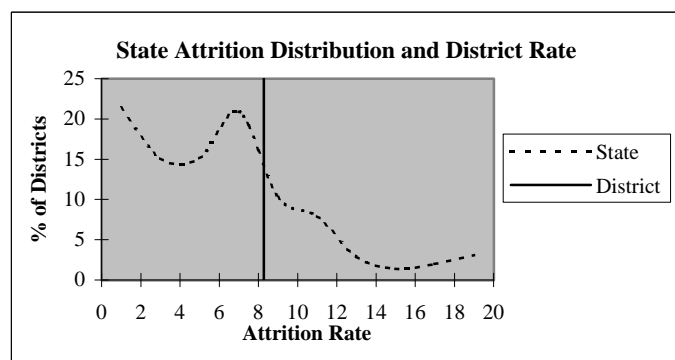
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	283	287	293	290	294	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	18	18	19	19	6.0%	6.3%	6.1%	6.6%	6.5%
Professional Staff	19	19	18	21	21	6.7%	6.6%	6.1%	7.2%	7.1%
<b>Total Teachers</b>	247	250	257	250	254	87.3%	87.1%	87.7%	86.2%	86.4%
Special Education	19	21	21	19	18	7.7%	8.4%	8.2%	7.6%	7.1%
Pre-K & Kindergarten	0	0	3	2	5	0.0%	0.0%	1.2%	0.8%	2.0%
Elementary	131	127	129	128	127	53.0%	50.8%	50.2%	51.2%	50.0%
<b>Middle School</b>	39	38	36	34	34	15.8%	15.2%	14.0%	13.6%	13.4%
Language Arts	8	7	8	7	6	3.2%	2.8%	3.1%	2.8%	2.4%
Art & Music	3	3	3	3	3	1.2%	1.2%	1.2%	1.2%	1.2%
Social Studies	7	6	6	6	6	2.8%	2.4%	2.3%	2.4%	2.4%
Foreign Language	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Math	6	5	6	6	6	2.4%	2.0%	2.3%	2.4%	2.4%
Science	6	5	5	5	5	2.4%	2.0%	1.9%	2.0%	2.0%
Vocational Education	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Other	7	10	6	5	6	2.8%	4.0%	2.3%	2.0%	2.4%
<b>High School (9-12)</b>	58	64	68	67	70	1933.3%	2133.3%	2266.7%	2233.3%	2333.3%
Language Arts	11	12	11	11	11	4.5%	4.8%	4.3%	4.4%	4.3%
Art & Music	3	4	4	4	4	1.2%	1.6%	1.6%	1.6%	1.6%
Social Studies	7	10	9	9	9	2.8%	4.0%	3.5%	3.6%	3.5%
Foreign Language	3	3	3	3	3	1.2%	1.2%	1.2%	1.2%	1.2%
Math	9	9	8	8	8	3.6%	3.6%	3.1%	3.2%	3.1%
<b>Science</b>	7	7	6	7	6	2.8%	2.8%	2.3%	2.8%	2.4%
Biology	3	3	2	3	3	1.2%	1.2%	0.8%	1.2%	1.2%
Chemistry	2	1	2	1	2	0.8%	0.4%	0.8%	0.4%	0.8%
Physics	0	1	0	0	0	0.0%	0.4%	0.0%	0.0%	0.0%
Other Science	2	2	2	3	1	0.8%	0.8%	0.8%	1.2%	0.4%
Vocational Education	10	11	14	13	12	4.0%	4.4%	5.4%	5.2%	4.7%
Other	8	8	13	12	17	3.2%	3.2%	5.1%	4.8%	6.7%
<b>Total Enrollments</b>	3,966	3,890	3,871	3,773	3,703	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	322	287	347	275	256	8.1%	7.4%	9.0%	7.3%	6.9%
Grades 1-4	1,294	1,303	1,241	1,221	1,195	32.6%	33.5%	32.1%	32.4%	32.3%
Grades 5-6	596	597	584	584	559	15.0%	15.3%	15.1%	15.5%	15.1%
Grades 7-8	613	588	543	571	567	15.5%	15.1%	14.0%	15.1%	15.3%
Grades 9-12	1,133	1,110	1,146	1,113	1,122	28.6%	28.5%	29.6%	29.5%	30.3%
Ungraded	8	5	10	9	4	0.2%	0.1%	0.3%	0.2%	0.1%



## District Report for: DUNCAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	283	287	293	290	294	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	264	261	265	272	266	93.3%	90.9%	90.4%	93.8%	90.5%
<b>Newly Hired</b>	<b>19</b>	<b>26</b>	<b>28</b>	<b>18</b>	<b>28</b>	<b>6.7%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>6.2%</b>	<b>9.5%</b>
Transfers In	3	9	6	7	8	15.8%	34.6%	21.4%	38.9%	28.6%
Reentrants	6	4	11	7	10	31.6%	15.4%	39.3%	38.9%	35.7%
First Time Educators	10	13	11	4	10	52.6%	50.0%	39.3%	22.2%	35.7%
<b>Total Exiting Next Year</b>	<b>22</b>	<b>22</b>	<b>21</b>	<b>24</b>	<b>-</b>	<b>7.8%</b>	<b>7.7%</b>	<b>7.2%</b>	<b>8.3%</b>	<b>-</b>
Transfers Out	2	7	6	11	-	9.1%	31.8%	28.6%	45.8%	-
Leave Oklahoma Educ.	20	15	15	13	-	90.9%	68.2%	71.4%	54.2%	-

Dynamics Rates	District Rates				
District Attrition	7.8%	7.7%	7.2%	8.3%	-
Transfers In/Out	1.50	1.29	1.00	0.64	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	34	Benedictine Heights, Tulsa	-
OSU, Stillwater	27	Southern Nazarene Univ., Bethany	1
UCO, Edmond	20	OBU, Shawnee	8
ECU, Ada	16	OCU, Oklahoma City	4
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	3
SEOSU, Durant	8	OCUSA, Oklahoma City	2
SWOSU, Weatherford	36	Cameron, Lawton	63
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	25	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	33
		<b>Total</b>	<b>283</b>

## District Report for: DUNCAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	17	18	18	19	19	6.0%	6.3%	6.1%	6.6%	6.5%
White - Females	6	8	6	7	7	35.3%	44.4%	33.3%	36.8%	36.8%
White - Males	11	10	12	12	12	64.7%	55.6%	66.7%	63.2%	63.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	19	19	18	21	21	6.7%	6.6%	6.1%	7.2%	7.1%
White - Females	15	15	14	17	17	78.9%	78.9%	77.8%	81.0%	81.0%
White - Males	3	3	3	3	3	15.8%	15.8%	16.7%	14.3%	14.3%
Black - Females	1	1	1	1	1	5.3%	5.3%	5.6%	4.8%	4.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	247	250	257	250	254	87.3%	87.1%	87.7%	86.2%	86.4%
White - Females	191	194	202	195	198	77.3%	77.6%	78.6%	78.0%	78.0%
White - Males	50	48	47	47	49	20.2%	19.2%	18.3%	18.8%	19.3%
Black - Females	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	5	5	5	4	1.6%	2.0%	1.9%	2.0%	1.6%
Other - Males	1	2	2	2	2	0.4%	0.8%	0.8%	0.8%	0.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	3	1	0	2	0.8%	1.2%	0.4%	0.0%	0.8%
25-29	20	18	24	25	24	8.2%	7.3%	9.4%	10.2%	9.7%
30-34	34	31	24	17	22	13.9%	12.5%	9.4%	6.9%	8.9%
35-39	37	36	36	38	28	15.1%	14.5%	14.2%	15.5%	11.3%
40-44	57	45	47	46	45	23.3%	18.1%	18.5%	18.8%	18.2%
45-49	58	71	69	59	55	23.7%	28.6%	27.2%	24.1%	22.3%
50-54	27	33	40	43	51	11.0%	13.3%	15.7%	17.6%	20.6%
55+	10	11	13	17	20	4.1%	4.4%	5.1%	6.9%	8.1%
<b>Average Age</b>	41.5	42.1	42.6	43.0	43.4					

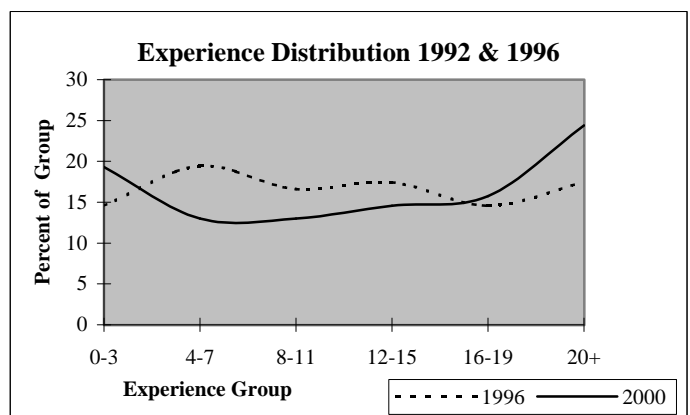
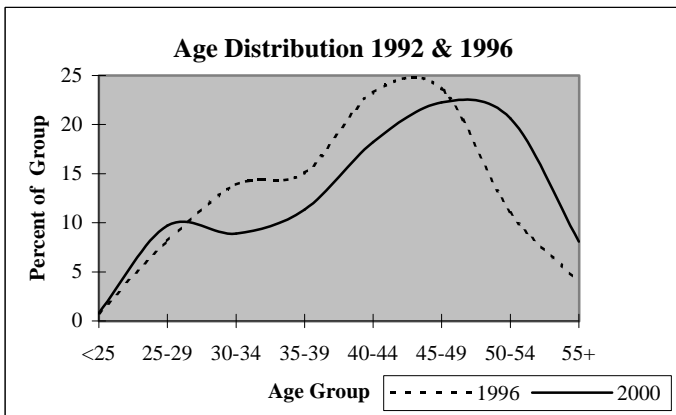
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	36	42	40	42	49	14.6%	16.8%	15.6%	16.8%	19.3%
4-7 Years	48	40	47	39	33	19.4%	16.0%	18.3%	15.6%	13.0%
8-11 Years	41	45	42	38	33	16.6%	18.0%	16.3%	15.2%	13.0%
12-15 Years	43	36	33	34	37	17.4%	14.4%	12.8%	13.6%	14.6%
16-19 Years	36	38	41	39	40	14.6%	15.2%	16.0%	15.6%	15.7%
20+ Years	43	49	54	58	62	17.4%	19.6%	21.0%	23.2%	24.4%
<b>Average Experience</b>	11.7	12.0	12.2	12.8	12.9					

# District Report for: DUNCAN

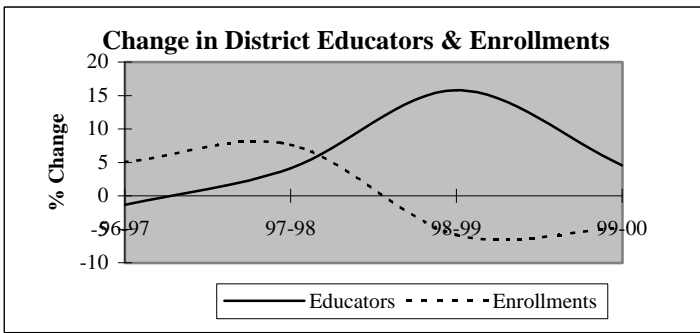
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	22	22	21	24	-	7.8%	7.7%	7.2%	8.3%	-
Attrition from Transfers	2	7	6	11	-	0.7%	2.4%	2.0%	3.8%	-
Attrition from Exits	20	15	15	13	-	7.1%	5.2%	5.1%	4.5%	-
<b>Teacher Attrition</b>	<b>21</b>	<b>17</b>	<b>19</b>	<b>23</b>	<b>-</b>	<b>8.5%</b>	<b>6.8%</b>	<b>7.4%</b>	<b>9.2%</b>	<b>-</b>
Attrition from Transfers	2	6	6	10	-	0.8%	2.4%	2.3%	4.0%	-
Attrition from Exits	19	11	13	13	-	7.7%	4.4%	5.1%	5.2%	-
<b>District Retention</b>										
Educator Retention	261	265	272	266	-	92.2%	92.3%	92.8%	91.7%	-
Teacher Retention	226	233	238	227	-	91.5%	93.2%	92.6%	90.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	87.8%	2.0%	89.8%	78.2%	9.6%	87.8%
1 Year of Experience	80.4%	3.6%	83.9%	84.2%	6.9%	91.1%
2 Years of Experience	93.9%	2.0%	95.9%	85.2%	5.9%	91.1%
3 Years of Experience	97.8%	2.2%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	79.7%	5.1%	84.7%	87.9%	4.7%	92.6%
5 Years of Experience	91.1%	5.4%	96.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.4%	0.3%	1.4%	0.3%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.0%	93.4%	90.4%	95.5%	92.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.3%	0.3%	0.3%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.7%	5.9%	7.8%	3.8%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COMANCHE

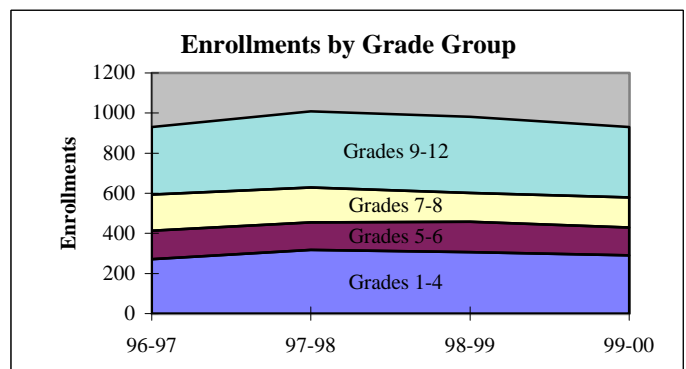
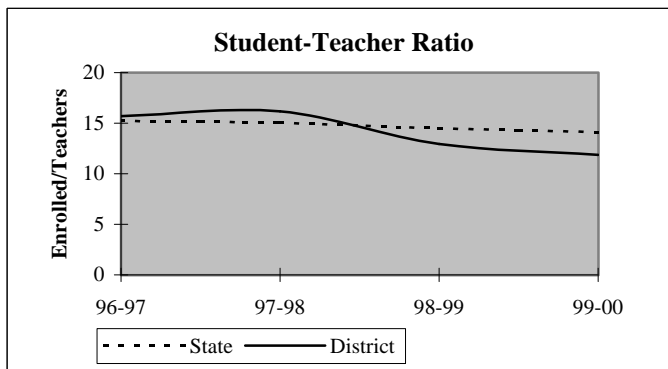


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.1	14.0	14.5	11.8	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.0	15.7	16.2	12.9	11.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	-1	3	12	4	-	-	-	-	-
% Change in Educators	2.8%	-1.4%	4.1%	15.8%	4.5%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	44	49	78	-64	-50	-	-	-	-	-
% Change in Enrollments	4.7%	5.0%	7.6%	-5.8%	-4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.4%	1.4%	3.9%	9.1%	10.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	6.8%	6.6%	5.7%	5.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.1%	4.1%	3.9%	3.4%	4.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	1.4%	1.3%	1.1%	1.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.1%	4.1%	3.9%	3.4%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	45.4	45.7	43.9	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	15.2	15.9	15.6	13.9	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,132	30,538	29,975	29,029	28,389	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	1.5%	1.5%	1.3%	1.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.3%	73.8%	76.5%	70.0%	74.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	12.3%	13.2%	12.5%	13.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.8%	16.4%	29.9%	22.7%	27.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	15	18	32	30	23.0%	20.5%	23.7%	36.4%	32.6%
Attrition	2	0	1	5	0					
Attrition Rate	11.8%	0.0%	5.6%	15.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	50	48	46	43	47	67.6%	65.8%	60.5%	48.9%	51.1%
Attrition	1	3	3	3	0					
Attrition Rate	2.0%	6.3%	6.5%	7.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	10	12	13	15	9.5%	13.7%	15.8%	14.8%	16.3%
Attrition	1	0	0	1	0					
Attrition Rate	14.3%	0.0%	0.0%	7.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	12	13	16	17	14.9%	16.4%	17.1%	18.2%	18.5%

## District Report for: COMANCHE

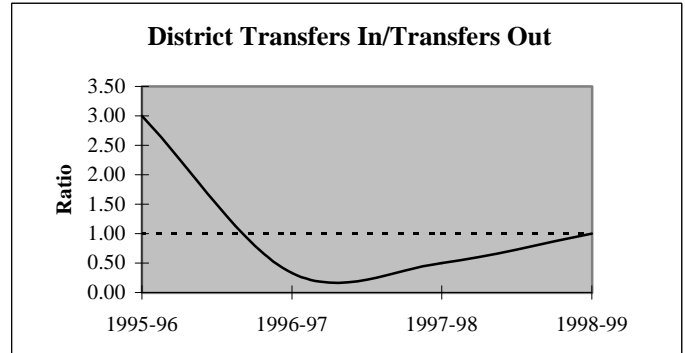
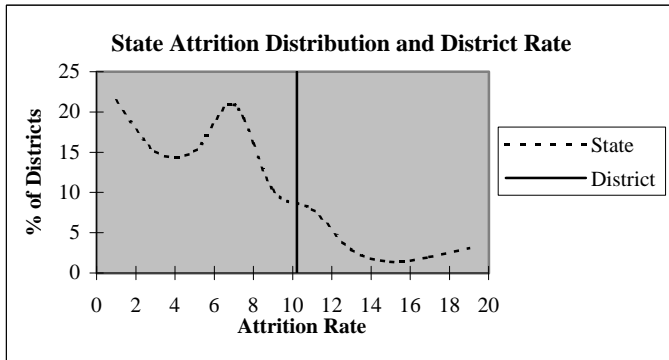
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	74	73	76	88	92	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	5	5	5	5	8.1%	6.8%	6.6%	5.7%	5.4%
Professional Staff	3	3	3	3	4	4.1%	4.1%	3.9%	3.4%	4.3%
<b>Total Teachers</b>	65	65	68	80	83	87.8%	89.0%	89.5%	90.9%	90.2%
Special Education	7	8	9	10	11	10.8%	12.3%	13.2%	12.5%	13.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	24	27	32	29	38.5%	36.9%	39.7%	40.0%	34.9%
<b>Middle School</b>	0	0	0	8	11	0.0%	0.0%	0.0%	10.0%	13.3%
Language Arts	0	0	0	2	1	0.0%	0.0%	0.0%	2.5%	1.2%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	1	1	0.0%	0.0%	0.0%	1.3%	1.2%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	3	4	0.0%	0.0%	0.0%	3.8%	4.8%
Science	0	0	0	1	3	0.0%	0.0%	0.0%	1.3%	3.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	1	2	0.0%	0.0%	0.0%	1.3%	2.4%
<b>High School (9-12)</b>	33	33	32	30	32	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	7	7	6	4	5	10.8%	10.8%	8.8%	5.0%	6.0%
Art & Music	2	2	3	3	2	3.1%	3.1%	4.4%	3.8%	2.4%
Social Studies	5	5	4	5	4	7.7%	7.7%	5.9%	6.3%	4.8%
Foreign Language	1	0	0	0	1	1.5%	0.0%	0.0%	0.0%	1.2%
Math	6	6	6	3	2	9.2%	9.2%	8.8%	3.8%	2.4%
<b>Science</b>	2	2	2	2	2	3.1%	3.1%	2.9%	2.5%	2.4%
Biology	1	1	1	2	1	1.5%	1.5%	1.5%	2.5%	1.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	1	1.5%	1.5%	1.5%	0.0%	1.2%
Vocational Education	5	6	6	6	7	7.7%	9.2%	8.8%	7.5%	8.4%
Other	5	5	5	7	9	7.7%	7.7%	7.4%	8.8%	10.8%
<b>Total Enrollments</b>	972	1,021	1,099	1,035	985	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	67	90	82	49	53	6.9%	8.8%	7.5%	4.7%	5.4%
Grades 1-4	262	272	318	306	290	27.0%	26.6%	28.9%	29.6%	29.4%
Grades 5-6	143	141	136	152	140	14.7%	13.8%	12.4%	14.7%	14.2%
Grades 7-8	175	181	174	144	150	18.0%	17.7%	15.8%	13.9%	15.2%
Grades 9-12	325	337	380	380	350	33.4%	33.0%	34.6%	36.7%	35.5%
Ungraded	0	0	9	4	2	0.0%	0.0%	0.8%	0.4%	0.2%



## District Report for: COMANCHE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	74	73	76	88	92	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	67	70	70	72	79	90.5%	95.9%	92.1%	81.8%	85.9%
<b>Newly Hired</b>	<b>7</b>	<b>3</b>	<b>6</b>	<b>16</b>	<b>13</b>	<b>9.5%</b>	<b>4.1%</b>	<b>7.9%</b>	<b>18.2%</b>	<b>14.1%</b>
Transfers In	3	1	1	4	4	42.9%	33.3%	16.7%	25.0%	30.8%
Reentrants	2	1	1	4	3	28.6%	33.3%	16.7%	25.0%	23.1%
First Time Educators	2	1	4	8	6	28.6%	33.3%	66.7%	50.0%	46.2%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>9</b>	<b>-</b>	<b>5.4%</b>	<b>4.1%</b>	<b>5.3%</b>	<b>10.2%</b>	<b>-</b>
Transfers Out	1	3	2	4	-	25.0%	100.0%	50.0%	44.4%	-
Leave Oklahoma Educ.	3	0	2	5	-	75.0%	0.0%	50.0%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	5.4%	4.1%	5.3%	10.2%	-
Transfers In/Out	3.00	0.33	0.50	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	14	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	11	Cameron, Lawton	20
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	12	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	74

## District Report for: COMANCHE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	5	5	5	5	8.1%	6.8%	6.6%	5.7%	5.4%
White - Females	3	3	3	3	2	50.0%	60.0%	60.0%	60.0%	40.0%
White - Males	3	2	2	2	3	50.0%	40.0%	40.0%	40.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	4	4.1%	4.1%	3.9%	3.4%	4.3%
White - Females	2	2	2	2	3	66.7%	66.7%	66.7%	66.7%	75.0%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	65	65	68	80	83	87.8%	89.0%	89.5%	90.9%	90.2%
White - Females	47	47	51	55	61	72.3%	72.3%	75.0%	68.8%	73.5%
White - Males	18	17	16	24	21	27.7%	26.2%	23.5%	30.0%	25.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	1.5%	1.5%	1.3%	1.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	1	1.5%	0.0%	0.0%	1.3%	1.3%
25-29	4	2	3	7	8	6.2%	3.1%	4.5%	8.9%	10.1%
30-34	4	5	5	11	10	6.2%	7.8%	7.6%	13.9%	12.7%
35-39	9	8	6	6	5	13.8%	12.5%	9.1%	7.6%	6.3%
40-44	16	14	16	12	10	24.6%	21.9%	24.2%	15.2%	12.7%
45-49	15	15	16	19	17	23.1%	23.4%	24.2%	24.1%	21.5%
50-54	8	11	11	14	16	12.3%	17.2%	16.7%	17.7%	20.3%
55+	8	9	9	9	12	12.3%	14.1%	13.6%	11.4%	15.2%
<b>Average Age</b>	43.9	45.4	45.7	43.9	44.7					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	10	17	18	9.2%	9.2%	14.7%	21.3%	21.7%
4-7 Years	11	9	8	15	11	16.9%	13.8%	11.8%	18.8%	13.3%
8-11 Years	3	4	6	6	9	4.6%	6.2%	8.8%	7.5%	10.8%
12-15 Years	13	12	9	6	3	20.0%	18.5%	13.2%	7.5%	3.6%
16-19 Years	11	12	11	10	11	16.9%	18.5%	16.2%	12.5%	13.3%
20+ Years	21	22	24	26	31	32.3%	33.8%	35.3%	32.5%	37.3%
<b>Average Experience</b>	15.2	15.9	15.6	13.9	14.8					

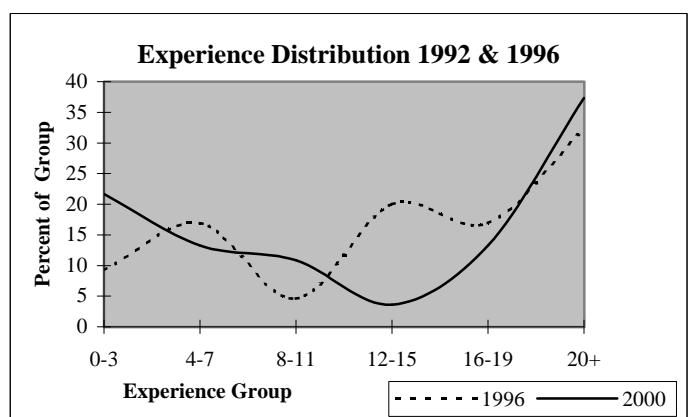
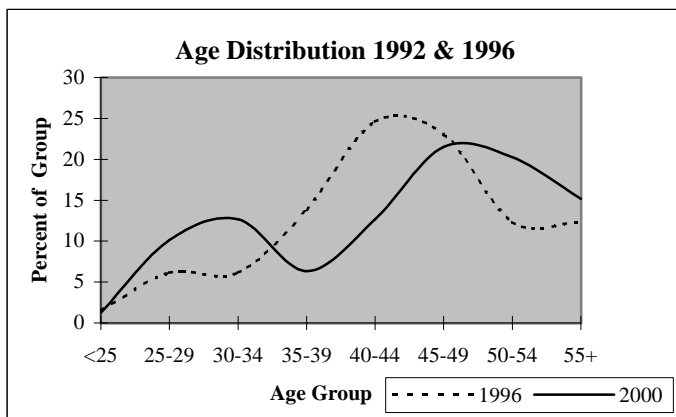


## District Report for: COMANCHE

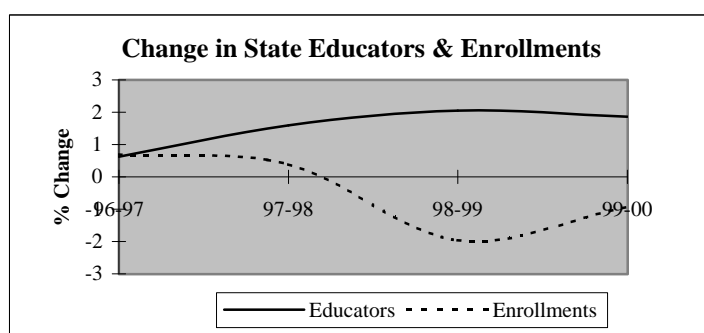
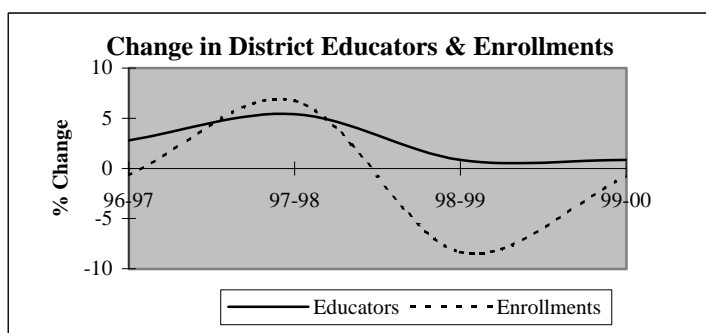
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	4	9	-	5.4%	4.1%	5.3%	10.2%	-
Attrition from Transfers	1	3	2	4	-	1.4%	4.1%	2.6%	4.5%	-
Attrition from Exits	3	0	2	5	-	4.1%	0.0%	2.6%	5.7%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>4.6%</b>	<b>3.1%</b>	<b>4.4%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	1	2	2	4	-	1.5%	3.1%	2.9%	5.0%	-
Attrition from Exits	2	0	1	4	-	3.1%	0.0%	1.5%	5.0%	-
<b>District Retention</b>										
Educator Retention	70	70	72	79	-	94.6%	95.9%	94.7%	89.8%	-
Teacher Retention	62	63	65	72	-	95.4%	96.9%	95.6%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	90.0%	10.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	72.7%	9.1%	81.8%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	81.8%	0.0%	81.8%	87.9%	4.7%	92.6%
5 Years of Experience	93.8%	6.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.4%	2.7%	0.0%	2.3%	6.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	94.5%	93.4%	83.0%	83.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.4%	2.7%	6.6%	14.8%	9.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MARLOW

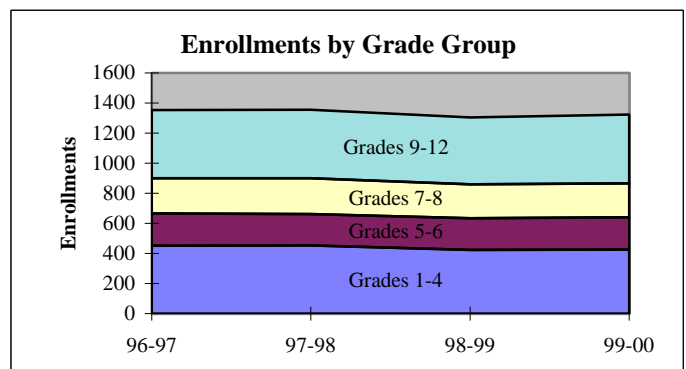
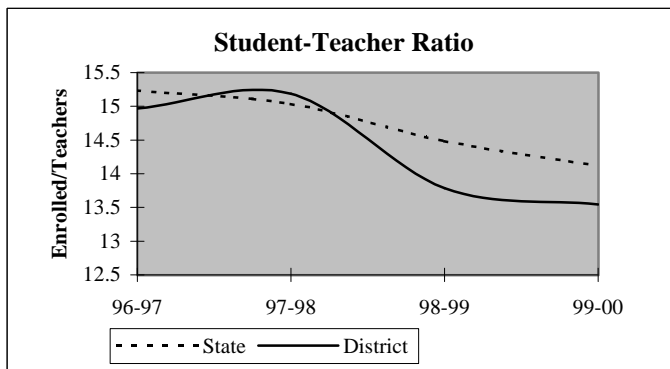


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.4	12.9	13.1	11.9	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.0	15.2	13.8	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	6	3	6	1	1	-	-	-	-	-
% Change in Educators	5.9%	2.8%	5.4%	0.9%	0.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-26	-10	97	-128	-11	-	-	-	-	-
% Change in Enrollments	-1.8%	-0.7%	6.8%	-8.3%	-0.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.8%	2.7%	6.8%	6.8%	5.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.4%	5.1%	5.1%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.4%	8.1%	8.5%	8.5%	8.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.9%	0.9%	0.8%	1.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.9%	0.9%	0.9%	0.8%	0.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	42.1	42.7	43.6	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.2	12.1	12.3	13.0	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,354	29,673	29,128	29,699	29,576	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	1.0%	1.0%	1.0%	1.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.1%	72.9%	73.3%	72.5%	73.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.8%	11.5%	11.9%	11.8%	11.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	10.6%	9.0%	8.6%	12.2%	13.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	37	39	41	37	41	34.3%	35.1%	35.0%	31.4%	34.5%
Attrition	7	3	4	4	0					
Attrition Rate	18.9%	7.7%	9.8%	10.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	64	65	65	66	62	59.3%	58.6%	55.6%	55.9%	52.1%
Attrition	6	2	0	8	0					
Attrition Rate	9.4%	3.1%	0.0%	12.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	7	11	15	16	6.5%	6.3%	9.4%	12.7%	13.4%
Attrition	2	0	1	3	0					
Attrition Rate	28.6%	0.0%	9.1%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	11	13	16	20	23	10.2%	11.7%	13.7%	16.9%	19.3%

## District Report for: MARLOW

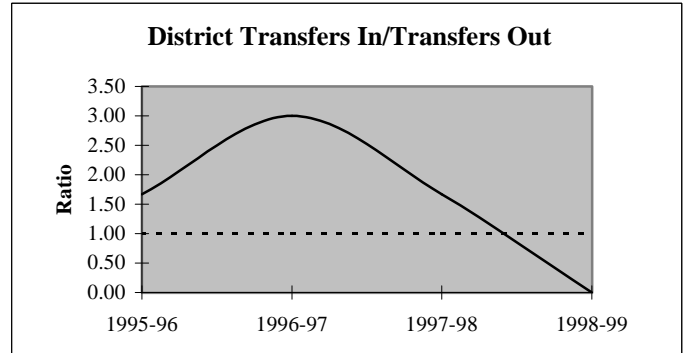
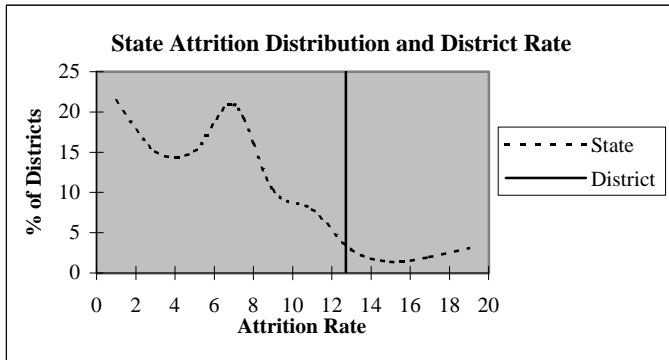
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	108	111	117	118	119	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	5.6%	5.4%	5.1%	5.1%	5.0%
Professional Staff	8	9	10	10	10	7.4%	8.1%	8.5%	8.5%	8.4%
<b>Total Teachers</b>	94	96	101	102	103	87.0%	86.5%	86.3%	86.4%	86.6%
Special Education	12	11	12	12	12	12.8%	11.5%	11.9%	11.8%	11.7%
Pre-K & Kindergarten	0	0	2	2	2	0.0%	0.0%	2.0%	2.0%	1.9%
Elementary	36	35	35	35	36	38.3%	36.5%	34.7%	34.3%	35.0%
<b>Middle School</b>	18	22	24	23	24	19.1%	22.9%	23.8%	22.5%	23.3%
Language Arts	5	7	6	6	6	5.3%	7.3%	5.9%	5.9%	5.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	4	3	4	3.2%	3.1%	4.0%	2.9%	3.9%
Foreign Language	0	0	1	1	1	0.0%	0.0%	1.0%	1.0%	1.0%
Math	3	4	4	4	4	3.2%	4.2%	4.0%	3.9%	3.9%
Science	4	4	4	4	3	4.3%	4.2%	4.0%	3.9%	2.9%
Vocational Education	0	0	1	1	1	0.0%	0.0%	1.0%	1.0%	1.0%
Other	3	4	4	4	5	3.2%	4.2%	4.0%	3.9%	4.9%
<b>High School (9-12)</b>	28	28	28	30	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	7	5	5	5	6	7.4%	5.2%	5.0%	4.9%	5.8%
Art & Music	2	3	3	3	3	2.1%	3.1%	3.0%	2.9%	2.9%
Social Studies	4	4	4	4	4	4.3%	4.2%	4.0%	3.9%	3.9%
Foreign Language	1	1	1	1	1	1.1%	1.0%	1.0%	1.0%	1.0%
Math	3	4	4	5	3	3.2%	4.2%	4.0%	4.9%	2.9%
<b>Science</b>	3	3	3	3	3	3.2%	3.1%	3.0%	2.9%	2.9%
Biology	1	2	1	1	1	1.1%	2.1%	1.0%	1.0%	1.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	2	2	2.1%	1.0%	2.0%	2.0%	1.9%
Vocational Education	6	6	4	5	5	6.4%	6.3%	4.0%	4.9%	4.9%
Other	2	2	4	4	4	2.1%	2.1%	4.0%	3.9%	3.9%
<b>Total Enrollments</b>	1,447	1,437	1,534	1,406	1,395	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	95	83	178	101	72	6.6%	5.8%	11.6%	7.2%	5.2%
Grades 1-4	436	451	454	423	425	30.1%	31.4%	29.6%	30.1%	30.5%
Grades 5-6	218	214	207	212	216	15.1%	14.9%	13.5%	15.1%	15.5%
Grades 7-8	245	236	239	225	224	16.9%	16.4%	15.6%	16.0%	16.1%
Grades 9-12	453	453	455	445	458	31.3%	31.5%	29.7%	31.7%	32.8%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.1%	0.0%	0.0%



## District Report for: MARLOW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	108	111	117	118	119	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	92	93	106	112	103	85.2%	83.8%	90.6%	94.9%	86.6%
<b>Newly Hired</b>	<b>16</b>	<b>18</b>	<b>11</b>	<b>6</b>	<b>16</b>	<b>14.8%</b>	<b>16.2%</b>	<b>9.4%</b>	<b>5.1%</b>	<b>13.4%</b>
Transfers In	5	6	5	0	8	31.3%	33.3%	45.5%	0.0%	50.0%
Reentrants	3	5	0	4	3	18.8%	27.8%	0.0%	66.7%	18.8%
First Time Educators	8	7	6	2	5	50.0%	38.9%	54.5%	33.3%	31.3%
<b>Total Exiting Next Year</b>	<b>15</b>	<b>5</b>	<b>5</b>	<b>15</b>	<b>-</b>	<b>13.9%</b>	<b>4.5%</b>	<b>4.3%</b>	<b>12.7%</b>	<b>-</b>
Transfers Out	3	2	3	7	-	20.0%	40.0%	60.0%	46.7%	-
Leave Oklahoma Educ.	12	3	2	8	-	80.0%	60.0%	40.0%	53.3%	-

Dynamics Rates	District Rates				
District Attrition	13.9%	4.5%	4.3%	12.7%	-
Transfers In/Out	1.67	3.00	1.67	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	8	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	8	OBU, Shawnee	1
ECU, Ada	12	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	-
SEOSU, Durant	4	OCUSA, Oklahoma City	-
SWOSU, Weatherford	17	Cameron, Lawton	23
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	14	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>108</b>

## District Report for: MARLOW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	6	6	5.6%	5.4%	5.1%	5.1%	5.0%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
White - Males	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	8	9	10	10	10	7.4%	8.1%	8.5%	8.5%	8.4%
White - Females	4	4	5	5	4	50.0%	44.4%	50.0%	50.0%	40.0%
White - Males	4	5	5	5	6	50.0%	55.6%	50.0%	50.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	94	96	101	102	103	87.0%	86.5%	86.3%	86.4%	86.6%
White - Females	65	69	73	73	74	69.1%	71.9%	72.3%	71.6%	71.8%
White - Males	29	26	27	28	27	30.9%	27.1%	26.7%	27.5%	26.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	2	0.0%	1.0%	1.0%	1.0%	1.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	0	0	0	2.2%	1.1%	0.0%	0.0%	0.0%
25-29	12	11	9	5	6	12.9%	11.6%	9.0%	5.0%	5.9%
30-34	6	10	16	14	16	6.5%	10.5%	16.0%	13.9%	15.8%
35-39	16	15	13	18	14	17.2%	15.8%	13.0%	17.8%	13.9%
40-44	15	14	17	17	17	16.1%	14.7%	17.0%	16.8%	16.8%
45-49	21	20	21	20	17	22.6%	21.1%	21.0%	19.8%	16.8%
50-54	16	15	12	13	18	17.2%	15.8%	12.0%	12.9%	17.8%
55+	5	9	12	14	13	5.4%	9.5%	12.0%	13.9%	12.9%
<b>Average Age</b>	41.7	42.1	42.7	43.6	43.4					

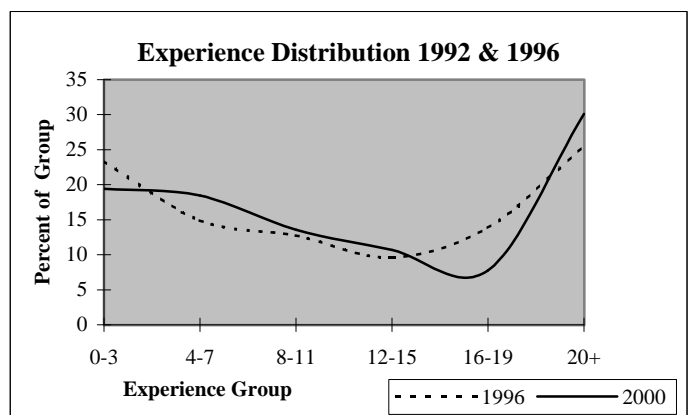
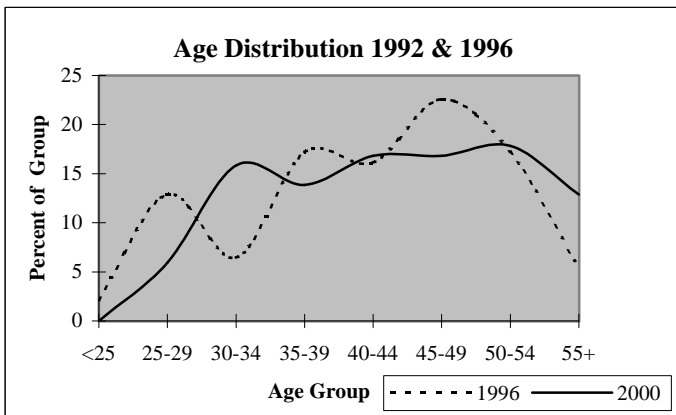
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	22	20	21	16	20	23.4%	20.8%	20.8%	15.7%	19.4%
4-7 Years	14	18	18	19	19	14.9%	18.8%	17.8%	18.6%	18.4%
8-11 Years	12	13	13	17	14	12.8%	13.5%	12.9%	16.7%	13.6%
12-15 Years	9	10	12	12	11	9.6%	10.4%	11.9%	11.8%	10.7%
16-19 Years	13	11	12	11	8	13.8%	11.5%	11.9%	10.8%	7.8%
20+ Years	24	24	25	27	31	25.5%	25.0%	24.8%	26.5%	30.1%
<b>Average Experience</b>	12.2	12.1	12.3	13.0	12.7					

## District Report for: MARLOW

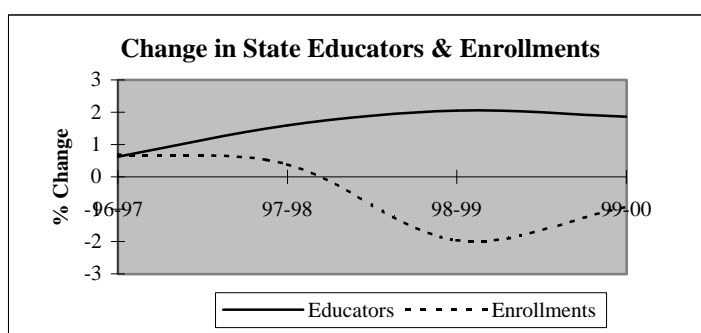
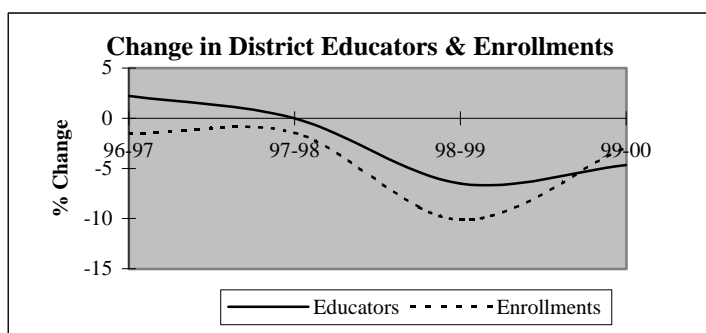
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	15	5	5	15	-	13.9%	4.5%	4.3%	12.7%	-
Attrition from Transfers	3	2	3	7	-	2.8%	1.8%	2.6%	5.9%	-
Attrition from Exits	12	3	2	8	-	11.1%	2.7%	1.7%	6.8%	-
<b>Teacher Attrition</b>	13	5	5	11	-	13.8%	5.2%	5.0%	10.8%	-
Attrition from Transfers	3	2	3	6	-	3.2%	2.1%	3.0%	5.9%	-
Attrition from Exits	10	3	2	5	-	10.6%	3.1%	2.0%	4.9%	-
<b>District Retention</b>										
Educator Retention	93	106	112	103	-	86.1%	95.5%	95.7%	87.3%	-
Teacher Retention	81	91	96	91	-	86.2%	94.8%	95.0%	89.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	75.8%	9.1%	84.8%	78.2%	9.6%	87.8%
1 Year of Experience	76.2%	9.5%	85.7%	84.2%	6.9%	91.1%
2 Years of Experience	85.0%	10.0%	95.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	91.3%	0.0%	91.3%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.9%	4.5%	3.4%	5.1%	3.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.0%	84.7%	90.6%	89.8%	89.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.9%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.2%	10.8%	5.1%	5.1%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: VELMA-ALMA

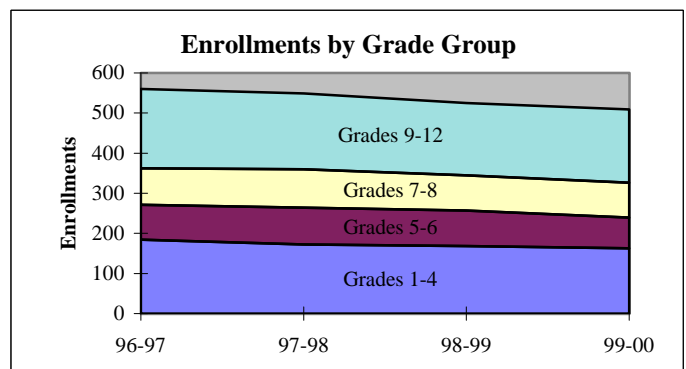
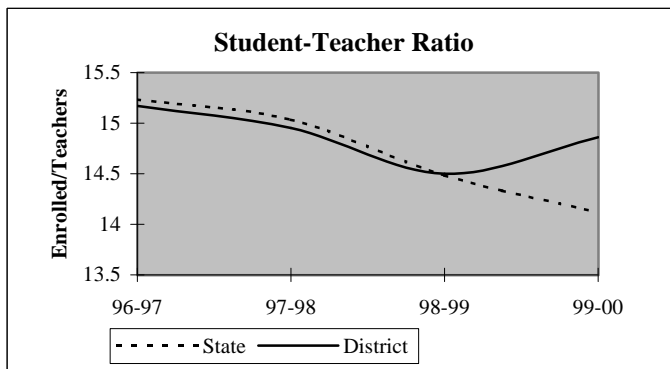


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.0	13.5	13.3	12.8	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.2	15.0	14.5	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	0	-3	-2	-	-	-	-	-
% Change in Educators	2.3%	2.2%	0.0%	-6.5%	-4.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-15	-10	-9	-62	-16	-	-	-	-	-
% Change in Enrollments	-2.3%	-1.6%	-1.4%	-10.1%	-2.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	4.7%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.5%	6.5%	7.0%	7.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.4%	4.3%	4.3%	4.7%	4.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.2%	2.2%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.2%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.7	38.4	39.8	39.2	39.5	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	8.7	10.6	9.9	10.2	12.1	12.3	12.3	12.2	12.2
Average Salary	29,922	28,475	29,507	28,397	29,297	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.5%	2.4%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.0%	68.3%	65.9%	63.2%	72.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	7.3%	7.3%	2.6%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	11.1%	14.8%	19.4%	20.9%	20.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	20	23	17	14	15	44.4%	50.0%	37.0%	32.6%	36.6%
Attrition	1	4	2	3	0					
Attrition Rate	5.0%	17.4%	11.8%	21.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	21	25	26	25	51.1%	45.7%	54.3%	60.5%	61.0%
Attrition	3	1	4	2	0					
Attrition Rate	13.0%	4.8%	16.0%	7.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	3	1	4.4%	4.3%	8.7%	7.0%	2.4%
Attrition Rate	0.0%	50.0%	25.0%	100.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	3	6	4	4	1	6.7%	13.0%	8.7%	9.3%	2.4%

## District Report for: VELMA-ALMA

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	45	46	46	43	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	6.7%	6.5%	6.5%	7.0%	7.3%
Professional Staff	2	2	2	2	2	4.4%	4.3%	4.3%	4.7%	4.9%
<b>Total Teachers</b>	40	41	41	38	36	88.9%	89.1%	89.1%	88.4%	87.8%
Special Education	3	3	3	1	2	7.5%	7.3%	7.3%	2.6%	5.6%
Pre-K & Kindergarten	0	1	1	1	1	0.0%	2.4%	2.4%	2.6%	2.8%
Elementary	17	15	13	12	12	42.5%	36.6%	31.7%	31.6%	33.3%
<b>Middle School</b>	6	8	8	9	7	15.0%	19.5%	19.5%	23.7%	19.4%
Language Arts	1	1	1	1	1	2.5%	2.4%	2.4%	2.6%	2.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	1	0	0	0	5.0%	2.4%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	2	2	2	2.5%	4.9%	4.9%	5.3%	5.6%
Science	2	1	1	1	0	5.0%	2.4%	2.4%	2.6%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	3	4	5	4	0.0%	7.3%	9.8%	13.2%	11.1%
<b>High School (9-12)</b>	14	14	16	15	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	3	2	2	2.5%	2.4%	7.3%	5.3%	5.6%
Art & Music	2	2	2	2	2	5.0%	4.9%	4.9%	5.3%	5.6%
Social Studies	2	1	1	1	2	5.0%	2.4%	2.4%	2.6%	5.6%
Foreign Language	1	1	0	0	0	2.5%	2.4%	0.0%	0.0%	0.0%
Math	2	3	1	2	2	5.0%	7.3%	2.4%	5.3%	5.6%
<b>Science</b>	1	0	1	1	2	2.5%	0.0%	2.4%	2.6%	5.6%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.8%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	1	2.5%	0.0%	2.4%	2.6%	2.8%
Vocational Education	3	3	3	3	2	7.5%	7.3%	7.3%	7.9%	5.6%
Other	2	3	5	4	2	5.0%	7.3%	12.2%	10.5%	5.6%
<b>Total Enrollments</b>	632	622	613	551	535	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	60	62	64	26	24	9.5%	10.0%	10.4%	4.7%	4.5%
Grades 1-4	186	184	172	168	163	29.4%	29.6%	28.1%	30.5%	30.5%
Grades 5-6	93	87	92	89	76	14.7%	14.0%	15.0%	16.2%	14.2%
Grades 7-8	96	91	96	88	87	15.2%	14.6%	15.7%	16.0%	16.3%
Grades 9-12	195	198	189	180	183	30.9%	31.8%	30.8%	32.7%	34.2%
Ungraded	2	0	0	0	2	0.3%	0.0%	0.0%	0.0%	0.4%

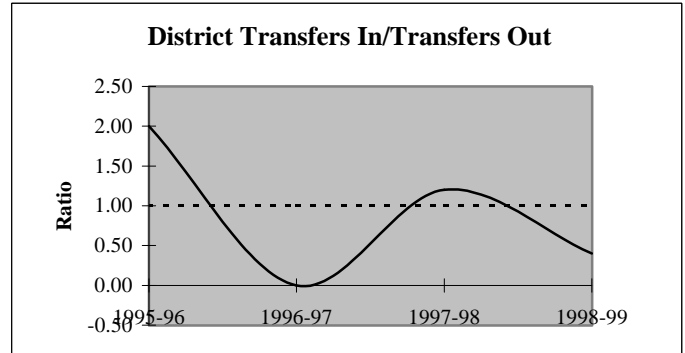
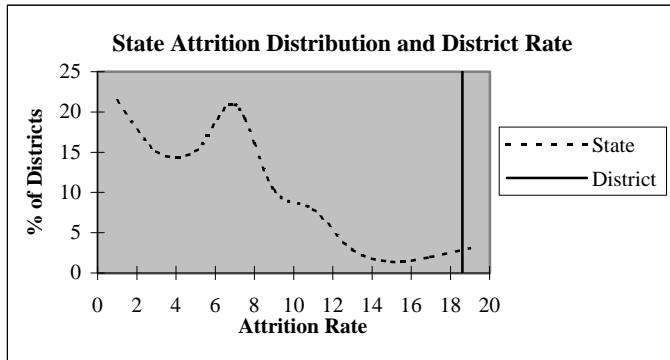




## District Report for: VELMA-ALMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	45	46	46	43	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	41	41	40	39	35	91.1%	89.1%	87.0%	90.7%	85.4%
<b>Newly Hired</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>8.9%</b>	<b>10.9%</b>	<b>13.0%</b>	<b>9.3%</b>	<b>14.6%</b>
Transfers In	2	0	6	2	3	50.0%	0.0%	100.0%	50.0%	50.0%
Reentrants	0	1	0	1	1	0.0%	20.0%	0.0%	25.0%	16.7%
First Time Educators	2	4	0	1	2	50.0%	80.0%	0.0%	25.0%	33.3%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>8.9%</b>	<b>13.0%</b>	<b>15.2%</b>	<b>18.6%</b>	<b>-</b>
Transfers Out	1	3	5	5	-	25.0%	50.0%	71.4%	62.5%	-
Leave Oklahoma Educ.	3	3	2	3	-	75.0%	50.0%	28.6%	37.5%	-

Dynamics Rates	District Rates				
District Attrition	8.9%	13.0%	15.2%	18.6%	-
Transfers In/Out	2.00	0.00	1.20	0.40	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	1
ECU, Ada	13	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	10	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	6
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	45

## District Report for: VELMA-ALMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	6.7%	6.5%	6.5%	7.0%	7.3%
White - Females	1	1	0	0	0	33.3%	33.3%	0.0%	0.0%	0.0%
White - Males	2	2	3	3	3	66.7%	66.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	2	2	4.4%	4.3%	4.3%	4.7%	4.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	40	41	41	38	36	88.9%	89.1%	89.1%	88.4%	87.8%
White - Females	27	27	27	24	26	67.5%	65.9%	65.9%	63.2%	72.2%
White - Males	12	13	14	14	10	30.0%	31.7%	34.1%	36.8%	27.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	2.5%	2.4%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	9	8	5	6	3	22.5%	19.5%	12.2%	15.8%	8.6%
30-34	7	8	7	6	7	17.5%	19.5%	17.1%	15.8%	20.0%
35-39	4	6	6	8	8	10.0%	14.6%	14.6%	21.1%	22.9%
40-44	7	8	13	10	8	17.5%	19.5%	31.7%	26.3%	22.9%
45-49	8	8	5	2	4	20.0%	19.5%	12.2%	5.3%	11.4%
50-54	3	1	3	5	5	7.5%	2.4%	7.3%	13.2%	14.3%
55+	2	2	2	1	0	5.0%	4.9%	4.9%	2.6%	0.0%
<b>Average Age</b>	38.7	38.4	39.8	39.2	39.5					

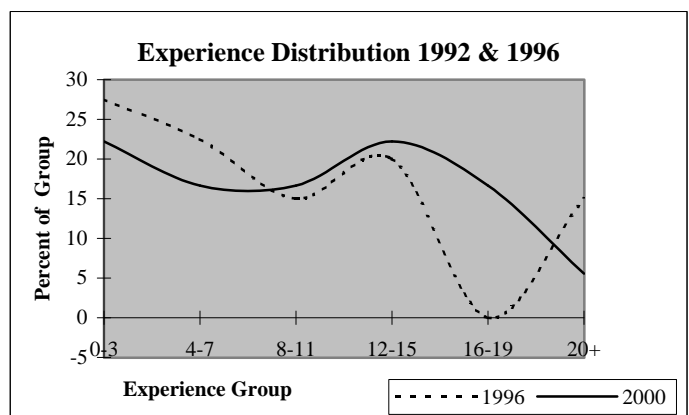
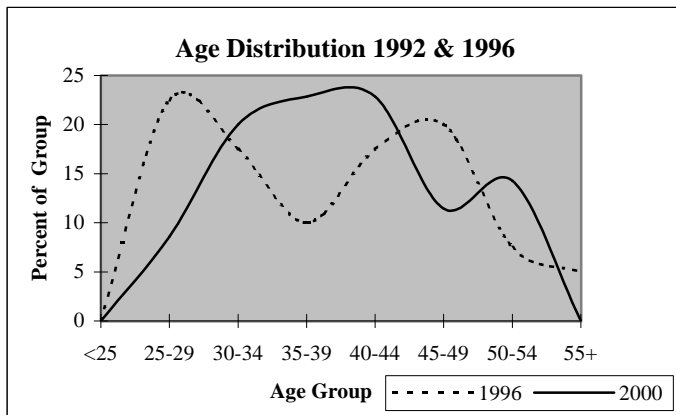
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	14	10	8	8	27.5%	34.1%	24.4%	21.1%	22.2%
4-7 Years	9	8	6	5	6	22.5%	19.5%	14.6%	13.2%	16.7%
8-11 Years	6	7	9	11	6	15.0%	17.1%	22.0%	28.9%	16.7%
12-15 Years	8	5	5	5	8	20.0%	12.2%	12.2%	13.2%	22.2%
16-19 Years	0	2	6	6	6	0.0%	4.9%	14.6%	15.8%	16.7%
20+ Years	6	5	5	3	2	15.0%	12.2%	12.2%	7.9%	5.6%
<b>Average Experience</b>	9.2	8.7	10.6	9.9	10.2					

## District Report for: VELMA-ALMA

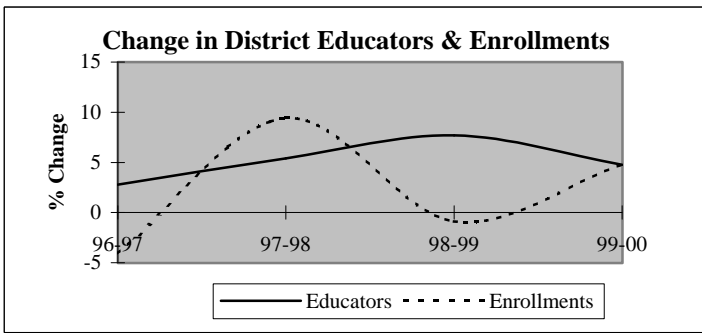
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	6	7	8	-	8.9%	13.0%	15.2%	18.6%	-
Attrition from Transfers	1	3	5	5	-	2.2%	6.5%	10.9%	11.6%	-
Attrition from Exits	3	3	2	3	-	6.7%	6.5%	4.3%	7.0%	-
Teacher Attrition	3	5	6	6	-	7.5%	12.2%	14.6%	15.8%	-
Attrition from Transfers	0	3	4	5	-	0.0%	7.3%	9.8%	13.2%	-
Attrition from Exits	3	2	2	1	-	7.5%	4.9%	4.9%	2.6%	-
<b>District Retention</b>										
Educator Retention	41	40	39	35	-	91.1%	87.0%	84.8%	81.4%	-
Teacher Retention	37	36	35	32	-	92.5%	87.8%	85.4%	84.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	90.9%	9.1%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	81.3%	12.5%	93.8%	84.2%	6.9%	91.1%
2 Years of Experience	86.7%	6.7%	93.3%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	20.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	88.9%	0.0%	88.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.6%	89.1%	100.0%	95.3%	90.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.4%	10.9%	0.0%	4.7%	7.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: EMPIRE

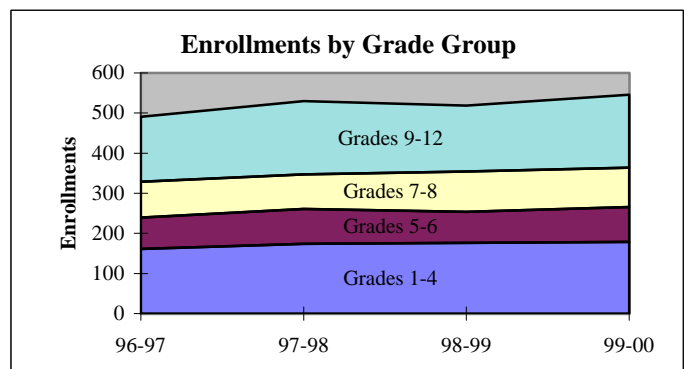
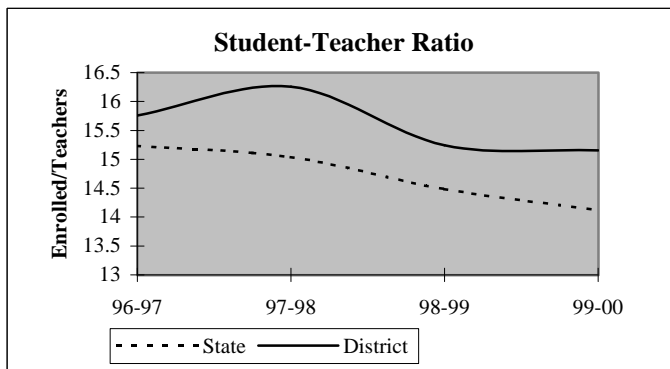


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.1	14.1	14.6	13.4	13.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.9	15.8	16.3	15.2	15.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	2	3	2	-	-	-	-	-
% Change in Educators	2.9%	2.8%	5.4%	7.7%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	83	-22	49	-5	27	-	-	-	-	-
% Change in Enrollments	18.1%	-4.1%	9.4%	-0.9%	4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	5.4%	5.1%	7.1%	2.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.3%	8.1%	7.7%	7.1%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.8%	2.7%	2.6%	4.8%	4.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	2.7%	2.6%	2.4%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	42.2	42.9	43.4	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.9	12.5	12.9	12.5	12.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,999	28,193	28,542	28,263	29,117	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	3.0%	2.9%	2.7%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.8%	63.6%	60.0%	67.6%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	3.1%	6.1%	5.7%	5.4%	5.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	5.9%	10.0%	9.3%	7.8%	6.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	13	14	15	13	33.3%	35.1%	35.9%	35.7%	29.5%
Attrition	4	1	5	3	0					
Attrition Rate	33.3%	7.7%	35.7%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	22	21	22	25	61.1%	59.5%	53.8%	52.4%	56.8%
Attrition	1	2	1	3	0					
Attrition Rate	4.5%	9.1%	4.8%	13.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	4	5	6	5.6%	5.4%	10.3%	11.9%	13.6%
Attrition	0	0	2	0	0					
Attrition Rate	0.0%	0.0%	50.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	4	6	7	6	5.6%	10.8%	15.4%	16.7%	13.6%

## District Report for: EMPIRE

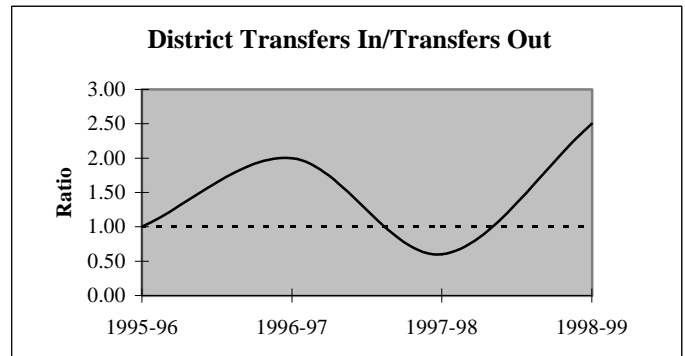
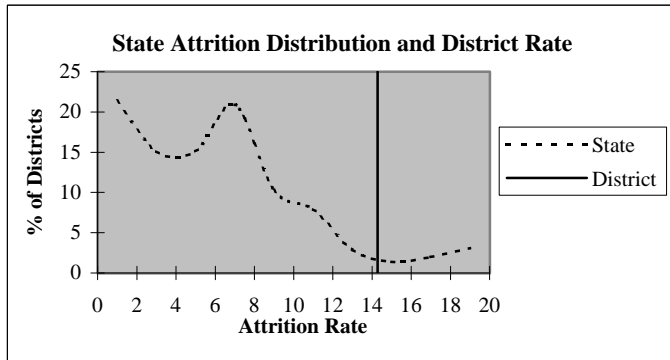
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	36	37	39	42	44	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.3%	8.1%	7.7%	7.1%	6.8%
Professional Staff	1	1	1	2	2	2.8%	2.7%	2.6%	4.8%	4.5%
<b>Total Teachers</b>	32	33	35	37	39	88.9%	89.2%	89.7%	88.1%	88.6%
Special Education	1	2	2	2	2	3.1%	6.1%	5.7%	5.4%	5.1%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.6%
Elementary	17	16	16	18	16	53.1%	48.5%	45.7%	48.6%	41.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	15	17	16	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	3	3	3	6.3%	3.0%	8.6%	8.1%	7.7%
Art & Music	1	1	0	0	1	3.1%	3.0%	0.0%	0.0%	2.6%
Social Studies	2	3	3	2	4	6.3%	9.1%	8.6%	5.4%	10.3%
Foreign Language	0	0	1	1	1	0.0%	0.0%	2.9%	2.7%	2.6%
Math	2	2	2	2	2	6.3%	6.1%	5.7%	5.4%	5.1%
<b>Science</b>	2	2	2	4	3	6.3%	6.1%	5.7%	10.8%	7.7%
Biology	1	1	1	0	1	3.1%	3.0%	2.9%	0.0%	2.6%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	2.7%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	3	2	3.1%	3.0%	2.9%	8.1%	5.1%
Vocational Education	2	3	4	4	2	6.3%	9.1%	11.4%	10.8%	5.1%
Other	3	3	2	0	4	9.4%	9.1%	5.7%	0.0%	10.3%
<b>Total Enrollments</b>	542	520	569	564	591	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	57	29	39	45	45	10.5%	5.6%	6.9%	8.0%	7.6%
Grades 1-4	153	161	174	176	179	28.2%	31.0%	30.6%	31.2%	30.3%
Grades 5-6	74	78	87	78	87	13.7%	15.0%	15.3%	13.8%	14.7%
Grades 7-8	87	90	86	100	98	16.1%	17.3%	15.1%	17.7%	16.6%
Grades 9-12	171	162	183	165	182	31.5%	31.2%	32.2%	29.3%	30.8%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: EMPIRE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	36	37	39	42	44	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	31	34	31	36	83.3%	83.8%	87.2%	73.8%	81.8%
<b>Newly Hired</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>11</b>	<b>8</b>	<b>16.7%</b>	<b>16.2%</b>	<b>12.8%</b>	<b>26.2%</b>	<b>18.2%</b>
Transfers In	2	2	3	5	5	33.3%	33.3%	60.0%	45.5%	62.5%
Reentrants	2	0	0	1	1	33.3%	0.0%	0.0%	9.1%	12.5%
First Time Educators	2	4	2	5	2	33.3%	66.7%	40.0%	45.5%	25.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>13.9%</b>	<b>8.1%</b>	<b>20.5%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	2	1	5	2	-	40.0%	33.3%	62.5%	33.3%	-
Leave Oklahoma Educ.	3	2	3	4	-	60.0%	66.7%	37.5%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	13.9%	8.1%	20.5%	14.3%	-
Transfers In/Out	1.00	2.00	0.60	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	4	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	6	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	6
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>36</b>

## District Report for: EMPIRE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.3%	8.1%	7.7%	7.1%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	2	2	2.8%	2.7%	2.6%	4.8%	4.5%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
White - Males	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	33	35	37	39	88.9%	89.2%	89.7%	88.1%	88.6%
White - Females	22	21	21	25	26	68.8%	63.6%	60.0%	67.6%	66.7%
White - Males	10	11	13	11	13	31.3%	33.3%	37.1%	29.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	0	0.0%	3.0%	2.9%	2.7%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	0	0	0	3.1%	6.1%	0.0%	0.0%	0.0%
25-29	4	5	8	6	6	12.5%	15.2%	22.9%	16.2%	15.8%
30-34	1	3	3	5	3	3.1%	9.1%	8.6%	13.5%	7.9%
35-39	4	2	1	2	5	12.5%	6.1%	2.9%	5.4%	13.2%
40-44	7	4	4	4	7	21.9%	12.1%	11.4%	10.8%	18.4%
45-49	6	7	8	7	6	18.8%	21.2%	22.9%	18.9%	15.8%
50-54	3	5	6	8	5	9.4%	15.2%	17.1%	21.6%	13.2%
55+	6	5	5	5	6	18.8%	15.2%	14.3%	13.5%	15.8%
<b>Average Age</b>	43.4	42.2	42.9	43.4	43.4					

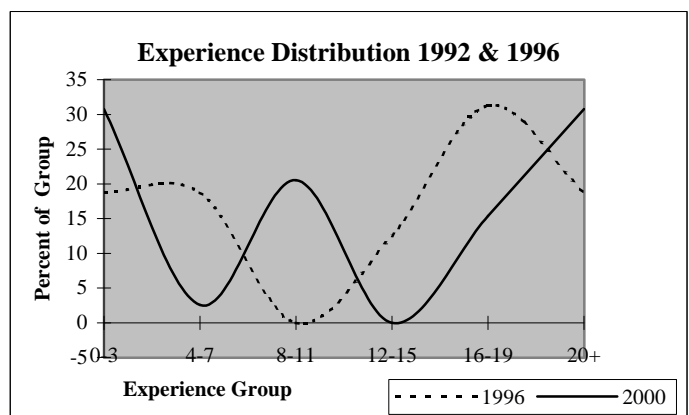
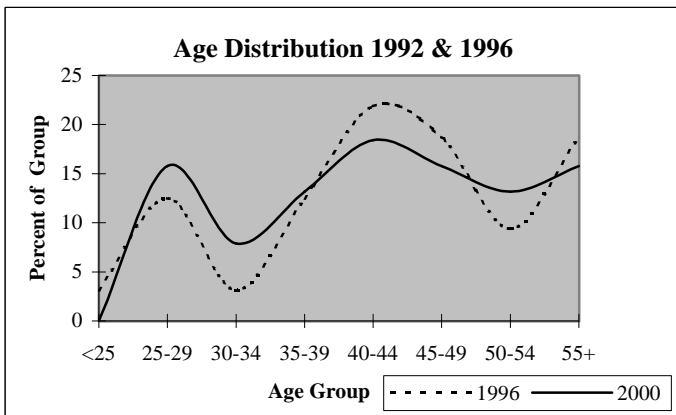
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	10	11	11	12	18.8%	30.3%	31.4%	29.7%	30.8%
4-7 Years	6	3	3	3	1	18.8%	9.1%	8.6%	8.1%	2.6%
8-11 Years	0	1	2	5	8	0.0%	3.0%	5.7%	13.5%	20.5%
12-15 Years	4	4	2	1	0	12.5%	12.1%	5.7%	2.7%	0.0%
16-19 Years	10	7	6	6	6	31.3%	21.2%	17.1%	16.2%	15.4%
20+ Years	6	8	11	11	12	18.8%	24.2%	31.4%	29.7%	30.8%
<b>Average Experience</b>	12.9	12.5	12.9	12.5	12.7					

## District Report for: EMPIRE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	8	6	-	13.9%	8.1%	20.5%	14.3%	-
Attrition from Transfers	2	1	5	2	-	5.6%	2.7%	12.8%	4.8%	-
Attrition from Exits	3	2	3	4	-	8.3%	5.4%	7.7%	9.5%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>6</b>	<b>-</b>	<b>15.6%</b>	<b>6.1%</b>	<b>20.0%</b>	<b>16.2%</b>	<b>-</b>
Attrition from Transfers	2	1	4	2	-	6.3%	3.0%	11.4%	5.4%	-
Attrition from Exits	3	1	3	4	-	9.4%	3.0%	8.6%	10.8%	-
<b>District Retention</b>										
Educator Retention	31	34	31	36	-	86.1%	91.9%	79.5%	85.7%	-
Teacher Retention	27	31	28	31	-	84.4%	93.9%	80.0%	83.8%	-

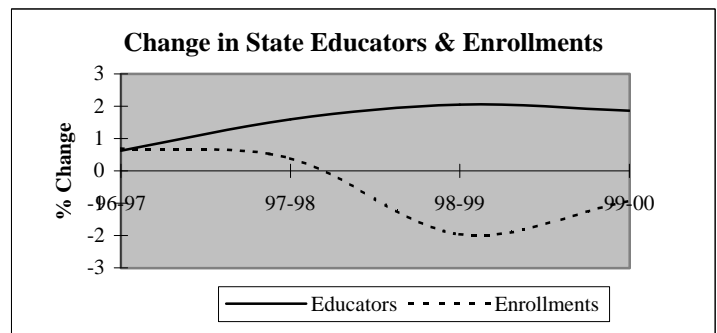
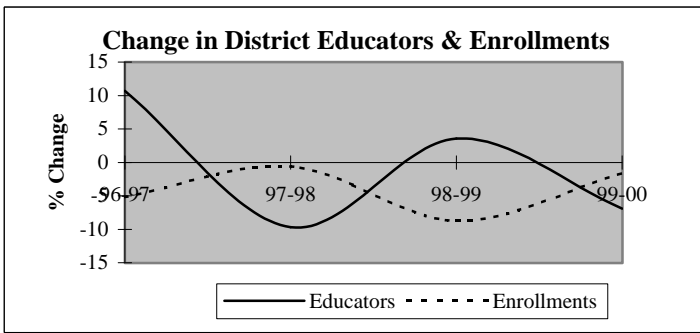
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	82.4%	5.9%	88.2%	78.2%	9.6%	87.8%
1 Year of Experience	81.8%	9.1%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	57.1%	42.9%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	0.0%	66.7%	87.9%	4.7%	92.6%
5 Years of Experience	60.0%	20.0%	80.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.6%	2.4%	2.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.9%	89.2%	92.3%	83.3%	90.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	10.8%	5.1%	14.3%	6.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: CENTRAL HIGH

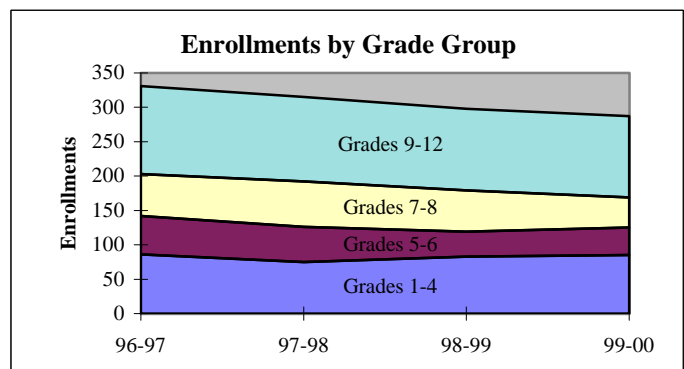
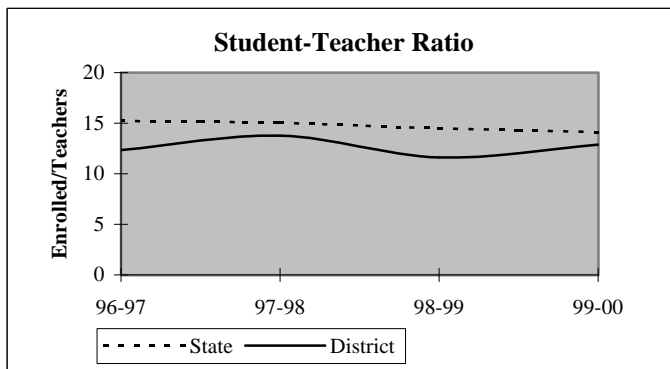


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	11.2	12.3	10.8	11.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	12.4	13.8	11.6	12.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	3	-3	1	-2	-	-	-	-	-
% Change in Educators	0.0%	10.7%	-9.7%	3.6%	-6.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	-19	-2	-30	-5	-	-	-	-	-
% Change in Enrollments	1.7%	-5.2%	-0.6%	-8.7%	-1.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	12.9%	0.0%	13.8%	3.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.6%	3.2%	3.6%	3.4%	7.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	6.5%	7.1%	3.4%	3.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.2	37.5	39.2	40.3	40.6	42.0	42.3	42.5	42.7	43.0
Average Experience	11.8	10.0	11.8	11.5	11.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,050	27,073	30,174	27,863	30,012	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.0%	78.6%	76.0%	77.8%	79.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.0%	3.6%	4.0%	3.7%	4.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.0%	10.1%	9.9%	10.0%	13.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	14	10	11	11	35.7%	45.2%	35.7%	37.9%	40.7%
Attrition	0	2	0	1	0					
Attrition Rate	0.0%	14.3%	0.0%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	17	18	18	16	60.7%	54.8%	64.3%	62.1%	59.3%
Attrition	3	1	2	3	0					
Attrition Rate	17.6%	5.9%	11.1%	16.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	0	0	1	0	3.6%	0.0%	0.0%	3.4%	0.0%

## District Report for: CENTRAL HIGH

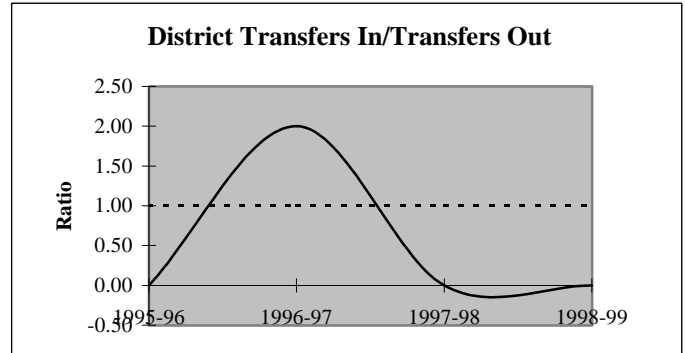
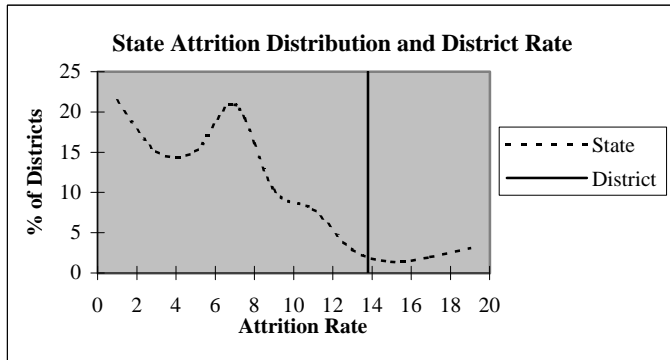
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	28	31	28	29	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	2	3.6%	3.2%	3.6%	3.4%	7.4%
Professional Staff	2	2	2	1	1	7.1%	6.5%	7.1%	3.4%	3.7%
<b>Total Teachers</b>	25	28	25	27	24	89.3%	90.3%	89.3%	93.1%	88.9%
Special Education	1	1	1	1	1	4.0%	3.6%	4.0%	3.7%	4.2%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	11	12	11	13	11	44.0%	42.9%	44.0%	48.1%	45.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	15	13	13	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	1	1	1	4.0%	7.1%	4.0%	3.7%	4.2%
Art & Music	2	2	1	1	1	8.0%	7.1%	4.0%	3.7%	4.2%
Social Studies	0	1	1	0	1	0.0%	3.6%	4.0%	0.0%	4.2%
Foreign Language	1	0	1	1	1	4.0%	0.0%	4.0%	3.7%	4.2%
Math	2	2	2	2	2	8.0%	7.1%	8.0%	7.4%	8.3%
<b>Science</b>	1	1	1	1	1	4.0%	3.6%	4.0%	3.7%	4.2%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.0%	3.6%	4.0%	3.7%	4.2%
Vocational Education	3	3	4	3	3	12.0%	10.7%	16.0%	11.1%	12.5%
Other	3	4	2	4	2	12.0%	14.3%	8.0%	14.8%	8.3%
<b>Total Enrollments</b>	365	346	344	314	309	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	15	29	16	22	6.8%	4.3%	8.4%	5.1%	7.1%
Grades 1-4	88	86	75	83	85	24.1%	24.9%	21.8%	26.4%	27.5%
Grades 5-6	64	56	51	36	40	17.5%	16.2%	14.8%	11.5%	12.9%
Grades 7-8	68	61	66	60	44	18.6%	17.6%	19.2%	19.1%	14.2%
Grades 9-12	120	128	123	119	118	32.9%	37.0%	35.8%	37.9%	38.2%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CENTRAL HIGH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	28	31	28	29	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	28	24	28	26	25	100.0%	77.4%	100.0%	89.7%	92.6%
<b>Newly Hired</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0.0%</b>	<b>22.6%</b>	<b>0.0%</b>	<b>10.3%</b>	<b>7.4%</b>
Transfers In	0	2	0	0	1	0.0%	28.6%	0.0%	0.0%	50.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	5	0	3	0	0.0%	71.4%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>14.3%</b>	<b>9.7%</b>	<b>7.1%</b>	<b>13.8%</b>	<b>-</b>
Transfers Out	3	1	2	2	-	75.0%	33.3%	100.0%	50.0%	-
Leave Oklahoma Educ.	1	2	0	2	-	25.0%	66.7%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	9.7%	7.1%	13.8%	-
Transfers In/Out	0.00	2.00	0.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	1
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	8
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>28</b>

## District Report for: CENTRAL HIGH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	2	3.6%	3.2%	3.6%	3.4%	7.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	1	1	7.1%	6.5%	7.1%	3.4%	3.7%
White - Females	2	2	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	25	28	25	27	24	89.3%	90.3%	89.3%	93.1%	88.9%
White - Females	19	22	19	21	19	76.0%	78.6%	76.0%	77.8%	79.2%
White - Males	6	6	6	6	5	24.0%	21.4%	24.0%	22.2%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	1	0	0	0.0%	7.1%	4.0%	0.0%	0.0%
25-29	2	4	3	3	3	8.0%	14.3%	12.0%	11.5%	13.6%
30-34	6	4	4	5	3	24.0%	14.3%	16.0%	19.2%	13.6%
35-39	5	5	4	2	2	20.0%	17.9%	16.0%	7.7%	9.1%
40-44	6	7	5	7	5	24.0%	25.0%	20.0%	26.9%	22.7%
45-49	4	4	5	6	8	16.0%	14.3%	20.0%	23.1%	36.4%
50-54	2	2	3	2	1	8.0%	7.1%	12.0%	7.7%	4.5%
55+	0	0	0	1	0	0.0%	0.0%	0.0%	3.8%	0.0%
<b>Average Age</b>	39.2	37.5	39.2	40.3	40.6					

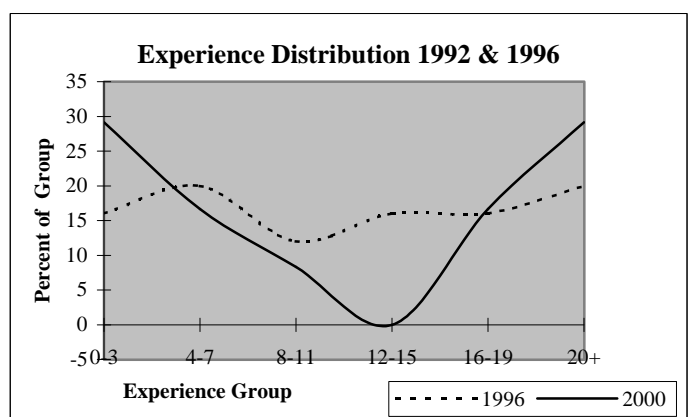
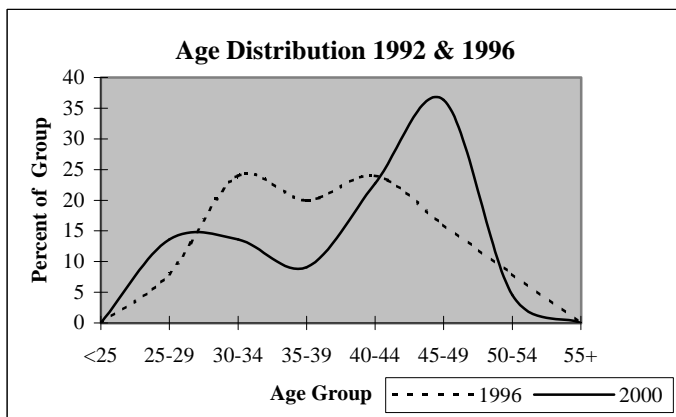
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	7	4	6	7	16.0%	25.0%	16.0%	22.2%	29.2%
4-7 Years	5	7	6	5	4	20.0%	25.0%	24.0%	18.5%	16.7%
8-11 Years	3	2	3	4	2	12.0%	7.1%	12.0%	14.8%	8.3%
12-15 Years	4	2	1	1	0	16.0%	7.1%	4.0%	3.7%	0.0%
16-19 Years	4	5	6	5	4	16.0%	17.9%	24.0%	18.5%	16.7%
20+ Years	5	5	5	6	7	20.0%	17.9%	20.0%	22.2%	29.2%
<b>Average Experience</b>	11.8	10.0	11.8	11.5	11.8					

## District Report for: CENTRAL HIGH

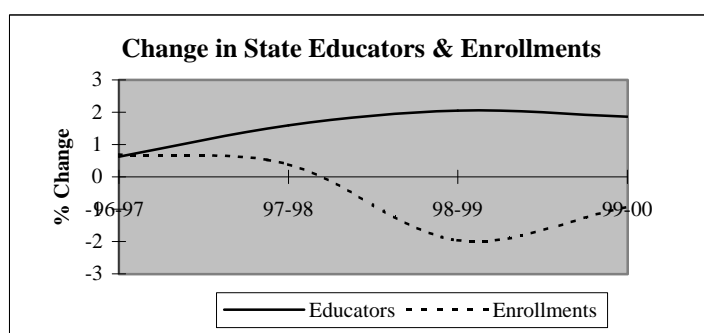
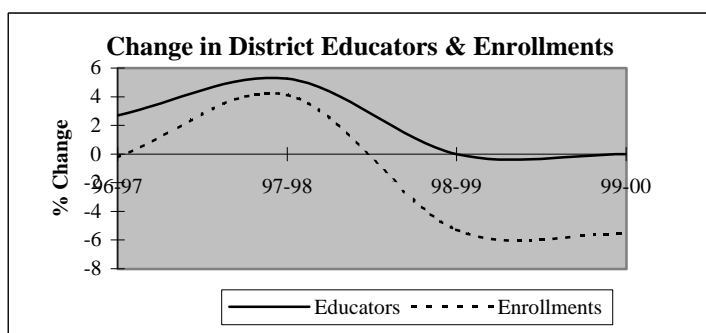
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	2	4	-	14.3%	9.7%	7.1%	13.8%	-
Attrition from Transfers	3	1	2	2	-	10.7%	3.2%	7.1%	6.9%	-
Attrition from Exits	1	2	0	2	-	3.6%	6.5%	0.0%	6.9%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>-</b>	<b>12.0%</b>	<b>10.7%</b>	<b>4.0%</b>	<b>14.8%</b>	<b>-</b>
Attrition from Transfers	2	1	1	2	-	8.0%	3.6%	4.0%	7.4%	-
Attrition from Exits	1	2	0	2	-	4.0%	7.1%	0.0%	7.4%	-
<b>District Retention</b>										
Educator Retention	24	28	26	25	-	85.7%	90.3%	92.9%	86.2%	-
Teacher Retention	22	25	24	23	-	88.0%	89.3%	96.0%	85.2%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.8%	0.0%	81.8%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	7.1%	0.0%	11.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	83.9%	92.9%	89.7%	85.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	16.1%	0.0%	10.3%	3.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BRAY-DOYLE

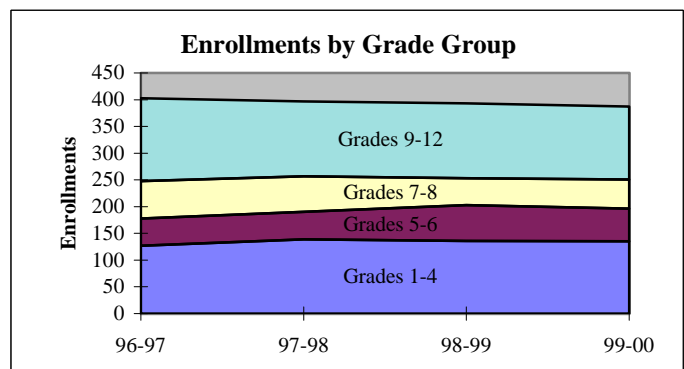
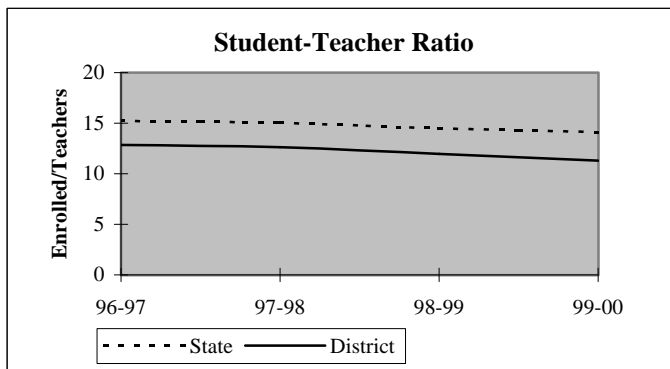


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.8	11.5	11.4	10.8	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.3	12.9	12.6	12.0	11.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	2	0	0	-	-	-	-	-
% Change in Educators	2.8%	2.7%	5.3%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	37	-1	18	-24	-24	-	-	-	-	-
% Change in Enrollments	9.2%	-0.2%	4.1%	-5.3%	-5.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.7%	7.9%	5.0%	5.0%	10.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	7.9%	7.5%	7.5%	7.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.7%	2.6%	2.5%	2.5%	2.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	40.8	40.3	41.1	40.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.0	12.1	11.9	13.1	12.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,791	28,537	28,755	29,455	28,958	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	73.5%	72.2%	72.2%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.1%	5.9%	5.6%	5.6%	5.6%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	0.2%	1.1%	3.7%	3.9%	3.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	12	13	12	14	35.1%	31.6%	32.5%	30.0%	35.0%
Attrition	2	2	4	2	0					
Attrition Rate	15.4%	16.7%	30.8%	16.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	22	24	26	25	21	59.5%	63.2%	65.0%	62.5%	52.5%
Attrition	1	1	1	2	0					
Attrition Rate	4.5%	4.2%	3.8%	8.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	1	3	5	5.4%	5.3%	2.5%	7.5%	12.5%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	50.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	6	5	5.4%	5.3%	5.0%	15.0%	12.5%

## District Report for: BRAY-DOYLE

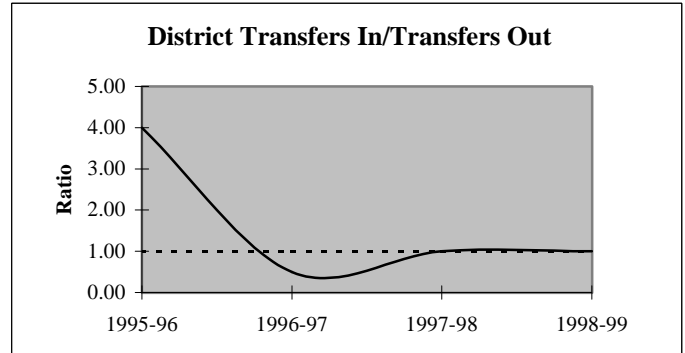
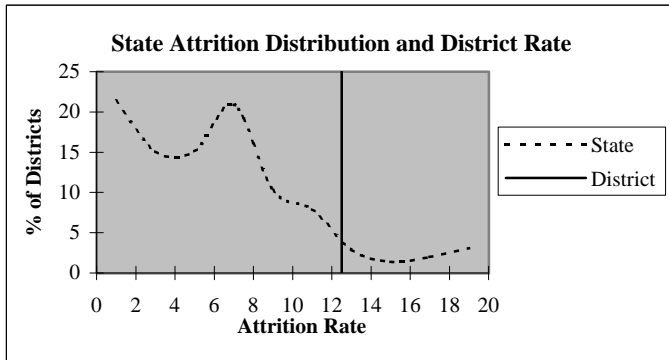
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	38	40	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	8.1%	7.9%	7.5%	7.5%	7.5%
Professional Staff	1	1	1	1	1	2.7%	2.6%	2.5%	2.5%	2.5%
<b>Total Teachers</b>	33	34	36	36	36	89.2%	89.5%	90.0%	90.0%	90.0%
Special Education	2	2	2	2	2	6.1%	5.9%	5.6%	5.6%	5.6%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	18	18	19	20	20	54.5%	52.9%	52.8%	55.6%	55.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	14	15	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	9.1%	8.8%	8.3%	8.3%	8.3%
Art & Music	0	0	0	1	1	0.0%	0.0%	0.0%	2.8%	2.8%
Social Studies	2	2	2	2	1	6.1%	5.9%	5.6%	5.6%	2.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	2	6.1%	5.9%	5.6%	2.8%	5.6%
<b>Science</b>	1	1	1	2	2	3.0%	2.9%	2.8%	5.6%	5.6%
Biology	1	0	0	1	1	3.0%	0.0%	0.0%	2.8%	2.8%
Chemistry	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	1	0	0.0%	2.9%	2.8%	2.8%	0.0%
Vocational Education	2	2	3	3	3	6.1%	5.9%	8.3%	8.3%	8.3%
Other	3	4	4	2	2	9.1%	11.8%	11.1%	5.6%	5.6%
<b>Total Enrollments</b>	438	437	455	431	407	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	34	34	58	38	20	7.8%	7.8%	12.7%	8.8%	4.9%
Grades 1-4	122	127	139	136	135	27.9%	29.1%	30.5%	31.6%	33.2%
Grades 5-6	72	51	51	67	61	16.4%	11.7%	11.2%	15.5%	15.0%
Grades 7-8	78	70	67	50	55	17.8%	16.0%	14.7%	11.6%	13.5%
Grades 9-12	132	155	140	140	136	30.1%	35.5%	30.8%	32.5%	33.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BRAY-DOYLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	38	40	40	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	34	34	35	35	81.1%	89.5%	85.0%	87.5%	87.5%
<b>Newly Hired</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>18.9%</b>	<b>10.5%</b>	<b>15.0%</b>	<b>12.5%</b>	<b>12.5%</b>
Transfers In	4	1	3	2	1	57.1%	25.0%	50.0%	40.0%	20.0%
Reentrants	0	0	2	0	0	0.0%	0.0%	33.3%	0.0%	0.0%
First Time Educators	3	3	1	3	4	42.9%	75.0%	16.7%	60.0%	80.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>8.1%</b>	<b>10.5%</b>	<b>12.5%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	1	2	3	2	-	33.3%	50.0%	60.0%	40.0%	-
Leave Oklahoma Educ.	2	2	2	3	-	66.7%	50.0%	40.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	10.5%	12.5%	12.5%	-
Transfers In/Out	4.00	0.50	1.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	8	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	5
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	4	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>37</b>



## District Report for: BRAY-DOYLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	8.1%	7.9%	7.5%	7.5%	7.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	2.7%	2.6%	2.5%	2.5%	2.5%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	34	36	36	36	89.2%	89.5%	90.0%	90.0%	90.0%
White - Females	24	25	26	26	27	72.7%	73.5%	72.2%	72.2%	75.0%
White - Males	9	9	10	10	9	27.3%	26.5%	27.8%	27.8%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	5	7	7	8	9.1%	15.2%	20.0%	19.4%	22.2%
30-34	6	4	3	4	5	18.2%	12.1%	8.6%	11.1%	13.9%
35-39	5	5	8	7	3	15.2%	15.2%	22.9%	19.4%	8.3%
40-44	6	6	3	3	6	18.2%	18.2%	8.6%	8.3%	16.7%
45-49	7	7	6	5	5	21.2%	21.2%	17.1%	13.9%	13.9%
50-54	6	5	6	8	7	18.2%	15.2%	17.1%	22.2%	19.4%
55+	0	1	2	2	2	0.0%	3.0%	5.7%	5.6%	5.6%
<b>Average Age</b>	40.8	40.8	40.3	41.1	40.0					

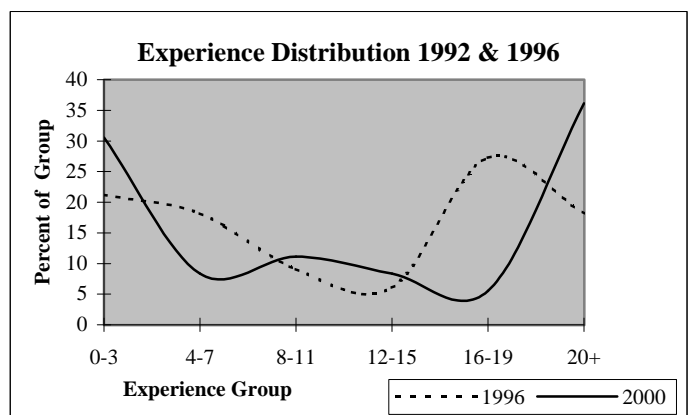
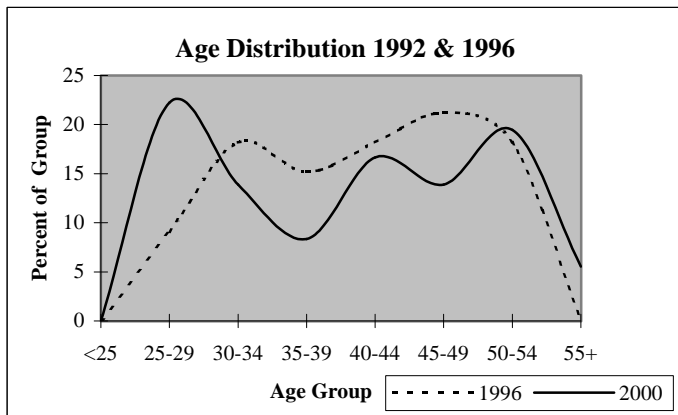
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	10	10	10	11	21.2%	29.4%	27.8%	27.8%	30.6%
4-7 Years	6	2	3	2	3	18.2%	5.9%	8.3%	5.6%	8.3%
8-11 Years	3	4	5	5	4	9.1%	11.8%	13.9%	13.9%	11.1%
12-15 Years	2	3	4	2	3	6.1%	8.8%	11.1%	5.6%	8.3%
16-19 Years	9	7	5	6	2	27.3%	20.6%	13.9%	16.7%	5.6%
20+ Years	6	8	9	11	13	18.2%	23.5%	25.0%	30.6%	36.1%
<b>Average Experience</b>	12.0	12.1	11.9	13.1	12.4					

## District Report for: BRAY-DOYLE

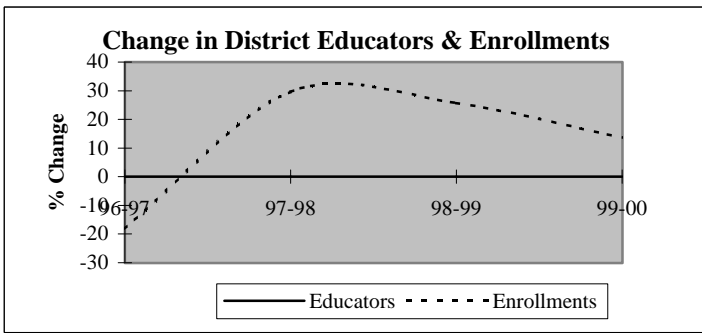
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	5	5	-	8.1%	10.5%	12.5%	12.5%	-
Attrition from Transfers	1	2	3	2	-	2.7%	5.3%	7.5%	5.0%	-
Attrition from Exits	2	2	2	3	-	5.4%	5.3%	5.0%	7.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>9.1%</b>	<b>11.8%</b>	<b>13.9%</b>	<b>13.9%</b>	<b>-</b>
Attrition from Transfers	1	2	3	2	-	3.0%	5.9%	8.3%	5.6%	-
Attrition from Exits	2	2	2	3	-	6.1%	5.9%	5.6%	8.3%	-
<b>District Retention</b>										
Educator Retention	34	34	35	35	-	91.9%	89.5%	87.5%	87.5%	-
Teacher Retention	30	30	31	31	-	90.9%	88.2%	86.1%	86.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.7%	14.3%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	16.7%	91.7%	84.2%	6.9%	91.1%
2 Years of Experience	81.8%	9.1%	90.9%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	40.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.7%	2.6%	2.5%	2.5%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.2%	89.5%	90.0%	90.0%	85.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.1%	7.9%	7.5%	7.5%	10.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OPTIMA

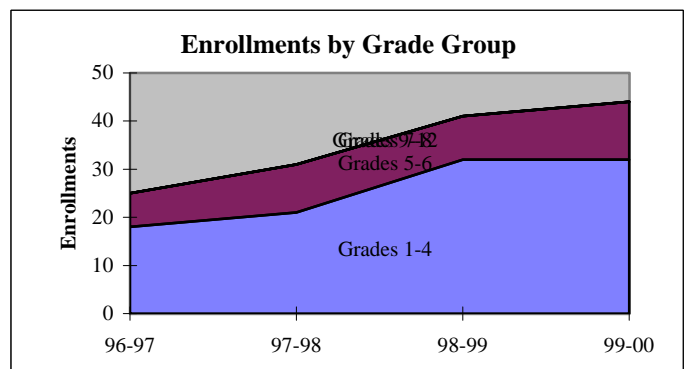
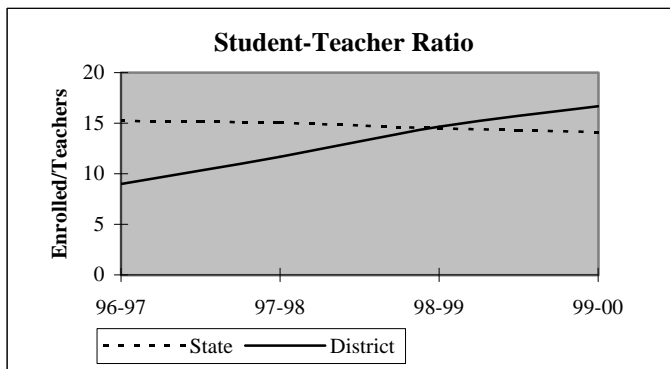


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.3	6.8	8.8	11.0	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.0	9.0	11.7	14.7	16.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	-6	8	9	6	-	-	-	-	-
% Change in Enrollments	26.9%	-18.2%	29.6%	25.7%	13.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	25.0%	25.0%	25.0%	25.0%	25.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	40.7	41.7	42.7	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	12.3	13.3	14.3	14.0	12.1	12.3	12.3	12.2	12.2
Average Salary	27,893	28,729	29,130	29,869	29,671	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	100.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	24.2%	18.5%	37.1%	38.6%	32.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	100.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	3	3	3	3	2	75.0%	75.0%	75.0%	75.0%	50.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	25.0%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%

## District Report for: OPTIMA

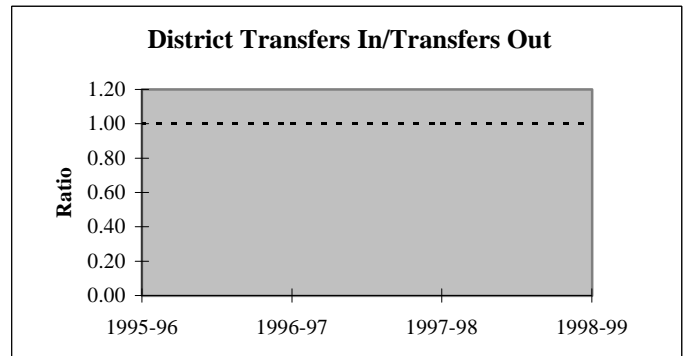
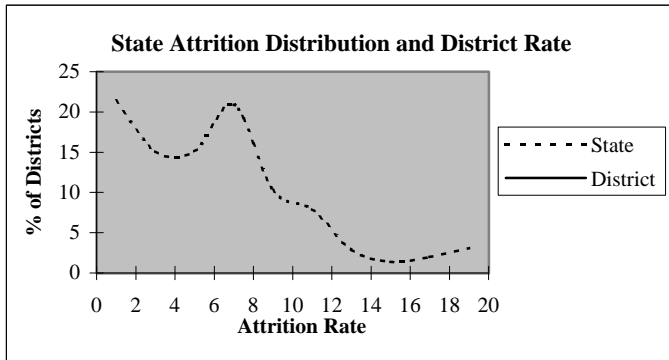
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	33	27	35	44	50	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6	2	4	3	6	18.2%	7.4%	11.4%	6.8%	12.0%
Grades 1-4	18	18	21	32	32	54.5%	66.7%	60.0%	72.7%	64.0%
Grades 5-6	9	7	10	9	12	27.3%	25.9%	28.6%	20.5%	24.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: OPTIMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	3	4	4	4	3	75.0%	100.0%	100.0%	100.0%	75.0%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
First Time Educators	1	0	0	0	1	100.0%	0.0%	0.0%	0.0%	100.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	0	0	1	-	0.0%	0.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	0.0%	0.0%	25.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>4</b>

## District Report for: OPTIMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
White - Females	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	33.3%
25-29	0	1	1	1	0	0.0%	33.3%	33.3%	33.3%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
40-44	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
45-49	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
50-54	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
55+	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	39.7	40.7	41.7	42.7	42.3					

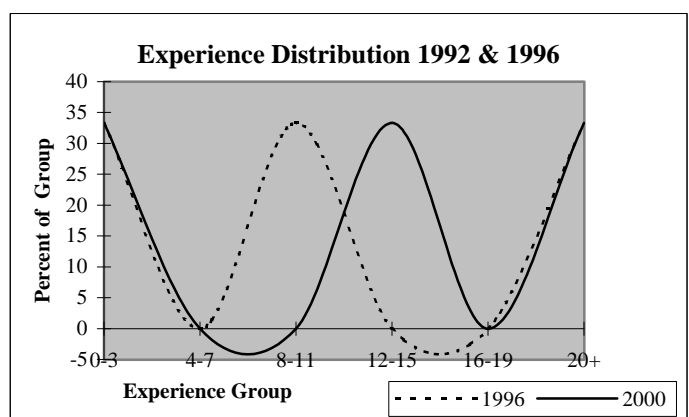
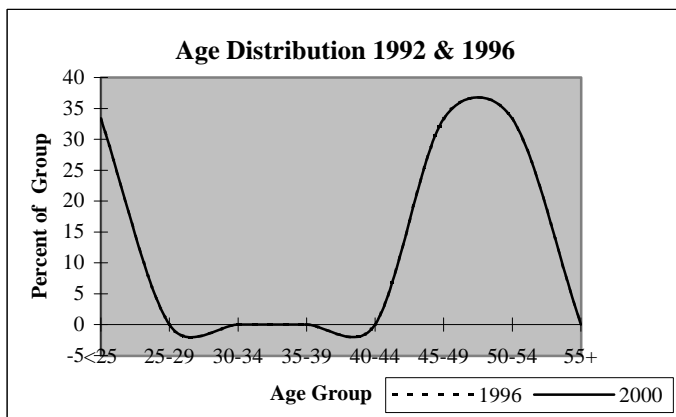
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
4-7 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
8-11 Years	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
12-15 Years	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
<b>Average Experience</b>	11.3	12.3	13.3	14.3	14.0					

## District Report for: OPTIMA

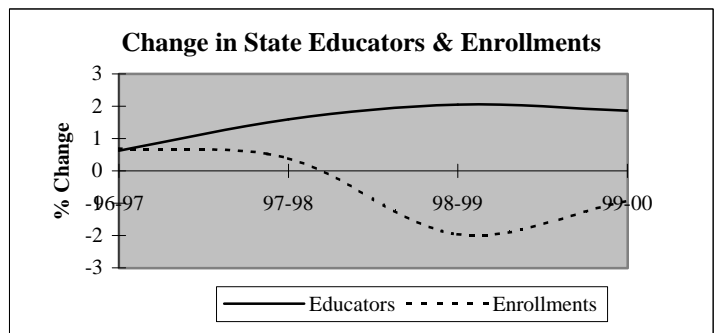
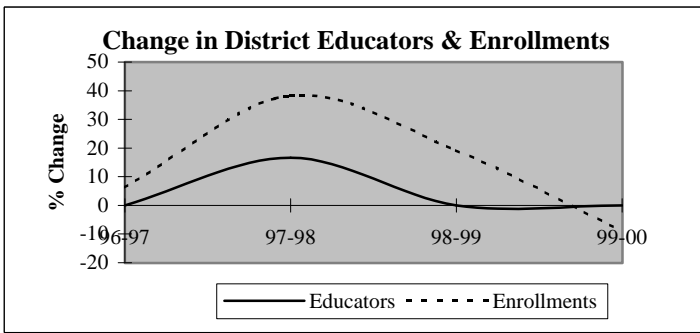
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	0	0	1	-	0.0%	0.0%	0.0%	25.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	25.0%	-
Teacher Attrition	0	0	0	1	-	0.0%	0.0%	0.0%	33.3%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	0	0	1	-	0.0%	0.0%	0.0%	33.3%	-
<b>District Retention</b>										
Educator Retention	4	4	4	3	-	100.0%	100.0%	100.0%	75.0%	-
Teacher Retention	3	3	3	2	-	100.0%	100.0%	100.0%	66.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	0.0%	0.0%	0.0%	86.1%	5.6%	91.7%
4 Years of Experience	nc	nc	nc	87.9%	4.7%	92.6%
5 Years of Experience	nc	nc	nc	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	75.0%	100.0%	100.0%	100.0%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	25.0%	0.0%	0.0%	0.0%	25.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: STRAIGHT



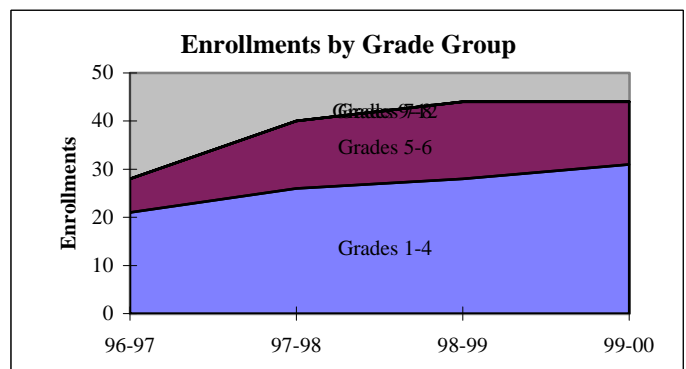
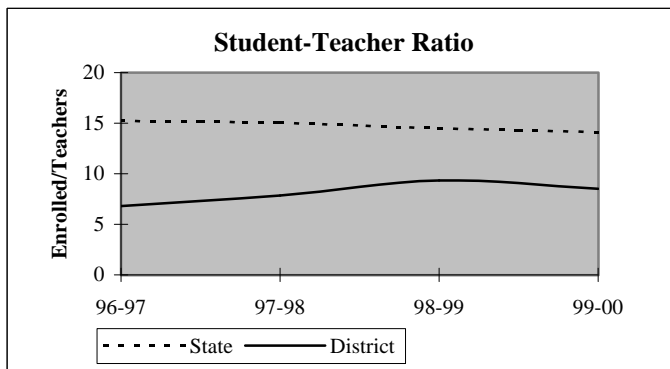
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	5.3	5.7	6.7	8.0	7.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	6.4	6.8	7.8	9.3	8.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	0	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	16.7%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-10	2	13	9	-5	-	-	-	-	-
% Change in Enrollments	-23.8%	6.3%	38.2%	19.1%	-8.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	16.7%	16.7%	14.3%	14.3%	14.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	16.7%	16.7%	14.3%	14.3%	14.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.0	44.0	39.5	35.5	36.5	42.0	42.3	42.5	42.7	43.0
Average Experience	15.8	16.8	11.3	7.3	8.3	12.1	12.3	12.3	12.2	12.2
Average Salary	27,775	29,491	28,315	27,399	27,872	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	80.0%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	16.7%	16.7%	16.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.6%	20.6%	6.4%	16.1%	11.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	3	3	3	33.3%	33.3%	42.9%	42.9%	42.9%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	3	2	3	4	4	50.0%	33.3%	42.9%	57.1%	57.1%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
At Retirement Age	1	2	1	0	0	16.7%	33.3%	14.3%	0.0%	0.0%
Attrition	0	1	1	0	0					
Attrition Rate	0.0%	50.0%	100.0%	0.0%	0.0%					
At Retirement in 5 yrs.	2	2	1	0	0	33.3%	33.3%	14.3%	0.0%	0.0%



## District Report for: STRAIGHT

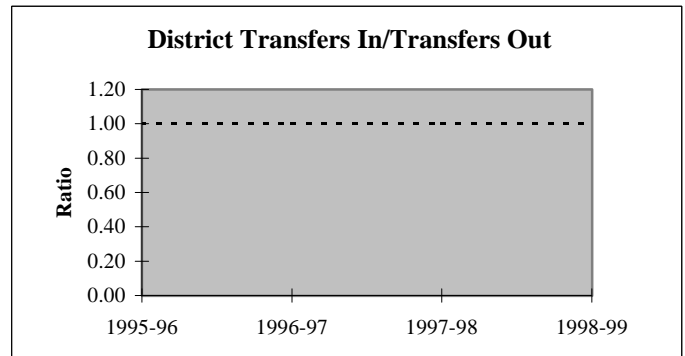
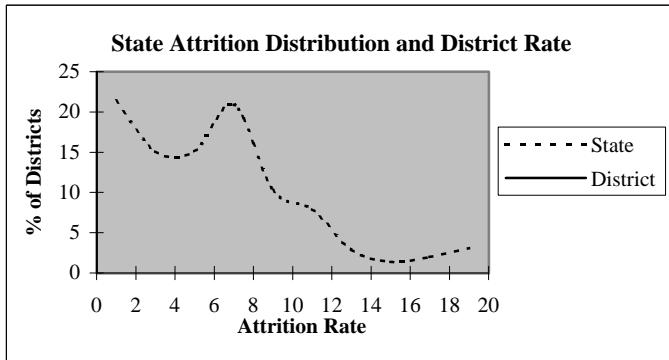
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	6	6	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	16.7%	16.7%	14.3%	14.3%	14.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	5	5	6	6	6	83.3%	83.3%	85.7%	85.7%	85.7%
Special Education	0	0	1	1	1	0.0%	0.0%	16.7%	16.7%	16.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	5	5	5	5	100.0%	100.0%	83.3%	83.3%	83.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	32	34	47	56	51	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	5	6	7	12	7	15.6%	17.6%	14.9%	21.4%	13.7%
Grades 1-4	20	21	26	28	31	62.5%	61.8%	55.3%	50.0%	60.8%
Grades 5-6	7	7	14	16	13	21.9%	20.6%	29.8%	28.6%	25.5%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: STRAIGHT

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	6	6	7	7	7	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5	6	5	6	7	83.3%	100.0%	71.4%	85.7%	100.0%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>16.7%</b>	<b>0.0%</b>	<b>28.6%</b>	<b>14.3%</b>	<b>0.0%</b>
Transfers In	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
First Time Educators	1	0	0	1	0	100.0%	0.0%	0.0%	100.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>16.7%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	1	0	-	0.0%	100.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	16.7%	14.3%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	4	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>6</b>

## District Report for: STRAIGHT

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	16.7%	16.7%	14.3%	14.3%	14.3%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	5	5	6	6	6	83.3%	83.3%	85.7%	85.7%	85.7%
White - Females	4	4	5	5	5	80.0%	80.0%	83.3%	83.3%	83.3%
White - Males	1	1	1	1	1	20.0%	20.0%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	1	1	1	2	2	20.0%	20.0%	16.7%	33.3%	33.3%
30-34	1	1	2	1	1	20.0%	20.0%	33.3%	16.7%	16.7%
35-39	0	0	0	1	1	0.0%	0.0%	0.0%	16.7%	16.7%
40-44	0	0	1	1	0	0.0%	0.0%	16.7%	16.7%	0.0%
45-49	1	1	1	0	1	20.0%	20.0%	16.7%	0.0%	16.7%
50-54	1	1	1	1	1	20.0%	20.0%	16.7%	16.7%	16.7%
55+	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
<b>Average Age</b>	43.0	44.0	39.5	35.5	36.5					

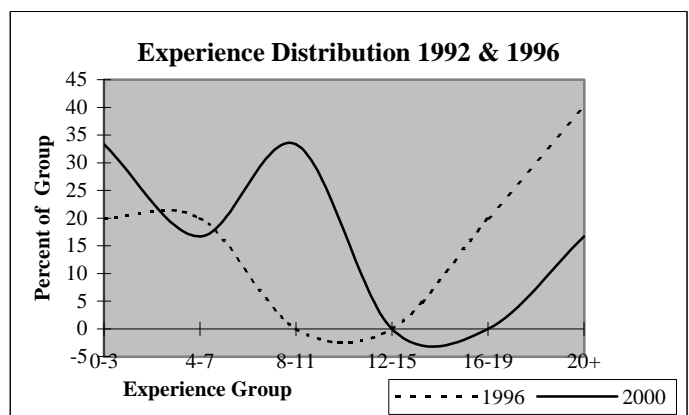
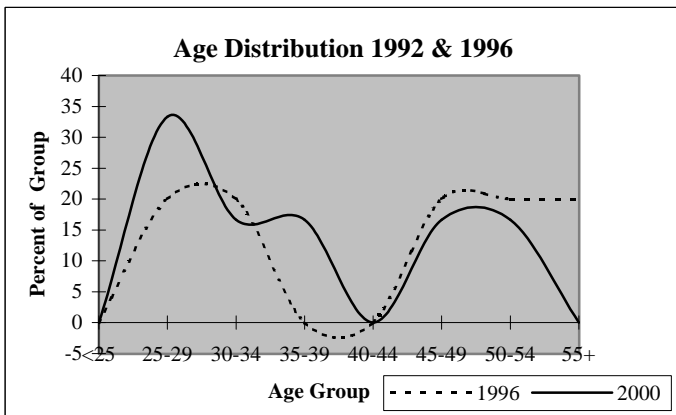
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	2	3	2	20.0%	20.0%	33.3%	50.0%	33.3%
4-7 Years	1	1	1	0	1	20.0%	20.0%	16.7%	0.0%	16.7%
8-11 Years	0	0	1	2	2	0.0%	0.0%	16.7%	33.3%	33.3%
12-15 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
16-19 Years	1	0	0	0	0	20.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	2	3	2	1	1	40.0%	60.0%	33.3%	16.7%	16.7%
<b>Average Experience</b>	15.8	16.8	11.3	7.3	8.3					

## District Report for: STRAIGHT

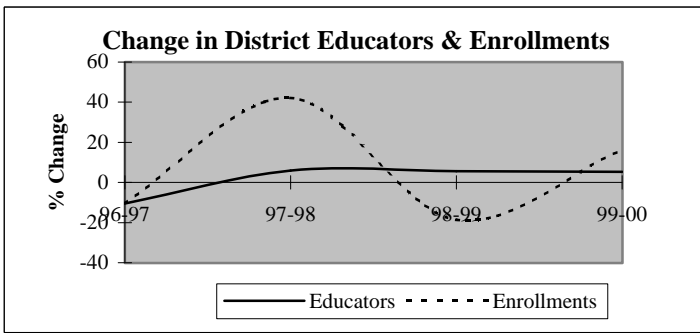
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	1	0	-	0.0%	16.7%	14.3%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	1	0	-	0.0%	16.7%	14.3%	0.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>0.0%</b>	<b>20.0%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	1	0	-	0.0%	20.0%	16.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	6	5	6	7	-	100.0%	83.3%	85.7%	100.0%	-
Teacher Retention	5	4	5	6	-	100.0%	80.0%	83.3%	100.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	50.0%	50.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	100.0%	85.7%	85.7%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	0.0%	14.3%	14.3%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: YARBROUGH

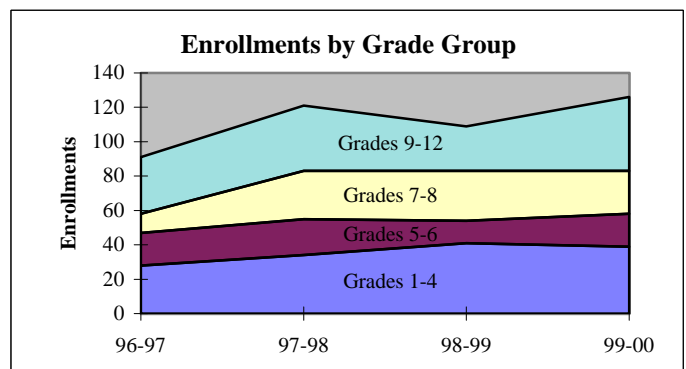
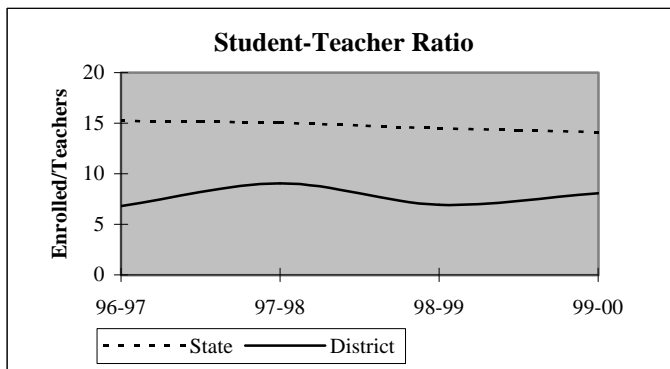


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.0	6.0	8.1	6.2	6.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	6.7	6.8	9.1	6.9	8.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	1	1	1	-	-	-	-	-
% Change in Educators	5.6%	-10.5%	5.9%	5.6%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-23	-12	43	-27	19	-	-	-	-	-
% Change in Enrollments	-16.8%	-10.5%	42.2%	-18.6%	16.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.3%	0.0%	22.2%	5.3%	5.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.5%	5.9%	5.6%	5.3%	5.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	5.9%	5.6%	5.3%	10.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	10.5%	5.9%	5.6%	5.3%	10.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.3	36.1	35.7	32.6	35.9	42.0	42.3	42.5	42.7	43.0
Average Experience	9.2	8.0	7.1	6.8	6.6	12.1	12.3	12.3	12.2	12.2
Average Salary	27,830	28,211	25,508	27,509	27,487	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.8%	6.7%	6.3%	5.9%	11.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.5%	73.3%	68.8%	76.5%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	6.7%	6.3%	5.9%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.5%	28.4%	45.5%	56.0%	52.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	11	12	13	52.6%	52.9%	61.1%	63.2%	65.0%
Attrition	1	3	2	4	0					
Attrition Rate	10.0%	33.3%	18.2%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	7	6	5	3	31.6%	41.2%	33.3%	26.3%	15.0%
Attrition	0	1	1	1	0					
Attrition Rate	0.0%	14.3%	16.7%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	1	1	2	4	15.8%	5.9%	5.6%	10.5%	20.0%
Attrition Rate	100.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	1	2	4	4	15.8%	5.9%	11.1%	21.1%	20.0%

## District Report for: YARBROUGH

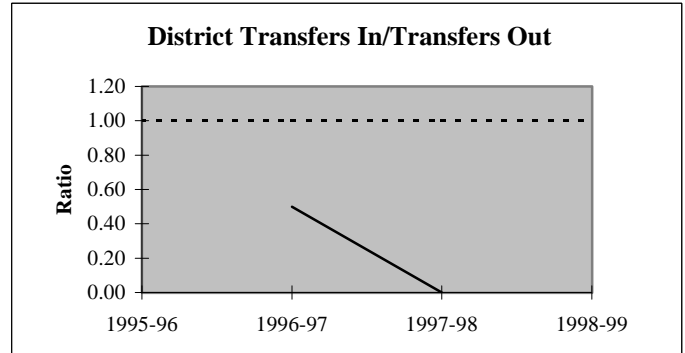
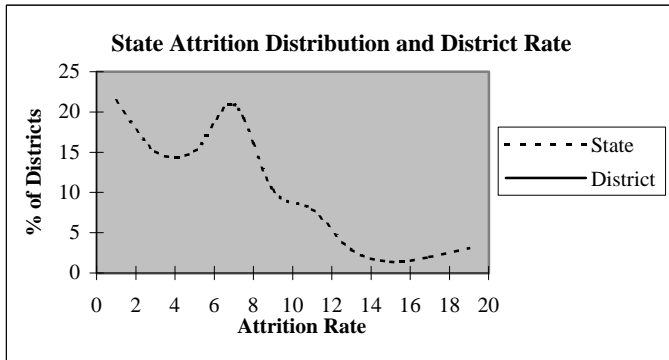
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	19	17	18	19	20	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	1	10.5%	5.9%	5.6%	5.3%	5.0%
Professional Staff	0	1	1	1	2	0.0%	5.9%	5.6%	5.3%	10.0%
<b>Total Teachers</b>	17	15	16	17	17	89.5%	88.2%	88.9%	89.5%	85.0%
Special Education	1	1	1	1	1	5.9%	6.7%	6.3%	5.9%	5.9%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Elementary	6	6	6	7	7	35.3%	40.0%	37.5%	41.2%	41.2%
<b>Middle School</b>	1	0	0	2	1	5.9%	0.0%	0.0%	11.8%	5.9%
Language Arts	0	0	0	1	0	0.0%	0.0%	0.0%	5.9%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	0	0	0	1	5.9%	0.0%	0.0%	0.0%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	1	0	0.0%	0.0%	0.0%	5.9%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	8	9	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	2	2	2	11.8%	6.7%	12.5%	11.8%	11.8%
Art & Music	1	1	1	0	0	5.9%	6.7%	6.3%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.9%	6.7%	6.3%	5.9%	5.9%
Foreign Language	0	1	0	0	0	0.0%	6.7%	0.0%	0.0%	0.0%
Math	1	1	1	1	0	5.9%	6.7%	6.3%	5.9%	0.0%
<b>Science</b>	1	1	1	1	1	5.9%	6.7%	6.3%	5.9%	5.9%
Biology	0	1	0	0	0	0.0%	6.7%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	1	0	0	0	0	5.9%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	1	1	0.0%	0.0%	6.3%	5.9%	5.9%
Vocational Education	2	2	2	1	2	11.8%	13.3%	12.5%	5.9%	11.8%
Other	1	0	1	1	1	5.9%	0.0%	6.3%	5.9%	5.9%
<b>Total Enrollments</b>	114	102	145	118	137	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6	11	24	9	11	5.3%	10.8%	16.6%	7.6%	8.0%
Grades 1-4	41	28	34	41	39	36.0%	27.5%	23.4%	34.7%	28.5%
Grades 5-6	15	19	21	13	19	13.2%	18.6%	14.5%	11.0%	13.9%
Grades 7-8	12	11	28	29	25	10.5%	10.8%	19.3%	24.6%	18.2%
Grades 9-12	40	33	38	26	43	35.1%	32.4%	26.2%	22.0%	31.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: YARBROUGH

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	19	17	18	19	20	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	15	13	15	14	73.7%	88.2%	72.2%	78.9%	70.0%
<b>Newly Hired</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>26.3%</b>	<b>11.8%</b>	<b>27.8%</b>	<b>21.1%</b>	<b>30.0%</b>
Transfers In	1	1	0	0	0	20.0%	50.0%	0.0%	0.0%	0.0%
Reentrants	3	0	1	1	2	60.0%	0.0%	20.0%	25.0%	33.3%
First Time Educators	1	1	4	3	4	20.0%	50.0%	80.0%	75.0%	66.7%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>21.1%</b>	<b>23.5%</b>	<b>16.7%</b>	<b>26.3%</b>	<b>-</b>
Transfers Out	0	2	1	0	-	0.0%	50.0%	33.3%	0.0%	-
Leave Oklahoma Educ.	4	2	2	5	-	100.0%	50.0%	66.7%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	21.1%	23.5%	16.7%	26.3%	-
Transfers In/Out	nc	0.50	0.00	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	4	Cameron, Lawton	-
OK Panhandle SU, Goodwell	9	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>19</b>

## District Report for: YARBROUGH

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	1	10.5%	5.9%	5.6%	5.3%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	1	1	1	2	0.0%	5.9%	5.6%	5.3%	10.0%
White - Females	0	1	1	1	1	0.0%	100.0%	100.0%	100.0%	50.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	15	16	17	17	89.5%	88.2%	88.9%	89.5%	85.0%
White - Females	11	10	10	12	11	64.7%	66.7%	62.5%	70.6%	64.7%
White - Males	4	4	5	4	4	23.5%	26.7%	31.3%	23.5%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	1	11.8%	6.7%	6.3%	5.9%	5.9%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	2	0	12.5%	0.0%	0.0%	13.3%	0.0%
25-29	5	6	7	8	5	31.3%	46.2%	46.7%	53.3%	45.5%
30-34	1	1	1	1	1	6.3%	7.7%	6.7%	6.7%	9.1%
35-39	2	2	2	0	1	12.5%	15.4%	13.3%	0.0%	9.1%
40-44	1	1	2	2	2	6.3%	7.7%	13.3%	13.3%	18.2%
45-49	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
50-54	3	2	2	2	1	18.8%	15.4%	13.3%	13.3%	9.1%
55+	1	1	1	0	1	6.3%	7.7%	6.7%	0.0%	9.1%
<b>Average Age</b>	37.3	36.1	35.7	32.6	35.9					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	7	7	10	35.3%	40.0%	43.8%	41.2%	58.8%
4-7 Years	4	3	4	5	2	23.5%	20.0%	25.0%	29.4%	11.8%
8-11 Years	2	1	1	2	2	11.8%	6.7%	6.3%	11.8%	11.8%
12-15 Years	1	3	2	1	1	5.9%	20.0%	12.5%	5.9%	5.9%
16-19 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
20+ Years	4	2	2	2	2	23.5%	13.3%	12.5%	11.8%	11.8%
<b>Average Experience</b>	9.2	8.0	7.1	6.8	6.6					

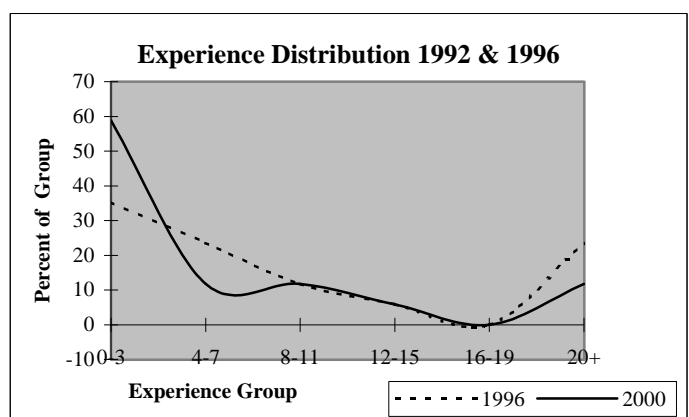
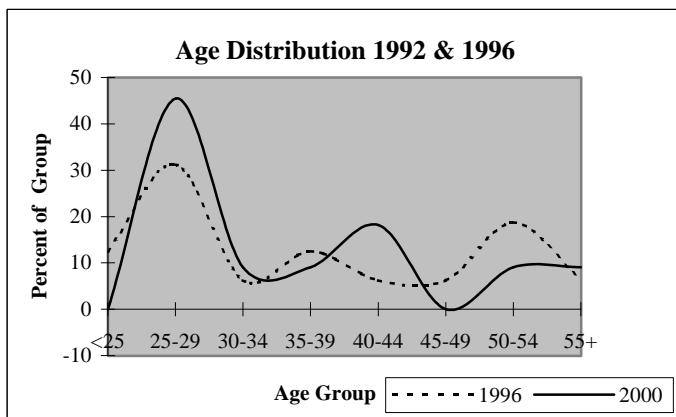


## District Report for: YARBROUGH

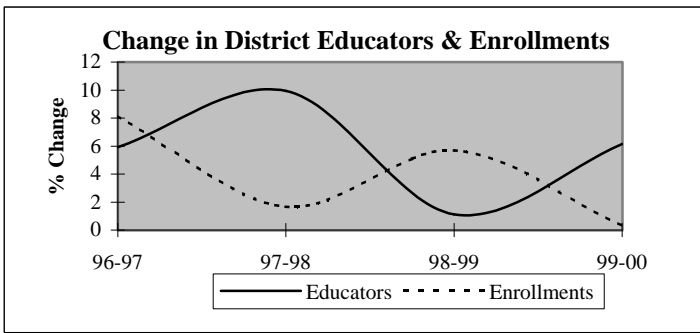
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	3	5	-	21.1%	23.5%	16.7%	26.3%	-
Attrition from Transfers	0	2	1	0	-	0.0%	11.8%	5.6%	0.0%	-
Attrition from Exits	4	2	2	5	-	21.1%	11.8%	11.1%	26.3%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>-</b>	<b>11.8%</b>	<b>26.7%</b>	<b>18.8%</b>	<b>29.4%</b>	<b>-</b>
Attrition from Transfers	0	2	1	0	-	0.0%	13.3%	6.3%	0.0%	-
Attrition from Exits	2	2	2	5	-	11.8%	13.3%	12.5%	29.4%	-
<b>District Retention</b>										
Educator Retention	15	13	15	14	-	78.9%	76.5%	83.3%	73.7%	-
Teacher Retention	15	11	13	12	-	88.2%	73.3%	81.3%	70.6%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	54.5%	18.2%	72.7%	78.2%	9.6%	87.8%
1 Year of Experience	77.8%	11.1%	88.9%	84.2%	6.9%	91.1%
2 Years of Experience	75.0%	25.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	83.3%	16.7%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	0.0%	66.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	5.9%	0.0%	0.0%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	73.7%	88.2%	72.2%	78.9%	65.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	5.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	21.1%	5.9%	27.8%	21.1%	30.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GUYMON

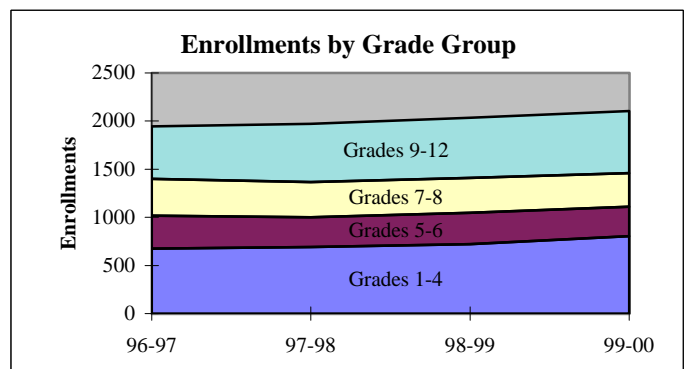
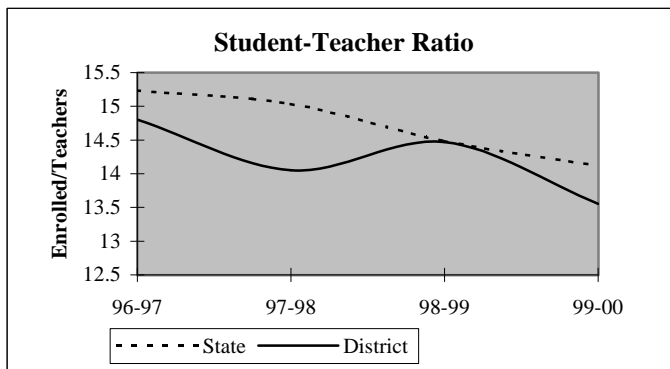


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.7	13.0	12.0	12.5	11.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.4	14.8	14.1	14.5	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	9	16	2	11	-	-	-	-	-
% Change in Educators	2.7%	5.9%	9.9%	1.1%	6.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	46	157	35	121	7	-	-	-	-	-
% Change in Enrollments	2.4%	8.1%	1.7%	5.7%	0.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.4%	23.0%	5.6%	1.1%	4.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.0%	5.1%	5.0%	5.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.6%	7.5%	9.6%	8.4%	6.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.3%	1.2%	1.7%	1.7%	2.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.0%	1.9%	1.7%	1.1%	1.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.9	43.9	43.7	43.9	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	12.7	12.2	12.1	11.9	12.1	12.3	12.3	12.2	12.2
Average Salary	28,283	28,004	28,450	29,451	28,938	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.7%	1.4%	2.0%	1.9%	3.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	76.6%	78.1%	78.1%	77.1%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.5%	7.8%	8.6%	7.1%	6.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	25.1%	31.2%	35.8%	41.9%	44.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	47	57	73	75	80	30.9%	35.4%	41.2%	41.9%	42.1%
Attrition	10	11	14	11	0					
Attrition Rate	21.3%	19.3%	19.2%	14.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	90	89	87	84	93	59.2%	55.3%	49.2%	46.9%	48.9%
Attrition	4	6	7	4	0					
Attrition Rate	4.4%	6.7%	8.0%	4.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	15	15	18	20	18	9.9%	9.3%	10.2%	11.2%	9.5%
Attrition	1	2	4	6	0					
Attrition Rate	6.7%	13.3%	22.2%	30.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	17	20	27	25	23	11.2%	12.4%	15.3%	14.0%	12.1%

## District Report for: GUYMON

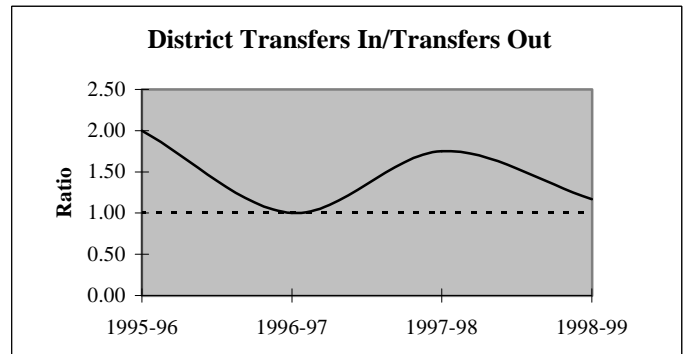
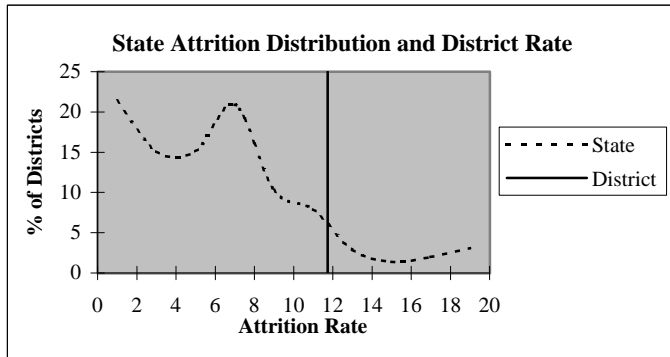
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	152	161	177	179	190	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	9	9	11	5.3%	5.0%	5.1%	5.0%	5.8%
Professional Staff	10	12	17	15	13	6.6%	7.5%	9.6%	8.4%	6.8%
<b>Total Teachers</b>	134	141	151	155	166	88.2%	87.6%	85.3%	86.6%	87.4%
Special Education	10	11	13	11	10	7.5%	7.8%	8.6%	7.1%	6.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	61	61	65	70	77	45.5%	43.3%	43.0%	45.2%	46.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	63	69	73	74	79	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	11	10	12	12	12	8.2%	7.1%	7.9%	7.7%	7.2%
Art & Music	6	7	8	8	8	4.5%	5.0%	5.3%	5.2%	4.8%
Social Studies	7	7	10	9	8	5.2%	5.0%	6.6%	5.8%	4.8%
Foreign Language	2	2	2	3	2	1.5%	1.4%	1.3%	1.9%	1.2%
Math	8	9	9	8	9	6.0%	6.4%	6.0%	5.2%	5.4%
<b>Science</b>	8	8	9	8	9	6.0%	5.7%	6.0%	5.2%	5.4%
Biology	3	2	2	1	2	2.2%	1.4%	1.3%	0.6%	1.2%
Chemistry	0	1	1	1	1	0.0%	0.7%	0.7%	0.6%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	5	5	6	6	6	3.7%	3.5%	4.0%	3.9%	3.6%
Vocational Education	9	10	9	10	11	6.7%	7.1%	6.0%	6.5%	6.6%
Other	12	16	14	16	20	9.0%	11.3%	9.3%	10.3%	12.0%
<b>Total Enrollments</b>	1,930	2,087	2,122	2,243	2,250	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	174	142	148	205	143	9.0%	6.8%	7.0%	9.1%	6.4%
Grades 1-4	543	674	692	722	804	28.1%	32.3%	32.6%	32.2%	35.7%
Grades 5-6	331	342	310	324	308	17.2%	16.4%	14.6%	14.4%	13.7%
Grades 7-8	333	384	366	364	349	17.3%	18.4%	17.2%	16.2%	15.5%
Grades 9-12	546	544	602	625	645	28.3%	26.1%	28.4%	27.9%	28.7%
Ungraded	3	1	4	3	1	0.2%	0.0%	0.2%	0.1%	0.0%



## District Report for: GUYMON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	152	161	178	179	191	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	135	137	142	153	158	88.8%	85.1%	79.8%	85.5%	82.7%
<b>Newly Hired</b>	<b>17</b>	<b>24</b>	<b>36</b>	<b>26</b>	<b>33</b>	<b>11.2%</b>	<b>14.9%</b>	<b>20.2%</b>	<b>14.5%</b>	<b>17.3%</b>
Transfers In	2	5	7	7	7	11.8%	20.8%	19.4%	26.9%	21.2%
Reentrants	7	10	16	10	13	41.2%	41.7%	44.4%	38.5%	39.4%
First Time Educators	8	9	13	9	13	47.1%	37.5%	36.1%	34.6%	39.4%
<b>Total Exiting Next Year</b>	<b>15</b>	<b>19</b>	<b>25</b>	<b>21</b>	<b>-</b>	<b>9.9%</b>	<b>11.8%</b>	<b>14.0%</b>	<b>11.7%</b>	<b>-</b>
Transfers Out	1	5	4	6	-	6.7%	26.3%	16.0%	28.6%	-
Leave Oklahoma Educ.	14	14	21	15	-	93.3%	73.7%	84.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	9.9%	11.8%	14.0%	11.7%	-
Transfers In/Out	2.00	1.00	1.75	1.17	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	6	Benedictine Heights, Tulsa	-
OSU, Stillwater	11	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	1
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	8	Phillips Univ., Enid	1
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	11	Cameron, Lawton	-
OK Panhandle SU, Goodwell	70	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	34
		Total	152

## District Report for: GUYMON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	8	9	9	11	5.3%	5.0%	5.1%	5.0%	5.8%
White - Females	3	3	3	2	3	37.5%	37.5%	33.3%	22.2%	27.3%
White - Males	5	5	6	7	8	62.5%	62.5%	66.7%	77.8%	72.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	12	17	15	13	6.6%	7.5%	9.6%	8.4%	6.8%
White - Females	7	9	13	12	10	70.0%	75.0%	76.5%	80.0%	76.9%
White - Males	3	3	4	3	3	30.0%	25.0%	23.5%	20.0%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	134	141	151	155	166	88.2%	87.6%	85.3%	86.6%	87.4%
White - Females	100	107	116	119	125	74.6%	75.9%	76.8%	76.8%	75.3%
White - Males	29	32	32	33	36	21.6%	22.7%	21.2%	21.3%	21.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	1	2	2	3	2.2%	0.7%	1.3%	1.3%	1.8%
Other - Males	2	1	1	1	2	1.5%	0.7%	0.7%	0.6%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	1	1	0.8%	0.0%	1.4%	0.7%	0.6%
25-29	11	12	13	15	16	8.3%	8.6%	8.8%	10.0%	10.3%
30-34	14	18	21	20	18	10.5%	12.9%	14.3%	13.3%	11.5%
35-39	12	7	10	14	19	9.0%	5.0%	6.8%	9.3%	12.2%
40-44	27	29	23	15	17	20.3%	20.9%	15.6%	10.0%	10.9%
45-49	30	32	30	35	37	22.6%	23.0%	20.4%	23.3%	23.7%
50-54	27	27	28	26	27	20.3%	19.4%	19.0%	17.3%	17.3%
55+	11	14	20	24	21	8.3%	10.1%	13.6%	16.0%	13.5%
<b>Average Age</b>	43.9	43.9	43.7	43.9	43.8					

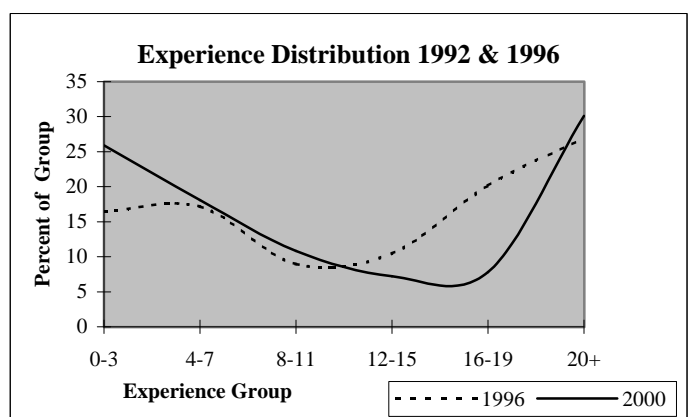
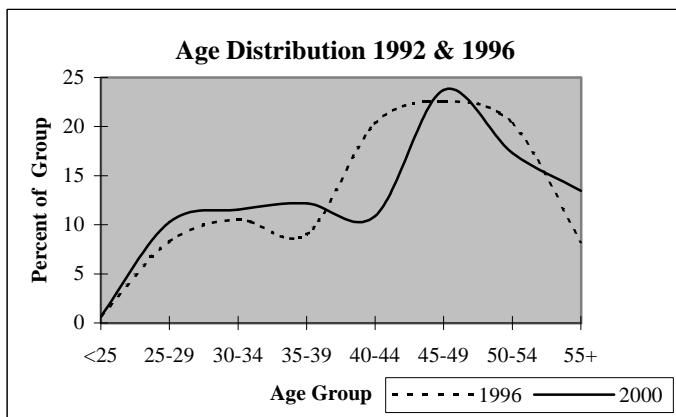
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	22	28	32	37	43	16.4%	19.9%	21.2%	23.9%	25.9%
4-7 Years	23	29	33	32	30	17.2%	20.6%	21.9%	20.6%	18.1%
8-11 Years	12	9	13	10	18	9.0%	6.4%	8.6%	6.5%	10.8%
12-15 Years	14	13	7	11	12	10.4%	9.2%	4.6%	7.1%	7.2%
16-19 Years	27	22	25	22	13	20.1%	15.6%	16.6%	14.2%	7.8%
20+ Years	36	40	41	43	50	26.9%	28.4%	27.2%	27.7%	30.1%
<b>Average Experience</b>	13.1	12.7	12.2	12.1	11.9					

## District Report for: GUYMON

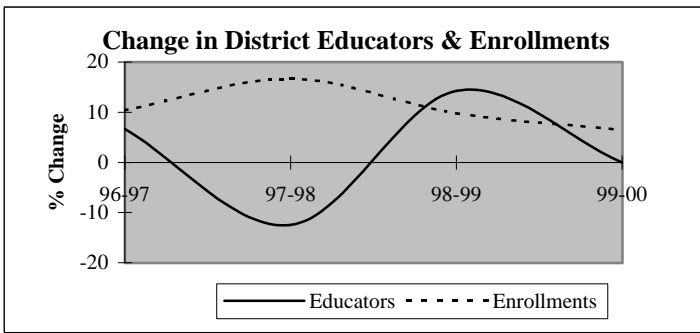
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	15	19	25	21	-	9.9%	11.8%	14.1%	11.7%	-
Attrition from Transfers	1	5	4	6	-	0.7%	3.1%	2.3%	3.4%	-
Attrition from Exits	14	14	21	15	-	9.2%	8.7%	11.9%	8.4%	-
<b>Teacher Attrition</b>	15	16	17	16	-	11.2%	11.3%	11.3%	10.3%	-
Attrition from Transfers	1	3	3	5	-	0.7%	2.1%	2.0%	3.2%	-
Attrition from Exits	14	13	14	11	-	10.4%	9.2%	9.3%	7.1%	-
<b>District Retention</b>										
Educator Retention	137	142	152	158	-	90.1%	88.2%	85.9%	88.3%	-
Teacher Retention	119	125	134	139	-	88.8%	88.7%	88.7%	89.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	79.5%	6.8%	86.4%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	3.1%	90.6%	84.2%	6.9%	91.1%
2 Years of Experience	84.4%	3.1%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	79.3%	0.0%	79.3%	86.1%	5.6%	91.7%
4 Years of Experience	89.7%	6.9%	96.6%	87.9%	4.7%	92.6%
5 Years of Experience	90.2%	0.0%	90.2%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.7%	2.5%	3.4%	1.7%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.2%	85.7%	80.2%	87.2%	86.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.2%	11.8%	16.4%	10.6%	13.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HARDESTY

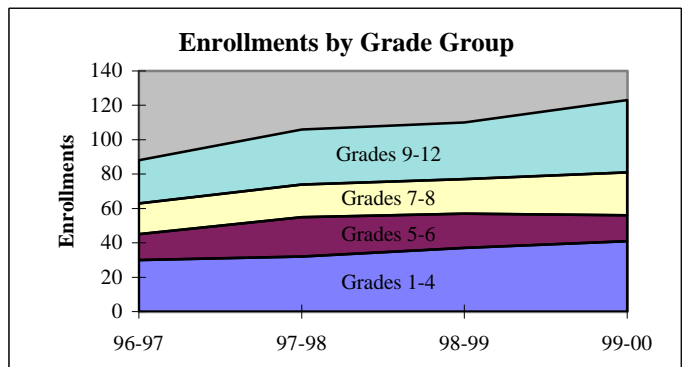
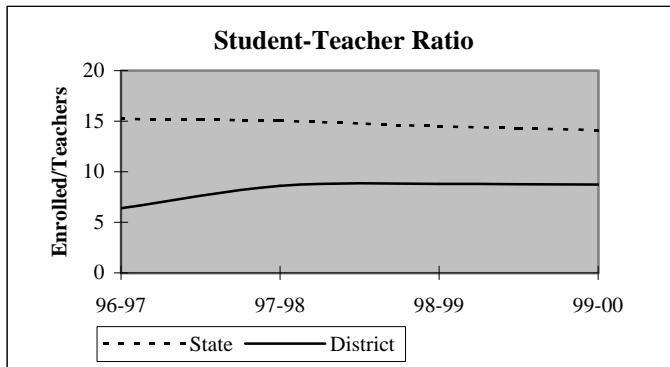


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	5.8	6.0	8.0	7.7	8.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	6.2	6.4	8.6	8.8	8.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	1	-2	2	0	-	-	-	-	-
% Change in Educators	7.1%	6.7%	-12.5%	14.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-3	9	16	11	8	-	-	-	-	-
% Change in Enrollments	-3.3%	10.3%	16.7%	9.8%	6.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	20.0%	18.8%	7.1%	6.3%	31.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.7%	6.3%	7.1%	6.3%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	6.3%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	42.8	44.1	41.6	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	10.7	12.5	13.2	11.9	12.3	12.1	12.3	12.3	12.2	12.2
Average Salary	27,473	27,116	29,818	29,869	28,419	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.4%	60.0%	61.5%	64.3%	66.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	6.7%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.4%	10.4%	17.0%	18.8%	29.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	6	6	5	6	6	40.0%	37.5%	35.7%	37.5%	37.5%
Attrition	1	2	0	2	0					
Attrition Rate	16.7%	33.3%	0.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	8	10	10	60.0%	56.3%	57.1%	62.5%	62.5%
Attrition	0	0	1	2	0					
Attrition Rate	0.0%	0.0%	12.5%	20.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	1	1	0	0	0.0%	6.3%	7.1%	0.0%	0.0%
Attrition Rate	0.0%	100.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	2	1	0	0	0.0%	12.5%	7.1%	0.0%	0.0%

## District Report for: HARDESTY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	15	16	14	16	16	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	6.7%	6.3%	7.1%	6.3%	6.3%
Professional Staff	0	0	0	1	0	0.0%	0.0%	0.0%	6.3%	0.0%
<b>Total Teachers</b>	14	15	13	14	15	93.3%	93.8%	92.9%	87.5%	93.8%
Special Education	1	1	0	0	0	7.1%	6.7%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	5	4	4	5	6	35.7%	26.7%	30.8%	35.7%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	10	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	1	1	14.3%	6.7%	7.7%	7.1%	6.7%
Art & Music	0	1	1	1	1	0.0%	6.7%	7.7%	7.1%	6.7%
Social Studies	1	1	1	1	1	7.1%	6.7%	7.7%	7.1%	6.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	2	0	2	2	7.1%	13.3%	0.0%	14.3%	13.3%
<b>Science</b>	1	1	1	1	1	7.1%	6.7%	7.7%	7.1%	6.7%
Biology	0	0	1	1	1	0.0%	0.0%	7.7%	7.1%	6.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	7.1%	6.7%	0.0%	0.0%	0.0%
Vocational Education	2	3	2	2	2	14.3%	20.0%	15.4%	14.3%	13.3%
Other	1	1	3	1	1	7.1%	6.7%	23.1%	7.1%	6.7%
<b>Total Enrollments</b>	87	96	112	123	131	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	9	8	6	13	8	10.3%	8.3%	5.4%	10.6%	6.1%
Grades 1-4	26	30	32	37	41	29.9%	31.3%	28.6%	30.1%	31.3%
Grades 5-6	13	15	23	20	15	14.9%	15.6%	20.5%	16.3%	11.5%
Grades 7-8	13	18	19	20	25	14.9%	18.8%	17.0%	16.3%	19.1%
Grades 9-12	26	25	32	33	42	29.9%	26.0%	28.6%	26.8%	32.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

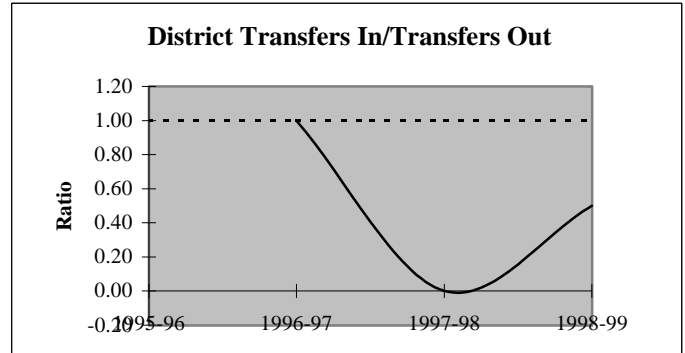
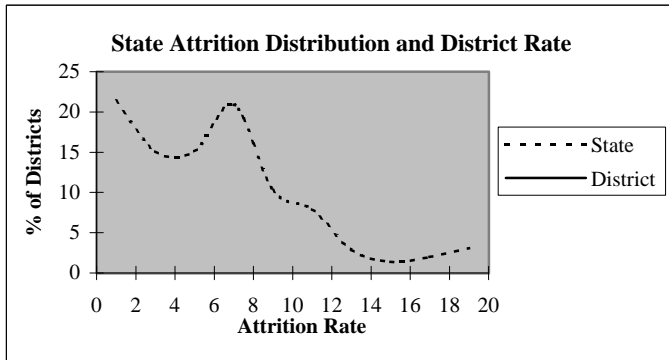




## District Report for: HARDESTY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	15	16	14	16	16	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	14	14	13	12	12	93.3%	87.5%	92.9%	75.0%	75.0%
<b>Newly Hired</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>6.7%</b>	<b>12.5%</b>	<b>7.1%</b>	<b>25.0%</b>	<b>25.0%</b>
Transfers In	0	1	0	1	2	0.0%	50.0%	0.0%	25.0%	50.0%
Reentrants	1	1	1	2	0	100.0%	50.0%	100.0%	50.0%	0.0%
First Time Educators	0	0	0	1	2	0.0%	0.0%	0.0%	25.0%	50.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>6.7%</b>	<b>18.8%</b>	<b>14.3%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	0	1	1	2	-	0.0%	33.3%	50.0%	50.0%	-
Leave Oklahoma Educ.	1	2	1	2	-	100.0%	66.7%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	6.7%	18.8%	14.3%	25.0%	-
Transfers In/Out	nc	1.00	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	8	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	15

## District Report for: HARDESTY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	6.7%	6.3%	7.1%	6.3%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	1	0	0.0%	0.0%	0.0%	6.3%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	1	0	0.0%	0.0%	0.0%	100.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	14	15	13	14	15	93.3%	93.8%	92.9%	87.5%	93.8%
White - Females	10	9	8	9	10	71.4%	60.0%	61.5%	64.3%	66.7%
White - Males	4	6	5	5	5	28.6%	40.0%	38.5%	35.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	2	0	1	1	14.3%	13.3%	0.0%	7.1%	7.1%
30-34	1	1	1	2	1	7.1%	6.7%	7.7%	14.3%	7.1%
35-39	2	2	3	1	2	14.3%	13.3%	23.1%	7.1%	14.3%
40-44	5	5	4	4	1	35.7%	33.3%	30.8%	28.6%	7.1%
45-49	2	2	3	5	7	14.3%	13.3%	23.1%	35.7%	50.0%
50-54	1	1	1	1	2	7.1%	6.7%	7.7%	7.1%	14.3%
55+	1	2	1	0	0	7.1%	13.3%	7.7%	0.0%	0.0%
<b>Average Age</b>	40.6	42.8	44.1	41.6	43.1					

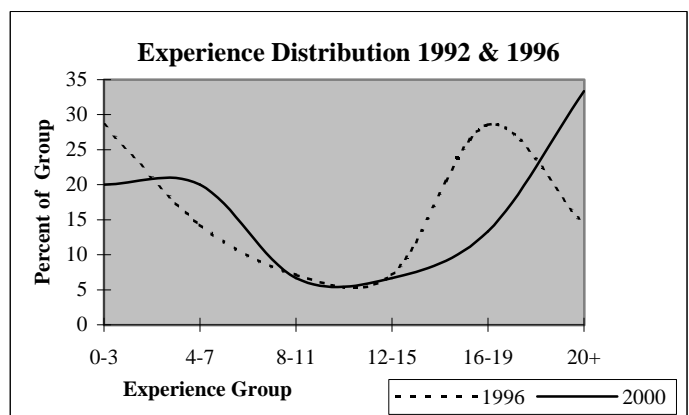
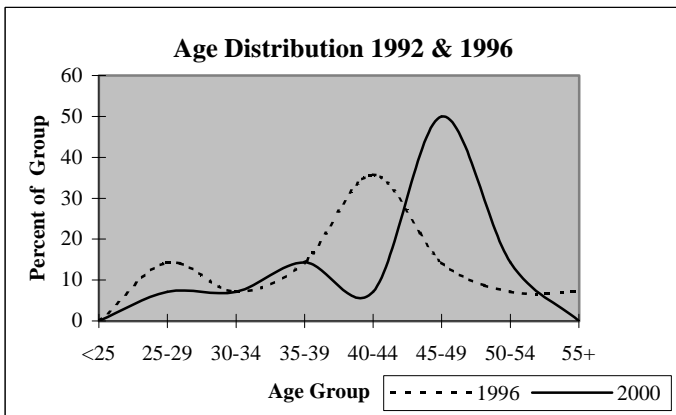
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	3	2	3	28.6%	26.7%	23.1%	14.3%	20.0%
4-7 Years	2	2	2	3	3	14.3%	13.3%	15.4%	21.4%	20.0%
8-11 Years	1	0	0	2	1	7.1%	0.0%	0.0%	14.3%	6.7%
12-15 Years	1	2	1	1	1	7.1%	13.3%	7.7%	7.1%	6.7%
16-19 Years	4	3	3	3	2	28.6%	20.0%	23.1%	21.4%	13.3%
20+ Years	2	4	4	3	5	14.3%	26.7%	30.8%	21.4%	33.3%
<b>Average Experience</b>	10.7	12.5	13.2	11.9	12.3					

## District Report for: HARDESTY

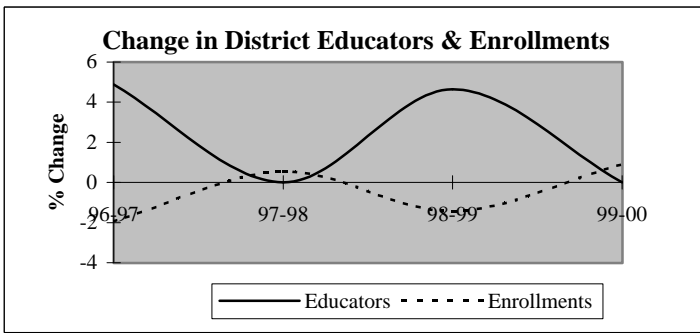
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	2	4	-	6.7%	18.8%	14.3%	25.0%	-
Attrition from Transfers	0	1	1	2	-	0.0%	6.3%	7.1%	12.5%	-
Attrition from Exits	1	2	1	2	-	6.7%	12.5%	7.1%	12.5%	-
<b>Teacher Attrition</b>	1	3	1	2	-	7.1%	20.0%	7.7%	14.3%	-
Attrition from Transfers	0	1	0	1	-	0.0%	6.7%	0.0%	7.1%	-
Attrition from Exits	1	2	1	1	-	7.1%	13.3%	7.7%	7.1%	-
<b>District Retention</b>										
Educator Retention	14	13	12	12	-	93.3%	81.3%	85.7%	75.0%	-
Teacher Retention	13	12	12	12	-	92.9%	80.0%	92.3%	85.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	50.0%	25.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	20.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	6.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.3%	93.8%	92.9%	81.3%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	6.3%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.7%	6.3%	7.1%	18.8%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: HOOKER

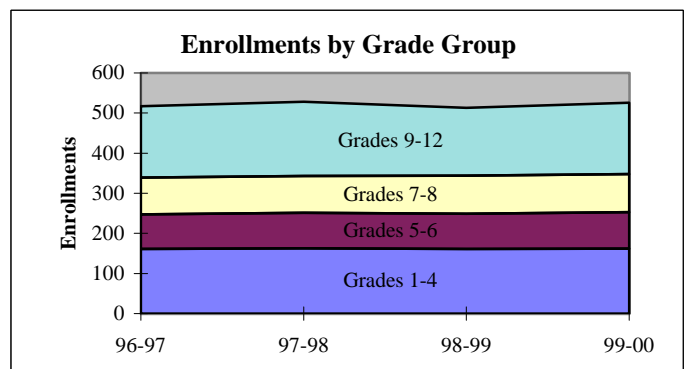
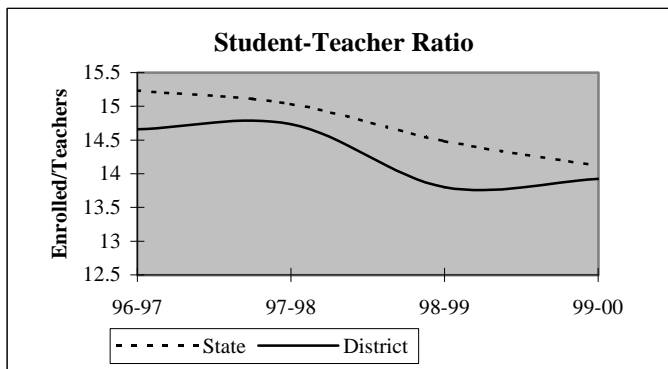


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	13.0	13.0	12.3	12.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	14.7	14.7	13.8	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	0	2	0	-	-	-	-	-
% Change in Educators	5.1%	4.9%	0.0%	4.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	-11	3	-8	5	-	-	-	-	-
% Change in Enrollments	2.5%	-1.9%	0.5%	-1.4%	0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.4%	7.0%	4.7%	8.9%	4.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	4.7%	4.7%	4.4%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.3%	7.0%	7.0%	6.7%	6.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	43.0	43.1	42.3	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	12.2	11.6	11.2	11.7	12.1	12.3	12.3	12.2	12.2
Average Salary	30,066	28,112	28,291	28,796	29,509	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.1%	76.3%	73.7%	72.5%	70.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.7%	5.3%	5.3%	5.0%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	15.1%	18.5%	18.8%	19.4%	22.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	11	12	13	12	24.4%	25.6%	27.9%	28.9%	26.7%
Attrition	2	0	1	3	0					
Attrition Rate	20.0%	0.0%	8.3%	23.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	26	27	28	30	61.0%	60.5%	62.8%	62.2%	66.7%
Attrition	1	0	2	0	0					
Attrition Rate	4.0%	0.0%	7.4%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	6	4	4	3	14.6%	14.0%	9.3%	8.9%	6.7%
Attrition	2	2	1	1	0					
Attrition Rate	33.3%	33.3%	25.0%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	6	6	4	4	17.1%	14.0%	14.0%	8.9%	8.9%

## District Report for: HOOKER

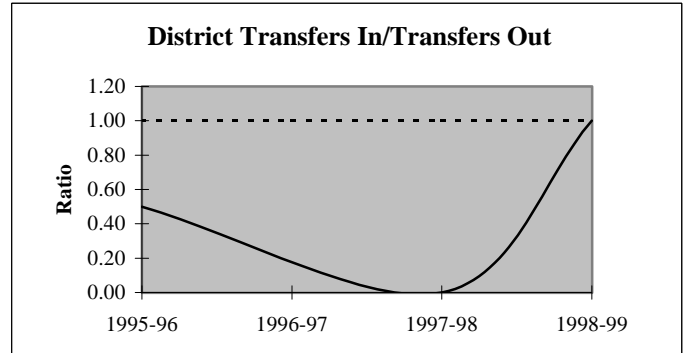
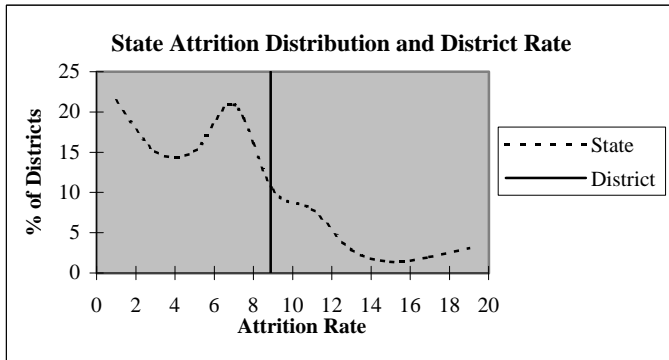
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	43	43	45	45	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	2	2	2	7.3%	4.7%	4.7%	4.4%	4.4%
Professional Staff	3	3	3	3	3	7.3%	7.0%	7.0%	6.7%	6.7%
<b>Total Teachers</b>	35	38	38	40	40	85.4%	88.4%	88.4%	88.9%	88.9%
Special Education	2	2	2	2	2	5.7%	5.3%	5.3%	5.0%	5.0%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.5%
Elementary	18	19	19	19	19	51.4%	50.0%	50.0%	47.5%	47.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	17	17	19	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	8.6%	7.9%	7.9%	7.5%	7.5%
Art & Music	1	1	2	1	1	2.9%	2.6%	5.3%	2.5%	2.5%
Social Studies	1	2	2	2	2	2.9%	5.3%	5.3%	5.0%	5.0%
Foreign Language	1	1	1	1	1	2.9%	2.6%	2.6%	2.5%	2.5%
Math	2	2	2	2	2	5.7%	5.3%	5.3%	5.0%	5.0%
<b>Science</b>	2	1	1	1	1	5.7%	2.6%	2.6%	2.5%	2.5%
Biology	1	0	1	1	1	2.9%	0.0%	2.6%	2.5%	2.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	2.9%	2.6%	0.0%	0.0%	0.0%
Vocational Education	4	4	4	3	3	11.4%	10.5%	10.5%	7.5%	7.5%
Other	1	3	2	6	5	2.9%	7.9%	5.3%	15.0%	12.5%
<b>Total Enrollments</b>	568	557	560	552	557	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	49	39	31	39	31	8.6%	7.0%	5.5%	7.1%	5.6%
Grades 1-4	166	161	163	161	162	29.2%	28.9%	29.1%	29.2%	29.1%
Grades 5-6	88	86	88	88	91	15.5%	15.4%	15.7%	15.9%	16.3%
Grades 7-8	95	92	92	95	95	16.7%	16.5%	16.4%	17.2%	17.1%
Grades 9-12	169	178	185	169	178	29.8%	32.0%	33.0%	30.6%	32.0%
Ungraded	1	1	1	0	0	0.2%	0.2%	0.2%	0.0%	0.0%



## District Report for: HOOKER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	43	43	45	45	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	36	41	39	41	85.4%	83.7%	95.3%	86.7%	91.1%
<b>Newly Hired</b>	<b>6</b>	<b>7</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>14.6%</b>	<b>16.3%</b>	<b>4.7%</b>	<b>13.3%</b>	<b>8.9%</b>
Transfers In	1	2	0	2	1	16.7%	28.6%	0.0%	33.3%	25.0%
Reentrants	2	3	0	2	1	33.3%	42.9%	0.0%	33.3%	25.0%
First Time Educators	3	2	2	2	2	50.0%	28.6%	100.0%	33.3%	50.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>12.2%</b>	<b>4.7%</b>	<b>9.3%</b>	<b>8.9%</b>	<b>-</b>
Transfers Out	2	0	1	2	-	40.0%	0.0%	25.0%	50.0%	-
Leave Oklahoma Educ.	3	2	3	2	-	60.0%	100.0%	75.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	12.2%	4.7%	9.3%	8.9%	-
Transfers In/Out	0.50	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	5	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	27	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	41

## District Report for: HOOKER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	2	2	2	2	7.3%	4.7%	4.7%	4.4%	4.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	7.3%	7.0%	7.0%	6.7%	6.7%
White - Females	1	1	1	2	2	33.3%	33.3%	33.3%	66.7%	66.7%
White - Males	2	2	2	1	1	66.7%	66.7%	66.7%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	35	38	38	40	40	85.4%	88.4%	88.4%	88.9%	88.9%
White - Females	27	29	28	29	28	77.1%	76.3%	73.7%	72.5%	70.0%
White - Males	8	9	10	11	12	22.9%	23.7%	26.3%	27.5%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	1	1	5.7%	0.0%	0.0%	2.5%	2.6%
25-29	1	5	4	5	4	2.9%	13.2%	10.8%	12.5%	10.3%
30-34	5	4	4	5	4	14.3%	10.5%	10.8%	12.5%	10.3%
35-39	5	4	6	5	3	14.3%	10.5%	16.2%	12.5%	7.7%
40-44	6	5	5	6	9	17.1%	13.2%	13.5%	15.0%	23.1%
45-49	5	9	9	9	10	14.3%	23.7%	24.3%	22.5%	25.6%
50-54	6	4	3	4	2	17.1%	10.5%	8.1%	10.0%	5.1%
55+	5	7	6	5	6	14.3%	18.4%	16.2%	12.5%	15.4%
<b>Average Age</b>	43.4	43.0	43.1	42.3	43.1					

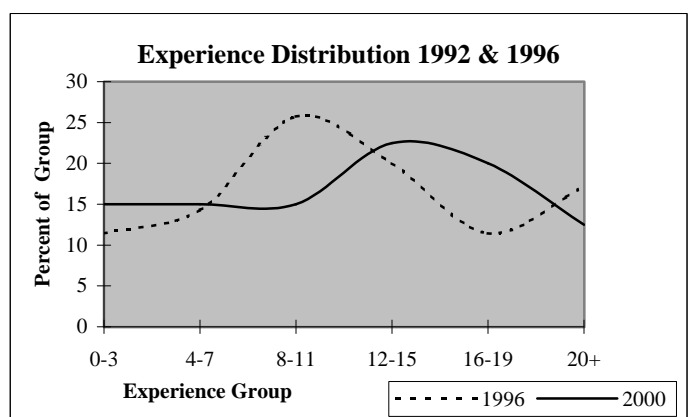
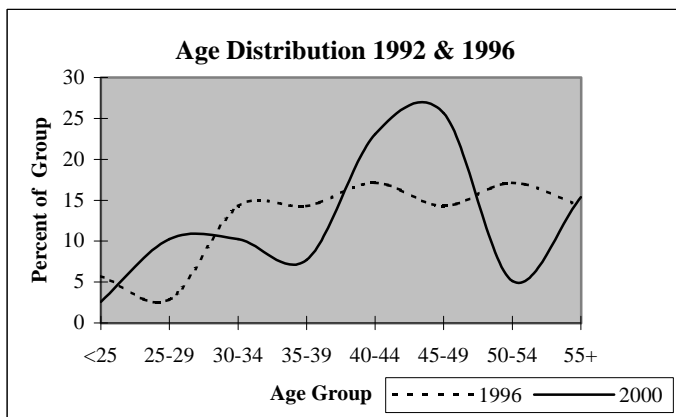
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	5	6	8	6	11.4%	13.2%	15.8%	20.0%	15.0%
4-7 Years	5	6	6	5	6	14.3%	15.8%	15.8%	12.5%	15.0%
8-11 Years	9	9	7	6	6	25.7%	23.7%	18.4%	15.0%	15.0%
12-15 Years	7	8	11	9	9	20.0%	21.1%	28.9%	22.5%	22.5%
16-19 Years	4	4	3	7	8	11.4%	10.5%	7.9%	17.5%	20.0%
20+ Years	6	6	5	5	5	17.1%	15.8%	13.2%	12.5%	12.5%
<b>Average Experience</b>	12.4	12.2	11.6	11.2	11.7					

## District Report for: HOOKER

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	4	4	-	12.2%	4.7%	9.3%	8.9%	-
Attrition from Transfers	2	0	1	2	-	4.9%	0.0%	2.3%	4.4%	-
Attrition from Exits	3	2	3	2	-	7.3%	4.7%	7.0%	4.4%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>8.6%</b>	<b>5.3%</b>	<b>7.9%</b>	<b>10.0%</b>	<b>-</b>
Attrition from Transfers	1	0	1	2	-	2.9%	0.0%	2.6%	5.0%	-
Attrition from Exits	2	2	2	2	-	5.7%	5.3%	5.3%	5.0%	-
<b>District Retention</b>										
Educator Retention	36	41	39	41	-	87.8%	95.3%	90.7%	91.1%	-
Teacher Retention	32	36	35	36	-	91.4%	94.7%	92.1%	90.0%	-

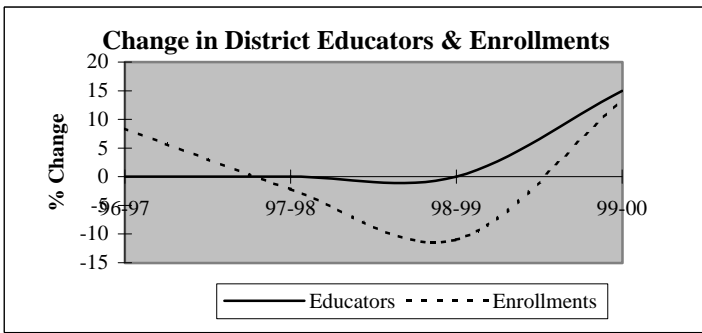
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	14.3%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.3%	0.0%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	87.8%	88.4%	93.0%	91.1%	91.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	12.2%	11.6%	4.7%	8.9%	6.7%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: TYRONE

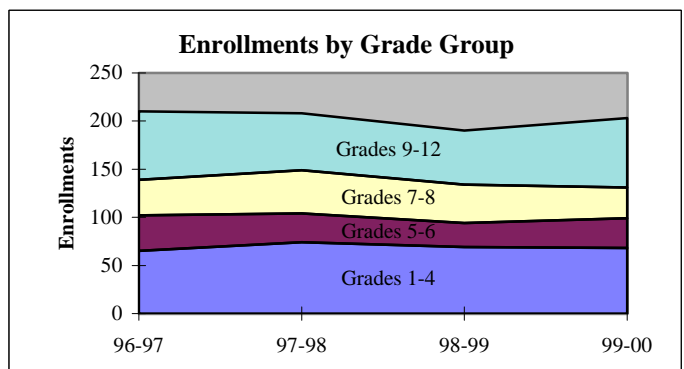
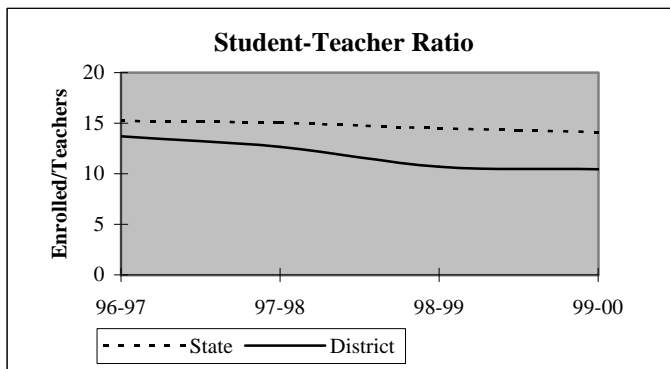


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.8	11.7	11.4	10.2	10.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.9	13.7	12.7	10.7	10.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	0	0	3	-	-	-	-	-
% Change in Educators	0.0%	0.0%	0.0%	0.0%	15.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-30	18	-5	-25	27	-	-	-	-	-
% Change in Enrollments	-12.2%	8.4%	-2.1%	-11.0%	13.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	15.0%	5.0%	21.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	5.0%	5.0%	5.0%	4.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.0%	10.0%	5.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	5.0%	4.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.7	46.7	46.1	44.6	42.2	42.0	42.3	42.5	42.7	43.0
Average Experience	15.6	14.5	14.2	12.4	9.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,441	30,169	28,510	29,010	25,471	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	5.3%	4.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.2%	70.6%	77.8%	78.9%	77.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.9%	5.6%	5.3%	4.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.0%	14.2%	18.0%	22.6%	30.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	7	7	8	13	20.0%	35.0%	35.0%	40.0%	56.5%
Attrition	1	2	2	2	0					
Attrition Rate	25.0%	28.6%	28.6%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	12	9	8	9	9	60.0%	45.0%	40.0%	45.0%	39.1%
Attrition	3	2	0	1	0					
Attrition Rate	25.0%	22.2%	0.0%	11.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	4	5	3	1	20.0%	20.0%	25.0%	15.0%	4.3%
Attrition	1	1	3	2	0					
Attrition Rate	25.0%	25.0%	60.0%	66.7%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	6	3	2	25.0%	25.0%	30.0%	15.0%	8.7%

## District Report for: TYRONE

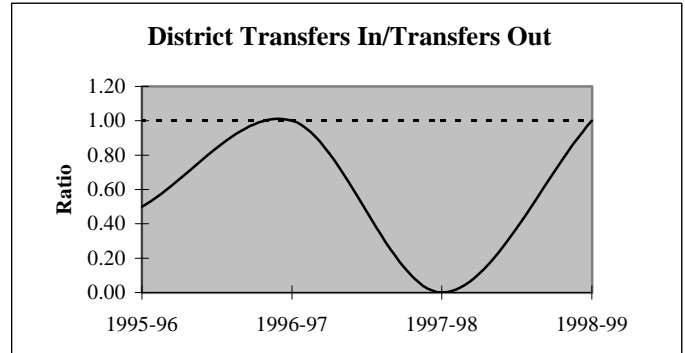
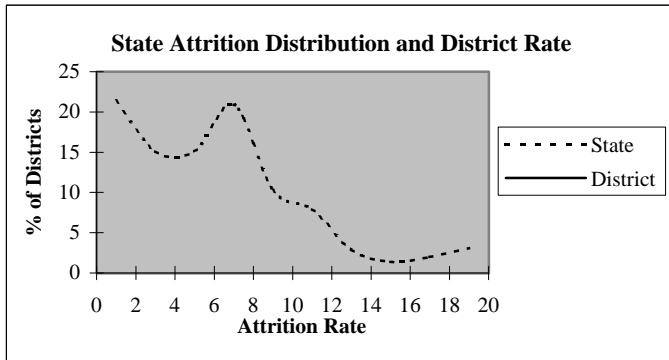
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	20	20	20	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.3%
Professional Staff	1	2	1	0	0	5.0%	10.0%	5.0%	0.0%	0.0%
<b>Total Teachers</b>	18	17	18	19	22	90.0%	85.0%	90.0%	95.0%	95.7%
Special Education	1	1	1	1	1	5.6%	5.9%	5.6%	5.3%	4.5%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	4.5%
Elementary	9	8	8	7	9	50.0%	47.1%	44.4%	36.8%	40.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	8	9	10	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.6%	5.9%	5.6%	5.3%	4.5%
Art & Music	1	1	1	1	1	5.6%	5.9%	5.6%	5.3%	4.5%
Social Studies	1	1	1	1	1	5.6%	5.9%	5.6%	5.3%	4.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	2	1	2	11.1%	5.9%	11.1%	5.3%	9.1%
<b>Science</b>	1	1	1	1	2	5.6%	5.9%	5.6%	5.3%	9.1%
Biology	0	1	0	1	0	0.0%	5.9%	0.0%	5.3%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	2	5.6%	0.0%	5.6%	0.0%	9.1%
Vocational Education	1	2	2	2	1	5.6%	11.8%	11.1%	10.5%	4.5%
Other	1	1	1	3	3	5.6%	5.9%	5.6%	15.8%	13.6%
<b>Total Enrollments</b>	215	233	228	203	230	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	22	19	13	27	7.4%	9.4%	8.3%	6.4%	11.7%
Grades 1-4	62	65	74	69	68	28.8%	27.9%	32.5%	34.0%	29.6%
Grades 5-6	34	37	30	25	31	15.8%	15.9%	13.2%	12.3%	13.5%
Grades 7-8	34	37	45	40	32	15.8%	15.9%	19.7%	19.7%	13.9%
Grades 9-12	69	71	59	56	72	32.1%	30.5%	25.9%	27.6%	31.3%
Ungraded	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%



## District Report for: TYRONE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	20	20	20	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	15	15	15	15	90.0%	75.0%	75.0%	75.0%	65.2%
<b>Newly Hired</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>8</b>	<b>10.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>34.8%</b>
Transfers In	1	1	0	2	1	50.0%	20.0%	0.0%	40.0%	12.5%
Reentrants	0	3	2	2	4	0.0%	60.0%	40.0%	40.0%	50.0%
First Time Educators	1	1	3	1	3	50.0%	20.0%	60.0%	20.0%	37.5%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>-</b>	<b>25.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>-</b>
Transfers Out	2	1	3	2	-	40.0%	20.0%	60.0%	40.0%	-
Leave Oklahoma Educ.	3	4	2	3	-	60.0%	80.0%	40.0%	60.0%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	25.0%	25.0%	25.0%	-
Transfers In/Out	0.50	1.00	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	3	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	8	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	21

## District Report for: TYRONE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.0%	5.0%	5.0%	5.0%	4.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	1	0	0	5.0%	10.0%	5.0%	0.0%	0.0%
White - Females	1	1	0	0	0	100.0%	50.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	0	0	0.0%	50.0%	100.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	17	18	19	22	90.0%	85.0%	90.0%	95.0%	95.7%
White - Females	13	12	14	14	16	72.2%	70.6%	77.8%	73.7%	72.7%
White - Males	5	5	4	4	5	27.8%	29.4%	22.2%	21.1%	22.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	5.3%	4.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%
25-29	3	2	3	3	2	16.7%	12.5%	17.6%	17.6%	11.1%
30-34	0	0	0	2	3	0.0%	0.0%	0.0%	11.8%	16.7%
35-39	2	0	1	1	2	11.1%	0.0%	5.9%	5.9%	11.1%
40-44	3	5	2	1	1	16.7%	31.3%	11.8%	5.9%	5.6%
45-49	3	1	3	2	3	16.7%	6.3%	17.6%	11.8%	16.7%
50-54	4	6	6	3	3	22.2%	37.5%	35.3%	17.6%	16.7%
55+	3	2	2	5	3	16.7%	12.5%	11.8%	29.4%	16.7%
<b>Average Age</b>	44.7	46.7	46.1	44.6	42.2					

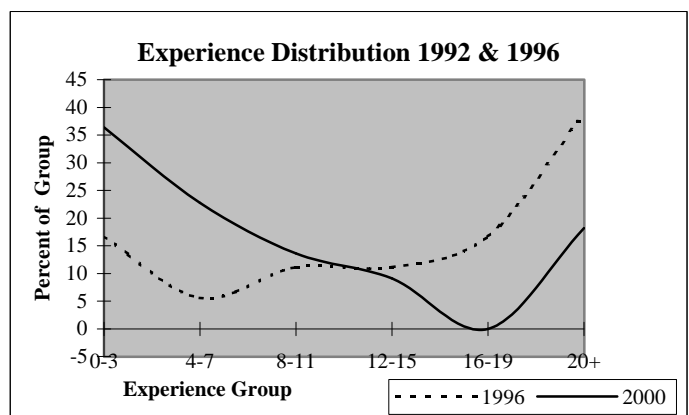
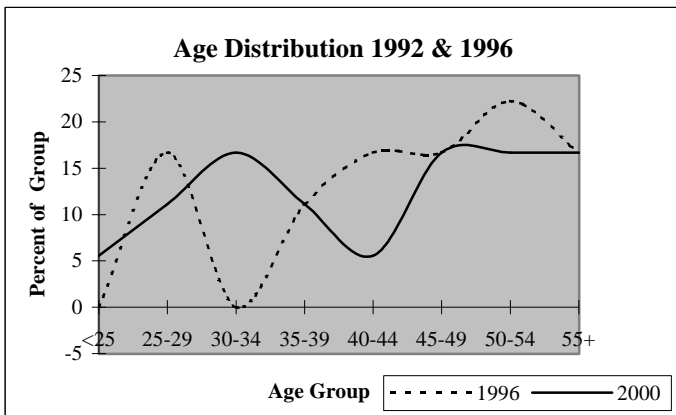
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	3	3	4	5	8	16.7%	17.6%	22.2%	26.3%	36.4%
4-7 Years	1	3	2	3	5	5.6%	17.6%	11.1%	15.8%	22.7%
8-11 Years	2	2	3	3	3	11.1%	11.8%	16.7%	15.8%	13.6%
12-15 Years	2	1	1	1	2	11.1%	5.9%	5.6%	5.3%	9.1%
16-19 Years	3	1	1	2	0	16.7%	5.9%	5.6%	10.5%	0.0%
20+ Years	7	7	7	5	4	38.9%	41.2%	38.9%	26.3%	18.2%
<b>Average Experience</b>	15.6	14.5	14.2	12.4	9.0					

## District Report for: TYRONE

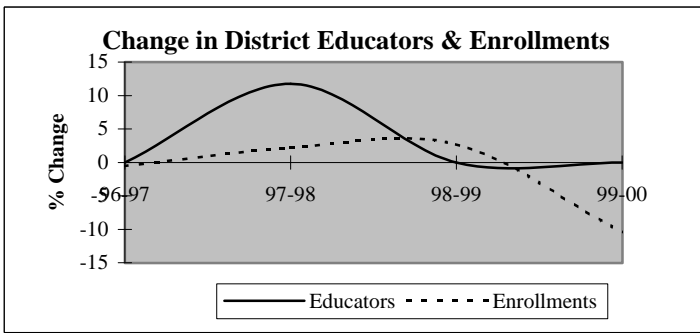
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	5	5	-	25.0%	25.0%	25.0%	25.0%	-
Attrition from Transfers	2	1	3	2	-	10.0%	5.0%	15.0%	10.0%	-
Attrition from Exits	3	4	2	3	-	15.0%	20.0%	10.0%	15.0%	-
Teacher Attrition	4	4	3	5	-	22.2%	23.5%	16.7%	26.3%	-
Attrition from Transfers	2	1	1	2	-	11.1%	5.9%	5.6%	10.5%	-
Attrition from Exits	2	3	2	3	-	11.1%	17.6%	11.1%	15.8%	-
<b>District Retention</b>										
Educator Retention	15	15	15	15	-	75.0%	75.0%	75.0%	75.0%	-
Teacher Retention	14	13	15	14	-	77.8%	76.5%	83.3%	73.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	14.3%	42.9%	57.1%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	0.0%	50.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	4.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	80.0%	75.0%	85.0%	65.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.0%	20.0%	25.0%	15.0%	30.4%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: GOODWELL

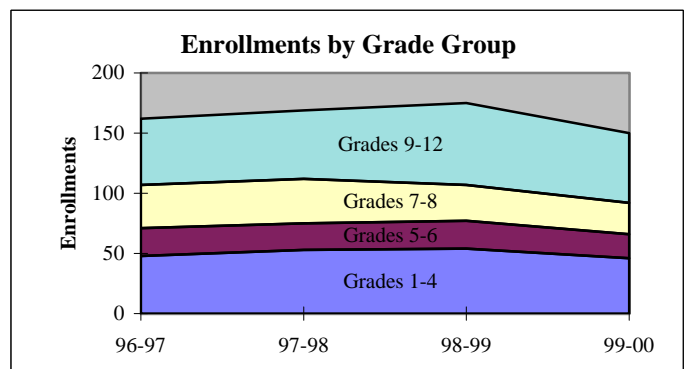
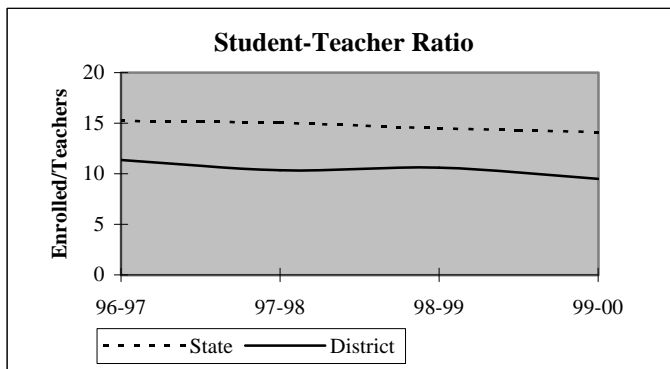


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.8	10.7	9.8	10.1	9.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.4	11.4	10.3	10.6	9.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	2	0	0	-	-	-	-	-
% Change in Educators	-5.6%	0.0%	11.8%	0.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	27	-1	4	5	-20	-	-	-	-	-
% Change in Enrollments	17.3%	-0.5%	2.2%	2.7%	-10.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	11.8%	11.8%	15.8%	10.5%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.9%	5.9%	5.3%	5.3%	5.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	5.3%	5.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.7	39.5	33.7	35.8	38.7	42.0	42.3	42.5	42.7	43.0
Average Experience	8.1	10.0	6.1	6.9	8.7	12.1	12.3	12.3	12.2	12.2
Average Salary	26,080	25,530	24,336	27,118	28,432	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	5.6%	5.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	81.3%	83.3%	83.3%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	18.6%	20.3%	21.0%	22.9%	17.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	8	12	12	10	52.9%	47.1%	63.2%	63.2%	52.6%
Attrition	2	1	4	1	0					
Attrition Rate	22.2%	12.5%	33.3%	8.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	6	7	7	7	8	35.3%	41.2%	36.8%	36.8%	42.1%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	14.3%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	0	0	1	11.8%	11.8%	0.0%	0.0%	5.3%
Attrition	1	2	0	0	0					
Attrition Rate	50.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	0	0	1	11.8%	11.8%	0.0%	0.0%	5.3%

## District Report for: GOODWELL

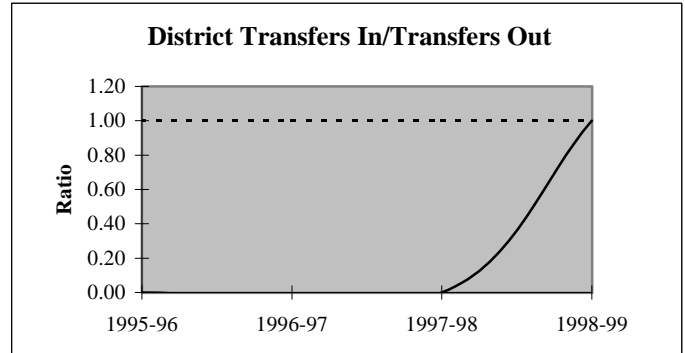
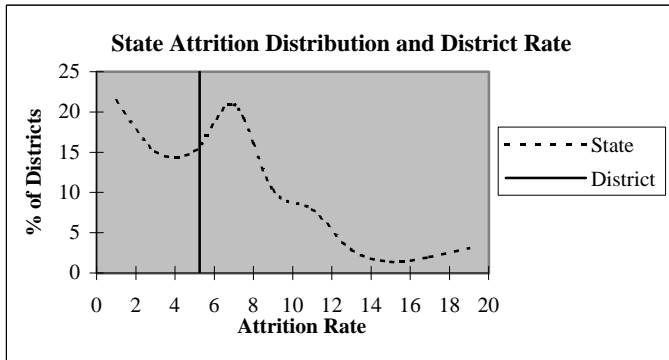
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	17	17	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	5.9%	5.9%	5.3%	5.3%	5.3%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	16	16	18	18	18	94.1%	94.1%	94.7%	94.7%	94.7%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	8	8	9	9	43.8%	50.0%	44.4%	50.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	9	8	10	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	2	1	1	6.3%	6.3%	11.1%	5.6%	5.6%
Art & Music	1	1	1	2	2	6.3%	6.3%	5.6%	11.1%	11.1%
Social Studies	1	1	1	1	1	6.3%	6.3%	5.6%	5.6%	5.6%
Foreign Language	0	0	1	0	0	0.0%	0.0%	5.6%	0.0%	0.0%
Math	1	1	1	1	1	6.3%	6.3%	5.6%	5.6%	5.6%
<b>Science</b>	2	1	1	1	1	12.5%	6.3%	5.6%	5.6%	5.6%
Biology	1	1	1	1	1	6.3%	6.3%	5.6%	5.6%	5.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	2	1	2	2	12.5%	12.5%	5.6%	11.1%	11.1%
Other	1	1	2	1	1	6.3%	6.3%	11.1%	5.6%	5.6%
<b>Total Enrollments</b>	183	182	186	191	171	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	13	19	17	15	21	7.1%	10.4%	9.1%	7.9%	12.3%
Grades 1-4	48	48	53	54	46	26.2%	26.4%	28.5%	28.3%	26.9%
Grades 5-6	35	23	22	23	20	19.1%	12.6%	11.8%	12.0%	11.7%
Grades 7-8	37	36	37	30	26	20.2%	19.8%	19.9%	15.7%	15.2%
Grades 9-12	50	55	57	68	58	27.3%	30.2%	30.6%	35.6%	33.9%
Ungraded	0	1	0	1	0	0.0%	0.5%	0.0%	0.5%	0.0%



## District Report for: GOODWELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	17	17	19	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	15	14	13	15	18	88.2%	82.4%	68.4%	78.9%	94.7%
<b>Newly Hired</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>11.8%</b>	<b>17.6%</b>	<b>31.6%</b>	<b>21.1%</b>	<b>5.3%</b>
Transfers In	0	1	0	1	0	0.0%	33.3%	0.0%	25.0%	0.0%
Reentrants	2	1	1	0	1	100.0%	33.3%	16.7%	0.0%	100.0%
First Time Educators	0	1	5	3	0	0.0%	33.3%	83.3%	75.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>17.6%</b>	<b>23.5%</b>	<b>21.1%</b>	<b>5.3%</b>	<b>-</b>
Transfers Out	1	0	1	1	-	33.3%	0.0%	25.0%	100.0%	-
Leave Oklahoma Educ.	2	4	3	0	-	66.7%	100.0%	75.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	17.6%	23.5%	21.1%	5.3%	-
Transfers In/Out	0.00	nc	0.00	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	13	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>17</b>



## District Report for: GOODWELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	5.9%	5.9%	5.3%	5.3%	5.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	16	16	18	18	18	94.1%	94.1%	94.7%	94.7%	94.7%
White - Females	12	13	15	14	14	75.0%	81.3%	83.3%	77.8%	77.8%
White - Males	4	3	3	3	3	25.0%	18.8%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	3	0	0	6.3%	0.0%	16.7%	0.0%	0.0%
25-29	4	6	5	6	5	25.0%	37.5%	27.8%	33.3%	27.8%
30-34	1	0	3	4	3	6.3%	0.0%	16.7%	22.2%	16.7%
35-39	3	2	2	3	3	18.8%	12.5%	11.1%	16.7%	16.7%
40-44	3	2	1	1	2	18.8%	12.5%	5.6%	5.6%	11.1%
45-49	1	3	3	2	1	6.3%	18.8%	16.7%	11.1%	5.6%
50-54	1	1	1	2	3	6.3%	6.3%	5.6%	11.1%	16.7%
55+	2	2	0	0	1	12.5%	12.5%	0.0%	0.0%	5.6%
<b>Average Age</b>	38.7	39.5	33.7	35.8	38.7					

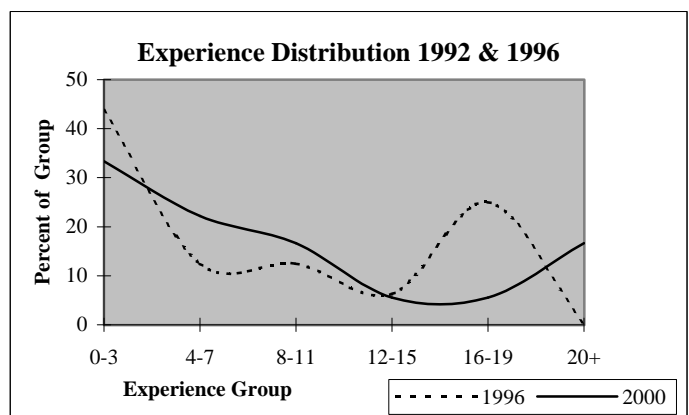
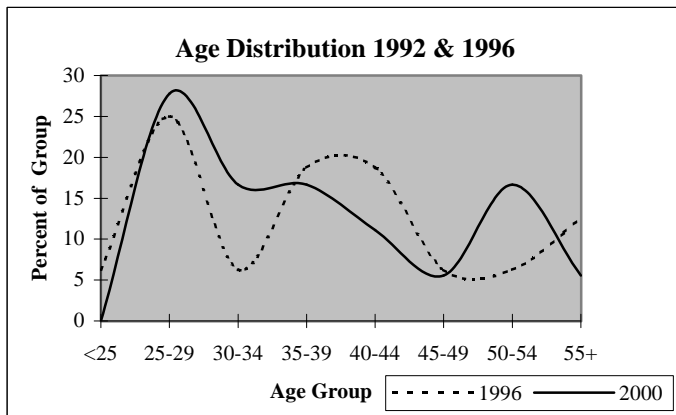
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	4	8	6	6	43.8%	25.0%	44.4%	33.3%	33.3%
4-7 Years	2	4	4	6	4	12.5%	25.0%	22.2%	33.3%	22.2%
8-11 Years	2	3	2	2	3	12.5%	18.8%	11.1%	11.1%	16.7%
12-15 Years	1	1	2	1	1	6.3%	6.3%	11.1%	5.6%	5.6%
16-19 Years	4	2	1	1	1	25.0%	12.5%	5.6%	5.6%	5.6%
20+ Years	0	2	1	2	3	0.0%	12.5%	5.6%	11.1%	16.7%
<b>Average Experience</b>	8.1	10.0	6.1	6.9	8.7					

## District Report for: GOODWELL

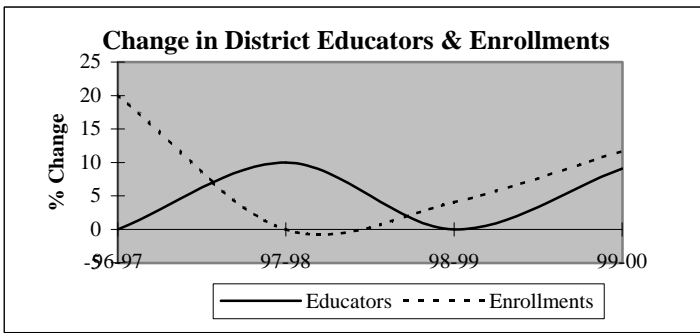
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	4	1	-	17.6%	23.5%	21.1%	5.3%	-
Attrition from Transfers	1	0	1	1	-	5.9%	0.0%	5.3%	5.3%	-
Attrition from Exits	2	4	3	0	-	11.8%	23.5%	15.8%	0.0%	-
Teacher Attrition	3	4	4	1	-	18.8%	25.0%	22.2%	5.6%	-
Attrition from Transfers	1	0	1	1	-	6.3%	0.0%	5.6%	5.6%	-
Attrition from Exits	2	4	3	0	-	12.5%	25.0%	16.7%	0.0%	-
<b>District Retention</b>										
Educator Retention	14	13	15	18	-	82.4%	76.5%	78.9%	94.7%	-
Teacher Retention	13	12	14	17	-	81.3%	75.0%	77.8%	94.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	8.3%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	12.5%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	57.1%	28.6%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	10.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	88.2%	88.2%	68.4%	84.2%	84.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.8%	11.8%	31.6%	15.8%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TEXHOMA

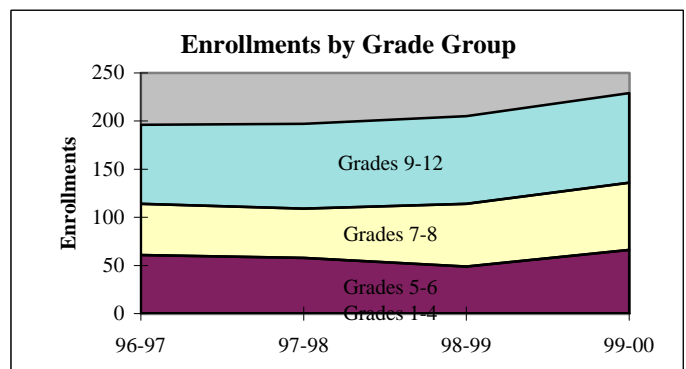
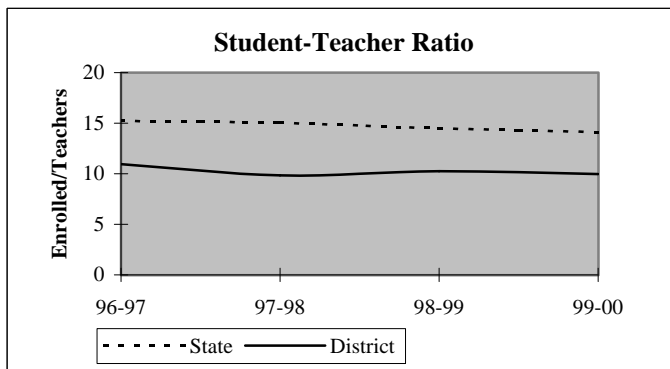


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.2	9.9	9.0	9.3	9.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.1	10.9	9.9	10.3	10.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-2	0	2	0	2	-	-	-	-	-
% Change in Educators	-9.1%	0.0%	10.0%	0.0%	9.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-48	33	0	8	24	-	-	-	-	-
% Change in Enrollments	-22.6%	20.1%	0.0%	4.1%	11.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	5.0%	4.5%	9.1%	4.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.0%	9.1%	9.1%	4.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	37.3	37.2	40.5	40.5	40.5	42.0	42.3	42.5	42.7	43.0
Average Experience	7.9	7.3	9.5	9.9	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	27,314	27,502	28,176	27,554	28,599	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	55.6%	55.6%	60.0%	65.0%	60.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.6%	5.6%	5.0%	5.0%	4.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.1%	19.3%	19.8%	29.8%	31.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	11	11	11	10	12	55.0%	55.0%	50.0%	45.5%	50.0%
Attrition	3	2	3	1	0					
Attrition Rate	27.3%	18.2%	27.3%	10.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	9	9	11	11	9	45.0%	45.0%	50.0%	50.0%	37.5%
Attrition	2	0	1	0	0					
Attrition Rate	22.2%	0.0%	9.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	0	1	3	0.0%	0.0%	0.0%	4.5%	12.5%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	0	0	1	3	4	0.0%	0.0%	4.5%	13.6%	16.7%

## District Report for: TEXHOMA

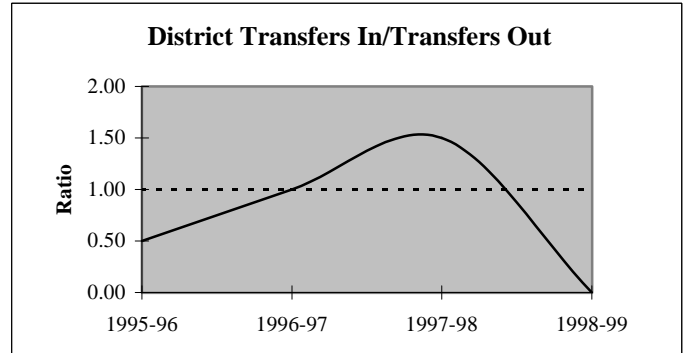
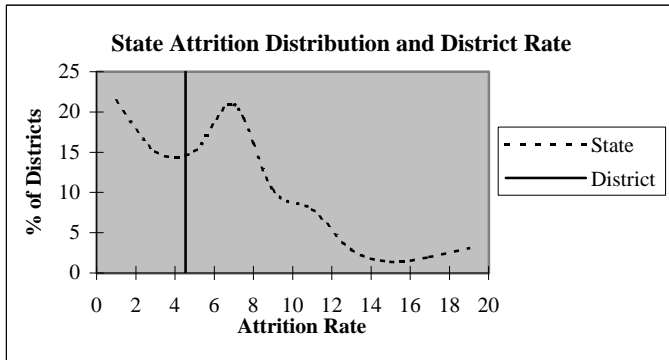
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	20	22	22	24	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	1	10.0%	10.0%	9.1%	9.1%	4.2%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	18	18	20	20	23	90.0%	90.0%	90.9%	90.9%	95.8%
Special Education	1	1	1	1	1	5.6%	5.6%	5.0%	5.0%	4.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	3	3	3	3	5	16.7%	16.7%	15.0%	15.0%	21.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	14	14	16	16	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	3	3	3	16.7%	22.2%	15.0%	15.0%	13.0%
Art & Music	0	0	1	1	1	0.0%	0.0%	5.0%	5.0%	4.3%
Social Studies	1	1	1	2	2	5.6%	5.6%	5.0%	10.0%	8.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	1	2	1	1	11.1%	5.6%	10.0%	5.0%	4.3%
<b>Science</b>	2	1	2	2	2	11.1%	5.6%	10.0%	10.0%	8.7%
Biology	1	0	1	0	0	5.6%	0.0%	5.0%	0.0%	0.0%
Chemistry	0	1	0	0	0	0.0%	5.6%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	2	2	5.6%	0.0%	5.0%	10.0%	8.7%
Vocational Education	4	4	4	4	4	22.2%	22.2%	20.0%	20.0%	17.4%
Other	2	3	3	3	4	11.1%	16.7%	15.0%	15.0%	17.4%
<b>Total Enrollments</b>	164	197	197	205	229	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	45	61	58	49	66	27.4%	31.0%	29.4%	23.9%	28.8%
Grades 7-8	37	53	51	65	70	22.6%	26.9%	25.9%	31.7%	30.6%
Grades 9-12	80	82	88	91	93	48.8%	41.6%	44.7%	44.4%	40.6%
Ungraded	2	1	0	0	0	1.2%	0.5%	0.0%	0.0%	0.0%



## District Report for: TEXHOMA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	20	22	22	24	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	15	18	18	21	85.0%	75.0%	81.8%	81.8%	87.5%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>15.0%</b>	<b>25.0%</b>	<b>18.2%</b>	<b>18.2%</b>	<b>12.5%</b>
Transfers In	1	1	3	0	0	33.3%	20.0%	75.0%	0.0%	0.0%
Reentrants	2	2	0	2	1	66.7%	40.0%	0.0%	50.0%	33.3%
First Time Educators	0	2	1	2	2	0.0%	40.0%	25.0%	50.0%	66.7%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>25.0%</b>	<b>10.0%</b>	<b>18.2%</b>	<b>4.5%</b>	<b>-</b>
Transfers Out	2	1	2	1	-	40.0%	50.0%	50.0%	100.0%	-
Leave Oklahoma Educ.	3	1	2	0	-	60.0%	50.0%	50.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	25.0%	10.0%	18.2%	4.5%	-
Transfers In/Out	0.50	1.00	1.50	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	16	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>20</b>

## District Report for: TEXHOMA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	2	2	1	10.0%	10.0%	9.1%	9.1%	4.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	18	18	20	20	23	90.0%	90.0%	90.9%	90.9%	95.8%
White - Females	10	10	12	13	14	55.6%	55.6%	60.0%	65.0%	60.9%
White - Males	8	8	8	7	9	44.4%	44.4%	40.0%	35.0%	39.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	4	3	3	4	22.2%	22.2%	16.7%	15.8%	18.2%
30-34	3	3	2	4	5	16.7%	16.7%	11.1%	21.1%	22.7%
35-39	5	5	5	4	4	27.8%	27.8%	27.8%	21.1%	18.2%
40-44	1	1	1	1	1	5.6%	5.6%	5.6%	5.3%	4.5%
45-49	2	2	2	2	0	11.1%	11.1%	11.1%	10.5%	0.0%
50-54	3	2	4	4	6	16.7%	11.1%	22.2%	21.1%	27.3%
55+	0	1	1	1	2	0.0%	5.6%	5.6%	5.3%	9.1%
<b>Average Age</b>	37.3	37.2	40.5	40.5	40.5					

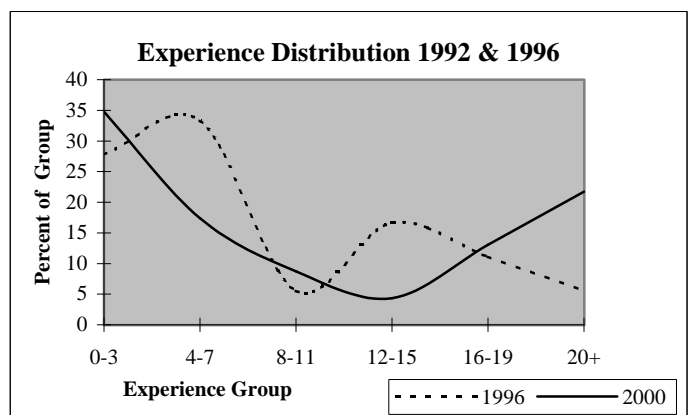
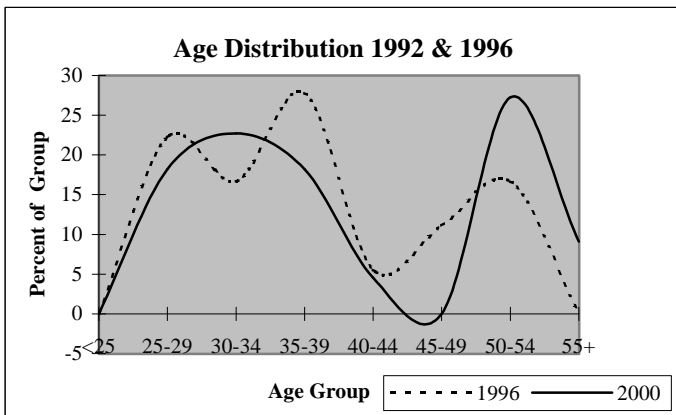
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	6	8	6	8	27.8%	33.3%	40.0%	30.0%	34.8%
4-7 Years	6	5	3	4	4	33.3%	27.8%	15.0%	20.0%	17.4%
8-11 Years	1	1	1	2	2	5.6%	5.6%	5.0%	10.0%	8.7%
12-15 Years	3	4	4	4	1	16.7%	22.2%	20.0%	20.0%	4.3%
16-19 Years	2	1	1	1	3	11.1%	5.6%	5.0%	5.0%	13.0%
20+ Years	1	1	3	3	5	5.6%	5.6%	15.0%	15.0%	21.7%
<b>Average Experience</b>	7.9	7.3	9.5	9.9	10.5					

## District Report for: TEXHOMA

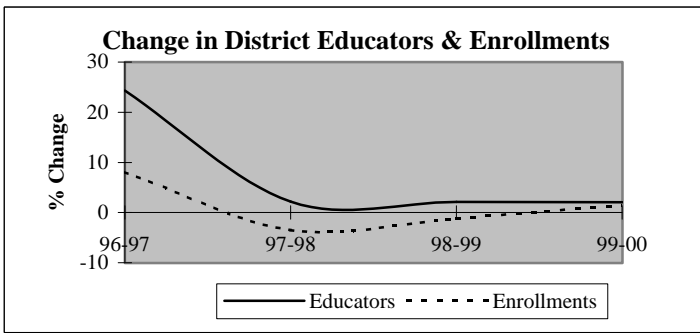
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	2	4	1	-	25.0%	10.0%	18.2%	4.5%	-
Attrition from Transfers	2	1	2	1	-	10.0%	5.0%	9.1%	4.5%	-
Attrition from Exits	3	1	2	0	-	15.0%	5.0%	9.1%	0.0%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>22.2%</b>	<b>11.1%</b>	<b>20.0%</b>	<b>5.0%</b>	<b>-</b>
Attrition from Transfers	1	1	2	1	-	5.6%	5.6%	10.0%	5.0%	-
Attrition from Exits	3	1	2	0	-	16.7%	5.6%	10.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	15	18	18	21	-	75.0%	90.0%	81.8%	95.5%	-
Teacher Retention	14	16	16	19	-	77.8%	88.9%	80.0%	95.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	70.0%	20.0%	90.0%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	16.7%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	80.0%	0.0%	80.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	5.0%	0.0%	4.5%	0.0%	4.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	85.0%	80.0%	90.9%	81.8%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	20.0%	4.5%	18.2%	12.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TIPTON



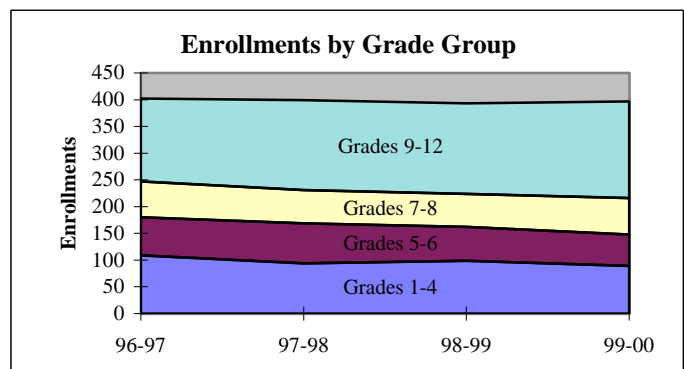
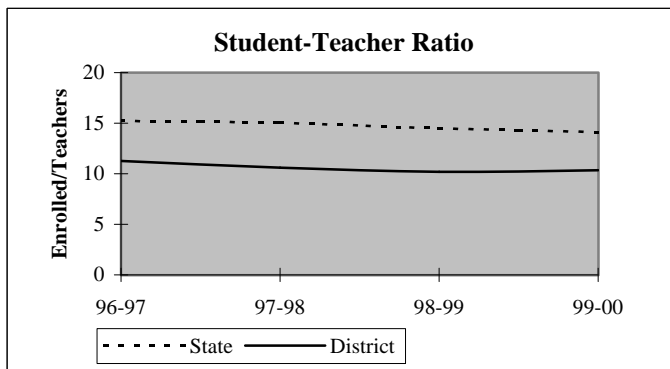
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	9.3	8.8	8.5	8.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.4	11.3	10.6	10.2	10.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	9	1	1	1	-	-	-	-	-
% Change in Educators	2.8%	24.3%	2.2%	2.1%	2.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	32	-15	-5	6	-	-	-	-	-
% Change in Enrollments	-1.5%	8.1%	-3.5%	-1.2%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	5.4%	2.2%	0.0%	8.3%	6.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	8.7%	8.5%	8.3%	8.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	8.7%	8.5%	8.3%	10.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.7%	4.3%	6.4%	8.3%	6.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.3	37.9	38.2	39.2	39.3	42.0	42.3	42.5	42.7	43.0
Average Experience	10.3	9.6	10.5	11.0	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,163	29,135	31,150	29,847	30,704	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.1%	5.3%	7.7%	10.0%	7.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	73.7%	71.8%	67.5%	67.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.5%	13.2%	10.3%	12.5%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	38.9%	42.1%	41.9%	40.2%	38.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	21	20	18	19	43.2%	45.7%	42.6%	37.5%	38.8%
Attrition	1	2	2	2	0					
Attrition Rate	6.3%	9.5%	10.0%	11.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	24	26	25	27	54.1%	52.2%	55.3%	52.1%	55.1%
Attrition	3	4	4	2	0					
Attrition Rate	15.0%	16.7%	15.4%	8.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	5	3	2.7%	2.2%	2.1%	10.4%	6.1%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	40.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	6	3	5.4%	4.3%	6.4%	12.5%	6.1%



## District Report for: TIPTON

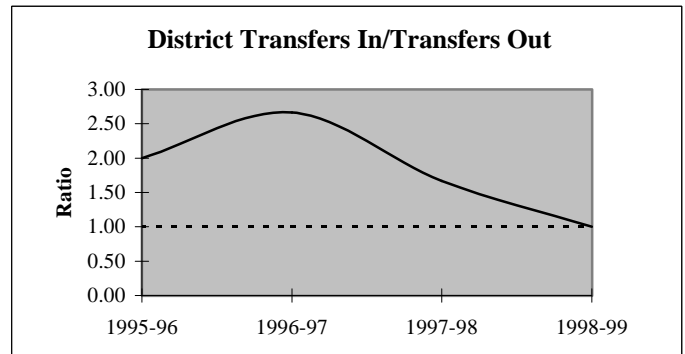
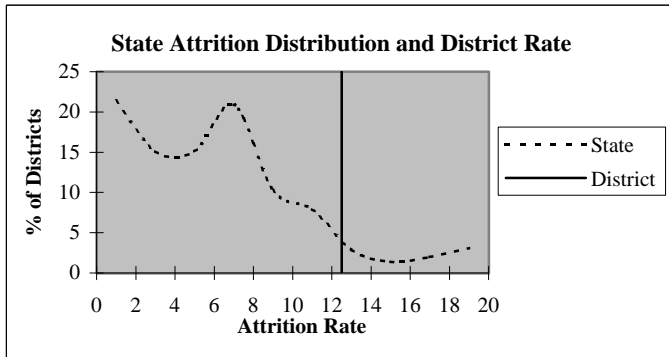
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	46	47	48	49	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	4	4	4	8.1%	8.7%	8.5%	8.3%	8.2%
Professional Staff	2	4	4	4	5	5.4%	8.7%	8.5%	8.3%	10.2%
<b>Total Teachers</b>	32	38	39	40	40	86.5%	82.6%	83.0%	83.3%	81.6%
Special Education	4	5	4	5	4	12.5%	13.2%	10.3%	12.5%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	13	13	17	15	46.9%	34.2%	33.3%	42.5%	37.5%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	20	22	18	21	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	4	3	6.3%	7.9%	7.7%	10.0%	7.5%
Art & Music	1	1	2	1	2	3.1%	2.6%	5.1%	2.5%	5.0%
Social Studies	1	4	4	2	4	3.1%	10.5%	10.3%	5.0%	10.0%
Foreign Language	1	0	1	1	1	3.1%	0.0%	2.6%	2.5%	2.5%
Math	2	3	3	2	2	6.3%	7.9%	7.7%	5.0%	5.0%
<b>Science</b>	2	2	2	2	1	6.3%	5.3%	5.1%	5.0%	2.5%
Biology	1	1	0	1	1	3.1%	2.6%	0.0%	2.5%	2.5%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	0	3.1%	2.6%	5.1%	2.5%	0.0%
Vocational Education	2	3	4	3	4	6.3%	7.9%	10.3%	7.5%	10.0%
Other	2	4	3	3	4	6.3%	10.5%	7.7%	7.5%	10.0%
<b>Total Enrollments</b>	396	428	413	408	414	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	18	26	14	15	17	4.5%	6.1%	3.4%	3.7%	4.1%
Grades 1-4	129	109	94	99	89	32.6%	25.5%	22.8%	24.3%	21.5%
Grades 5-6	62	71	75	63	59	15.7%	16.6%	18.2%	15.4%	14.3%
Grades 7-8	74	67	62	62	68	18.7%	15.7%	15.0%	15.2%	16.4%
Grades 9-12	113	155	168	169	181	28.5%	36.2%	40.7%	41.4%	43.7%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: TIPTON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	46	47	48	49	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	33	40	41	42	94.6%	71.7%	85.1%	85.4%	85.7%
<b>Newly Hired</b>	<b>2</b>	<b>13</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>5.4%</b>	<b>28.3%</b>	<b>14.9%</b>	<b>14.6%</b>	<b>14.3%</b>
Transfers In	2	8	5	2	4	100.0%	61.5%	71.4%	28.6%	57.1%
Reentrants	0	5	0	4	1	0.0%	38.5%	0.0%	57.1%	14.3%
First Time Educators	0	0	2	1	2	0.0%	0.0%	28.6%	14.3%	28.6%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>10.8%</b>	<b>13.0%</b>	<b>12.8%</b>	<b>12.5%</b>	<b>-</b>
Transfers Out	1	3	3	2	-	25.0%	50.0%	50.0%	33.3%	-
Leave Oklahoma Educ.	3	3	3	4	-	75.0%	50.0%	50.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	13.0%	12.8%	12.5%	-
Transfers In/Out	2.00	2.67	1.67	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	15	Cameron, Lawton	10
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>37</b>

## District Report for: TIPTON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	4	4	4	8.1%	8.7%	8.5%	8.3%	8.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	4	4	4	5	5.4%	8.7%	8.5%	8.3%	10.2%
White - Females	2	2	2	2	3	100.0%	50.0%	50.0%	50.0%	60.0%
White - Males	0	2	2	2	2	0.0%	50.0%	50.0%	50.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	32	38	39	40	40	86.5%	82.6%	83.0%	83.3%	81.6%
White - Females	23	26	25	24	25	71.9%	68.4%	64.1%	60.0%	62.5%
White - Males	8	10	11	12	12	25.0%	26.3%	28.2%	30.0%	30.0%
Black - Females	1	1	1	1	1	3.1%	2.6%	2.6%	2.5%	2.5%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	2.5%	2.5%
Other - Females	0	1	2	2	1	0.0%	2.6%	5.1%	5.0%	2.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	1	0.0%	0.0%	2.6%	0.0%	2.6%
25-29	5	7	6	6	3	16.7%	18.9%	15.4%	15.4%	7.7%
30-34	7	8	8	9	10	23.3%	21.6%	20.5%	23.1%	25.6%
35-39	7	7	8	7	6	23.3%	18.9%	20.5%	17.9%	15.4%
40-44	2	7	5	6	9	6.7%	18.9%	12.8%	15.4%	23.1%
45-49	5	2	5	4	4	16.7%	5.4%	12.8%	10.3%	10.3%
50-54	4	6	5	4	4	13.3%	16.2%	12.8%	10.3%	10.3%
55+	0	0	1	3	2	0.0%	0.0%	2.6%	7.7%	5.1%
<b>Average Age</b>	38.3	37.9	38.2	39.2	39.3					

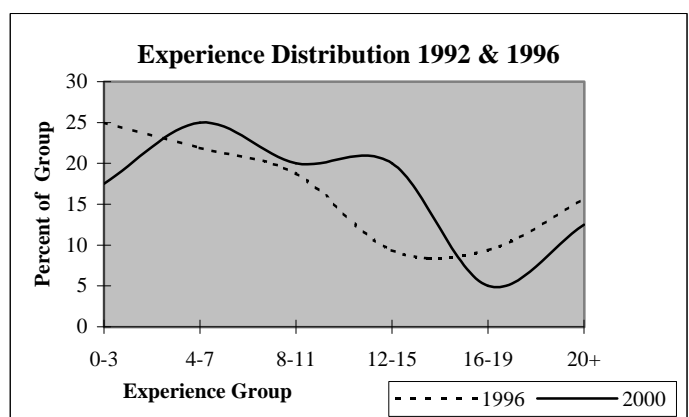
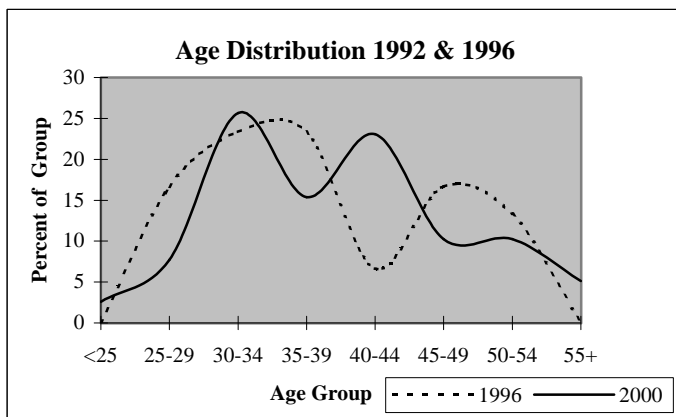
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	8	7	5	5	7	25.0%	18.4%	12.8%	12.5%	17.5%
4-7 Years	7	12	13	12	10	21.9%	31.6%	33.3%	30.0%	25.0%
8-11 Years	6	8	8	8	8	18.8%	21.1%	20.5%	20.0%	20.0%
12-15 Years	3	3	3	5	8	9.4%	7.9%	7.7%	12.5%	20.0%
16-19 Years	3	4	5	3	2	9.4%	10.5%	12.8%	7.5%	5.0%
20+ Years	5	4	5	7	5	15.6%	10.5%	12.8%	17.5%	12.5%
<b>Average Experience</b>	10.3	9.6	10.5	11.0	10.5					

## District Report for: TIPTON

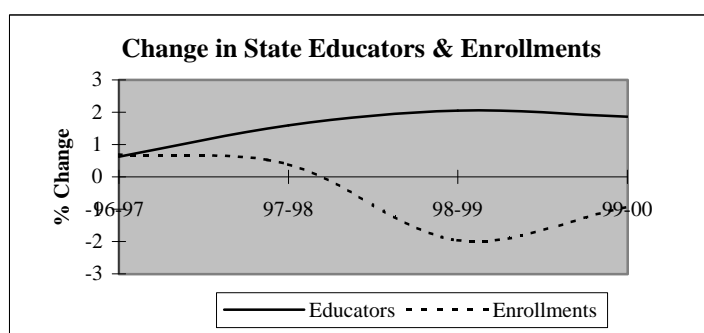
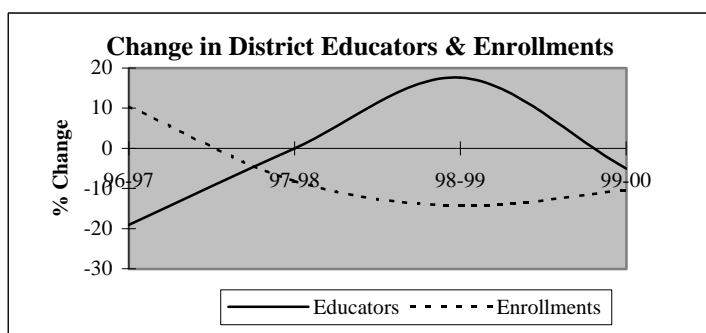
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	6	6	6	-	10.8%	13.0%	12.8%	12.5%	-
Attrition from Transfers	1	3	3	2	-	2.7%	6.5%	6.4%	4.2%	-
Attrition from Exits	3	3	3	4	-	8.1%	6.5%	6.4%	8.3%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>9.4%</b>	<b>10.5%</b>	<b>15.4%</b>	<b>12.5%</b>	<b>-</b>
Attrition from Transfers	0	2	3	2	-	0.0%	5.3%	7.7%	5.0%	-
Attrition from Exits	3	2	3	3	-	9.4%	5.3%	7.7%	7.5%	-
<b>District Retention</b>										
Educator Retention	33	40	41	42	-	89.2%	87.0%	87.2%	87.5%	-
Teacher Retention	29	34	33	35	-	90.6%	89.5%	84.6%	87.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	92.3%	7.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.9%	0.0%	90.9%	86.1%	5.6%	91.7%
4 Years of Experience	92.9%	7.1%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.2%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	100.0%	87.0%	91.5%	89.6%	91.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	2.1%	0.0%	2.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	10.9%	6.4%	10.4%	6.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DAVIDSON

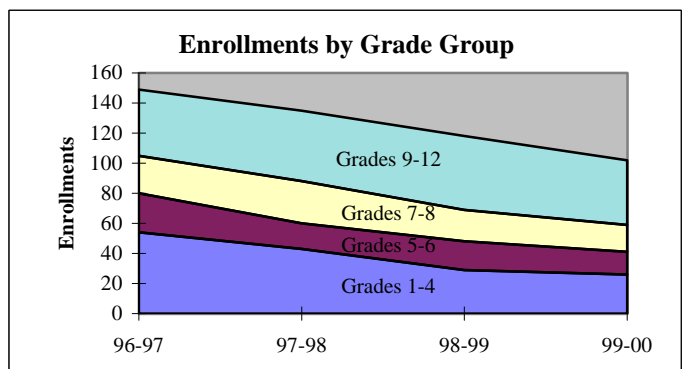
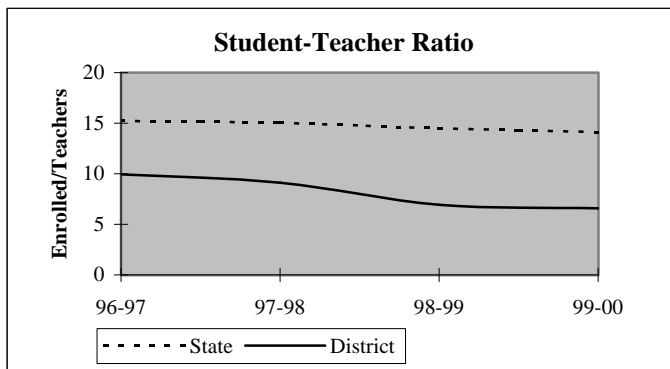


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.9	9.4	8.6	6.3	5.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	7.2	9.9	9.1	6.9	6.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-4	0	3	-1	-	-	-	-	-
% Change in Educators	-4.5%	-19.0%	0.0%	17.6%	-5.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-22	15	-13	-21	-13	-	-	-	-	-
% Change in Enrollments	-13.3%	10.4%	-8.2%	-14.4%	-10.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	23.8%	29.4%	5.9%	25.0%	15.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	5.9%	5.9%	10.0%	10.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	5.0%	5.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.4	44.9	43.1	40.3	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	10.5	13.3	13.6	11.5	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	26,218	26,688	30,297	26,112	27,674	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	85.0%	81.3%	81.3%	72.2%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	33.3%	39.6%	30.8%	33.6%	45.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	6	6	8	7	47.6%	35.3%	35.3%	40.0%	36.8%
Attrition	5	3	2	5	0					
Attrition Rate	50.0%	50.0%	33.3%	62.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	11	10	10	10	52.4%	64.7%	58.8%	50.0%	52.6%
Attrition	0	0	1	1	0					
Attrition Rate	0.0%	0.0%	10.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	2	2	0.0%	0.0%	5.9%	10.0%	10.5%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	0	1	3	2	2	0.0%	5.9%	17.6%	10.0%	10.5%

## District Report for: DAVIDSON

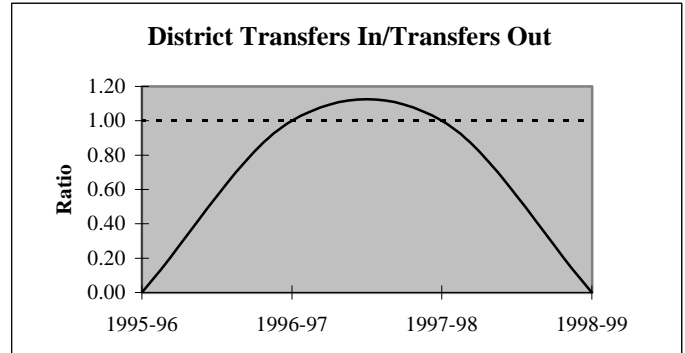
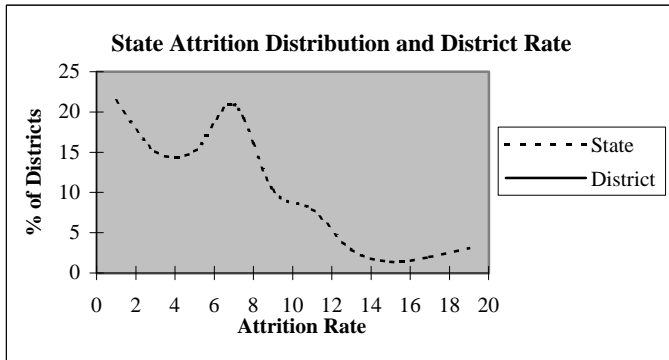
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	17	17	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	4.8%	5.9%	5.9%	10.0%	10.5%
Professional Staff	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Teachers</b>	20	16	16	18	17	95.2%	94.1%	94.1%	90.0%	89.5%
Special Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.9%
Elementary	12	9	9	7	7	60.0%	56.3%	56.3%	38.9%	41.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	7	7	10	8	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	1	1	2	1	10.0%	6.3%	6.3%	11.1%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.0%	6.3%	6.3%	5.6%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	0	0	0	1	5.0%	0.0%	0.0%	0.0%	5.9%
<b>Science</b>	1	1	1	1	1	5.0%	6.3%	6.3%	5.6%	5.9%
Biology	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	0	5.0%	6.3%	6.3%	5.6%	0.0%
Vocational Education	2	3	2	2	2	10.0%	18.8%	12.5%	11.1%	11.8%
Other	1	1	2	4	2	5.0%	6.3%	12.5%	22.2%	11.8%
<b>Total Enrollments</b>	144	159	146	125	112	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	10	11	7	10	8.3%	6.3%	7.5%	5.6%	8.9%
Grades 1-4	43	54	43	29	26	29.9%	34.0%	29.5%	23.2%	23.2%
Grades 5-6	24	26	17	19	15	16.7%	16.4%	11.6%	15.2%	13.4%
Grades 7-8	25	25	28	21	18	17.4%	15.7%	19.2%	16.8%	16.1%
Grades 9-12	40	44	47	49	43	27.8%	27.7%	32.2%	39.2%	38.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: DAVIDSON

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	17	17	20	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	20	16	14	14	14	95.2%	94.1%	82.4%	70.0%	73.7%
<b>Newly Hired</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>5</b>	<b>4.8%</b>	<b>5.9%</b>	<b>17.6%</b>	<b>30.0%</b>	<b>26.3%</b>
Transfers In	0	1	1	0	1	0.0%	100.0%	33.3%	0.0%	20.0%
Reentrants	1	0	0	4	1	100.0%	0.0%	0.0%	66.7%	20.0%
First Time Educators	0	0	2	2	3	0.0%	0.0%	66.7%	33.3%	60.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>23.8%</b>	<b>17.6%</b>	<b>17.6%</b>	<b>30.0%</b>	<b>-</b>
Transfers Out	2	1	1	2	-	40.0%	33.3%	33.3%	33.3%	-
Leave Oklahoma Educ.	3	2	2	4	-	60.0%	66.7%	66.7%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	23.8%	17.6%	17.6%	30.0%	-
Transfers In/Out	0.00	1.00	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	7
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>21</b>

## District Report for: DAVIDSON

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	4.8%	5.9%	5.9%	10.0%	10.5%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	20	16	16	18	17	95.2%	94.1%	94.1%	90.0%	89.5%
White - Females	17	13	13	13	12	85.0%	81.3%	81.3%	72.2%	70.6%
White - Males	3	3	3	5	5	15.0%	18.8%	18.8%	27.8%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	1	1	0	5.0%	0.0%	6.3%	5.6%	0.0%
25-29	1	1	2	4	1	5.0%	6.3%	12.5%	22.2%	6.7%
30-34	2	0	0	2	1	10.0%	0.0%	0.0%	11.1%	6.7%
35-39	6	5	3	1	2	30.0%	31.3%	18.8%	5.6%	13.3%
40-44	1	1	2	2	4	5.0%	6.3%	12.5%	11.1%	26.7%
45-49	6	3	4	4	3	30.0%	18.8%	25.0%	22.2%	20.0%
50-54	2	5	2	1	1	10.0%	31.3%	12.5%	5.6%	6.7%
55+	1	1	2	3	3	5.0%	6.3%	12.5%	16.7%	20.0%
<b>Average Age</b>	41.4	44.9	43.1	40.3	44.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	3	4	6	5	30.0%	18.8%	25.0%	33.3%	29.4%
4-7 Years	4	3	2	2	2	20.0%	18.8%	12.5%	11.1%	11.8%
8-11 Years	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	5.9%
12-15 Years	3	2	1	1	0	15.0%	12.5%	6.3%	5.6%	0.0%
16-19 Years	3	4	4	3	3	15.0%	25.0%	25.0%	16.7%	17.6%
20+ Years	4	4	5	5	6	20.0%	25.0%	31.3%	27.8%	35.3%
<b>Average Experience</b>	10.5	13.3	13.6	11.5	12.5					

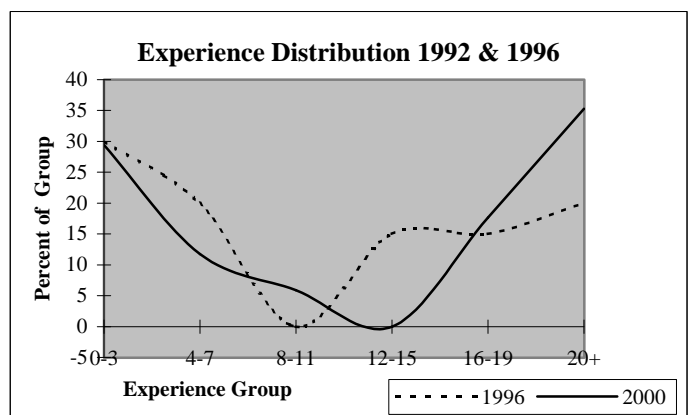
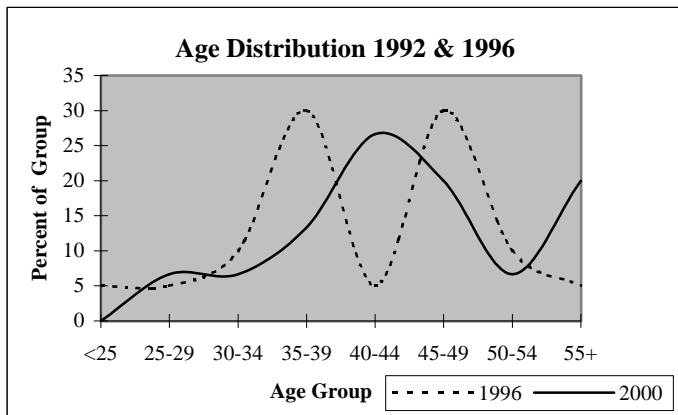


## District Report for: DAVIDSON

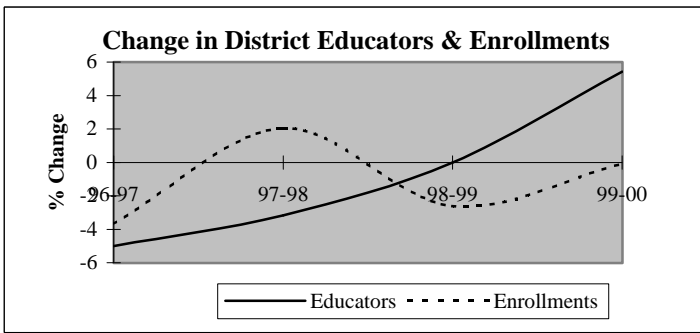
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	3	3	6	-	23.8%	17.6%	17.6%	30.0%	-
Attrition from Transfers	2	1	1	2	-	9.5%	5.9%	5.9%	10.0%	-
Attrition from Exits	3	2	2	4	-	14.3%	11.8%	11.8%	20.0%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>-</b>	<b>25.0%</b>	<b>18.8%</b>	<b>18.8%</b>	<b>33.3%</b>	<b>-</b>
Attrition from Transfers	2	1	1	2	-	10.0%	6.3%	6.3%	11.1%	-
Attrition from Exits	3	2	2	4	-	15.0%	12.5%	12.5%	22.2%	-
<b>District Retention</b>										
Educator Retention	16	14	14	14	-	76.2%	82.4%	82.4%	70.0%	-
Teacher Retention	15	13	13	12	-	75.0%	81.3%	81.3%	66.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	62.5%	12.5%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	44.4%	11.1%	55.6%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	16.7%	66.7%	85.2%	5.9%	91.1%
3 Years of Experience	25.0%	50.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	11.8%	5.9%	0.0%	5.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.2%	88.2%	82.4%	70.0%	73.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.8%	0.0%	11.8%	30.0%	21.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FREDERICK

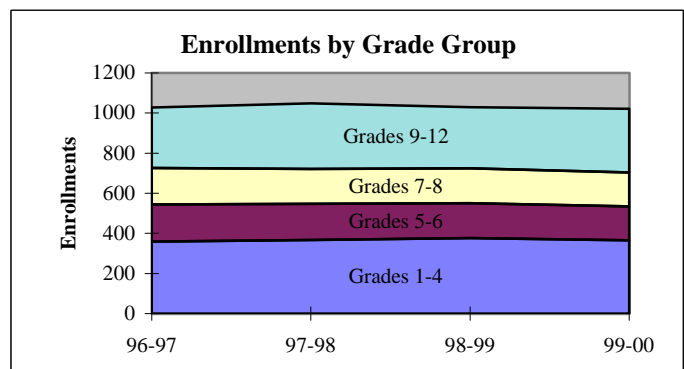
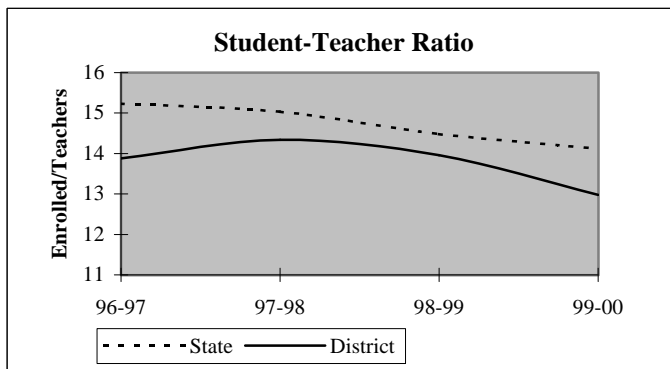


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.7	11.8	12.5	12.1	11.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.6	13.9	14.3	14.0	13.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	-5	-3	0	5	-	-	-	-	-
% Change in Educators	-1.0%	-5.0%	-3.2%	0.0%	5.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-14	-43	23	-30	-1	-	-	-	-	-
% Change in Enrollments	-1.2%	-3.7%	2.0%	-2.6%	-0.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.0%	5.3%	3.3%	5.4%	5.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.0%	6.3%	4.3%	5.4%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.0%	8.4%	8.7%	7.6%	5.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.0%	6.3%	8.7%	8.7%	6.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	1.1%	1.1%	1.1%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	41.7	42.9	43.2	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	13.4	13.9	13.7	13.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,831	27,776	29,317	29,390	29,668	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.0%	7.4%	10.0%	10.0%	7.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.1%	76.5%	77.5%	78.8%	77.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	8.6%	8.8%	8.8%	9.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	45.0%	45.3%	47.7%	46.9%	47.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	24	29	30	29	33	24.0%	30.5%	32.6%	31.5%	34.0%
Attrition	5	4	7	6	0					
Attrition Rate	20.8%	13.8%	23.3%	20.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	65	58	53	54	52	65.0%	61.1%	57.6%	58.7%	53.6%
Attrition	5	4	1	3	0					
Attrition Rate	7.7%	6.9%	1.9%	5.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	11	8	9	9	12	11.0%	8.4%	9.8%	9.8%	12.4%
Attrition Rate	54.5%	12.5%	22.2%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	14	10	11	12	16	14.0%	10.5%	12.0%	13.0%	16.5%

## District Report for: FREDERICK

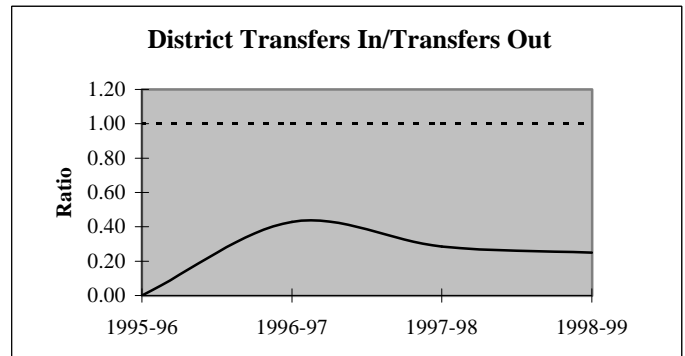
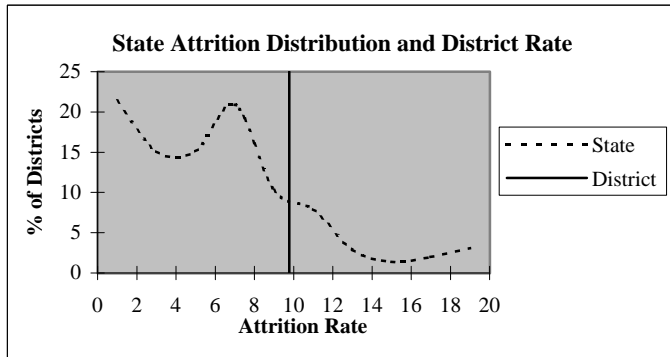
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	100	95	92	92	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	6	4	5	6	7.0%	6.3%	4.3%	5.4%	6.2%
Professional Staff	7	8	8	7	5	7.0%	8.4%	8.7%	7.6%	5.2%
<b>Total Teachers</b>	86	81	80	80	86	86.0%	85.3%	87.0%	87.0%	88.7%
Special Education	7	7	7	7	8	8.1%	8.6%	8.8%	8.8%	9.3%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	1.3%	1.2%
Elementary	38	36	36	37	39	44.2%	44.4%	45.0%	46.3%	45.3%
<b>Middle School</b>	19	16	16	16	18	22.1%	19.8%	20.0%	20.0%	20.9%
Language Arts	4	4	3	3	3	4.7%	4.9%	3.8%	3.8%	3.5%
Art & Music	3	3	3	3	3	3.5%	3.7%	3.8%	3.8%	3.5%
Social Studies	3	3	4	3	4	3.5%	3.7%	5.0%	3.8%	4.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	2	3	3.5%	3.7%	3.8%	2.5%	3.5%
Science	4	2	2	2	2	4.7%	2.5%	2.5%	2.5%	2.3%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	1	1	3	3	2.3%	1.2%	1.3%	3.8%	3.5%
<b>High School (9-12)</b>	22	22	21	19	20	733.3%	733.3%	700.0%	633.3%	666.7%
Language Arts	4	5	4	3	4	4.7%	6.2%	5.0%	3.8%	4.7%
Art & Music	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.2%
Social Studies	3	3	2	3	2	3.5%	3.7%	2.5%	3.8%	2.3%
Foreign Language	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.2%
Math	3	3	3	3	3	3.5%	3.7%	3.8%	3.8%	3.5%
<b>Science</b>	2	2	2	2	2	2.3%	2.5%	2.5%	2.5%	2.3%
Biology	2	2	1	2	1	2.3%	2.5%	1.3%	2.5%	1.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	1	0	1	0.0%	0.0%	1.3%	0.0%	1.2%
Vocational Education	4	4	4	4	3	4.7%	4.9%	5.0%	5.0%	3.5%
Other	4	3	4	2	4	4.7%	3.7%	5.0%	2.5%	4.7%
<b>Total Enrollments</b>	1,167	1,124	1,147	1,117	1,116	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	88	97	95	82	86	7.5%	8.6%	8.3%	7.3%	7.7%
Grades 1-4	381	359	367	377	365	32.6%	31.9%	32.0%	33.8%	32.7%
Grades 5-6	190	185	180	174	169	16.3%	16.5%	15.7%	15.6%	15.1%
Grades 7-8	218	182	175	173	170	18.7%	16.2%	15.3%	15.5%	15.2%
Grades 9-12	290	301	326	306	317	24.9%	26.8%	28.4%	27.4%	28.4%
Ungraded	0	0	4	5	9	0.0%	0.0%	0.3%	0.4%	0.8%



## District Report for: FREDERICK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	100	95	92	92	97	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	94	84	86	82	83	94.0%	88.4%	93.5%	89.1%	85.6%
<b>Newly Hired</b>	<b>6</b>	<b>11</b>	<b>6</b>	<b>10</b>	<b>14</b>	<b>6.0%</b>	<b>11.6%</b>	<b>6.5%</b>	<b>10.9%</b>	<b>14.4%</b>
Transfers In	0	3	2	2	7	0.0%	27.3%	33.3%	20.0%	50.0%
Reentrants	1	5	1	3	3	16.7%	45.5%	16.7%	30.0%	21.4%
First Time Educators	5	3	3	5	4	83.3%	27.3%	50.0%	50.0%	28.6%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>9</b>	<b>10</b>	<b>9</b>	<b>-</b>	<b>16.0%</b>	<b>9.5%</b>	<b>10.9%</b>	<b>9.8%</b>	<b>-</b>
Transfers Out	6	7	7	8	-	37.5%	77.8%	70.0%	88.9%	-
Leave Oklahoma Educ.	10	2	3	1	-	62.5%	22.2%	30.0%	11.1%	-

Dynamics Rates	District Rates				
District Attrition	16.0%	9.5%	10.9%	9.8%	-
Transfers In/Out	0.00	0.43	0.29	0.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	5	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	1
UCO, Edmond	4	OBU, Shawnee	-
ECU, Ada	5	OCU, Oklahoma City	1
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	2	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	32	Cameron, Lawton	29
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	5
		<b>Total</b>	<b>100</b>

## District Report for: FREDERICK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	6	4	5	6	7.0%	6.3%	4.3%	5.4%	6.2%
White - Females	1	1	1	1	2	14.3%	16.7%	25.0%	20.0%	33.3%
White - Males	6	5	3	4	4	85.7%	83.3%	75.0%	80.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	8	8	7	5	7.0%	8.4%	8.7%	7.6%	5.2%
White - Females	7	6	5	5	4	100.0%	75.0%	62.5%	71.4%	80.0%
White - Males	0	2	3	2	1	0.0%	25.0%	37.5%	28.6%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	86	81	80	80	86	86.0%	85.3%	87.0%	87.0%	88.7%
White - Females	57	57	56	57	62	66.3%	70.4%	70.0%	71.3%	72.1%
White - Males	23	18	16	15	18	26.7%	22.2%	20.0%	18.8%	20.9%
Black - Females	4	4	5	5	4	4.7%	4.9%	6.3%	6.3%	4.7%
Black - Males	1	1	2	2	1	1.2%	1.2%	2.5%	2.5%	1.2%
Other - Females	1	1	1	1	1	1.2%	1.2%	1.3%	1.3%	1.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	4	3	0	1	0	4.7%	3.7%	0.0%	1.3%	0.0%
25-29	10	12	11	9	10	11.6%	14.8%	13.9%	11.7%	12.2%
30-34	8	9	12	13	13	9.3%	11.1%	15.2%	16.9%	15.9%
35-39	9	6	5	6	10	10.5%	7.4%	6.3%	7.8%	12.2%
40-44	13	13	10	7	3	15.1%	16.0%	12.7%	9.1%	3.7%
45-49	18	19	18	17	16	20.9%	23.5%	22.8%	22.1%	19.5%
50-54	15	12	12	13	16	17.4%	14.8%	15.2%	16.9%	19.5%
55+	9	7	11	11	14	10.5%	8.6%	13.9%	14.3%	17.1%
<b>Average Age</b>	42.2	41.7	42.9	43.2	43.6					

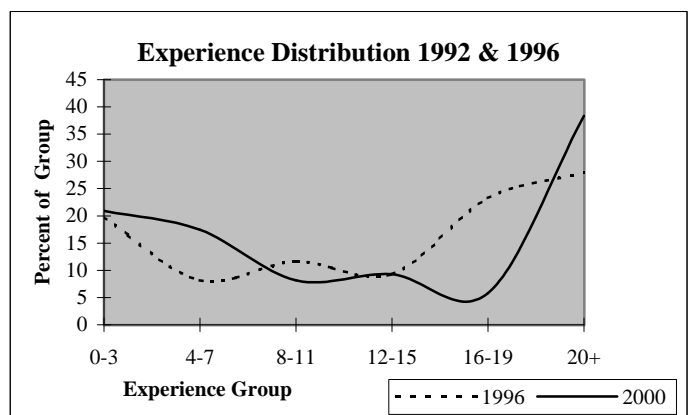
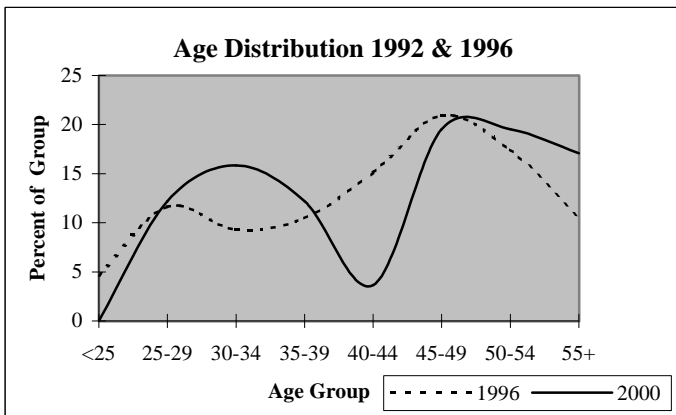
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	17	18	14	13	18	19.8%	22.2%	17.5%	16.3%	20.9%
4-7 Years	7	11	16	16	15	8.1%	13.6%	20.0%	20.0%	17.4%
8-11 Years	10	6	3	5	7	11.6%	7.4%	3.8%	6.3%	8.1%
12-15 Years	8	7	9	10	8	9.3%	8.6%	11.3%	12.5%	9.3%
16-19 Years	20	15	10	5	5	23.3%	18.5%	12.5%	6.3%	5.8%
20+ Years	24	24	28	31	33	27.9%	29.6%	35.0%	38.8%	38.4%
<b>Average Experience</b>	14.0	13.4	13.9	13.7	13.5					

## District Report for: FREDERICK

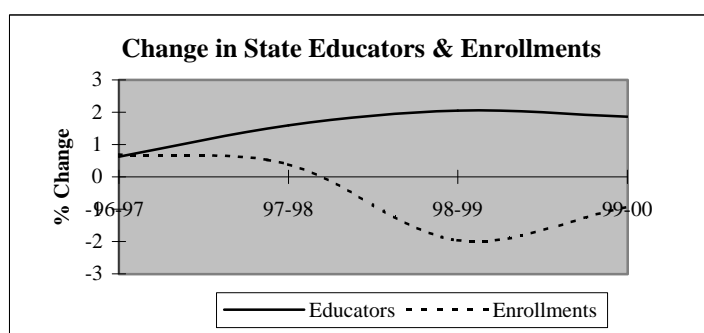
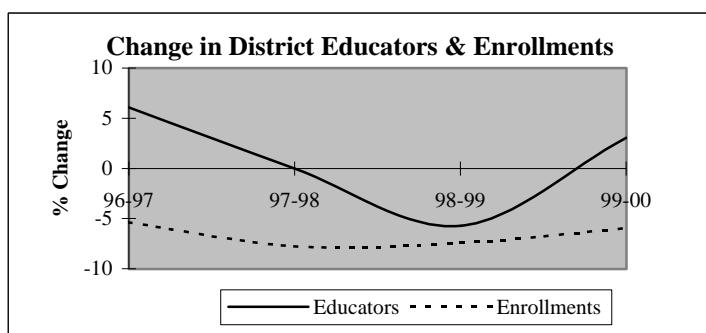
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	9	10	9	-	16.0%	9.5%	10.9%	9.8%	-
Attrition from Transfers	6	7	7	8	-	6.0%	7.4%	7.6%	8.7%	-
Attrition from Exits	10	2	3	1	-	10.0%	2.1%	3.3%	1.1%	-
<b>Teacher Attrition</b>	14	6	10	8	-	16.3%	7.4%	12.5%	10.0%	-
Attrition from Transfers	5	6	7	7	-	5.8%	7.4%	8.8%	8.8%	-
Attrition from Exits	9	0	3	1	-	10.5%	0.0%	3.8%	1.3%	-
<b>District Retention</b>										
Educator Retention	84	86	82	83	-	84.0%	90.5%	89.1%	90.2%	-
Teacher Retention	72	75	70	72	-	83.7%	92.6%	87.5%	90.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.0%	16.0%	92.0%	78.2%	9.6%	87.8%
1 Year of Experience	82.4%	17.6%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	72.2%	16.7%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	89.5%	5.3%	94.7%	87.9%	4.7%	92.6%
5 Years of Experience	94.4%	5.6%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.1%	2.2%	3.3%	2.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.0%	89.5%	93.5%	88.0%	90.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.0%	8.4%	4.3%	8.7%	7.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GRANDFIELD

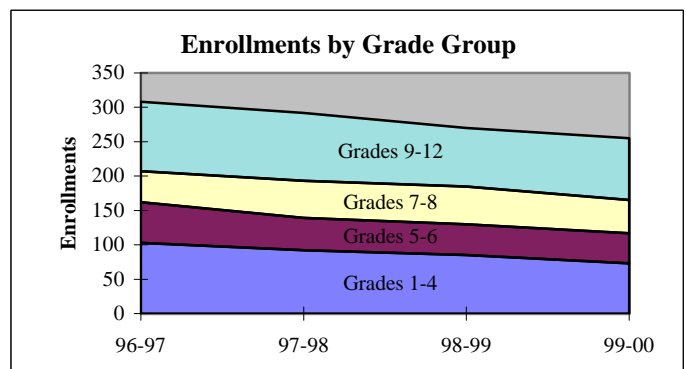
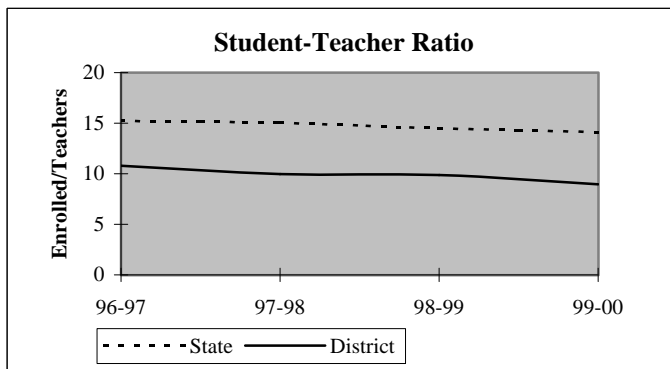


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.7	9.6	8.8	8.7	7.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.2	10.8	10.0	9.9	9.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	0	-2	1	-	-	-	-	-
% Change in Educators	0.0%	6.1%	0.0%	-5.7%	3.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	36	-19	-26	-23	-17	-	-	-	-	-
% Change in Enrollments	11.3%	-5.4%	-7.8%	-7.4%	-5.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.1%	11.4%	11.4%	6.1%	8.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	9.1%	8.6%	8.6%	9.1%	8.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.0%	2.9%	2.9%	3.0%	2.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	2.9%	3.0%	2.9%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.2	43.3	43.3	44.4	47.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.8	12.3	12.4	13.0	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	29,179	27,375	29,542	30,748	30,261	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.0%	64.5%	61.3%	65.5%	70.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.3%	9.7%	9.7%	10.3%	10.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	46.3%	45.4%	47.9%	53.8%	56.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	8	8	6	30.3%	25.7%	22.9%	24.2%	17.6%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	11.1%	12.5%	25.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	21	24	25	23	25	63.6%	68.6%	71.4%	69.7%	73.5%
Attrition	1	2	3	0	0					
Attrition Rate	4.8%	8.3%	12.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	2	3	6.1%	5.7%	5.7%	6.1%	8.8%
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	2	2	3	6.1%	5.7%	5.7%	6.1%	8.8%

## District Report for: GRANDFIELD

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	33	35	35	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	9.1%	8.6%	8.6%	9.1%	8.8%
Professional Staff	1	1	1	1	1	3.0%	2.9%	2.9%	3.0%	2.9%
<b>Total Teachers</b>	29	31	31	29	30	87.9%	88.6%	88.6%	87.9%	88.2%
Special Education	3	3	3	3	3	10.3%	9.7%	9.7%	10.3%	10.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	15	15	15	15	16	51.7%	48.4%	48.4%	51.7%	53.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	11	13	13	11	11	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	2	3.4%	3.2%	3.2%	3.4%	6.7%
Art & Music	1	1	1	1	1	3.4%	3.2%	3.2%	3.4%	3.3%
Social Studies	2	2	2	2	1	6.9%	6.5%	6.5%	6.9%	3.3%
Foreign Language	1	1	1	1	0	3.4%	3.2%	3.2%	3.4%	0.0%
Math	1	1	1	1	1	3.4%	3.2%	3.2%	3.4%	3.3%
<b>Science</b>	1	2	2	1	2	3.4%	6.5%	6.5%	3.4%	6.7%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	3.4%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	0	2	3.4%	6.5%	6.5%	0.0%	6.7%
Vocational Education	4	5	4	4	3	13.8%	16.1%	12.9%	13.8%	10.0%
Other	0	0	1	0	1	0.0%	0.0%	3.2%	0.0%	3.3%
<b>Total Enrollments</b>	354	335	309	286	269	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	22	27	17	16	14	6.2%	8.1%	5.5%	5.6%	5.2%
Grades 1-4	118	103	92	85	73	33.3%	30.7%	29.8%	29.7%	27.1%
Grades 5-6	55	59	47	45	44	15.5%	17.6%	15.2%	15.7%	16.4%
Grades 7-8	55	45	54	55	48	15.5%	13.4%	17.5%	19.2%	17.8%
Grades 9-12	104	101	99	85	90	29.4%	30.1%	32.0%	29.7%	33.5%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

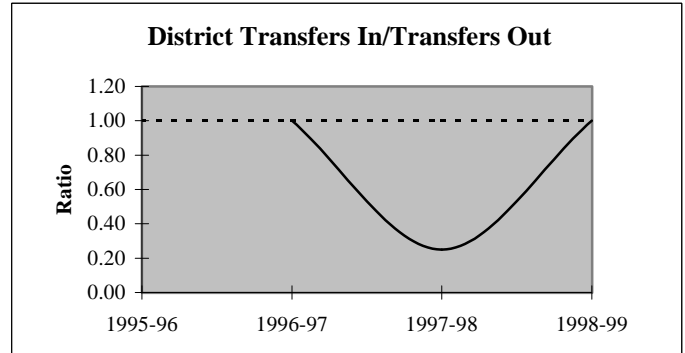
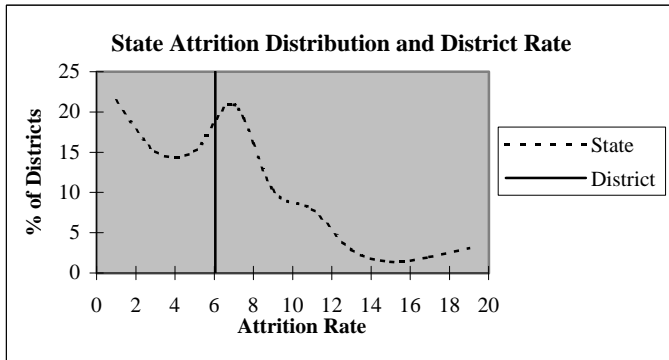




## District Report for: GRANDFIELD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	33	35	35	33	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	33	32	32	31	31	100.0%	91.4%	91.4%	93.9%	91.2%
<b>Newly Hired</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>0.0%</b>	<b>8.6%</b>	<b>8.6%</b>	<b>6.1%</b>	<b>8.8%</b>
Transfers In	0	1	1	1	1	0.0%	33.3%	33.3%	50.0%	33.3%
Reentrants	0	1	1	0	1	0.0%	33.3%	33.3%	0.0%	33.3%
First Time Educators	0	1	1	1	1	0.0%	33.3%	33.3%	50.0%	33.3%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>3.0%</b>	<b>8.6%</b>	<b>11.4%</b>	<b>6.1%</b>	<b>-</b>
Transfers Out	0	1	4	1	-	0.0%	33.3%	100.0%	50.0%	-
Leave Oklahoma Educ.	1	2	0	1	-	100.0%	66.7%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	3.0%	8.6%	11.4%	6.1%	-
Transfers In/Out	nc	1.00	0.25	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	8	Cameron, Lawton	10
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>33</b>

## District Report for: GRANDFIELD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	9.1%	8.6%	8.6%	9.1%	8.8%
White - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
White - Males	3	3	2	2	2	100.0%	100.0%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.0%	2.9%	2.9%	3.0%	2.9%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	29	31	31	29	30	87.9%	88.6%	88.6%	87.9%	88.2%
White - Females	20	20	19	19	21	69.0%	64.5%	61.3%	65.5%	70.0%
White - Males	9	11	12	10	9	31.0%	35.5%	38.7%	34.5%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	2	0	0	0.0%	3.3%	6.7%	0.0%	0.0%
25-29	3	3	3	3	2	10.7%	10.0%	10.0%	10.7%	7.1%
30-34	2	1	1	3	2	7.1%	3.3%	3.3%	10.7%	7.1%
35-39	4	4	2	2	1	14.3%	13.3%	6.7%	7.1%	3.6%
40-44	4	5	6	4	5	14.3%	16.7%	20.0%	14.3%	17.9%
45-49	10	10	9	7	5	35.7%	33.3%	30.0%	25.0%	17.9%
50-54	4	4	3	5	7	14.3%	13.3%	10.0%	17.9%	25.0%
55+	1	2	4	4	6	3.6%	6.7%	13.3%	14.3%	21.4%
<b>Average Age</b>	43.2	43.3	43.3	44.4	47.7					

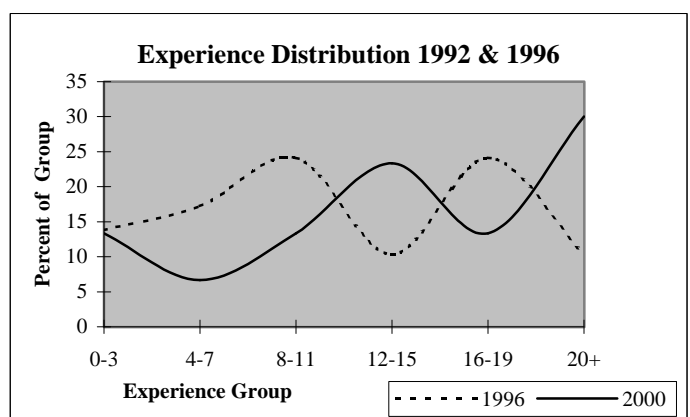
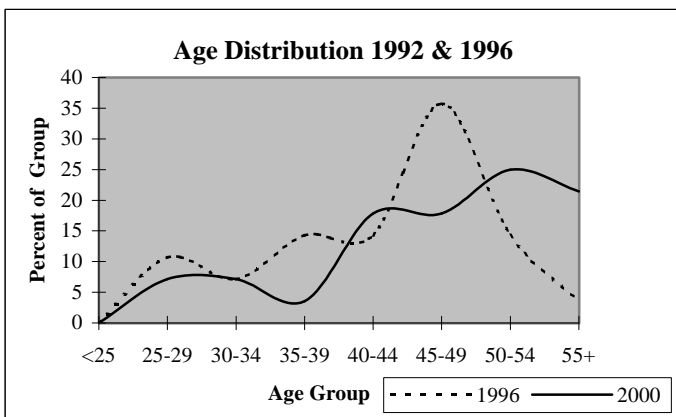
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	4	4	4	13.8%	12.9%	12.9%	13.8%	13.3%
4-7 Years	5	4	4	4	2	17.2%	12.9%	12.9%	13.8%	6.7%
8-11 Years	7	7	8	6	4	24.1%	22.6%	25.8%	20.7%	13.3%
12-15 Years	3	5	5	4	7	10.3%	16.1%	16.1%	13.8%	23.3%
16-19 Years	7	7	4	5	4	24.1%	22.6%	12.9%	17.2%	13.3%
20+ Years	3	4	6	6	9	10.3%	12.9%	19.4%	20.7%	30.0%
<b>Average Experience</b>	11.8	12.3	12.4	13.0	14.5					

## District Report for: GRANDFIELD

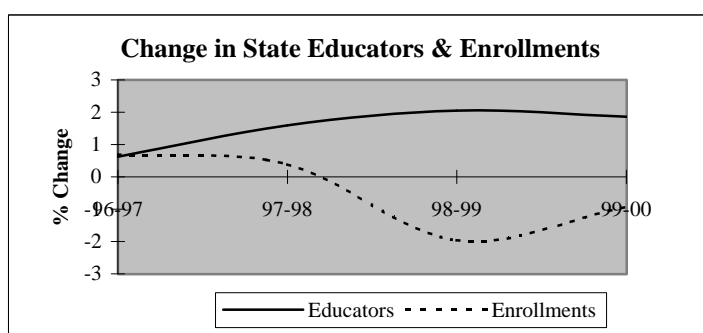
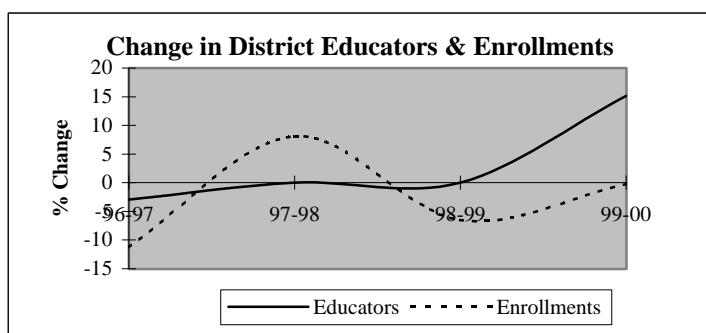
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	3	4	2	-	3.0%	8.6%	11.4%	6.1%	-
Attrition from Transfers	0	1	4	1	-	0.0%	2.9%	11.4%	3.0%	-
Attrition from Exits	1	2	0	1	-	3.0%	5.7%	0.0%	3.0%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>6.5%</b>	<b>9.7%</b>	<b>6.9%</b>	<b>-</b>
Attrition from Transfers	0	0	3	1	-	0.0%	0.0%	9.7%	3.4%	-
Attrition from Exits	0	2	0	1	-	0.0%	6.5%	0.0%	3.4%	-
<b>District Retention</b>										
Educator Retention	32	32	31	31	-	97.0%	91.4%	88.6%	93.9%	-
Teacher Retention	29	29	28	27	-	100.0%	93.5%	90.3%	93.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	80.0%	20.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	20.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.0%	2.9%	0.0%	3.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.0%	91.4%	94.3%	93.9%	94.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	5.7%	5.7%	3.0%	5.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: KEYSTONE

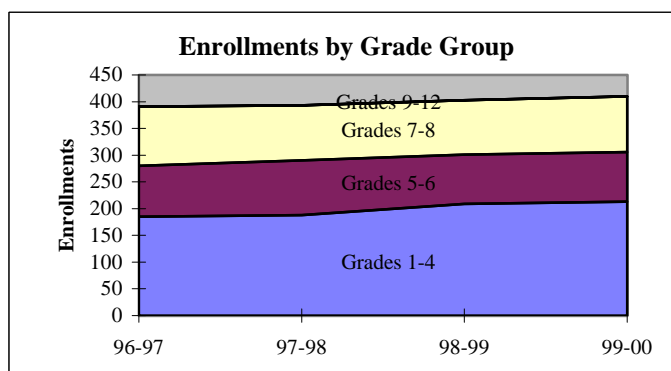
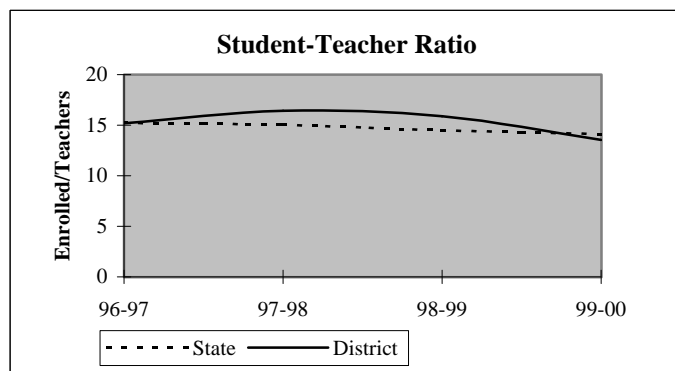


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.1	13.8	14.9	14.0	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.6	15.2	16.4	15.9	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	0	0	5	-	-	-	-	-
% Change in Educators	0.0%	-2.9%	0.0%	0.0%	15.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	82	-58	37	-32	-1	-	-	-	-	-
% Change in Enrollments	19.0%	-11.3%	8.1%	-6.5%	-0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.8%	6.1%	6.1%	0.0%	10.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.9%	9.1%	9.1%	9.1%	7.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	3.0%	2.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.9%	6.1%	6.1%	6.1%	5.3%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	33.3%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	3.0%	3.0%	3.0%	2.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.5	39.4	40.4	40.0	38.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.2	11.3	10.6	10.5	9.3	12.1	12.3	12.3	12.2	12.2
Average Salary	28,470	28,535	27,618	28,771	27,119	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.1%	3.3%	3.3%	3.4%	2.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	87.9%	90.0%	90.0%	93.1%	88.2%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.1%	10.0%	10.0%	10.3%	11.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.9%	13.2%	16.8%	16.3%	17.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	13	11	12	14	17	38.2%	33.3%	36.4%	42.4%	44.7%
Attrition	3	3	1	2	0					
Attrition Rate	23.1%	27.3%	8.3%	14.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	21	21	19	21	55.9%	63.6%	63.6%	57.6%	55.3%
Attrition	1	1	2	2	0					
Attrition Rate	5.3%	4.8%	9.5%	10.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	0	0	0	5.9%	3.0%	0.0%	0.0%	0.0%
Attrition	1	1	0	0	0					
Attrition Rate	50.0%	100.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	1	1	0	5.9%	6.1%	3.0%	3.0%	0.0%

## District Report for: KEYSTONE

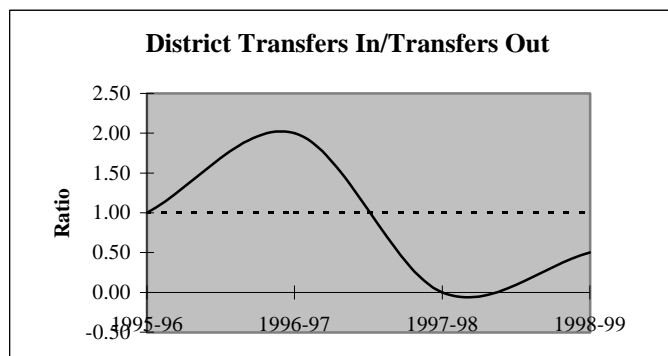
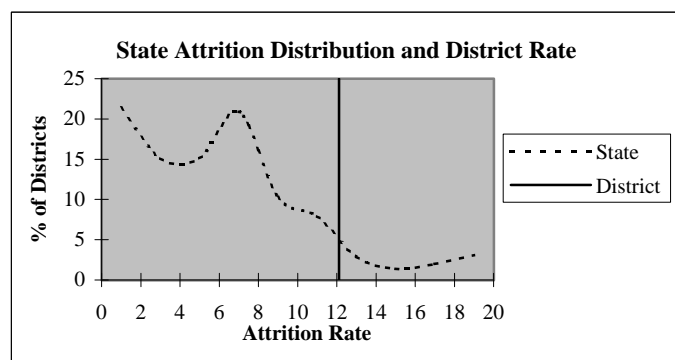
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	34	33	33	33	38	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	3	3	3	3	2.9%	9.1%	9.1%	9.1%	7.9%
Professional Staff	0	0	0	1	1	0.0%	0.0%	0.0%	3.0%	2.6%
<b>Total Teachers</b>	33	30	30	29	34	97.1%	90.9%	90.9%	87.9%	89.5%
Special Education	3	3	3	3	4	9.1%	10.0%	10.0%	10.3%	11.8%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	2.9%
Elementary	30	27	27	25	29	90.9%	90.0%	90.0%	86.2%	85.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	514	456	493	461	460	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	83	55	75	41	45	16.1%	12.1%	15.2%	8.9%	9.8%
Grades 1-4	201	185	188	209	213	39.1%	40.6%	38.1%	45.3%	46.3%
Grades 5-6	107	95	102	92	93	20.8%	20.8%	20.7%	20.0%	20.2%
Grades 7-8	109	111	103	102	104	21.2%	24.3%	20.9%	22.1%	22.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	14	10	25	17	5	2.7%	2.2%	5.1%	3.7%	1.1%



## District Report for: KEYSTONE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	34	33	33	33	38	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	30	29	28	30	29	88.2%	87.9%	84.8%	90.9%	76.3%
<b>Newly Hired</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>9</b>	<b>11.8%</b>	<b>12.1%</b>	<b>15.2%</b>	<b>9.1%</b>	<b>23.7%</b>
Transfers In	1	2	0	1	3	25.0%	50.0%	0.0%	33.3%	33.3%
Reentrants	0	0	2	1	1	0.0%	0.0%	40.0%	33.3%	11.1%
First Time Educators	3	2	3	1	5	75.0%	50.0%	60.0%	33.3%	55.6%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>14.7%</b>	<b>15.2%</b>	<b>9.1%</b>	<b>12.1%</b>	<b>-</b>
Transfers Out	1	1	1	2	-	20.0%	20.0%	33.3%	50.0%	-
Leave Oklahoma Educ.	4	4	2	2	-	80.0%	80.0%	66.7%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	14.7%	15.2%	9.1%	12.1%	-
Transfers In/Out	1.00	2.00	0.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	9	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	10	University of Tulsa, Tulsa	4
SEOSU, Durant	2	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>34</b>

## District Report for: KEYSTONE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	3	3	3	3	2.9%	9.1%	9.1%	9.1%	7.9%
White - Females	1	1	1	1	1	100.0%	33.3%	33.3%	33.3%	33.3%
White - Males	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	33.3%	33.3%	33.3%	33.3%
<b>Professional Staff</b>	0	0	0	1	1	0.0%	0.0%	0.0%	3.0%	2.6%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	30	30	29	34	97.1%	90.9%	90.9%	87.9%	89.5%
White - Females	28	26	26	26	29	84.8%	86.7%	86.7%	89.7%	85.3%
White - Males	3	3	3	2	4	9.1%	10.0%	10.0%	6.9%	11.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	3.0%	3.3%	3.3%	3.4%	2.9%
Other - Males	1	0	0	0	0	3.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	0	0	0	2	6.1%	0.0%	0.0%	0.0%	6.7%
25-29	6	7	5	3	4	18.2%	24.1%	17.9%	11.1%	13.3%
30-34	4	3	3	6	8	12.1%	10.3%	10.7%	22.2%	26.7%
35-39	5	5	5	3	2	15.2%	17.2%	17.9%	11.1%	6.7%
40-44	4	3	4	6	4	12.1%	10.3%	14.3%	22.2%	13.3%
45-49	5	5	5	5	6	15.2%	17.2%	17.9%	18.5%	20.0%
50-54	4	4	6	4	3	12.1%	13.8%	21.4%	14.8%	10.0%
55+	3	2	0	0	1	9.1%	6.9%	0.0%	0.0%	3.3%
<b>Average Age</b>	39.5	39.4	40.4	40.0	38.8					

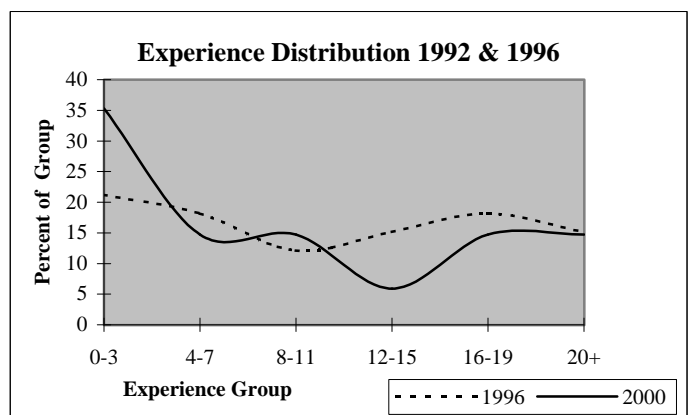
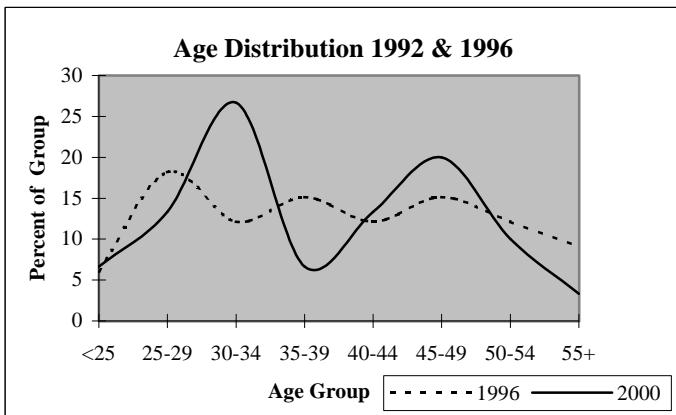
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	8	10	8	12	21.2%	26.7%	33.3%	27.6%	35.3%
4-7 Years	6	3	2	5	5	18.2%	10.0%	6.7%	17.2%	14.7%
8-11 Years	4	5	4	3	5	12.1%	16.7%	13.3%	10.3%	14.7%
12-15 Years	5	4	5	3	2	15.2%	13.3%	16.7%	10.3%	5.9%
16-19 Years	6	3	3	5	5	18.2%	10.0%	10.0%	17.2%	14.7%
20+ Years	5	7	6	5	5	15.2%	23.3%	20.0%	17.2%	14.7%
<b>Average Experience</b>	11.2	11.3	10.6	10.5	9.3					

## District Report for: KEYSTONE

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	5	3	4	-	14.7%	15.2%	9.1%	12.1%	-
Attrition from Transfers	1	1	1	2	-	2.9%	3.0%	3.0%	6.1%	-
Attrition from Exits	4	4	2	2	-	11.8%	12.1%	6.1%	6.1%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>15.2%</b>	<b>16.7%</b>	<b>10.0%</b>	<b>13.8%</b>	<b>-</b>
Attrition from Transfers	1	1	1	2	-	3.0%	3.3%	3.3%	6.9%	-
Attrition from Exits	4	4	2	2	-	12.1%	13.3%	6.7%	6.9%	-
<b>District Retention</b>										
Educator Retention	29	28	30	29	-	85.3%	84.8%	90.9%	87.9%	-
Teacher Retention	28	25	27	25	-	84.8%	83.3%	90.0%	86.2%	-

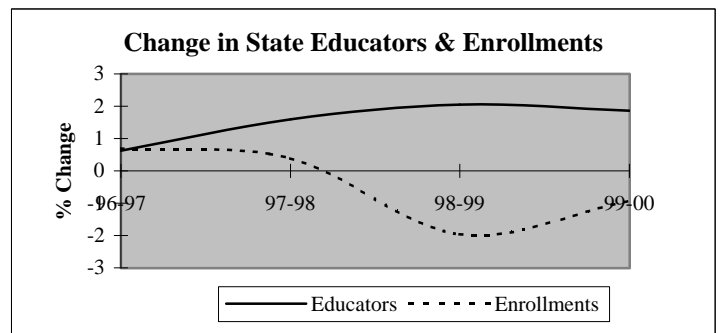
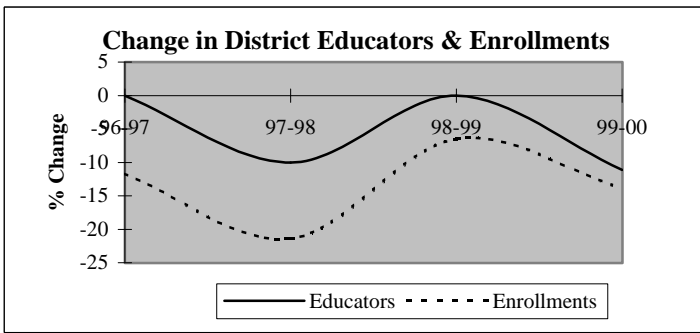
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	10.0%	80.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	14.3%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	85.7%	0.0%	85.7%	86.1%	5.6%	91.7%
4 Years of Experience	80.0%	0.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	25.0%	25.0%	50.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.0%	3.0%	6.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.2%	90.9%	81.8%	87.9%	78.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	5.3%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.8%	6.1%	15.2%	6.1%	15.8%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: LEONARD

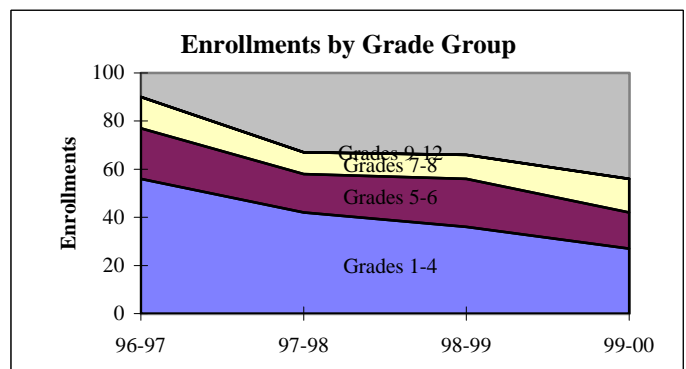
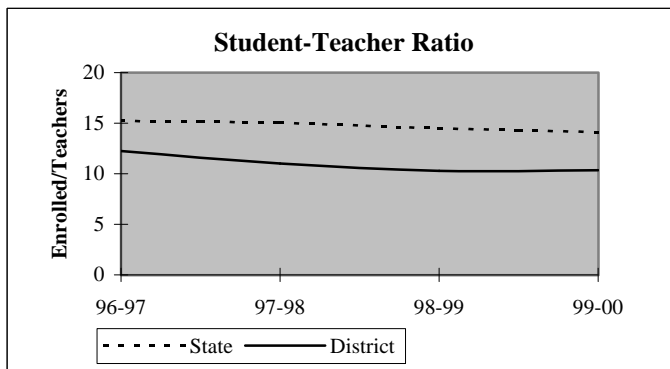


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.1	9.8	8.6	8.0	7.8	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	13.9	12.3	11.0	10.3	10.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	-1	0	-1	-	-	-	-	-
% Change in Educators	-9.1%	0.0%	-10.0%	0.0%	-11.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-6	-13	-21	-5	-10	-	-	-	-	-
% Change in Enrollments	-5.1%	-11.7%	-21.4%	-6.5%	-13.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	12.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	10.0%	11.1%	11.1%	12.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	10.0%	11.1%	11.1%	12.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	49.1	50.1	50.4	51.4	51.0	42.0	42.3	42.5	42.7	43.0
Average Experience	14.0	15.0	15.4	16.4	19.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,906	30,571	31,726	32,841	29,819	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	4.5%	8.2%	11.7%	5.6%	7.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	2	2	1	0	1	20.0%	20.0%	11.1%	0.0%	12.5%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	6	6	5	6	4	60.0%	60.0%	55.6%	66.7%	50.0%
Attrition	0	1	0	2	0					
Attrition Rate	0.0%	16.7%	0.0%	33.3%	0.0%					
At Retirement Age	2	2	3	3	3	20.0%	20.0%	33.3%	33.3%	37.5%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
At Retirement in 5 yrs.	2	3	3	3	3	20.0%	30.0%	33.3%	33.3%	37.5%

## District Report for: LEONARD

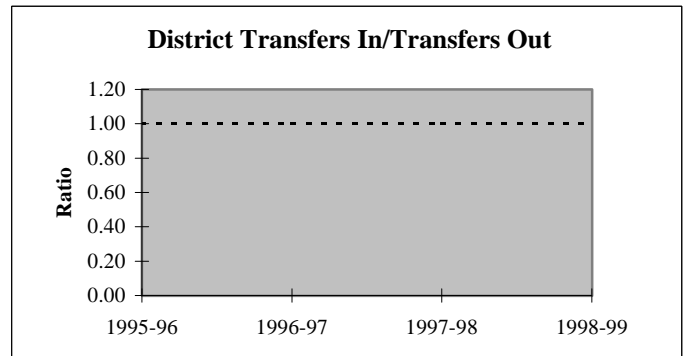
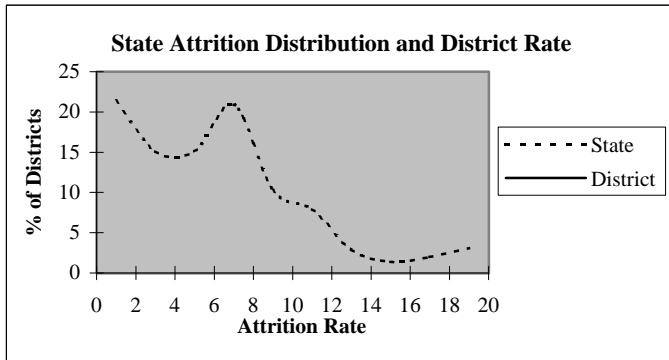
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	10	10	9	9	8	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	12.5%
Professional Staff	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	12.5%
<b>Total Teachers</b>	8	8	7	7	6	80.0%	80.0%	77.8%	77.8%	75.0%
Special Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	8	8	7	7	6	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Science</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Enrollments</b>	111	98	77	72	62	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	8	10	6	6	9.9%	8.2%	13.0%	8.3%	9.7%
Grades 1-4	60	56	42	36	27	54.1%	57.1%	54.5%	50.0%	43.5%
Grades 5-6	24	21	16	20	15	21.6%	21.4%	20.8%	27.8%	24.2%
Grades 7-8	16	13	9	10	14	14.4%	13.3%	11.7%	13.9%	22.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: LEONARD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	10	10	9	9	8	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	10	10	9	9	6	100.0%	100.0%	100.0%	100.0%	75.0%
<b>Newly Hired</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>
Transfers In	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Reentrants	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
First Time Educators	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>-</b>	<b>0.0%</b>	<b>10.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>-</b>
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	0	3	-	0.0%	100.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	10.0%	0.0%	33.3%	-
Transfers In/Out	nc	nc	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	4	University of Tulsa, Tulsa	3
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	10

## District Report for: LEONARD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	12.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	12.5%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	8	8	7	7	6	80.0%	80.0%	77.8%	77.8%	75.0%
White - Females	8	8	7	7	5	100.0%	100.0%	100.0%	100.0%	83.3%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
35-39	1	0	0	0	0	12.5%	0.0%	0.0%	0.0%	0.0%
40-44	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	16.7%
45-49	2	2	2	2	2	25.0%	25.0%	28.6%	28.6%	33.3%
50-54	3	2	2	1	1	37.5%	25.0%	28.6%	14.3%	16.7%
55+	1	3	2	3	2	12.5%	37.5%	28.6%	42.9%	33.3%
<b>Average Age</b>	49.1	50.1	50.4	51.4	51.0					

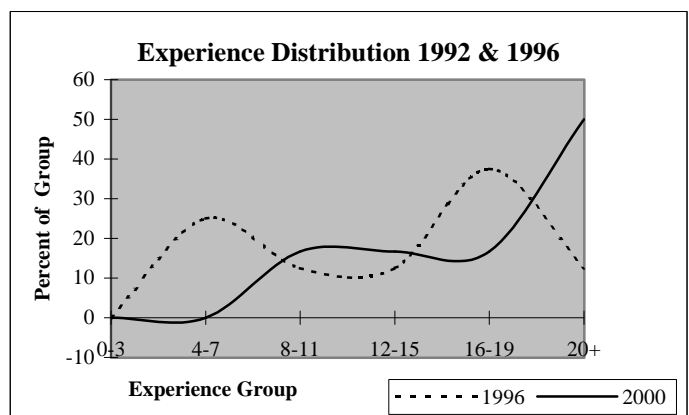
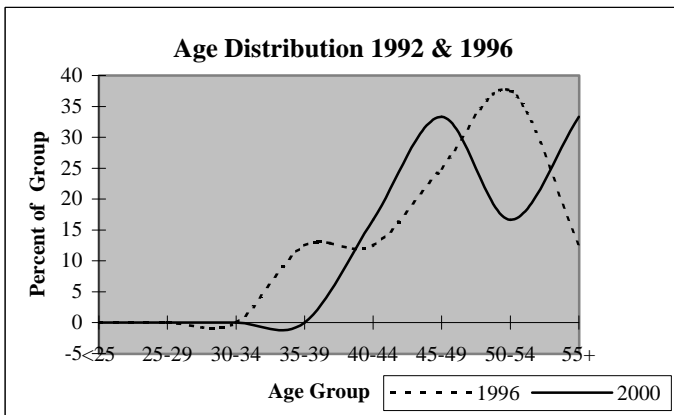
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
4-7 Years	2	2	1	0	0	25.0%	25.0%	14.3%	0.0%	0.0%
8-11 Years	1	1	1	2	1	12.5%	12.5%	14.3%	28.6%	16.7%
12-15 Years	1	1	2	1	1	12.5%	12.5%	28.6%	14.3%	16.7%
16-19 Years	3	1	0	1	1	37.5%	12.5%	0.0%	14.3%	16.7%
20+ Years	1	3	3	3	3	12.5%	37.5%	42.9%	42.9%	50.0%
<b>Average Experience</b>	14.0	15.0	15.4	16.4	19.5					

## District Report for: LEONARD

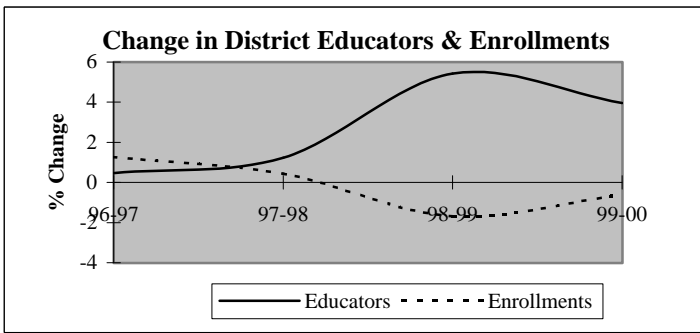
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	1	0	3	-	0.0%	10.0%	0.0%	33.3%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	0	3	-	0.0%	10.0%	0.0%	33.3%	-
<b>Teacher Attrition</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>-</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>28.6%</b>	<b>-</b>
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	0	2	-	0.0%	12.5%	0.0%	28.6%	-
<b>District Retention</b>										
Educator Retention	10	9	9	6	-	100.0%	90.0%	100.0%	66.7%	-
Teacher Retention	8	7	7	5	-	100.0%	87.5%	100.0%	71.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	nc	nc	nc	78.2%	9.6%	87.8%
1 Year of Experience	nc	nc	nc	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	nc	nc	nc	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	0.0%	50.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	10.0%	10.0%	0.0%	11.1%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	90.0%	88.9%	88.9%	75.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	11.1%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	0.0%	25.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: TULSA

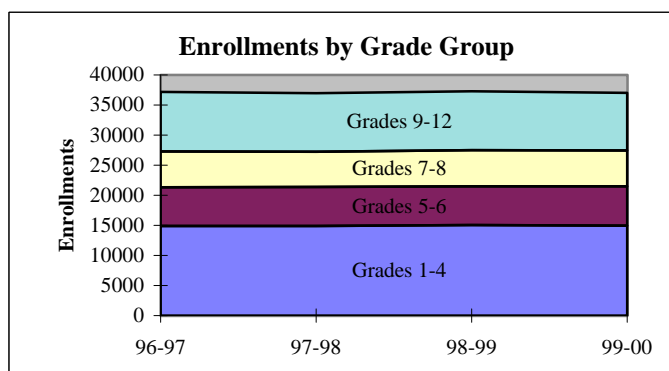
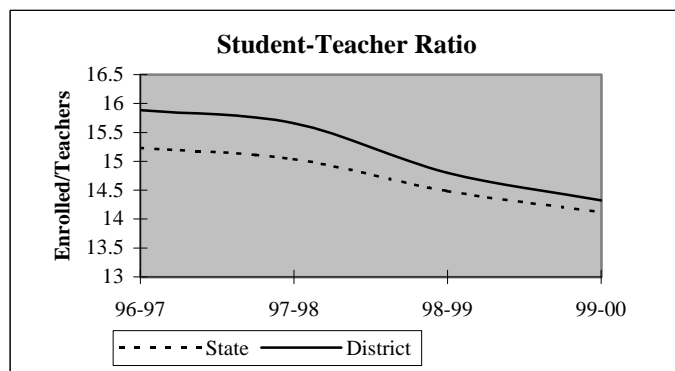


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.7	13.9	13.7	12.8	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.8	15.9	15.7	14.8	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-72	14	37	165	127	-	-	-	-	-
% Change in Educators	-2.4%	0.5%	1.2%	5.4%	4.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	324	519	178	-703	-247	-	-	-	-	-
% Change in Enrollments	0.8%	1.3%	0.4%	-1.7%	-0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.4%	6.7%	5.9%	8.0%	10.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.1%	4.0%	3.9%	3.9%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.6%	8.7%	8.3%	9.4%	10.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	21.2%	21.5%	21.3%	21.0%	21.4%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	30.9%	33.9%	37.3%	35.7%	36.4%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.4%	2.3%	2.3%	2.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	43.3	42.9	42.8	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	12.1	11.2	10.8	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,846	30,360	30,228	30,138	30,196	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	20.3%	20.6%	20.3%	20.3%	20.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.3%	78.5%	79.2%	78.5%	79.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	17.2%	17.0%	17.0%	17.9%	17.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	46.6%	48.8%	50.5%	51.8%	53.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	1191	1230	1352	1472	1559	39.8%	40.9%	44.4%	45.9%	46.8%
Attrition	136	160	189	250	0					
Attrition Rate	11.4%	13.0%	14.0%	17.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	1577	1475	1431	1438	1397	52.7%	49.1%	47.0%	44.8%	41.9%
Attrition	92	98	97	87	0					
Attrition Rate	5.8%	6.6%	6.8%	6.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	226	305	265	305	384	7.6%	10.1%	8.7%	9.5%	11.5%
Attrition Rate	10.2%	39.7%	19.2%	10.5%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	354	414	376	426	479	11.8%	13.8%	12.4%	13.3%	14.4%

## District Report for: TULSA

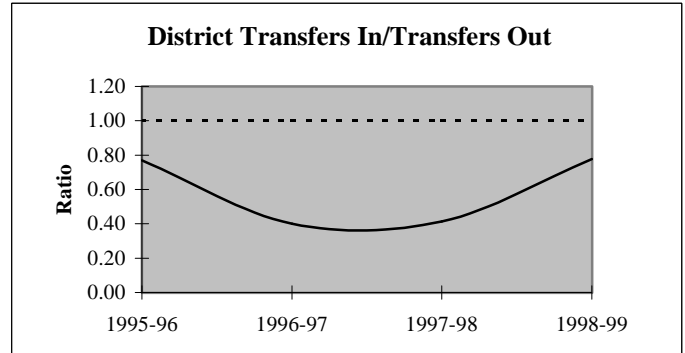
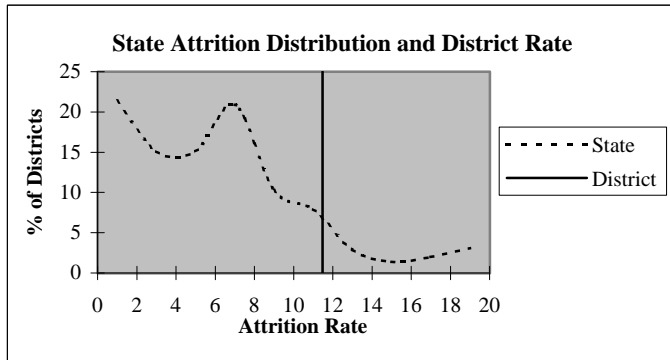
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	2,991	3,005	3,042	3,207	3,334	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	123	121	118	126	132	4.1%	4.0%	3.9%	3.9%	4.0%
Professional Staff	257	262	253	303	349	8.6%	8.7%	8.3%	9.4%	10.5%
<b>Total Teachers</b>	2,611	2,622	2,671	2,778	2,853	87.3%	87.3%	87.8%	86.6%	85.6%
Special Education	450	447	454	496	507	17.2%	17.0%	17.0%	17.9%	17.8%
Pre-K & Kindergarten	10	8	11	28	42	0.4%	0.3%	0.4%	1.0%	1.5%
Elementary	1,170	1,160	1,210	1,210	1,270	44.8%	44.2%	45.3%	43.6%	44.5%
<b>Middle School</b>	431	434	420	468	472	16.5%	16.6%	15.7%	16.8%	16.5%
Language Arts	112	112	100	110	98	4.3%	4.3%	3.7%	4.0%	3.4%
Art & Music	32	32	32	34	33	1.2%	1.2%	1.2%	1.2%	1.2%
Social Studies	62	66	67	67	78	2.4%	2.5%	2.5%	2.4%	2.7%
Foreign Language	14	15	16	19	20	0.5%	0.6%	0.6%	0.7%	0.7%
Math	61	62	63	68	72	2.3%	2.4%	2.4%	2.4%	2.5%
Science	69	65	61	71	76	2.6%	2.5%	2.3%	2.6%	2.7%
Vocational Education	12	10	11	7	6	0.5%	0.4%	0.4%	0.3%	0.2%
Other	69	72	70	92	89	2.6%	2.7%	2.6%	3.3%	3.1%
<b>High School (9-12)</b>	550	573	576	576	562	1718.8%	1790.6%	1800.0%	1694.1%	1703.0%
Language Arts	90	94	93	92	93	3.4%	3.6%	3.5%	3.3%	3.3%
Art & Music	30	31	33	37	43	1.1%	1.2%	1.2%	1.3%	1.5%
Social Studies	75	74	78	77	78	2.9%	2.8%	2.9%	2.8%	2.7%
Foreign Language	34	35	34	31	28	1.3%	1.3%	1.3%	1.1%	1.0%
Math	66	67	71	67	65	2.5%	2.6%	2.7%	2.4%	2.3%
<b>Science</b>	60	58	56	62	58	2.3%	2.2%	2.1%	2.2%	2.0%
Biology	27	20	26	19	18	1.0%	0.8%	1.0%	0.7%	0.6%
Chemistry	9	11	10	14	10	0.3%	0.4%	0.4%	0.5%	0.4%
Physics	3	3	2	3	3	0.1%	0.1%	0.1%	0.1%	0.1%
Other Science	21	24	18	26	27	0.8%	0.9%	0.7%	0.9%	0.9%
Vocational Education	80	81	77	81	82	3.1%	3.1%	2.9%	2.9%	2.9%
Other	115	133	134	129	115	4.4%	5.1%	5.0%	4.6%	4.0%
<b>Total Enrollments</b>	41,125	41,644	41,822	41,119	40,872	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	4,188	4,182	4,363	3,695	3,725	10.2%	10.0%	10.4%	9.0%	9.1%
Grades 1-4	14,588	14,901	14,879	15,075	14,966	35.5%	35.8%	35.6%	36.7%	36.6%
Grades 5-6	6,373	6,434	6,479	6,429	6,522	15.5%	15.5%	15.5%	15.6%	16.0%
Grades 7-8	5,955	5,963	5,878	6,013	5,948	14.5%	14.3%	14.1%	14.6%	14.6%
Grades 9-12	9,740	9,898	9,728	9,747	9,580	23.7%	23.8%	23.3%	23.7%	23.4%
Ungraded	281	266	495	160	131	0.7%	0.6%	1.2%	0.4%	0.3%



## District Report for: TULSA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	2994	3010	3048	3215	3340	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2789	2743	2631	2711	2846	93.2%	91.1%	86.3%	84.3%	85.2%
<b>Newly Hired</b>	<b>205</b>	<b>267</b>	<b>417</b>	<b>504</b>	<b>494</b>	<b>6.8%</b>	<b>8.9%</b>	<b>13.7%</b>	<b>15.7%</b>	<b>14.8%</b>
Transfers In	30	26	38	73	86	14.6%	9.7%	9.1%	14.5%	17.4%
Reentrants	45	93	124	147	128	22.0%	34.8%	29.7%	29.2%	25.9%
First Time Educators	130	148	255	284	280	63.4%	55.4%	61.2%	56.3%	56.7%
<b>Total Exiting Next Year</b>	<b>251</b>	<b>379</b>	<b>337</b>	<b>369</b>	<b>-</b>	<b>8.4%</b>	<b>12.6%</b>	<b>11.1%</b>	<b>11.5%</b>	<b>-</b>
Transfers Out	39	65	92	94	-	15.5%	17.2%	27.3%	25.5%	-
Leave Oklahoma Educ.	212	314	245	275	-	84.5%	82.8%	72.7%	74.5%	-

Dynamics Rates	District Rates				
District Attrition	8.4%	12.6%	11.1%	11.5%	-
Transfers In/Out	0.77	0.40	0.41	0.78	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	100	Benedictine Heights, Tulsa	-
OSU, Stillwater	366	Southern Nazarene Univ., Bethany	6
UCO, Edmond	81	OBU, Shawnee	11
ECU, Ada	24	OCU, Oklahoma City	7
NWOSU, Alva	10	Phillips Univ., Enid	6
NESU, Tahlequah	1,082	University of Tulsa, Tulsa	321
SEOSU, Durant	13	OCUSA, Oklahoma City	5
SWOSU, Weatherford	14	Cameron, Lawton	7
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	81
USAO, Chickasha	3	Bartlesville Wesleyan, Bartlesville	3
Langston U, Langston	133	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	724
		<b>Total</b>	<b>2,997</b>



## District Report for: TULSA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	123	121	118	126	132	4.1%	4.0%	3.9%	3.9%	4.0%
White - Females	51	49	45	50	52	41.5%	40.5%	38.1%	39.7%	39.4%
White - Males	34	31	29	31	32	27.6%	25.6%	24.6%	24.6%	24.2%
Black - Females	20	23	24	21	21	16.3%	19.0%	20.3%	16.7%	15.9%
Black - Males	17	18	20	23	26	13.8%	14.9%	16.9%	18.3%	19.7%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.8%	0.0%
Other - Males	1	0	0	0	1	0.8%	0.0%	0.0%	0.0%	0.8%
<b>Professional Staff</b>	257	262	253	303	349	8.6%	8.7%	8.3%	9.4%	10.5%
White - Females	150	158	154	197	220	58.4%	60.3%	60.9%	65.0%	63.0%
White - Males	41	40	36	41	46	16.0%	15.3%	14.2%	13.5%	13.2%
Black - Females	45	43	45	49	57	17.5%	16.4%	17.8%	16.2%	16.3%
Black - Males	11	11	11	9	10	4.3%	4.2%	4.3%	3.0%	2.9%
Other - Females	8	9	6	6	13	3.1%	3.4%	2.4%	2.0%	3.7%
Other - Males	2	1	1	1	3	0.8%	0.4%	0.4%	0.3%	0.9%
<b>Teachers</b>	2611	2622	2671	2778	2853	87.3%	87.3%	87.8%	86.6%	85.6%
White - Females	1639	1649	1706	1756	1828	62.8%	62.9%	63.9%	63.2%	64.1%
White - Males	441	433	424	458	444	16.9%	16.5%	15.9%	16.5%	15.6%
Black - Females	329	322	315	321	328	12.6%	12.3%	11.8%	11.6%	11.5%
Black - Males	98	103	104	102	107	3.8%	3.9%	3.9%	3.7%	3.8%
Other - Females	76	87	95	105	106	2.9%	3.3%	3.6%	3.8%	3.7%
Other - Males	28	28	27	36	40	1.1%	1.1%	1.0%	1.3%	1.4%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	30	23	37	46	42	1.2%	0.9%	1.4%	1.7%	1.6%
25-29	317	297	307	320	301	12.3%	11.6%	11.9%	11.9%	11.3%
30-34	254	252	285	348	342	9.9%	9.8%	11.0%	13.0%	12.9%
35-39	305	298	293	293	294	11.9%	11.6%	11.3%	10.9%	11.1%
40-44	383	372	379	357	365	14.9%	14.5%	14.6%	13.3%	13.7%
45-49	583	543	519	505	455	22.7%	21.2%	20.1%	18.8%	17.1%
50-54	457	489	484	493	503	17.8%	19.1%	18.7%	18.4%	18.9%
55+	240	291	284	323	354	9.3%	11.3%	11.0%	12.0%	13.3%
<b>Average Age</b>	42.8	43.3	42.9	42.8	43.2					

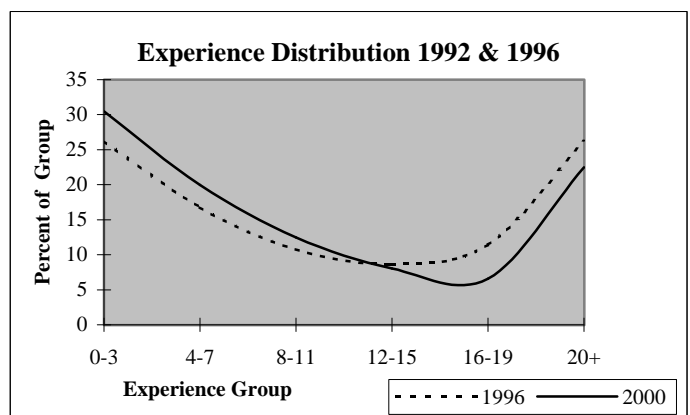
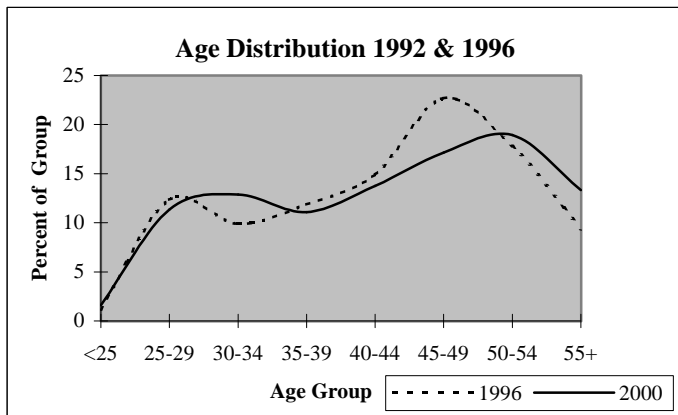
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	685	642	734	810	869	26.2%	24.5%	27.5%	29.2%	30.5%
4-7 Years	438	507	528	540	570	16.8%	19.3%	19.8%	19.4%	20.0%
8-11 Years	281	259	302	365	356	10.8%	9.9%	11.3%	13.1%	12.5%
12-15 Years	225	233	225	215	229	8.6%	8.9%	8.4%	7.7%	8.0%
16-19 Years	298	272	238	205	188	11.4%	10.4%	8.9%	7.4%	6.6%
20+ Years	684	709	644	643	641	26.2%	27.0%	24.1%	23.1%	22.5%
<b>Average Experience</b>	11.9	12.1	11.2	10.8	10.5					

## District Report for: TULSA

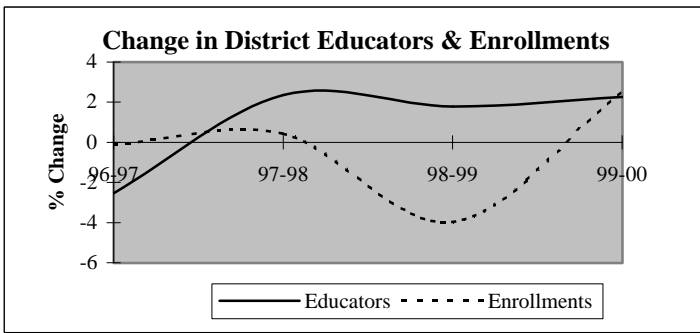
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	251	379	337	369	-	8.4%	12.6%	11.1%	11.5%	-
Attrition from Transfers	39	65	92	94	-	1.3%	2.2%	3.0%	2.9%	-
Attrition from Exits	212	314	245	275	-	7.1%	10.4%	8.1%	8.6%	-
<b>Teacher Attrition</b>	<b>222</b>	<b>326</b>	<b>297</b>	<b>315</b>	<b>-</b>	<b>8.5%</b>	<b>12.4%</b>	<b>11.1%</b>	<b>11.3%</b>	<b>-</b>
Attrition from Transfers	35	59	81	84	-	1.3%	2.3%	3.0%	3.0%	-
Attrition from Exits	187	267	216	231	-	7.2%	10.2%	8.1%	8.3%	-
<b>District Retention</b>										
Educator Retention	2,740	2,626	2,705	2,838	-	91.6%	87.4%	88.9%	88.5%	-
Teacher Retention	2,389	2,296	2,374	2,463	-	91.5%	87.6%	88.9%	88.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	84.5%	5.7%	90.3%	78.2%	9.6%	87.8%
1 Year of Experience	85.0%	4.5%	89.5%	84.2%	6.9%	91.1%
2 Years of Experience	86.1%	3.5%	89.7%	85.2%	5.9%	91.1%
3 Years of Experience	87.4%	3.3%	90.7%	86.1%	5.6%	91.7%
4 Years of Experience	88.7%	3.5%	92.2%	87.9%	4.7%	92.6%
5 Years of Experience	88.7%	3.2%	91.9%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	3.5%	1.6%	1.8%	1.6%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.6%	90.2%	85.9%	84.9%	84.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.9%	8.1%	12.3%	13.4%	12.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SAND SPRINGS

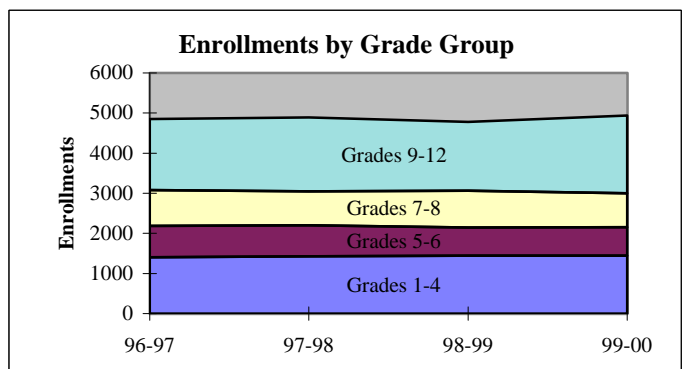
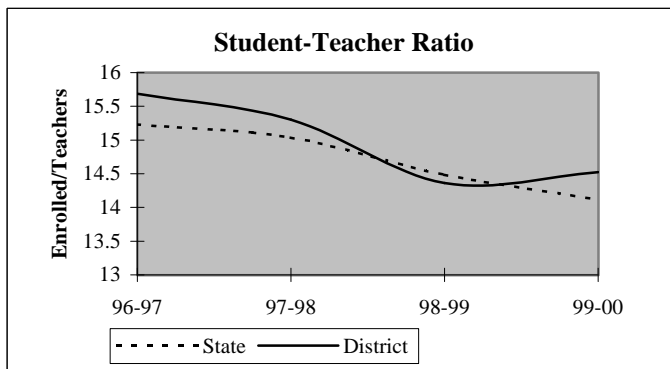


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.5	13.8	13.6	12.8	12.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.2	15.7	15.3	14.4	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-11	-10	9	7	9	-	-	-	-	-
% Change in Educators	-2.7%	-2.5%	2.3%	1.8%	2.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-44	-6	23	-212	130	-	-	-	-	-
% Change in Enrollments	-0.8%	-0.1%	0.4%	-4.0%	2.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	2.3%	2.3%	2.8%	3.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	5.0%	4.6%	4.5%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.1%	6.8%	6.6%	6.3%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.1%	3.9%	4.3%	4.3%	4.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.3%	1.3%	1.3%	1.3%	1.2%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.3	42.8	43.0	42.7	43.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.7	14.1	14.2	13.9	13.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,399	30,409	30,751	31,200	31,306	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.3%	4.1%	4.6%	4.5%	4.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.4%	74.3%	73.3%	73.9%	74.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.9%	15.7%	16.1%	14.9%	15.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	23.4%	23.1%	24.2%	23.8%	24.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	110	106	117	133	138	28.0%	27.7%	29.8%	33.3%	33.8%
Attrition	25	12	16	13	0					
Attrition Rate	22.7%	11.3%	13.7%	9.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	252	239	234	222	220	64.1%	62.4%	59.7%	55.6%	53.9%
Attrition	12	7	15	9	0					
Attrition Rate	4.8%	2.9%	6.4%	4.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	31	38	41	44	50	7.9%	9.9%	10.5%	11.0%	12.3%
Attrition Rate	16.1%	15.8%	22.0%	18.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	43	48	57	59	68	10.9%	12.5%	14.5%	14.8%	16.7%

## District Report for: SAND SPRINGS

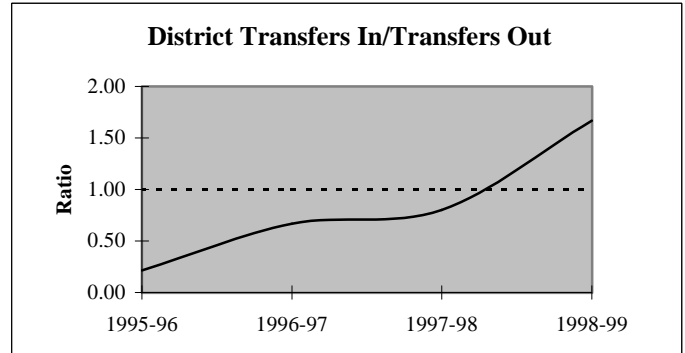
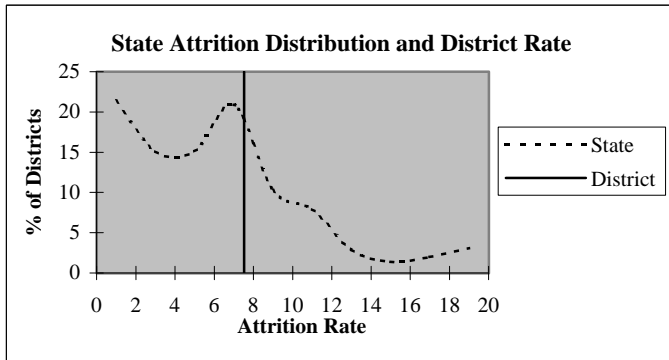
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	393	383	392	399	408	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	19	18	18	18	4.8%	5.0%	4.6%	4.5%	4.4%
Professional Staff	24	26	26	25	29	6.1%	6.8%	6.6%	6.3%	7.1%
<b>Total Teachers</b>	350	338	348	356	361	89.1%	88.3%	88.8%	89.2%	88.5%
Special Education	59	53	56	53	54	16.9%	15.7%	16.1%	14.9%	15.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	142	139	138	144	143	40.6%	41.1%	39.7%	40.4%	39.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	149	146	154	159	164	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	28	27	30	29	29	8.0%	8.0%	8.6%	8.1%	8.0%
Art & Music	8	8	8	9	8	2.3%	2.4%	2.3%	2.5%	2.2%
Social Studies	22	22	20	21	23	6.3%	6.5%	5.7%	5.9%	6.4%
Foreign Language	4	4	6	6	6	1.1%	1.2%	1.7%	1.7%	1.7%
Math	24	22	23	23	25	6.9%	6.5%	6.6%	6.5%	6.9%
<b>Science</b>	18	18	19	20	22	5.1%	5.3%	5.5%	5.6%	6.1%
Biology	2	2	4	3	4	0.6%	0.6%	1.1%	0.8%	1.1%
Chemistry	2	2	2	2	3	0.6%	0.6%	0.6%	0.6%	0.8%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	14	14	13	15	15	4.0%	4.1%	3.7%	4.2%	4.2%
Vocational Education	25	25	26	27	27	7.1%	7.4%	7.5%	7.6%	7.5%
Other	20	20	22	24	24	5.7%	5.9%	6.3%	6.7%	6.6%
<b>Total Enrollments</b>	5,308	5,302	5,325	5,113	5,243	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	461	415	395	284	289	8.7%	7.8%	7.4%	5.6%	5.5%
Grades 1-4	1,447	1,405	1,425	1,443	1,441	27.3%	26.5%	26.8%	28.2%	27.5%
Grades 5-6	748	778	774	706	715	14.1%	14.7%	14.5%	13.8%	13.6%
Grades 7-8	903	898	851	915	843	17.0%	16.9%	16.0%	17.9%	16.1%
Grades 9-12	1,722	1,773	1,837	1,715	1,938	32.4%	33.4%	34.5%	33.5%	37.0%
Ungraded	27	33	43	50	17	0.5%	0.6%	0.8%	1.0%	0.3%



## District Report for: SAND SPRINGS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	393	383	392	399	408	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	370	351	358	352	369	94.1%	91.6%	91.3%	88.2%	90.4%
<b>Newly Hired</b>	<b>23</b>	<b>32</b>	<b>34</b>	<b>47</b>	<b>39</b>	<b>5.9%</b>	<b>8.4%</b>	<b>8.7%</b>	<b>11.8%</b>	<b>9.6%</b>
Transfers In	3	4	8	15	19	13.0%	12.5%	23.5%	31.9%	48.7%
Reentrants	7	8	5	4	5	30.4%	25.0%	14.7%	8.5%	12.8%
First Time Educators	13	20	21	28	15	56.5%	62.5%	61.8%	59.6%	38.5%
<b>Total Exiting Next Year</b>	<b>42</b>	<b>25</b>	<b>40</b>	<b>30</b>	<b>-</b>	<b>10.7%</b>	<b>6.5%</b>	<b>10.2%</b>	<b>7.5%</b>	<b>-</b>
Transfers Out	14	6	10	9	-	33.3%	24.0%	25.0%	30.0%	-
Leave Oklahoma Educ.	28	19	30	21	-	66.7%	76.0%	75.0%	70.0%	-

Dynamics Rates	District Rates				
District Attrition	10.7%	6.5%	10.2%	7.5%	-
Transfers In/Out	0.21	0.67	0.80	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	27	Benedictine Heights, Tulsa	-
OSU, Stillwater	82	Southern Nazarene Univ., Bethany	-
UCO, Edmond	21	OBU, Shawnee	6
ECU, Ada	9	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	2
NESU, Tahlequah	107	University of Tulsa, Tulsa	45
SEOSU, Durant	8	OCUSA, Oklahoma City	-
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	6
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	10	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	63
		<b>Total</b>	<b>393</b>

## District Report for: SAND SPRINGS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	19	19	18	18	18	4.8%	5.0%	4.6%	4.5%	4.4%
White - Females	5	5	5	5	5	26.3%	26.3%	27.8%	27.8%	27.8%
White - Males	14	14	13	13	13	73.7%	73.7%	72.2%	72.2%	72.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	24	26	26	25	29	6.1%	6.8%	6.6%	6.3%	7.1%
White - Females	17	18	20	18	23	70.8%	69.2%	76.9%	72.0%	79.3%
White - Males	6	7	5	6	4	25.0%	26.9%	19.2%	24.0%	13.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	4.2%	3.8%	3.8%	4.0%	6.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	350	338	348	356	361	89.1%	88.3%	88.8%	89.2%	88.5%
White - Females	249	242	245	253	259	71.1%	71.6%	70.4%	71.1%	71.7%
White - Males	86	82	87	87	87	24.6%	24.3%	25.0%	24.4%	24.1%
Black - Females	3	3	3	3	3	0.9%	0.9%	0.9%	0.8%	0.8%
Black - Males	5	3	3	3	3	1.4%	0.9%	0.9%	0.8%	0.8%
Other - Females	5	6	7	7	7	1.4%	1.8%	2.0%	2.0%	1.9%
Other - Males	2	2	3	3	2	0.6%	0.6%	0.9%	0.8%	0.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	8	2	3	4	2	2.3%	0.6%	0.9%	1.1%	0.6%
25-29	42	47	48	57	47	12.1%	14.2%	14.0%	16.3%	13.6%
30-34	30	23	28	33	45	8.6%	6.9%	8.2%	9.4%	13.0%
35-39	35	34	35	30	23	10.1%	10.2%	10.2%	8.6%	6.7%
40-44	60	54	48	42	43	17.2%	16.3%	14.0%	12.0%	12.5%
45-49	100	82	80	81	73	28.7%	24.7%	23.4%	23.1%	21.2%
50-54	49	67	75	71	80	14.1%	20.2%	21.9%	20.3%	23.2%
55+	24	23	25	32	32	6.9%	6.9%	7.3%	9.1%	9.3%
<b>Average Age</b>	42.3	42.8	43.0	42.7	43.1					

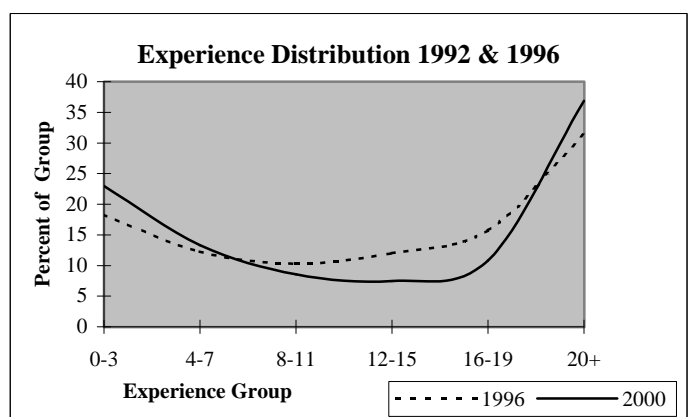
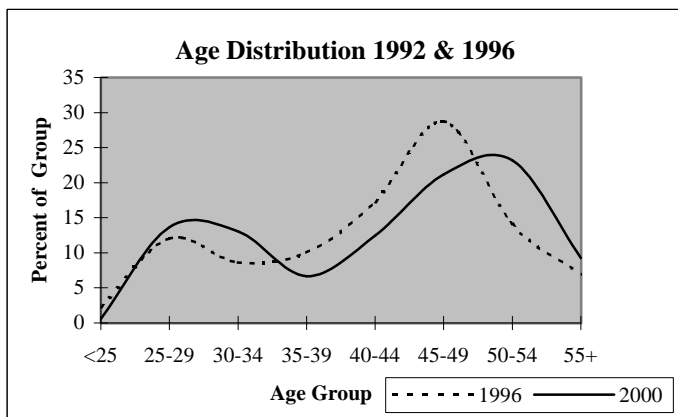
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	64	69	69	76	83	18.3%	20.4%	19.8%	21.3%	23.0%
4-7 Years	43	35	45	53	48	12.3%	10.4%	12.9%	14.9%	13.3%
8-11 Years	36	31	28	26	31	10.3%	9.2%	8.0%	7.3%	8.6%
12-15 Years	42	33	28	26	27	12.0%	9.8%	8.0%	7.3%	7.5%
16-19 Years	55	56	60	50	39	15.7%	16.6%	17.2%	14.0%	10.8%
20+ Years	110	114	118	125	133	31.4%	33.7%	33.9%	35.1%	36.8%
<b>Average Experience</b>	13.7	14.1	14.2	13.9	13.9					

## District Report for: SAND SPRINGS

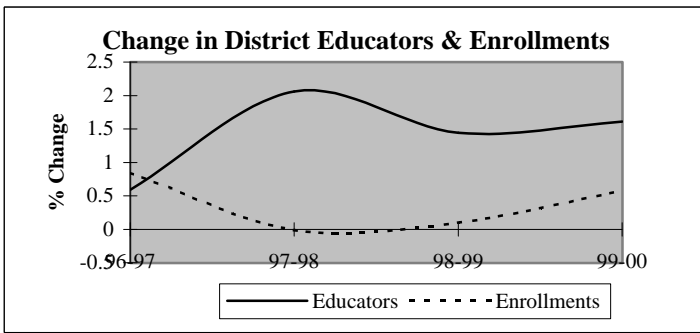
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	42	25	40	30	-	10.7%	6.5%	10.2%	7.5%	-
Attrition from Transfers	14	6	10	9	-	3.6%	1.6%	2.6%	2.3%	-
Attrition from Exits	28	19	30	21	-	7.1%	5.0%	7.7%	5.3%	-
<b>Teacher Attrition</b>	<b>39</b>	<b>22</b>	<b>36</b>	<b>24</b>	<b>-</b>	<b>11.1%</b>	<b>6.5%</b>	<b>10.3%</b>	<b>6.7%</b>	<b>-</b>
Attrition from Transfers	13	6	10	7	-	3.7%	1.8%	2.9%	2.0%	-
Attrition from Exits	26	16	26	17	-	7.4%	4.7%	7.5%	4.8%	-
<b>District Retention</b>										
Educator Retention	351	358	352	369	-	89.3%	93.5%	89.8%	92.5%	-
Teacher Retention	311	316	312	332	-	88.9%	93.5%	89.7%	93.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	87.9%	6.5%	94.4%	78.2%	9.6%	87.8%
1 Year of Experience	87.9%	3.3%	91.2%	84.2%	6.9%	91.1%
2 Years of Experience	88.3%	1.3%	89.6%	85.2%	5.9%	91.1%
3 Years of Experience	79.5%	5.5%	84.9%	86.1%	5.6%	91.7%
4 Years of Experience	86.9%	1.6%	88.5%	87.9%	4.7%	92.6%
5 Years of Experience	84.6%	3.1%	87.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.8%	0.8%	0.5%	0.8%	0.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.1%	91.6%	92.3%	91.2%	94.6%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.1%	7.6%	6.9%	8.0%	4.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BROKEN ARROW



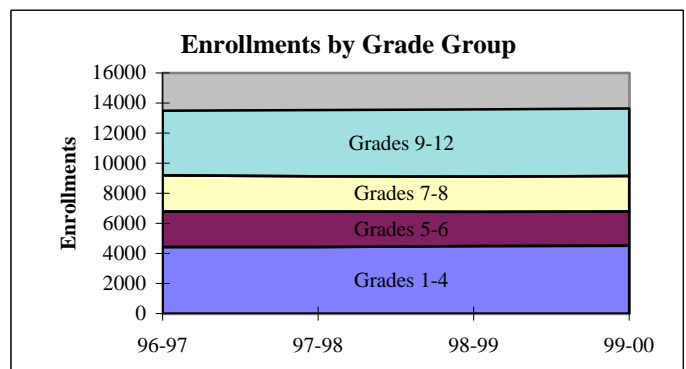
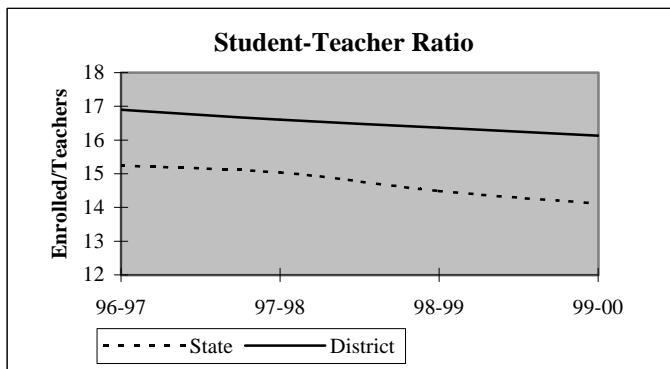
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.3	14.0	13.8	13.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.9	16.9	16.6	16.4	16.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	-7	6	21	15	17	-	-	-	-	-
% Change in Educators	-0.7%	0.6%	2.1%	1.4%	1.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-71	122	-2	14	84	-	-	-	-	-
% Change in Enrollments	-0.5%	0.8%	0.0%	0.1%	0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.3%	9.5%	8.8%	6.0%	5.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.1%	4.1%	4.2%	4.1%	3.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.4%	11.3%	11.4%	11.5%	11.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.0%	2.8%	3.0%	3.5%	3.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	2.4%	2.4%	2.3%	4.7%	4.8%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.5%	1.8%	1.9%	2.1%	2.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	42.3	42.5	42.7	43.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.4	11.8	11.9	12.0	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	28,974	28,757	28,852	29,117	29,650	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.3%	3.1%	3.2%	3.6%	4.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.5%	80.9%	81.4%	81.7%	81.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.7%	12.2%	12.2%	12.8%	12.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.0%	12.5%	13.1%	13.4%	13.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	335	326	339	350	356	33.1%	32.0%	32.6%	33.2%	33.2%
Attrition	30	35	52	56	0					
Attrition Rate	9.0%	10.7%	15.3%	16.0%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	651	659	659	654	637	64.3%	64.7%	63.4%	62.0%	59.4%
Attrition	34	41	43	38	0					
Attrition Rate	5.2%	6.2%	6.5%	5.8%	0.0%					
At Retirement Age	27	34	42	51	79	2.7%	3.3%	4.0%	4.8%	7.4%
Attrition	8	9	10	12	0					
Attrition Rate	29.6%	26.5%	23.8%	23.5%	0.0%					
At Retirement in 5 yrs.	45	58	65	90	126	4.4%	5.7%	6.3%	8.5%	11.8%



## District Report for: BROKEN ARROW

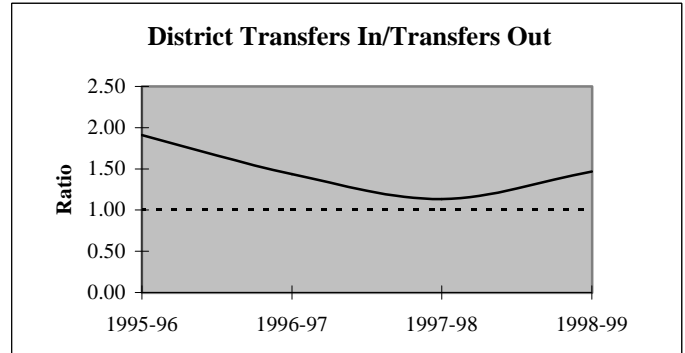
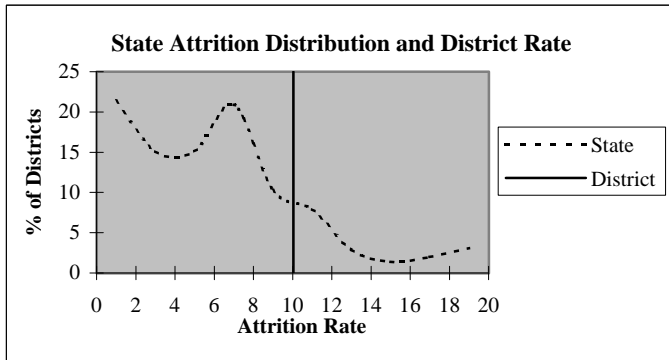
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	1,013	1,019	1,040	1,055	1,072	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	42	42	44	43	42	4.1%	4.1%	4.2%	4.1%	3.9%
Professional Staff	115	115	119	121	121	11.4%	11.3%	11.4%	11.5%	11.3%
<b>Total Teachers</b>	856	862	877	891	909	84.5%	84.6%	84.3%	84.5%	84.8%
Special Education	92	105	107	114	116	10.7%	12.2%	12.2%	12.8%	12.8%
Pre-K & Kindergarten	0	0	1	7	10	0.0%	0.0%	0.1%	0.8%	1.1%
Elementary	362	356	357	361	364	42.3%	41.3%	40.7%	40.5%	40.0%
<b>Middle School</b>	184	179	183	181	188	21.5%	20.8%	20.9%	20.3%	20.7%
Language Arts	53	54	54	51	54	6.2%	6.3%	6.2%	5.7%	5.9%
Art & Music	20	21	21	20	21	2.3%	2.4%	2.4%	2.2%	2.3%
Social Studies	26	26	25	25	25	3.0%	3.0%	2.9%	2.8%	2.8%
Foreign Language	5	6	7	7	7	0.6%	0.7%	0.8%	0.8%	0.8%
Math	25	26	25	26	24	2.9%	3.0%	2.9%	2.9%	2.6%
Science	25	27	27	26	27	2.9%	3.1%	3.1%	2.9%	3.0%
Vocational Education	2	0	0	0	0	0.2%	0.0%	0.0%	0.0%	0.0%
Other	28	19	24	26	30	3.3%	2.2%	2.7%	2.9%	3.3%
<b>High School (9-12)</b>	218	222	229	228	231	1090.0%	1057.1%	1090.5%	1140.0%	1100.0%
Language Arts	45	43	45	44	44	5.3%	5.0%	5.1%	4.9%	4.8%
Art & Music	14	13	14	13	12	1.6%	1.5%	1.6%	1.5%	1.3%
Social Studies	35	34	36	36	37	4.1%	3.9%	4.1%	4.0%	4.1%
Foreign Language	14	14	15	15	13	1.6%	1.6%	1.7%	1.7%	1.4%
Math	30	29	32	33	32	3.5%	3.4%	3.6%	3.7%	3.5%
<b>Science</b>	27	29	29	30	32	3.2%	3.4%	3.3%	3.4%	3.5%
Biology	9	9	9	10	10	1.1%	1.0%	1.0%	1.1%	1.1%
Chemistry	2	2	3	2	3	0.2%	0.2%	0.3%	0.2%	0.3%
Physics	1	1	1	1	1	0.1%	0.1%	0.1%	0.1%	0.1%
Other Science	15	17	16	17	18	1.8%	2.0%	1.8%	1.9%	2.0%
Vocational Education	31	33	34	27	27	3.6%	3.8%	3.9%	3.0%	3.0%
Other	22	27	24	30	34	2.6%	3.1%	2.7%	3.4%	3.7%
<b>Total Enrollments</b>	14,445	14,567	14,565	14,579	14,663	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	940	965	948	929	959	6.5%	6.6%	6.5%	6.4%	6.5%
Grades 1-4	4,501	4,419	4,417	4,487	4,507	31.2%	30.3%	30.3%	30.8%	30.7%
Grades 5-6	2,362	2,377	2,364	2,274	2,274	16.4%	16.3%	16.2%	15.6%	15.5%
Grades 7-8	2,399	2,394	2,345	2,356	2,361	16.6%	16.4%	16.1%	16.2%	16.1%
Grades 9-12	4,151	4,303	4,411	4,461	4,490	28.7%	29.5%	30.3%	30.6%	30.6%
Ungraded	92	109	80	72	72	0.6%	0.7%	0.5%	0.5%	0.5%



## District Report for: BROKEN ARROW

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	1013	1019	1040	1055	1072	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	933	941	934	935	949	92.1%	92.3%	89.8%	88.6%	88.5%
<b>Newly Hired</b>	<b>80</b>	<b>78</b>	<b>106</b>	<b>120</b>	<b>123</b>	<b>7.9%</b>	<b>7.7%</b>	<b>10.2%</b>	<b>11.4%</b>	<b>11.5%</b>
Transfers In	21	23	34	44	37	26.3%	29.5%	32.1%	36.7%	30.1%
Reentrants	27	27	27	34	34	33.8%	34.6%	25.5%	28.3%	27.6%
First Time Educators	32	28	45	42	52	40.0%	35.9%	42.5%	35.0%	42.3%
<b>Total Exiting Next Year</b>	<b>72</b>	<b>85</b>	<b>105</b>	<b>106</b>	<b>-</b>	<b>7.1%</b>	<b>8.3%</b>	<b>10.1%</b>	<b>10.0%</b>	<b>-</b>
Transfers Out	11	16	30	30	-	15.3%	18.8%	28.6%	28.3%	-
Leave Oklahoma Educ.	61	69	75	76	-	84.7%	81.2%	71.4%	71.7%	-

Dynamics Rates	District Rates				
District Attrition	7.1%	8.3%	10.1%	10.0%	-
Transfers In/Out	1.91	1.44	1.13	1.47	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	57	Benedictine Heights, Tulsa	-
OSU, Stillwater	163	Southern Nazarene Univ., Bethany	4
UCO, Edmond	34	OBU, Shawnee	9
ECU, Ada	13	OCU, Oklahoma City	5
NWOSU, Alva	9	Phillips Univ., Enid	2
NESU, Tahlequah	296	University of Tulsa, Tulsa	94
SEOSU, Durant	16	OCUSA, Oklahoma City	3
SWOSU, Weatherford	12	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	34
USAO, Chickasha	4	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	14	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	246
		<b>Total</b>	<b>1,016</b>

## District Report for: BROKEN ARROW

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	42	42	44	43	42	4.1%	4.1%	4.2%	4.1%	3.9%
White - Females	14	17	19	19	19	33.3%	40.5%	43.2%	44.2%	45.2%
White - Males	27	24	24	22	21	64.3%	57.1%	54.5%	51.2%	50.0%
Black - Females	1	1	1	1	1	2.4%	2.4%	2.3%	2.3%	2.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	2.3%	2.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	115	115	119	121	121	11.4%	11.3%	11.4%	11.5%	11.3%
White - Females	104	101	104	106	107	90.4%	87.8%	87.4%	87.6%	88.4%
White - Males	10	13	13	12	11	8.7%	11.3%	10.9%	9.9%	9.1%
Black - Females	0	0	1	1	0	0.0%	0.0%	0.8%	0.8%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	2	3	0.9%	0.9%	0.8%	1.7%	2.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	856	862	877	891	909	84.5%	84.6%	84.3%	84.5%	84.8%
White - Females	670	677	695	705	712	78.3%	78.5%	79.2%	79.1%	78.3%
White - Males	158	158	154	154	160	18.5%	18.3%	17.6%	17.3%	17.6%
Black - Females	5	5	4	4	5	0.6%	0.6%	0.5%	0.4%	0.6%
Black - Males	2	2	4	4	3	0.2%	0.2%	0.5%	0.4%	0.3%
Other - Females	14	15	15	19	24	1.6%	1.7%	1.7%	2.1%	2.6%
Other - Males	7	5	5	5	5	0.8%	0.6%	0.6%	0.6%	0.6%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	11	12	14	14	12	1.3%	1.4%	1.6%	1.6%	1.4%
25-29	95	77	80	86	75	11.2%	9.1%	9.3%	9.9%	8.6%
30-34	94	101	101	113	115	11.1%	11.9%	11.8%	13.0%	13.2%
35-39	110	114	120	106	96	13.0%	13.4%	14.0%	12.2%	11.0%
40-44	180	167	134	133	128	21.3%	19.7%	15.6%	15.3%	14.7%
45-49	192	178	185	174	171	22.7%	21.0%	21.5%	20.0%	19.6%
50-54	115	144	163	171	185	13.6%	17.0%	19.0%	19.6%	21.2%
55+	49	56	62	75	90	5.8%	6.6%	7.2%	8.6%	10.3%
<b>Average Age</b>	41.7	42.3	42.5	42.7	43.4					

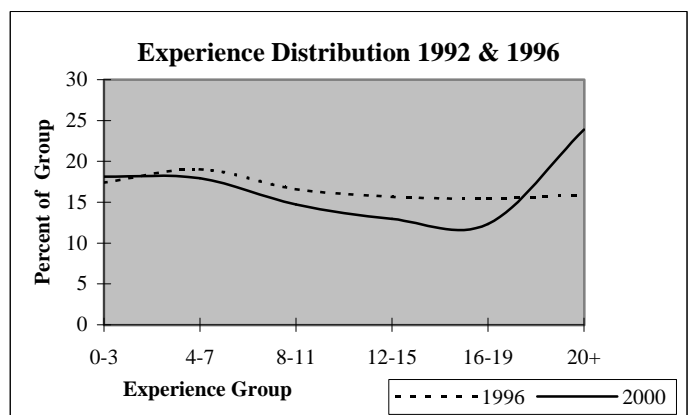
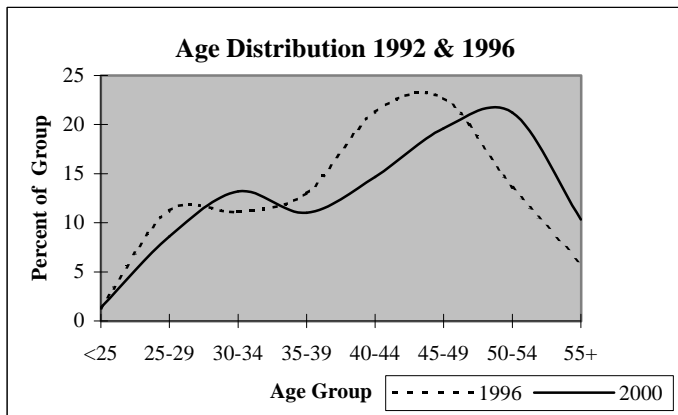
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	149	135	147	157	165	17.4%	15.7%	16.8%	17.6%	18.2%
4-7 Years	163	169	167	165	163	19.0%	19.6%	19.0%	18.5%	17.9%
8-11 Years	142	138	122	133	134	16.6%	16.0%	13.9%	14.9%	14.7%
12-15 Years	134	135	144	125	118	15.7%	15.7%	16.4%	14.0%	13.0%
16-19 Years	132	122	113	110	112	15.4%	14.2%	12.9%	12.3%	12.3%
20+ Years	136	163	184	201	217	15.9%	18.9%	21.0%	22.6%	23.9%
<b>Average Experience</b>	11.4	11.8	11.9	12.0	12.2					

## District Report for: BROKEN ARROW

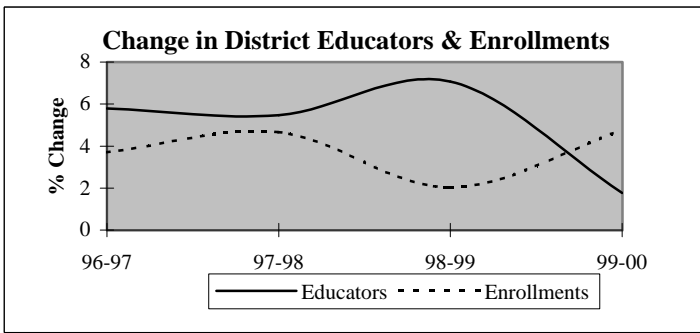
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	72	85	105	106	-	7.1%	8.3%	10.1%	10.0%	-
Attrition from Transfers	11	16	30	30	-	1.1%	1.6%	2.9%	2.8%	-
Attrition from Exits	61	69	75	76	-	6.0%	6.8%	7.2%	7.2%	-
<b>Teacher Attrition</b>	<b>59</b>	<b>73</b>	<b>88</b>	<b>87</b>	<b>-</b>	<b>6.9%</b>	<b>8.5%</b>	<b>10.0%</b>	<b>9.8%</b>	<b>-</b>
Attrition from Transfers	9	14	24	24	-	1.1%	1.6%	2.7%	2.7%	-
Attrition from Exits	50	59	64	63	-	5.8%	6.8%	7.3%	7.1%	-
<b>District Retention</b>										
Educator Retention	941	934	935	949	-	92.9%	91.7%	89.9%	90.0%	-
Teacher Retention	797	789	789	804	-	93.1%	91.5%	90.0%	90.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	80.2%	5.0%	85.1%	78.2%	9.6%	87.8%
1 Year of Experience	90.0%	1.8%	91.8%	84.2%	6.9%	91.1%
2 Years of Experience	85.1%	3.2%	88.3%	85.2%	5.9%	91.1%
3 Years of Experience	86.9%	2.7%	89.6%	86.1%	5.6%	91.7%
4 Years of Experience	93.0%	2.5%	95.5%	87.9%	4.7%	92.6%
5 Years of Experience	89.0%	2.1%	91.1%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.2%	1.3%	2.3%	1.8%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.8%	92.9%	90.6%	90.3%	89.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.1%	0.1%	0.1%	0.2%	0.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.9%	5.7%	7.0%	7.7%	8.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BIXBY

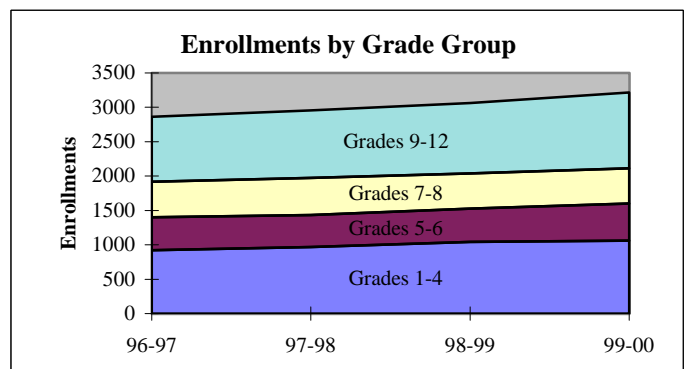
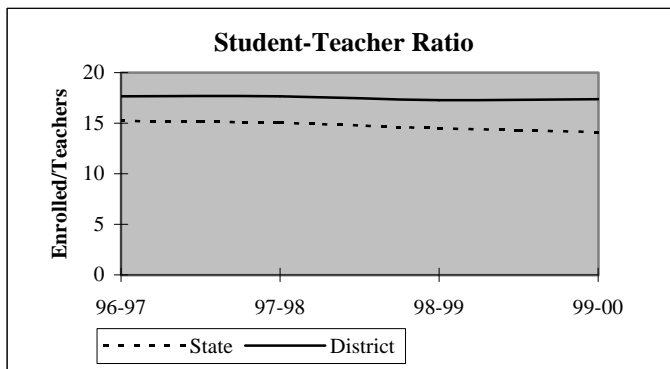


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.8	15.5	15.3	14.6	15.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.2	17.7	17.7	17.3	17.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	6	11	11	15	4	-	-	-	-	-
% Change in Educators	3.3%	5.8%	5.5%	7.1%	1.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	111	111	145	66	158	-	-	-	-	-
% Change in Enrollments	3.8%	3.7%	4.7%	2.0%	4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	5.5%	4.7%	5.3%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.0%	5.7%	6.2%	5.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.9%	7.5%	7.5%	9.3%	7.8%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.2%	4.0%	4.2%	3.1%	3.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.5%	0.5%	1.4%	1.3%	1.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.3	39.3	39.4	39.5	40.0	42.0	42.3	42.5	42.7	43.0
Average Experience	11.8	10.8	10.6	10.4	10.2	12.1	12.3	12.3	12.2	12.2
Average Salary	28,957	28,005	28,171	28,730	28,508	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.0%	4.0%	4.3%	3.1%	3.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.8%	82.4%	81.5%	82.8%	82.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.5%	12.5%	12.5%	13.5%	13.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	12.6%	11.9%	12.6%	13.2%	14.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	65	77	87	103	100	34.2%	38.3%	41.0%	45.4%	43.3%
Attrition	9	11	12	11	0					
Attrition Rate	13.8%	14.3%	13.8%	10.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	113	114	117	108	115	59.5%	56.7%	55.2%	47.6%	49.8%
Attrition	7	4	10	9	0					
Attrition Rate	6.2%	3.5%	8.5%	8.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	12	10	8	16	16	6.3%	5.0%	3.8%	7.0%	6.9%
Attrition	4	3	1	4	0					
Attrition Rate	33.3%	30.0%	12.5%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	16	12	18	20	27	8.4%	6.0%	8.5%	8.8%	11.7%

## District Report for: BIXBY

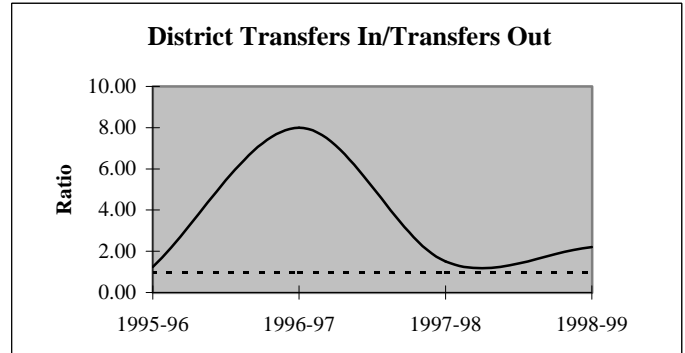
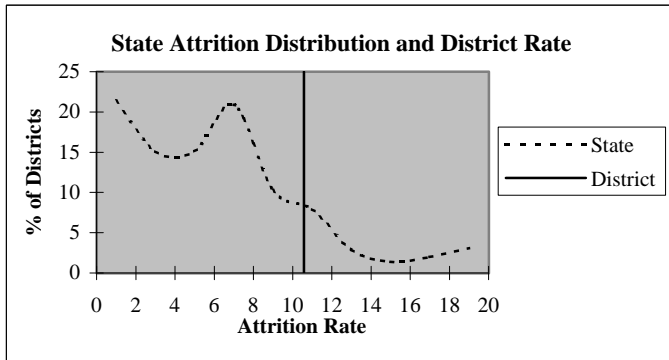
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	190	201	212	227	231	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	12	14	13	5.3%	5.0%	5.7%	6.2%	5.6%
Professional Staff	15	15	16	21	18	7.9%	7.5%	7.5%	9.3%	7.8%
<b>Total Teachers</b>	165	176	184	192	200	86.8%	87.6%	86.8%	84.6%	86.6%
Special Education	19	22	23	26	26	11.5%	12.5%	12.5%	13.5%	13.0%
Pre-K & Kindergarten	1	1	1	0	3	0.6%	0.6%	0.5%	0.0%	1.5%
Elementary	69	72	76	81	82	41.8%	40.9%	41.3%	42.2%	41.0%
<b>Middle School</b>	22	23	32	35	40	13.3%	13.1%	17.4%	18.2%	20.0%
Language Arts	5	6	8	8	8	3.0%	3.4%	4.3%	4.2%	4.0%
Art & Music	0	0	2	4	4	0.0%	0.0%	1.1%	2.1%	2.0%
Social Studies	6	4	4	6	6	3.6%	2.3%	2.2%	3.1%	3.0%
Foreign Language	1	1	1	1	1	0.6%	0.6%	0.5%	0.5%	0.5%
Math	5	5	7	6	7	3.0%	2.8%	3.8%	3.1%	3.5%
Science	4	4	7	7	6	2.4%	2.3%	3.8%	3.6%	3.0%
Vocational Education	0	1	1	1	1	0.0%	0.6%	0.5%	0.5%	0.5%
Other	1	2	2	2	7	0.6%	1.1%	1.1%	1.0%	3.5%
<b>High School (9-12)</b>	54	58	52	50	49	0.0%	0.0%	2600.0%	1250.0%	1225.0%
Language Arts	10	11	10	10	10	6.1%	6.3%	5.4%	5.2%	5.0%
Art & Music	4	4	4	2	2	2.4%	2.3%	2.2%	1.0%	1.0%
Social Studies	11	11	11	9	9	6.7%	6.3%	6.0%	4.7%	4.5%
Foreign Language	3	4	5	5	4	1.8%	2.3%	2.7%	2.6%	2.0%
Math	7	9	7	9	8	4.2%	5.1%	3.8%	4.7%	4.0%
<b>Science</b>	8	7	5	6	6	4.8%	4.0%	2.7%	3.1%	3.0%
Biology	2	2	2	2	3	1.2%	1.1%	1.1%	1.0%	1.5%
Chemistry	1	1	1	1	1	0.6%	0.6%	0.5%	0.5%	0.5%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	5	4	2	3	2	3.0%	2.3%	1.1%	1.6%	1.0%
Vocational Education	8	7	6	6	6	4.8%	4.0%	3.3%	3.1%	3.0%
Other	3	5	4	3	4	1.8%	2.8%	2.2%	1.6%	2.0%
<b>Total Enrollments</b>	2,996	3,107	3,252	3,318	3,476	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	211	221	265	242	247	7.0%	7.1%	8.1%	7.3%	7.1%
Grades 1-4	886	920	970	1,043	1,060	29.6%	29.6%	29.8%	31.4%	30.5%
Grades 5-6	489	480	464	485	543	16.3%	15.4%	14.3%	14.6%	15.6%
Grades 7-8	504	516	540	511	509	16.8%	16.6%	16.6%	15.4%	14.6%
Grades 9-12	890	947	983	1,023	1,102	29.7%	30.5%	30.2%	30.8%	31.7%
Ungraded	16	23	30	14	15	0.5%	0.7%	0.9%	0.4%	0.4%



## District Report for: BIXBY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	190	201	212	227	231	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	174	170	183	189	203	91.6%	84.6%	86.3%	83.3%	87.9%
<b>Newly Hired</b>	<b>16</b>	<b>31</b>	<b>29</b>	<b>38</b>	<b>28</b>	<b>8.4%</b>	<b>15.4%</b>	<b>13.7%</b>	<b>16.7%</b>	<b>12.1%</b>
Transfers In	5	8	9	11	6	31.3%	25.8%	31.0%	28.9%	21.4%
Reentrants	7	9	5	8	12	43.8%	29.0%	17.2%	21.1%	42.9%
First Time Educators	4	14	15	19	10	25.0%	45.2%	51.7%	50.0%	35.7%
<b>Total Exiting Next Year</b>	<b>20</b>	<b>18</b>	<b>23</b>	<b>24</b>	<b>-</b>	<b>10.5%</b>	<b>9.0%</b>	<b>10.8%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	4	1	6	5	-	20.0%	5.6%	26.1%	20.8%	-
Leave Oklahoma Educ.	16	17	17	19	-	80.0%	94.4%	73.9%	79.2%	-

Dynamics Rates	District Rates				
District Attrition	10.5%	9.0%	10.8%	10.6%	-
Transfers In/Out	1.25	8.00	1.50	2.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	44	Southern Nazarene Univ., Bethany	-
UCO, Edmond	10	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	66	University of Tulsa, Tulsa	17
SEOSU, Durant	-	OCUSA, Oklahoma City	2
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	8
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	5	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	25
		<b>Total</b>	<b>190</b>

## District Report for: BIXBY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	10	10	12	14	13	5.3%	5.0%	5.7%	6.2%	5.6%
White - Females	1	1	3	3	3	10.0%	10.0%	25.0%	21.4%	23.1%
White - Males	9	9	9	11	10	90.0%	90.0%	75.0%	78.6%	76.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	15	15	16	21	18	7.9%	7.5%	7.5%	9.3%	7.8%
White - Females	10	10	11	17	14	66.7%	66.7%	68.8%	81.0%	77.8%
White - Males	4	4	4	3	3	26.7%	26.7%	25.0%	14.3%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	6.7%	6.7%	6.3%	4.8%	5.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	165	176	184	192	200	86.8%	87.6%	86.8%	84.6%	86.6%
White - Females	132	141	145	156	161	80.0%	80.1%	78.8%	81.3%	80.5%
White - Males	28	28	31	30	33	17.0%	15.9%	16.8%	15.6%	16.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	4	5	3	4	1.8%	2.3%	2.7%	1.6%	2.0%
Other - Males	2	3	3	3	2	1.2%	1.7%	1.6%	1.6%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	4	4	4	0.6%	1.1%	2.2%	2.2%	2.2%
25-29	23	36	37	33	23	13.9%	20.6%	20.6%	17.8%	12.4%
30-34	28	25	25	31	38	17.0%	14.3%	13.9%	16.8%	20.4%
35-39	18	21	21	22	25	10.9%	12.0%	11.7%	11.9%	13.4%
40-44	34	34	33	32	26	20.6%	19.4%	18.3%	17.3%	14.0%
45-49	37	29	28	26	33	22.4%	16.6%	15.6%	14.1%	17.7%
50-54	17	22	26	31	31	10.3%	12.6%	14.4%	16.8%	16.7%
55+	7	6	6	6	6	4.2%	3.4%	3.3%	3.2%	3.2%
<b>Average Age</b>	40.3	39.3	39.4	39.5	40.0					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	28	40	48	54	57	17.0%	22.7%	26.1%	28.1%	28.5%
4-7 Years	36	37	37	41	41	21.8%	21.0%	20.1%	21.4%	20.5%
8-11 Years	22	25	25	27	28	13.3%	14.2%	13.6%	14.1%	14.0%
12-15 Years	19	18	14	12	16	11.5%	10.2%	7.6%	6.3%	8.0%
16-19 Years	28	21	25	24	17	17.0%	11.9%	13.6%	12.5%	8.5%
20+ Years	32	35	35	34	41	19.4%	19.9%	19.0%	17.7%	20.5%
<b>Average Experience</b>	11.8	10.8	10.6	10.4	10.2					

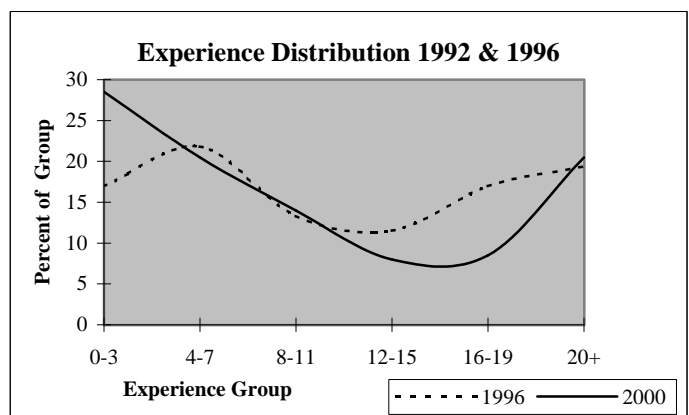
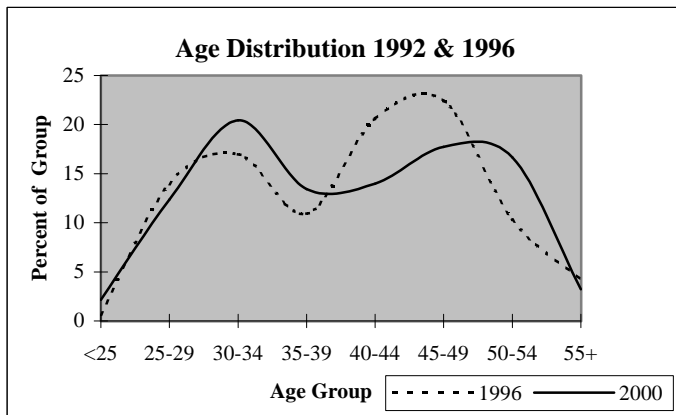


## District Report for: BIXBY

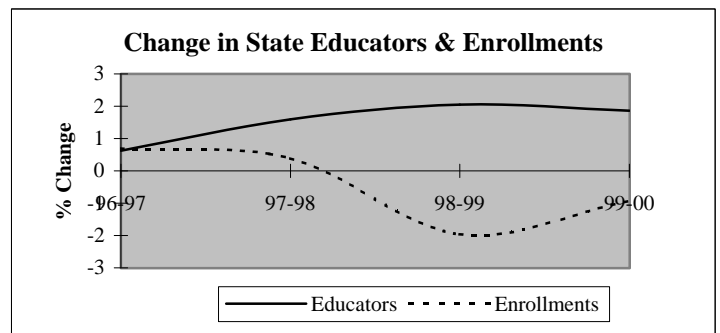
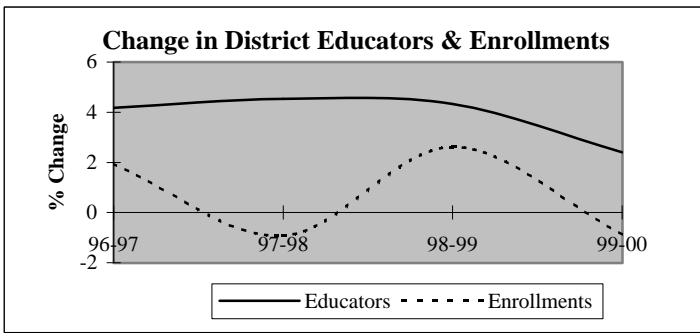
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	20	18	23	24	-	10.5%	9.0%	10.8%	10.6%	-
Attrition from Transfers	4	1	6	5	-	2.1%	0.5%	2.8%	2.2%	-
Attrition from Exits	16	17	17	19	-	8.4%	8.5%	8.0%	8.4%	-
<b>Teacher Attrition</b>	19	17	19	21	-	11.5%	9.7%	10.3%	10.9%	-
Attrition from Transfers	4	1	6	5	-	2.4%	0.6%	3.3%	2.6%	-
Attrition from Exits	15	16	13	16	-	9.1%	9.1%	7.1%	8.3%	-
<b>District Retention</b>										
Educator Retention	170	183	189	203	-	89.5%	91.0%	89.2%	89.4%	-
Teacher Retention	146	159	165	171	-	88.5%	90.3%	89.7%	89.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.0%	1.7%	86.7%	78.2%	9.6%	87.8%
1 Year of Experience	95.8%	0.0%	95.8%	84.2%	6.9%	91.1%
2 Years of Experience	83.7%	4.1%	87.8%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	6.3%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	79.2%	4.2%	83.3%	87.9%	4.7%	92.6%
5 Years of Experience	96.1%	2.0%	98.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.5%	1.5%	2.4%	2.2%	2.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	86.6%	87.3%	85.5%	87.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.5%	0.5%	0.5%	0.4%	0.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.8%	11.4%	9.9%	11.9%	9.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: JENKS

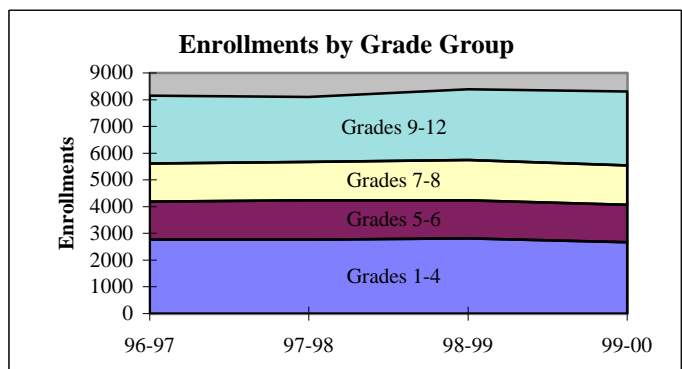
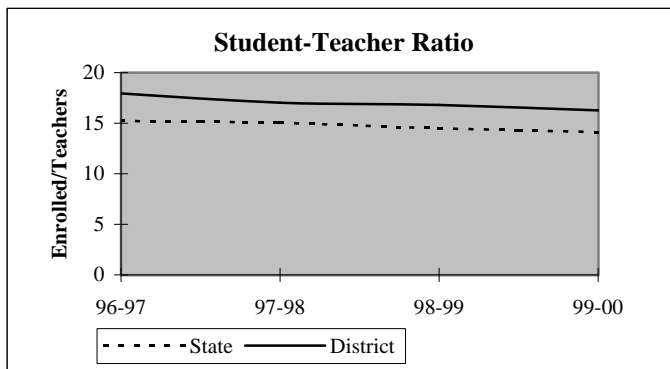


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.7	15.4	14.6	14.4	13.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.4	17.9	17.0	16.8	16.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-26	23	26	26	15	-	-	-	-	-
% Change in Educators	-4.5%	4.2%	4.5%	4.3%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	247	169	-82	230	-79	-	-	-	-	-
% Change in Enrollments	2.9%	1.9%	-0.9%	2.6%	-0.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	6.7%	8.0%	8.2%	10.7%	8.9%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.7%	4.4%	4.5%	4.3%	4.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.8%	9.8%	9.7%	10.2%	10.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.1%	1.7%	1.7%	2.4%	2.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	3.8%	4.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.9%	2.8%	2.7%	2.4%	2.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.7	41.9	41.8	41.8	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	11.2	11.1	10.7	10.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,948	29,132	28,809	28,784	29,101	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.1%	1.8%	1.9%	2.4%	2.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.0%	82.8%	83.7%	83.6%	83.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	13.6%	13.8%	13.6%	13.8%	14.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.5%	14.9%	15.0%	16.5%	16.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	198	201	219	253	265	35.9%	35.0%	36.5%	40.4%	41.3%
Attrition	30	41	38	58	0					
Attrition Rate	15.2%	20.4%	17.4%	22.9%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	336	350	352	346	343	61.0%	61.0%	58.7%	55.3%	53.5%
Attrition	17	23	37	31	0					
Attrition Rate	5.1%	6.6%	10.5%	9.0%	0.0%					
At Retirement Age	17	23	30	28	34	3.1%	4.0%	5.0%	4.5%	5.3%
Attrition	6	2	13	7	0					
Attrition Rate	35.3%	8.7%	43.3%	25.0%	0.0%					
At Retirement in 5 yrs.	30	33	45	42	44	5.4%	5.7%	7.5%	6.7%	6.9%

## District Report for: JENKS

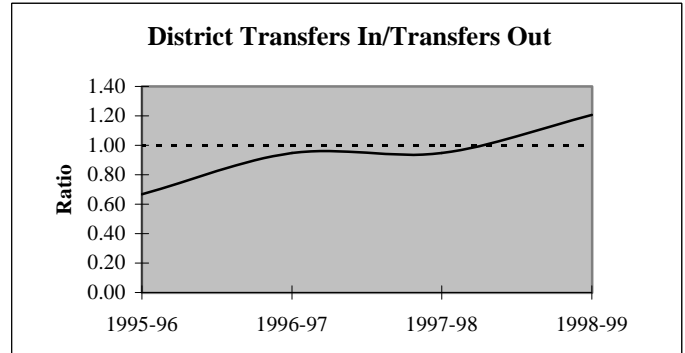
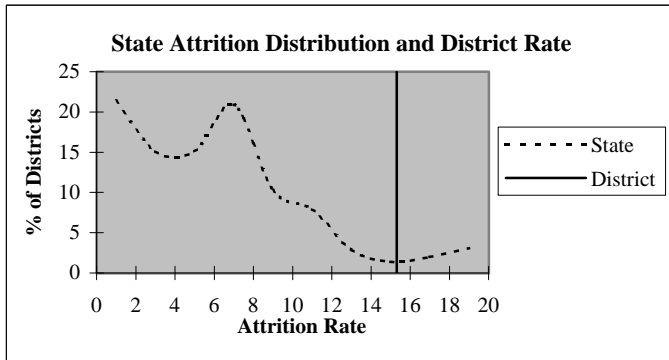
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	551	574	600	626	641	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	26	25	27	27	28	4.7%	4.4%	4.5%	4.3%	4.4%
Professional Staff	54	56	58	64	65	9.8%	9.8%	9.7%	10.2%	10.1%
<b>Total Teachers</b>	471	493	515	535	548	85.5%	85.9%	85.8%	85.5%	85.5%
Special Education	64	68	70	74	78	13.6%	13.8%	13.6%	13.8%	14.2%
Pre-K & Kindergarten	2	2	2	9	10	0.4%	0.4%	0.4%	1.7%	1.8%
Elementary	198	203	218	224	232	42.0%	41.2%	42.3%	41.9%	42.3%
<b>Middle School</b>	95	101	97	99	95	20.2%	20.5%	18.8%	18.5%	17.3%
Language Arts	17	18	16	20	22	3.6%	3.7%	3.1%	3.7%	4.0%
Art & Music	9	12	10	11	12	1.9%	2.4%	1.9%	2.1%	2.2%
Social Studies	16	17	16	16	17	3.4%	3.4%	3.1%	3.0%	3.1%
Foreign Language	5	4	4	4	3	1.1%	0.8%	0.8%	0.7%	0.5%
Math	16	17	17	17	16	3.4%	3.4%	3.3%	3.2%	2.9%
Science	16	18	17	16	13	3.4%	3.7%	3.3%	3.0%	2.4%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	16	15	17	15	12	3.4%	3.0%	3.3%	2.8%	2.2%
<b>High School (9-12)</b>	112	119	128	129	133	1244.4%	991.7%	1280.0%	1172.7%	1108.3%
Language Arts	24	21	24	27	25	5.1%	4.3%	4.7%	5.0%	4.6%
Art & Music	8	6	6	6	7	1.7%	1.2%	1.2%	1.1%	1.3%
Social Studies	18	19	20	17	18	3.8%	3.9%	3.9%	3.2%	3.3%
Foreign Language	8	10	10	10	12	1.7%	2.0%	1.9%	1.9%	2.2%
Math	17	16	20	20	21	3.6%	3.2%	3.9%	3.7%	3.8%
<b>Science</b>	17	17	15	19	19	3.6%	3.4%	2.9%	3.6%	3.5%
Biology	5	5	6	5	4	1.1%	1.0%	1.2%	0.9%	0.7%
Chemistry	3	3	1	3	2	0.6%	0.6%	0.2%	0.6%	0.4%
Physics	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other Science	8	8	7	10	12	1.7%	1.6%	1.4%	1.9%	2.2%
Vocational Education	12	14	16	12	12	2.5%	2.8%	3.1%	2.2%	2.2%
Other	8	16	17	18	19	1.7%	3.2%	3.3%	3.4%	3.5%
<b>Total Enrollments</b>	8,676	8,845	8,763	8,993	8,914	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	637	654	620	562	567	7.3%	7.4%	7.1%	6.2%	6.4%
Grades 1-4	2,754	2,761	2,764	2,818	2,674	31.7%	31.2%	31.5%	31.3%	30.0%
Grades 5-6	1,401	1,433	1,469	1,416	1,401	16.1%	16.2%	16.8%	15.7%	15.7%
Grades 7-8	1,430	1,415	1,434	1,515	1,467	16.5%	16.0%	16.4%	16.8%	16.5%
Grades 9-12	2,417	2,539	2,435	2,642	2,761	27.9%	28.7%	27.8%	29.4%	31.0%
Ungraded	37	43	41	40	44	0.4%	0.5%	0.5%	0.4%	0.5%



## District Report for: JENKS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	551	574	601	627	642	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	510	498	508	513	531	92.6%	86.8%	84.5%	81.8%	82.7%
<b>Newly Hired</b>	<b>41</b>	<b>76</b>	<b>93</b>	<b>114</b>	<b>111</b>	<b>7.4%</b>	<b>13.2%</b>	<b>15.5%</b>	<b>18.2%</b>	<b>17.3%</b>
Transfers In	6	18	18	35	29	14.6%	23.7%	19.4%	30.7%	26.1%
Reentrants	20	31	34	50	40	48.8%	40.8%	36.6%	43.9%	36.0%
First Time Educators	15	27	41	29	42	36.6%	35.5%	44.1%	25.4%	37.8%
<b>Total Exiting Next Year</b>	<b>53</b>	<b>66</b>	<b>88</b>	<b>96</b>	<b>-</b>	<b>9.6%</b>	<b>11.5%</b>	<b>14.6%</b>	<b>15.3%</b>	<b>-</b>
Transfers Out	9	19	19	29	-	17.0%	28.8%	21.6%	30.2%	-
Leave Oklahoma Educ.	44	47	69	67	-	83.0%	71.2%	78.4%	69.8%	-

Dynamics Rates	District Rates				
District Attrition	9.6%	11.5%	14.6%	15.3%	-
Transfers In/Out	0.67	0.95	0.95	1.21	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	36	Benedictine Heights, Tulsa	-
OSU, Stillwater	107	Southern Nazarene Univ., Bethany	2
UCO, Edmond	26	OBU, Shawnee	8
ECU, Ada	9	OCU, Oklahoma City	2
NWOSU, Alva	1	Phillips Univ., Enid	3
NESU, Tahlequah	79	University of Tulsa, Tulsa	75
SEOSU, Durant	3	OCUSA, Oklahoma City	3
SWOSU, Weatherford	5	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	25
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	4	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	161
		<b>Total</b>	<b>551</b>

## District Report for: JENKS

Profile by Known Race and Gender	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Administrative</b>	26	25	27	27	28	4.7%	4.4%	4.5%	4.3%	4.4%
White - Females	15	15	16	15	18	57.7%	60.0%	59.3%	55.6%	64.3%
White - Males	10	9	11	12	10	38.5%	36.0%	40.7%	44.4%	35.7%
Black - Females	1	1	0	0	0	3.8%	4.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	54	56	58	64	65	9.8%	9.8%	9.7%	10.2%	10.1%
White - Females	47	50	51	56	57	87.0%	89.3%	87.9%	87.5%	87.7%
White - Males	7	6	7	6	6	13.0%	10.7%	12.1%	9.4%	9.2%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	1.6%	1.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	1.6%	1.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	471	493	515	535	548	85.5%	85.9%	85.8%	85.5%	85.5%
White - Females	388	402	423	435	445	82.4%	81.5%	82.1%	81.3%	81.2%
White - Males	78	82	82	87	87	16.6%	16.6%	15.9%	16.3%	15.9%
Black - Females	1	2	2	1	2	0.2%	0.4%	0.4%	0.2%	0.4%
Black - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other - Females	2	4	6	11	12	0.4%	0.8%	1.2%	2.1%	2.2%
Other - Males	1	2	1	0	1	0.2%	0.4%	0.2%	0.0%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Up to 24	5	5	5	8	9	1.1%	1.0%	1.0%	1.5%	1.8%
25-29	64	64	69	70	56	13.6%	13.1%	13.7%	13.4%	10.9%
30-34	52	55	60	71	75	11.0%	11.3%	11.9%	13.6%	14.6%
35-39	55	55	59	54	54	11.7%	11.3%	11.7%	10.3%	10.5%
40-44	91	90	79	78	69	19.3%	18.5%	15.7%	14.9%	13.4%
45-49	101	100	99	105	106	21.4%	20.5%	19.6%	20.1%	20.6%
50-54	81	88	97	97	96	17.2%	18.1%	19.2%	18.6%	18.7%
55+	22	30	36	39	49	4.7%	6.2%	7.1%	7.5%	9.5%
Average Age	41.7	41.9	41.8	41.8	42.4					

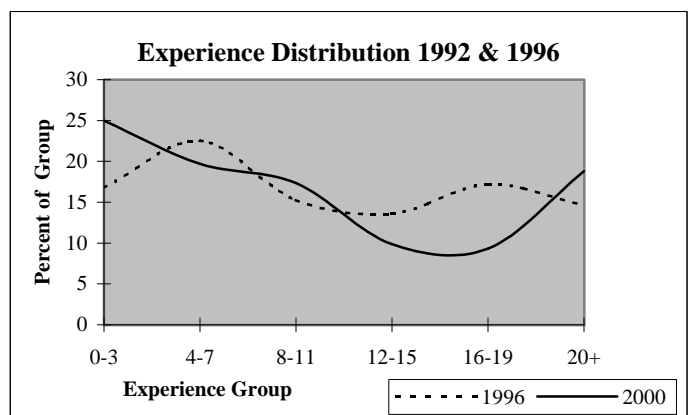
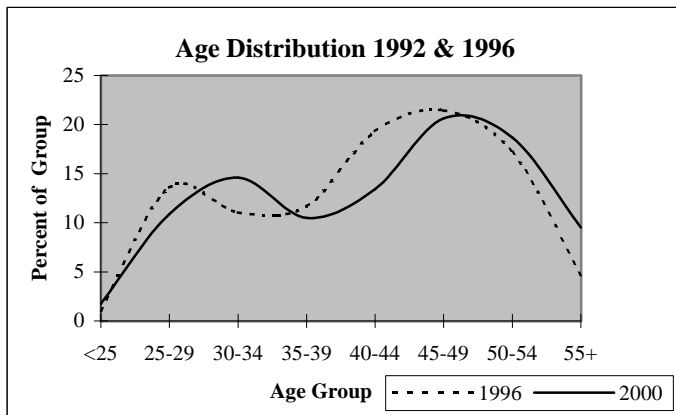
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
0-3 Years	79	81	104	114	137	16.8%	16.4%	20.2%	21.3%	25.0%
4-7 Years	106	109	102	118	108	22.5%	22.1%	19.8%	22.1%	19.7%
8-11 Years	72	87	86	90	95	15.3%	17.6%	16.7%	16.8%	17.3%
12-15 Years	64	61	64	57	54	13.6%	12.4%	12.4%	10.7%	9.9%
16-19 Years	81	73	69	61	51	17.2%	14.8%	13.4%	11.4%	9.3%
20+ Years	69	82	90	95	103	14.6%	16.6%	17.5%	17.8%	18.8%
Average Experience	11.3	11.2	11.1	10.7	10.5					

## District Report for: JENKS

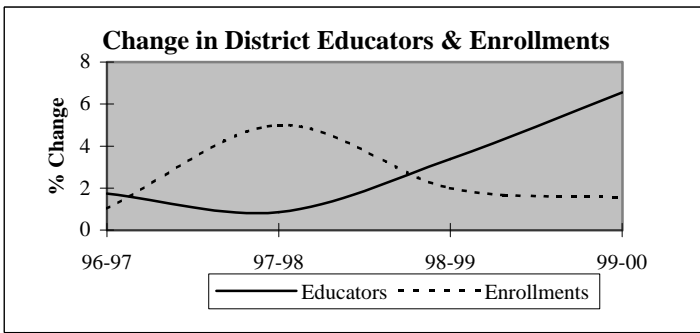
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	53	66	88	96	-	9.6%	11.5%	14.7%	15.3%	-
Attrition from Transfers	9	19	19	29	-	1.6%	3.3%	3.2%	4.6%	-
Attrition from Exits	44	47	69	67	-	8.0%	8.2%	11.5%	10.7%	-
<b>Teacher Attrition</b>	<b>49</b>	<b>61</b>	<b>81</b>	<b>87</b>	<b>-</b>	<b>10.4%</b>	<b>12.4%</b>	<b>15.7%</b>	<b>16.3%</b>	<b>-</b>
Attrition from Transfers	8	17	18	26	-	1.7%	3.4%	3.5%	4.9%	-
Attrition from Exits	41	44	63	61	-	8.7%	8.9%	12.2%	11.4%	-
<b>District Retention</b>										
Educator Retention	498	508	512	530	-	90.4%	88.5%	85.3%	84.7%	-
Teacher Retention	422	432	434	448	-	89.6%	87.6%	84.3%	83.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	72.3%	10.2%	82.5%	78.2%	9.6%	87.8%
1 Year of Experience	83.2%	4.4%	87.6%	84.2%	6.9%	91.1%
2 Years of Experience	73.5%	1.8%	75.2%	85.2%	5.9%	91.1%
3 Years of Experience	79.7%	2.4%	82.1%	86.1%	5.6%	91.7%
4 Years of Experience	82.0%	3.1%	85.2%	87.9%	4.7%	92.6%
5 Years of Experience	84.0%	6.0%	90.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.5%	2.8%	3.7%	3.7%	3.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.2%	87.1%	84.0%	83.7%	83.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.4%	10.1%	12.3%	12.6%	12.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COLLINSVILLE

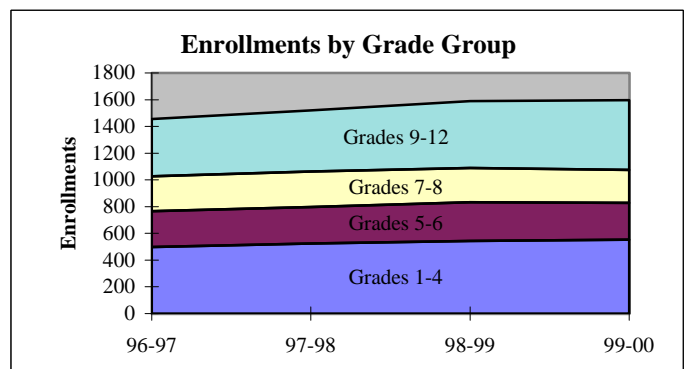
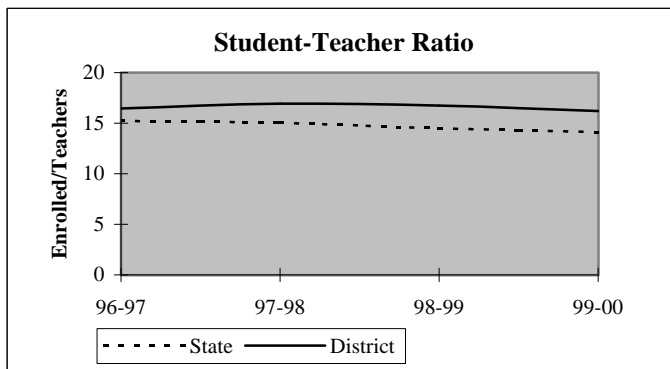


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	13.5	14.1	13.9	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.5	16.4	16.9	16.7	16.2	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	1	4	8	-	-	-	-	-
% Change in Educators	1.8%	1.7%	0.9%	3.4%	6.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	16	79	33	26	-	-	-	-	-
% Change in Enrollments	-0.4%	1.0%	5.0%	2.0%	1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.6%	2.6%	2.5%	4.1%	2.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.1%	6.0%	5.9%	5.7%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	11.3%	12.0%	11.0%	11.5%	12.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	3.5%	3.4%	3.4%	4.1%	4.6%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	12.5%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.2	42.7	43.6	44.1	43.5	42.0	42.3	42.5	42.7	43.0
Average Experience	14.4	15.1	15.9	16.2	15.0	12.1	12.3	12.3	12.2	12.2
Average Salary	30,140	30,975	30,163	31,597	31,184	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.2%	3.1%	3.1%	4.0%	4.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.5%	67.7%	67.3%	67.3%	70.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.6%	12.5%	12.2%	12.9%	13.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	30.1%	28.3%	32.2%	37.1%	37.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	27	26	26	27	35	23.5%	22.2%	22.0%	22.1%	26.9%
Attrition	4	0	2	2	0					
Attrition Rate	14.8%	0.0%	7.7%	7.4%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	81	81	81	77	71	70.4%	69.2%	68.6%	63.1%	54.6%
Attrition	1	1	2	3	0					
Attrition Rate	1.2%	1.2%	2.5%	3.9%	0.0%					
At Retirement Age	7	10	11	18	24	6.1%	8.5%	9.3%	14.8%	18.5%
Attrition	0	0	0	3	0					
Attrition Rate	0.0%	0.0%	0.0%	16.7%	0.0%					
At Retirement in 5 yrs.	10	11	18	28	32	8.7%	9.4%	15.3%	23.0%	24.6%

## District Report for: COLLINSVILLE

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	115	117	118	122	130	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	8	6.1%	6.0%	5.9%	5.7%	6.2%
Professional Staff	13	14	13	14	16	11.3%	12.0%	11.0%	11.5%	12.3%
<b>Total Teachers</b>	95	96	98	101	106	82.6%	82.1%	83.1%	82.8%	81.5%
Special Education	11	12	12	13	14	11.6%	12.5%	12.2%	12.9%	13.2%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Elementary	36	36	37	38	39	37.9%	37.5%	37.8%	37.6%	36.8%
<b>Middle School</b>	20	19	19	18	18	21.1%	19.8%	19.4%	17.8%	17.0%
Language Arts	0	5	5	5	5	0.0%	5.2%	5.1%	5.0%	4.7%
Art & Music	0	1	1	0	1	0.0%	1.0%	1.0%	0.0%	0.9%
Social Studies	1	3	3	3	3	1.1%	3.1%	3.1%	3.0%	2.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	2	2	2	2	0.0%	2.1%	2.0%	2.0%	1.9%
Science	2	4	4	3	3	2.1%	4.2%	4.1%	3.0%	2.8%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	17	4	4	5	4	17.9%	4.2%	4.1%	5.0%	3.8%
<b>High School (9-12)</b>	28	29	30	32	34	0.0%	2900.0%	3000.0%	0.0%	3400.0%
Language Arts	4	4	4	4	5	4.2%	4.2%	4.1%	4.0%	4.7%
Art & Music	2	3	3	3	3	2.1%	3.1%	3.1%	3.0%	2.8%
Social Studies	3	5	4	5	5	3.2%	5.2%	4.1%	5.0%	4.7%
Foreign Language	1	1	1	1	1	1.1%	1.0%	1.0%	1.0%	0.9%
Math	4	6	6	7	6	4.2%	6.3%	6.1%	6.9%	5.7%
<b>Science</b>	3	3	3	4	4	3.2%	3.1%	3.1%	4.0%	3.8%
Biology	1	0	1	0	0	1.1%	0.0%	1.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	3	2	4	4	2.1%	3.1%	2.0%	4.0%	3.8%
Vocational Education	4	3	3	3	3	4.2%	3.1%	3.1%	3.0%	2.8%
Other	7	4	6	5	7	7.4%	4.2%	6.1%	5.0%	6.6%
<b>Total Enrollments</b>	1,563	1,579	1,658	1,691	1,717	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	108	112	133	102	110	6.9%	7.1%	8.0%	6.0%	6.4%
Grades 1-4	501	498	524	544	554	32.1%	31.5%	31.6%	32.2%	32.3%
Grades 5-6	262	267	272	288	273	16.8%	16.9%	16.4%	17.0%	15.9%
Grades 7-8	254	261	267	258	248	16.3%	16.5%	16.1%	15.3%	14.4%
Grades 9-12	433	430	456	499	522	27.7%	27.2%	27.5%	29.5%	30.4%
Ungraded	5	11	6	0	10	0.3%	0.7%	0.4%	0.0%	0.6%

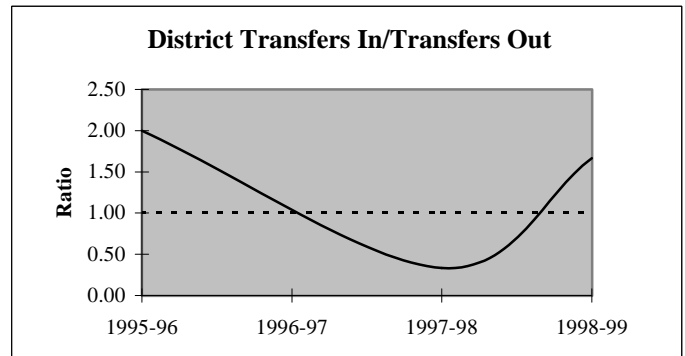
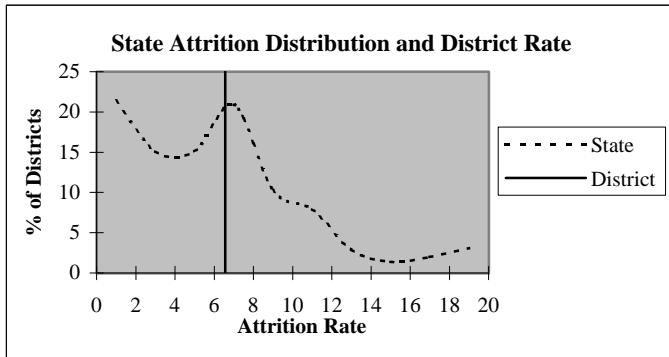




## District Report for: COLLINSVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	115	117	118	122	130	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	106	110	116	114	114	92.2%	94.0%	98.3%	93.4%	87.7%
<b>Newly Hired</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>8</b>	<b>16</b>	<b>7.8%</b>	<b>6.0%</b>	<b>1.7%</b>	<b>6.6%</b>	<b>12.3%</b>
Transfers In	4	5	1	5	8	44.4%	71.4%	50.0%	62.5%	50.0%
Reentrants	1	0	0	0	3	11.1%	0.0%	0.0%	0.0%	18.8%
First Time Educators	4	2	1	3	5	44.4%	28.6%	50.0%	37.5%	31.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>-</b>	<b>4.3%</b>	<b>0.9%</b>	<b>3.4%</b>	<b>6.6%</b>	<b>-</b>
Transfers Out	2	0	3	3	-	40.0%	0.0%	75.0%	37.5%	-
Leave Oklahoma Educ.	3	1	1	5	-	60.0%	100.0%	25.0%	62.5%	-

Dynamics Rates	District Rates				
District Attrition	4.3%	0.9%	3.4%	6.6%	-
Transfers In/Out	2.00	nc	0.33	1.67	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	24	Southern Nazarene Univ., Bethany	-
UCO, Edmond	6	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	1
NESU, Tahlequah	45	University of Tulsa, Tulsa	13
SEOSU, Durant	3	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	11
		<b>Total</b>	<b>115</b>

## District Report for: COLLINSVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	7	7	7	7	8	6.1%	6.0%	5.9%	5.7%	6.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	7	7	7	7	7	100.0%	100.0%	100.0%	100.0%	87.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	12.5%
<b>Professional Staff</b>	13	14	13	14	16	11.3%	12.0%	11.0%	11.5%	12.3%
White - Females	12	13	12	13	16	92.3%	92.9%	92.3%	92.9%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	0	7.7%	7.1%	7.7%	7.1%	0.0%
<b>Teachers</b>	95	96	98	101	106	82.6%	82.1%	83.1%	82.8%	81.5%
White - Females	64	63	64	66	72	67.4%	65.6%	65.3%	65.3%	67.9%
White - Males	28	30	31	31	29	29.5%	31.3%	31.6%	30.7%	27.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	3	2.1%	2.1%	2.0%	2.0%	2.8%
Other - Males	1	1	1	2	2	1.1%	1.0%	1.0%	2.0%	1.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	0	1	1	1.1%	2.1%	0.0%	1.0%	1.0%
25-29	13	13	14	8	13	13.7%	13.5%	14.3%	7.9%	12.5%
30-34	11	8	10	16	16	11.6%	8.3%	10.2%	15.8%	15.4%
35-39	9	8	6	7	8	9.5%	8.3%	6.1%	6.9%	7.7%
40-44	16	16	13	9	11	16.8%	16.7%	13.3%	8.9%	10.6%
45-49	22	24	23	25	20	23.2%	25.0%	23.5%	24.8%	19.2%
50-54	17	17	20	19	17	17.9%	17.7%	20.4%	18.8%	16.3%
55+	6	8	12	16	18	6.3%	8.3%	12.2%	15.8%	17.3%
<b>Average Age</b>	42.2	42.7	43.6	44.1	43.5					

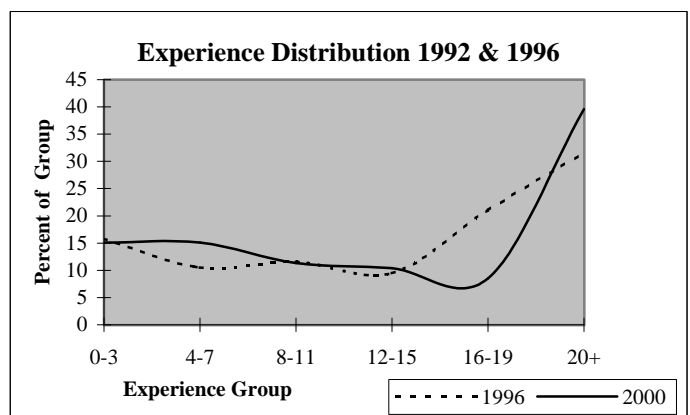
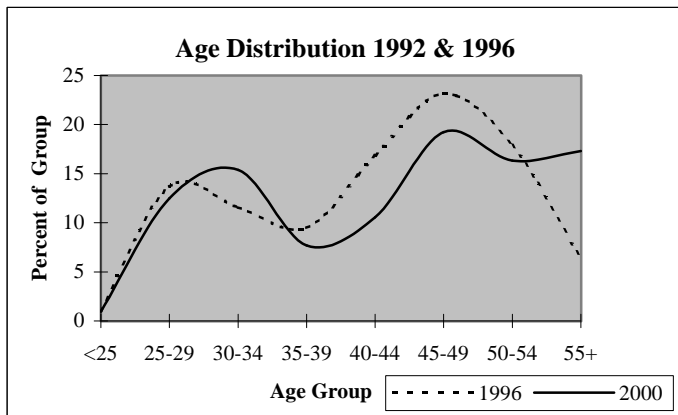
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	15	14	12	11	16	15.8%	14.6%	12.2%	10.9%	15.1%
4-7 Years	10	10	12	14	16	10.5%	10.4%	12.2%	13.9%	15.1%
8-11 Years	11	10	8	11	12	11.6%	10.4%	8.2%	10.9%	11.3%
12-15 Years	9	10	11	9	11	9.5%	10.4%	11.2%	8.9%	10.4%
16-19 Years	20	16	15	12	9	21.1%	16.7%	15.3%	11.9%	8.5%
20+ Years	30	36	40	44	42	31.6%	37.5%	40.8%	43.6%	39.6%
<b>Average Experience</b>	14.4	15.1	15.9	16.2	15.0					

## District Report for: COLLINSVILLE

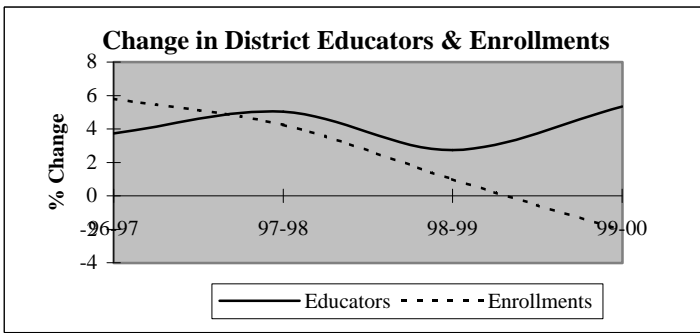
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	1	4	8	-	4.3%	0.9%	3.4%	6.6%	-
Attrition from Transfers	2	0	3	3	-	1.7%	0.0%	2.5%	2.5%	-
Attrition from Exits	3	1	1	5	-	2.6%	0.9%	0.8%	4.1%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>7</b>	<b>-</b>	<b>5.3%</b>	<b>0.0%</b>	<b>4.1%</b>	<b>6.9%</b>	<b>-</b>
Attrition from Transfers	2	0	3	2	-	2.1%	0.0%	3.1%	2.0%	-
Attrition from Exits	3	0	1	5	-	3.2%	0.0%	1.0%	5.0%	-
<b>District Retention</b>										
Educator Retention	110	116	114	114	-	95.7%	99.1%	96.6%	93.4%	-
Teacher Retention	90	96	94	94	-	94.7%	100.0%	95.9%	93.1%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	94.4%	0.0%	94.4%	84.2%	6.9%	91.1%
2 Years of Experience	88.2%	5.9%	94.1%	85.2%	5.9%	91.1%
3 Years of Experience	89.5%	5.3%	94.7%	86.1%	5.6%	91.7%
4 Years of Experience	88.9%	5.6%	94.4%	87.9%	4.7%	92.6%
5 Years of Experience	76.9%	15.4%	92.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.7%	1.7%	2.5%	1.6%	1.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.9%	95.7%	96.6%	95.9%	92.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.3%	2.6%	0.8%	2.5%	6.2%	6.4%	7.2%	8.2%	9.1%	9.0%



# District Report for: SKIATOOK

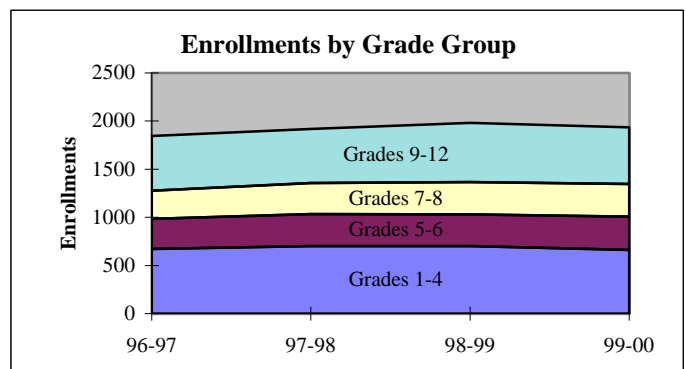
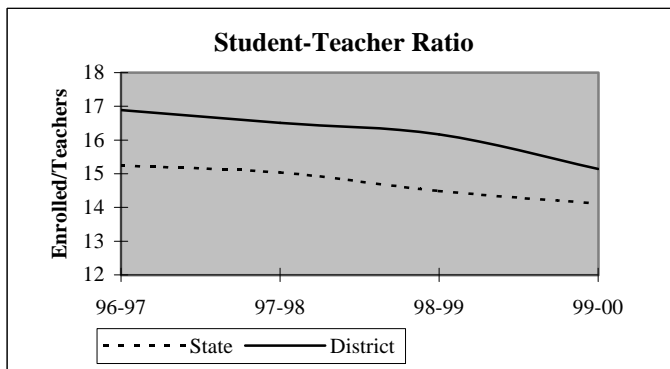


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.3	14.6	14.5	14.2	13.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.4	16.9	16.5	16.2	15.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	5	7	4	8	-	-	-	-	-
% Change in Educators	2.3%	3.7%	5.0%	2.7%	5.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	6	111	86	21	-44	-	-	-	-	-
% Change in Enrollments	0.3%	5.8%	4.2%	1.0%	-2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.7%	1.4%	4.1%	3.3%	5.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.0%	5.8%	5.5%	5.3%	5.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	6.7%	7.9%	6.8%	6.7%	7.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.7%	7.9%	6.8%	8.0%	8.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	12.5%	12.5%	12.5%	12.5%	11.1%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.2%	2.2%	2.1%	2.7%	2.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.7	40.4	40.2	40.4	39.8	42.0	42.3	42.5	42.7	43.0
Average Experience	11.3	10.8	10.5	10.5	9.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,074	29,023	28,643	28,736	28,327	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	6.0%	6.7%	5.5%	6.8%	7.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	76.9%	76.7%	78.1%	79.5%	83.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.1%	10.0%	9.4%	9.8%	9.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	31.1%	31.7%	34.3%	34.4%	34.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	48	56	62	63	76	35.8%	40.3%	42.5%	42.0%	48.1%
Attrition	7	7	13	6	0					
Attrition Rate	14.6%	12.5%	21.0%	9.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	82	75	74	78	70	61.2%	54.0%	50.7%	52.0%	44.3%
Attrition	9	3	6	10	0					
Attrition Rate	11.0%	4.0%	8.1%	12.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	8	10	9	12	3.0%	5.8%	6.8%	6.0%	7.6%
Attrition Rate	0.0%	25.0%	10.0%	44.4%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	8	13	10	16	17	6.0%	9.4%	6.8%	10.7%	10.8%

## District Report for: SKIATOOK

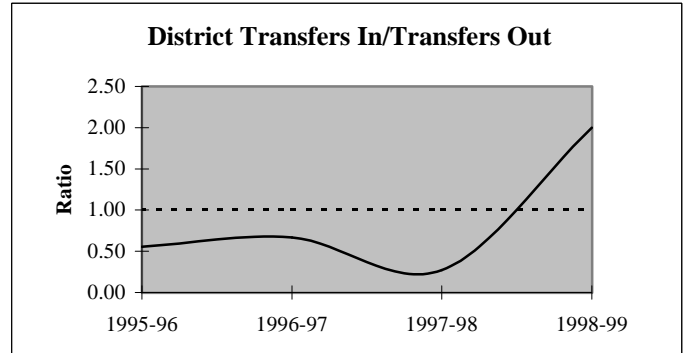
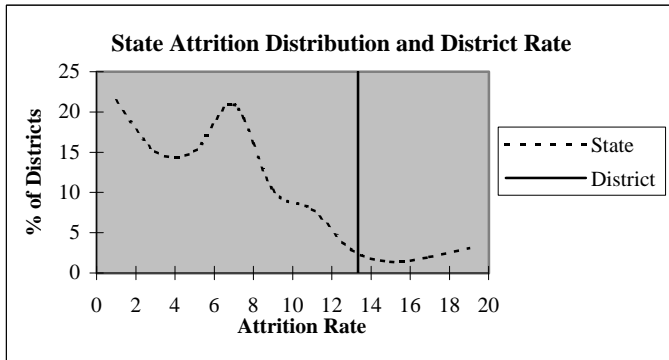
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	134	139	146	150	158	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	8	8	9	6.0%	5.8%	5.5%	5.3%	5.7%
Professional Staff	9	11	10	10	11	6.7%	7.9%	6.8%	6.7%	7.0%
<b>Total Teachers</b>	117	120	128	132	138	87.3%	86.3%	87.7%	88.0%	87.3%
Special Education	13	12	12	13	13	11.1%	10.0%	9.4%	9.8%	9.4%
Pre-K & Kindergarten	0	0	0	1	2	0.0%	0.0%	0.0%	0.8%	1.4%
Elementary	55	57	61	63	66	47.0%	47.5%	47.7%	47.7%	47.8%
<b>Middle School</b>	14	15	18	18	18	12.0%	12.5%	14.1%	13.6%	13.0%
Language Arts	4	5	5	6	6	3.4%	4.2%	3.9%	4.5%	4.3%
Art & Music	2	2	2	3	3	1.7%	1.7%	1.6%	2.3%	2.2%
Social Studies	2	2	3	3	3	1.7%	1.7%	2.3%	2.3%	2.2%
Foreign Language	0	0	1	0	0	0.0%	0.0%	0.8%	0.0%	0.0%
Math	2	2	2	3	3	1.7%	1.7%	1.6%	2.3%	2.2%
Science	3	3	2	1	2	2.6%	2.5%	1.6%	0.8%	1.4%
Vocational Education	1	0	0	0	0	0.9%	0.0%	0.0%	0.0%	0.0%
Other	0	1	3	2	1	0.0%	0.8%	2.3%	1.5%	0.7%
<b>High School (9-12)</b>	35	36	37	37	39	1750.0%	1800.0%	1850.0%	1233.3%	1300.0%
Language Arts	6	6	4	6	6	5.1%	5.0%	3.1%	4.5%	4.3%
Art & Music	2	3	3	2	2	1.7%	2.5%	2.3%	1.5%	1.4%
Social Studies	8	8	7	8	7	6.8%	6.7%	5.5%	6.1%	5.1%
Foreign Language	1	1	1	1	1	0.9%	0.8%	0.8%	0.8%	0.7%
Math	5	5	5	5	4	4.3%	4.2%	3.9%	3.8%	2.9%
<b>Science</b>	4	4	4	4	5	3.4%	3.3%	3.1%	3.0%	3.6%
Biology	2	2	3	2	3	1.7%	1.7%	2.3%	1.5%	2.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	1	2	2	1.7%	1.7%	0.8%	1.5%	1.4%
Vocational Education	5	5	5	5	5	4.3%	4.2%	3.9%	3.8%	3.6%
Other	4	4	8	6	9	3.4%	3.3%	6.3%	4.5%	6.5%
<b>Total Enrollments</b>	1,916	2,027	2,113	2,134	2,090	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	148	173	190	144	149	7.7%	8.5%	9.0%	6.7%	7.1%
Grades 1-4	657	673	703	701	662	34.3%	33.2%	33.3%	32.8%	31.7%
Grades 5-6	298	311	332	331	346	15.6%	15.3%	15.7%	15.5%	16.6%
Grades 7-8	265	294	323	335	338	13.8%	14.5%	15.3%	15.7%	16.2%
Grades 9-12	536	567	560	614	588	28.0%	28.0%	26.5%	28.8%	28.1%
Ungraded	12	9	5	9	7	0.6%	0.4%	0.2%	0.4%	0.3%



## District Report for: SKIATOOK

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	134	139	146	150	158	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	124	118	127	126	130	92.5%	84.9%	87.0%	84.0%	82.3%
<b>Newly Hired</b>	<b>10</b>	<b>21</b>	<b>19</b>	<b>24</b>	<b>28</b>	<b>7.5%</b>	<b>15.1%</b>	<b>13.0%</b>	<b>16.0%</b>	<b>17.7%</b>
Transfers In	5	4	3	12	8	50.0%	19.0%	15.8%	50.0%	28.6%
Reentrants	3	4	4	1	4	30.0%	19.0%	21.1%	4.2%	14.3%
First Time Educators	2	13	12	11	16	20.0%	61.9%	63.2%	45.8%	57.1%
<b>Total Exiting Next Year</b>	<b>16</b>	<b>12</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>11.9%</b>	<b>8.6%</b>	<b>13.7%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	9	6	11	6	-	56.3%	50.0%	55.0%	30.0%	-
Leave Oklahoma Educ.	7	6	9	14	-	43.8%	50.0%	45.0%	70.0%	-

Dynamics Rates	District Rates				
District Attrition	11.9%	8.6%	13.7%	13.3%	-
Transfers In/Out	0.56	0.67	0.27	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	15	Southern Nazarene Univ., Bethany	-
UCO, Edmond	4	OBU, Shawnee	2
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	72	University of Tulsa, Tulsa	11
SEOSU, Durant	2	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	5
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	9
		<b>Total</b>	<b>134</b>

## District Report for: SKIATOOK

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	8	8	8	8	9	6.0%	5.8%	5.5%	5.3%	5.7%
White - Females	3	3	3	4	4	37.5%	37.5%	37.5%	50.0%	44.4%
White - Males	4	4	4	3	4	50.0%	50.0%	50.0%	37.5%	44.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	12.5%	12.5%	12.5%	12.5%	11.1%
<b>Professional Staff</b>	9	11	10	10	11	6.7%	7.9%	6.8%	6.7%	7.0%
White - Females	7	8	7	7	9	77.8%	72.7%	70.0%	70.0%	81.8%
White - Males	1	1	1	1	0	11.1%	9.1%	10.0%	10.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	2	2	2	2	11.1%	18.2%	20.0%	20.0%	18.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	117	120	128	132	138	87.3%	86.3%	87.7%	88.0%	87.3%
White - Females	85	87	96	100	109	72.6%	72.5%	75.0%	75.8%	79.0%
White - Males	25	25	25	23	19	21.4%	20.8%	19.5%	17.4%	13.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	5	4	5	6	4.3%	4.2%	3.1%	3.8%	4.3%
Other - Males	2	3	3	4	4	1.7%	2.5%	2.3%	3.0%	2.9%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	3	3	2	4	1.7%	2.6%	2.5%	1.6%	3.2%
25-29	16	18	20	21	18	13.8%	15.4%	16.5%	16.9%	14.3%
30-34	13	9	13	18	25	11.2%	7.7%	10.7%	14.5%	19.8%
35-39	22	24	18	17	15	19.0%	20.5%	14.9%	13.7%	11.9%
40-44	21	25	26	19	18	18.1%	21.4%	21.5%	15.3%	14.3%
45-49	22	15	17	18	21	19.0%	12.8%	14.0%	14.5%	16.7%
50-54	13	16	14	18	15	11.2%	13.7%	11.6%	14.5%	11.9%
55+	7	7	10	11	10	6.0%	6.0%	8.3%	8.9%	7.9%
<b>Average Age</b>	40.7	40.4	40.2	40.4	39.8					

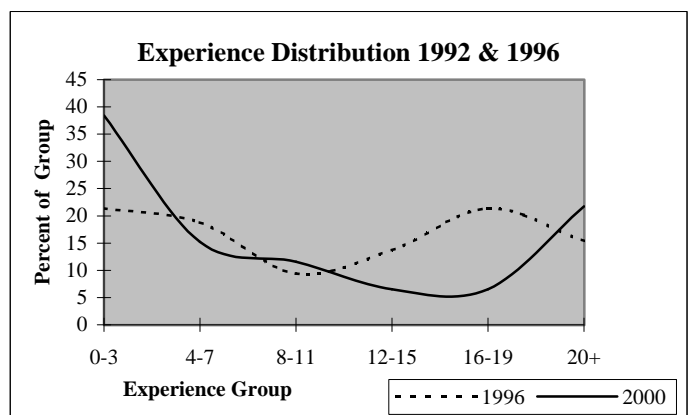
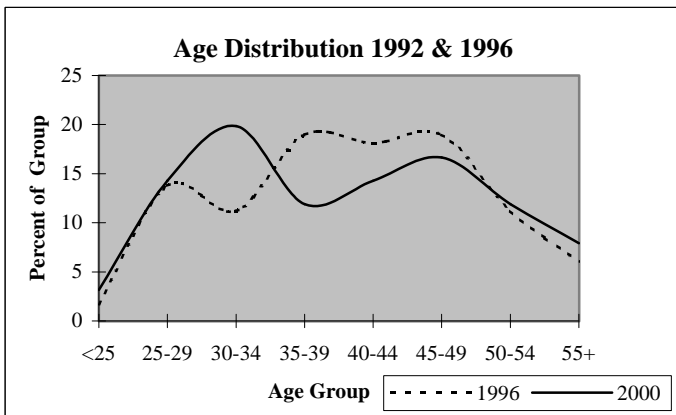
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	25	34	32	36	53	21.4%	28.3%	25.0%	27.3%	38.4%
4-7 Years	22	19	28	25	21	18.8%	15.8%	21.9%	18.9%	15.2%
8-11 Years	11	11	13	16	16	9.4%	9.2%	10.2%	12.1%	11.6%
12-15 Years	16	12	11	11	9	13.7%	10.0%	8.6%	8.3%	6.5%
16-19 Years	25	23	23	19	9	21.4%	19.2%	18.0%	14.4%	6.5%
20+ Years	18	21	21	25	30	15.4%	17.5%	16.4%	18.9%	21.7%
<b>Average Experience</b>	11.3	10.8	10.5	10.5	9.3					

# District Report for: SKIATOOK

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	16	12	20	20	-	11.9%	8.6%	13.7%	13.3%	-
Attrition from Transfers	9	6	11	6	-	6.7%	4.3%	7.5%	4.0%	-
Attrition from Exits	7	6	9	14	-	5.2%	4.3%	6.2%	9.3%	-
<b>Teacher Attrition</b>	<b>15</b>	<b>10</b>	<b>18</b>	<b>17</b>	<b>-</b>	<b>12.8%</b>	<b>8.3%</b>	<b>14.1%</b>	<b>12.9%</b>	<b>-</b>
Attrition from Transfers	9	5	9	6	-	7.7%	4.2%	7.0%	4.5%	-
Attrition from Exits	6	5	9	11	-	5.1%	4.2%	7.0%	8.3%	-
<b>District Retention</b>										
Educator Retention	118	127	126	130	-	88.1%	91.4%	86.3%	86.7%	-
Teacher Retention	102	110	110	115	-	87.2%	91.7%	85.9%	87.1%	-

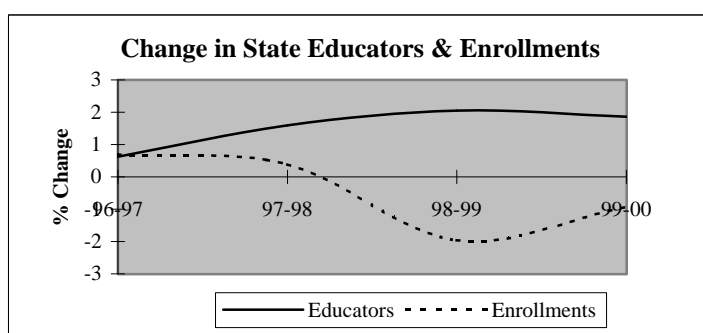
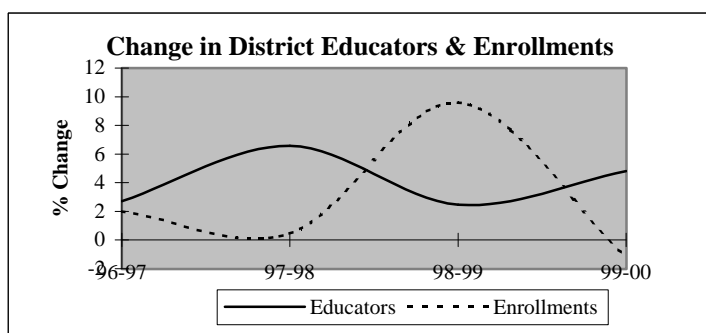
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.6%	16.3%	98.0%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	7.5%	95.0%	84.2%	6.9%	91.1%
2 Years of Experience	86.1%	2.8%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	82.1%	7.1%	89.3%	86.1%	5.6%	91.7%
4 Years of Experience	90.9%	6.1%	97.0%	87.9%	4.7%	92.6%
5 Years of Experience	96.4%	0.0%	96.4%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.7%	1.4%	1.3%	2.5%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.5%	87.1%	87.7%	90.0%	84.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.7%	0.0%	0.0%	0.7%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.7%	12.2%	11.0%	8.0%	12.7%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: SPERRY

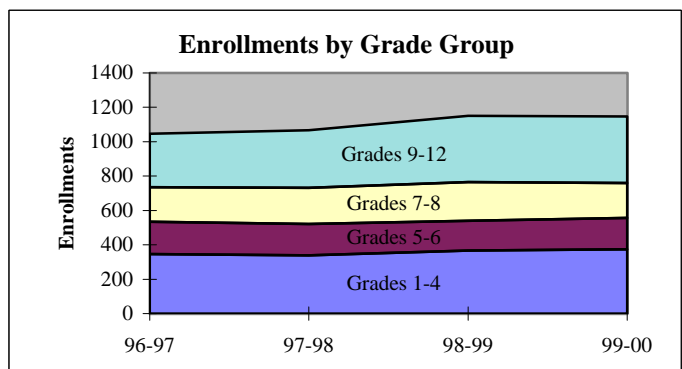
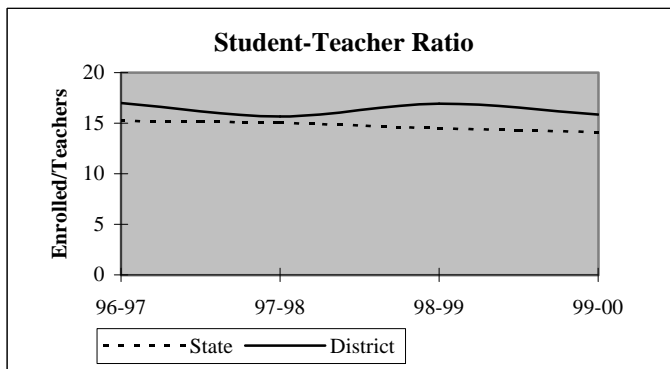


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.9	14.8	13.9	14.9	14.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.2	17.0	15.7	16.9	15.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	2	5	2	4	-	-	-	-	-
% Change in Educators	0.0%	2.7%	6.6%	2.5%	4.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	18	22	5	108	-15	-	-	-	-	-
% Change in Enrollments	1.7%	2.0%	0.4%	9.6%	-1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.5%	1.2%	2.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.1%	7.9%	7.4%	8.4%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.4%	5.3%	3.7%	3.6%	3.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.8%	6.6%	7.4%	9.6%	9.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.4%	1.3%	1.2%	1.2%	1.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.8	39.4	40.1	40.8	40.7	42.0	42.3	42.5	42.7	43.0
Average Experience	9.6	9.9	10.1	10.3	10.2	12.1	12.3	12.3	12.2	12.2
Average Salary	30,123	29,211	28,636	28,908	28,588	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.8%	7.6%	8.3%	11.0%	10.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	74.2%	75.0%	75.3%	74.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.4%	9.1%	8.3%	9.6%	9.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	36.7%	37.3%	37.4%	41.6%	43.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	31	31	33	32	34	41.9%	40.8%	40.7%	38.6%	39.1%
Attrition	3	3	6	6	0					
Attrition Rate	9.7%	9.7%	18.2%	18.8%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	42	44	45	47	48	56.8%	57.9%	55.6%	56.6%	55.2%
Attrition	3	4	1	6	0					
Attrition Rate	7.1%	9.1%	2.2%	12.8%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	4	5	1.4%	1.3%	3.7%	4.8%	5.7%
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	3	4	6	10	1.4%	3.9%	4.9%	7.2%	11.5%

## District Report for: SPERRY

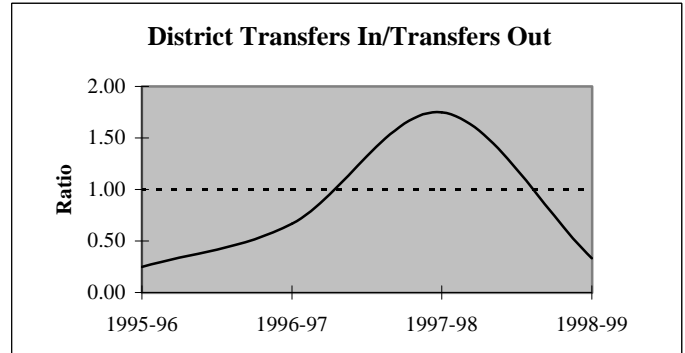
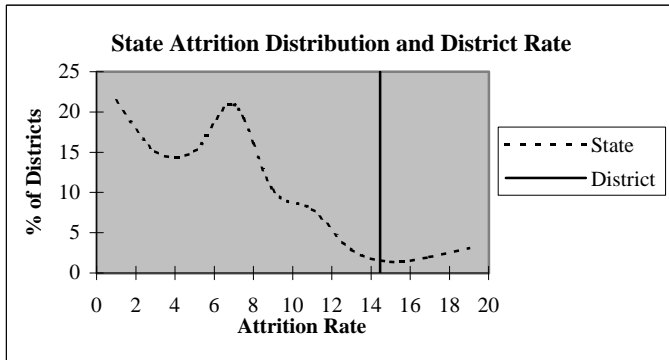
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	74	76	81	83	87	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	7	7	8.1%	7.9%	7.4%	8.4%	8.0%
Professional Staff	4	4	3	3	3	5.4%	5.3%	3.7%	3.6%	3.4%
<b>Total Teachers</b>	64	66	72	73	77	86.5%	86.8%	88.9%	88.0%	88.5%
Special Education	6	6	6	7	7	9.4%	9.1%	8.3%	9.6%	9.1%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	28	27	27	28	32	43.8%	40.9%	37.5%	38.4%	41.6%
<b>Middle School</b>	12	14	17	18	17	18.8%	21.2%	23.6%	24.7%	22.1%
Language Arts	4	5	5	5	4	6.3%	7.6%	6.9%	6.8%	5.2%
Art & Music	0	1	1	1	1	0.0%	1.5%	1.4%	1.4%	1.3%
Social Studies	2	2	2	2	1	3.1%	3.0%	2.8%	2.7%	1.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	3	2	3.1%	3.0%	1.4%	4.1%	2.6%
Science	2	1	1	3	2	3.1%	1.5%	1.4%	4.1%	2.6%
Vocational Education	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.3%
Other	2	3	7	4	6	3.1%	4.5%	9.7%	5.5%	7.8%
<b>High School (9-12)</b>	18	19	22	20	21	0.0%	1900.0%	2200.0%	2000.0%	2100.0%
Language Arts	2	3	3	3	2	3.1%	4.5%	4.2%	4.1%	2.6%
Art & Music	3	2	2	2	1	4.7%	3.0%	2.8%	2.7%	1.3%
Social Studies	3	3	3	3	3	4.7%	4.5%	4.2%	4.1%	3.9%
Foreign Language	1	1	1	1	1	1.6%	1.5%	1.4%	1.4%	1.3%
Math	2	2	3	2	3	3.1%	3.0%	4.2%	2.7%	3.9%
<b>Science</b>	2	3	2	2	2	3.1%	4.5%	2.8%	2.7%	2.6%
Biology	1	1	0	1	0	1.6%	1.5%	0.0%	1.4%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	2	1	2	1.6%	3.0%	2.8%	1.4%	2.6%
Vocational Education	3	3	3	3	3	4.7%	4.5%	4.2%	4.1%	3.9%
Other	2	2	5	4	6	3.1%	3.0%	6.9%	5.5%	7.8%
<b>Total Enrollments</b>	1,100	1,122	1,127	1,235	1,220	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	87	75	60	83	72	7.9%	6.7%	5.3%	6.7%	5.9%
Grades 1-4	317	346	338	367	375	28.8%	30.8%	30.0%	29.7%	30.7%
Grades 5-6	196	189	184	173	181	17.8%	16.8%	16.3%	14.0%	14.8%
Grades 7-8	192	200	210	225	204	17.5%	17.8%	18.6%	18.2%	16.7%
Grades 9-12	308	312	335	386	387	28.0%	27.8%	29.7%	31.3%	31.7%
Ungraded	0	0	0	1	1	0.0%	0.0%	0.0%	0.1%	0.1%



## District Report for: SPERRY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	74	76	81	83	87	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	68	68	69	73	71	91.9%	89.5%	85.2%	88.0%	81.6%
<b>Newly Hired</b>	<b>6</b>	<b>8</b>	<b>12</b>	<b>10</b>	<b>16</b>	<b>8.1%</b>	<b>10.5%</b>	<b>14.8%</b>	<b>12.0%</b>	<b>18.4%</b>
Transfers In	1	2	7	2	9	16.7%	25.0%	58.3%	20.0%	56.3%
Reentrants	1	1	2	4	4	16.7%	12.5%	16.7%	40.0%	25.0%
First Time Educators	4	5	3	4	3	66.7%	62.5%	25.0%	40.0%	18.8%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>12</b>	<b>-</b>	<b>8.1%</b>	<b>9.2%</b>	<b>9.9%</b>	<b>14.5%</b>	<b>-</b>
Transfers Out	4	3	4	6	-	66.7%	42.9%	50.0%	50.0%	-
Leave Oklahoma Educ.	2	4	4	6	-	33.3%	57.1%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	8.1%	9.2%	9.9%	14.5%	-
Transfers In/Out	0.25	0.67	1.75	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	-
UCO, Edmond	5	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	35	University of Tulsa, Tulsa	5
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	8
		<b>Total</b>	<b>74</b>

## District Report for: SPERRY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	6	6	7	7	8.1%	7.9%	7.4%	8.4%	8.0%
White - Females	1	1	1	1	1	16.7%	16.7%	16.7%	14.3%	14.3%
White - Males	5	5	5	6	6	83.3%	83.3%	83.3%	85.7%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	4	4	3	3	3	5.4%	5.3%	3.7%	3.6%	3.4%
White - Females	4	4	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	64	66	72	73	77	86.5%	86.8%	88.9%	88.0%	88.5%
White - Females	47	48	52	51	53	73.4%	72.7%	72.2%	69.9%	68.8%
White - Males	12	13	14	14	16	18.8%	19.7%	19.4%	19.2%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	4	4	1.6%	1.5%	2.8%	5.5%	5.2%
Other - Males	4	4	4	4	4	6.3%	6.1%	5.6%	5.5%	5.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	1	0	1.6%	0.0%	0.0%	1.4%	0.0%
25-29	11	11	9	10	9	17.2%	16.7%	12.7%	13.7%	12.3%
30-34	11	11	16	14	14	17.2%	16.7%	22.5%	19.2%	19.2%
35-39	5	10	9	8	12	7.8%	15.2%	12.7%	11.0%	16.4%
40-44	19	17	12	11	8	29.7%	25.8%	16.9%	15.1%	11.0%
45-49	10	8	15	19	17	15.6%	12.1%	21.1%	26.0%	23.3%
50-54	5	5	5	5	7	7.8%	7.6%	7.0%	6.8%	9.6%
55+	2	4	5	5	6	3.1%	6.1%	7.0%	6.8%	8.2%
<b>Average Age</b>	38.8	39.4	40.1	40.8	40.7					

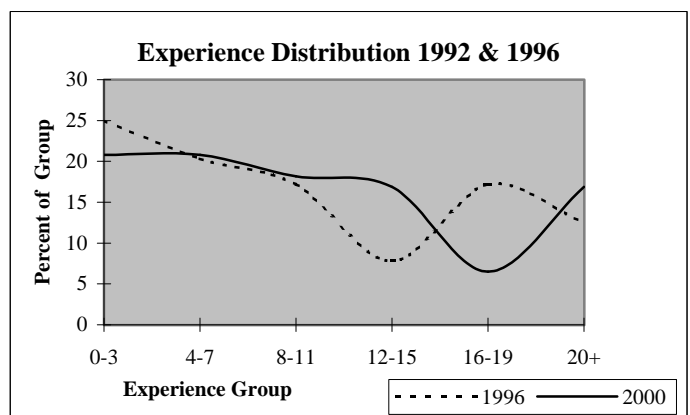
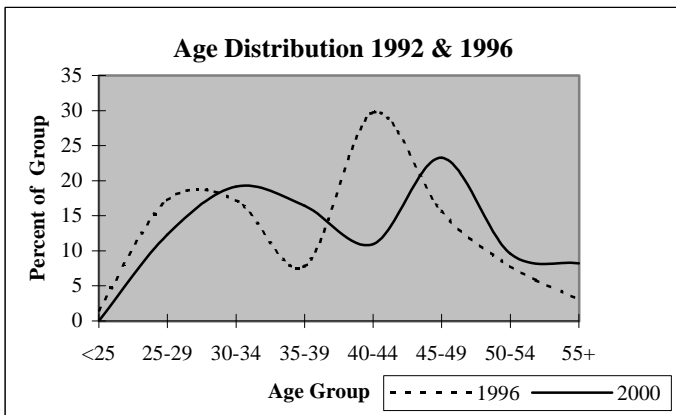
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	16	17	14	16	16	25.0%	25.8%	19.4%	21.9%	20.8%
4-7 Years	13	13	19	16	16	20.3%	19.7%	26.4%	21.9%	20.8%
8-11 Years	11	13	12	12	14	17.2%	19.7%	16.7%	16.4%	18.2%
12-15 Years	5	4	9	10	13	7.8%	6.1%	12.5%	13.7%	16.9%
16-19 Years	11	10	10	10	5	17.2%	15.2%	13.9%	13.7%	6.5%
20+ Years	8	9	8	9	13	12.5%	13.6%	11.1%	12.3%	16.9%
<b>Average Experience</b>	9.6	9.9	10.1	10.3	10.2					

## District Report for: SPERRY

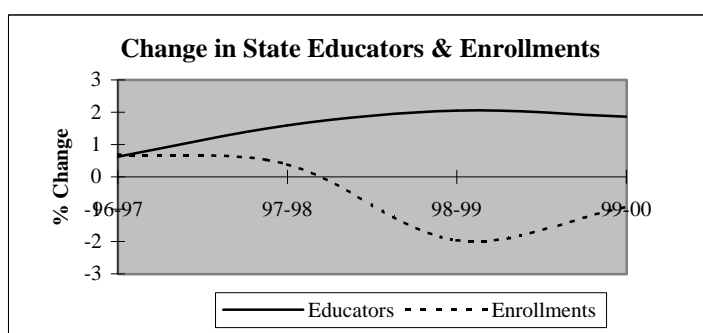
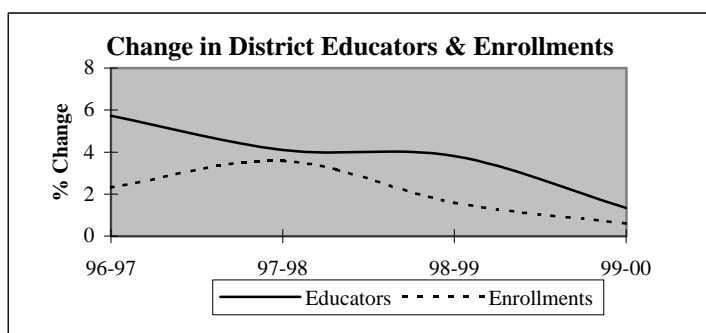
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	7	8	12	-	8.1%	9.2%	9.9%	14.5%	-
Attrition from Transfers	4	3	4	6	-	5.4%	3.9%	4.9%	7.2%	-
Attrition from Exits	2	4	4	6	-	2.7%	5.3%	4.9%	7.2%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>10</b>	<b>-</b>	<b>7.8%</b>	<b>9.1%</b>	<b>9.7%</b>	<b>13.7%</b>	<b>-</b>
Attrition from Transfers	4	2	4	4	-	6.3%	3.0%	5.6%	5.5%	-
Attrition from Exits	1	4	3	6	-	1.6%	6.1%	4.2%	8.2%	-
<b>District Retention</b>										
Educator Retention	68	69	73	71	-	91.9%	90.8%	90.1%	85.5%	-
Teacher Retention	59	60	65	63	-	92.2%	90.9%	90.3%	86.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	78.9%	15.8%	94.7%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	8.3%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	84.2%	5.3%	89.5%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	4.8%	90.5%	87.9%	4.7%	92.6%
5 Years of Experience	85.0%	10.0%	95.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.5%	1.2%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.2%	92.1%	91.4%	89.2%	90.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.8%	7.9%	6.2%	9.6%	8.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: UNION

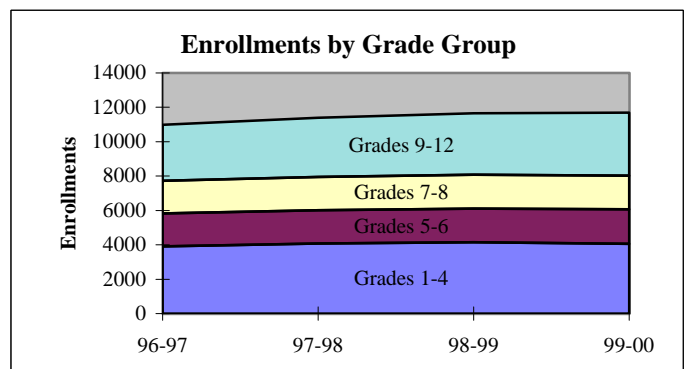
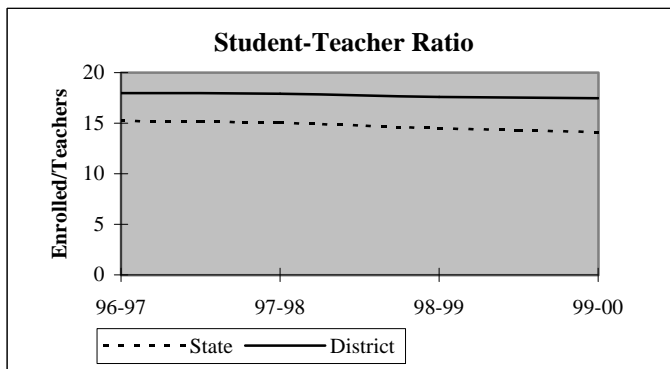


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	16.2	15.7	15.6	15.3	15.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.5	18.0	17.9	17.6	17.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	15	41	31	30	11	-	-	-	-	-
% Change in Educators	2.1%	5.7%	4.1%	3.8%	1.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	454	269	426	195	74	-	-	-	-	-
% Change in Enrollments	4.1%	2.3%	3.6%	1.6%	0.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.6%	5.0%	7.2%	5.7%	6.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.4%	3.7%	3.8%	3.7%	3.6%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.8%	9.0%	9.0%	9.4%	9.5%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	4.5%	4.8%	4.7%	4.6%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	4.2%	7.1%	3.3%	6.7%	6.7%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.0%	2.0%	1.9%	1.7%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.3	42.6	42.7	43.6	42.0	42.3	42.5	42.7	43.0
Average Experience	11.7	12.0	12.1	12.2	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	31,207	30,850	30,754	30,883	32,125	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.6%	4.8%	4.9%	4.8%	4.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	81.9%	82.1%	82.2%	82.8%	81.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	8.8%	9.2%	8.9%	9.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.9%	21.1%	23.9%	26.0%	27.2%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	238	251	259	272	268	33.2%	33.2%	32.9%	33.3%	32.3%
Attrition	23	41	45	56	0					
Attrition Rate	9.7%	16.3%	17.4%	20.6%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	445	467	485	493	501	62.2%	61.7%	61.5%	60.3%	60.4%
Attrition	9	24	27	20	0					
Attrition Rate	2.0%	5.1%	5.6%	4.1%	0.0%					
At Retirement Age	33	39	46	56	63	4.6%	5.2%	5.8%	6.8%	7.6%
Attrition	7	2	8	11	0					
Attrition Rate	21.2%	5.1%	17.4%	19.6%	0.0%					
At Retirement in 5 yrs.	47	52	67	76	87	6.6%	6.9%	8.5%	9.3%	10.5%

## District Report for: UNION

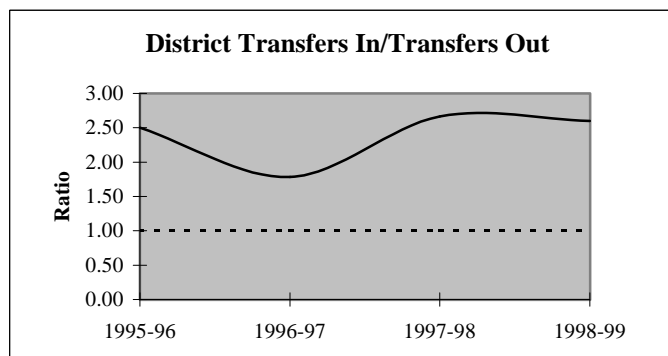
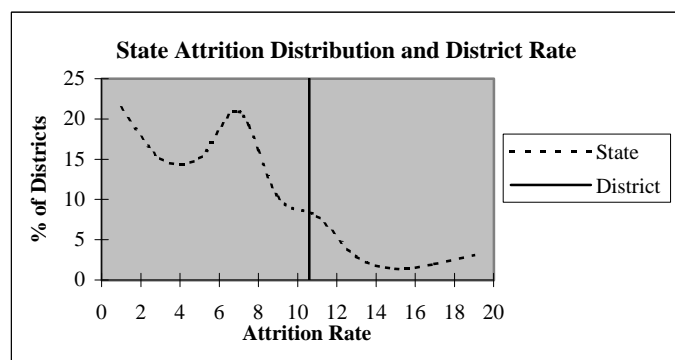
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	716	757	788	818	829	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	24	28	30	30	30	3.4%	3.7%	3.8%	3.7%	3.6%
Professional Staff	63	68	71	77	79	8.8%	9.0%	9.0%	9.4%	9.5%
<b>Total Teachers</b>	629	661	687	711	720	87.8%	87.3%	87.2%	86.9%	86.9%
Special Education	55	58	63	63	67	8.7%	8.8%	9.2%	8.9%	9.3%
Pre-K & Kindergarten	0	0	0	4	10	0.0%	0.0%	0.0%	0.6%	1.4%
Elementary	295	308	315	323	324	46.9%	46.6%	45.9%	45.4%	45.0%
<b>Middle School</b>	88	88	95	101	97	14.0%	13.3%	13.8%	14.2%	13.5%
Language Arts	24	26	26	26	25	3.8%	3.9%	3.8%	3.7%	3.5%
Art & Music	7	6	9	9	8	1.1%	0.9%	1.3%	1.3%	1.1%
Social Studies	16	14	14	14	14	2.5%	2.1%	2.0%	2.0%	1.9%
Foreign Language	1	2	3	2	2	0.2%	0.3%	0.4%	0.3%	0.3%
Math	17	16	13	14	14	2.7%	2.4%	1.9%	2.0%	1.9%
Science	12	12	15	14	14	1.9%	1.8%	2.2%	2.0%	1.9%
Vocational Education	1	0	1	1	1	0.2%	0.0%	0.1%	0.1%	0.1%
Other	10	12	14	21	19	1.6%	1.8%	2.0%	3.0%	2.6%
<b>High School (9-12)</b>	191	207	214	220	222	2728.6%	3450.0%	2377.8%	2444.4%	2775.0%
Language Arts	38	40	44	43	41	6.0%	6.1%	6.4%	6.0%	5.7%
Art & Music	12	14	13	15	18	1.9%	2.1%	1.9%	2.1%	2.5%
Social Studies	31	32	35	37	38	4.9%	4.8%	5.1%	5.2%	5.3%
Foreign Language	13	14	14	14	13	2.1%	2.1%	2.0%	2.0%	1.8%
Math	27	29	32	34	34	4.3%	4.4%	4.7%	4.8%	4.7%
<b>Science</b>	29	30	30	31	30	4.6%	4.5%	4.4%	4.4%	4.2%
Biology	8	8	8	8	9	1.3%	1.2%	1.2%	1.1%	1.3%
Chemistry	2	2	4	4	3	0.3%	0.3%	0.6%	0.6%	0.4%
Physics	2	1	0	1	1	0.3%	0.2%	0.0%	0.1%	0.1%
Other Science	17	19	18	18	17	2.7%	2.9%	2.6%	2.5%	2.4%
Vocational Education	19	22	22	21	24	3.0%	3.3%	3.2%	3.0%	3.3%
Other	22	26	24	25	24	3.5%	3.9%	3.5%	3.5%	3.3%
<b>Total Enrollments</b>	11,611	11,880	12,306	12,501	12,575	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	954	874	865	818	846	8.2%	7.4%	7.0%	6.5%	6.7%
Grades 1-4	3,794	3,914	4,082	4,143	4,066	32.7%	32.9%	33.2%	33.1%	32.3%
Grades 5-6	1,803	1,907	1,935	1,962	2,009	15.5%	16.1%	15.7%	15.7%	16.0%
Grades 7-8	1,903	1,909	1,925	1,977	1,955	16.4%	16.1%	15.6%	15.8%	15.5%
Grades 9-12	3,119	3,249	3,459	3,574	3,669	26.9%	27.3%	28.1%	28.6%	29.2%
Ungraded	38	27	40	27	30	0.3%	0.2%	0.3%	0.2%	0.2%



## District Report for: UNION

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	716	757	790	821	832	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	655	677	690	710	734	91.5%	89.4%	87.3%	86.5%	88.2%
<b>Newly Hired</b>	<b>61</b>	<b>80</b>	<b>100</b>	<b>111</b>	<b>98</b>	<b>8.5%</b>	<b>10.6%</b>	<b>12.7%</b>	<b>13.5%</b>	<b>11.8%</b>
Transfers In	15	25	32	39	23	24.6%	31.3%	32.0%	35.1%	23.5%
Reentrants	23	30	26	24	30	37.7%	37.5%	26.0%	21.6%	30.6%
First Time Educators	23	25	42	48	45	37.7%	31.3%	42.0%	43.2%	45.9%
<b>Total Exiting Next Year</b>	<b>39</b>	<b>67</b>	<b>80</b>	<b>87</b>	<b>-</b>	<b>5.4%</b>	<b>8.9%</b>	<b>10.1%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	6	14	12	15	-	15.4%	20.9%	15.0%	17.2%	-
Leave Oklahoma Educ.	33	53	68	72	-	84.6%	79.1%	85.0%	82.8%	-

Dynamics Rates	District Rates				
District Attrition	5.4%	8.9%	10.1%	10.6%	-
Transfers In/Out	2.50	1.79	2.67	2.60	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	47	Benedictine Heights, Tulsa	-
OSU, Stillwater	127	Southern Nazarene Univ., Bethany	-
UCO, Edmond	25	OBU, Shawnee	1
ECU, Ada	8	OCU, Oklahoma City	2
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	234	University of Tulsa, Tulsa	80
SEOSU, Durant	3	OCUSA, Oklahoma City	1
SWOSU, Weatherford	10	Cameron, Lawton	-
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	14
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	13	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	148
		Total	716



## District Report for: UNION

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	24	28	30	30	30	3.4%	3.7%	3.8%	3.7%	3.6%
White - Females	14	15	15	14	15	58.3%	53.6%	50.0%	46.7%	50.0%
White - Males	9	11	14	14	13	37.5%	39.3%	46.7%	46.7%	43.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	1	1	4.2%	3.6%	0.0%	3.3%	3.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	3.6%	3.3%	3.3%	3.3%
<b>Professional Staff</b>	63	68	71	77	79	8.8%	9.0%	9.0%	9.4%	9.5%
White - Females	51	56	59	63	65	81.0%	82.4%	83.1%	81.8%	82.3%
White - Males	10	10	10	12	11	15.9%	14.7%	14.1%	15.6%	13.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	2	1.6%	1.5%	1.4%	1.3%	2.5%
Other - Males	1	1	1	1	1	1.6%	1.5%	1.4%	1.3%	1.3%
<b>Teachers</b>	629	661	687	711	720	87.8%	87.3%	87.2%	86.9%	86.9%
White - Females	492	517	539	561	561	78.2%	78.2%	78.5%	78.9%	77.9%
White - Males	108	112	114	116	124	17.2%	16.9%	16.6%	16.3%	17.2%
Black - Females	13	15	13	10	8	2.1%	2.3%	1.9%	1.4%	1.1%
Black - Males	2	2	2	0	1	0.3%	0.3%	0.3%	0.0%	0.1%
Other - Females	10	11	13	18	19	1.6%	1.7%	1.9%	2.5%	2.6%
Other - Males	4	4	6	6	7	0.6%	0.6%	0.9%	0.8%	1.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	11	8	13	21	9	1.8%	1.2%	1.9%	3.0%	1.3%
25-29	69	73	76	82	70	11.0%	11.1%	11.3%	11.7%	10.2%
30-34	68	78	77	70	70	10.9%	11.9%	11.4%	10.0%	10.2%
35-39	80	76	72	76	77	12.8%	11.6%	10.7%	10.9%	11.2%
40-44	116	110	97	96	94	18.5%	16.8%	14.4%	13.7%	13.7%
45-49	155	142	153	147	140	24.8%	21.7%	22.7%	21.0%	20.4%
50-54	87	119	125	138	154	13.9%	18.2%	18.5%	19.7%	22.4%
55+	40	49	62	70	73	6.4%	7.5%	9.2%	10.0%	10.6%
<b>Average Age</b>	42.0	42.3	42.6	42.7	43.6					

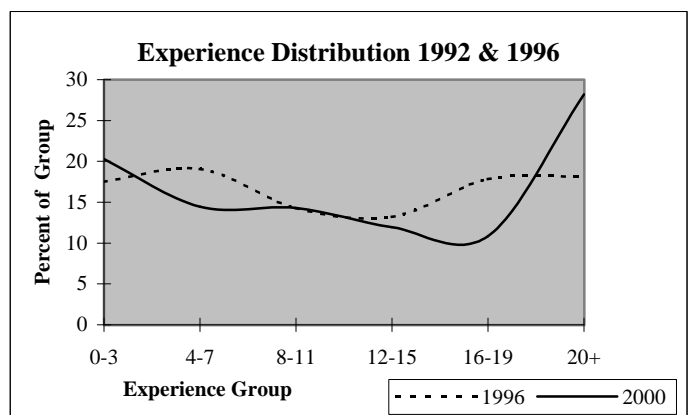
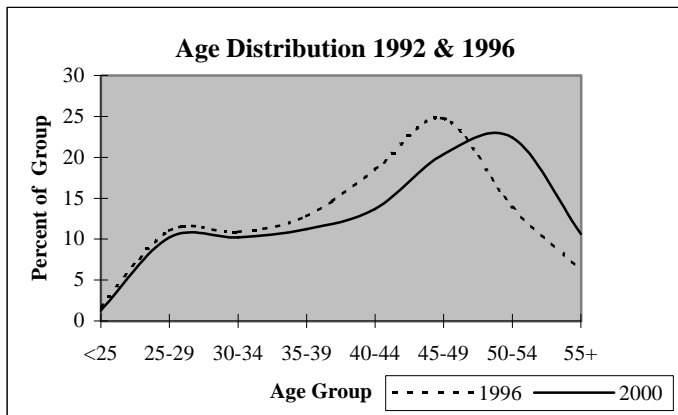
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	110	102	124	140	146	17.5%	15.4%	18.0%	19.7%	20.3%
4-7 Years	120	137	123	116	104	19.1%	20.7%	17.9%	16.3%	14.4%
8-11 Years	90	93	101	104	103	14.3%	14.1%	14.7%	14.6%	14.3%
12-15 Years	83	87	85	84	86	13.2%	13.2%	12.4%	11.8%	11.9%
16-19 Years	112	110	97	93	78	17.8%	16.6%	14.1%	13.1%	10.8%
20+ Years	114	132	157	174	203	18.1%	20.0%	22.9%	24.5%	28.2%
<b>Average Experience</b>	11.7	12.0	12.1	12.2	12.5					

## District Report for: UNION

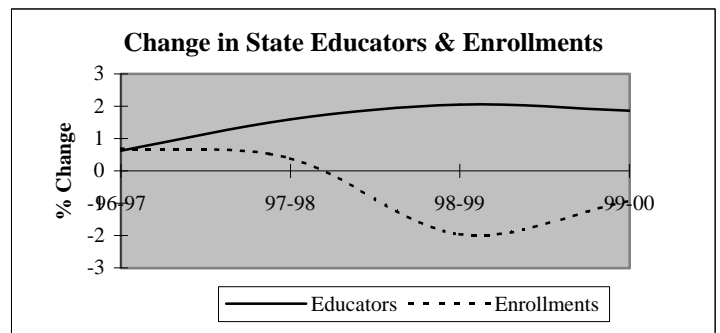
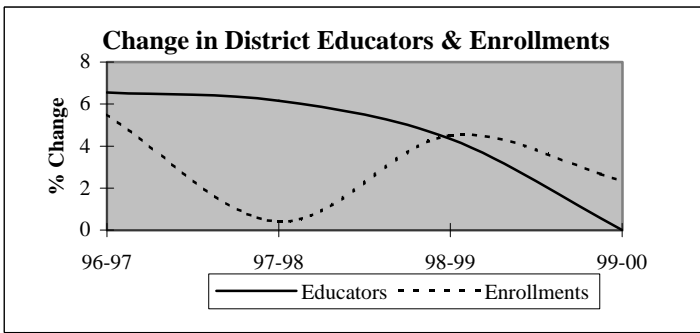
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	39	67	80	87	-	5.4%	8.9%	10.2%	10.6%	-
Attrition from Transfers	6	14	12	15	-	0.8%	1.8%	1.5%	1.8%	-
Attrition from Exits	33	53	68	72	-	4.6%	7.0%	8.6%	8.8%	-
<b>Teacher Attrition</b>	<b>35</b>	<b>63</b>	<b>74</b>	<b>77</b>	<b>-</b>	<b>5.6%</b>	<b>9.5%</b>	<b>10.8%</b>	<b>10.8%</b>	<b>-</b>
Attrition from Transfers	5	14	10	13	-	0.8%	2.1%	1.5%	1.8%	-
Attrition from Exits	30	49	64	64	-	4.8%	7.4%	9.3%	9.0%	-
<b>District Retention</b>										
Educator Retention	677	690	708	731	-	94.6%	91.1%	89.8%	89.4%	-
Teacher Retention	594	598	613	634	-	94.4%	90.5%	89.2%	89.2%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	79.9%	8.2%	88.0%	78.2%	9.6%	87.8%
1 Year of Experience	81.5%	3.0%	84.4%	84.2%	6.9%	91.1%
2 Years of Experience	80.3%	3.8%	84.1%	85.2%	5.9%	91.1%
3 Years of Experience	86.5%	0.7%	87.2%	86.1%	5.6%	91.7%
4 Years of Experience	88.2%	2.6%	90.8%	87.9%	4.7%	92.6%
5 Years of Experience	84.1%	1.3%	85.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	1.4%	1.5%	1.6%	1.2%	1.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.5%	91.3%	89.5%	90.3%	89.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.3%	0.0%	0.4%	0.0%	0.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.8%	7.3%	8.5%	8.4%	8.7%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BERRYHILL

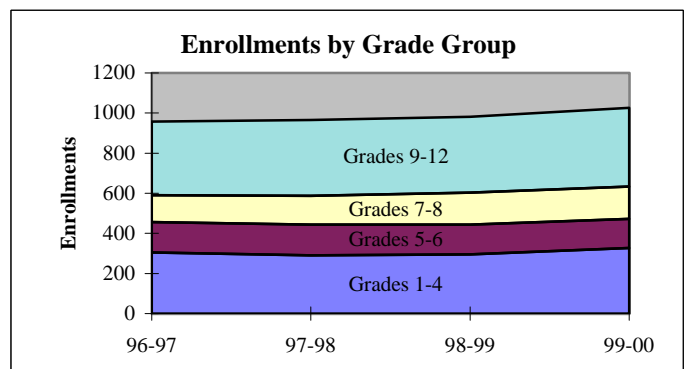
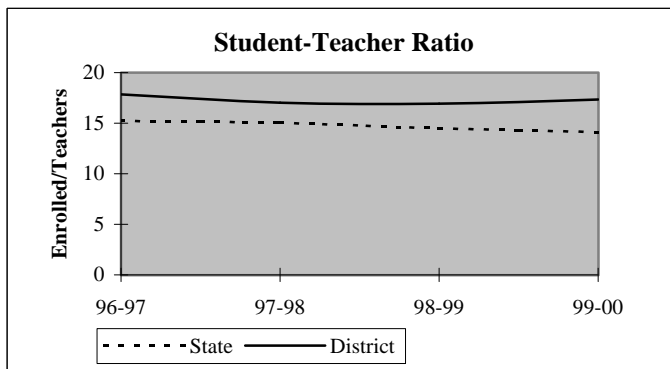


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	15.8	15.6	14.8	14.8	15.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	18.2	17.8	17.0	16.9	17.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	4	4	3	0	-	-	-	-	-
% Change in Educators	1.7%	6.6%	6.2%	4.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	46	53	4	46	25	-	-	-	-	-
% Change in Enrollments	5.0%	5.5%	0.4%	4.5%	2.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.9%	4.6%	2.9%	11.1%	5.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.2%	7.7%	7.2%	6.9%	6.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.9%	4.6%	5.8%	5.6%	5.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	6.6%	6.2%	5.8%	5.6%	4.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	20.0%	20.0%	20.0%	20.0%	20.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.3%	3.1%	2.9%	2.8%	2.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	34.7	35.2	35.9	36.4	37.9	42.0	42.3	42.5	42.7	43.0
Average Experience	7.1	7.5	7.3	7.7	8.5	12.1	12.3	12.3	12.2	12.2
Average Salary	28,942	27,241	27,825	27,832	28,044	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	5.7%	5.3%	5.0%	4.8%	3.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.6%	71.9%	73.3%	73.0%	69.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.4%	7.0%	6.7%	6.3%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.2%	13.7%	12.2%	20.5%	19.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	35	35	36	37	34	57.4%	53.8%	52.2%	51.4%	47.2%
Attrition	4	8	7	9	0					
Attrition Rate	11.4%	22.9%	19.4%	24.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	24	27	31	32	33	39.3%	41.5%	44.9%	44.4%	45.8%
Attrition	1	1	1	3	0					
Attrition Rate	4.2%	3.7%	3.2%	9.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	3	2	3	5	3.3%	4.6%	2.9%	4.2%	6.9%
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	33.3%	0.0%	0.0%	0.0%					

## District Report for: BERRYHILL

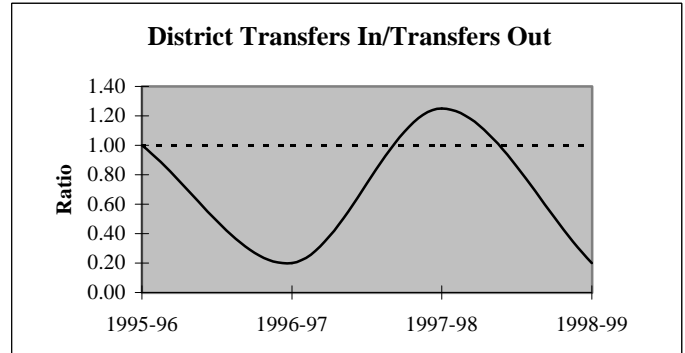
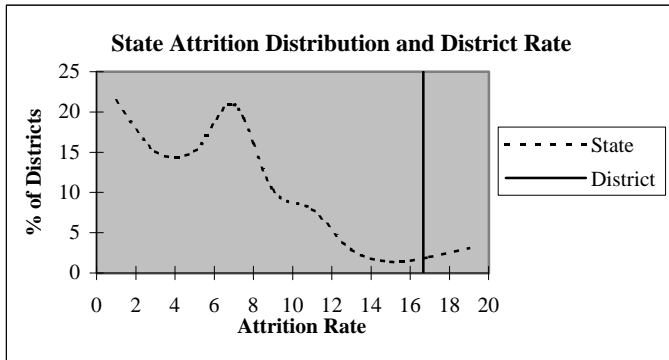
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	61	65	69	72	72	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	8.2%	7.7%	7.2%	6.9%	6.9%
Professional Staff	3	3	4	4	4	4.9%	4.6%	5.8%	5.6%	5.6%
<b>Total Teachers</b>	53	57	60	63	63	86.9%	87.7%	87.0%	87.5%	87.5%
Special Education	5	4	4	4	4	9.4%	7.0%	6.7%	6.3%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	21	24	25	28	27	39.6%	42.1%	41.7%	44.4%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	27	29	31	31	32	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	4	6	6	6	7.5%	7.0%	10.0%	9.5%	9.5%
Art & Music	4	4	4	4	4	7.5%	7.0%	6.7%	6.3%	6.3%
Social Studies	5	6	5	6	6	9.4%	10.5%	8.3%	9.5%	9.5%
Foreign Language	1	1	1	1	1	1.9%	1.8%	1.7%	1.6%	1.6%
Math	4	4	4	4	5	7.5%	7.0%	6.7%	6.3%	7.9%
<b>Science</b>	3	3	4	4	4	5.7%	5.3%	6.7%	6.3%	6.3%
Biology	1	1	1	1	1	1.9%	1.8%	1.7%	1.6%	1.6%
Chemistry	0	0	0	1	0	0.0%	0.0%	0.0%	1.6%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	3	2	3	3.8%	3.5%	5.0%	3.2%	4.8%
Vocational Education	4	4	4	4	4	7.5%	7.0%	6.7%	6.3%	6.3%
Other	2	3	3	2	2	3.8%	5.3%	5.0%	3.2%	3.2%
<b>Total Enrollments</b>	964	1,017	1,021	1,067	1,092	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	74	58	53	83	64	7.7%	5.7%	5.2%	7.8%	5.9%
Grades 1-4	298	305	290	295	327	30.9%	30.0%	28.4%	27.6%	29.9%
Grades 5-6	128	152	154	148	146	13.3%	14.9%	15.1%	13.9%	13.4%
Grades 7-8	153	134	143	160	161	15.9%	13.2%	14.0%	15.0%	14.7%
Grades 9-12	310	366	379	379	392	32.2%	36.0%	37.1%	35.5%	35.9%
Ungraded	1	2	2	2	2	0.1%	0.2%	0.2%	0.2%	0.2%



## District Report for: BERRYHILL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	61	65	69	72	72	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	56	56	55	61	60	91.8%	86.2%	79.7%	84.7%	83.3%
<b>Newly Hired</b>	<b>5</b>	<b>9</b>	<b>14</b>	<b>11</b>	<b>12</b>	<b>8.2%</b>	<b>13.8%</b>	<b>20.3%</b>	<b>15.3%</b>	<b>16.7%</b>
Transfers In	2	1	5	1	7	40.0%	11.1%	35.7%	9.1%	58.3%
Reentrants	1	1	2	2	2	20.0%	11.1%	14.3%	18.2%	16.7%
First Time Educators	2	7	7	8	3	40.0%	77.8%	50.0%	72.7%	25.0%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>10</b>	<b>8</b>	<b>12</b>	<b>-</b>	<b>8.2%</b>	<b>15.4%</b>	<b>11.6%</b>	<b>16.7%</b>	<b>-</b>
Transfers Out	2	5	4	5	-	40.0%	50.0%	50.0%	41.7%	-
Leave Oklahoma Educ.	3	5	4	7	-	60.0%	50.0%	50.0%	58.3%	-

Dynamics Rates	District Rates				
District Attrition	8.2%	15.4%	11.6%	16.7%	-
Transfers In/Out	1.00	0.20	1.25	0.20	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	17	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	2
ECU, Ada	3	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	22	University of Tulsa, Tulsa	3
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	7
		<b>Total</b>	<b>61</b>

## District Report for: BERRYHILL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	5	5	5	5	5	8.2%	7.7%	7.2%	6.9%	6.9%
White - Females	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	40.0%
White - Males	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%
<b>Professional Staff</b>	3	3	4	4	4	4.9%	4.6%	5.8%	5.6%	5.6%
White - Females	2	2	3	3	3	66.7%	66.7%	75.0%	75.0%	75.0%
White - Males	1	1	1	1	1	33.3%	33.3%	25.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	53	57	60	63	63	86.9%	87.7%	87.0%	87.5%	87.5%
White - Females	36	38	41	43	42	67.9%	66.7%	68.3%	68.3%	66.7%
White - Males	14	16	16	17	19	26.4%	28.1%	26.7%	27.0%	30.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	2	5.7%	5.3%	5.0%	4.8%	3.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	4	2	2	0	1.9%	7.0%	3.4%	3.3%	0.0%
25-29	16	16	15	12	14	30.2%	28.1%	25.4%	19.7%	23.3%
30-34	12	10	14	16	14	22.6%	17.5%	23.7%	26.2%	23.3%
35-39	10	9	7	8	6	18.9%	15.8%	11.9%	13.1%	10.0%
40-44	6	9	10	12	13	11.3%	15.8%	16.9%	19.7%	21.7%
45-49	5	5	7	6	4	9.4%	8.8%	11.9%	9.8%	6.7%
50-54	3	3	3	3	6	5.7%	5.3%	5.1%	4.9%	10.0%
55+	0	1	1	2	3	0.0%	1.8%	1.7%	3.3%	5.0%
<b>Average Age</b>	34.7	35.2	35.9	36.4	37.9					

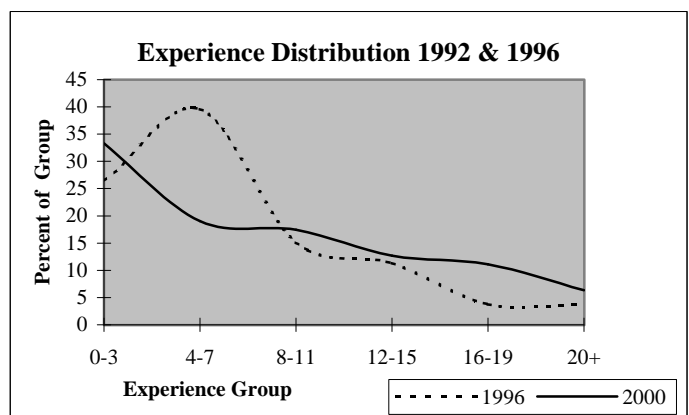
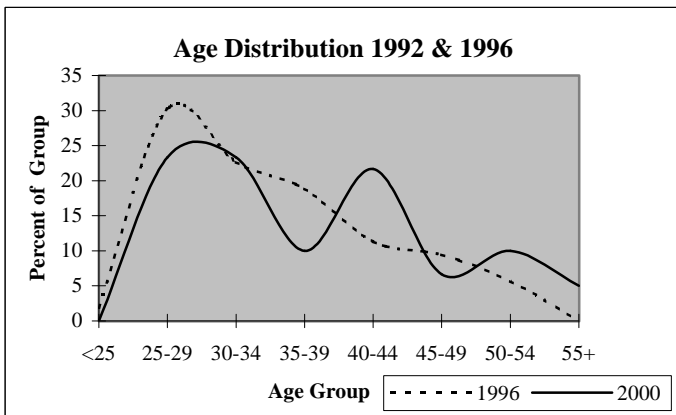
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	14	16	18	20	21	26.4%	28.1%	30.0%	31.7%	33.3%
4-7 Years	21	19	17	16	12	39.6%	33.3%	28.3%	25.4%	19.0%
8-11 Years	8	10	12	11	11	15.1%	17.5%	20.0%	17.5%	17.5%
12-15 Years	6	6	6	6	8	11.3%	10.5%	10.0%	9.5%	12.7%
16-19 Years	2	3	5	7	7	3.8%	5.3%	8.3%	11.1%	11.1%
20+ Years	2	3	2	3	4	3.8%	5.3%	3.3%	4.8%	6.3%
<b>Average Experience</b>	7.1	7.5	7.3	7.7	8.5					

## District Report for: BERRYHILL

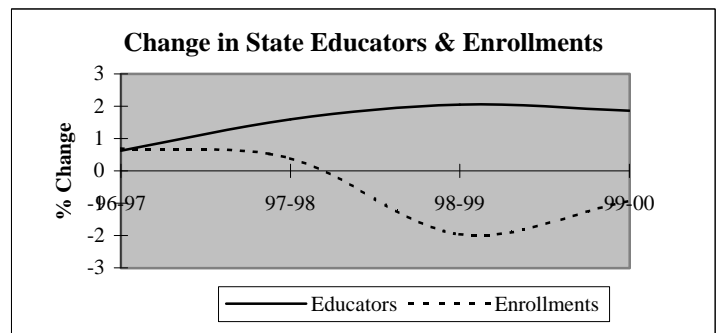
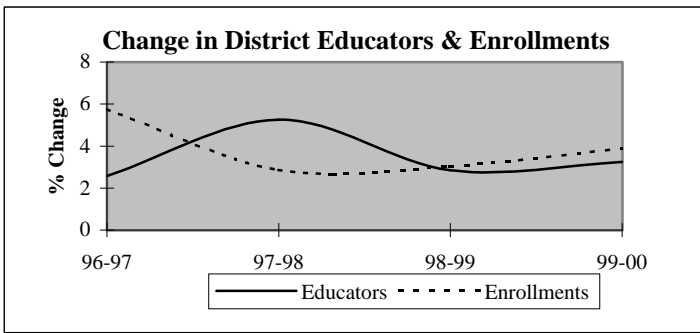
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	10	8	12	-	8.2%	15.4%	11.6%	16.7%	-
Attrition from Transfers	2	5	4	5	-	3.3%	7.7%	5.8%	6.9%	-
Attrition from Exits	3	5	4	7	-	4.9%	7.7%	5.8%	9.7%	-
<b>Teacher Attrition</b>	<b>5</b>	<b>10</b>	<b>8</b>	<b>11</b>	<b>-</b>	<b>9.4%</b>	<b>17.5%</b>	<b>13.3%</b>	<b>17.5%</b>	<b>-</b>
Attrition from Transfers	2	5	4	4	-	3.8%	8.8%	6.7%	6.3%	-
Attrition from Exits	3	5	4	7	-	5.7%	8.8%	6.7%	11.1%	-
<b>District Retention</b>										
Educator Retention	56	55	61	60	-	91.8%	84.6%	88.4%	83.3%	-
Teacher Retention	48	47	52	52	-	90.6%	82.5%	86.7%	82.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	18.8%	93.8%	78.2%	9.6%	87.8%
1 Year of Experience	81.0%	9.5%	90.5%	84.2%	6.9%	91.1%
2 Years of Experience	87.5%	0.0%	87.5%	85.2%	5.9%	91.1%
3 Years of Experience	94.1%	0.0%	94.1%	86.1%	5.6%	91.7%
4 Years of Experience	86.4%	0.0%	86.4%	87.9%	4.7%	92.6%
5 Years of Experience	78.6%	7.1%	85.7%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	1.6%	4.6%	1.4%	1.4%	4.2%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	93.4%	81.5%	85.5%	84.7%	88.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.9%	12.3%	13.0%	13.9%	6.9%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OWASSO



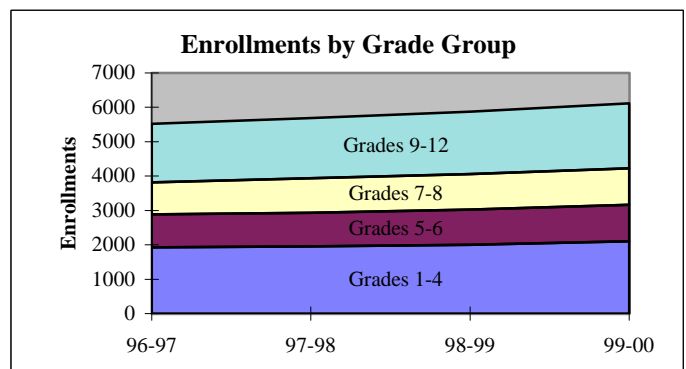
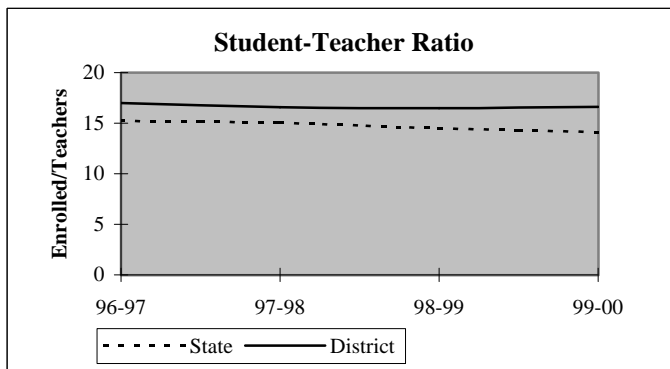
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.5	14.9	14.6	14.6	14.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	17.0	16.6	16.5	16.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	10	10	21	12	14	-	-	-	-	-
% Change in Educators	2.6%	2.6%	5.3%	2.9%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	95	323	170	185	245	-	-	-	-	-
% Change in Enrollments	1.7%	5.7%	2.9%	3.0%	3.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.8%	2.3%	9.5%	7.6%	9.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.6%	4.0%	4.0%	3.7%	4.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.2%	8.3%	8.1%	7.9%	7.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	1.3%	1.5%	1.7%	2.1%	2.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.3%	1.3%	1.4%	1.4%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.1	39.4	39.7	40.1	40.7	42.0	42.3	42.5	42.7	43.0
Average Experience	11.0	11.3	11.2	11.3	11.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,881	29,481	29,485	32,150	30,082	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	1.5%	1.7%	1.6%	2.1%	2.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	82.0%	82.3%	80.2%	80.6%	80.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.8%	8.9%	8.7%	8.4%	7.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	9.4%	12.2%	13.0%	14.3%	14.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	149	150	160	160	168	38.3%	37.6%	38.1%	37.0%	37.7%
Attrition	13	17	23	25	0					
Attrition Rate	8.7%	11.3%	14.4%	15.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	223	233	239	250	253	57.3%	58.4%	56.9%	57.9%	56.7%
Attrition	12	4	15	13	0					
Attrition Rate	5.4%	1.7%	6.3%	5.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	17	16	21	22	25	4.4%	4.0%	5.0%	5.1%	5.6%
Attrition	5	5	4	4	0					
Attrition Rate	29.4%	31.3%	19.0%	18.2%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	24	26	27	30	35	6.2%	6.5%	6.4%	6.9%	7.8%



## District Report for: OWASSO

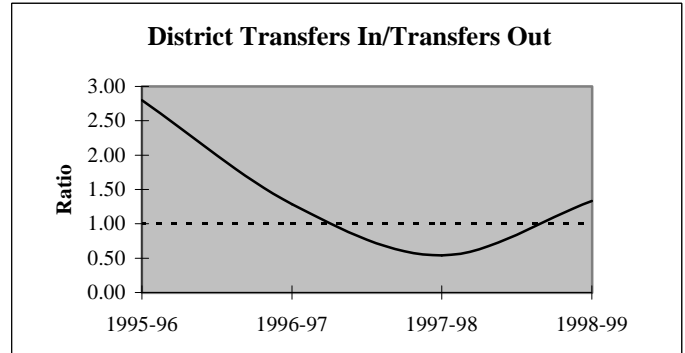
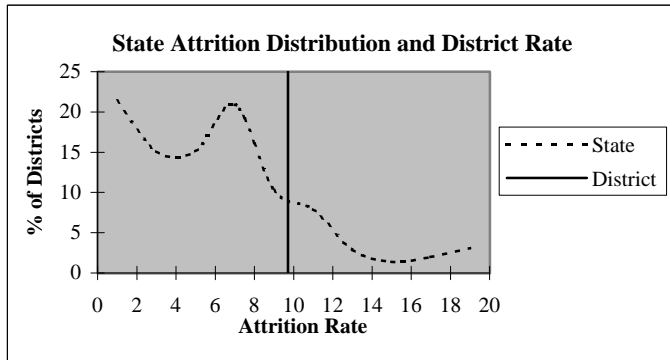
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	389	399	420	432	446	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	16	17	16	18	4.6%	4.0%	4.0%	3.7%	4.0%
Professional Staff	32	33	34	34	34	8.2%	8.3%	8.1%	7.9%	7.6%
<b>Total Teachers</b>	339	350	369	382	394	87.1%	87.7%	87.9%	88.4%	88.3%
Special Education	30	31	32	32	31	8.8%	8.9%	8.7%	8.4%	7.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	156	159	163	171	176	46.0%	45.4%	44.2%	44.8%	44.7%
<b>Middle School</b>	50	50	56	57	61	14.7%	14.3%	15.2%	14.9%	15.5%
Language Arts	15	15	17	17	17	4.4%	4.3%	4.6%	4.5%	4.3%
Art & Music	7	7	8	8	8	2.1%	2.0%	2.2%	2.1%	2.0%
Social Studies	7	7	8	8	8	2.1%	2.0%	2.2%	2.1%	2.0%
Foreign Language	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Math	8	7	8	8	8	2.4%	2.0%	2.2%	2.1%	2.0%
Science	7	7	8	8	8	2.1%	2.0%	2.2%	2.1%	2.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	5	6	6	7	11	1.5%	1.7%	1.6%	1.8%	2.8%
<b>High School (9-12)</b>	103	110	118	122	126	1471.4%	1571.4%	1475.0%	1525.0%	1575.0%
Language Arts	20	22	23	23	25	5.9%	6.3%	6.2%	6.0%	6.3%
Art & Music	6	7	7	8	8	1.8%	2.0%	1.9%	2.1%	2.0%
Social Studies	16	17	19	19	20	4.7%	4.9%	5.1%	5.0%	5.1%
Foreign Language	5	5	5	6	5	1.5%	1.4%	1.4%	1.6%	1.3%
Math	14	16	18	18	18	4.1%	4.6%	4.9%	4.7%	4.6%
<b>Science</b>	15	17	17	17	17	4.4%	4.9%	4.6%	4.5%	4.3%
Biology	6	6	7	6	7	1.8%	1.7%	1.9%	1.6%	1.8%
Chemistry	2	2	2	2	2	0.6%	0.6%	0.5%	0.5%	0.5%
Physics	0	1	1	1	0	0.0%	0.3%	0.3%	0.3%	0.0%
Other Science	7	8	7	8	8	2.1%	2.3%	1.9%	2.1%	2.0%
Vocational Education	15	13	14	13	15	4.4%	3.7%	3.8%	3.4%	3.8%
Other	12	13	15	18	18	3.5%	3.7%	4.1%	4.7%	4.6%
<b>Total Enrollments</b>	5,622	5,945	6,115	6,300	6,545	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	388	411	410	402	415	6.9%	6.9%	6.7%	6.4%	6.3%
Grades 1-4	1,801	1,923	1,953	2,003	2,101	32.0%	32.3%	31.9%	31.8%	32.1%
Grades 5-6	905	963	982	1,019	1,061	16.1%	16.2%	16.1%	16.2%	16.2%
Grades 7-8	955	927	1,000	1,037	1,063	17.0%	15.6%	16.4%	16.5%	16.2%
Grades 9-12	1,560	1,704	1,748	1,816	1,887	27.7%	28.7%	28.6%	28.8%	28.8%
Ungraded	13	17	22	23	18	0.2%	0.3%	0.4%	0.4%	0.3%



## District Report for: OWASSO

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	389	399	420	432	446	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	351	359	373	378	390	90.2%	90.0%	88.8%	87.5%	87.4%
<b>Newly Hired</b>	<b>38</b>	<b>40</b>	<b>47</b>	<b>54</b>	<b>56</b>	<b>9.8%</b>	<b>10.0%</b>	<b>11.2%</b>	<b>12.5%</b>	<b>12.6%</b>
Transfers In	14	9	7	16	14	36.8%	22.5%	14.9%	29.6%	25.0%
Reentrants	9	12	22	19	20	23.7%	30.0%	46.8%	35.2%	35.7%
First Time Educators	15	19	18	19	22	39.5%	47.5%	38.3%	35.2%	39.3%
<b>Total Exiting Next Year</b>	<b>30</b>	<b>26</b>	<b>42</b>	<b>42</b>	<b>-</b>	<b>7.7%</b>	<b>6.5%</b>	<b>10.0%</b>	<b>9.7%</b>	<b>-</b>
Transfers Out	5	7	13	12	-	16.7%	26.9%	31.0%	28.6%	-
Leave Oklahoma Educ.	25	19	29	30	-	83.3%	73.1%	69.0%	71.4%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	6.5%	10.0%	9.7%	-
Transfers In/Out	2.80	1.29	0.54	1.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	19	Benedictine Heights, Tulsa	-
OSU, Stillwater	70	Southern Nazarene Univ., Bethany	2
UCO, Edmond	10	OBU, Shawnee	3
ECU, Ada	1	OCU, Oklahoma City	2
NWOSU, Alva	-	Phillips Univ., Enid	2
NESU, Tahlequah	160	University of Tulsa, Tulsa	32
SEOSU, Durant	1	OCUSA, Oklahoma City	3
SWOSU, Weatherford	9	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	4
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	1
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	68
		Total	390

## District Report for: OWASSO

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	18	16	17	16	18	4.6%	4.0%	4.0%	3.7%	4.0%
White - Females	5	5	6	6	8	27.8%	31.3%	35.3%	37.5%	44.4%
White - Males	13	11	11	10	10	72.2%	68.8%	64.7%	62.5%	55.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	32	33	34	34	34	8.2%	8.3%	8.1%	7.9%	7.6%
White - Females	27	28	29	29	29	84.4%	84.8%	85.3%	85.3%	85.3%
White - Males	5	5	4	4	4	15.6%	15.2%	11.8%	11.8%	11.8%
Black - Females	0	0	1	1	1	0.0%	0.0%	2.9%	2.9%	2.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	339	350	369	382	394	87.1%	87.7%	87.9%	88.4%	88.3%
White - Females	274	284	292	302	309	80.8%	81.1%	79.1%	79.1%	78.4%
White - Males	60	60	71	72	74	17.7%	17.1%	19.2%	18.8%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	4	4	4	6	9	1.2%	1.1%	1.1%	1.6%	2.3%
Other - Males	1	2	2	2	2	0.3%	0.6%	0.5%	0.5%	0.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	9	9	8	8	9	2.7%	2.6%	2.2%	2.1%	2.4%
25-29	58	55	56	58	45	17.1%	15.9%	15.6%	15.5%	12.1%
30-34	56	57	55	53	66	16.5%	16.4%	15.3%	14.2%	17.7%
35-39	44	50	50	55	46	13.0%	14.4%	13.9%	14.7%	12.3%
40-44	68	63	63	63	59	20.1%	18.2%	17.5%	16.8%	15.8%
45-49	57	64	74	66	71	16.8%	18.4%	20.6%	17.6%	19.0%
50-54	33	37	35	51	56	9.7%	10.7%	9.7%	13.6%	15.0%
55+	14	12	19	20	21	4.1%	3.5%	5.3%	5.3%	5.6%
<b>Average Age</b>	39.1	39.4	39.7	40.1	40.7					

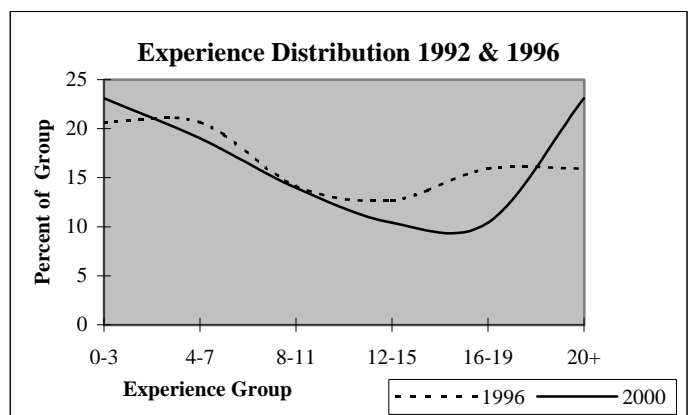
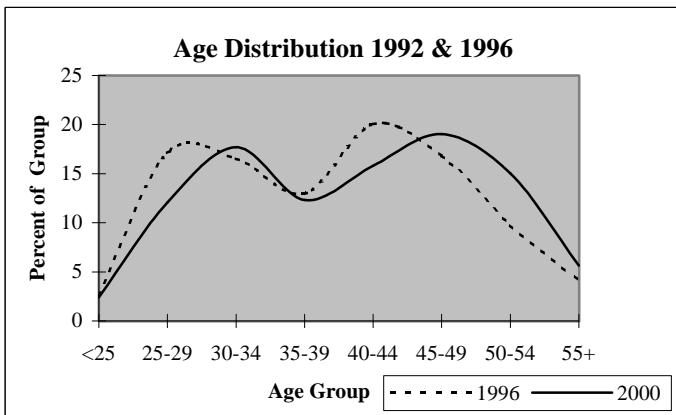
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	70	70	76	82	91	20.6%	20.0%	20.6%	21.5%	23.1%
4-7 Years	70	71	77	74	75	20.6%	20.3%	20.9%	19.4%	19.0%
8-11 Years	48	54	54	61	55	14.2%	15.4%	14.6%	16.0%	14.0%
12-15 Years	43	42	41	39	41	12.7%	12.0%	11.1%	10.2%	10.4%
16-19 Years	54	53	48	44	41	15.9%	15.1%	13.0%	11.5%	10.4%
20+ Years	54	60	73	82	91	15.9%	17.1%	19.8%	21.5%	23.1%
<b>Average Experience</b>	11.0	11.3	11.2	11.3	11.4					

# District Report for: OWASSO

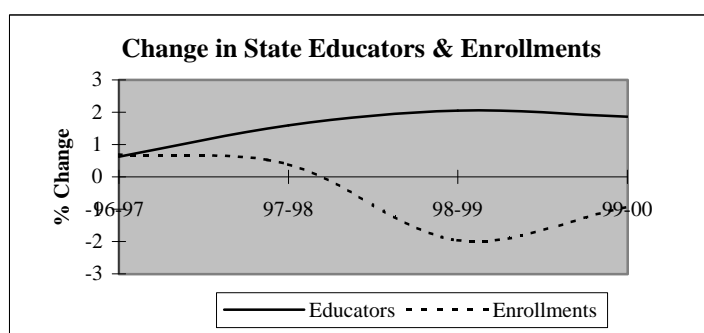
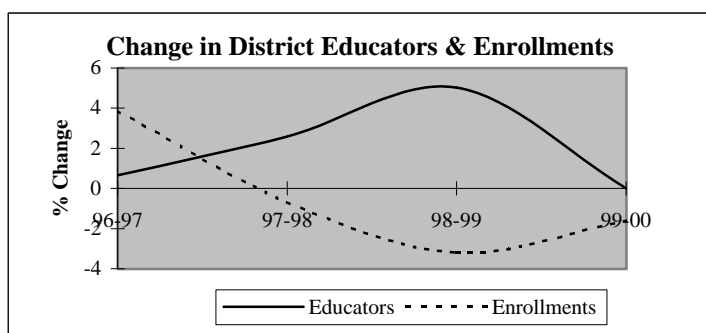
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	30	26	42	42	-	7.7%	6.5%	10.0%	9.7%	-
Attrition from Transfers	5	7	13	12	-	1.3%	1.8%	3.1%	2.8%	-
Attrition from Exits	25	19	29	30	-	6.4%	4.8%	6.9%	6.9%	-
<b>Teacher Attrition</b>	25	24	41	37	-	7.4%	6.9%	11.1%	9.7%	-
Attrition from Transfers	5	7	13	11	-	1.5%	2.0%	3.5%	2.9%	-
Attrition from Exits	20	17	28	26	-	5.9%	4.9%	7.6%	6.8%	-
<b>District Retention</b>										
Educator Retention	359	373	378	390	-	92.3%	93.5%	90.0%	90.3%	-
Teacher Retention	314	326	328	345	-	92.6%	93.1%	88.9%	90.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	84.3%	9.0%	93.3%	78.2%	9.6%	87.8%
1 Year of Experience	88.0%	5.0%	93.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.6%	2.1%	87.6%	85.2%	5.9%	91.1%
3 Years of Experience	87.5%	2.5%	90.0%	86.1%	5.6%	91.7%
4 Years of Experience	88.5%	2.1%	90.6%	87.9%	4.7%	92.6%
5 Years of Experience	88.5%	2.9%	91.3%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.8%	0.0%	1.2%	0.5%	1.6%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.8%	92.2%	89.3%	90.5%	89.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.3%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	6.2%	7.8%	9.5%	8.8%	9.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: GLENPOOL

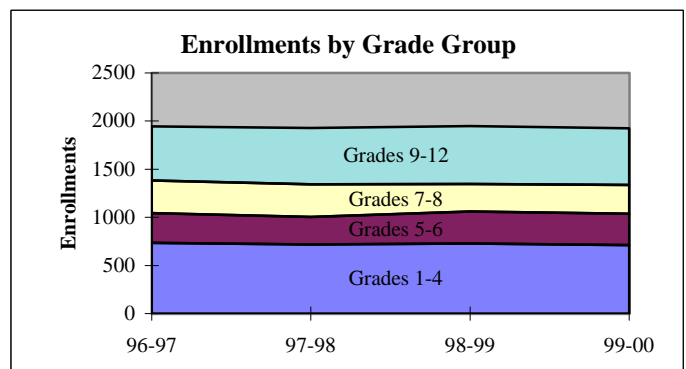
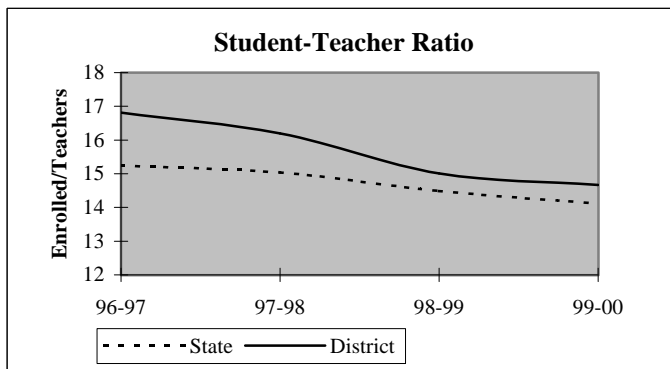


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.8	14.2	13.8	12.7	12.5	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.6	16.8	16.2	15.0	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	1	4	8	0	-	-	-	-	-
% Change in Educators	2.0%	0.6%	2.6%	5.0%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	82	-15	-70	-34	-	-	-	-	-
% Change in Enrollments	1.1%	3.9%	-0.7%	-3.2%	-1.6%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.3%	5.2%	5.0%	7.8%	6.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.5%	6.5%	5.7%	6.0%	6.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.4%	9.0%	9.4%	9.6%	9.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.8%	5.8%	5.0%	5.4%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	3.2%	3.2%	3.1%	3.6%	3.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.9	39.9	39.6	39.1	39.3	42.0	42.3	42.5	42.7	43.0
Average Experience	9.4	10.1	9.7	9.4	9.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,856	29,437	29,082	29,064	29,022	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.7%	4.6%	4.4%	5.0%	4.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.6%	82.4%	80.7%	79.4%	80.3%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.6%	9.2%	9.6%	10.6%	9.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	27.4%	29.3%	28.9%	30.0%	30.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	64	57	66	72	74	41.6%	36.8%	41.5%	43.1%	44.3%
Attrition	11	11	14	11	0					
Attrition Rate	17.2%	19.3%	21.2%	15.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	88	96	88	88	86	57.1%	61.9%	55.3%	52.7%	51.5%
Attrition	2	13	11	8	0					
Attrition Rate	2.3%	13.5%	12.5%	9.1%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	5	7	7	1.3%	1.3%	3.1%	4.2%	4.2%
Attrition	1	0	0	3	0					
Attrition Rate	50.0%	0.0%	0.0%	42.9%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	3	6	8	10	9	1.9%	3.9%	5.0%	6.0%	5.4%

## District Report for: GLENPOOL

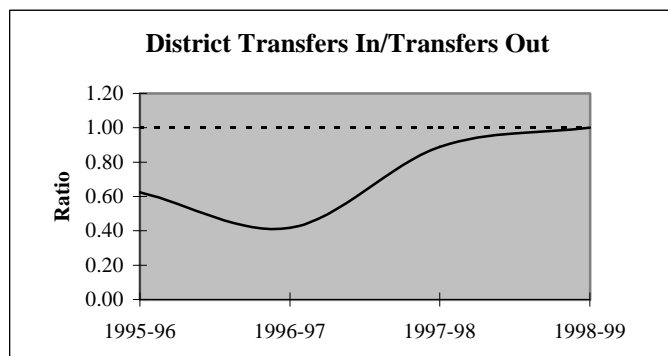
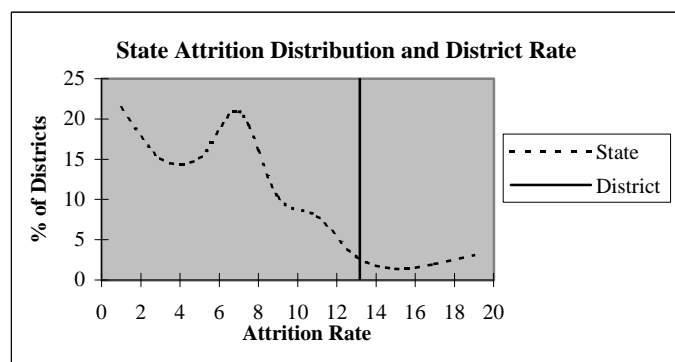
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	154	155	159	167	167	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	9	10	10	6.5%	6.5%	5.7%	6.0%	6.0%
Professional Staff	16	14	15	16	15	10.4%	9.0%	9.4%	9.6%	9.0%
<b>Total Teachers</b>	128	131	135	141	142	83.1%	84.5%	84.9%	84.4%	85.0%
Special Education	11	12	13	15	14	8.6%	9.2%	9.6%	10.6%	9.9%
Pre-K & Kindergarten	3	3	3	3	3	2.3%	2.3%	2.2%	2.1%	2.1%
Elementary	61	60	62	60	62	47.7%	45.8%	45.9%	42.6%	43.7%
<b>Middle School</b>	27	27	25	26	30	21.1%	20.6%	18.5%	18.4%	21.1%
Language Arts	9	7	8	8	9	7.0%	5.3%	5.9%	5.7%	6.3%
Art & Music	2	2	2	2	2	1.6%	1.5%	1.5%	1.4%	1.4%
Social Studies	5	5	5	5	5	3.9%	3.8%	3.7%	3.5%	3.5%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.7%
Math	4	5	4	5	4	3.1%	3.8%	3.0%	3.5%	2.8%
Science	5	5	5	5	5	3.9%	3.8%	3.7%	3.5%	3.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	2	3	1	1	4	1.6%	2.3%	0.7%	0.7%	2.8%
<b>High School (9-12)</b>	26	29	32	37	33	1300.0%	1450.0%	1600.0%	1850.0%	1650.0%
Language Arts	5	6	7	7	7	3.9%	4.6%	5.2%	5.0%	4.9%
Art & Music	1	1	2	3	3	0.8%	0.8%	1.5%	2.1%	2.1%
Social Studies	5	5	4	5	5	3.9%	3.8%	3.0%	3.5%	3.5%
Foreign Language	2	2	2	2	1	1.6%	1.5%	1.5%	1.4%	0.7%
Math	5	4	5	5	5	3.9%	3.1%	3.7%	3.5%	3.5%
<b>Science</b>	4	4	4	4	4	3.1%	3.1%	3.0%	2.8%	2.8%
Biology	2	2	2	2	2	1.6%	1.5%	1.5%	1.4%	1.4%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	2	2	2	1.6%	1.5%	1.5%	1.4%	1.4%
Vocational Education	4	4	5	3	2	3.1%	3.1%	3.7%	2.1%	1.4%
Other	0	3	3	8	6	0.0%	2.3%	2.2%	5.7%	4.2%
<b>Total Enrollments</b>	2,120	2,202	2,187	2,117	2,083	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	234	241	245	152	149	11.0%	10.9%	11.2%	7.2%	7.2%
Grades 1-4	683	736	719	728	713	32.2%	33.4%	32.9%	34.4%	34.2%
Grades 5-6	333	309	285	332	325	15.7%	14.0%	13.0%	15.7%	15.6%
Grades 7-8	323	337	340	286	300	15.2%	15.3%	15.5%	13.5%	14.4%
Grades 9-12	526	562	583	602	587	24.8%	25.5%	26.7%	28.4%	28.2%
Ungraded	21	17	15	17	9	1.0%	0.8%	0.7%	0.8%	0.4%



## District Report for: GLENPOOL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	154	155	159	167	167	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	141	140	131	134	145	91.6%	90.3%	82.4%	80.2%	86.8%
<b>Newly Hired</b>	<b>13</b>	<b>15</b>	<b>28</b>	<b>33</b>	<b>22</b>	<b>8.4%</b>	<b>9.7%</b>	<b>17.6%</b>	<b>19.8%</b>	<b>13.2%</b>
Transfers In	5	5	8	13	6	38.5%	33.3%	28.6%	39.4%	27.3%
Reentrants	3	4	8	8	5	23.1%	26.7%	28.6%	24.2%	22.7%
First Time Educators	5	6	12	12	11	38.5%	40.0%	42.9%	36.4%	50.0%
<b>Total Exiting Next Year</b>	<b>14</b>	<b>24</b>	<b>25</b>	<b>22</b>	<b>-</b>	<b>9.1%</b>	<b>15.5%</b>	<b>15.7%</b>	<b>13.2%</b>	<b>-</b>
Transfers Out	8	12	9	13	-	57.1%	50.0%	36.0%	59.1%	-
Leave Oklahoma Educ.	6	12	16	9	-	42.9%	50.0%	64.0%	40.9%	-

Dynamics Rates	District Rates				
District Attrition	9.1%	15.5%	15.7%	13.2%	-
Transfers In/Out	0.63	0.42	0.89	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	7	Benedictine Heights, Tulsa	-
OSU, Stillwater	25	Southern Nazarene Univ., Bethany	1
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	9	OCU, Oklahoma City	2
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	60	University of Tulsa, Tulsa	9
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	6
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	9	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	19
		<b>Total</b>	<b>154</b>

## District Report for: GLENPOOL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	10	10	9	10	10	6.5%	6.5%	5.7%	6.0%	6.0%
White - Females	5	5	5	6	6	50.0%	50.0%	55.6%	60.0%	60.0%
White - Males	5	5	4	4	4	50.0%	50.0%	44.4%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	16	14	15	16	15	10.4%	9.0%	9.4%	9.6%	9.0%
White - Females	10	9	10	11	11	62.5%	64.3%	66.7%	68.8%	73.3%
White - Males	3	2	3	3	2	18.8%	14.3%	20.0%	18.8%	13.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	2	12.5%	14.3%	13.3%	12.5%	13.3%
Other - Males	1	1	0	0	0	6.3%	7.1%	0.0%	0.0%	0.0%
<b>Teachers</b>	128	131	135	141	142	83.1%	84.5%	84.9%	84.4%	85.0%
White - Females	102	103	104	109	112	79.7%	78.6%	77.0%	77.3%	78.9%
White - Males	20	22	25	25	24	15.6%	16.8%	18.5%	17.7%	16.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	0.8%	0.8%	0.0%	0.0%	0.0%
Other - Females	5	5	5	3	2	3.9%	3.8%	3.7%	2.1%	1.4%
Other - Males	0	0	1	4	4	0.0%	0.0%	0.7%	2.8%	2.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	2	6	3	0.8%	0.0%	1.5%	4.3%	2.2%
25-29	19	16	19	21	22	14.8%	12.5%	14.4%	15.1%	16.1%
30-34	26	24	23	20	24	20.3%	18.8%	17.4%	14.4%	17.5%
35-39	27	28	22	25	21	21.1%	21.9%	16.7%	18.0%	15.3%
40-44	16	16	27	25	25	12.5%	12.5%	20.5%	18.0%	18.2%
45-49	24	24	17	18	20	18.8%	18.8%	12.9%	12.9%	14.6%
50-54	11	15	14	16	13	8.6%	11.7%	10.6%	11.5%	9.5%
55+	4	5	8	8	9	3.1%	3.9%	6.1%	5.8%	6.6%
<b>Average Age</b>	38.9	39.9	39.6	39.1	39.3					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	29	24	31	39	45	22.7%	18.3%	23.0%	27.7%	31.7%
4-7 Years	31	30	32	29	25	24.2%	22.9%	23.7%	20.6%	17.6%
8-11 Years	24	24	17	17	19	18.8%	18.3%	12.6%	12.1%	13.4%
12-15 Years	23	25	25	23	19	18.0%	19.1%	18.5%	16.3%	13.4%
16-19 Years	9	15	15	18	17	7.0%	11.5%	11.1%	12.8%	12.0%
20+ Years	12	13	15	15	17	9.4%	9.9%	11.1%	10.6%	12.0%
<b>Average Experience</b>	9.4	10.1	9.7	9.4	9.4					

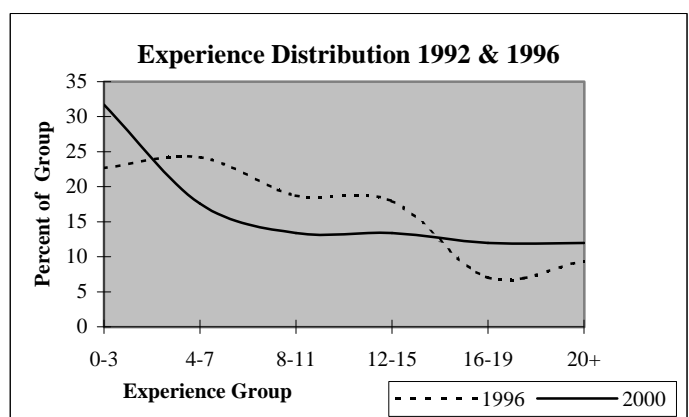
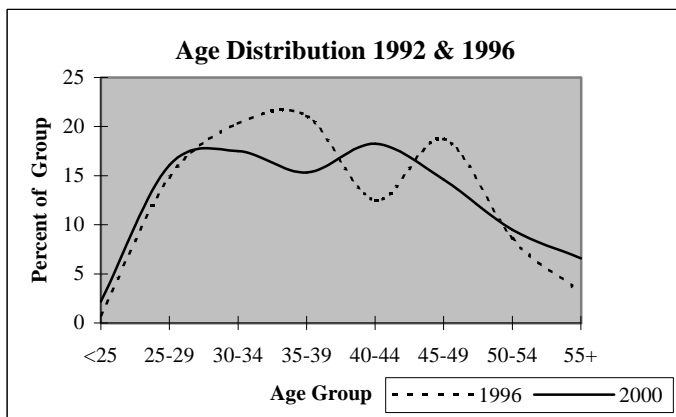


## District Report for: GLENPOOL

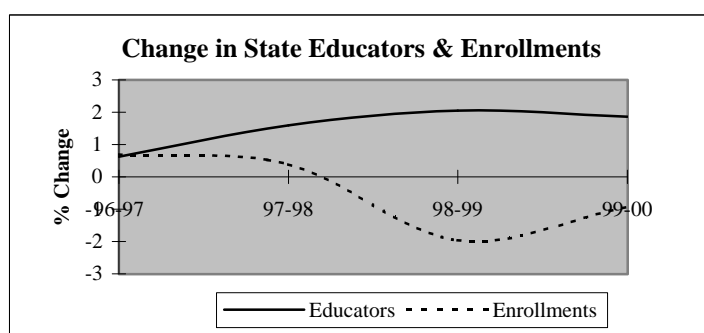
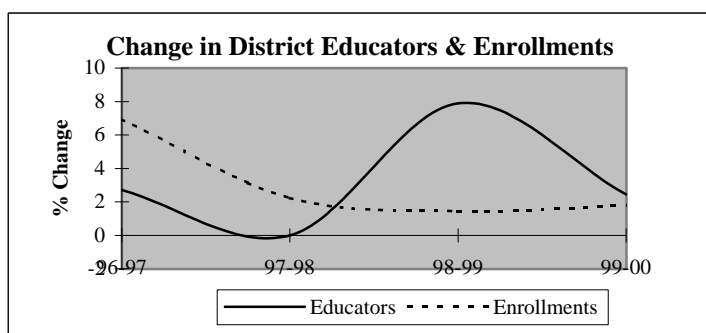
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	14	24	25	22	-	9.1%	15.5%	15.7%	13.2%	-
Attrition from Transfers	8	12	9	13	-	5.2%	7.7%	5.7%	7.8%	-
Attrition from Exits	6	12	16	9	-	3.9%	7.7%	10.1%	5.4%	-
<b>Teacher Attrition</b>	<b>13</b>	<b>21</b>	<b>24</b>	<b>20</b>	<b>-</b>	<b>10.2%</b>	<b>16.0%</b>	<b>17.8%</b>	<b>14.2%</b>	<b>-</b>
Attrition from Transfers	8	10	8	12	-	6.3%	7.6%	5.9%	8.5%	-
Attrition from Exits	5	11	16	8	-	3.9%	8.4%	11.9%	5.7%	-
<b>District Retention</b>										
Educator Retention	140	131	134	145	-	90.9%	84.5%	84.3%	86.8%	-
Teacher Retention	115	110	111	121	-	89.8%	84.0%	82.2%	85.8%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	80.4%	15.2%	95.7%	78.2%	9.6%	87.8%
1 Year of Experience	89.2%	2.7%	91.9%	84.2%	6.9%	91.1%
2 Years of Experience	80.6%	8.3%	88.9%	85.2%	5.9%	91.1%
3 Years of Experience	90.3%	6.5%	96.8%	86.1%	5.6%	91.7%
4 Years of Experience	82.5%	7.5%	90.0%	87.9%	4.7%	92.6%
5 Years of Experience	80.5%	9.8%	90.2%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.6%	0.6%	1.9%	0.6%	2.4%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.2%	92.9%	85.5%	86.8%	88.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.2%	6.5%	12.6%	12.0%	9.6%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: LIBERTY

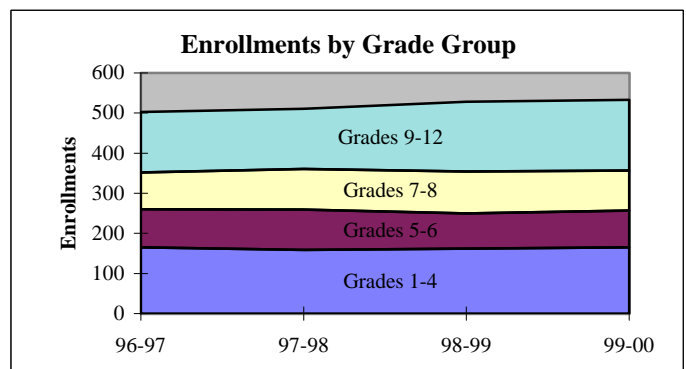
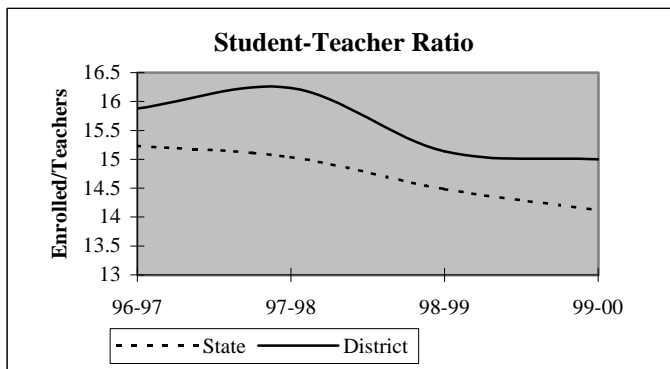


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.6	14.2	14.5	13.7	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.9	16.2	15.1	15.0	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	1	0	3	1	-	-	-	-	-
% Change in Educators	-7.5%	2.7%	0.0%	7.9%	2.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-28	35	12	8	10	-	-	-	-	-
% Change in Enrollments	-5.3%	6.9%	2.2%	1.4%	1.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	2.6%	2.4%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.7%	2.6%	2.6%	2.4%	2.4%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	7.9%	7.9%	7.3%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.4%	5.3%	5.3%	4.9%	4.8%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.6	40.9	43.3	43.3	43.8	42.0	42.3	42.5	42.7	43.0
Average Experience	12.6	12.5	13.7	13.8	14.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,566	29,378	30,532	31,294	31,642	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	3.0%	2.9%	2.9%	2.7%	2.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	63.6%	58.8%	61.8%	62.2%	65.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.1%	5.9%	5.9%	5.4%	5.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	28.5%	30.4%	28.4%	28.2%	33.3%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	14	13	11	12	32.4%	36.8%	34.2%	26.8%	28.6%
Attrition	2	4	1	1	0					
Attrition Rate	16.7%	28.6%	7.7%	9.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	22	23	27	26	62.2%	57.9%	60.5%	65.9%	61.9%
Attrition	2	0	1	0	0					
Attrition Rate	8.7%	0.0%	4.3%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	2	3	4	5.4%	5.3%	5.3%	7.3%	9.5%
Attrition	0	0	0	1	0					
Attrition Rate	0.0%	0.0%	0.0%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	4	5	5	5.4%	5.3%	10.5%	12.2%	11.9%

## District Report for: LIBERTY

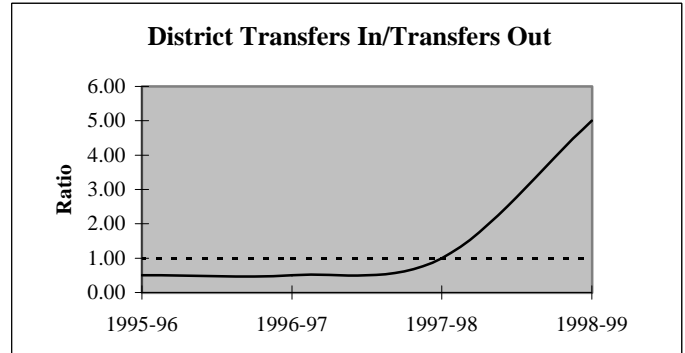
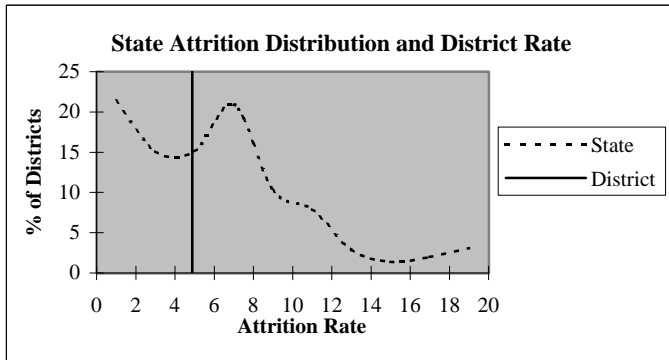
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	37	38	38	41	42	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	2.7%	2.6%	2.6%	2.4%	2.4%
Professional Staff	3	3	3	3	3	8.1%	7.9%	7.9%	7.3%	7.1%
<b>Total Teachers</b>	33	34	34	37	38	89.2%	89.5%	89.5%	90.2%	90.5%
Special Education	2	2	2	2	2	6.1%	5.9%	5.9%	5.4%	5.3%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	2.7%	2.6%
Elementary	13	13	12	13	12	39.4%	38.2%	35.3%	35.1%	31.6%
<b>Middle School</b>	4	4	5	5	6	12.1%	11.8%	14.7%	13.5%	15.8%
Language Arts	2	2	2	2	2	6.1%	5.9%	5.9%	5.4%	5.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.6%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.6%
Science	0	0	1	1	1	0.0%	0.0%	2.9%	2.7%	2.6%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.6%
<b>High School (9-12)</b>	14	15	15	16	17	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	6.1%	5.9%	5.9%	5.4%	5.3%
Art & Music	1	1	1	1	2	3.0%	2.9%	2.9%	2.7%	5.3%
Social Studies	1	2	2	2	2	3.0%	5.9%	5.9%	5.4%	5.3%
Foreign Language	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.6%
Math	2	2	2	2	2	6.1%	5.9%	5.9%	5.4%	5.3%
<b>Science</b>	1	1	1	0	1	3.0%	2.9%	2.9%	0.0%	2.6%
Biology	0	1	0	0	1	0.0%	2.9%	0.0%	0.0%	2.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	0	0	3.0%	0.0%	2.9%	0.0%	0.0%
Vocational Education	2	3	3	3	3	6.1%	8.8%	8.8%	8.1%	7.9%
Other	4	3	3	5	4	12.1%	8.8%	8.8%	13.5%	10.5%
<b>Total Enrollments</b>	505	540	552	560	570	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	33	35	40	31	37	6.5%	6.5%	7.2%	5.5%	6.5%
Grades 1-4	161	165	159	162	165	31.9%	30.6%	28.8%	28.9%	28.9%
Grades 5-6	95	95	100	88	92	18.8%	17.6%	18.1%	15.7%	16.1%
Grades 7-8	80	92	102	104	100	15.8%	17.0%	18.5%	18.6%	17.5%
Grades 9-12	134	151	150	174	176	26.5%	28.0%	27.2%	31.1%	30.9%
Ungraded	2	2	1	1	0	0.4%	0.4%	0.2%	0.2%	0.0%



## District Report for: LIBERTY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	37	38	38	41	42	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	33	34	36	39	86.5%	86.8%	89.5%	87.8%	92.9%
<b>Newly Hired</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>13.5%</b>	<b>13.2%</b>	<b>10.5%</b>	<b>12.2%</b>	<b>7.1%</b>
Transfers In	2	1	1	5	2	40.0%	20.0%	25.0%	100.0%	66.7%
Reentrants	1	0	1	0	1	20.0%	0.0%	25.0%	0.0%	33.3%
First Time Educators	2	4	2	0	0	40.0%	80.0%	50.0%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>10.8%</b>	<b>10.5%</b>	<b>5.3%</b>	<b>4.9%</b>	<b>-</b>
Transfers Out	4	2	1	1	-	100.0%	50.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	0	2	1	1	-	0.0%	50.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	10.8%	10.5%	5.3%	4.9%	-
Transfers In/Out	0.50	0.50	1.00	5.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	20	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	3
		<b>Total</b>	<b>38</b>

## District Report for: LIBERTY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	2.7%	2.6%	2.6%	2.4%	2.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	3	3	3	3	3	8.1%	7.9%	7.9%	7.3%	7.1%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	34	34	37	38	89.2%	89.5%	89.5%	90.2%	90.5%
White - Females	20	19	20	22	24	60.6%	55.9%	58.8%	59.5%	63.2%
White - Males	12	14	13	14	13	36.4%	41.2%	38.2%	37.8%	34.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	3.0%	2.9%	2.9%	2.7%	2.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	0	0	0	3.0%	5.9%	0.0%	0.0%	0.0%
25-29	4	5	4	3	2	12.1%	14.7%	12.5%	8.6%	5.4%
30-34	5	2	3	4	3	15.2%	5.9%	9.4%	11.4%	8.1%
35-39	3	5	3	6	9	9.1%	14.7%	9.4%	17.1%	24.3%
40-44	5	5	5	6	5	15.2%	14.7%	15.6%	17.1%	13.5%
45-49	10	9	7	6	6	30.3%	26.5%	21.9%	17.1%	16.2%
50-54	4	5	6	7	9	12.1%	14.7%	18.8%	20.0%	24.3%
55+	1	1	4	3	3	3.0%	2.9%	12.5%	8.6%	8.1%
<b>Average Age</b>	40.6	40.9	43.3	43.3	43.8					

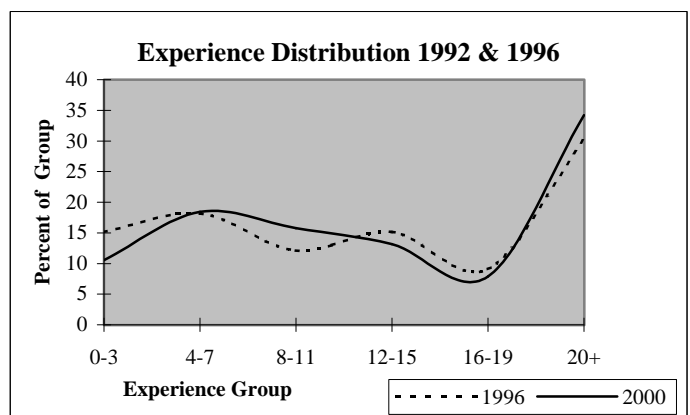
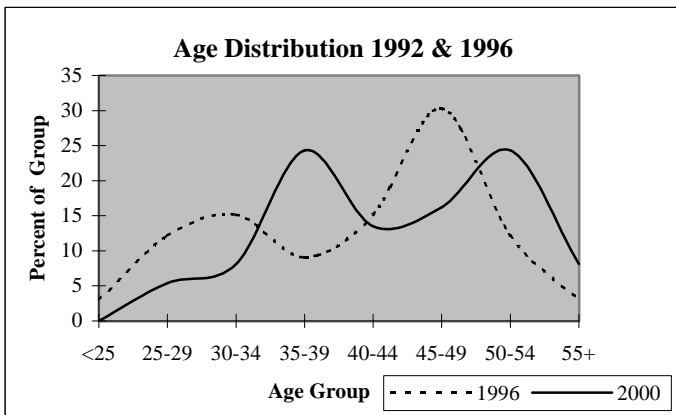
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	8	8	6	4	15.2%	23.5%	23.5%	16.2%	10.5%
4-7 Years	6	5	4	4	7	18.2%	14.7%	11.8%	10.8%	18.4%
8-11 Years	4	3	2	7	6	12.1%	8.8%	5.9%	18.9%	15.8%
12-15 Years	5	5	4	4	5	15.2%	14.7%	11.8%	10.8%	13.2%
16-19 Years	3	3	3	4	3	9.1%	8.8%	8.8%	10.8%	7.9%
20+ Years	10	10	13	12	13	30.3%	29.4%	38.2%	32.4%	34.2%
<b>Average Experience</b>	12.6	12.5	13.7	13.8	14.6					

# District Report for: LIBERTY

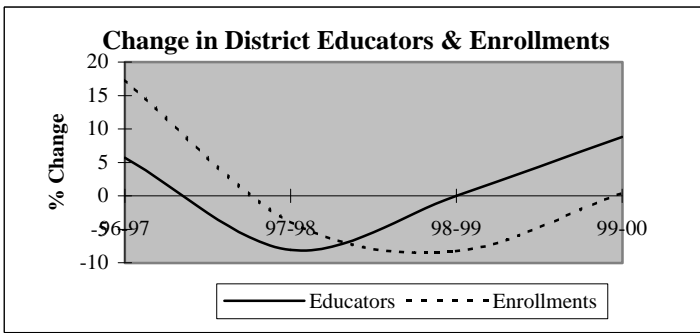
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	4	2	2	-	10.8%	10.5%	5.3%	4.9%	-
Attrition from Transfers	4	2	1	1	-	10.8%	5.3%	2.6%	2.4%	-
Attrition from Exits	0	2	1	1	-	0.0%	5.3%	2.6%	2.4%	-
<b>Teacher Attrition</b>	4	4	2	2	-	12.1%	11.8%	5.9%	5.4%	-
Attrition from Transfers	4	2	1	1	-	12.1%	5.9%	2.9%	2.7%	-
Attrition from Exits	0	2	1	1	-	0.0%	5.9%	2.9%	2.7%	-
<b>District Retention</b>										
Educator Retention	33	34	36	39	-	89.2%	89.5%	94.7%	95.1%	-
Teacher Retention	29	30	32	35	-	87.9%	88.2%	94.1%	94.6%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	76.9%	7.7%	84.6%	78.2%	9.6%	87.8%
1 Year of Experience	54.5%	36.4%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	83.3%	16.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	0.0%	75.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.7%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.2%	89.5%	89.5%	100.0%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.4%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.1%	10.5%	10.5%	0.0%	4.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: OKAY

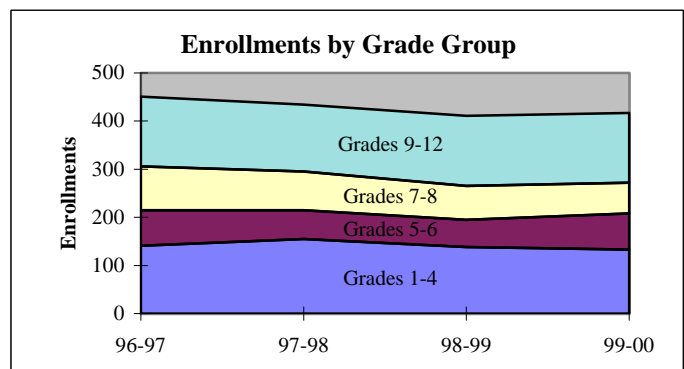
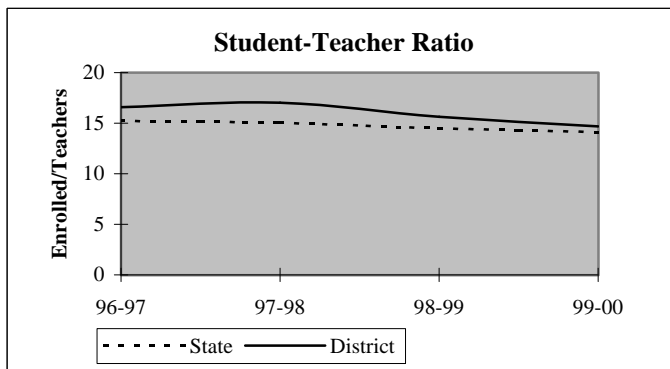


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	13.9	14.5	13.3	12.3	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.1	16.6	17.0	15.6	14.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	2	2	-3	0	3	-	-	-	-	-
% Change in Educators	6.1%	5.7%	-8.1%	0.0%	8.8%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-19	76	-20	-41	2	-	-	-	-	-
% Change in Enrollments	-4.2%	17.4%	-3.9%	-8.3%	0.4%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	14.3%	8.1%	8.8%	8.8%	13.5%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	8.6%	10.8%	8.8%	8.8%	8.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	5.4%	5.9%	5.9%	8.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.3%	16.2%	14.7%	14.7%	13.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	25.0%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	2.7%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.4	42.9	45.4	44.8	44.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.5	12.3	14.6	14.7	14.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,128	28,500	30,054	30,805	30,624	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	12.9%	12.9%	10.3%	10.3%	9.7%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	71.0%	71.0%	69.0%	65.5%	67.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.5%	6.5%	6.9%	6.9%	6.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	41.8%	46.5%	46.2%	47.7%	53.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	12	16	15	13	14	34.3%	43.2%	44.1%	38.2%	37.8%
Attrition	0	6	2	0	0					
Attrition Rate	0.0%	37.5%	13.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	17	13	16	18	48.6%	45.9%	38.2%	47.1%	48.6%
Attrition	2	3	1	1	0					
Attrition Rate	11.8%	17.6%	7.7%	6.3%	0.0%					
<b>At Retirement Age</b>										
Attrition	6	4	6	5	5	17.1%	10.8%	17.6%	14.7%	13.5%
Attrition Rate	33.3%	25.0%	16.7%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	6	6	6	6	9	17.1%	16.2%	17.6%	17.6%	24.3%

## District Report for: OKAY

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	37	34	34	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	4	3	3	3	8.6%	10.8%	8.8%	8.8%	8.1%
Professional Staff	1	2	2	2	3	2.9%	5.4%	5.9%	5.9%	8.1%
<b>Total Teachers</b>	31	31	29	29	31	88.6%	83.8%	85.3%	85.3%	83.8%
Special Education	2	2	2	2	2	6.5%	6.5%	6.9%	6.9%	6.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	17	16	14	13	14	54.8%	51.6%	48.3%	44.8%	45.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	13	13	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	3	4	3	3.2%	6.5%	10.3%	13.8%	9.7%
Art & Music	0	2	0	0	2	0.0%	6.5%	0.0%	0.0%	6.5%
Social Studies	4	1	2	2	3	12.9%	3.2%	6.9%	6.9%	9.7%
Foreign Language	1	1	1	1	1	3.2%	3.2%	3.4%	3.4%	3.2%
Math	2	2	2	1	2	6.5%	6.5%	6.9%	3.4%	6.5%
<b>Science</b>	2	2	2	2	2	6.5%	6.5%	6.9%	6.9%	6.5%
Biology	0	0	0	1	0	0.0%	0.0%	0.0%	3.4%	0.0%
Chemistry	0	0	1	0	1	0.0%	0.0%	3.4%	0.0%	3.2%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	2	1	1	1	6.5%	6.5%	3.4%	3.4%	3.2%
Vocational Education	2	1	1	0	1	6.5%	3.2%	3.4%	0.0%	3.2%
Other	0	2	2	4	1	0.0%	6.5%	6.9%	13.8%	3.2%
<b>Total Enrollments</b>	438	514	494	453	455	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	63	52	31	38	13.5%	12.3%	10.5%	6.8%	8.4%
Grades 1-4	125	141	155	138	133	28.5%	27.4%	31.4%	30.5%	29.2%
Grades 5-6	68	74	60	57	75	15.5%	14.4%	12.1%	12.6%	16.5%
Grades 7-8	57	91	80	70	64	13.0%	17.7%	16.2%	15.5%	14.1%
Grades 9-12	129	145	139	146	145	29.5%	28.2%	28.1%	32.2%	31.9%
Ungraded	0	0	8	11	0	0.0%	0.0%	1.6%	2.4%	0.0%

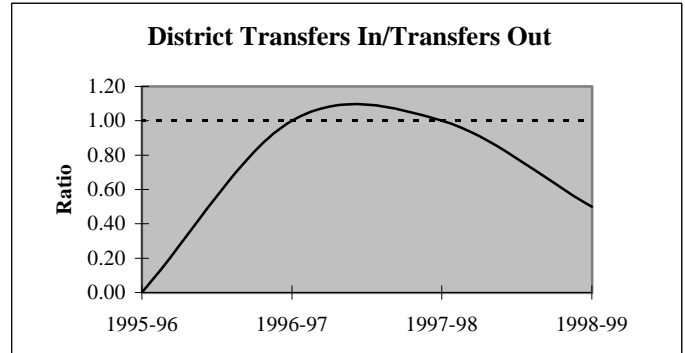
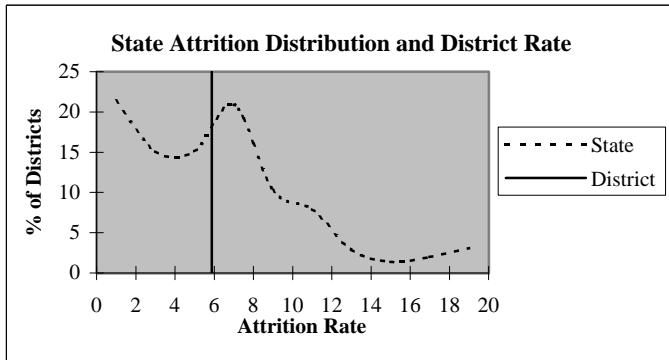




## District Report for: OKAY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	37	34	34	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	31	31	27	30	32	88.6%	83.8%	79.4%	88.2%	86.5%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>11.4%</b>	<b>16.2%</b>	<b>20.6%</b>	<b>11.8%</b>	<b>13.5%</b>
Transfers In	0	3	3	1	1	0.0%	50.0%	42.9%	25.0%	20.0%
Reentrants	1	1	2	3	1	25.0%	16.7%	28.6%	75.0%	20.0%
First Time Educators	3	2	2	0	3	75.0%	33.3%	28.6%	0.0%	60.0%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>11.4%</b>	<b>27.0%</b>	<b>11.8%</b>	<b>5.9%</b>	<b>-</b>
Transfers Out	2	3	3	2	-	50.0%	30.0%	75.0%	100.0%	-
Leave Oklahoma Educ.	2	7	1	0	-	50.0%	70.0%	25.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	11.4%	27.0%	11.8%	5.9%	-
Transfers In/Out	0.00	1.00	1.00	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	32	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>35</b>

## District Report for: OKAY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	4	3	3	3	8.6%	10.8%	8.8%	8.8%	8.1%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	2	3	2	2	1	66.7%	75.0%	66.7%	66.7%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	33.3%	25.0%	33.3%	33.3%	33.3%
<b>Professional Staff</b>	1	2	2	2	3	2.9%	5.4%	5.9%	5.9%	8.1%
White - Females	1	1	1	1	2	100.0%	50.0%	50.0%	50.0%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	50.0%	50.0%	50.0%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	31	31	29	29	31	88.6%	83.8%	85.3%	85.3%	83.8%
White - Females	21	21	19	18	20	67.7%	67.7%	65.5%	62.1%	64.5%
White - Males	6	6	7	8	8	19.4%	19.4%	24.1%	27.6%	25.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	3.2%	3.2%	3.4%	3.4%	3.2%
Other - Females	1	1	1	1	1	3.2%	3.2%	3.4%	3.4%	3.2%
Other - Males	2	2	1	1	1	6.5%	6.5%	3.4%	3.4%	3.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
25-29	3	0	1	1	1	9.7%	0.0%	3.4%	3.6%	3.3%
30-34	5	7	4	4	3	16.1%	22.6%	13.8%	14.3%	10.0%
35-39	4	6	3	4	3	12.9%	19.4%	10.3%	14.3%	10.0%
40-44	6	6	4	5	6	19.4%	19.4%	13.8%	17.9%	20.0%
45-49	5	4	7	4	6	16.1%	12.9%	24.1%	14.3%	20.0%
50-54	2	4	4	6	6	6.5%	12.9%	13.8%	21.4%	20.0%
55+	6	4	6	4	4	19.4%	12.9%	20.7%	14.3%	13.3%
<b>Average Age</b>	43.4	42.9	45.4	44.8	44.7					

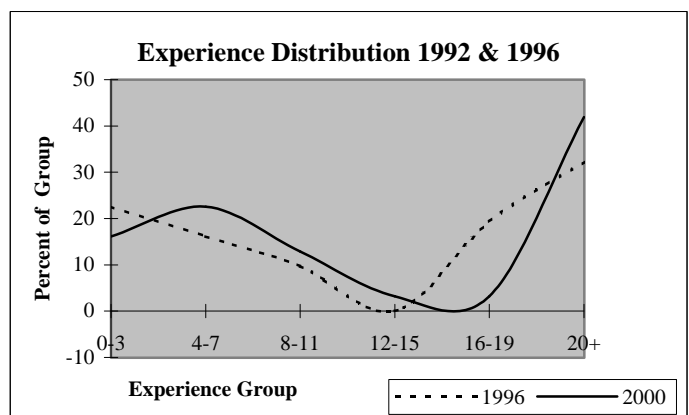
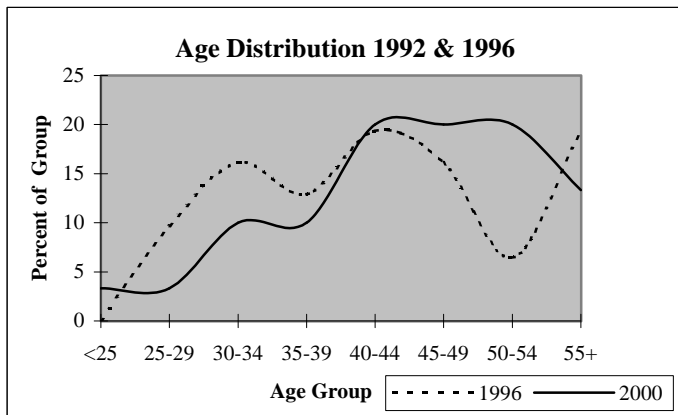
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	10	7	6	5	22.6%	32.3%	24.1%	20.7%	16.1%
4-7 Years	5	5	6	6	7	16.1%	16.1%	20.7%	20.7%	22.6%
8-11 Years	3	1	0	2	4	9.7%	3.2%	0.0%	6.9%	12.9%
12-15 Years	0	1	1	1	1	0.0%	3.2%	3.4%	3.4%	3.2%
16-19 Years	6	4	2	1	1	19.4%	12.9%	6.9%	3.4%	3.2%
20+ Years	10	10	13	13	13	32.3%	32.3%	44.8%	44.8%	41.9%
<b>Average Experience</b>	13.5	12.3	14.6	14.7	14.5					

## District Report for: OKAY

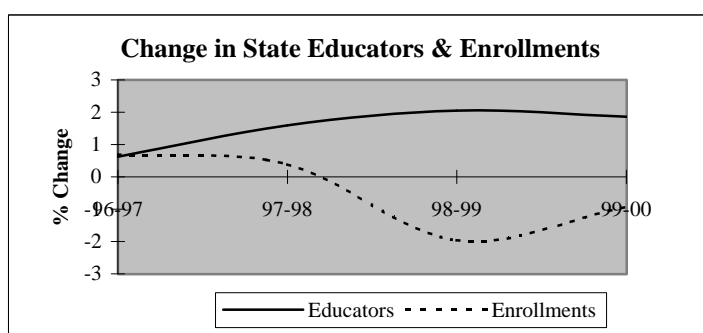
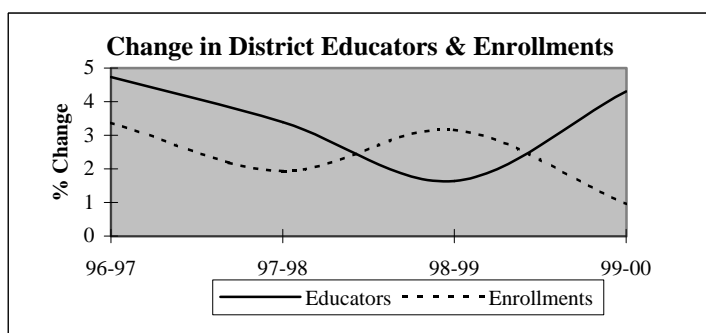
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	10	4	2	-	11.4%	27.0%	11.8%	5.9%	-
Attrition from Transfers	2	3	3	2	-	5.7%	8.1%	8.8%	5.9%	-
Attrition from Exits	2	7	1	0	-	5.7%	18.9%	2.9%	0.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>8</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>9.7%</b>	<b>25.8%</b>	<b>13.8%</b>	<b>3.4%</b>	<b>-</b>
Attrition from Transfers	1	3	3	1	-	3.2%	9.7%	10.3%	3.4%	-
Attrition from Exits	2	5	1	0	-	6.5%	16.1%	3.4%	0.0%	-
<b>District Retention</b>										
Educator Retention	31	27	30	32	-	88.6%	73.0%	88.2%	94.1%	-
Teacher Retention	28	23	25	28	-	90.3%	74.2%	86.2%	96.6%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	22.2%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	72.7%	18.2%	90.9%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	77.8%	11.1%	88.9%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	85.7%	0.0%	85.7%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	2.7%	0.0%	2.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	82.9%	86.5%	88.2%	88.2%	89.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	5.7%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.4%	10.8%	11.8%	8.8%	10.8%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COWETA

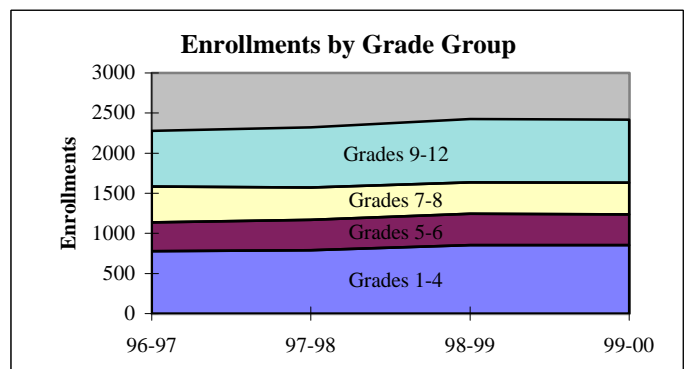
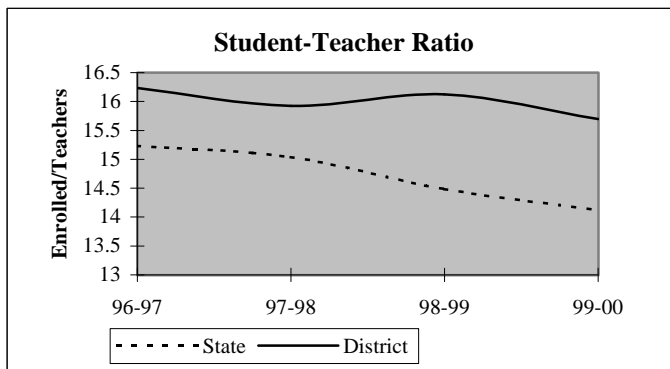


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.2	14.0	13.8	14.0	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.2	16.2	15.9	16.1	15.7	15.2	15.2	15.0	14.5	14.1
Change in Educators	3	8	6	3	8	-	-	-	-	-
% Change in Educators	1.8%	4.7%	3.4%	1.6%	4.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-42	81	48	80	25	-	-	-	-	-
% Change in Enrollments	-1.7%	3.4%	1.9%	3.2%	1.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.8%	5.1%	3.3%	2.2%	2.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.3%	5.6%	5.5%	5.4%	5.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.1%	7.9%	7.7%	7.5%	8.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	7.1%	6.8%	7.1%	7.5%	7.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.4%	2.3%	1.6%	1.6%	1.5%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.1	42.8	43.0	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	12.3	12.6	13.1	12.5	12.1	12.3	12.3	12.2	12.2
Average Salary	30,927	29,319	30,499	31,068	31,178	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	7.4%	7.2%	6.9%	7.4%	7.1%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	75.0%	75.8%	74.8%	76.5%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	12.8%	13.1%	11.3%	11.7%	12.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	35.2%	35.6%	34.8%	34.3%	35.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	49	56	57	57	65	29.0%	31.6%	31.1%	30.6%	33.5%
Attrition	2	7	6	10	0					
Attrition Rate	4.1%	12.5%	10.5%	17.5%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	111	108	109	109	104	65.7%	61.0%	59.6%	58.6%	53.6%
Attrition	9	2	8	7	0					
Attrition Rate	8.1%	1.9%	7.3%	6.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	9	13	17	20	25	5.3%	7.3%	9.3%	10.8%	12.9%
Attrition	2	2	2	5	0					
Attrition Rate	22.2%	15.4%	11.8%	25.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	15	19	23	29	30	8.9%	10.7%	12.6%	15.6%	15.5%

## District Report for: COWETA

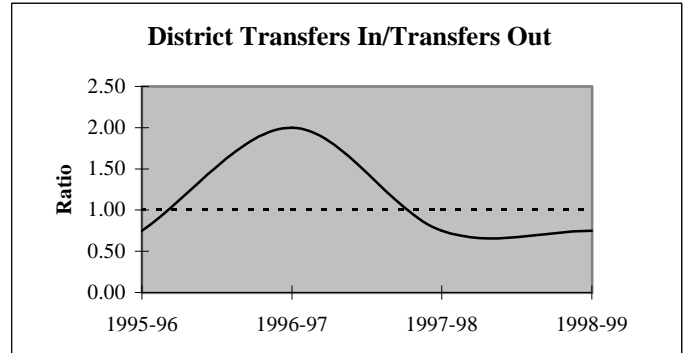
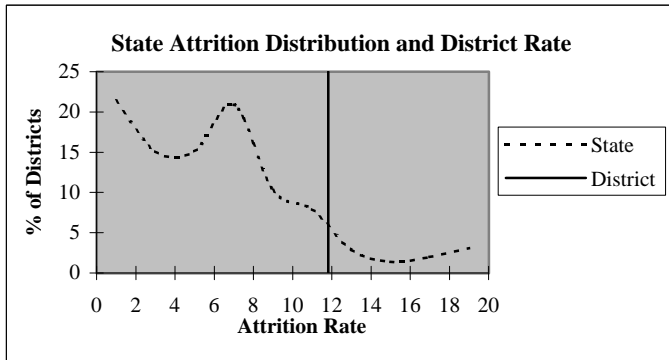
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	169	177	183	186	194	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	10	10	10	5.3%	5.6%	5.5%	5.4%	5.2%
Professional Staff	12	14	14	14	16	7.1%	7.9%	7.7%	7.5%	8.2%
<b>Total Teachers</b>	148	153	159	162	168	87.6%	86.4%	86.9%	87.1%	86.6%
Special Education	19	20	18	19	21	12.8%	13.1%	11.3%	11.7%	12.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	72	73	76	77	80	48.6%	47.7%	47.8%	47.5%	47.6%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	57	60	65	66	67	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	8	9	11	11	11	5.4%	5.9%	6.9%	6.8%	6.5%
Art & Music	5	5	6	6	6	3.4%	3.3%	3.8%	3.7%	3.6%
Social Studies	10	9	9	10	9	6.8%	5.9%	5.7%	6.2%	5.4%
Foreign Language	2	2	2	2	3	1.4%	1.3%	1.3%	1.2%	1.8%
Math	7	9	9	8	9	4.7%	5.9%	5.7%	4.9%	5.4%
<b>Science</b>	9	9	9	9	8	6.1%	5.9%	5.7%	5.6%	4.8%
Biology	3	3	2	5	4	2.0%	2.0%	1.3%	3.1%	2.4%
Chemistry	0	0	0	1	1	0.0%	0.0%	0.0%	0.6%	0.6%
Physics	0	0	1	0	0	0.0%	0.0%	0.6%	0.0%	0.0%
Other Science	6	6	6	3	3	4.1%	3.9%	3.8%	1.9%	1.8%
Vocational Education	7	7	7	6	6	4.7%	4.6%	4.4%	3.7%	3.6%
Other	9	10	12	14	15	6.1%	6.5%	7.5%	8.6%	8.9%
<b>Total Enrollments</b>	2,403	2,484	2,532	2,612	2,637	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	180	201	207	185	209	7.5%	8.1%	8.2%	7.1%	7.9%
Grades 1-4	746	779	790	852	853	31.0%	31.4%	31.2%	32.6%	32.3%
Grades 5-6	379	357	379	391	384	15.8%	14.4%	15.0%	15.0%	14.6%
Grades 7-8	417	446	401	391	393	17.4%	18.0%	15.8%	15.0%	14.9%
Grades 9-12	674	696	752	790	788	28.0%	28.0%	29.7%	30.2%	29.9%
Ungraded	7	5	3	3	10	0.3%	0.2%	0.1%	0.1%	0.4%



## District Report for: COWETA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	169	177	183	186	194	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	159	156	166	167	164	94.1%	88.1%	90.7%	89.8%	84.5%
<b>Newly Hired</b>	<b>10</b>	<b>21</b>	<b>17</b>	<b>19</b>	<b>30</b>	<b>5.9%</b>	<b>11.9%</b>	<b>9.3%</b>	<b>10.2%</b>	<b>15.5%</b>
Transfers In	3	6	6	6	11	30.0%	28.6%	35.3%	31.6%	36.7%
Reentrants	3	2	3	7	7	30.0%	9.5%	17.6%	36.8%	23.3%
First Time Educators	4	13	8	6	12	40.0%	61.9%	47.1%	31.6%	40.0%
<b>Total Exiting Next Year</b>	<b>13</b>	<b>11</b>	<b>16</b>	<b>22</b>	<b>-</b>	<b>7.7%</b>	<b>6.2%</b>	<b>8.7%</b>	<b>11.8%</b>	<b>-</b>
Transfers Out	4	3	8	8	-	30.8%	27.3%	50.0%	36.4%	-
Leave Oklahoma Educ.	9	8	8	14	-	69.2%	72.7%	50.0%	63.6%	-

Dynamics Rates	District Rates				
District Attrition	7.7%	6.2%	8.7%	11.8%	-
Transfers In/Out	0.75	2.00	0.75	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	4	Benedictine Heights, Tulsa	-
OSU, Stillwater	17	Southern Nazarene Univ., Bethany	-
UCO, Edmond	7	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	106	University of Tulsa, Tulsa	4
SEOSU, Durant	2	OCUSA, Oklahoma City	1
SWOSU, Weatherford	2	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	2
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	20
		Total	169

## District Report for: COWETA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	9	10	10	10	10	5.3%	5.6%	5.5%	5.4%	5.2%
White - Females	4	4	3	3	3	44.4%	40.0%	30.0%	30.0%	30.0%
White - Males	5	6	7	7	7	55.6%	60.0%	70.0%	70.0%	70.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	12	14	14	14	16	7.1%	7.9%	7.7%	7.5%	8.2%
White - Females	9	10	9	9	9	75.0%	71.4%	64.3%	64.3%	56.3%
White - Males	2	3	3	3	4	16.7%	21.4%	21.4%	21.4%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	2	0.0%	0.0%	7.1%	7.1%	12.5%
Other - Males	1	1	1	1	1	8.3%	7.1%	7.1%	7.1%	6.3%
<b>Teachers</b>	148	153	159	162	168	87.6%	86.4%	86.9%	87.1%	86.6%
White - Females	104	109	112	116	117	70.3%	71.2%	70.4%	71.6%	69.6%
White - Males	33	33	36	34	39	22.3%	21.6%	22.6%	21.0%	23.2%
Black - Females	2	2	2	2	2	1.4%	1.3%	1.3%	1.2%	1.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	5	5	5	6	7	3.4%	3.3%	3.1%	3.7%	4.2%
Other - Males	4	4	4	4	3	2.7%	2.6%	2.5%	2.5%	1.8%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	2	2	1	4	0.0%	1.3%	1.3%	0.6%	2.5%
25-29	17	16	15	16	17	11.6%	10.7%	9.7%	10.1%	10.5%
30-34	12	13	15	18	22	8.2%	8.7%	9.7%	11.4%	13.6%
35-39	34	27	27	25	23	23.1%	18.1%	17.4%	15.8%	14.2%
40-44	19	23	24	27	26	12.9%	15.4%	15.5%	17.1%	16.0%
45-49	28	31	33	29	22	19.0%	20.8%	21.3%	18.4%	13.6%
50-54	29	24	23	24	27	19.7%	16.1%	14.8%	15.2%	16.7%
55+	8	13	16	18	21	5.4%	8.7%	10.3%	11.4%	13.0%
<b>Average Age</b>	42.0	42.1	42.8	43.0	42.4					

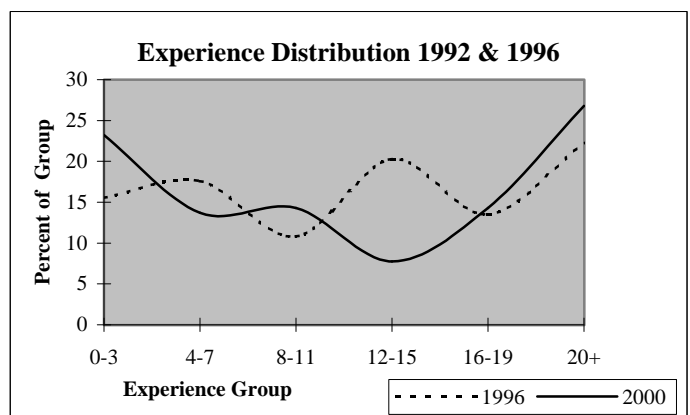
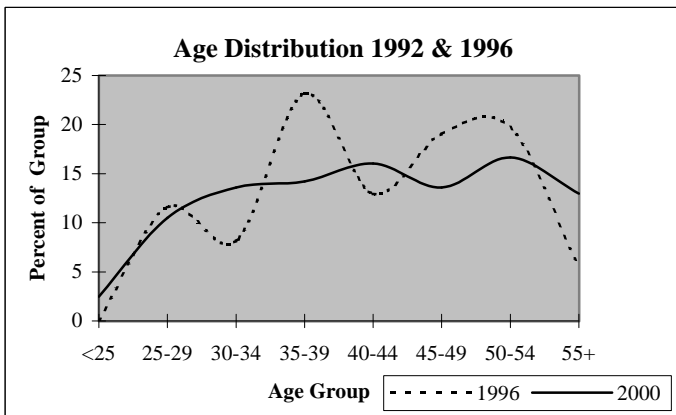
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	23	27	31	31	39	15.5%	17.6%	19.5%	19.1%	23.2%
4-7 Years	26	27	24	23	23	17.6%	17.6%	15.1%	14.2%	13.7%
8-11 Years	16	18	20	20	24	10.8%	11.8%	12.6%	12.3%	14.3%
12-15 Years	30	24	21	21	13	20.3%	15.7%	13.2%	13.0%	7.7%
16-19 Years	20	24	28	23	24	13.5%	15.7%	17.6%	14.2%	14.3%
20+ Years	33	33	35	44	45	22.3%	21.6%	22.0%	27.2%	26.8%
<b>Average Experience</b>	12.7	12.3	12.6	13.1	12.5					

# District Report for: COWETA

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	13	11	16	22	-	7.7%	6.2%	8.7%	11.8%	-
Attrition from Transfers	4	3	8	8	-	2.4%	1.7%	4.4%	4.3%	-
Attrition from Exits	9	8	8	14	-	5.3%	4.5%	4.4%	7.5%	-
<b>Teacher Attrition</b>	<b>10</b>	<b>8</b>	<b>13</b>	<b>19</b>	<b>-</b>	<b>6.8%</b>	<b>5.2%</b>	<b>8.2%</b>	<b>11.7%</b>	<b>-</b>
Attrition from Transfers	3	2	7	7	-	2.0%	1.3%	4.4%	4.3%	-
Attrition from Exits	7	6	6	12	-	4.7%	3.9%	3.8%	7.4%	-
<b>District Retention</b>										
Educator Retention	156	166	167	164	-	92.3%	93.8%	91.3%	88.2%	-
Teacher Retention	138	145	146	143	-	93.2%	94.8%	91.8%	88.3%	-

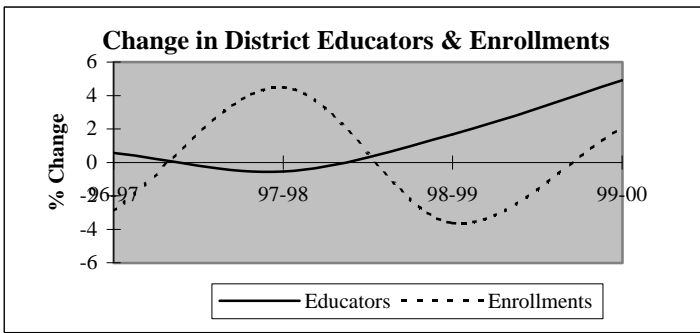
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	85.4%	12.2%	97.6%	78.2%	9.6%	87.8%
1 Year of Experience	88.6%	8.6%	97.1%	84.2%	6.9%	91.1%
2 Years of Experience	88.2%	2.9%	91.2%	85.2%	5.9%	91.1%
3 Years of Experience	92.3%	7.7%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	89.7%	3.4%	93.1%	87.9%	4.7%	92.6%
5 Years of Experience	93.5%	0.0%	93.5%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.6%	0.6%	1.1%	1.1%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.3%	91.0%	92.9%	91.4%	88.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.5%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.1%	8.5%	6.0%	7.0%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: WAGONER

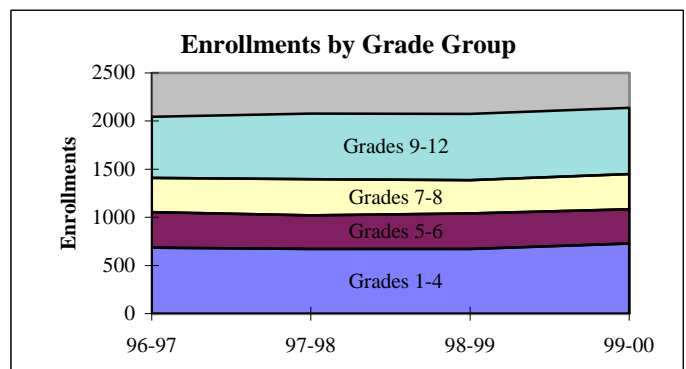
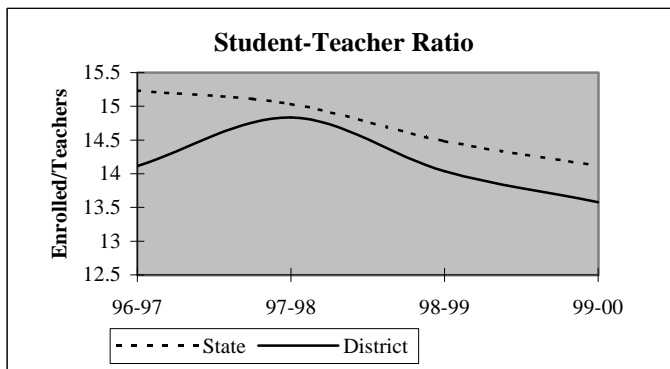


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.0	12.6	13.2	12.5	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.6	14.1	14.8	14.0	13.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	4	1	-1	3	9	-	-	-	-	-
% Change in Educators	2.3%	0.6%	-0.6%	1.7%	4.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	7	-68	102	-86	47	-	-	-	-	-
% Change in Enrollments	0.3%	-2.9%	4.5%	-3.6%	2.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	3.9%	4.4%	3.8%	3.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.6%	5.5%	5.0%	4.9%	4.7%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.5%	6.1%	6.0%	5.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	11.1%	11.0%	11.1%	12.6%	14.1%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.6%	1.1%	1.1%	1.1%	1.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	43.0	43.4	43.3	43.2	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.4	14.0	13.4	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,857	29,633	29,612	29,924	30,255	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	11.9%	11.8%	11.9%	13.5%	14.5%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	78.8%	78.3%	77.5%	77.3%	76.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	11.9%	11.8%	11.9%	11.0%	9.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	32.9%	33.1%	39.0%	34.3%	35.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	59	57	50	51	61	32.8%	31.5%	27.8%	27.9%	31.8%
Attrition	7	9	7	7	0					
Attrition Rate	11.9%	15.8%	14.0%	13.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	111	114	117	119	115	61.7%	63.0%	65.0%	65.0%	59.9%
Attrition	2	4	5	5	0					
Attrition Rate	1.8%	3.5%	4.3%	4.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	10	10	13	13	16	5.6%	5.5%	7.2%	7.1%	8.3%
Attrition	2	1	6	3	0					
Attrition Rate	20.0%	10.0%	46.2%	23.1%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	13	15	19	19	25	7.2%	8.3%	10.6%	10.4%	13.0%

## District Report for: WAGONER

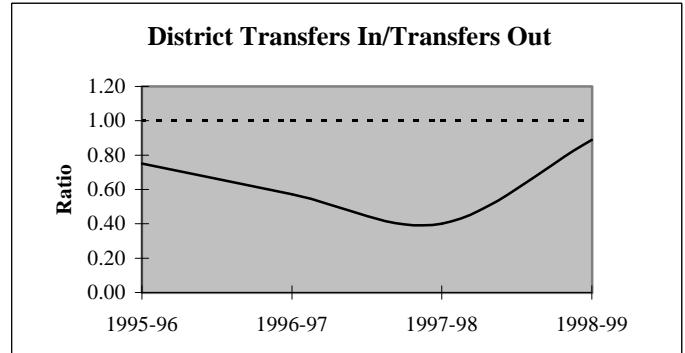
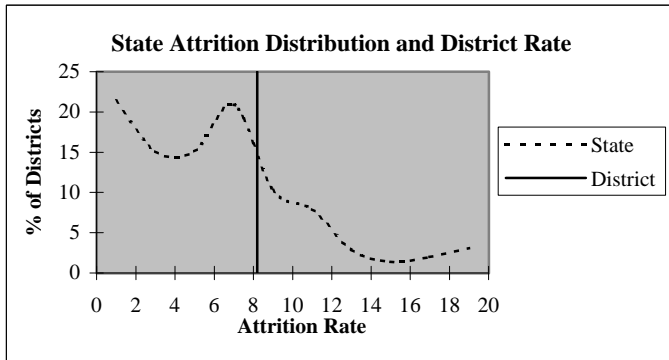
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	180	181	180	183	192	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	9	9	9	5.6%	5.5%	5.0%	4.9%	4.7%
Professional Staff	10	10	11	11	11	5.6%	5.5%	6.1%	6.0%	5.7%
<b>Total Teachers</b>	160	161	160	163	172	88.9%	89.0%	88.9%	89.1%	89.6%
Special Education	19	19	19	18	17	11.9%	11.8%	11.9%	11.0%	9.9%
Pre-K & Kindergarten	3	3	2	2	4	1.9%	1.9%	1.3%	1.2%	2.3%
Elementary	61	61	61	64	69	38.1%	37.9%	38.1%	39.3%	40.1%
<b>Middle School</b>	39	39	39	40	41	24.4%	24.2%	24.4%	24.5%	23.8%
Language Arts	13	14	14	14	10	8.1%	8.7%	8.8%	8.6%	5.8%
Art & Music	4	4	4	3	3	2.5%	2.5%	2.5%	1.8%	1.7%
Social Studies	6	6	6	7	7	3.8%	3.7%	3.8%	4.3%	4.1%
Foreign Language	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Math	5	6	6	7	5	3.1%	3.7%	3.8%	4.3%	2.9%
Science	6	6	6	6	6	3.8%	3.7%	3.8%	3.7%	3.5%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	4	2	2	2	9	2.5%	1.2%	1.3%	1.2%	5.2%
<b>High School (9-12)</b>	38	39	39	39	41	950.0%	975.0%	975.0%	1300.0%	1366.7%
Language Arts	7	7	6	6	6	4.4%	4.3%	3.8%	3.7%	3.5%
Art & Music	2	2	2	2	2	1.3%	1.2%	1.3%	1.2%	1.2%
Social Studies	6	6	5	7	6	3.8%	3.7%	3.1%	4.3%	3.5%
Foreign Language	2	2	2	2	2	1.3%	1.2%	1.3%	1.2%	1.2%
Math	4	5	5	5	5	2.5%	3.1%	3.1%	3.1%	2.9%
<b>Science</b>	6	6	6	6	6	3.8%	3.7%	3.8%	3.7%	3.5%
Biology	2	1	3	2	2	1.3%	0.6%	1.9%	1.2%	1.2%
Chemistry	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	3	4	2	3	3	1.9%	2.5%	1.3%	1.8%	1.7%
Vocational Education	7	6	6	6	6	4.4%	3.7%	3.8%	3.7%	3.5%
Other	4	5	7	5	8	2.5%	3.1%	4.4%	3.1%	4.7%
<b>Total Enrollments</b>	2,340	2,272	2,374	2,288	2,335	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	276	220	294	210	196	11.8%	9.7%	12.4%	9.2%	8.4%
Grades 1-4	684	684	672	670	729	29.2%	30.1%	28.3%	29.3%	31.2%
Grades 5-6	352	370	350	370	354	15.0%	16.3%	14.7%	16.2%	15.2%
Grades 7-8	377	356	375	347	366	16.1%	15.7%	15.8%	15.2%	15.7%
Grades 9-12	651	635	681	688	689	27.8%	27.9%	28.7%	30.1%	29.5%
Ungraded	0	7	2	3	1	0.0%	0.3%	0.1%	0.1%	0.0%



## District Report for: WAGONER

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	180	181	180	183	192	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	163	169	167	162	168	90.6%	93.4%	92.8%	88.5%	87.5%
<b>Newly Hired</b>	<b>17</b>	<b>12</b>	<b>13</b>	<b>21</b>	<b>24</b>	<b>9.4%</b>	<b>6.6%</b>	<b>7.2%</b>	<b>11.5%</b>	<b>12.5%</b>
Transfers In	3	4	2	8	8	17.6%	33.3%	15.4%	38.1%	33.3%
Reentrants	4	3	3	2	3	23.5%	25.0%	23.1%	9.5%	12.5%
First Time Educators	10	5	8	11	13	58.8%	41.7%	61.5%	52.4%	54.2%
<b>Total Exiting Next Year</b>	<b>11</b>	<b>14</b>	<b>18</b>	<b>15</b>	<b>-</b>	<b>6.1%</b>	<b>7.7%</b>	<b>10.0%</b>	<b>8.2%</b>	<b>-</b>
Transfers Out	4	7	5	9	-	36.4%	50.0%	27.8%	60.0%	-
Leave Oklahoma Educ.	7	7	13	6	-	63.6%	50.0%	72.2%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	6.1%	7.7%	10.0%	8.2%	-
Transfers In/Out	0.75	0.57	0.40	0.89	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	13	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	2	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	147	University of Tulsa, Tulsa	3
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	10
		Total	180

## District Report for: WAGONER

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	10	10	9	9	9	5.6%	5.5%	5.0%	4.9%	4.7%
White - Females	1	2	2	2	2	10.0%	20.0%	22.2%	22.2%	22.2%
White - Males	9	8	7	7	7	90.0%	80.0%	77.8%	77.8%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	10	11	11	11	5.6%	5.5%	6.1%	6.0%	5.7%
White - Females	6	6	6	7	8	60.0%	60.0%	54.5%	63.6%	72.7%
White - Males	3	3	4	3	1	30.0%	30.0%	36.4%	27.3%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	10.0%	10.0%	9.1%	9.1%	9.1%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	160	161	160	163	172	88.9%	89.0%	88.9%	89.1%	89.6%
White - Females	116	116	115	114	117	72.5%	72.0%	71.9%	69.9%	68.0%
White - Males	25	26	26	27	30	15.6%	16.1%	16.3%	16.6%	17.4%
Black - Females	3	3	3	3	4	1.9%	1.9%	1.9%	1.8%	2.3%
Black - Males	2	2	2	2	2	1.3%	1.2%	1.3%	1.2%	1.2%
Other - Females	7	7	6	9	11	4.4%	4.3%	3.8%	5.5%	6.4%
Other - Males	7	7	8	8	8	4.4%	4.3%	5.0%	4.9%	4.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	3	3	3	0	4	1.9%	1.9%	1.9%	0.0%	2.4%
25-29	14	11	13	17	16	8.9%	6.9%	8.2%	10.6%	9.6%
30-34	18	20	16	17	15	11.4%	12.6%	10.1%	10.6%	9.0%
35-39	23	22	21	24	24	14.6%	13.8%	13.3%	15.0%	14.5%
40-44	25	23	25	21	26	15.8%	14.5%	15.8%	13.1%	15.7%
45-49	41	34	33	32	24	25.9%	21.4%	20.9%	20.0%	14.5%
50-54	24	31	30	34	41	15.2%	19.5%	19.0%	21.3%	24.7%
55+	10	15	17	15	16	6.3%	9.4%	10.8%	9.4%	9.6%
<b>Average Age</b>	42.5	43.0	43.4	43.3	43.2					

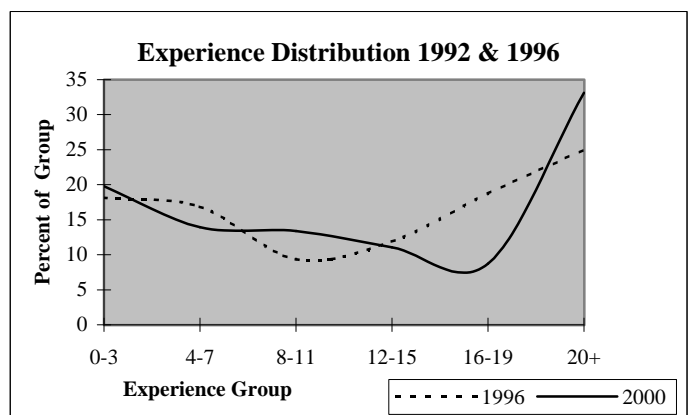
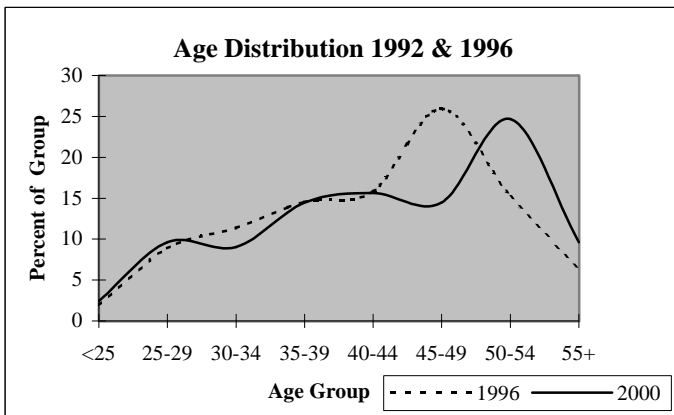
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	29	30	27	29	34	18.1%	18.6%	16.9%	17.8%	19.8%
4-7 Years	27	25	21	20	24	16.9%	15.5%	13.1%	12.3%	14.0%
8-11 Years	15	17	21	27	23	9.4%	10.6%	13.1%	16.6%	13.4%
12-15 Years	19	19	19	17	19	11.9%	11.8%	11.9%	10.4%	11.0%
16-19 Years	30	23	20	16	15	18.8%	14.3%	12.5%	9.8%	8.7%
20+ Years	40	47	52	54	57	25.0%	29.2%	32.5%	33.1%	33.1%
<b>Average Experience</b>	13.0	13.4	14.0	13.4	13.3					

## District Report for: WAGONER

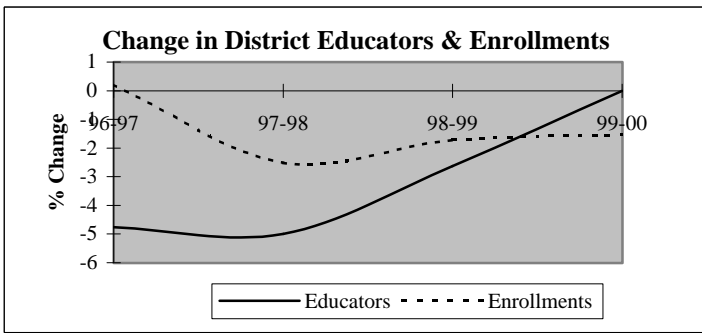
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	11	14	18	15	-	6.1%	7.7%	10.0%	8.2%	-
Attrition from Transfers	4	7	5	9	-	2.2%	3.9%	2.8%	4.9%	-
Attrition from Exits	7	7	13	6	-	3.9%	3.9%	7.2%	3.3%	-
<b>Teacher Attrition</b>	<b>10</b>	<b>12</b>	<b>18</b>	<b>14</b>	<b>-</b>	<b>6.3%</b>	<b>7.5%</b>	<b>11.3%</b>	<b>8.6%</b>	<b>-</b>
Attrition from Transfers	4	6	5	8	-	2.5%	3.7%	3.1%	4.9%	-
Attrition from Exits	6	6	13	6	-	3.8%	3.7%	8.1%	3.7%	-
<b>District Retention</b>										
Educator Retention	169	167	162	168	-	93.9%	92.3%	90.0%	91.8%	-
Teacher Retention	150	149	142	149	-	93.8%	92.5%	88.8%	91.4%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	88.4%	4.7%	93.0%	78.2%	9.6%	87.8%
1 Year of Experience	85.7%	8.6%	94.3%	84.2%	6.9%	91.1%
2 Years of Experience	90.3%	3.2%	93.5%	85.2%	5.9%	91.1%
3 Years of Experience	89.3%	3.6%	92.9%	86.1%	5.6%	91.7%
4 Years of Experience	83.9%	12.9%	96.8%	87.9%	4.7%	92.6%
5 Years of Experience	81.3%	12.5%	93.8%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.6%	0.0%	2.2%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	92.2%	95.0%	93.9%	90.7%	90.1%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	7.8%	4.4%	6.1%	7.1%	8.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: PORTER CONSOLIDATED

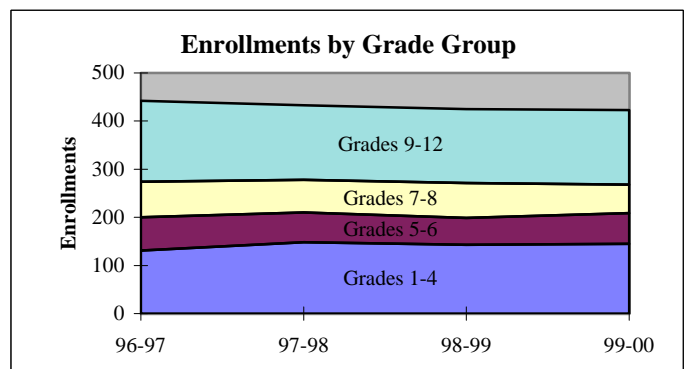
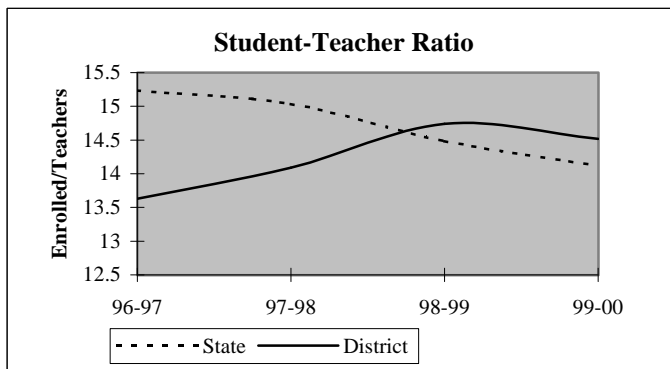


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	11.9	12.2	12.4	12.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.9	13.6	14.1	14.7	14.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	-2	-2	-1	0	-	-	-	-	-
% Change in Educators	2.4%	-4.8%	-5.0%	-2.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-19	1	-12	-8	-7	-	-	-	-	-
% Change in Enrollments	-3.8%	0.2%	-2.5%	-1.7%	-1.5%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	2.5%	10.5%	0.0%	2.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.1%	7.5%	7.9%	8.1%	8.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	5.0%	5.3%	8.1%	8.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	14.3%	12.5%	15.8%	16.2%	16.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	33.3%	33.3%	33.3%	33.3%	33.3%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.8%	5.0%	5.3%	5.4%	5.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	39.7	40.4	40.4	40.6	40.9	42.0	42.3	42.5	42.7	43.0
Average Experience	10.2	10.7	9.8	9.9	10.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,466	27,846	27,523	30,134	29,724	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	8.1%	8.6%	12.1%	12.9%	12.9%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.0%	77.1%	78.8%	80.6%	80.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	10.8%	8.6%	9.1%	9.7%	6.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	42.9%	42.8%	41.1%	43.9%	38.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	16	18	15	15	40.5%	40.0%	47.4%	40.5%	40.5%
Attrition	1	6	2	4	0					
Attrition Rate	5.9%	37.5%	11.1%	26.7%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	24	18	21	17	54.8%	60.0%	47.4%	56.8%	45.9%
Attrition	2	5	1	2	0					
Attrition Rate	8.7%	20.8%	5.6%	9.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	0	2	1	5	4.8%	0.0%	5.3%	2.7%	13.5%
Attrition Rate	100.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	2	2	3	5	7	4.8%	5.0%	7.9%	13.5%	18.9%

## District Report for: PORTER CONSOLIDATED

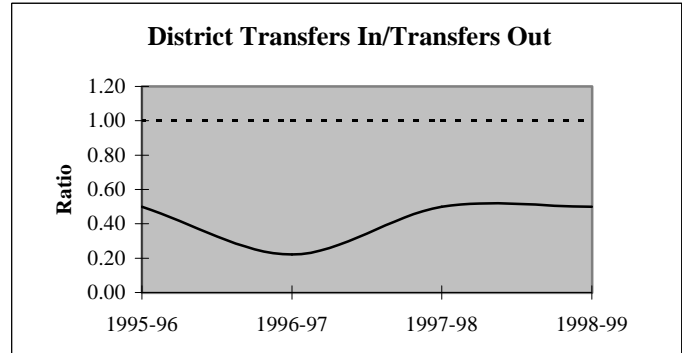
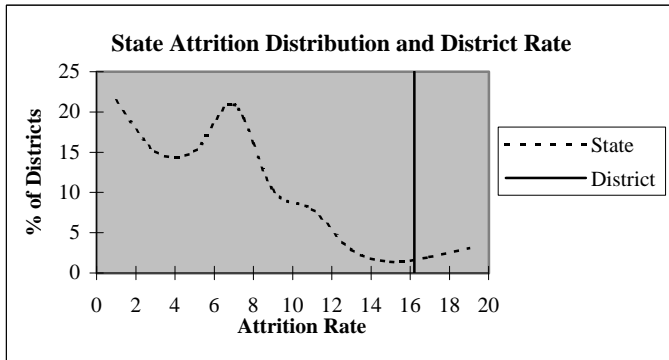
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	42	40	38	37	37	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.1%	7.5%	7.9%	8.1%	8.1%
Professional Staff	2	2	2	3	3	4.8%	5.0%	5.3%	8.1%	8.1%
<b>Total Teachers</b>	37	35	33	31	31	88.1%	87.5%	86.8%	83.8%	83.8%
Special Education	4	3	3	3	2	10.8%	8.6%	9.1%	9.7%	6.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	15	14	14	43.2%	45.7%	45.5%	45.2%	45.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	17	16	15	14	15	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	3	3	5.4%	5.7%	9.1%	9.7%	9.7%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	5	5	3	2	2	13.5%	14.3%	9.1%	6.5%	6.5%
Foreign Language	1	1	1	0	0	2.7%	2.9%	3.0%	0.0%	0.0%
Math	3	3	2	2	2	8.1%	8.6%	6.1%	6.5%	6.5%
<b>Science</b>	2	2	2	2	3	5.4%	5.7%	6.1%	6.5%	9.7%
Biology	1	0	1	1	1	2.7%	0.0%	3.0%	3.2%	3.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	2	1	1	2	2.7%	5.7%	3.0%	3.2%	6.5%
Vocational Education	3	2	2	2	3	8.1%	5.7%	6.1%	6.5%	9.7%
Other	1	1	2	3	2	2.7%	2.9%	6.1%	9.7%	6.5%
<b>Total Enrollments</b>	476	477	465	457	450	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	35	32	32	27	6.7%	7.3%	6.9%	7.0%	6.0%
Grades 1-4	136	131	148	143	145	28.6%	27.5%	31.8%	31.3%	32.2%
Grades 5-6	65	69	62	56	64	13.7%	14.5%	13.3%	12.3%	14.2%
Grades 7-8	96	74	68	72	59	20.2%	15.5%	14.6%	15.8%	13.1%
Grades 9-12	147	168	155	154	155	30.9%	35.2%	33.3%	33.7%	34.4%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: PORTER CONSOLIDATED

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	42	40	38	37	37	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	37	29	33	31	81.0%	92.5%	76.3%	89.2%	83.8%
<b>Newly Hired</b>	<b>8</b>	<b>3</b>	<b>9</b>	<b>4</b>	<b>6</b>	<b>19.0%</b>	<b>7.5%</b>	<b>23.7%</b>	<b>10.8%</b>	<b>16.2%</b>
Transfers In	1	2	1	2	4	12.5%	66.7%	11.1%	50.0%	66.7%
Reentrants	5	0	3	1	0	62.5%	0.0%	33.3%	25.0%	0.0%
First Time Educators	2	1	5	1	2	25.0%	33.3%	55.6%	25.0%	33.3%
<b>Total Exiting Next Year</b>	<b>5</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>-</b>	<b>11.9%</b>	<b>27.5%</b>	<b>13.2%</b>	<b>16.2%</b>	<b>-</b>
Transfers Out	2	9	2	4	-	40.0%	81.8%	40.0%	66.7%	-
Leave Oklahoma Educ.	3	2	3	2	-	60.0%	18.2%	60.0%	33.3%	-

Dynamics Rates	District Rates				
District Attrition	11.9%	27.5%	13.2%	16.2%	-
Transfers In/Out	0.50	0.22	0.50	0.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	34	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	1
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	42



## District Report for: PORTER CONSOLIDATED

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.1%	7.5%	7.9%	8.1%	8.1%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	2	3	3	4.8%	5.0%	5.3%	8.1%	8.1%
White - Females	0	1	1	2	2	0.0%	50.0%	50.0%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	50.0%	50.0%	50.0%	33.3%	33.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	0	0	0	0	50.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	35	33	31	31	88.1%	87.5%	86.8%	83.8%	83.8%
White - Females	25	25	24	23	23	67.6%	71.4%	72.7%	74.2%	74.2%
White - Males	9	7	5	4	4	24.3%	20.0%	15.2%	12.9%	12.9%
Black - Females	1	1	1	1	1	2.7%	2.9%	3.0%	3.2%	3.2%
Black - Males	1	1	2	2	2	2.7%	2.9%	6.1%	6.5%	6.5%
Other - Females	1	1	1	1	1	2.7%	2.9%	3.0%	3.2%	3.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	3.1%	0.0%	0.0%
25-29	4	3	3	4	4	10.8%	8.8%	9.4%	12.9%	12.9%
30-34	9	6	5	4	4	24.3%	17.6%	15.6%	12.9%	12.9%
35-39	5	8	8	8	8	13.5%	23.5%	25.0%	25.8%	25.8%
40-44	6	4	3	4	3	16.2%	11.8%	9.4%	12.9%	9.7%
45-49	10	10	5	6	5	27.0%	29.4%	15.6%	19.4%	16.1%
50-54	0	0	4	4	6	0.0%	0.0%	12.5%	12.9%	19.4%
55+	3	3	3	1	1	8.1%	8.8%	9.4%	3.2%	3.2%
<b>Average Age</b>	39.7	40.4	40.4	40.6	40.9					

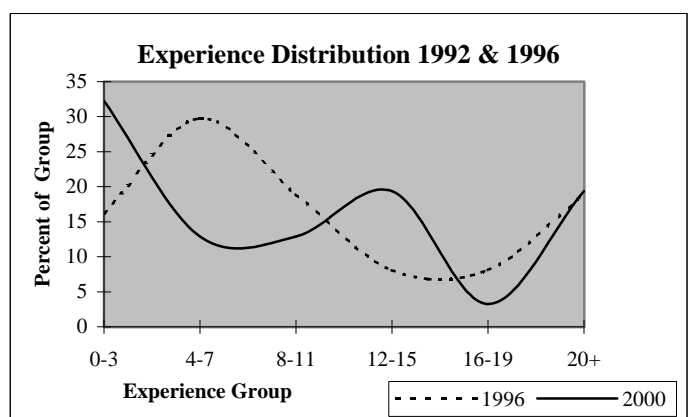
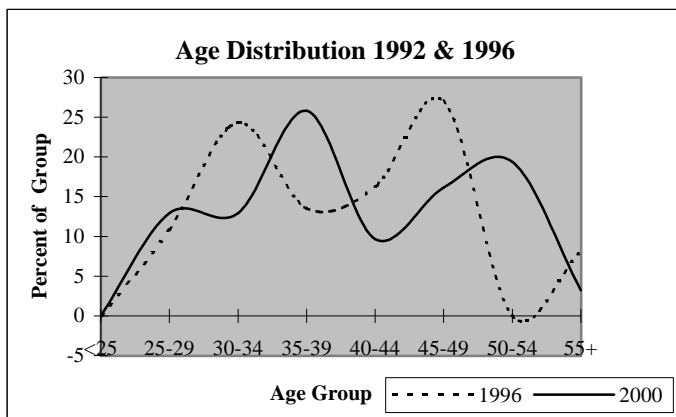
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	7	11	9	10	16.2%	20.0%	33.3%	29.0%	32.3%
4-7 Years	11	9	7	5	4	29.7%	25.7%	21.2%	16.1%	12.9%
8-11 Years	7	7	3	5	4	18.9%	20.0%	9.1%	16.1%	12.9%
12-15 Years	3	3	3	5	6	8.1%	8.6%	9.1%	16.1%	19.4%
16-19 Years	3	2	3	2	1	8.1%	5.7%	9.1%	6.5%	3.2%
20+ Years	7	7	6	5	6	18.9%	20.0%	18.2%	16.1%	19.4%
<b>Average Experience</b>	10.2	10.7	9.8	9.9	10.3					

## District Report for: PORTER CONSOLIDATED

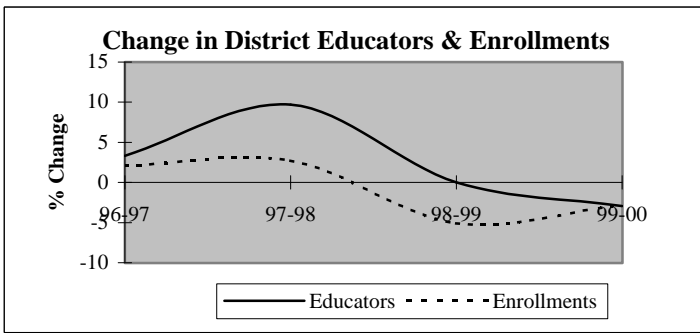
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	5	11	5	6	-	11.9%	27.5%	13.2%	16.2%	-
Attrition from Transfers	2	9	2	4	-	4.8%	22.5%	5.3%	10.8%	-
Attrition from Exits	3	2	3	2	-	7.1%	5.0%	7.9%	5.4%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>10</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>5.4%</b>	<b>28.6%</b>	<b>12.1%</b>	<b>16.1%</b>	<b>-</b>
Attrition from Transfers	1	8	2	3	-	2.7%	22.9%	6.1%	9.7%	-
Attrition from Exits	1	2	2	2	-	2.7%	5.7%	6.1%	6.5%	-
<b>District Retention</b>										
Educator Retention	37	29	33	31	-	88.1%	72.5%	86.8%	83.8%	-
Teacher Retention	35	25	29	26	-	94.6%	71.4%	87.9%	83.9%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	25.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	75.0%	25.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	85.7%	0.0%	85.7%	85.2%	5.9%	91.1%
3 Years of Experience	80.0%	0.0%	80.0%	86.1%	5.6%	91.7%
4 Years of Experience	76.9%	7.7%	84.6%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	18.2%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	2.6%	0.0%	2.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	97.5%	76.3%	94.6%	89.2%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.7%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	16.7%	2.5%	21.1%	5.4%	5.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: COPAN

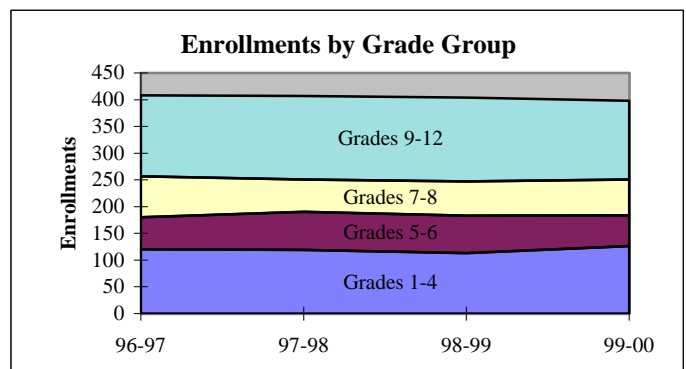
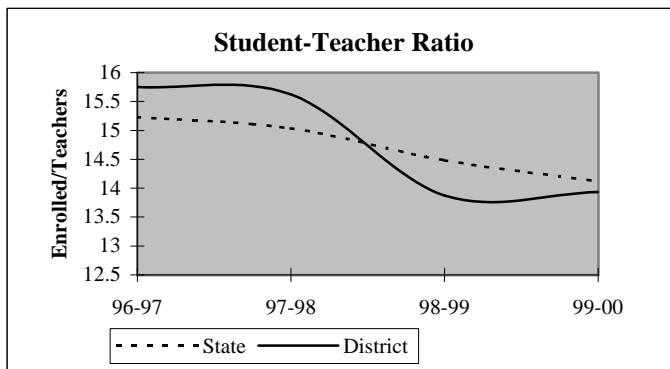


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.4	14.2	13.3	12.6	12.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.4	15.8	15.6	13.9	13.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	3	0	-1	-	-	-	-	-
% Change in Educators	-3.2%	3.3%	9.7%	0.0%	-2.9%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	10	9	12	-23	-12	-	-	-	-	-
% Change in Enrollments	2.4%	2.1%	2.7%	-5.1%	-2.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.3%	3.2%	5.9%	11.8%	12.1%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.3%	3.2%	5.9%	2.9%	3.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	6.5%	8.8%	5.9%	6.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	2.9%	2.9%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	2.9%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.0	39.1	39.6	39.5	39.2	42.0	42.3	42.5	42.7	43.0
Average Experience	11.9	11.7	11.8	11.4	9.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,067	29,045	29,090	28,760	28,729	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	3.4%	3.2%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.7%	67.9%	55.2%	54.8%	56.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.1%	7.1%	6.9%	6.5%	6.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	19.4%	15.2%	19.2%	15.8%	20.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	11	12	14	17	33.3%	35.5%	35.3%	41.2%	51.5%
Attrition	1	3	2	6	0					
Attrition Rate	10.0%	27.3%	16.7%	42.9%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	19	19	19	17	14	63.3%	61.3%	55.9%	50.0%	42.4%
Attrition	2	1	2	5	0					
Attrition Rate	10.5%	5.3%	10.5%	29.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	3	3	2	3.3%	3.2%	8.8%	8.8%	6.1%
Attrition Rate	0.0%	0.0%	33.3%	33.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	0.0%	0.0%	33.3%	33.3%	0.0%					

## District Report for: COPAN

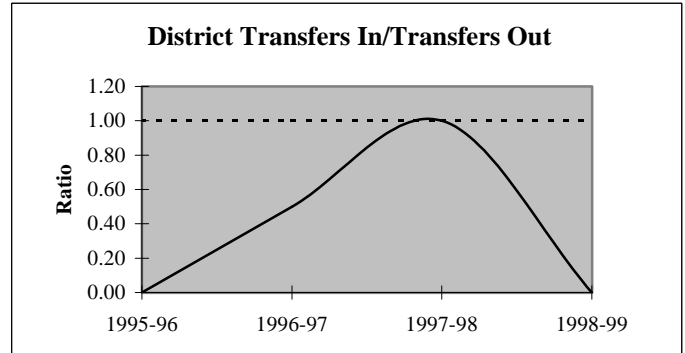
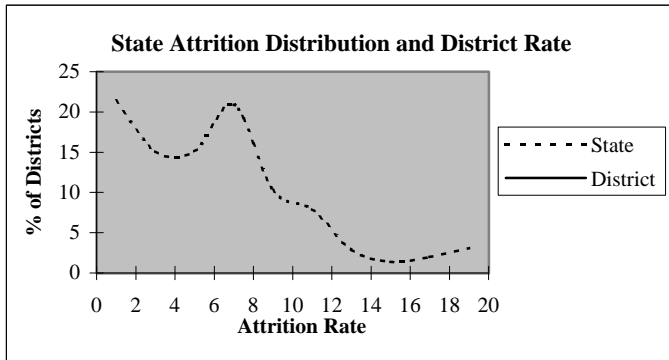
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	31	34	34	33	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	2	1	1	3.3%	3.2%	5.9%	2.9%	3.0%
Professional Staff	1	2	3	2	2	3.3%	6.5%	8.8%	5.9%	6.1%
<b>Total Teachers</b>	28	28	29	31	30	93.3%	90.3%	85.3%	91.2%	90.9%
Special Education	2	2	2	2	2	7.1%	7.1%	6.9%	6.5%	6.7%
Pre-K & Kindergarten	0	0	0	1	0	0.0%	0.0%	0.0%	3.2%	0.0%
Elementary	13	14	14	14	14	46.4%	50.0%	48.3%	45.2%	46.7%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	13	14	14	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	1	1	1	7.1%	7.1%	3.4%	3.2%	3.3%
Art & Music	1	0	1	2	2	3.6%	0.0%	3.4%	6.5%	6.7%
Social Studies	2	2	2	2	2	7.1%	7.1%	6.9%	6.5%	6.7%
Foreign Language	0	0	1	1	1	0.0%	0.0%	3.4%	3.2%	3.3%
Math	2	2	3	3	4	7.1%	7.1%	10.3%	9.7%	13.3%
<b>Science</b>	2	2	2	2	2	7.1%	7.1%	6.9%	6.5%	6.7%
Biology	0	1	1	1	1	0.0%	3.6%	3.4%	3.2%	3.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	1	1	1	7.1%	3.6%	3.4%	3.2%	3.3%
Vocational Education	3	3	3	2	2	10.7%	10.7%	10.3%	6.5%	6.7%
Other	1	1	0	1	0	3.6%	3.6%	0.0%	3.2%	0.0%
<b>Total Enrollments</b>	432	441	453	430	418	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	28	32	46	26	20	6.5%	7.3%	10.2%	6.0%	4.8%
Grades 1-4	116	120	119	113	126	26.9%	27.2%	26.3%	26.3%	30.1%
Grades 5-6	66	60	71	70	58	15.3%	13.6%	15.7%	16.3%	13.9%
Grades 7-8	74	77	61	64	67	17.1%	17.5%	13.5%	14.9%	16.0%
Grades 9-12	147	151	156	157	147	34.0%	34.2%	34.4%	36.5%	35.2%
Ungraded	1	1	0	0	0	0.2%	0.2%	0.0%	0.0%	0.0%



## District Report for: COPAN

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	31	34	34	33	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	27	27	29	22	90.0%	87.1%	79.4%	85.3%	66.7%
<b>Newly Hired</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>11</b>	<b>10.0%</b>	<b>12.9%</b>	<b>20.6%</b>	<b>14.7%</b>	<b>33.3%</b>
Transfers In	0	1	1	0	2	0.0%	25.0%	14.3%	0.0%	18.2%
Reentrants	0	2	4	4	1	0.0%	50.0%	57.1%	80.0%	9.1%
First Time Educators	3	1	2	1	8	100.0%	25.0%	28.6%	20.0%	72.7%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>12</b>	<b>-</b>	<b>10.0%</b>	<b>12.9%</b>	<b>14.7%</b>	<b>35.3%</b>	<b>-</b>
Transfers Out	1	2	1	4	-	33.3%	50.0%	20.0%	33.3%	-
Leave Oklahoma Educ.	2	2	4	8	-	66.7%	50.0%	80.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	12.9%	14.7%	35.3%	-
Transfers In/Out	0.00	0.50	1.00	0.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	3	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	1	Phillips Univ., Enid	-
NESU, Tahlequah	8	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	4
Langston U, Langston	1	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	10
		<b>Total</b>	<b>30</b>

## District Report for: COPAN

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	2	1	1	3.3%	3.2%	5.9%	2.9%	3.0%
White - Females	0	0	1	0	0	0.0%	0.0%	50.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	50.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	2	3	2	2	3.3%	6.5%	8.8%	5.9%	6.1%
White - Females	0	1	1	2	2	0.0%	50.0%	33.3%	100.0%	100.0%
White - Males	1	1	2	0	0	100.0%	50.0%	66.7%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	28	28	29	31	30	93.3%	90.3%	85.3%	91.2%	90.9%
White - Females	17	19	16	17	17	60.7%	67.9%	55.2%	54.8%	56.7%
White - Males	11	9	12	13	13	39.3%	32.1%	41.4%	41.9%	43.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	0	0.0%	0.0%	3.4%	3.2%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	7	4	5	5	5	25.0%	14.8%	17.9%	16.1%	18.5%
30-34	2	6	6	6	7	7.1%	22.2%	21.4%	19.4%	25.9%
35-39	5	5	3	4	2	17.9%	18.5%	10.7%	12.9%	7.4%
40-44	6	6	7	6	4	21.4%	22.2%	25.0%	19.4%	14.8%
45-49	1	1	2	5	5	3.6%	3.7%	7.1%	16.1%	18.5%
50-54	4	4	3	3	1	14.3%	14.8%	10.7%	9.7%	3.7%
55+	3	1	2	2	3	10.7%	3.7%	7.1%	6.5%	11.1%
<b>Average Age</b>	40.0	39.1	39.6	39.5	39.2					

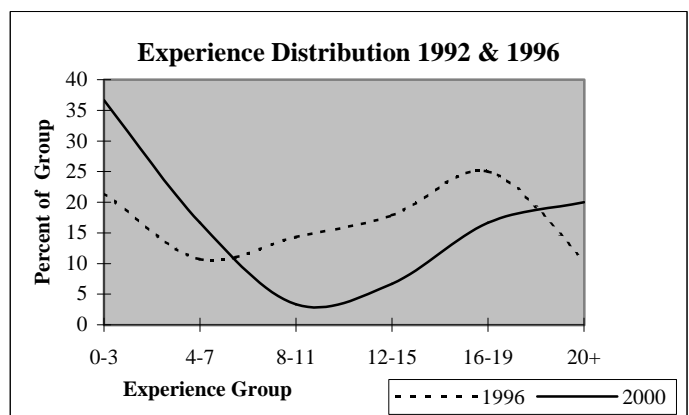
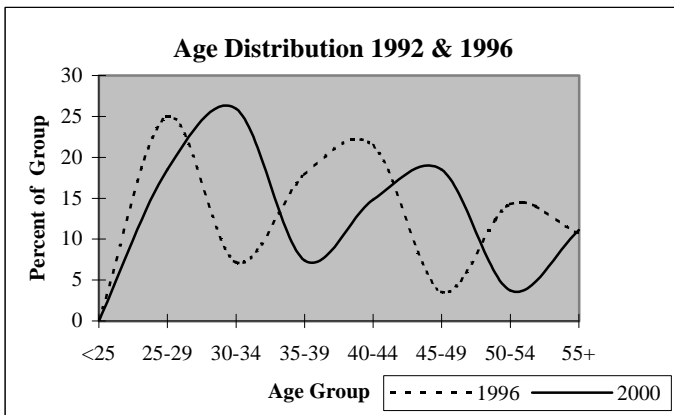
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	7	10	11	21.4%	21.4%	24.1%	32.3%	36.7%
4-7 Years	3	4	4	3	5	10.7%	14.3%	13.8%	9.7%	16.7%
8-11 Years	4	5	2	2	1	14.3%	17.9%	6.9%	6.5%	3.3%
12-15 Years	5	2	4	5	2	17.9%	7.1%	13.8%	16.1%	6.7%
16-19 Years	7	8	8	7	5	25.0%	28.6%	27.6%	22.6%	16.7%
20+ Years	3	3	4	4	6	10.7%	10.7%	13.8%	12.9%	20.0%
<b>Average Experience</b>	11.9	11.7	11.8	11.4	9.9					

## District Report for: COPAN

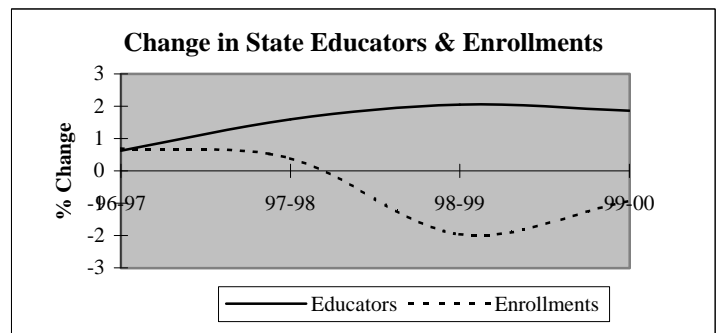
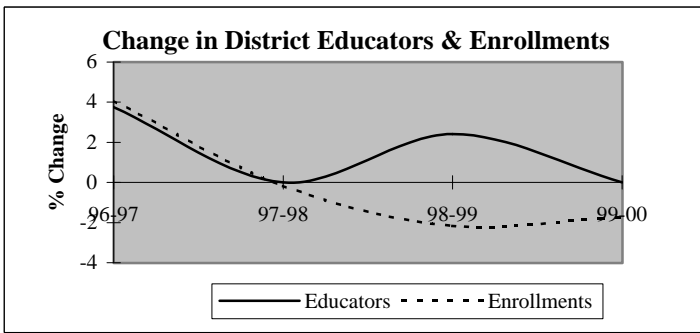
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	5	12	-	10.0%	12.9%	14.7%	35.3%	-
Attrition from Transfers	1	2	1	4	-	3.3%	6.5%	2.9%	11.8%	-
Attrition from Exits	2	2	4	8	-	6.7%	6.5%	11.8%	23.5%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>11</b>	<b>-</b>	<b>10.7%</b>	<b>14.3%</b>	<b>6.9%</b>	<b>35.5%</b>	<b>-</b>
Attrition from Transfers	1	2	0	3	-	3.6%	7.1%	0.0%	9.7%	-
Attrition from Exits	2	2	2	8	-	7.1%	7.1%	6.9%	25.8%	-
<b>District Retention</b>										
Educator Retention	27	27	29	22	-	90.0%	87.1%	85.3%	64.7%	-
Teacher Retention	25	24	27	20	-	89.3%	85.7%	93.1%	64.5%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	87.5%	0.0%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	87.5%	12.5%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	55.6%	11.1%	66.7%	86.1%	5.6%	91.7%
4 Years of Experience	66.7%	33.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	60.0%	0.0%	60.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.2%	0.0%	2.9%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	87.1%	82.4%	82.4%	69.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	10.0%	9.7%	17.6%	14.7%	30.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: DEWEY



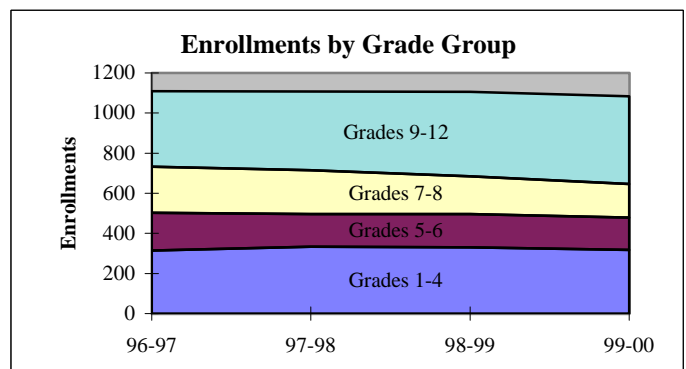
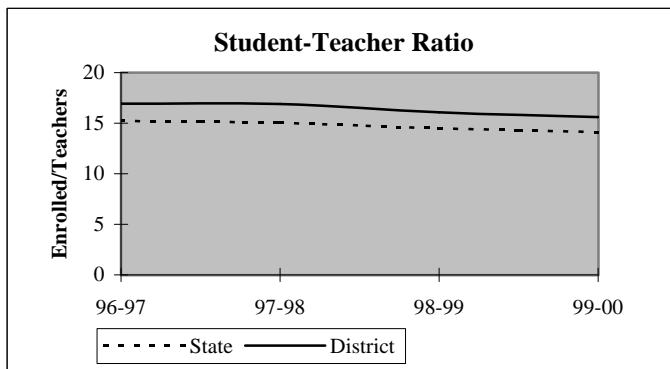
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.4	14.5	14.5	13.8	13.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	17.0	16.9	16.9	16.1	15.6	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	3	0	2	0	-	-	-	-	-
% Change in Educators	0.0%	3.8%	0.0%	2.4%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	24	47	-2	-26	-20	-	-	-	-	-
% Change in Enrollments	2.1%	4.1%	-0.2%	-2.2%	-1.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	2.5%	4.8%	2.4%	5.9%	4.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.5%	6.0%	6.0%	5.9%	5.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	7.5%	8.4%	8.4%	8.2%	7.1%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.5%	2.4%	4.8%	4.7%	5.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	2.5%	2.4%	2.4%	2.4%	2.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	43.6	43.8	43.2	43.0	42.0	42.3	42.5	42.7	43.0
Average Experience	12.8	13.5	13.6	13.8	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,568	28,722	29,099	29,124	29,105	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.9%	2.8%	5.6%	5.5%	6.8%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.1%	71.8%	71.8%	72.6%	68.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.4%	7.0%	7.0%	6.8%	6.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	21.6%	21.6%	23.7%	22.4%	23.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	26	24	23	27	29	32.5%	28.9%	27.7%	31.8%	34.1%
Attrition	1	2	2	3	0					
Attrition Rate	3.8%	8.3%	8.7%	11.1%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	44	50	51	47	45	55.0%	60.2%	61.4%	55.3%	52.9%
Attrition	1	4	4	3	0					
Attrition Rate	2.3%	8.0%	7.8%	6.4%	0.0%					
At Retirement Age	10	9	9	11	11	12.5%	10.8%	10.8%	12.9%	12.9%
Attrition	2	1	1	3	0					
Attrition Rate	20.0%	11.1%	11.1%	27.3%	0.0%					
At Retirement in 5 yrs.	12	12	11	14	13	15.0%	14.5%	13.3%	16.5%	15.3%



## District Report for: DEWEY

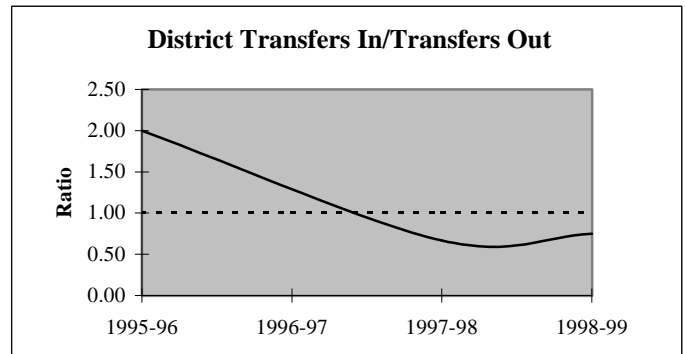
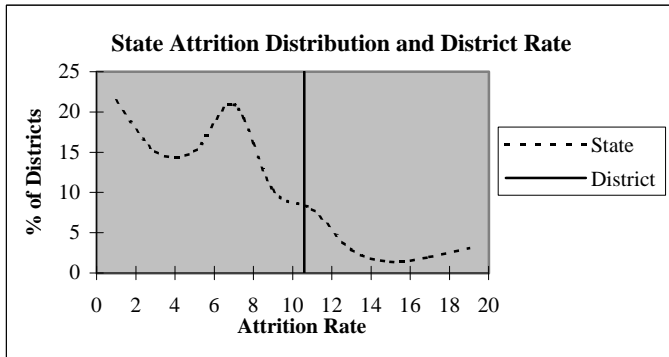
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	80	83	83	85	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	5	5	5	5	7.5%	6.0%	6.0%	5.9%	5.9%
Professional Staff	6	7	7	7	6	7.5%	8.4%	8.4%	8.2%	7.1%
<b>Total Teachers</b>	68	71	71	73	74	85.0%	85.5%	85.5%	85.9%	87.1%
Special Education	5	5	5	5	5	7.4%	7.0%	7.0%	6.8%	6.8%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	25	25	26	26	27	36.8%	35.2%	36.6%	35.6%	36.5%
<b>Middle School</b>	14	15	14	14	13	20.6%	21.1%	19.7%	19.2%	17.6%
Language Arts	3	3	4	3	3	4.4%	4.2%	5.6%	4.1%	4.1%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	4	4	2	3	2	5.9%	5.6%	2.8%	4.1%	2.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	3	3	4.4%	4.2%	4.2%	4.1%	4.1%
Science	3	3	3	3	2	4.4%	4.2%	4.2%	4.1%	2.7%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	1	2	2	2	3	1.5%	2.8%	2.8%	2.7%	4.1%
<b>High School (9-12)</b>	24	26	26	28	29	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	5	3	4	5	4.4%	7.0%	4.2%	5.5%	6.8%
Art & Music	3	3	4	3	2	4.4%	4.2%	5.6%	4.1%	2.7%
Social Studies	4	4	5	4	6	5.9%	5.6%	7.0%	5.5%	8.1%
Foreign Language	1	1	1	1	1	1.5%	1.4%	1.4%	1.4%	1.4%
Math	3	3	4	3	3	4.4%	4.2%	5.6%	4.1%	4.1%
<b>Science</b>	3	3	3	3	3	4.4%	4.2%	4.2%	4.1%	4.1%
Biology	2	2	1	2	2	2.9%	2.8%	1.4%	2.7%	2.7%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	1	1.5%	1.4%	2.8%	1.4%	1.4%
Vocational Education	5	4	3	3	3	7.4%	5.6%	4.2%	4.1%	4.1%
Other	2	3	3	7	6	2.9%	4.2%	4.2%	9.6%	8.1%
<b>Total Enrollments</b>	1,155	1,202	1,200	1,174	1,154	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	79	89	87	61	65	6.8%	7.4%	7.3%	5.2%	5.6%
Grades 1-4	307	315	334	330	317	26.6%	26.2%	27.8%	28.1%	27.5%
Grades 5-6	188	188	163	166	161	16.3%	15.6%	13.6%	14.1%	14.0%
Grades 7-8	208	229	218	188	168	18.0%	19.1%	18.2%	16.0%	14.6%
Grades 9-12	373	377	393	422	437	32.3%	31.4%	32.8%	35.9%	37.9%
Ungraded	0	4	5	7	6	0.0%	0.3%	0.4%	0.6%	0.5%



## District Report for: DEWEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	80	83	83	85	85	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	76	76	76	76	76	95.0%	91.6%	91.6%	89.4%	89.4%
<b>Newly Hired</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>9</b>	<b>5.0%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>10.6%</b>	<b>10.6%</b>
Transfers In	2	4	2	3	3	50.0%	57.1%	28.6%	33.3%	33.3%
Reentrants	0	1	5	3	2	0.0%	14.3%	71.4%	33.3%	22.2%
First Time Educators	2	2	0	3	4	50.0%	28.6%	0.0%	33.3%	44.4%
<b>Total Exiting Next Year</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>-</b>	<b>5.0%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>10.6%</b>	<b>-</b>
Transfers Out	1	0	3	4	-	25.0%	0.0%	42.9%	44.4%	-
Leave Oklahoma Educ.	3	7	4	5	-	75.0%	100.0%	57.1%	55.6%	-

Dynamics Rates	District Rates				
District Attrition	5.0%	8.4%	8.4%	10.6%	-
Transfers In/Out	2.00	nc	0.67	0.75	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	16	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	3	OCU, Oklahoma City	1
NWOSU, Alva	5	Phillips Univ., Enid	1
NESU, Tahlequah	22	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	7
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	17
		Total	80

## District Report for: DEWEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	5	5	5	5	7.5%	6.0%	6.0%	5.9%	5.9%
White - Females	2	2	2	2	2	33.3%	40.0%	40.0%	40.0%	40.0%
White - Males	4	3	3	3	3	66.7%	60.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	6	7	7	7	6	7.5%	8.4%	8.4%	8.2%	7.1%
White - Females	5	5	6	6	6	83.3%	71.4%	85.7%	85.7%	100.0%
White - Males	1	2	1	1	0	16.7%	28.6%	14.3%	14.3%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	68	71	71	73	74	85.0%	85.5%	85.5%	85.9%	87.1%
White - Females	48	50	48	50	48	70.6%	70.4%	67.6%	68.5%	64.9%
White - Males	18	19	19	19	21	26.5%	26.8%	26.8%	26.0%	28.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	3	3	3	1.5%	1.4%	4.2%	4.1%	4.1%
Other - Males	1	1	1	1	2	1.5%	1.4%	1.4%	1.4%	2.7%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	2	1	1	1	1	3.0%	1.4%	1.4%	1.4%	1.4%
25-29	7	6	6	11	14	10.4%	8.6%	8.6%	15.3%	19.4%
30-34	9	8	9	8	5	13.4%	11.4%	12.9%	11.1%	6.9%
35-39	7	10	9	8	8	10.4%	14.3%	12.9%	11.1%	11.1%
40-44	12	8	7	4	6	17.9%	11.4%	10.0%	5.6%	8.3%
45-49	12	17	16	15	13	17.9%	24.3%	22.9%	20.8%	18.1%
50-54	12	10	12	14	14	17.9%	14.3%	17.1%	19.4%	19.4%
55+	6	10	10	11	11	9.0%	14.3%	14.3%	15.3%	15.3%
<b>Average Age</b>	42.5	43.6	43.8	43.2	43.0					

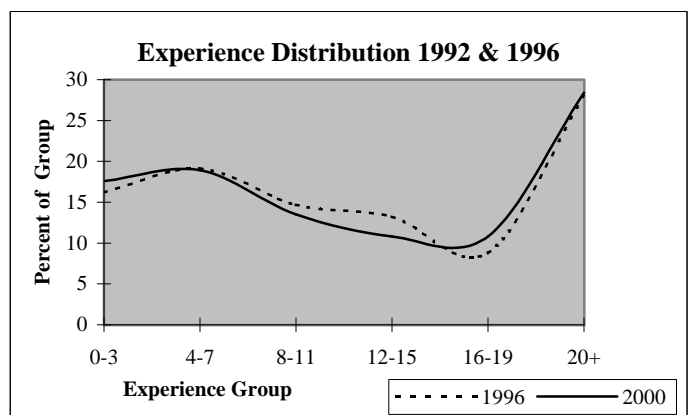
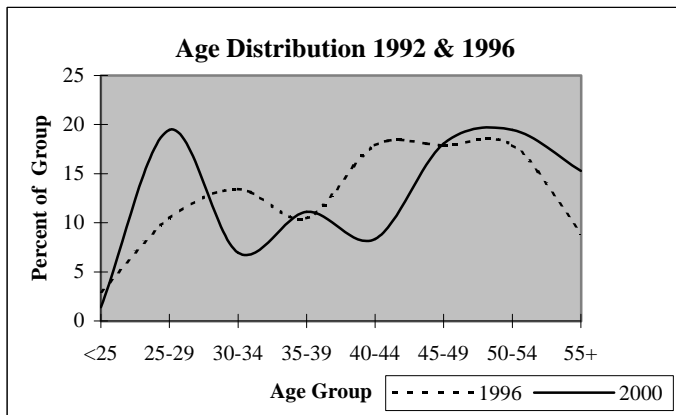
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	11	11	10	14	13	16.2%	15.5%	14.1%	19.2%	17.6%
4-7 Years	13	11	11	10	14	19.1%	15.5%	15.5%	13.7%	18.9%
8-11 Years	10	10	12	11	10	14.7%	14.1%	16.9%	15.1%	13.5%
12-15 Years	9	9	9	8	8	13.2%	12.7%	12.7%	11.0%	10.8%
16-19 Years	6	6	7	7	8	8.8%	8.5%	9.9%	9.6%	10.8%
20+ Years	19	24	22	23	21	27.9%	33.8%	31.0%	31.5%	28.4%
<b>Average Experience</b>	12.8	13.5	13.6	13.8	13.3					

## District Report for: DEWEY

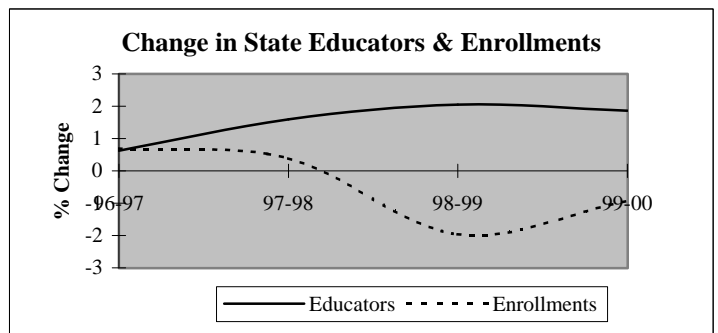
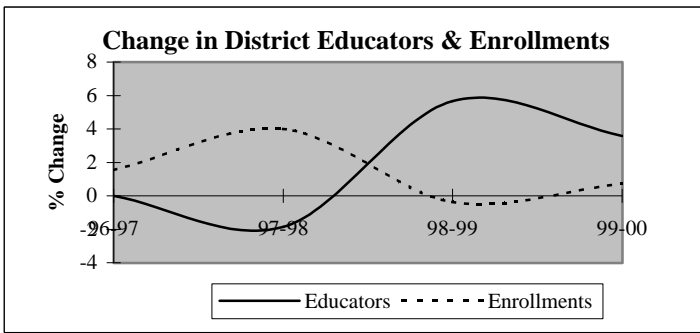
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	7	7	9	-	5.0%	8.4%	8.4%	10.6%	-
Attrition from Transfers	1	0	3	4	-	1.3%	0.0%	3.6%	4.7%	-
Attrition from Exits	3	7	4	5	-	3.8%	8.4%	4.8%	5.9%	-
<b>Teacher Attrition</b>	1	6	6	8	-	1.5%	8.5%	8.5%	11.0%	-
Attrition from Transfers	1	0	2	4	-	1.5%	0.0%	2.8%	5.5%	-
Attrition from Exits	0	6	4	4	-	0.0%	8.5%	5.6%	5.5%	-
<b>District Retention</b>										
Educator Retention	76	76	76	76	-	95.0%	91.6%	91.6%	89.4%	-
Teacher Retention	67	65	65	65	-	98.5%	91.5%	91.5%	89.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	93.3%	6.7%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	93.8%	0.0%	93.8%	86.1%	5.6%	91.7%
4 Years of Experience	91.7%	8.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	2.5%	0.0%	2.4%	1.2%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.0%	96.4%	91.6%	91.8%	91.8%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.2%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	2.5%	3.6%	6.0%	7.1%	7.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CANEY VALLEY

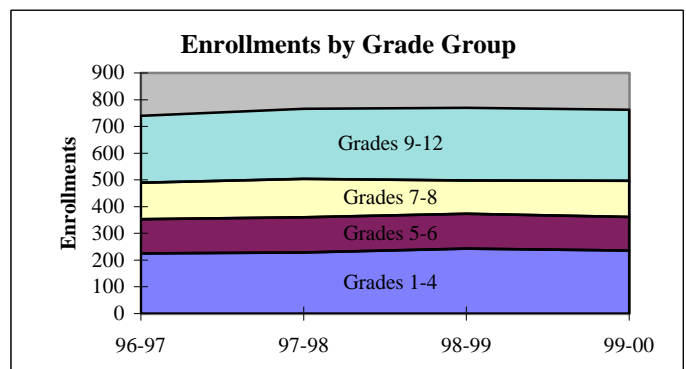
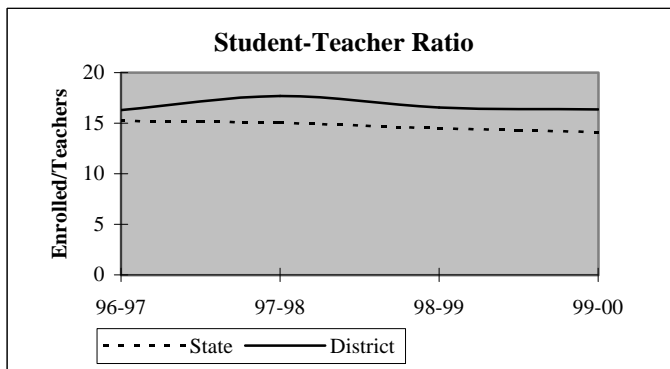


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	14.6	14.8	15.7	14.8	14.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	16.4	16.3	17.7	16.6	16.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	-3	0	-1	3	2	-	-	-	-	-
% Change in Educators	-5.3%	0.0%	-1.9%	5.7%	3.6%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	8	12	32	-3	6	-	-	-	-	-
% Change in Enrollments	1.0%	1.5%	4.0%	-0.4%	0.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.7%	7.4%	3.8%	5.4%	1.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.4%	7.4%	7.5%	7.1%	6.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.7%	1.9%	3.8%	3.6%	5.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	5.6%	5.6%	5.7%	3.6%	1.7%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	25.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	3.7%	3.8%	3.6%	3.4%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.3	42.2	41.0	41.6	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	13.2	12.6	11.0	11.5	11.3	12.1	12.3	12.3	12.2	12.2
Average Salary	30,738	29,232	29,420	30,182	30,122	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	4.2%	6.1%	6.4%	4.0%	2.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	56.3%	59.2%	66.0%	66.0%	68.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.2%	8.5%	8.0%	7.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	40.9%	42.9%	41.8%	42.1%	39.4%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	17	18	24	23	24	31.5%	33.3%	45.3%	41.1%	41.4%
Attrition	2	2	4	4	0					
Attrition Rate	11.8%	11.1%	16.7%	17.4%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	34	33	25	28	28	63.0%	61.1%	47.2%	50.0%	48.3%
Attrition	2	7	1	3	0					
Attrition Rate	5.9%	21.2%	4.0%	10.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	3	4	5	6	5.6%	5.6%	7.5%	8.9%	10.3%
Attrition Rate	66.7%	33.3%	25.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	5	6	5	7	10	9.3%	11.1%	9.4%	12.5%	17.2%

## District Report for: CANEY VALLEY

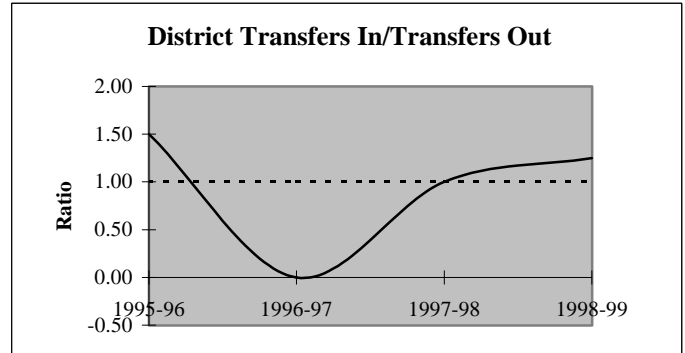
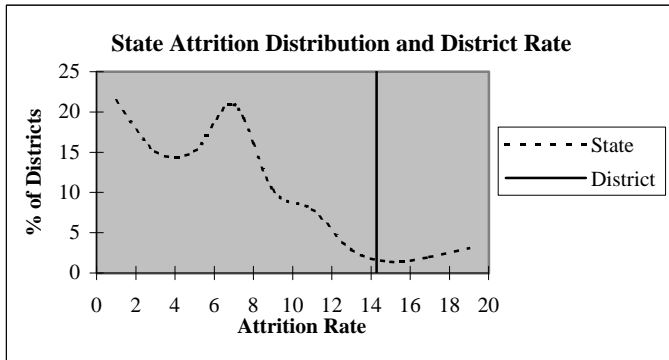
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	54	54	53	56	58	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	7.4%	7.4%	7.5%	7.1%	6.9%
Professional Staff	2	1	2	2	3	3.7%	1.9%	3.8%	3.6%	5.2%
<b>Total Teachers</b>	48	49	47	50	51	88.9%	90.7%	88.7%	89.3%	87.9%
Special Education	4	4	4	4	4	8.3%	8.2%	8.5%	8.0%	7.8%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Elementary	20	18	19	19	19	41.7%	36.7%	40.4%	38.0%	37.3%
<b>Middle School</b>	8	11	10	9	7	16.7%	22.4%	21.3%	18.0%	13.7%
Language Arts	2	3	3	3	3	4.2%	6.1%	6.4%	6.0%	5.9%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	2	3	3	3	2	4.2%	6.1%	6.4%	6.0%	3.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	3	3	1	1	4.2%	6.1%	6.4%	2.0%	2.0%
Science	2	2	1	1	1	4.2%	4.1%	2.1%	2.0%	2.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	1	0	0.0%	0.0%	0.0%	2.0%	0.0%
<b>High School (9-12)</b>	16	16	14	18	20	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	2	2	2	4.2%	6.1%	4.3%	4.0%	3.9%
Art & Music	1	1	1	1	1	2.1%	2.0%	2.1%	2.0%	2.0%
Social Studies	2	1	1	1	2	4.2%	2.0%	2.1%	2.0%	3.9%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	2.0%	2.0%
Math	3	2	1	4	4	6.3%	4.1%	2.1%	8.0%	7.8%
<b>Science</b>	3	3	4	3	4	6.3%	6.1%	8.5%	6.0%	7.8%
Biology	2	1	2	2	2	4.2%	2.0%	4.3%	4.0%	3.9%
Chemistry	0	1	0	0	0	0.0%	2.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	1	2	2.1%	2.0%	4.3%	2.0%	3.9%
Vocational Education	4	5	3	3	3	8.3%	10.2%	6.4%	6.0%	5.9%
Other	1	1	2	3	3	2.1%	2.0%	4.3%	6.0%	5.9%
<b>Total Enrollments</b>	787	799	831	828	834	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	50	57	58	56	71	6.4%	7.1%	7.0%	6.8%	8.5%
Grades 1-4	224	225	229	243	236	28.5%	28.2%	27.6%	29.3%	28.3%
Grades 5-6	127	128	131	130	126	16.1%	16.0%	15.8%	15.7%	15.1%
Grades 7-8	129	137	144	125	135	16.4%	17.1%	17.3%	15.1%	16.2%
Grades 9-12	251	250	262	271	265	31.9%	31.3%	31.5%	32.7%	31.8%
Ungraded	6	2	7	3	1	0.8%	0.3%	0.8%	0.4%	0.1%



## District Report for: CANEY VALLEY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	54	54	53	56	58	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	50	48	44	47	48	92.6%	88.9%	83.0%	83.9%	82.8%
<b>Newly Hired</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>10</b>	<b>7.4%</b>	<b>11.1%</b>	<b>17.0%</b>	<b>16.1%</b>	<b>17.2%</b>
Transfers In	3	0	3	5	4	75.0%	0.0%	33.3%	55.6%	40.0%
Reentrants	1	1	2	2	4	25.0%	16.7%	22.2%	22.2%	40.0%
First Time Educators	0	5	4	2	2	0.0%	83.3%	44.4%	22.2%	20.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>11.1%</b>	<b>18.5%</b>	<b>11.3%</b>	<b>14.3%</b>	<b>-</b>
Transfers Out	2	4	3	4	-	33.3%	40.0%	50.0%	50.0%	-
Leave Oklahoma Educ.	4	6	3	4	-	66.7%	60.0%	50.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	11.1%	18.5%	11.3%	14.3%	-
Transfers In/Out	1.50	0.00	1.00	1.25	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	12	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	20	University of Tulsa, Tulsa	-
SEOSU, Durant	3	OCUSA, Oklahoma City	1
SWOSU, Weatherford	-	Cameron, Lawton	-
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	5
Langston U, Langston	2	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	4
		<b>Total</b>	<b>54</b>

## District Report for: CANEY VALLEY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	4	4	7.4%	7.4%	7.5%	7.1%	6.9%
White - Females	1	2	2	2	2	25.0%	50.0%	50.0%	50.0%	50.0%
White - Males	2	2	2	2	2	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	1	2	2	3	3.7%	1.9%	3.8%	3.6%	5.2%
White - Females	1	1	2	2	2	50.0%	100.0%	100.0%	100.0%	66.7%
White - Males	1	0	0	0	1	50.0%	0.0%	0.0%	0.0%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	48	49	47	50	51	88.9%	90.7%	88.7%	89.3%	87.9%
White - Females	25	27	29	31	34	52.1%	55.1%	61.7%	62.0%	66.7%
White - Males	21	19	15	17	16	43.8%	38.8%	31.9%	34.0%	31.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	2	2	2	1	4.2%	4.1%	4.3%	4.0%	2.0%
Other - Males	0	1	1	0	0	0.0%	2.0%	2.1%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	3	0	0.0%	0.0%	0.0%	6.0%	0.0%
25-29	5	8	7	5	8	10.4%	16.7%	15.2%	10.0%	16.0%
30-34	5	4	7	7	6	10.4%	8.3%	15.2%	14.0%	12.0%
35-39	6	5	3	3	4	12.5%	10.4%	6.5%	6.0%	8.0%
40-44	10	11	12	12	12	20.8%	22.9%	26.1%	24.0%	24.0%
45-49	10	8	8	6	8	20.8%	16.7%	17.4%	12.0%	16.0%
50-54	7	7	5	10	7	14.6%	14.6%	10.9%	20.0%	14.0%
55+	5	5	4	4	5	10.4%	10.4%	8.7%	8.0%	10.0%
<b>Average Age</b>	43.3	42.2	41.0	41.6	42.1					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	10	13	14	16	18.8%	20.4%	27.7%	28.0%	31.4%
4-7 Years	7	8	11	9	8	14.6%	16.3%	23.4%	18.0%	15.7%
8-11 Years	6	8	3	4	4	12.5%	16.3%	6.4%	8.0%	7.8%
12-15 Years	7	4	3	4	5	14.6%	8.2%	6.4%	8.0%	9.8%
16-19 Years	6	7	6	4	6	12.5%	14.3%	12.8%	8.0%	11.8%
20+ Years	13	12	11	15	12	27.1%	24.5%	23.4%	30.0%	23.5%
<b>Average Experience</b>	13.2	12.6	11.0	11.5	11.3					

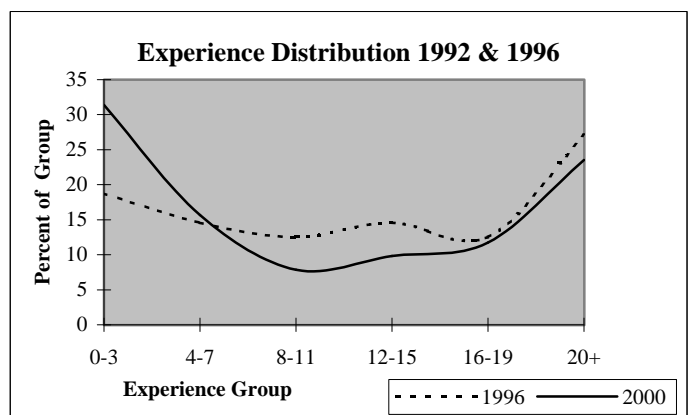
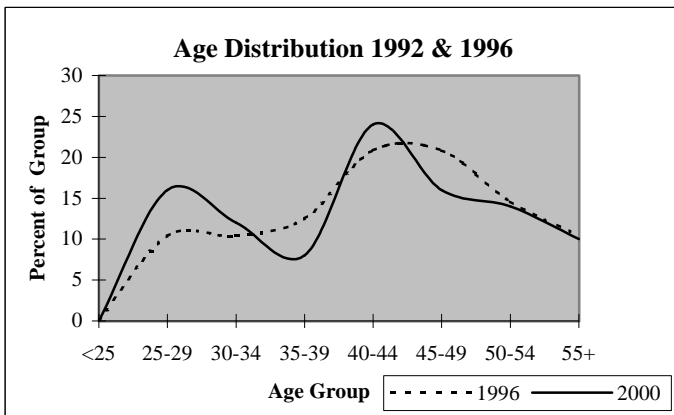


## District Report for: CANEY VALLEY

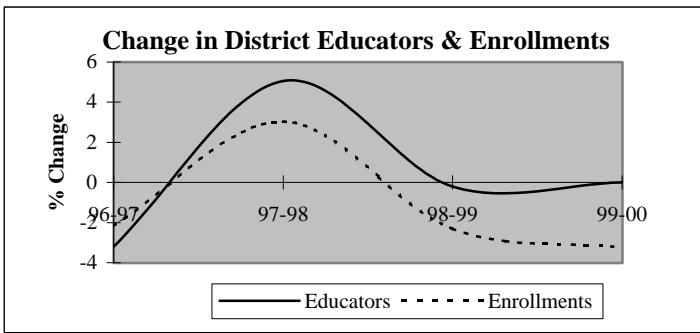
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	10	6	8	-	11.1%	18.5%	11.3%	14.3%	-
Attrition from Transfers	2	4	3	4	-	3.7%	7.4%	5.7%	7.1%	-
Attrition from Exits	4	6	3	4	-	7.4%	11.1%	5.7%	7.1%	-
<b>Teacher Attrition</b>	<b>4</b>	<b>9</b>	<b>5</b>	<b>8</b>	<b>-</b>	<b>8.3%</b>	<b>18.4%</b>	<b>10.6%</b>	<b>16.0%</b>	<b>-</b>
Attrition from Transfers	1	3	2	4	-	2.1%	6.1%	4.3%	8.0%	-
Attrition from Exits	3	6	3	4	-	6.3%	12.2%	6.4%	8.0%	-
<b>District Retention</b>										
Educator Retention	48	44	47	48	-	88.9%	81.5%	88.7%	85.7%	-
Teacher Retention	44	40	42	42	-	91.7%	81.6%	89.4%	84.0%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	81.3%	6.3%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	73.7%	15.8%	89.5%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	92.3%	0.0%	92.3%	86.1%	5.6%	91.7%
4 Years of Experience	84.6%	7.7%	92.3%	87.9%	4.7%	92.6%
5 Years of Experience	70.0%	20.0%	90.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	3.7%	0.0%	0.0%	1.8%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.4%	88.9%	86.8%	91.1%	87.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.9%	11.1%	13.2%	7.1%	10.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: BARTLESVILLE

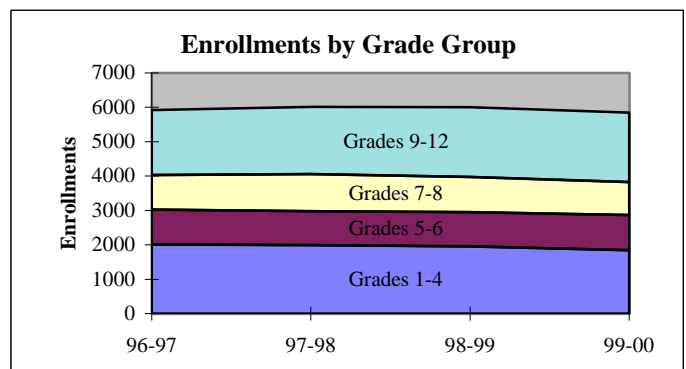
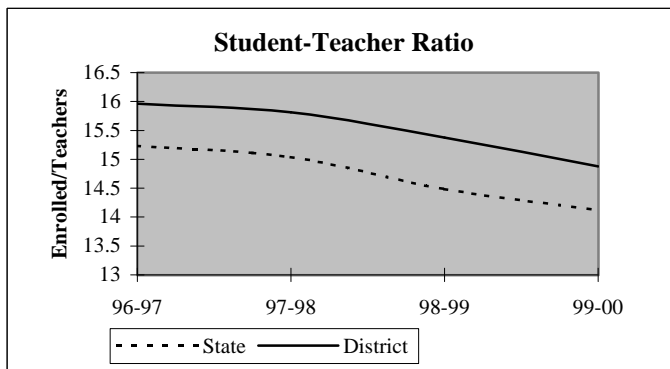


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.9	14.0	13.8	13.5	13.0	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.9	16.0	15.8	15.4	14.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	-6	-15	23	-1	0	-	-	-	-	-
% Change in Educators	-1.3%	-3.2%	5.1%	-0.2%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	99	-142	193	-152	-207	-	-	-	-	-
% Change in Enrollments	1.5%	-2.2%	3.0%	-2.3%	-3.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	7.2%	8.8%	5.2%	6.1%	6.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.8%	4.0%	4.0%	3.8%	3.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	9.0%	8.1%	9.0%	8.6%	8.6%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	2.8%	2.2%	1.9%	2.1%	2.5%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	5.6%	5.3%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.9%	0.7%	0.6%	1.5%	1.3%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	43.6	44.0	43.5	43.5	43.7	42.0	42.3	42.5	42.7	43.0
Average Experience	13.0	13.1	12.7	12.7	12.4	12.1	12.3	12.3	12.2	12.2
Average Salary	29,807	28,903	29,701	29,964	30,061	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	2.7%	2.0%	1.7%	1.9%	2.4%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.9%	81.5%	80.7%	81.5%	82.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	9.3%	9.8%	9.6%	9.8%	9.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	17.2%	16.8%	18.0%	17.7%	18.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	124	124	148	157	157	26.4%	27.3%	31.0%	33.0%	33.0%
Attrition	23	14	28	34	0					
Attrition Rate	18.5%	11.3%	18.9%	21.7%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	302	289	283	272	281	64.4%	63.7%	59.3%	57.1%	59.0%
Attrition	26	22	19	23	0					
Attrition Rate	8.6%	7.6%	6.7%	8.5%	0.0%					
At Retirement Age	43	41	46	47	38	9.2%	9.0%	9.6%	9.9%	8.0%
Attrition	11	6	12	15	0					
Attrition Rate	25.6%	14.6%	26.1%	31.9%	0.0%					
At Retirement in 5 yrs.	55	58	60	56	54	11.7%	12.8%	12.6%	11.8%	11.3%

## District Report for: BARTLESVILLE

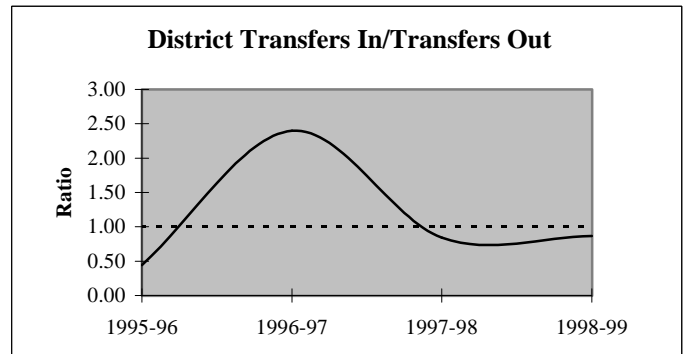
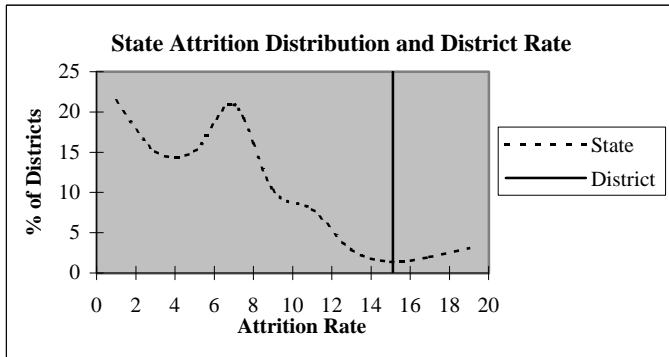
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	469	454	477	476	476	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	18	19	18	18	3.8%	4.0%	4.0%	3.8%	3.8%
Professional Staff	42	37	43	41	41	9.0%	8.1%	9.0%	8.6%	8.6%
<b>Total Teachers</b>	409	399	415	417	417	87.2%	87.9%	87.0%	87.6%	87.6%
Special Education	38	39	40	41	41	9.3%	9.8%	9.6%	9.8%	9.8%
Pre-K & Kindergarten	2	3	6	6	7	0.5%	0.8%	1.4%	1.4%	1.7%
Elementary	180	173	173	174	178	44.0%	43.4%	41.7%	41.7%	42.7%
<b>Middle School</b>	79	87	84	85	81	19.3%	21.8%	20.2%	20.4%	19.4%
Language Arts	19	22	21	23	22	4.6%	5.5%	5.1%	5.5%	5.3%
Art & Music	8	7	6	7	8	2.0%	1.8%	1.4%	1.7%	1.9%
Social Studies	10	12	11	11	12	2.4%	3.0%	2.7%	2.6%	2.9%
Foreign Language	4	4	5	5	5	1.0%	1.0%	1.2%	1.2%	1.2%
Math	14	12	13	14	11	3.4%	3.0%	3.1%	3.4%	2.6%
Science	12	12	12	11	12	2.9%	3.0%	2.9%	2.6%	2.9%
Vocational Education	4	3	0	0	0	1.0%	0.8%	0.0%	0.0%	0.0%
Other	8	15	16	14	11	2.0%	3.8%	3.9%	3.4%	2.6%
<b>High School (9-12)</b>	110	97	112	111	110	1375.0%	1385.7%	1866.7%	1585.7%	1375.0%
Language Arts	21	18	21	22	19	5.1%	4.5%	5.1%	5.3%	4.6%
Art & Music	8	7	9	9	7	2.0%	1.8%	2.2%	2.2%	1.7%
Social Studies	18	16	18	17	16	4.4%	4.0%	4.3%	4.1%	3.8%
Foreign Language	9	7	9	9	9	2.2%	1.8%	2.2%	2.2%	2.2%
Math	16	14	14	16	15	3.9%	3.5%	3.4%	3.8%	3.6%
<b>Science</b>	16	14	15	16	16	3.9%	3.5%	3.6%	3.8%	3.8%
Biology	5	4	5	5	5	1.2%	1.0%	1.2%	1.2%	1.2%
Chemistry	3	3	3	5	4	0.7%	0.8%	0.7%	1.2%	1.0%
Physics	1	1	1	1	1	0.2%	0.3%	0.2%	0.2%	0.2%
Other Science	7	6	6	5	6	1.7%	1.5%	1.4%	1.2%	1.4%
Vocational Education	14	12	14	15	14	3.4%	3.0%	3.4%	3.6%	3.4%
Other	8	9	12	7	14	2.0%	2.3%	2.9%	1.7%	3.4%
<b>Total Enrollments</b>	6,512	6,370	6,563	6,411	6,204	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	519	447	548	407	361	8.0%	7.0%	8.3%	6.3%	5.8%
Grades 1-4	2,029	2,008	1,991	1,951	1,843	31.2%	31.5%	30.3%	30.4%	29.7%
Grades 5-6	1,059	1,020	988	999	1,027	16.3%	16.0%	15.1%	15.6%	16.6%
Grades 7-8	1,032	1,004	1,083	1,022	959	15.8%	15.8%	16.5%	15.9%	15.5%
Grades 9-12	1,866	1,885	1,953	2,032	2,014	28.7%	29.6%	29.8%	31.7%	32.5%
Ungraded	7	6	0	0	0	0.1%	0.1%	0.0%	0.0%	0.0%



## District Report for: BARTLESVILLE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	469	454	477	476	476	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	427	409	412	418	404	91.0%	90.1%	86.4%	87.8%	84.9%
<b>Newly Hired</b>	<b>42</b>	<b>45</b>	<b>65</b>	<b>58</b>	<b>72</b>	<b>9.0%</b>	<b>9.9%</b>	<b>13.6%</b>	<b>12.2%</b>	<b>15.1%</b>
Transfers In	4	12	16	13	17	9.5%	26.7%	24.6%	22.4%	23.6%
Reentrants	16	20	21	19	31	38.1%	44.4%	32.3%	32.8%	43.1%
First Time Educators	22	13	28	26	24	52.4%	28.9%	43.1%	44.8%	33.3%
<b>Total Exiting Next Year</b>	<b>60</b>	<b>42</b>	<b>59</b>	<b>72</b>	<b>-</b>	<b>12.8%</b>	<b>9.3%</b>	<b>12.4%</b>	<b>15.1%</b>	<b>-</b>
Transfers Out	9	5	19	15	-	15.0%	11.9%	32.2%	20.8%	-
Leave Oklahoma Educ.	51	37	40	57	-	85.0%	88.1%	67.8%	79.2%	-

Dynamics Rates	District Rates				
District Attrition	12.8%	9.3%	12.4%	15.1%	-
Transfers In/Out	0.44	2.40	0.84	0.87	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	22	Benedictine Heights, Tulsa	-
OSU, Stillwater	94	Southern Nazarene Univ., Bethany	2
UCO, Edmond	26	OBU, Shawnee	4
ECU, Ada	9	OCU, Oklahoma City	3
NWOSU, Alva	5	Phillips Univ., Enid	2
NESU, Tahlequah	88	University of Tulsa, Tulsa	17
SEOSU, Durant	7	OCUSA, Oklahoma City	2
SWOSU, Weatherford	11	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	2	Bartlesville Wesleyan, Bartlesville	32
Langston U, Langston	3	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	141
		<b>Total</b>	<b>471</b>

## District Report for: BARTLESVILLE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	18	18	19	18	18	3.8%	4.0%	4.0%	3.8%	3.8%
White - Females	4	3	3	7	6	22.2%	16.7%	15.8%	38.9%	33.3%
White - Males	14	14	15	11	12	77.8%	77.8%	78.9%	61.1%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	0	0	0.0%	5.6%	5.3%	0.0%	0.0%
<b>Professional Staff</b>	42	37	43	41	41	9.0%	8.1%	9.0%	8.6%	8.6%
White - Females	29	28	33	31	31	69.0%	75.7%	76.7%	75.6%	75.6%
White - Males	11	8	9	8	8	26.2%	21.6%	20.9%	19.5%	19.5%
Black - Females	1	0	0	0	0	2.4%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.4%	2.7%	2.3%	2.4%	2.4%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	2.4%	2.4%
<b>Teachers</b>	409	399	415	417	417	87.2%	87.9%	87.0%	87.6%	87.6%
White - Females	323	319	330	334	335	79.0%	79.9%	79.5%	80.1%	80.3%
White - Males	75	72	78	75	72	18.3%	18.0%	18.8%	18.0%	17.3%
Black - Females	4	3	3	3	3	1.0%	0.8%	0.7%	0.7%	0.7%
Black - Males	1	1	1	1	1	0.2%	0.3%	0.2%	0.2%	0.2%
Other - Females	4	3	2	3	4	1.0%	0.8%	0.5%	0.7%	1.0%
Other - Males	2	1	1	1	2	0.5%	0.3%	0.2%	0.2%	0.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	7	2	8	12	5	1.7%	0.5%	2.0%	2.9%	1.3%
25-29	32	36	35	35	38	7.8%	9.0%	8.6%	8.6%	9.8%
30-34	38	30	41	39	34	9.3%	7.5%	10.0%	9.6%	8.8%
35-39	61	58	51	55	49	15.0%	14.6%	12.5%	13.5%	12.6%
40-44	68	62	61	56	65	16.7%	15.6%	15.0%	13.8%	16.8%
45-49	84	88	92	84	78	20.6%	22.1%	22.5%	20.6%	20.1%
50-54	68	66	64	69	69	16.7%	16.6%	15.7%	17.0%	17.8%
55+	50	56	56	57	50	12.3%	14.1%	13.7%	14.0%	12.9%
<b>Average Age</b>	43.6	44.0	43.5	43.5	43.7					

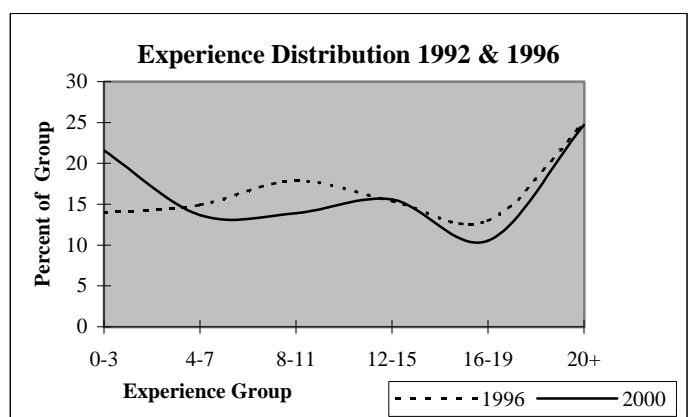
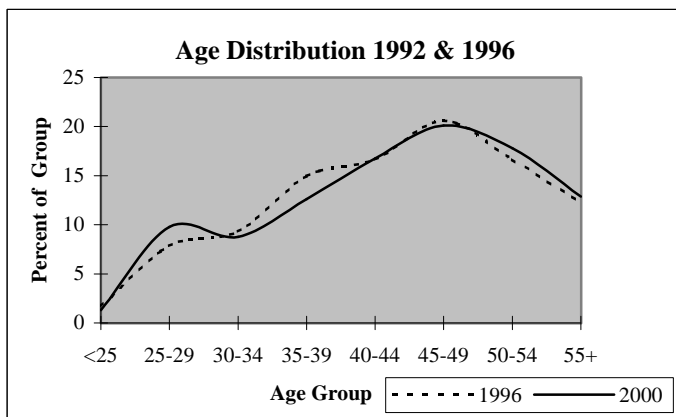
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	57	57	73	81	90	13.9%	14.3%	17.6%	19.4%	21.6%
4-7 Years	61	60	64	65	57	14.9%	15.0%	15.4%	15.6%	13.7%
8-11 Years	73	73	63	56	58	17.8%	18.3%	15.2%	13.4%	13.9%
12-15 Years	63	55	61	67	65	15.4%	13.8%	14.7%	16.1%	15.6%
16-19 Years	53	53	54	44	44	13.0%	13.3%	13.0%	10.6%	10.6%
20+ Years	102	101	100	104	103	24.9%	25.3%	24.1%	24.9%	24.7%
<b>Average Experience</b>	13.0	13.1	12.7	12.7	12.4					

## District Report for: BARTLESVILLE

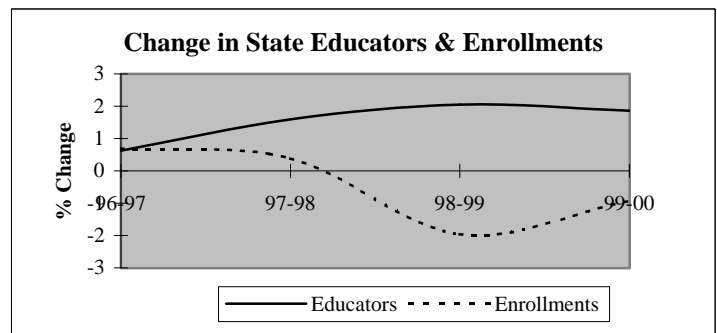
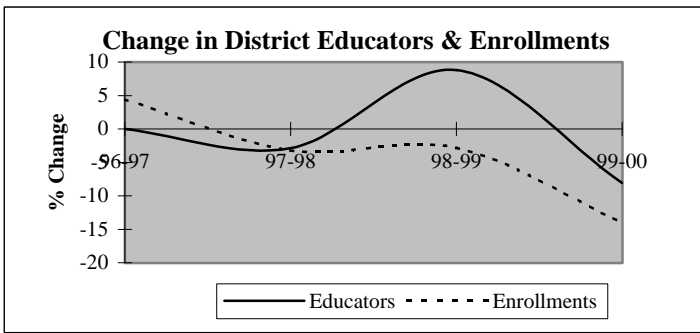
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	60	42	59	72	-	12.8%	9.3%	12.4%	15.1%	-
Attrition from Transfers	9	5	19	15	-	1.9%	1.1%	4.0%	3.2%	-
Attrition from Exits	51	37	40	57	-	10.9%	8.1%	8.4%	12.0%	-
<b>Teacher Attrition</b>	<b>51</b>	<b>39</b>	<b>49</b>	<b>65</b>	<b>-</b>	<b>12.5%</b>	<b>9.8%</b>	<b>11.8%</b>	<b>15.6%</b>	<b>-</b>
Attrition from Transfers	8	4	14	14	-	2.0%	1.0%	3.4%	3.4%	-
Attrition from Exits	43	35	35	51	-	10.5%	8.8%	8.4%	12.2%	-
<b>District Retention</b>										
Educator Retention	409	412	418	404	-	87.2%	90.7%	87.6%	84.9%	-
Teacher Retention	358	360	366	352	-	87.5%	90.2%	88.2%	84.4%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	70.0%	12.0%	82.0%	78.2%	9.6%	87.8%
1 Year of Experience	79.8%	10.7%	90.5%	84.2%	6.9%	91.1%
2 Years of Experience	80.9%	8.8%	89.7%	85.2%	5.9%	91.1%
3 Years of Experience	84.2%	2.6%	86.8%	86.1%	5.6%	91.7%
4 Years of Experience	90.5%	3.2%	93.7%	87.9%	4.7%	92.6%
5 Years of Experience	83.9%	3.4%	87.4%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	2.1%	2.0%	2.7%	0.4%	1.7%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	89.6%	90.1%	86.6%	85.5%	86.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.2%	0.0%	4.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	8.3%	7.7%	10.7%	10.1%	12.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: SENTINEL

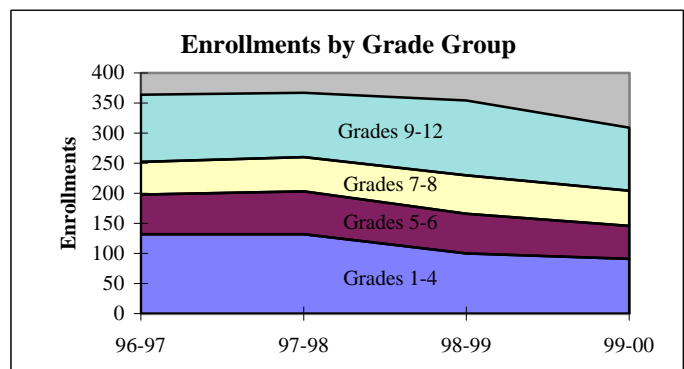
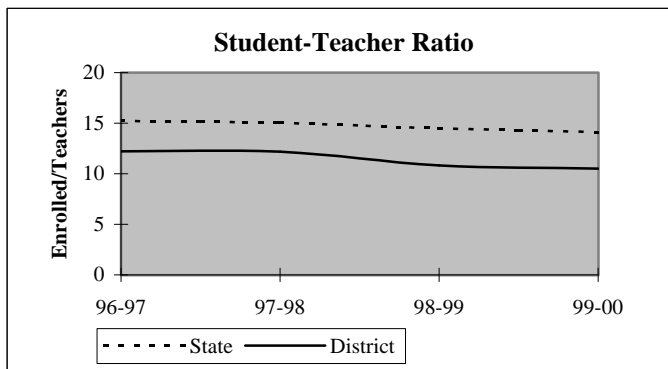


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.0	11.5	11.5	10.2	9.6	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.7	12.2	12.2	10.8	10.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	0	-1	3	-3	-	-	-	-	-
% Change in Educators	2.9%	0.0%	-2.9%	8.8%	-8.1%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	1	17	-13	-11	-53	-	-	-	-	-
% Change in Enrollments	0.3%	4.4%	-3.2%	-2.8%	-14.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	10.8%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	2.9%	2.9%	2.9%	2.7%	2.9%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.9%	2.9%	2.9%	2.7%	5.9%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.8	41.8	42.2	41.9	42.4	42.0	42.3	42.5	42.7	43.0
Average Experience	13.1	14.1	14.5	14.0	14.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,054	29,948	31,399	29,599	31,985	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.7%	69.7%	71.9%	74.3%	71.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.1%	6.1%	6.3%	5.7%	6.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	13.0%	16.4%	14.9%	15.6%	18.9%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	8	6	7	9	5	22.9%	17.1%	20.6%	24.3%	14.7%
Attrition	0	0	0	2	0					
Attrition Rate	0.0%	0.0%	0.0%	22.2%	0.0%					
More than 7 yrs Exper.										
but less than Retirement	23	25	25	27	29	65.7%	71.4%	73.5%	73.0%	85.3%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	4.0%	4.0%	7.4%	0.0%					
At Retirement Age	4	4	2	1	0	11.4%	11.4%	5.9%	2.7%	0.0%
Attrition	0	2	1	1	0					
Attrition Rate	0.0%	50.0%	50.0%	100.0%	0.0%					
At Retirement in 5 yrs.	4	4	2	1	1	11.4%	11.4%	5.9%	2.7%	2.9%

## District Report for: SENTINEL

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	35	35	34	37	34	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	1	1	2.9%	2.9%	2.9%	2.7%	2.9%
Professional Staff	1	1	1	1	2	2.9%	2.9%	2.9%	2.7%	5.9%
<b>Total Teachers</b>	33	33	32	35	31	94.3%	94.3%	94.1%	94.6%	91.2%
Special Education	2	2	2	2	2	6.1%	6.1%	6.3%	5.7%	6.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	16	16	19	17	48.5%	48.5%	50.0%	54.3%	54.8%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	15	14	14	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	6.1%	6.1%	6.3%	5.7%	6.5%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	3	3	4	2	2	9.1%	9.1%	12.5%	5.7%	6.5%
Foreign Language	1	1	1	1	1	3.0%	3.0%	3.1%	2.9%	3.2%
Math	2	2	2	2	2	6.1%	6.1%	6.3%	5.7%	6.5%
<b>Science</b>	1	1	1	1	1	3.0%	3.0%	3.1%	2.9%	3.2%
Biology	0	1	1	0	1	0.0%	3.0%	3.1%	0.0%	3.2%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	1	0	3.0%	0.0%	0.0%	2.9%	0.0%
Vocational Education	3	4	4	4	4	9.1%	12.1%	12.5%	11.4%	12.9%
Other	3	2	0	2	0	9.1%	6.1%	0.0%	5.7%	0.0%
<b>Total Enrollments</b>	386	403	390	379	326	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	32	39	22	24	17	8.3%	9.7%	5.6%	6.3%	5.2%
Grades 1-4	122	132	132	100	91	31.6%	32.8%	33.8%	26.4%	27.9%
Grades 5-6	64	66	71	66	55	16.6%	16.4%	18.2%	17.4%	16.9%
Grades 7-8	59	54	57	64	58	15.3%	13.4%	14.6%	16.9%	17.8%
Grades 9-12	107	112	107	124	105	27.7%	27.8%	27.4%	32.7%	32.2%
Ungraded	2	0	1	1	0	0.5%	0.0%	0.3%	0.3%	0.0%

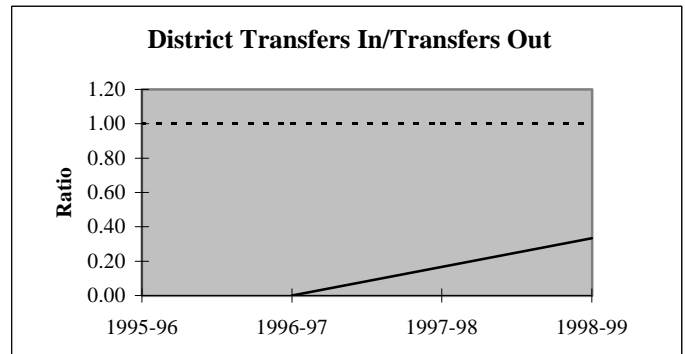
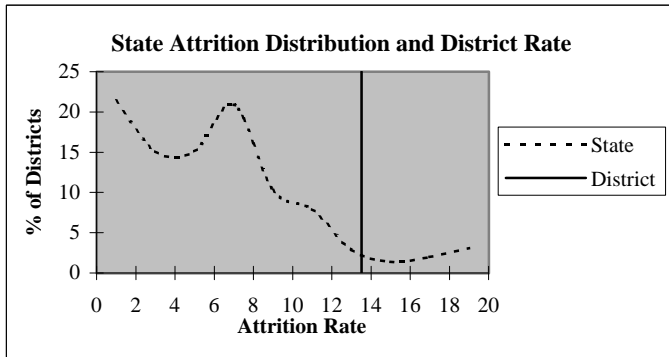




## District Report for: SENTINEL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	35	35	34	37	34	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	34	35	32	32	32	97.1%	100.0%	94.1%	86.5%	94.1%
<b>Newly Hired</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>2.9%</b>	<b>0.0%</b>	<b>5.9%</b>	<b>13.5%</b>	<b>5.9%</b>
Transfers In	1	0	2	1	2	100.0%	0.0%	100.0%	20.0%	100.0%
Reentrants	0	0	0	3	0	0.0%	0.0%	0.0%	60.0%	0.0%
First Time Educators	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
<b>Total Exiting Next Year</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>-</b>	<b>0.0%</b>	<b>8.6%</b>	<b>5.9%</b>	<b>13.5%</b>	<b>-</b>
Transfers Out	0	1	0	3	-	0.0%	33.3%	0.0%	60.0%	-
Leave Oklahoma Educ.	0	2	2	2	-	0.0%	66.7%	100.0%	40.0%	-

Dynamics Rates	District Rates				
District Attrition	0.0%	8.6%	5.9%	13.5%	-
Transfers In/Out	nc	0.00	nc	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	31	Cameron, Lawton	1
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>35</b>

## District Report for: SENTINEL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	1	1	2.9%	2.9%	2.9%	2.7%	2.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	2	2.9%	2.9%	2.9%	2.7%	5.9%
White - Females	1	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	33	33	32	35	31	94.3%	94.3%	94.1%	94.6%	91.2%
White - Females	23	23	23	26	22	69.7%	69.7%	71.9%	74.3%	71.0%
White - Males	10	10	9	9	9	30.3%	30.3%	28.1%	25.7%	29.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	4	3	1	1	2	12.1%	9.1%	3.1%	2.9%	6.5%
30-34	3	3	4	6	5	9.1%	9.1%	12.5%	17.1%	16.1%
35-39	8	8	9	6	4	24.2%	24.2%	28.1%	17.1%	12.9%
40-44	8	6	4	7	6	24.2%	18.2%	12.5%	20.0%	19.4%
45-49	6	8	9	11	11	18.2%	24.2%	28.1%	31.4%	35.5%
50-54	1	1	2	2	2	3.0%	3.0%	6.3%	5.7%	6.5%
55+	3	4	3	2	1	9.1%	12.1%	9.4%	5.7%	3.2%
<b>Average Age</b>	40.8	41.8	42.2	41.9	42.4					

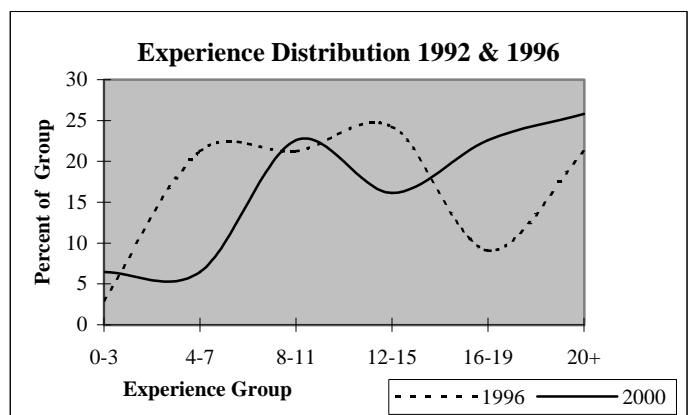
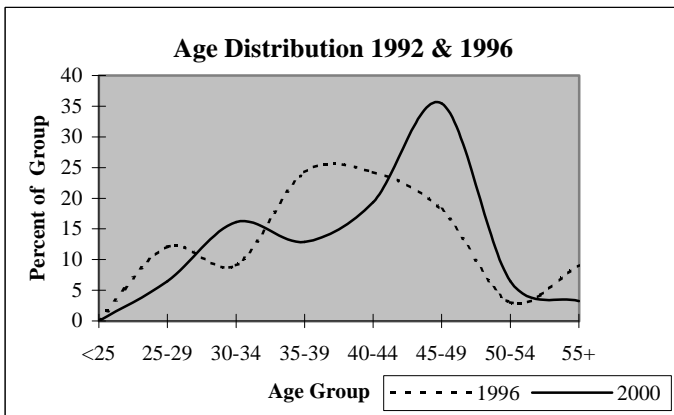
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	1	3	2	3.0%	3.0%	3.1%	8.6%	6.5%
4-7 Years	7	5	6	6	2	21.2%	15.2%	18.8%	17.1%	6.5%
8-11 Years	7	7	4	6	7	21.2%	21.2%	12.5%	17.1%	22.6%
12-15 Years	8	7	9	4	5	24.2%	21.2%	28.1%	11.4%	16.1%
16-19 Years	3	5	5	8	7	9.1%	15.2%	15.6%	22.9%	22.6%
20+ Years	7	8	7	8	8	21.2%	24.2%	21.9%	22.9%	25.8%
<b>Average Experience</b>	13.1	14.1	14.5	14.0	14.8					

## District Report for: SENTINEL

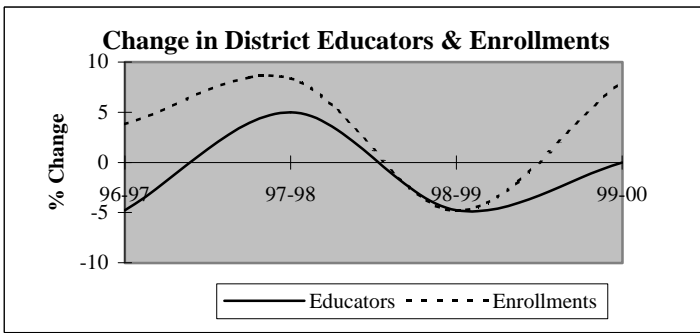
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	0	3	2	5	-	0.0%	8.6%	5.9%	13.5%	-
Attrition from Transfers	0	1	0	3	-	0.0%	2.9%	0.0%	8.1%	-
Attrition from Exits	0	2	2	2	-	0.0%	5.7%	5.9%	5.4%	-
<b>Teacher Attrition</b>	0	2	2	5	-	0.0%	6.1%	6.3%	14.3%	-
Attrition from Transfers	0	1	0	3	-	0.0%	3.0%	0.0%	8.6%	-
Attrition from Exits	0	1	2	2	-	0.0%	3.0%	6.3%	5.7%	-
<b>District Retention</b>										
Educator Retention	35	32	32	32	-	100.0%	91.4%	94.1%	86.5%	-
Teacher Retention	33	31	30	30	-	100.0%	93.9%	93.8%	85.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	100.0%	0.0%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	50.0%	50.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	83.3%	0.0%	83.3%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	2.9%	2.9%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	97.1%	97.1%	100.0%	89.2%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	0.0%	0.0%	0.0%	10.8%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WASHITA HEIGHTS

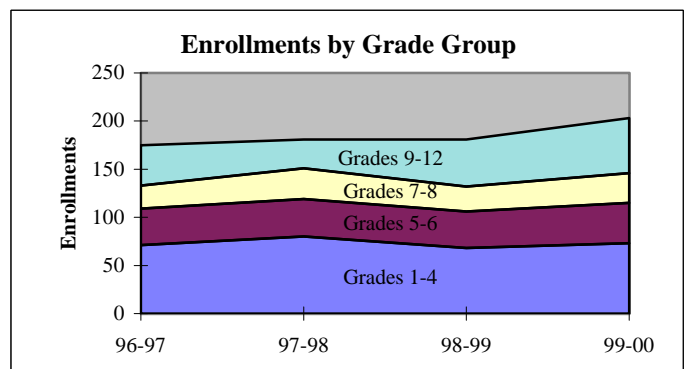
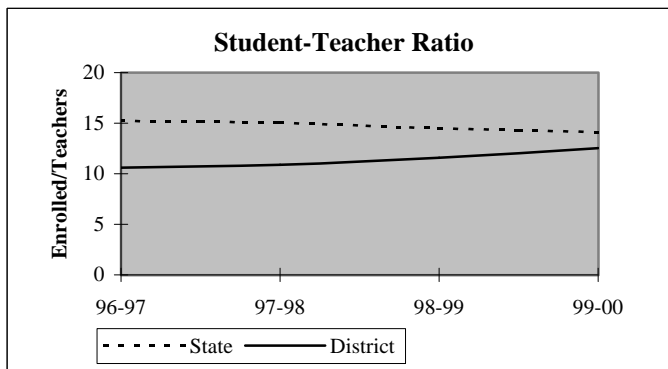


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.8	9.6	9.9	9.9	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	9.7	10.6	10.9	11.6	12.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-1	1	-1	0	-	-	-	-	-
% Change in Educators	0.0%	-4.8%	5.0%	-4.8%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-33	7	16	-10	16	-	-	-	-	-
% Change in Enrollments	-15.2%	3.8%	8.4%	-4.8%	8.1%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	19.0%	15.0%	19.0%	10.0%	15.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.8%	5.0%	4.8%	10.0%	10.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	4.8%	5.0%	4.8%	5.0%	5.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	5.0%	5.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.5	37.7	39.2	41.3	42.3	42.0	42.3	42.5	42.7	43.0
Average Experience	9.5	9.3	9.8	11.3	12.2	12.1	12.3	12.3	12.2	12.2
Average Salary	26,151	25,946	25,381	27,275	27,337	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	68.4%	72.2%	73.7%	70.6%	70.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.3%	5.6%	5.3%	5.9%	5.9%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	16.3%	11.0%	15.0%	12.1%	10.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	10	9	9	7	7	47.6%	45.0%	42.9%	35.0%	35.0%
Attrition	1	2	1	0	0					
Attrition Rate	10.0%	22.2%	11.1%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	10	10	11	12	12	47.6%	50.0%	52.4%	60.0%	60.0%
Attrition	2	0	1	0	0					
Attrition Rate	20.0%	0.0%	9.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	1	1	1	4.8%	5.0%	4.8%	5.0%	5.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	1	1	1	1	4.8%	5.0%	4.8%	5.0%	5.0%

## District Report for: WASHITA HEIGHTS

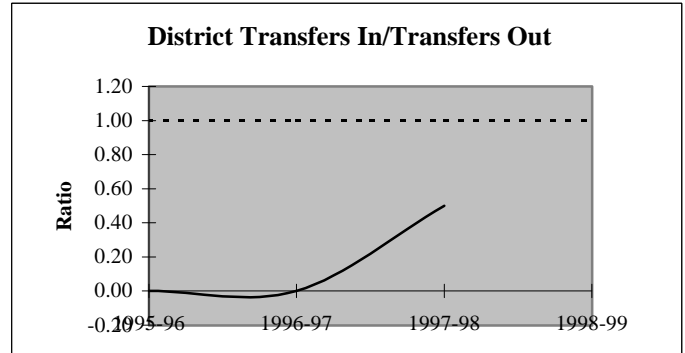
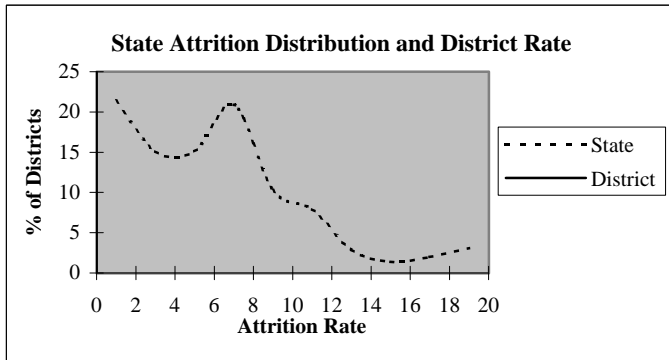
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	21	20	21	20	20	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	4.8%	5.0%	4.8%	10.0%	10.0%
Professional Staff	1	1	1	1	1	4.8%	5.0%	4.8%	5.0%	5.0%
<b>Total Teachers</b>	19	18	19	17	17	90.5%	90.0%	90.5%	85.0%	85.0%
Special Education	1	1	1	1	1	5.3%	5.6%	5.3%	5.9%	5.9%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	10	8	9	7	7	52.6%	44.4%	47.4%	41.2%	41.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	8	9	9	9	9	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	5.3%	11.1%	10.5%	11.8%	11.8%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.3%	5.6%	5.3%	5.9%	5.9%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.3%	5.6%	5.3%	5.9%	5.9%
<b>Science</b>	2	1	1	1	1	10.5%	5.6%	5.3%	5.9%	5.9%
Biology	1	1	0	0	1	5.3%	5.6%	0.0%	0.0%	5.9%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	1	1	0	5.3%	0.0%	5.3%	5.9%	0.0%
Vocational Education	1	1	1	1	1	5.3%	5.6%	5.3%	5.9%	5.9%
Other	2	3	3	3	3	10.5%	16.7%	15.8%	17.6%	17.6%
<b>Total Enrollments</b>	184	191	207	197	213	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	16	26	15	10	9.2%	8.4%	12.6%	7.6%	4.7%
Grades 1-4	67	71	80	68	73	36.4%	37.2%	38.6%	34.5%	34.3%
Grades 5-6	39	38	39	38	42	21.2%	19.9%	18.8%	19.3%	19.7%
Grades 7-8	15	24	32	26	31	8.2%	12.6%	15.5%	13.2%	14.6%
Grades 9-12	46	42	30	49	57	25.0%	22.0%	14.5%	24.9%	26.8%
Ungraded	0	0	0	1	0	0.0%	0.0%	0.0%	0.5%	0.0%



## District Report for: WASHITA HEIGHTS

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	21	20	21	20	20	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	18	18	19	20	90.5%	90.0%	85.7%	95.0%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>9.5%</b>	<b>10.0%</b>	<b>14.3%</b>	<b>5.0%</b>	<b>0.0%</b>
Transfers In	0	0	1	1	0	0.0%	0.0%	33.3%	100.0%	0.0%
Reentrants	0	0	1	0	0	0.0%	0.0%	33.3%	0.0%	0.0%
First Time Educators	2	2	1	0	0	100.0%	100.0%	33.3%	0.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>14.3%</b>	<b>10.0%</b>	<b>9.5%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	3	1	2	0	-	100.0%	50.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	0	1	0	0	-	0.0%	50.0%	0.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	14.3%	10.0%	9.5%	0.0%	-
Transfers In/Out	0.00	0.00	0.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	1
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	16	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	21

## District Report for: WASHITA HEIGHTS

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	4.8%	5.0%	4.8%	10.0%	10.0%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	4.8%	5.0%	4.8%	5.0%	5.0%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	19	18	19	17	17	90.5%	90.0%	90.5%	85.0%	85.0%
White - Females	13	13	14	12	12	68.4%	72.2%	73.7%	70.6%	70.6%
White - Males	6	5	5	5	5	31.6%	27.8%	26.3%	29.4%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	3	4	2	1	1	15.8%	22.2%	10.5%	5.9%	5.9%
30-34	3	3	5	4	3	15.8%	16.7%	26.3%	23.5%	17.6%
35-39	3	2	2	1	1	15.8%	11.1%	10.5%	5.9%	5.9%
40-44	6	5	6	7	6	31.6%	27.8%	31.6%	41.2%	35.3%
45-49	2	2	2	2	4	10.5%	11.1%	10.5%	11.8%	23.5%
50-54	2	1	1	1	1	10.5%	5.6%	5.3%	5.9%	5.9%
55+	0	1	1	1	1	0.0%	5.6%	5.3%	5.9%	5.9%
<b>Average Age</b>	38.5	37.7	39.2	41.3	42.3					

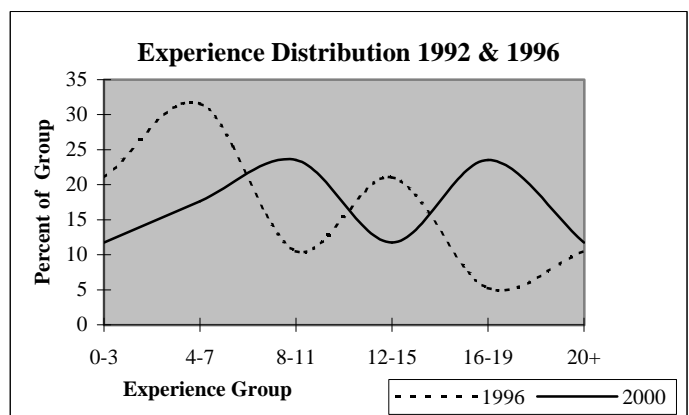
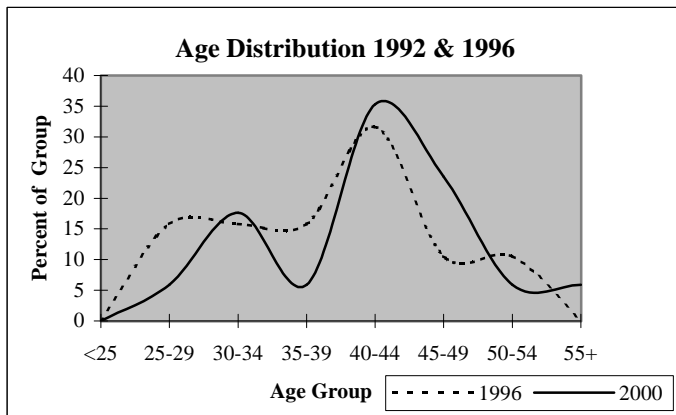
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	4	4	3	2	2	21.1%	22.2%	15.8%	11.8%	11.8%
4-7 Years	6	4	5	3	3	31.6%	22.2%	26.3%	17.6%	17.6%
8-11 Years	2	4	4	5	4	10.5%	22.2%	21.1%	29.4%	23.5%
12-15 Years	4	2	2	2	2	21.1%	11.1%	10.5%	11.8%	11.8%
16-19 Years	1	3	4	4	4	5.3%	16.7%	21.1%	23.5%	23.5%
20+ Years	2	1	1	1	2	10.5%	5.6%	5.3%	5.9%	11.8%
<b>Average Experience</b>	9.5	9.3	9.8	11.3	12.2					

## District Report for: WASHITA HEIGHTS

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	2	0	-	14.3%	10.0%	9.5%	0.0%	-
Attrition from Transfers	3	1	2	0	-	14.3%	5.0%	9.5%	0.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	5.0%	0.0%	0.0%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>-</b>	<b>10.5%</b>	<b>11.1%</b>	<b>5.3%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	2	1	1	0	-	10.5%	5.6%	5.3%	0.0%	-
Attrition from Exits	0	1	0	0	-	0.0%	5.6%	0.0%	0.0%	-
<b>District Retention</b>										
Educator Retention	18	18	19	20	-	85.7%	90.0%	90.5%	100.0%	-
Teacher Retention	17	16	18	17	-	89.5%	88.9%	94.7%	100.0%	-

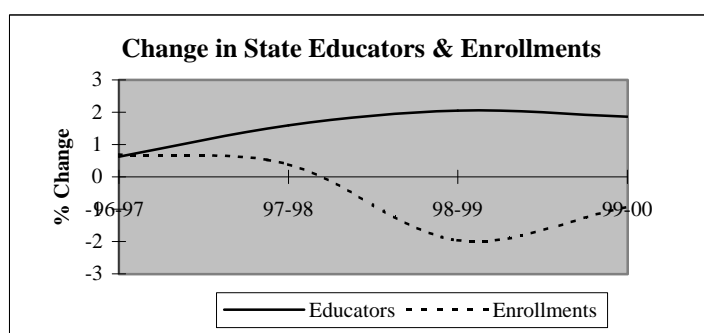
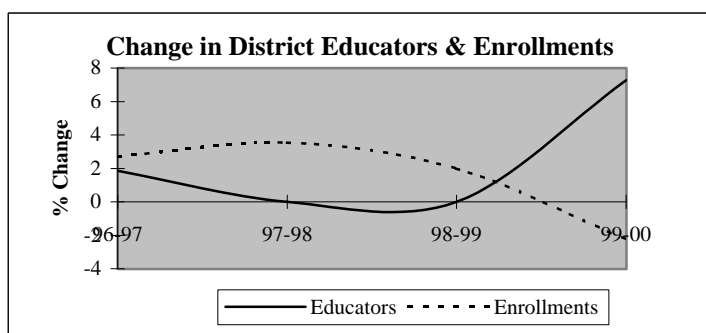
5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	83.3%	16.7%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	25.0%	75.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	9.5%	5.0%	4.8%	10.0%	5.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	81.0%	85.0%	85.7%	90.0%	95.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	9.5%	10.0%	9.5%	0.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: BURNS FLAT-DILL CITY

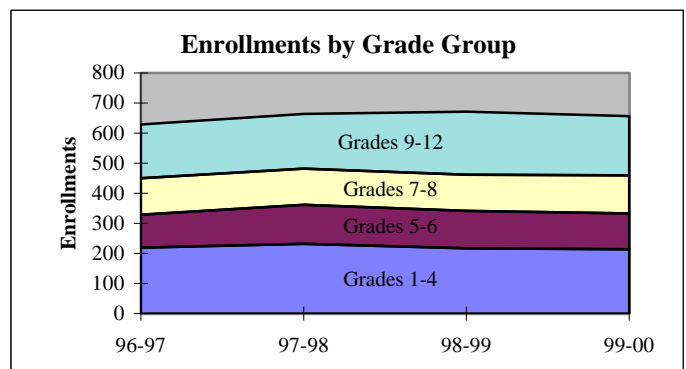
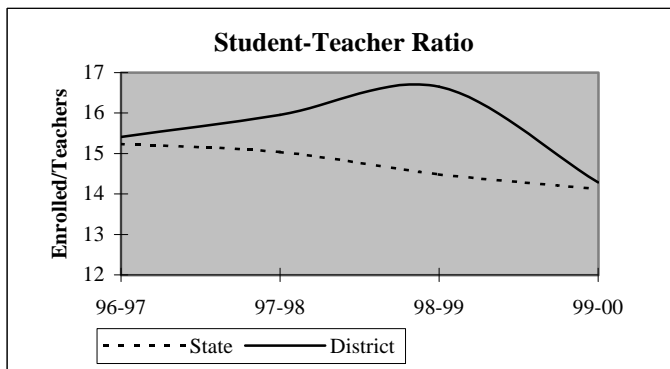


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.2	12.3	12.8	13.0	11.9	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	15.3	15.4	16.0	16.7	14.3	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	0	0	4	-	-	-	-	-
% Change in Educators	-1.8%	1.9%	0.0%	0.0%	7.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-19	18	24	14	-16	-	-	-	-	-
% Change in Enrollments	-2.8%	2.7%	3.5%	2.0%	-2.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	1.9%	5.5%	3.6%	0.0%	6.8%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.4%	7.3%	7.3%	9.1%	6.8%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	13.0%	12.7%	12.7%	12.7%	10.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	40.9	41.8	41.3	42.2	42.1	42.0	42.3	42.5	42.7	43.0
Average Experience	12.7	13.3	13.1	14.1	13.3	12.1	12.3	12.3	12.2	12.2
Average Salary	29,705	28,805	30,055	31,328	29,655	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	83.7%	81.8%	77.3%	79.1%	75.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	16.3%	13.6%	13.6%	14.0%	10.2%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.8%	11.7%	11.7%	12.4%	11.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	21	21	22	19	15	38.9%	38.2%	40.0%	34.5%	25.4%
Attrition	2	2	4	1	0					
Attrition Rate	9.5%	9.5%	18.2%	5.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	29	27	27	29	35	53.7%	49.1%	49.1%	52.7%	59.3%
Attrition	0	1	0	0	0					
Attrition Rate	0.0%	3.7%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	7	6	7	9	7.4%	12.7%	10.9%	12.7%	15.3%
Attrition	0	1	0	1	0					
Attrition Rate	0.0%	14.3%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	7	8	7	10	11	13.0%	14.5%	12.7%	18.2%	18.6%

## District Report for: BURNS FLAT-DILL CITY

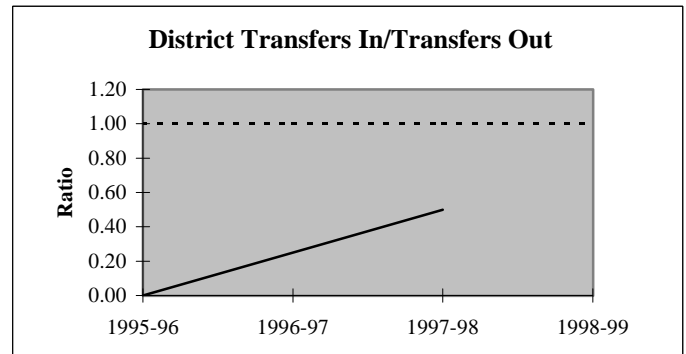
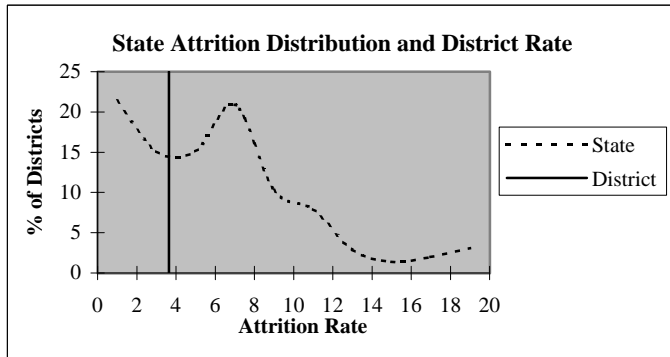
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	54	55	55	55	59	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	5	4	7.4%	7.3%	7.3%	9.1%	6.8%
Professional Staff	7	7	7	7	6	13.0%	12.7%	12.7%	12.7%	10.2%
<b>Total Teachers</b>	43	44	44	43	49	79.6%	80.0%	80.0%	78.2%	83.1%
Special Education	7	6	6	6	5	16.3%	13.6%	13.6%	14.0%	10.2%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Elementary	21	22	21	20	21	48.8%	50.0%	47.7%	46.5%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	16	17	17	22	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	7.0%	6.8%	6.8%	7.0%	6.1%
Art & Music	1	1	1	1	1	2.3%	2.3%	2.3%	2.3%	2.0%
Social Studies	2	2	2	3	5	4.7%	4.5%	4.5%	7.0%	10.2%
Foreign Language	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Math	1	1	1	1	2	2.3%	2.3%	2.3%	2.3%	4.1%
<b>Science</b>	2	1	2	2	3	4.7%	2.3%	4.5%	4.7%	6.1%
Biology	0	0	0	2	0	0.0%	0.0%	0.0%	4.7%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	2	1	2	0	3	4.7%	2.3%	4.5%	0.0%	6.1%
Vocational Education	4	4	4	4	4	9.3%	9.1%	9.1%	9.3%	8.2%
Other	2	4	4	3	3	4.7%	9.1%	9.1%	7.0%	6.1%
<b>Total Enrollments</b>	660	678	702	716	700	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	44	49	38	45	44	6.7%	7.2%	5.4%	6.3%	6.3%
Grades 1-4	234	219	232	217	214	35.5%	32.3%	33.0%	30.3%	30.6%
Grades 5-6	111	110	130	125	119	16.8%	16.2%	18.5%	17.5%	17.0%
Grades 7-8	102	121	120	120	127	15.5%	17.8%	17.1%	16.8%	18.1%
Grades 9-12	169	179	182	209	196	25.6%	26.4%	25.9%	29.2%	28.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: BURNS FLAT-DILL CITY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	54	55	55	55	59	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	52	51	51	53	98.1%	94.5%	92.7%	92.7%	89.8%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>1.9%</b>	<b>5.5%</b>	<b>7.3%</b>	<b>7.3%</b>	<b>10.2%</b>
Transfers In	0	0	1	2	1	0.0%	0.0%	25.0%	50.0%	16.7%
Reentrants	1	1	1	0	0	100.0%	33.3%	25.0%	0.0%	0.0%
First Time Educators	0	2	2	2	5	0.0%	66.7%	50.0%	50.0%	83.3%
<b>Total Exiting Next Year</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>3.7%</b>	<b>7.3%</b>	<b>7.3%</b>	<b>3.6%</b>	<b>-</b>
Transfers Out	1	0	2	0	-	50.0%	0.0%	50.0%	0.0%	-
Leave Oklahoma Educ.	1	4	2	2	-	50.0%	100.0%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	3.7%	7.3%	7.3%	3.6%	-
Transfers In/Out	0.00	nc	0.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	2	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	43	Cameron, Lawton	1
OK Panhandle SU, Goodwell	3	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	1	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>54</b>

## District Report for: BURNS FLAT-DILL CITY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	4	4	4	5	4	7.4%	7.3%	7.3%	9.1%	6.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	5	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	7	7	7	7	6	13.0%	12.7%	12.7%	12.7%	10.2%
White - Females	6	6	6	6	6	85.7%	85.7%	85.7%	85.7%	100.0%
White - Males	1	1	1	1	0	14.3%	14.3%	14.3%	14.3%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	43	44	44	43	49	79.6%	80.0%	80.0%	78.2%	83.1%
White - Females	36	36	34	34	37	83.7%	81.8%	77.3%	79.1%	75.5%
White - Males	7	8	10	9	12	16.3%	18.2%	22.7%	20.9%	24.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	2.3%	2.3%	0.0%	0.0%	0.0%
25-29	9	4	4	4	4	20.9%	9.1%	9.1%	9.3%	8.9%
30-34	3	7	12	12	14	7.0%	15.9%	27.3%	27.9%	31.1%
35-39	4	3	1	1	1	9.3%	6.8%	2.3%	2.3%	2.2%
40-44	7	9	8	7	5	16.3%	20.5%	18.2%	16.3%	11.1%
45-49	10	10	10	5	8	23.3%	22.7%	22.7%	11.6%	17.8%
50-54	7	7	6	11	9	16.3%	15.9%	13.6%	25.6%	20.0%
55+	2	3	3	3	4	4.7%	6.8%	6.8%	7.0%	8.9%
<b>Average Age</b>	40.9	41.8	41.3	42.2	42.1					

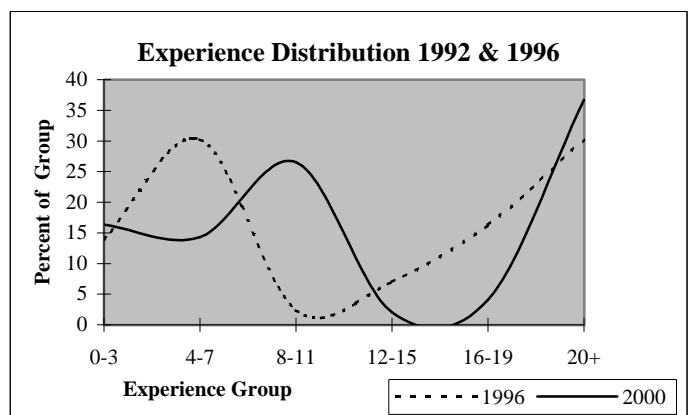
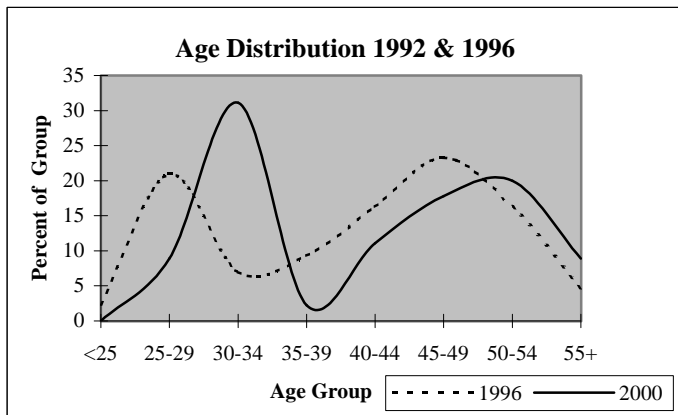
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	6	6	5	4	8	14.0%	13.6%	11.4%	9.3%	16.3%
4-7 Years	13	13	16	14	7	30.2%	29.5%	36.4%	32.6%	14.3%
8-11 Years	1	2	1	4	13	2.3%	4.5%	2.3%	9.3%	26.5%
12-15 Years	3	3	3	1	1	7.0%	6.8%	6.8%	2.3%	2.0%
16-19 Years	7	5	4	4	2	16.3%	11.4%	9.1%	9.3%	4.1%
20+ Years	13	15	15	16	18	30.2%	34.1%	34.1%	37.2%	36.7%
<b>Average Experience</b>	12.7	13.3	13.1	14.1	13.3					

## District Report for: BURNS FLAT-DILL CITY

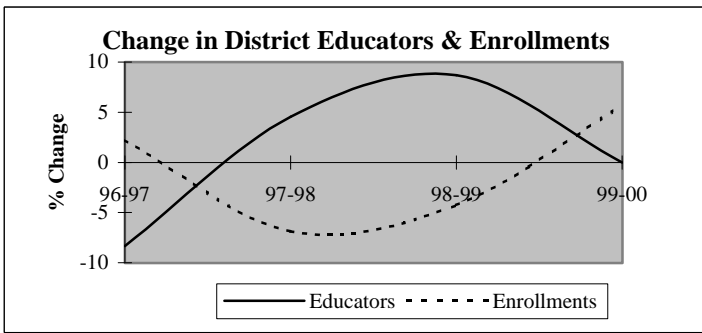
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	2	4	4	2	-	3.7%	7.3%	7.3%	3.6%	-
Attrition from Transfers	1	0	2	0	-	1.9%	0.0%	3.6%	0.0%	-
Attrition from Exits	1	4	2	2	-	1.9%	7.3%	3.6%	3.6%	-
<b>Teacher Attrition</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>4.7%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>2.3%</b>	<b>-</b>
Attrition from Transfers	1	0	2	0	-	2.3%	0.0%	4.5%	0.0%	-
Attrition from Exits	1	4	2	1	-	2.3%	9.1%	4.5%	2.3%	-
<b>District Retention</b>										
Educator Retention	52	51	51	53	-	96.3%	92.7%	92.7%	96.4%	-
Teacher Retention	41	40	40	42	-	95.3%	90.9%	90.9%	97.7%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	60.0%	20.0%	80.0%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	16.7%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	86.7%	0.0%	86.7%	86.1%	5.6%	91.7%
4 Years of Experience	93.8%	0.0%	93.8%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.8%	3.6%	1.8%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	98.1%	92.7%	90.9%	94.5%	91.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.9%	5.5%	5.5%	3.6%	8.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CANUTE

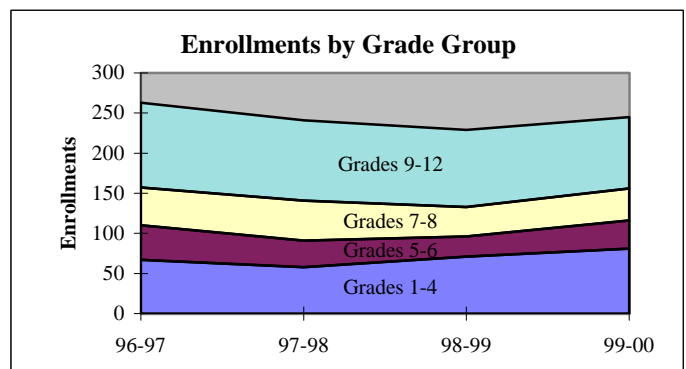
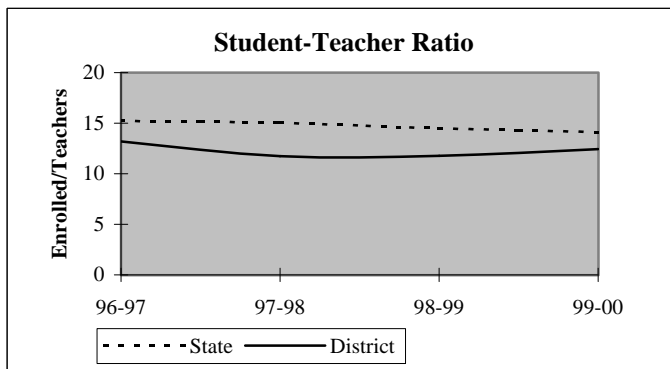


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.3	12.6	11.2	9.9	10.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.8	13.2	11.7	11.8	12.4	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	-2	1	2	0	-	-	-	-	-
% Change in Educators	0.0%	-8.3%	4.5%	8.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	22	6	-19	-11	14	-	-	-	-	-
% Change in Enrollments	8.8%	2.2%	-6.9%	-4.3%	5.7%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	8.3%	4.5%	4.3%	8.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.2%	4.5%	4.3%	8.0%	8.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	0.0%	0.0%	8.0%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.0	42.6	42.6	40.8	41.8	42.0	42.3	42.5	42.7	43.0
Average Experience	13.4	14.6	14.4	12.9	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	31,091	31,392	31,941	30,244	32,148	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	60.9%	61.9%	63.6%	61.9%	61.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.7%	9.5%	9.1%	9.5%	9.5%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.4%	11.9%	9.3%	6.5%	10.1%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	3	4	7	6	20.8%	13.6%	17.4%	28.0%	24.0%
Attrition	2	1	1	0	0					
Attrition Rate	40.0%	33.3%	25.0%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	17	18	18	17	16	70.8%	81.8%	78.3%	68.0%	64.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	1	1	1	3	8.3%	4.5%	4.3%	4.0%	12.0%
Attrition Rate	50.0%	100.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition Rate	2	1	2	3	4	8.3%	4.5%	8.7%	12.0%	16.0%

## District Report for: CANUTE

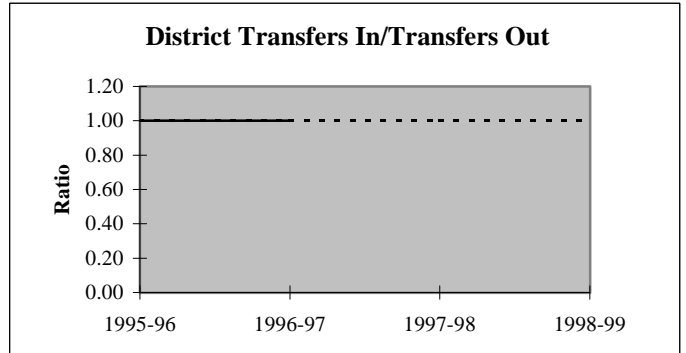
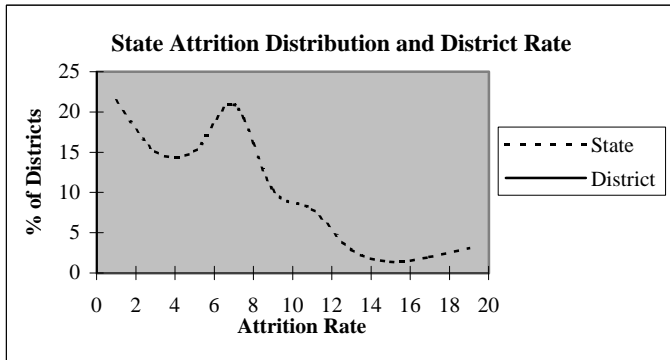
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	24	22	23	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	4.2%	4.5%	4.3%	8.0%	8.0%
Professional Staff	0	0	0	2	2	0.0%	0.0%	0.0%	8.0%	8.0%
<b>Total Teachers</b>	23	21	22	21	21	95.8%	95.5%	95.7%	84.0%	84.0%
Special Education	2	2	2	2	2	8.7%	9.5%	9.1%	9.5%	9.5%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	8	9	9	39.1%	38.1%	36.4%	42.9%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	12	11	12	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	2	4	2	3	13.0%	9.5%	18.2%	9.5%	14.3%
Art & Music	1	0	0	1	0	4.3%	0.0%	0.0%	4.8%	0.0%
Social Studies	2	2	2	1	1	8.7%	9.5%	9.1%	4.8%	4.8%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	4.3%	4.8%	4.5%	4.8%	4.8%
<b>Science</b>	1	1	1	1	1	4.3%	4.8%	4.5%	4.8%	4.8%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	4.3%	4.8%	4.5%	4.8%	4.8%
Vocational Education	3	3	2	1	2	13.0%	14.3%	9.1%	4.8%	9.5%
Other	1	2	2	3	2	4.3%	9.5%	9.1%	14.3%	9.5%
<b>Total Enrollments</b>	271	277	258	247	261	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	17	14	17	18	16	6.3%	5.1%	6.6%	7.3%	6.1%
Grades 1-4	68	67	58	71	81	25.1%	24.2%	22.5%	28.7%	31.0%
Grades 5-6	47	43	33	25	35	17.3%	15.5%	12.8%	10.1%	13.4%
Grades 7-8	42	47	50	37	40	15.5%	17.0%	19.4%	15.0%	15.3%
Grades 9-12	97	106	100	96	89	35.8%	38.3%	38.8%	38.9%	34.1%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: CANUTE

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	24	22	23	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	21	20	21	25	91.7%	95.5%	87.0%	84.0%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>8.3%</b>	<b>4.5%</b>	<b>13.0%</b>	<b>16.0%</b>	<b>0.0%</b>
Transfers In	1	1	1	0	0	50.0%	100.0%	33.3%	0.0%	0.0%
Reentrants	1	0	0	3	0	50.0%	0.0%	0.0%	75.0%	0.0%
First Time Educators	0	0	2	1	0	0.0%	0.0%	66.7%	25.0%	0.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>12.5%</b>	<b>9.1%</b>	<b>8.7%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	1	0	0	-	33.3%	50.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	2	1	2	0	-	66.7%	50.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	12.5%	9.1%	8.7%	0.0%	-
Transfers In/Out	1.00	1.00	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	20	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	24



## District Report for: CANUTE

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	1	1	2	2	4.2%	4.5%	4.3%	8.0%	8.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	0	0	2	2	0.0%	0.0%	0.0%	8.0%	8.0%
White - Females	0	0	0	2	2	0.0%	0.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	23	21	22	21	21	95.8%	95.5%	95.7%	84.0%	84.0%
White - Females	14	13	14	13	13	60.9%	61.9%	63.6%	61.9%	61.9%
White - Males	9	8	8	8	8	39.1%	38.1%	36.4%	38.1%	38.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	2	0	4.3%	0.0%	0.0%	9.5%	0.0%
25-29	2	2	3	3	5	8.7%	9.5%	13.6%	14.3%	23.8%
30-34	3	2	1	1	1	13.0%	9.5%	4.5%	4.8%	4.8%
35-39	5	5	4	3	3	21.7%	23.8%	18.2%	14.3%	14.3%
40-44	3	2	3	3	3	13.0%	9.5%	13.6%	14.3%	14.3%
45-49	5	5	5	3	2	21.7%	23.8%	22.7%	14.3%	9.5%
50-54	1	3	4	5	5	4.3%	14.3%	18.2%	23.8%	23.8%
55+	3	2	2	1	2	13.0%	9.5%	9.1%	4.8%	9.5%
<b>Average Age</b>	42.0	42.6	42.6	40.8	41.8					

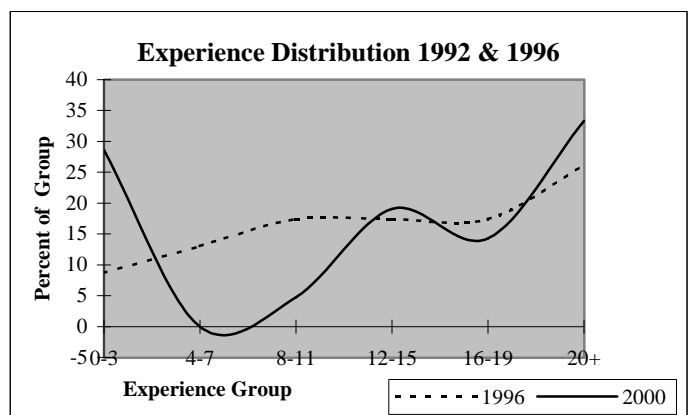
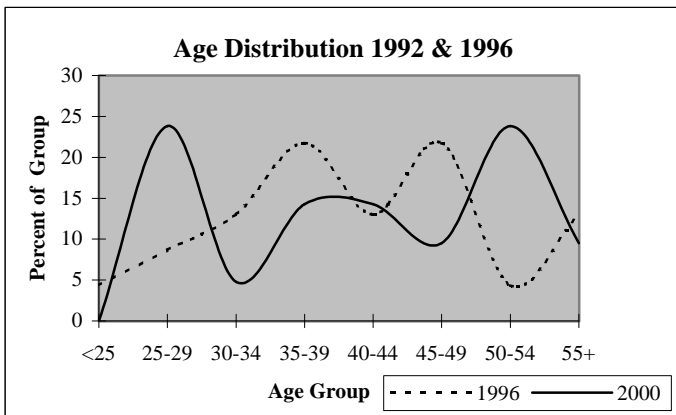
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	2	1	3	6	6	8.7%	4.8%	13.6%	28.6%	28.6%
4-7 Years	3	2	1	0	0	13.0%	9.5%	4.5%	0.0%	0.0%
8-11 Years	4	4	3	2	1	17.4%	19.0%	13.6%	9.5%	4.8%
12-15 Years	4	5	3	3	4	17.4%	23.8%	13.6%	14.3%	19.0%
16-19 Years	4	4	6	4	3	17.4%	19.0%	27.3%	19.0%	14.3%
20+ Years	6	5	6	6	7	26.1%	23.8%	27.3%	28.6%	33.3%
<b>Average Experience</b>	13.4	14.6	14.4	12.9	13.8					

# District Report for: CANUTE

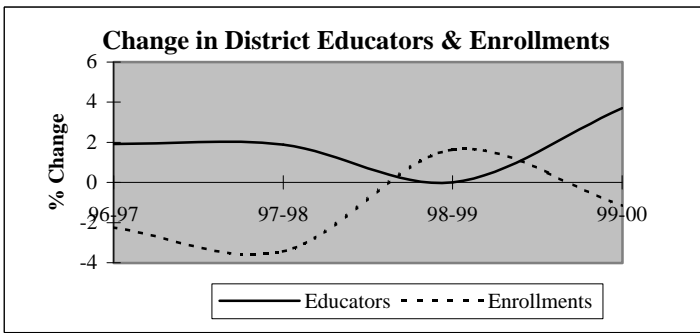
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	2	2	0	-	12.5%	9.1%	8.7%	0.0%	-
Attrition from Transfers	1	1	0	0	-	4.2%	4.5%	0.0%	0.0%	-
Attrition from Exits	2	1	2	0	-	8.3%	4.5%	8.7%	0.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>-</b>	<b>13.0%</b>	<b>9.5%</b>	<b>9.1%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	1	1	0	0	-	4.3%	4.8%	0.0%	0.0%	-
Attrition from Exits	2	1	2	0	-	8.7%	4.8%	9.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	21	20	21	25	-	87.5%	90.9%	91.3%	100.0%	-
Teacher Retention	20	19	20	21	-	87.0%	90.5%	90.9%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	83.3%	0.0%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	83.3%	0.0%	83.3%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	66.7%	33.3%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	4.2%	0.0%	4.3%	4.0%	4.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	91.7%	100.0%	87.0%	80.0%	96.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.2%	0.0%	8.7%	16.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: CORDELL

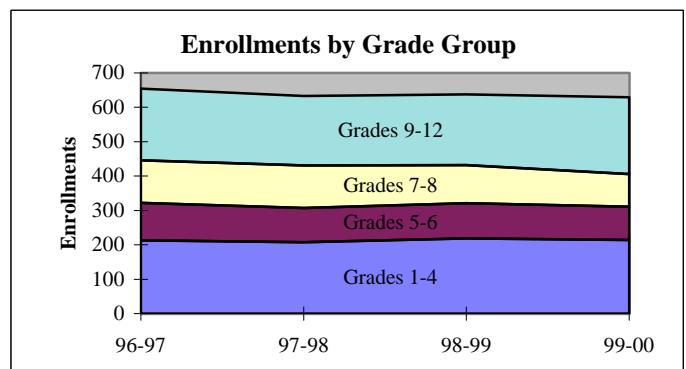
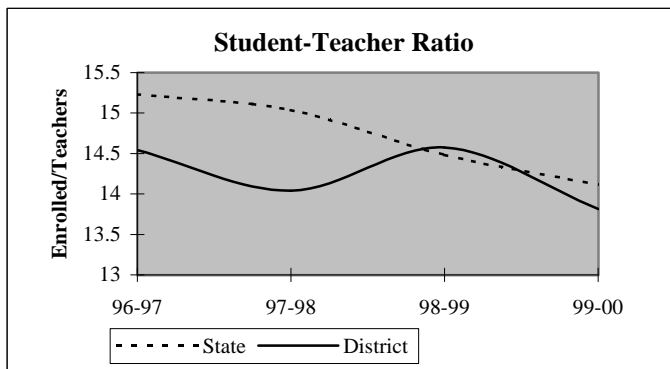


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	13.7	13.2	12.5	12.7	12.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.9	14.5	14.0	14.6	13.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	1	1	0	2	-	-	-	-	-
% Change in Educators	-1.9%	1.9%	1.9%	0.0%	3.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	16	-16	-24	11	-8	-	-	-	-	-
% Change in Enrollments	2.3%	-2.2%	-3.4%	1.6%	-1.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	9.6%	0.0%	0.0%	1.9%	3.6%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	3.8%	3.8%	5.6%	7.4%	7.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.8%	5.7%	5.6%	5.6%	5.4%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.9%	1.9%	1.9%	1.9%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	41.5	42.4	42.5	43.3	44.3	42.0	42.3	42.5	42.7	43.0
Average Experience	12.4	13.5	14.0	13.8	13.7	12.1	12.3	12.3	12.2	12.2
Average Salary	29,069	29,386	29,974	29,847	29,563	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	77.1%	75.0%	75.0%	74.5%	75.5%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.2%	4.2%	4.2%	4.3%	4.1%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	8.3%	7.4%	6.5%	7.6%	7.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	16	15	16	14	15	30.8%	28.3%	29.6%	25.9%	26.8%
Attrition	4	2	3	1	0					
Attrition Rate	25.0%	13.3%	18.8%	7.1%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	32	35	33	35	35	61.5%	66.0%	61.1%	64.8%	62.5%
Attrition	2	0	1	1	0					
Attrition Rate	6.3%	0.0%	3.0%	2.9%	0.0%					
<b>At Retirement Age</b>										
Attrition	4	3	5	5	6	7.7%	5.7%	9.3%	9.3%	10.7%
Attrition	1	0	1	1	0					
Attrition Rate	25.0%	0.0%	20.0%	20.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	5	5	6	7	8	9.6%	9.4%	11.1%	13.0%	14.3%

## District Report for: CORDELL

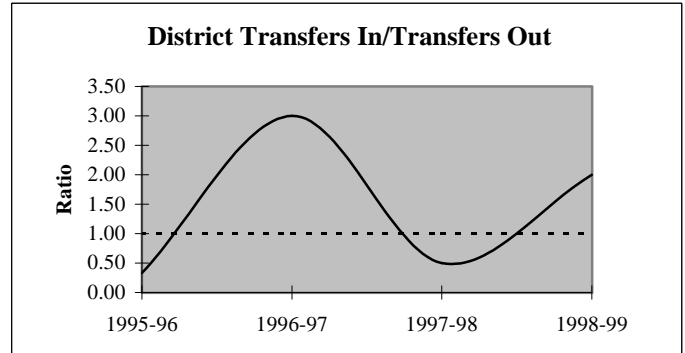
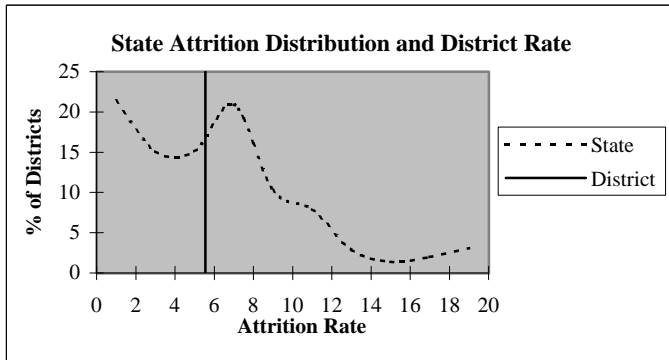
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	52	53	54	54	56	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	4	4	3.8%	3.8%	5.6%	7.4%	7.1%
Professional Staff	2	3	3	3	3	3.8%	5.7%	5.6%	5.6%	5.4%
<b>Total Teachers</b>	48	48	48	47	49	92.3%	90.6%	88.9%	87.0%	87.5%
Special Education	2	2	2	2	2	4.2%	4.2%	4.2%	4.3%	4.1%
Pre-K & Kindergarten	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Elementary	23	23	23	21	21	47.9%	47.9%	47.9%	44.7%	42.9%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	23	23	23	24	25	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	3	3	3	3	4.2%	6.3%	6.3%	6.4%	6.1%
Art & Music	3	3	3	3	4	6.3%	6.3%	6.3%	6.4%	8.2%
Social Studies	3	3	3	5	4	6.3%	6.3%	6.3%	10.6%	8.2%
Foreign Language	1	1	1	1	1	2.1%	2.1%	2.1%	2.1%	2.0%
Math	3	3	3	3	3	6.3%	6.3%	6.3%	6.4%	6.1%
<b>Science</b>	2	2	2	2	2	4.2%	4.2%	4.2%	4.3%	4.1%
Biology	1	1	0	0	1	2.1%	2.1%	0.0%	0.0%	2.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	2	2	1	2.1%	2.1%	4.2%	4.3%	2.0%
Vocational Education	3	3	3	3	3	6.3%	6.3%	6.3%	6.4%	6.1%
Other	6	5	5	4	5	12.5%	10.4%	10.4%	8.5%	10.2%
<b>Total Enrollments</b>	714	698	674	685	677	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	50	44	41	47	48	7.0%	6.3%	6.1%	6.9%	7.1%
Grades 1-4	230	213	208	219	214	32.2%	30.5%	30.9%	32.0%	31.6%
Grades 5-6	128	109	99	102	97	17.9%	15.6%	14.7%	14.9%	14.3%
Grades 7-8	113	124	124	111	95	15.8%	17.8%	18.4%	16.2%	14.0%
Grades 9-12	192	208	202	206	223	26.9%	29.8%	30.0%	30.1%	32.9%
Ungraded	1	0	0	0	0	0.1%	0.0%	0.0%	0.0%	0.0%



## District Report for: CORDELL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	52	53	54	54	56	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	48	45	51	49	51	92.3%	84.9%	94.4%	90.7%	91.1%
<b>Newly Hired</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>7.7%</b>	<b>15.1%</b>	<b>5.6%</b>	<b>9.3%</b>	<b>8.9%</b>
Transfers In	1	6	1	2	2	25.0%	75.0%	33.3%	40.0%	40.0%
Reentrants	2	1	0	1	1	50.0%	12.5%	0.0%	20.0%	20.0%
First Time Educators	1	1	2	2	2	25.0%	12.5%	66.7%	40.0%	40.0%
<b>Total Exiting Next Year</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>13.5%</b>	<b>3.8%</b>	<b>9.3%</b>	<b>5.6%</b>	<b>-</b>
Transfers Out	3	2	2	1	-	42.9%	100.0%	40.0%	33.3%	-
Leave Oklahoma Educ.	4	0	3	2	-	57.1%	0.0%	60.0%	66.7%	-

Dynamics Rates	District Rates				
District Attrition	13.5%	3.8%	9.3%	5.6%	-
Transfers In/Out	0.33	3.00	0.50	2.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	2	Benedictine Heights, Tulsa	-
OSU, Stillwater	6	Southern Nazarene Univ., Bethany	-
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	1
NWOSU, Alva	-	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	36	Cameron, Lawton	2
OK Panhandle SU, Goodwell	-	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		<b>Total</b>	<b>52</b>

## District Report for: CORDELL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	2	3	4	4	3.8%	3.8%	5.6%	7.4%	7.1%
White - Females	1	1	1	1	1	50.0%	50.0%	33.3%	25.0%	25.0%
White - Males	1	1	2	3	3	50.0%	50.0%	66.7%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	3	3	3	3	3.8%	5.7%	5.6%	5.6%	5.4%
White - Females	2	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	48	48	48	47	49	92.3%	90.6%	88.9%	87.0%	87.5%
White - Females	37	36	36	35	37	77.1%	75.0%	75.0%	74.5%	75.5%
White - Males	11	12	12	12	12	22.9%	25.0%	25.0%	25.5%	24.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	8	6	7	5	2	16.7%	12.5%	14.6%	10.9%	4.3%
30-34	5	6	4	4	6	10.4%	12.5%	8.3%	8.7%	13.0%
35-39	4	5	4	4	5	8.3%	10.4%	8.3%	8.7%	10.9%
40-44	13	10	12	10	7	27.1%	20.8%	25.0%	21.7%	15.2%
45-49	9	7	6	10	12	18.8%	14.6%	12.5%	21.7%	26.1%
50-54	6	10	10	10	10	12.5%	20.8%	20.8%	21.7%	21.7%
55+	3	4	5	3	4	6.3%	8.3%	10.4%	6.5%	8.7%
<b>Average Age</b>	41.5	42.4	42.5	43.3	44.3					

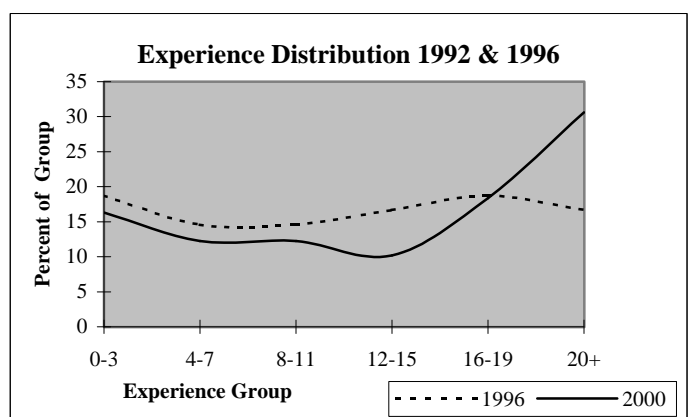
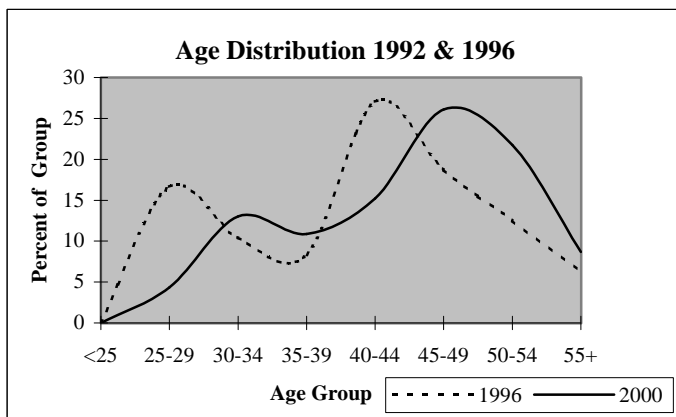
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	9	4	6	7	8	18.8%	8.3%	12.5%	14.9%	16.3%
4-7 Years	7	10	9	6	6	14.6%	20.8%	18.8%	12.8%	12.2%
8-11 Years	7	8	5	5	6	14.6%	16.7%	10.4%	10.6%	12.2%
12-15 Years	8	4	5	7	5	16.7%	8.3%	10.4%	14.9%	10.2%
16-19 Years	9	13	9	10	9	18.8%	27.1%	18.8%	21.3%	18.4%
20+ Years	8	9	14	12	15	16.7%	18.8%	29.2%	25.5%	30.6%
<b>Average Experience</b>	12.4	13.5	14.0	13.8	13.7					

## District Report for: CORDELL

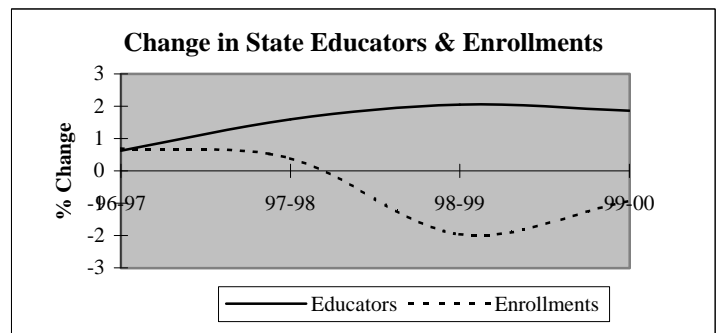
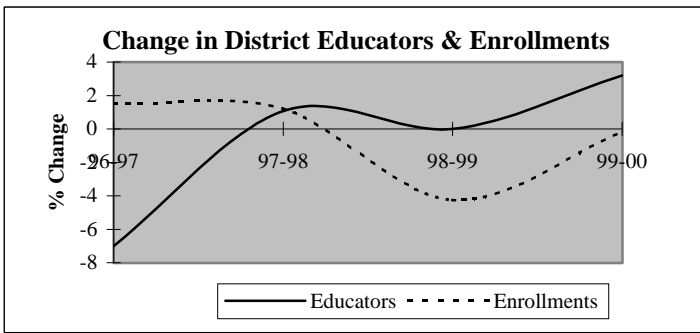
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	7	2	5	3	-	13.5%	3.8%	9.3%	5.6%	-
Attrition from Transfers	3	2	2	1	-	5.8%	3.8%	3.7%	1.9%	-
Attrition from Exits	4	0	3	2	-	7.7%	0.0%	5.6%	3.7%	-
<b>Teacher Attrition</b>	7	2	5	2	-	14.6%	4.2%	10.4%	4.3%	-
Attrition from Transfers	3	2	2	1	-	6.3%	4.2%	4.2%	2.1%	-
Attrition from Exits	4	0	3	1	-	8.3%	0.0%	6.3%	2.1%	-
<b>District Retention</b>										
Educator Retention	45	51	49	51	-	86.5%	96.2%	90.7%	94.4%	-
Teacher Retention	41	46	43	45	-	85.4%	95.8%	89.6%	95.7%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	75.0%	12.5%	87.5%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	72.7%	18.2%	90.9%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	70.0%	20.0%	90.0%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	1.8%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.2%	94.3%	96.3%	94.4%	92.9%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	1.9%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.8%	3.8%	3.7%	5.6%	5.4%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: ALVA



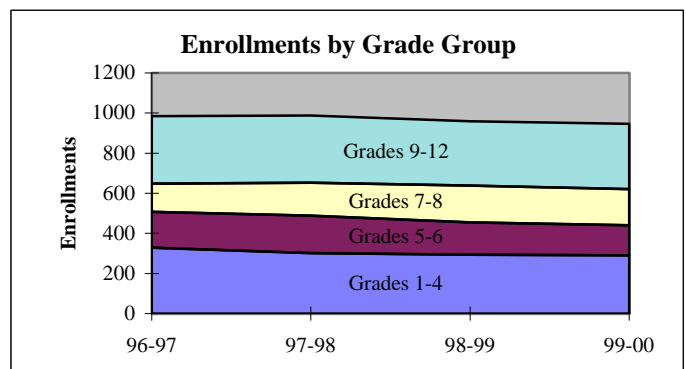
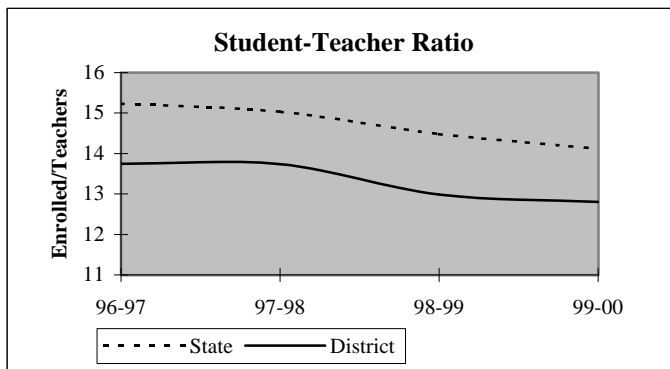
Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	10.6	11.5	11.5	11.1	10.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.6	13.7	13.7	13.0	12.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-15	-7	1	0	3	-	-	-	-	-
% Change in Educators	-13.0%	-7.0%	1.1%	0.0%	3.2%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-81	16	13	-46	-2	-	-	-	-	-
% Change in Enrollments	-7.1%	1.5%	1.2%	-4.2%	-0.2%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	3.0%	1.1%	5.3%	2.1%	8.2%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	6.0%	5.4%	6.4%	6.4%	6.2%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	10.8%	9.6%	8.5%	10.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	1.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.0%	1.1%	2.1%	3.2%	3.1%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.8	46.0	46.6	46.9	45.4	42.0	42.3	42.5	42.7	43.0
Average Experience	17.0	17.2	17.3	17.5	15.6	12.1	12.3	12.3	12.2	12.2
Average Salary	30,346	30,064	30,697	31,802	30,723	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	1.2%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.8%	76.9%	77.2%	78.8%	71.6%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	14.3%	15.4%	16.5%	16.3%	14.8%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	4.0%	4.2%	4.3%	5.0%	4.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	15	12	14	15	21	15.0%	12.9%	14.9%	16.0%	21.6%
Attrition	1	2	1	3	0					
Attrition Rate	6.7%	16.7%	7.1%	20.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	67	64	60	59	61	67.0%	68.8%	63.8%	62.8%	62.9%
Attrition	4	2	4	1	0					
Attrition Rate	6.0%	3.1%	6.7%	1.7%	0.0%					
<b>At Retirement Age</b>										
Attrition	18	17	20	20	15	18.0%	18.3%	21.3%	21.3%	15.5%
Attrition	5	2	1	7	0					
Attrition Rate	27.8%	11.8%	5.0%	35.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	22	22	21	22	20	22.0%	23.7%	22.3%	23.4%	20.6%



## District Report for: ALVA

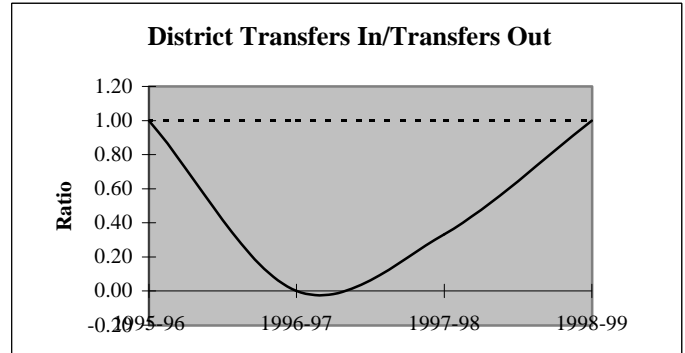
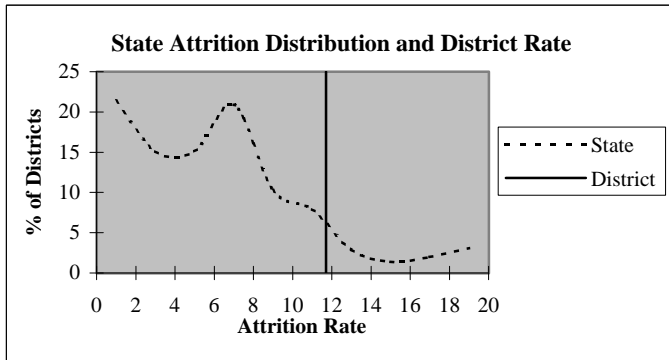
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	100	93	94	94	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	5	6	6	6	6.0%	5.4%	6.4%	6.4%	6.2%
Professional Staff	10	10	9	8	10	10.0%	10.8%	9.6%	8.5%	10.3%
<b>Total Teachers</b>	84	78	79	80	81	84.0%	83.9%	84.0%	85.1%	83.5%
Special Education	12	12	13	13	12	14.3%	15.4%	16.5%	16.3%	14.8%
Pre-K & Kindergarten	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	2.5%
Elementary	34	30	29	30	29	40.5%	38.5%	36.7%	37.5%	35.8%
<b>Middle School</b>	16	16	14	15	17	19.0%	20.5%	17.7%	18.8%	21.0%
Language Arts	3	3	3	3	3	3.6%	3.8%	3.8%	3.8%	3.7%
Art & Music	1	2	0	0	2	1.2%	2.6%	0.0%	0.0%	2.5%
Social Studies	2	2	2	3	2	2.4%	2.6%	2.5%	3.8%	2.5%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	3	3	3	3	3	3.6%	3.8%	3.8%	3.8%	3.7%
Science	3	2	3	3	3	3.6%	2.6%	3.8%	3.8%	3.7%
Vocational Education	3	2	2	2	2	3.6%	2.6%	2.5%	2.5%	2.5%
Other	1	2	1	1	2	1.2%	2.6%	1.3%	1.3%	2.5%
<b>High School (9-12)</b>	22	20	23	22	21	2200.0%	1000.0%	0.0%	0.0%	1050.0%
Language Arts	5	4	5	4	4	6.0%	5.1%	6.3%	5.0%	4.9%
Art & Music	1	1	3	3	1	1.2%	1.3%	3.8%	3.8%	1.2%
Social Studies	3	3	4	3	3	3.6%	3.8%	5.1%	3.8%	3.7%
Foreign Language	1	1	0	1	1	1.2%	1.3%	0.0%	1.3%	1.2%
Math	3	3	3	3	3	3.6%	3.8%	3.8%	3.8%	3.7%
<b>Science</b>	3	3	3	3	3	3.6%	3.8%	3.8%	3.8%	3.7%
Biology	2	2	2	2	2	2.4%	2.6%	2.5%	2.5%	2.5%
Chemistry	0	1	1	1	0	0.0%	1.3%	1.3%	1.3%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	0	1	1.2%	0.0%	0.0%	0.0%	1.2%
Vocational Education	5	4	3	3	3	6.0%	5.1%	3.8%	3.8%	3.7%
Other	1	1	2	2	3	1.2%	1.3%	2.5%	2.5%	3.7%
<b>Total Enrollments</b>	1,056	1,072	1,085	1,039	1,037	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	74	76	86	73	81	7.0%	7.1%	7.9%	7.0%	7.8%
Grades 1-4	355	328	301	293	290	33.6%	30.6%	27.7%	28.2%	28.0%
Grades 5-6	152	180	188	162	151	14.4%	16.8%	17.3%	15.6%	14.6%
Grades 7-8	153	140	164	183	180	14.5%	13.1%	15.1%	17.6%	17.4%
Grades 9-12	313	336	335	321	326	29.6%	31.3%	30.9%	30.9%	31.4%
Ungraded	9	12	11	7	9	0.9%	1.1%	1.0%	0.7%	0.9%



## District Report for: ALVA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	100	93	94	94	97	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	99	90	87	88	83	99.0%	96.8%	92.6%	93.6%	85.6%
<b>Newly Hired</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>14</b>	<b>1.0%</b>	<b>3.2%</b>	<b>7.4%</b>	<b>6.4%</b>	<b>14.4%</b>
Transfers In	1	0	1	2	6	100.0%	0.0%	14.3%	33.3%	42.9%
Reentrants	0	2	1	3	4	0.0%	66.7%	14.3%	50.0%	28.6%
First Time Educators	0	1	5	1	4	0.0%	33.3%	71.4%	16.7%	28.6%
<b>Total Exiting Next Year</b>	<b>10</b>	<b>6</b>	<b>6</b>	<b>11</b>	<b>-</b>	<b>10.0%</b>	<b>6.5%</b>	<b>6.4%</b>	<b>11.7%</b>	<b>-</b>
Transfers Out	1	1	3	2	-	10.0%	16.7%	50.0%	18.2%	-
Leave Oklahoma Educ.	9	5	3	9	-	90.0%	83.3%	50.0%	81.8%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	6.5%	6.4%	11.7%	-
Transfers In/Out	1.00	0.00	0.33	1.00	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	3	Benedictine Heights, Tulsa	-
OSU, Stillwater	8	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	1
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	66	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	7	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	11
		<b>Total</b>	<b>100</b>

## District Report for: ALVA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	6	5	6	6	6	6.0%	5.4%	6.4%	6.4%	6.2%
White - Females	1	1	2	3	3	16.7%	20.0%	33.3%	50.0%	50.0%
White - Males	5	4	4	3	3	83.3%	80.0%	66.7%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	10	10	9	8	10	10.0%	10.8%	9.6%	8.5%	10.3%
White - Females	9	10	9	8	10	90.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	84	78	79	80	81	84.0%	83.9%	84.0%	85.1%	83.5%
White - Females	62	60	61	63	58	73.8%	76.9%	77.2%	78.8%	71.6%
White - Males	22	18	18	17	22	26.2%	23.1%	22.8%	21.3%	27.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.2%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	0	1	0	0	0.0%	0.0%	1.3%	0.0%	0.0%
25-29	3	3	1	5	7	3.6%	3.9%	1.3%	6.3%	9.0%
30-34	5	4	7	3	6	6.0%	5.2%	9.0%	3.8%	7.7%
35-39	13	7	5	6	6	15.7%	9.1%	6.4%	7.6%	7.7%
40-44	17	16	11	11	13	20.5%	20.8%	14.1%	13.9%	16.7%
45-49	20	24	25	24	17	24.1%	31.2%	32.1%	30.4%	21.8%
50-54	9	10	14	15	18	10.8%	13.0%	17.9%	19.0%	23.1%
55+	16	13	14	15	11	19.3%	16.9%	17.9%	19.0%	14.1%
<b>Average Age</b>	45.8	46.0	46.6	46.9	45.4					

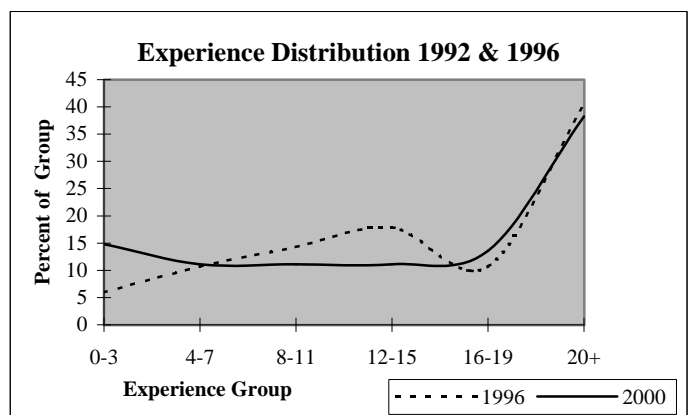
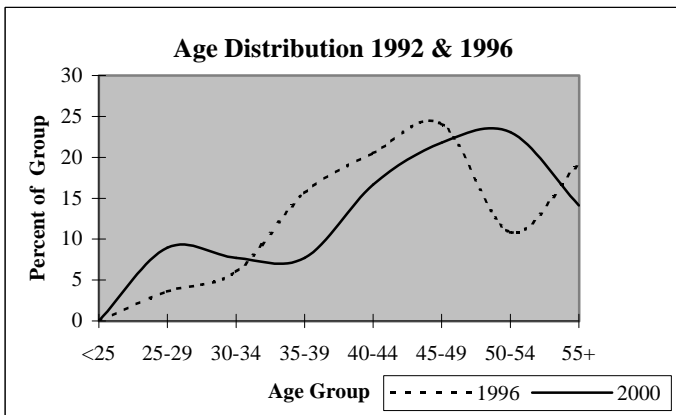
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	6	9	12	6.0%	5.1%	7.6%	11.3%	14.8%
4-7 Years	9	8	8	6	9	10.7%	10.3%	10.1%	7.5%	11.1%
8-11 Years	12	11	11	8	9	14.3%	14.1%	13.9%	10.0%	11.1%
12-15 Years	15	11	10	13	9	17.9%	14.1%	12.7%	16.3%	11.1%
16-19 Years	9	12	10	9	11	10.7%	15.4%	12.7%	11.3%	13.6%
20+ Years	34	32	34	35	31	40.5%	41.0%	43.0%	43.8%	38.3%
<b>Average Experience</b>	17.0	17.2	17.3	17.5	15.6					

## District Report for: ALVA

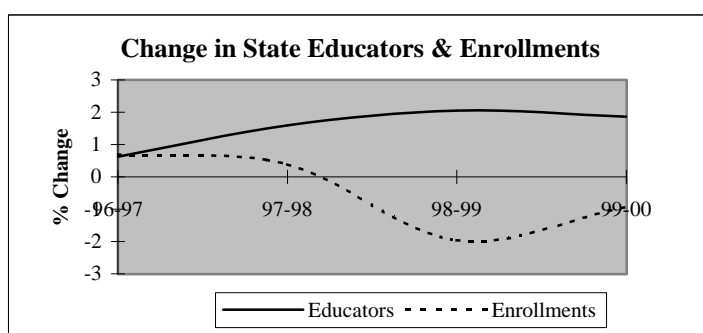
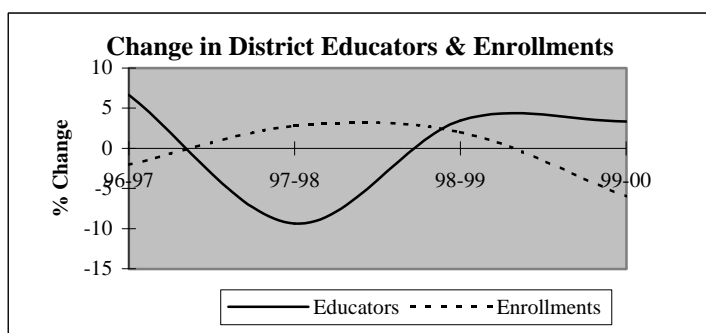
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	10	6	6	11	-	10.0%	6.5%	6.4%	11.7%	-
Attrition from Transfers	1	1	3	2	-	1.0%	1.1%	3.2%	2.1%	-
Attrition from Exits	9	5	3	9	-	9.0%	5.4%	3.2%	9.6%	-
<b>Teacher Attrition</b>	<b>9</b>	<b>6</b>	<b>4</b>	<b>11</b>	<b>-</b>	<b>10.7%</b>	<b>7.7%</b>	<b>5.1%</b>	<b>13.8%</b>	<b>-</b>
Attrition from Transfers	1	1	2	2	-	1.2%	1.3%	2.5%	2.5%	-
Attrition from Exits	8	5	2	9	-	9.5%	6.4%	2.5%	11.3%	-
<b>District Retention</b>										
Educator Retention	90	87	88	83	-	90.0%	93.5%	93.6%	88.3%	-
Teacher Retention	75	72	75	69	-	89.3%	92.3%	94.9%	86.3%	-

5 Year Average Retention	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
New Entrants	58.3%	16.7%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	70.0%	0.0%	70.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	88.9%	11.1%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	100.0%	0.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	81.8%	9.1%	90.9%	87.8%	4.7%	92.5%

Survey Data Quality	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Experience Increment</b>										
% Increment by 0	0.0%	1.1%	0.0%	0.0%	1.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	99.0%	95.7%	92.6%	94.7%	90.7%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	1.0%	3.2%	7.4%	5.3%	8.2%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WAYNOKA

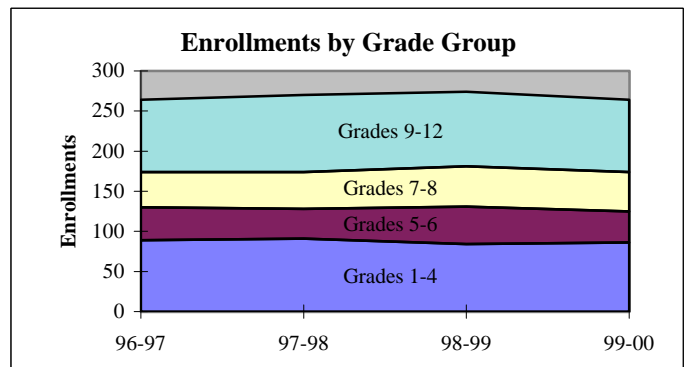
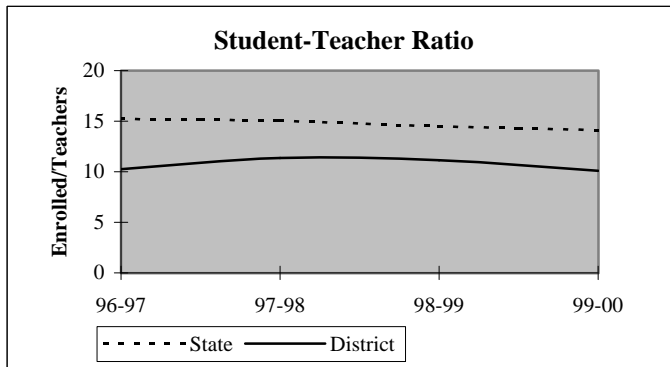


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	9.8	9.0	10.2	10.0	9.1	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	11.3	10.3	11.3	11.1	10.1	15.2	15.2	15.0	14.5	14.1
Change in Educators	1	2	-3	1	1	-	-	-	-	-
% Change in Educators	3.4%	6.7%	-9.4%	3.4%	3.3%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	19	-6	8	6	-18	-	-	-	-	-
% Change in Enrollments	6.9%	-2.0%	2.8%	2.0%	-6.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	10.0%	12.5%	6.9%	6.7%	9.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	10.0%	9.4%	6.9%	6.7%	6.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	3.3%	3.1%	3.4%	3.3%	3.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	3.2%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	44.3	43.8	45.2	46.0	47.6	42.0	42.3	42.5	42.7	43.0
Average Experience	15.5	15.5	16.8	17.0	18.0	12.1	12.3	12.3	12.2	12.2
Average Salary	29,597	28,072	30,356	31,034	30,442	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	3.6%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	69.2%	71.4%	73.1%	74.1%	67.9%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	7.7%	7.1%	7.7%	11.1%	10.7%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	4.4%	4.2%	8.1%	9.4%	7.6%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	5	6	5	6	4	16.7%	18.8%	17.2%	20.0%	12.9%
Attrition	1	1	2	2	0					
Attrition Rate	20.0%	16.7%	40.0%	33.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	23	24	21	20	22	76.7%	75.0%	72.4%	66.7%	71.0%
Attrition	1	2	0	2	0					
Attrition Rate	4.3%	8.3%	0.0%	10.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	2	2	3	4	5	6.7%	6.3%	10.3%	13.3%	16.1%
Attrition	1	1	0	0	0					
Attrition Rate	50.0%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	4	4	4	7	10.0%	12.5%	13.8%	13.3%	22.6%

## District Report for: WAYNOKA

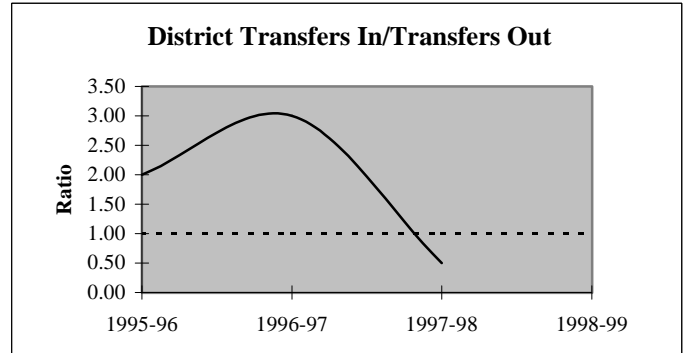
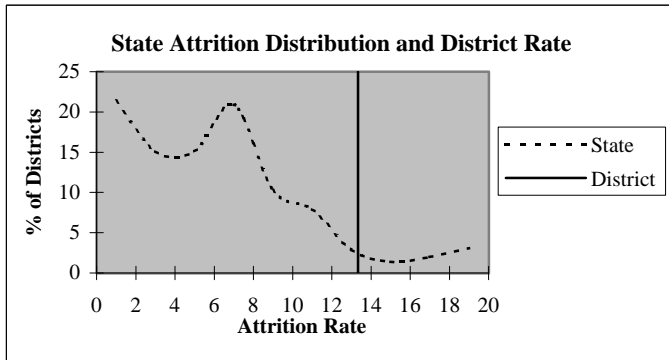
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	30	32	29	30	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	2	2	10.0%	9.4%	6.9%	6.7%	6.5%
Professional Staff	1	1	1	1	1	3.3%	3.1%	3.4%	3.3%	3.2%
<b>Total Teachers</b>	26	28	26	27	28	86.7%	87.5%	89.7%	90.0%	90.3%
Special Education	2	2	2	3	3	7.7%	7.1%	7.7%	11.1%	10.7%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	14	13	13	13	34.6%	50.0%	50.0%	48.1%	46.4%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	15	12	11	11	12	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	1	1	1	1	11.5%	3.6%	3.8%	3.7%	3.6%
Art & Music	1	1	1	2	1	3.8%	3.6%	3.8%	7.4%	3.6%
Social Studies	2	1	2	1	2	7.7%	3.6%	7.7%	3.7%	7.1%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	2	2	1	1	1	7.7%	7.1%	3.8%	3.7%	3.6%
<b>Science</b>	2	2	1	1	1	7.7%	7.1%	3.8%	3.7%	3.6%
Biology	1	1	1	1	1	3.8%	3.6%	3.8%	3.7%	3.6%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	0	0	0	3.8%	3.6%	0.0%	0.0%	0.0%
Vocational Education	4	4	4	4	4	15.4%	14.3%	15.4%	14.8%	14.3%
Other	1	1	1	1	2	3.8%	3.6%	3.8%	3.7%	7.1%
<b>Total Enrollments</b>	293	287	295	301	283	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	16	21	23	25	17	5.5%	7.3%	7.8%	8.3%	6.0%
Grades 1-4	88	89	91	84	86	30.0%	31.0%	30.8%	27.9%	30.4%
Grades 5-6	48	41	37	47	39	16.4%	14.3%	12.5%	15.6%	13.8%
Grades 7-8	53	44	46	50	49	18.1%	15.3%	15.6%	16.6%	17.3%
Grades 9-12	86	90	96	93	90	29.4%	31.4%	32.5%	30.9%	31.8%
Ungraded	2	2	2	2	2	0.7%	0.7%	0.7%	0.7%	0.7%



## District Report for: WAYNOKA

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	30	32	29	30	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	27	28	27	26	90.0%	84.4%	96.6%	90.0%	83.9%
<b>Newly Hired</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>10.0%</b>	<b>15.6%</b>	<b>3.4%</b>	<b>10.0%</b>	<b>16.1%</b>
Transfers In	2	3	1	1	3	66.7%	60.0%	100.0%	33.3%	60.0%
Reentrants	1	1	0	1	1	33.3%	20.0%	0.0%	33.3%	20.0%
First Time Educators	0	1	0	1	1	0.0%	20.0%	0.0%	33.3%	20.0%
<b>Total Exiting Next Year</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>10.0%</b>	<b>12.5%</b>	<b>6.9%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	1	1	2	0	-	33.3%	25.0%	100.0%	0.0%	-
Leave Oklahoma Educ.	2	3	0	4	-	66.7%	75.0%	0.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	12.5%	6.9%	13.3%	-
Transfers In/Out	2.00	3.00	0.50	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	1	Southern Nazarene Univ., Bethany	-
UCO, Edmond	1	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	24	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	1	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		<b>Total</b>	<b>30</b>

## District Report for: WAYNOKA

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	2	2	2	10.0%	9.4%	6.9%	6.7%	6.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	1	1	3.3%	3.1%	3.4%	3.3%	3.2%
White - Females	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	26	28	26	27	28	86.7%	87.5%	89.7%	90.0%	90.3%
White - Females	18	20	19	20	18	69.2%	71.4%	73.1%	74.1%	64.3%
White - Males	8	8	7	7	9	30.8%	28.6%	26.9%	25.9%	32.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	0	0	0.0%	3.6%	0.0%	0.0%	0.0%
25-29	0	1	2	3	2	0.0%	3.6%	7.7%	11.5%	7.4%
30-34	0	1	0	0	0	0.0%	3.6%	0.0%	0.0%	0.0%
35-39	3	2	2	0	1	12.0%	7.1%	7.7%	0.0%	3.7%
40-44	12	10	8	6	4	48.0%	35.7%	30.8%	23.1%	14.8%
45-49	6	8	9	10	9	24.0%	28.6%	34.6%	38.5%	33.3%
50-54	2	3	3	4	7	8.0%	10.7%	11.5%	15.4%	25.9%
55+	2	2	2	3	4	8.0%	7.1%	7.7%	11.5%	14.8%
<b>Average Age</b>	44.3	43.8	45.2	46.0	47.6					

Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	0	3	1	3	3	0.0%	10.7%	3.8%	11.1%	10.7%
4-7 Years	5	2	3	2	1	19.2%	7.1%	11.5%	7.4%	3.6%
8-11 Years	0	2	2	2	3	0.0%	7.1%	7.7%	7.4%	10.7%
12-15 Years	7	6	2	2	0	26.9%	21.4%	7.7%	7.4%	0.0%
16-19 Years	7	6	5	4	7	26.9%	21.4%	19.2%	14.8%	25.0%
20+ Years	7	9	13	14	14	26.9%	32.1%	50.0%	51.9%	50.0%
<b>Average Experience</b>	15.5	15.5	16.8	17.0	18.0					

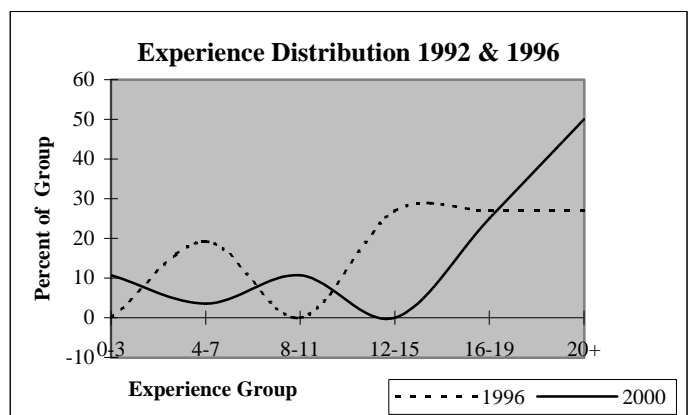
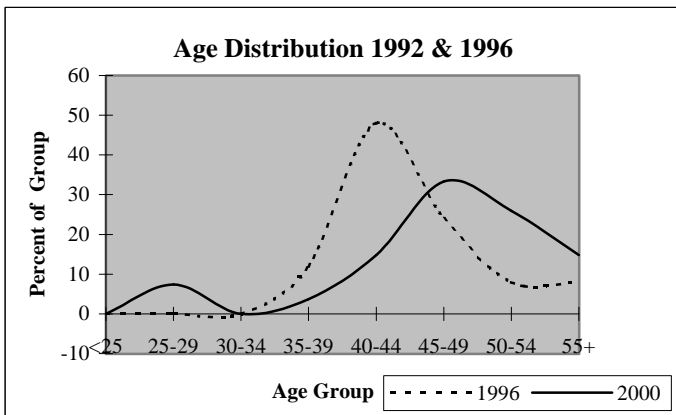


## District Report for: WAYNOKA

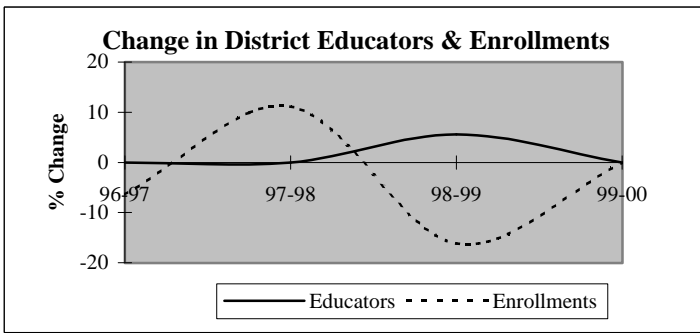
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	3	4	2	4	-	10.0%	12.5%	6.9%	13.3%	-
Attrition from Transfers	1	1	2	0	-	3.3%	3.1%	6.9%	0.0%	-
Attrition from Exits	2	3	0	4	-	6.7%	9.4%	0.0%	13.3%	-
Teacher Attrition	2	3	2	3	-	7.7%	10.7%	7.7%	11.1%	-
Attrition from Transfers	1	1	2	0	-	3.8%	3.6%	7.7%	0.0%	-
Attrition from Exits	1	2	0	3	-	3.8%	7.1%	0.0%	11.1%	-
<b>District Retention</b>										
Educator Retention	27	28	27	26	-	90.0%	87.5%	93.1%	86.7%	-
Teacher Retention	24	25	24	24	-	92.3%	89.3%	92.3%	88.9%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	0.0%	75.0%	78.2%	9.6%	87.8%
1 Year of Experience	50.0%	0.0%	50.0%	84.2%	6.9%	91.1%
2 Years of Experience	nc	nc	nc	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	75.0%	25.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	75.0%	25.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	3.1%	3.4%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.7%	90.6%	96.6%	93.3%	93.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	3.3%	6.3%	0.0%	6.7%	6.5%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FREEDOM

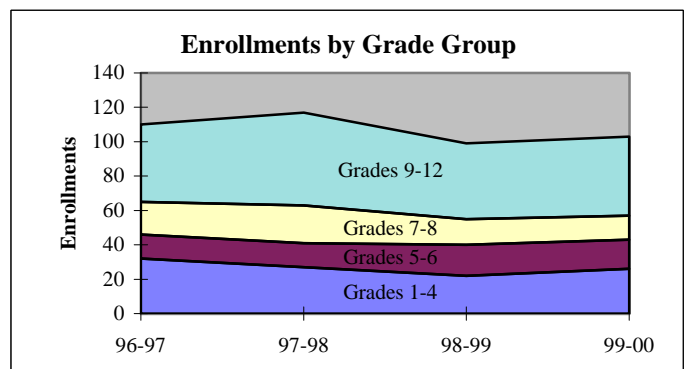
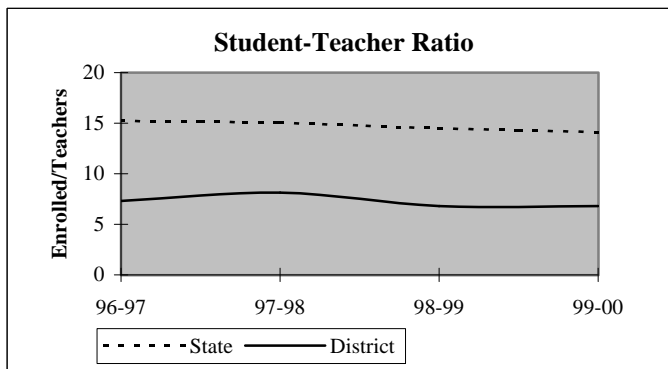


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	6.9	6.5	7.2	5.7	5.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	8.3	7.3	8.1	6.8	6.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	0	1	0	-	-	-	-	-
% Change in Educators	-5.3%	0.0%	0.0%	5.6%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-19	-8	13	-21	0	-	-	-	-	-
% Change in Enrollments	-13.2%	-6.4%	11.1%	-16.2%	0.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	5.6%	5.6%	10.5%	5.3%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	11.1%	5.6%	5.6%	5.3%	10.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	5.6%	5.6%	5.6%	10.5%	5.3%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	34.9	36.1	36.6	36.5	37.9	42.0	42.3	42.5	42.7	43.0
Average Experience	7.5	8.3	7.9	8.9	9.4	12.1	12.3	12.3	12.2	12.2
Average Salary	27,836	27,527	28,298	28,548	28,269	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	80.0%	68.8%	75.0%	68.8%	75.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	6.7%	6.3%	6.3%	0.0%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	14.4%	11.1%	11.5%	10.0%	9.5%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	14	13	13	10	10	77.8%	72.2%	72.2%	52.6%	52.6%
Attrition	5	1	6	0	0					
Attrition Rate	35.7%	7.7%	46.2%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	1	3	4	7	7	5.6%	16.7%	22.2%	36.8%	36.8%
Attrition	0	1	1	2	0					
Attrition Rate	0.0%	33.3%	25.0%	28.6%	0.0%					
<b>At Retirement Age</b>										
Attrition	3	2	1	2	2	16.7%	11.1%	5.6%	10.5%	10.5%
Attrition Rate	33.3%	50.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	3	2	1	2	2	16.7%	11.1%	5.6%	10.5%	10.5%

## District Report for: FREEDOM

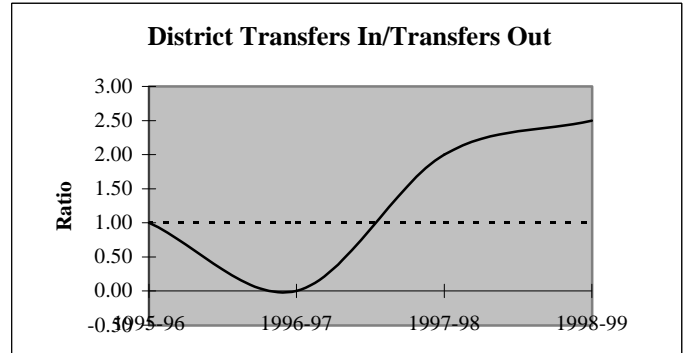
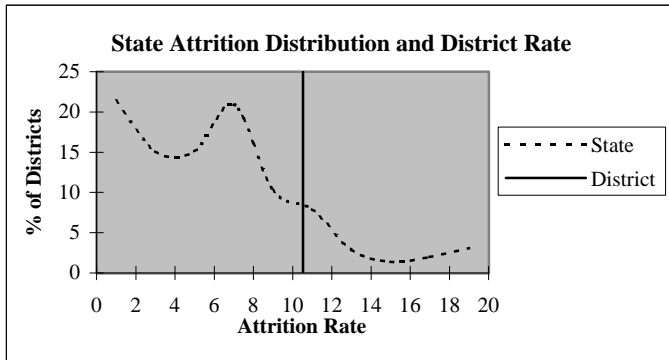
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	18	18	18	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	1	1	2	11.1%	5.6%	5.6%	5.3%	10.5%
Professional Staff	1	1	1	2	1	5.6%	5.6%	5.6%	10.5%	5.3%
<b>Total Teachers</b>	15	16	16	16	16	83.3%	88.9%	88.9%	84.2%	84.2%
Special Education	1	1	1	0	1	6.7%	6.3%	6.3%	0.0%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	7	8	9	10	9	46.7%	50.0%	56.3%	62.5%	56.3%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	6	6	6	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	6.7%	6.3%	6.3%	6.3%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	6.7%	6.3%	6.3%	6.3%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	6.7%	6.3%	6.3%	6.3%	6.3%
<b>Science</b>	1	1	1	1	1	6.7%	6.3%	6.3%	6.3%	6.3%
Biology	0	0	0	1	1	0.0%	0.0%	0.0%	6.3%	6.3%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	0	0	6.7%	6.3%	6.3%	0.0%	0.0%
Vocational Education	2	2	2	1	1	13.3%	12.5%	12.5%	6.3%	6.3%
Other	1	1	0	1	1	6.7%	6.3%	0.0%	6.3%	6.3%
<b>Total Enrollments</b>	125	117	130	109	109	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	12	7	12	10	6	9.6%	6.0%	9.2%	9.2%	5.5%
Grades 1-4	29	32	27	22	26	23.2%	27.4%	20.8%	20.2%	23.9%
Grades 5-6	20	14	14	18	17	16.0%	12.0%	10.8%	16.5%	15.6%
Grades 7-8	23	19	22	15	14	18.4%	16.2%	16.9%	13.8%	12.8%
Grades 9-12	41	45	54	44	46	32.8%	38.5%	41.5%	40.4%	42.2%
Ungraded	0	0	1	0	0	0.0%	0.0%	0.8%	0.0%	0.0%



## District Report for: FREEDOM

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	18	18	18	19	19	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	13	12	15	11	17	72.2%	66.7%	83.3%	57.9%	89.5%
<b>Newly Hired</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>27.8%</b>	<b>33.3%</b>	<b>16.7%</b>	<b>42.1%</b>	<b>10.5%</b>
Transfers In	3	0	2	5	1	60.0%	0.0%	66.7%	62.5%	50.0%
Reentrants	0	3	0	0	0	0.0%	50.0%	0.0%	0.0%	0.0%
First Time Educators	2	3	1	3	1	40.0%	50.0%	33.3%	37.5%	50.0%
<b>Total Exiting Next Year</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>33.3%</b>	<b>16.7%</b>	<b>38.9%</b>	<b>10.5%</b>	<b>-</b>
Transfers Out	3	2	1	2	-	50.0%	66.7%	14.3%	100.0%	-
Leave Oklahoma Educ.	3	1	6	0	-	50.0%	33.3%	85.7%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	33.3%	16.7%	38.9%	10.5%	-
Transfers In/Out	1.00	0.00	2.00	2.50	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	10	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	1
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		Total	18

## District Report for: FREEDOM

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	2	1	1	1	2	11.1%	5.6%	5.6%	5.3%	10.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	1	1	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	1	2	1	5.6%	5.6%	5.6%	10.5%	5.3%
White - Females	0	1	1	2	1	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	1	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	15	16	16	16	16	83.3%	88.9%	88.9%	84.2%	84.2%
White - Females	12	11	12	11	12	80.0%	68.8%	75.0%	68.8%	75.0%
White - Males	3	5	4	5	4	20.0%	31.3%	25.0%	31.3%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	1	0	0	0	6.7%	6.7%	0.0%	0.0%	0.0%
25-29	5	5	4	5	4	33.3%	33.3%	26.7%	31.3%	26.7%
30-34	3	2	2	4	3	20.0%	13.3%	13.3%	25.0%	20.0%
35-39	2	3	6	0	1	13.3%	20.0%	40.0%	0.0%	6.7%
40-44	1	1	1	4	3	6.7%	6.7%	6.7%	25.0%	20.0%
45-49	1	1	1	1	1	6.7%	6.7%	6.7%	6.3%	6.7%
50-54	2	1	0	1	2	13.3%	6.7%	0.0%	6.3%	13.3%
55+	0	1	1	1	1	0.0%	6.7%	6.7%	6.3%	6.7%
<b>Average Age</b>	34.9	36.1	36.6	36.5	37.9					

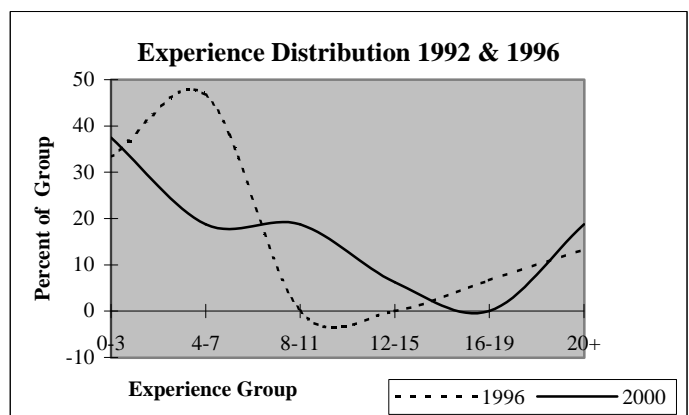
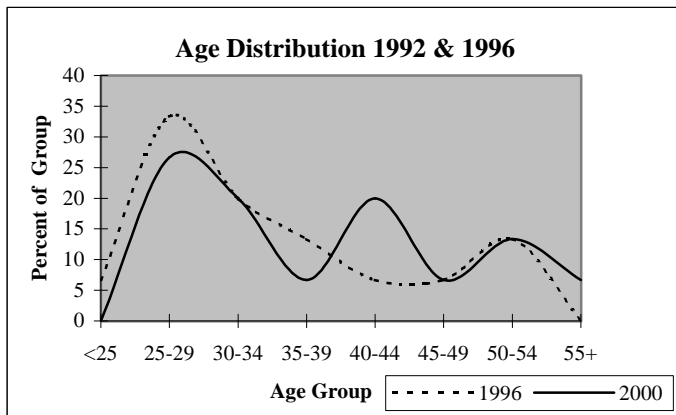
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	4	3	6	6	33.3%	25.0%	18.8%	37.5%	37.5%
4-7 Years	7	8	9	3	3	46.7%	50.0%	56.3%	18.8%	18.8%
8-11 Years	0	1	1	3	3	0.0%	6.3%	6.3%	18.8%	18.8%
12-15 Years	0	0	1	1	1	0.0%	0.0%	6.3%	6.3%	6.3%
16-19 Years	1	1	1	0	0	6.7%	6.3%	6.3%	0.0%	0.0%
20+ Years	2	2	1	3	3	13.3%	12.5%	6.3%	18.8%	18.8%
<b>Average Experience</b>	7.5	8.3	7.9	8.9	9.4					

## District Report for: FREEDOM

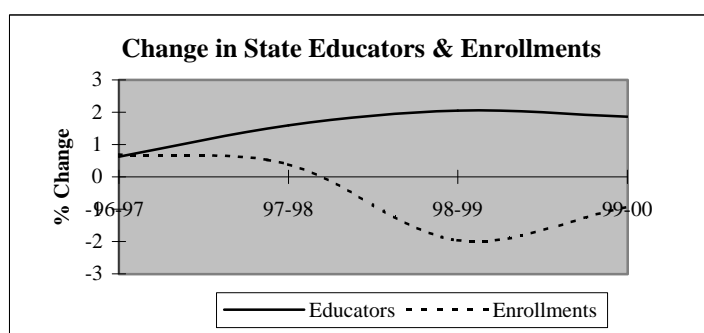
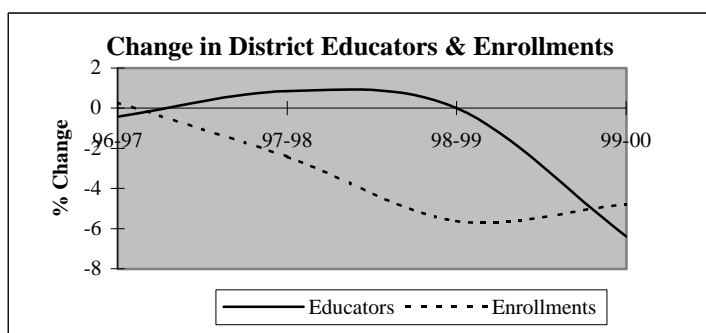
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	6	3	7	2	-	33.3%	16.7%	38.9%	10.5%	-
Attrition from Transfers	3	2	1	2	-	16.7%	11.1%	5.6%	10.5%	-
Attrition from Exits	3	1	6	0	-	16.7%	5.6%	33.3%	0.0%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>-</b>	<b>20.0%</b>	<b>12.5%</b>	<b>37.5%</b>	<b>0.0%</b>	<b>-</b>
Attrition from Transfers	2	1	1	0	-	13.3%	6.3%	6.3%	0.0%	-
Attrition from Exits	1	1	5	0	-	6.7%	6.3%	31.3%	0.0%	-
<b>District Retention</b>										
Educator Retention	12	15	11	17	-	66.7%	83.3%	61.1%	89.5%	-
Teacher Retention	12	14	10	16	-	80.0%	87.5%	62.5%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	66.7%	22.2%	88.9%	78.2%	9.6%	87.8%
1 Year of Experience	60.0%	40.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	90.0%	10.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	60.0%	20.0%	80.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
Experience Increment										
% Increment by 0	5.6%	0.0%	5.6%	5.3%	5.3%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	83.3%	66.7%	88.9%	78.9%	89.5%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	11.1%	33.3%	5.6%	15.8%	5.3%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: WOODWARD

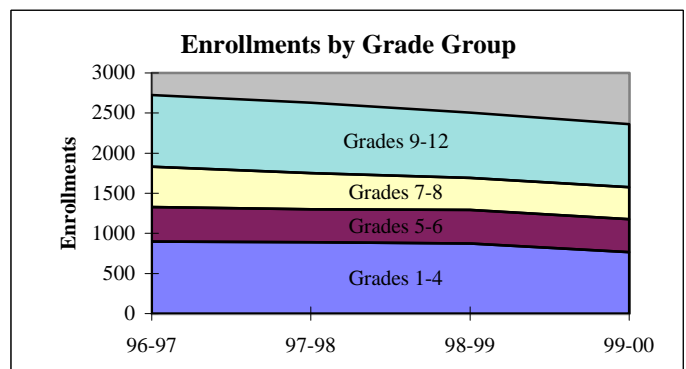
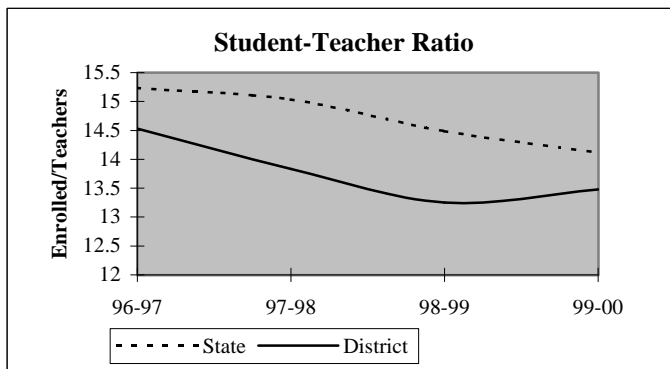


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	12.5	12.6	12.2	11.5	11.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	14.3	14.5	13.8	13.3	13.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-7	-1	2	0	-15	-	-	-	-	-
% Change in Educators	-2.9%	-0.4%	0.9%	0.0%	-6.4%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-49	8	-71	-161	-129	-	-	-	-	-
% Change in Enrollments	-1.6%	0.3%	-2.4%	-5.6%	-4.8%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	19.2%	2.6%	17.9%	3.8%	7.7%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	4.3%	4.7%	4.7%	5.1%	5.5%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	8.1%	8.6%	7.2%	8.1%	7.7%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.4%	0.4%	0.9%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	1.7%	2.1%	2.1%	2.1%	1.8%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.5	42.6	42.7	42.7	43.9	42.0	42.3	42.5	42.7	43.0
Average Experience	13.3	13.0	12.9	13.0	13.8	12.1	12.3	12.3	12.2	12.2
Average Salary	29,239	28,727	28,694	29,550	29,380	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.5%	0.5%	1.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	79.5%	79.2%	80.2%	80.4%	81.7%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.3%	8.4%	8.2%	8.8%	8.4%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	7.7%	7.7%	9.3%	9.0%	10.7%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	69	73	84	80	67	29.5%	31.3%	35.7%	34.0%	30.5%
Attrition	3	6	10	17	0					
Attrition Rate	4.3%	8.2%	11.9%	21.3%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	153	146	136	135	126	65.4%	62.7%	57.9%	57.4%	57.3%
Attrition	18	12	12	10	0					
Attrition Rate	11.8%	8.2%	8.8%	7.4%	0.0%					
<b>At Retirement Age</b>										
Attrition	12	14	15	20	27	5.1%	6.0%	6.4%	8.5%	12.3%
Attrition	3	3	3	3	0					
Attrition Rate	25.0%	21.4%	20.0%	15.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	18	19	21	31	38	7.7%	8.2%	8.9%	13.2%	17.3%

## District Report for: WOODWARD

Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	234	233	235	235	220	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	11	11	12	12	4.3%	4.7%	4.7%	5.1%	5.5%
Professional Staff	19	20	17	19	17	8.1%	8.6%	7.2%	8.1%	7.7%
<b>Total Teachers</b>	205	202	207	204	191	87.6%	86.7%	88.1%	86.8%	86.8%
Special Education	17	17	17	18	16	8.3%	8.4%	8.2%	8.8%	8.4%
Pre-K & Kindergarten	0	0	0	2	3	0.0%	0.0%	0.0%	1.0%	1.6%
Elementary	88	88	84	80	78	42.9%	43.6%	40.6%	39.2%	40.8%
<b>Middle School</b>	40	40	45	45	35	19.5%	19.8%	21.7%	22.1%	18.3%
Language Arts	9	8	9	9	8	4.4%	4.0%	4.3%	4.4%	4.2%
Art & Music	2	3	4	4	1	1.0%	1.5%	1.9%	2.0%	0.5%
Social Studies	6	6	6	6	5	2.9%	3.0%	2.9%	2.9%	2.6%
Foreign Language	0	0	0	1	0	0.0%	0.0%	0.0%	0.5%	0.0%
Math	5	5	7	7	7	2.4%	2.5%	3.4%	3.4%	3.7%
Science	7	6	6	6	6	3.4%	3.0%	2.9%	2.9%	3.1%
Vocational Education	5	5	5	5	4	2.4%	2.5%	2.4%	2.5%	2.1%
Other	6	7	8	7	4	2.9%	3.5%	3.9%	3.4%	2.1%
<b>High School (9-12)</b>	60	57	61	59	59	3000.0%	1900.0%	1525.0%	1475.0%	5900.0%
Language Arts	9	9	10	10	9	4.4%	4.5%	4.8%	4.9%	4.7%
Art & Music	6	4	4	4	5	2.9%	2.0%	1.9%	2.0%	2.6%
Social Studies	7	8	9	9	9	3.4%	4.0%	4.3%	4.4%	4.7%
Foreign Language	4	3	4	4	3	2.0%	1.5%	1.9%	2.0%	1.6%
Math	6	6	6	6	7	2.9%	3.0%	2.9%	2.9%	3.7%
<b>Science</b>	7	7	8	7	6	3.4%	3.5%	3.9%	3.4%	3.1%
Biology	2	2	3	3	4	1.0%	1.0%	1.4%	1.5%	2.1%
Chemistry	2	3	2	2	1	1.0%	1.5%	1.0%	1.0%	0.5%
Physics	1	1	1	1	0	0.5%	0.5%	0.5%	0.5%	0.0%
Other Science	2	1	2	1	1	1.0%	0.5%	1.0%	0.5%	0.5%
Vocational Education	8	8	10	8	6	3.9%	4.0%	4.8%	3.9%	3.1%
Other	13	12	10	11	14	6.3%	5.9%	4.8%	5.4%	7.3%
<b>Total Enrollments</b>	2,927	2,935	2,864	2,703	2,574	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	208	195	215	178	192	7.1%	6.6%	7.5%	6.6%	7.5%
Grades 1-4	944	897	889	873	764	32.3%	30.6%	31.0%	32.3%	29.7%
Grades 5-6	447	433	412	419	413	15.3%	14.8%	14.4%	15.5%	16.0%
Grades 7-8	472	503	450	400	397	16.1%	17.1%	15.7%	14.8%	15.4%
Grades 9-12	835	891	878	812	789	28.5%	30.4%	30.7%	30.0%	30.7%
Ungraded	21	16	20	21	19	0.7%	0.5%	0.7%	0.8%	0.7%

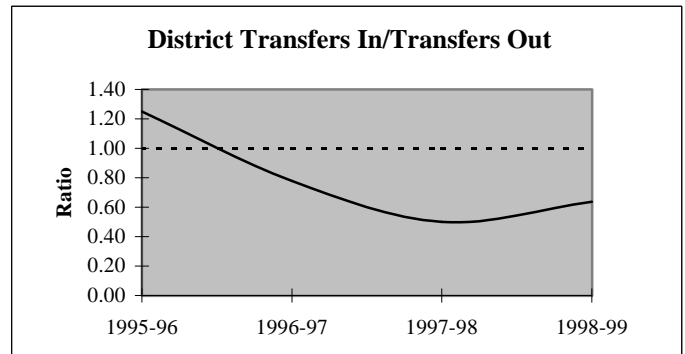
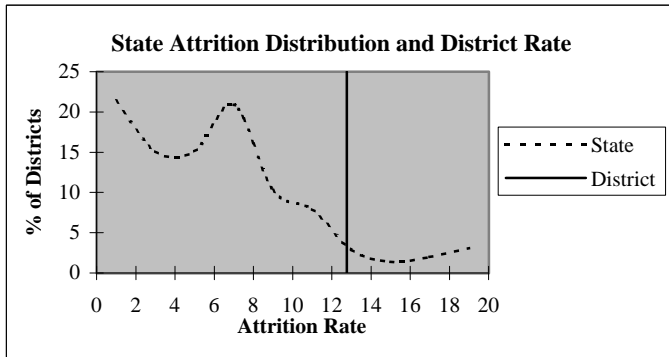




## District Report for: WOODWARD

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	234	233	235	235	220	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	217	210	212	210	205	92.7%	90.1%	90.2%	89.4%	93.2%
<b>Newly Hired</b>	<b>17</b>	<b>23</b>	<b>23</b>	<b>25</b>	<b>15</b>	<b>7.3%</b>	<b>9.9%</b>	<b>9.8%</b>	<b>10.6%</b>	<b>6.8%</b>
Transfers In	5	7	4	7	6	29.4%	30.4%	17.4%	28.0%	40.0%
Reentrants	4	8	5	10	8	23.5%	34.8%	21.7%	40.0%	53.3%
First Time Educators	8	8	14	8	1	47.1%	34.8%	60.9%	32.0%	6.7%
<b>Total Exiting Next Year</b>	<b>24</b>	<b>21</b>	<b>25</b>	<b>30</b>	<b>-</b>	<b>10.3%</b>	<b>9.0%</b>	<b>10.6%</b>	<b>12.8%</b>	<b>-</b>
Transfers Out	4	9	8	11	-	16.7%	42.9%	32.0%	36.7%	-
Leave Oklahoma Educ.	20	12	17	19	-	83.3%	57.1%	68.0%	63.3%	-

Dynamics Rates	District Rates				
District Attrition	10.3%	9.0%	10.6%	12.8%	-
Transfers In/Out	1.25	0.78	0.50	0.64	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	12	Benedictine Heights, Tulsa	-
OSU, Stillwater	38	Southern Nazarene Univ., Bethany	-
UCO, Edmond	11	OBU, Shawnee	1
ECU, Ada	4	OCU, Oklahoma City	-
NWOSU, Alva	88	Phillips Univ., Enid	-
NESU, Tahlequah	1	University of Tulsa, Tulsa	1
SEOSU, Durant	-	OCUSA, Oklahoma City	1
SWOSU, Weatherford	51	Cameron, Lawton	-
OK Panhandle SU, Goodwell	4	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	22
		<b>Total</b>	<b>234</b>

## District Report for: WOODWARD

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	10	11	11	12	12	4.3%	4.7%	4.7%	5.1%	5.5%
White - Females	4	5	5	5	4	40.0%	45.5%	45.5%	41.7%	33.3%
White - Males	6	6	6	7	8	60.0%	54.5%	54.5%	58.3%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	19	20	17	19	17	8.1%	8.6%	7.2%	8.1%	7.7%
White - Females	16	16	15	16	15	84.2%	80.0%	88.2%	84.2%	88.2%
White - Males	3	4	2	3	2	15.8%	20.0%	11.8%	15.8%	11.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	205	202	207	204	191	87.6%	86.7%	88.1%	86.8%	86.8%
White - Females	163	160	165	163	155	79.5%	79.2%	79.7%	79.9%	81.2%
White - Males	42	42	41	40	34	20.5%	20.8%	19.8%	19.6%	17.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	0.5%	0.5%	0.5%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	2	4	3	1	0.5%	1.0%	1.9%	1.5%	0.5%
25-29	17	17	22	27	22	8.3%	8.4%	10.7%	13.4%	11.8%
30-34	13	16	13	14	14	6.4%	7.9%	6.3%	6.9%	7.5%
35-39	46	37	27	18	12	22.5%	18.3%	13.1%	8.9%	6.4%
40-44	33	35	43	46	44	16.2%	17.3%	20.9%	22.8%	23.5%
45-49	56	53	43	40	31	27.5%	26.2%	20.9%	19.8%	16.6%
50-54	25	29	41	40	47	12.3%	14.4%	19.9%	19.8%	25.1%
55+	13	13	13	14	16	6.4%	6.4%	6.3%	6.9%	8.6%
<b>Average Age</b>	42.5	42.6	42.7	42.7	43.9					

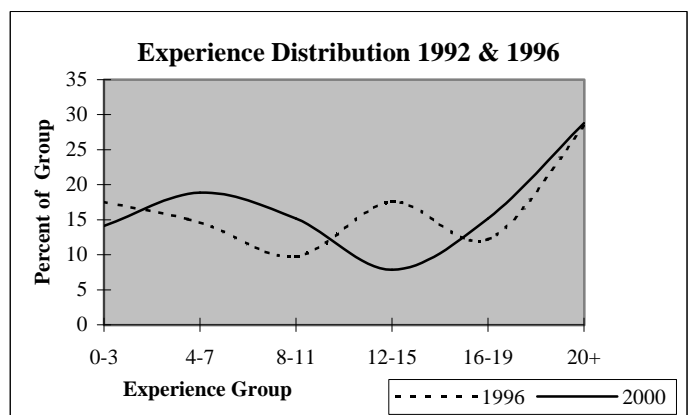
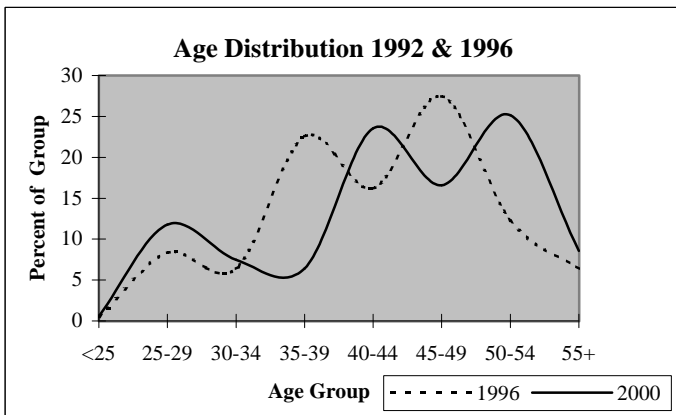
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	36	30	35	38	27	17.6%	14.9%	16.9%	18.6%	14.1%
4-7 Years	30	38	43	36	36	14.6%	18.8%	20.8%	17.6%	18.8%
8-11 Years	20	27	20	28	29	9.8%	13.4%	9.7%	13.7%	15.2%
12-15 Years	36	28	29	19	15	17.6%	13.9%	14.0%	9.3%	7.9%
16-19 Years	25	28	28	30	29	12.2%	13.9%	13.5%	14.7%	15.2%
20+ Years	58	51	52	53	55	28.3%	25.2%	25.1%	26.0%	28.8%
<b>Average Experience</b>	13.3	13.0	12.9	13.0	13.8					

## District Report for: WOODWARD

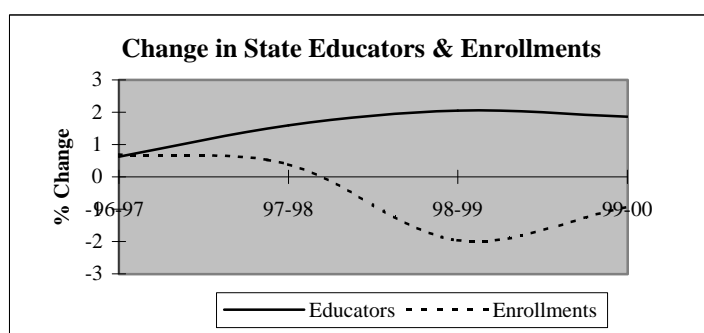
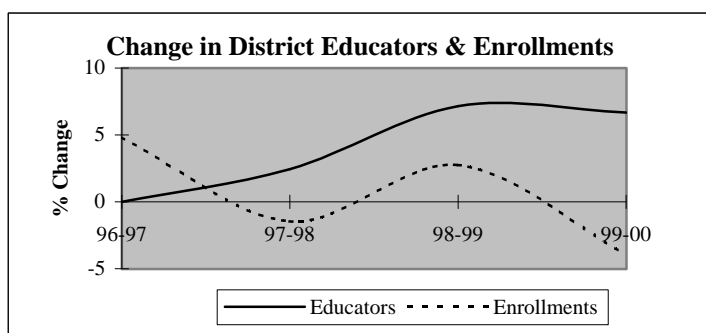
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	24	21	25	30	-	10.3%	9.0%	10.6%	12.8%	-
Attrition from Transfers	4	9	8	11	-	1.7%	3.9%	3.4%	4.7%	-
Attrition from Exits	20	12	17	19	-	8.5%	5.2%	7.2%	8.1%	-
<b>Teacher Attrition</b>	18	13	17	26	-	8.8%	6.4%	8.2%	12.7%	-
Attrition from Transfers	3	6	5	9	-	1.5%	3.0%	2.4%	4.4%	-
Attrition from Exits	15	7	12	17	-	7.3%	3.5%	5.8%	8.3%	-
<b>District Retention</b>										
Educator Retention	210	212	210	205	-	89.7%	91.0%	89.4%	87.2%	-
Teacher Retention	187	189	190	178	-	91.2%	93.6%	91.8%	87.3%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	86.8%	5.3%	92.1%	78.2%	9.6%	87.8%
1 Year of Experience	79.5%	4.5%	84.1%	84.2%	6.9%	91.1%
2 Years of Experience	93.0%	4.7%	97.7%	85.2%	5.9%	91.1%
3 Years of Experience	91.7%	4.2%	95.8%	86.1%	5.6%	91.7%
4 Years of Experience	89.1%	6.5%	95.7%	87.9%	4.7%	92.6%
5 Years of Experience	95.1%	0.0%	95.1%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.4%	0.0%	1.7%	0.9%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	94.9%	92.7%	91.5%	89.8%	95.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.4%	0.9%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.1%	6.9%	8.1%	7.7%	4.1%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: MOORELAND

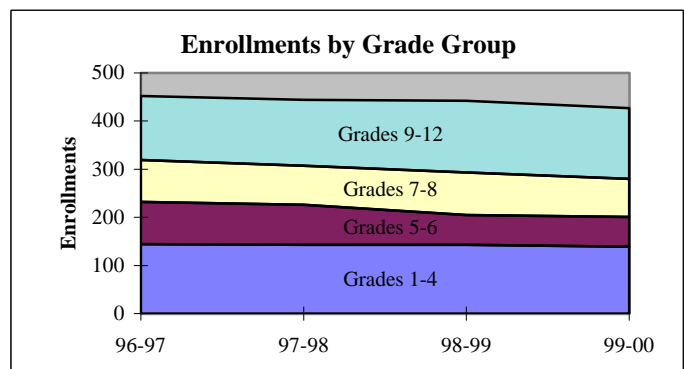
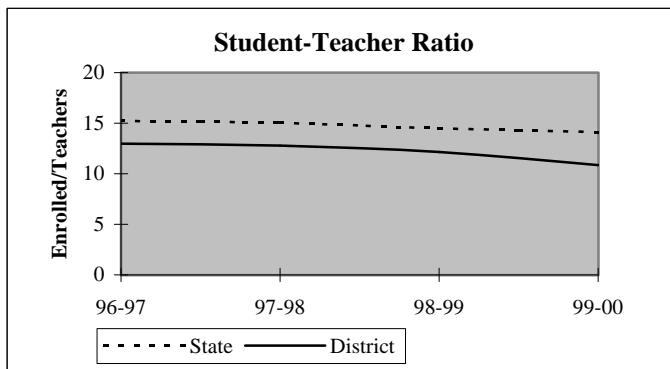


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	11.2	11.7	11.3	10.8	9.7	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	12.4	13.0	12.8	12.2	10.9	15.2	15.2	15.0	14.5	14.1
Change in Educators	0	0	1	3	3	-	-	-	-	-
% Change in Educators	0.0%	0.0%	2.4%	7.1%	6.7%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	17	22	-7	13	-19	-	-	-	-	-
% Change in Enrollments	3.9%	4.8%	-1.5%	2.7%	-3.9%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.9%	2.4%	4.8%	4.4%	10.4%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	7.3%	7.3%	7.1%	6.7%	6.3%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	2.4%	2.4%	4.8%	4.4%	4.2%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	42.8	40.5	40.4	41.2	41.9	42.0	42.3	42.5	42.7	43.0
Average Experience	15.4	12.6	11.6	12.6	12.9	12.1	12.3	12.3	12.2	12.2
Average Salary	30,789	28,495	28,400	29,124	28,654	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	73.0%	73.0%	73.0%	72.5%	74.4%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	8.1%	10.8%	13.5%	12.5%	14.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	3.7%	2.5%	2.3%	1.4%	3.0%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	13	15	14	15	22.0%	31.7%	35.7%	31.1%	31.3%
Attrition	1	2	0	4	0					
Attrition Rate	11.1%	15.4%	0.0%	28.6%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	25	21	21	24	26	61.0%	51.2%	50.0%	53.3%	54.2%
Attrition	5	3	1	1	0					
Attrition Rate	20.0%	14.3%	4.8%	4.2%	0.0%					
<b>At Retirement Age</b>										
Attrition	7	7	6	7	7	17.1%	17.1%	14.3%	15.6%	14.6%
Attrition	2	1	0	1	0					
Attrition Rate	28.6%	14.3%	0.0%	14.3%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	10	7	6	8	7	24.4%	17.1%	14.3%	17.8%	14.6%

## District Report for: MOORELAND

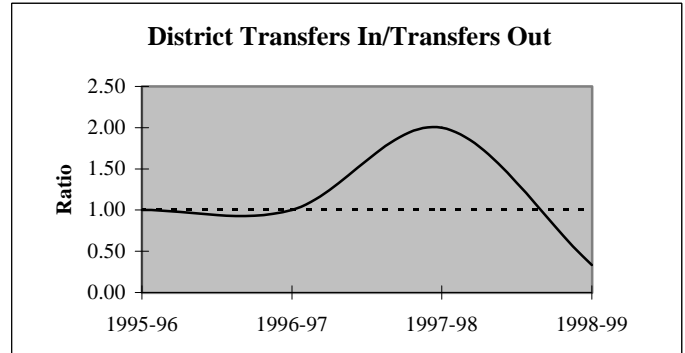
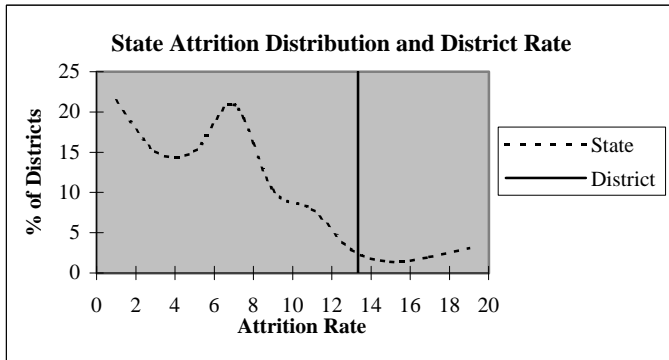
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	41	41	42	45	48	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.3%	7.3%	7.1%	6.7%	6.3%
Professional Staff	1	1	2	2	2	2.4%	2.4%	4.8%	4.4%	4.2%
<b>Total Teachers</b>	37	37	37	40	43	90.2%	90.2%	88.1%	88.9%	89.6%
Special Education	3	4	5	5	6	8.1%	10.8%	13.5%	12.5%	14.0%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	16	15	15	18	19	43.2%	40.5%	40.5%	45.0%	44.2%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	18	18	17	17	18	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	8.1%	8.1%	8.1%	7.5%	7.0%
Art & Music	2	2	2	2	2	5.4%	5.4%	5.4%	5.0%	4.7%
Social Studies	3	3	3	4	1	8.1%	8.1%	8.1%	10.0%	2.3%
Foreign Language	0	0	1	0	0	0.0%	0.0%	2.7%	0.0%	0.0%
Math	3	3	2	2	3	8.1%	8.1%	5.4%	5.0%	7.0%
<b>Science</b>	2	2	2	2	2	5.4%	5.4%	5.4%	5.0%	4.7%
Biology	1	1	1	1	1	2.7%	2.7%	2.7%	2.5%	2.3%
Chemistry	1	0	0	1	1	2.7%	0.0%	0.0%	2.5%	2.3%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	0	1	1	0	0	0.0%	2.7%	2.7%	0.0%	0.0%
Vocational Education	4	4	4	3	4	10.8%	10.8%	10.8%	7.5%	9.3%
Other	1	1	0	1	3	2.7%	2.7%	0.0%	2.5%	7.0%
<b>Total Enrollments</b>	458	480	473	486	467	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	35	26	29	43	39	7.6%	5.4%	6.1%	8.8%	8.4%
Grades 1-4	138	144	143	143	139	30.1%	30.0%	30.2%	29.4%	29.8%
Grades 5-6	78	88	83	62	62	17.0%	18.3%	17.5%	12.8%	13.3%
Grades 7-8	76	87	81	88	79	16.6%	18.1%	17.1%	18.1%	16.9%
Grades 9-12	129	133	137	149	147	28.2%	27.7%	29.0%	30.7%	31.5%
Ungraded	2	2	0	1	1	0.4%	0.4%	0.0%	0.2%	0.2%



## District Report for: MOORELAND

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	41	41	42	45	48	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	33	35	41	39	92.7%	80.5%	83.3%	91.1%	81.3%
<b>Newly Hired</b>	<b>3</b>	<b>8</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>7.3%</b>	<b>19.5%</b>	<b>16.7%</b>	<b>8.9%</b>	<b>18.8%</b>
Transfers In	1	5	2	1	2	33.3%	62.5%	28.6%	25.0%	22.2%
Reentrants	1	0	2	1	3	33.3%	0.0%	28.6%	25.0%	33.3%
First Time Educators	1	3	3	2	4	33.3%	37.5%	42.9%	50.0%	44.4%
<b>Total Exiting Next Year</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>6</b>	<b>-</b>	<b>19.5%</b>	<b>14.6%</b>	<b>2.4%</b>	<b>13.3%</b>	<b>-</b>
Transfers Out	1	5	1	3	-	12.5%	83.3%	100.0%	50.0%	-
Leave Oklahoma Educ.	7	1	0	3	-	87.5%	16.7%	0.0%	50.0%	-

Dynamics Rates	District Rates				
District Attrition	19.5%	14.6%	2.4%	13.3%	-
Transfers In/Out	1.00	1.00	2.00	0.33	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	5	Southern Nazarene Univ., Bethany	1
UCO, Edmond	3	OBU, Shawnee	-
ECU, Ada	1	OCU, Oklahoma City	-
NWOSU, Alva	15	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	1	OCUSA, Oklahoma City	-
SWOSU, Weatherford	10	Cameron, Lawton	-
OK Panhandle SU, Goodwell	1	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	1	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	2
		Total	41

## District Report for: MOORELAND

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	7.3%	7.3%	7.1%	6.7%	6.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	1	1	2	2	2	2.4%	2.4%	4.8%	4.4%	4.2%
White - Females	0	0	1	1	1	0.0%	0.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	100.0%	100.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	37	37	37	40	43	90.2%	90.2%	88.1%	88.9%	89.6%
White - Females	27	27	27	29	32	73.0%	73.0%	73.0%	72.5%	74.4%
White - Males	10	10	10	11	11	27.0%	27.0%	27.0%	27.5%	25.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	1	2	2	0.0%	2.7%	2.8%	5.1%	4.9%
25-29	2	4	4	4	4	5.4%	10.8%	11.1%	10.3%	9.8%
30-34	3	4	2	3	3	8.1%	10.8%	5.6%	7.7%	7.3%
35-39	12	8	11	8	6	32.4%	21.6%	30.6%	20.5%	14.6%
40-44	4	8	7	9	11	10.8%	21.6%	19.4%	23.1%	26.8%
45-49	7	5	5	5	4	18.9%	13.5%	13.9%	12.8%	9.8%
50-54	6	4	4	3	6	16.2%	10.8%	11.1%	7.7%	14.6%
55+	3	3	2	5	5	8.1%	8.1%	5.6%	12.8%	12.2%
<b>Average Age</b>	42.8	40.5	40.4	41.2	41.9					

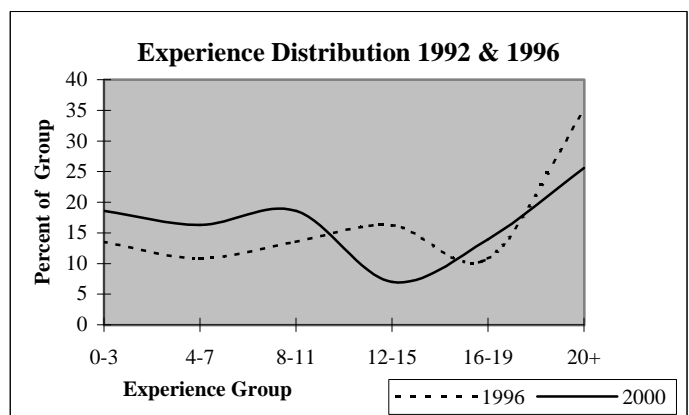
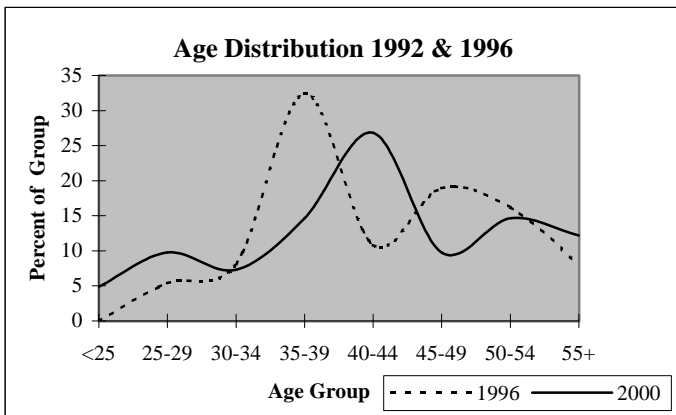
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	5	7	10	9	8	13.5%	18.9%	27.0%	22.5%	18.6%
4-7 Years	4	6	5	5	7	10.8%	16.2%	13.5%	12.5%	16.3%
8-11 Years	5	5	6	7	8	13.5%	13.5%	16.2%	17.5%	18.6%
12-15 Years	6	5	5	6	3	16.2%	13.5%	13.5%	15.0%	7.0%
16-19 Years	4	5	5	4	6	10.8%	13.5%	13.5%	10.0%	14.0%
20+ Years	13	9	6	9	11	35.1%	24.3%	16.2%	22.5%	25.6%
<b>Average Experience</b>	15.4	12.6	11.6	12.6	12.9					

## District Report for: MOORELAND

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	8	6	1	6	-	19.5%	14.6%	2.4%	13.3%	-
Attrition from Transfers	1	5	1	3	-	2.4%	12.2%	2.4%	6.7%	-
Attrition from Exits	7	1	0	3	-	17.1%	2.4%	0.0%	6.7%	-
<b>Teacher Attrition</b>	8	6	1	4	-	21.6%	16.2%	2.7%	10.0%	-
Attrition from Transfers	1	5	1	2	-	2.7%	13.5%	2.7%	5.0%	-
Attrition from Exits	7	1	0	2	-	18.9%	2.7%	0.0%	5.0%	-
<b>District Retention</b>										
Educator Retention	33	35	41	39	-	80.5%	85.4%	97.6%	86.7%	-
Teacher Retention	29	31	36	36	-	78.4%	83.8%	97.3%	90.0%	-

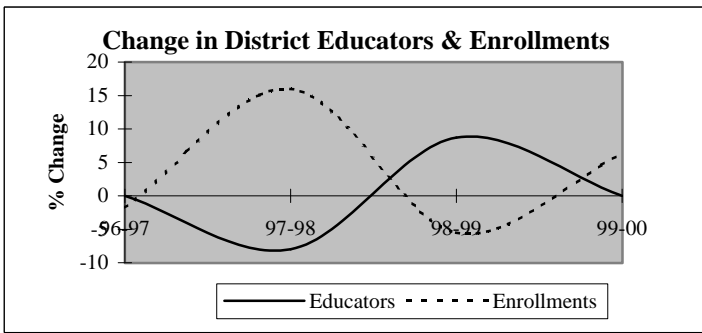
	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	75.0%	8.3%	83.3%	78.2%	9.6%	87.8%
1 Year of Experience	66.7%	11.1%	77.8%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	25.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	14.3%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	2.1%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	95.1%	92.7%	88.1%	93.3%	83.3%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.9%	7.3%	11.9%	6.7%	14.6%	6.4%	7.2%	8.2%	9.1%	9.0%





## District Report for: SHARON-MUTUAL

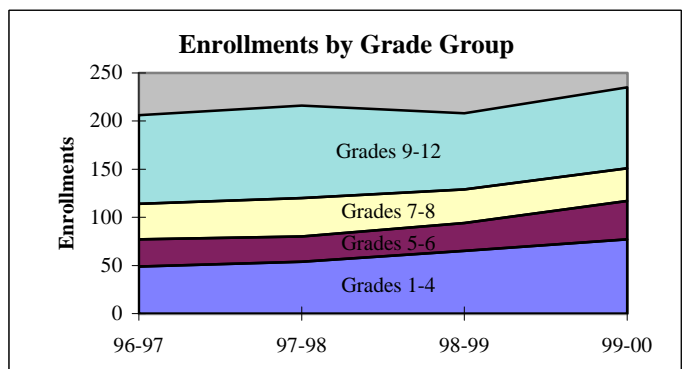
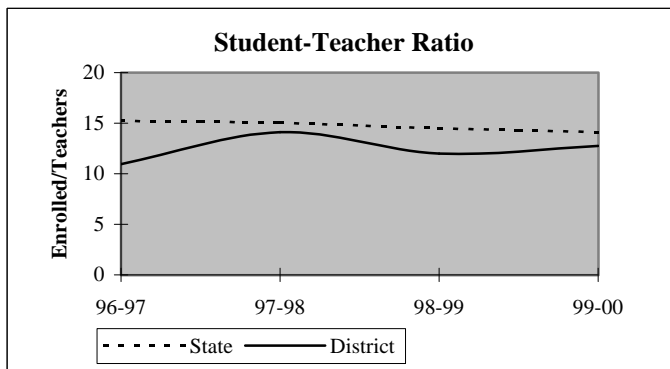


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.9	8.8	11.0	9.6	10.2	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.1	11.0	14.1	12.0	12.8	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	-2	2	0	-	-	-	-	-
% Change in Educators	-3.8%	0.0%	-8.0%	8.7%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	-7	-4	35	-14	15	-	-	-	-	-
% Change in Enrollments	-3.0%	-1.8%	16.0%	-5.5%	6.3%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	4.0%	4.0%	0.0%	8.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	12.0%	12.0%	13.0%	12.0%	12.0%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	0.0%	8.0%	8.7%	8.0%	8.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	4.0%	4.0%	4.3%	4.0%	4.0%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	45.8	47.3	47.8	47.3	48.3	42.0	42.3	42.5	42.7	43.0
Average Experience	15.9	17.0	17.7	17.8	18.8	12.1	12.3	12.3	12.2	12.2
Average Salary	30,179	28,766	31,464	30,558	32,167	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	72.7%	70.0%	66.7%	70.0%	70.0%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	4.5%	5.0%	5.6%	5.0%	5.0%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	2.2%	2.7%	0.8%	4.2%	4.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	4	3	3	3	2	16.0%	12.0%	13.0%	12.0%	8.0%
Attrition	0	0	1	0	0					
Attrition Rate	0.0%	0.0%	33.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	20	21	18	19	19	80.0%	84.0%	78.3%	76.0%	76.0%
Attrition	1	4	2	0	0					
Attrition Rate	5.0%	19.0%	11.1%	0.0%	0.0%					
<b>At Retirement Age</b>										
Attrition	1	1	2	3	4	4.0%	4.0%	8.7%	12.0%	16.0%
Attrition	0	0	0	0	0					
Attrition Rate	0.0%	0.0%	0.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
Attrition	1	2	5	4	5	4.0%	8.0%	21.7%	16.0%	20.0%

## District Report for: SHARON-MUTUAL

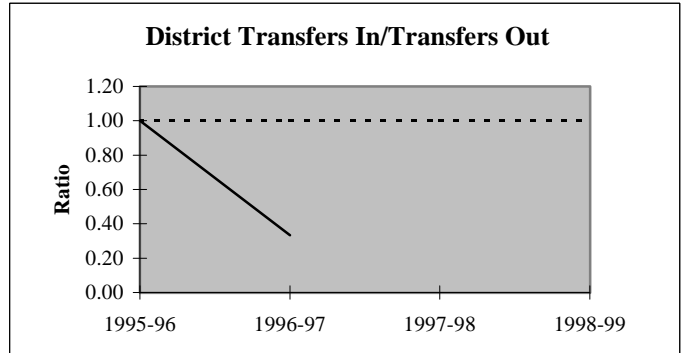
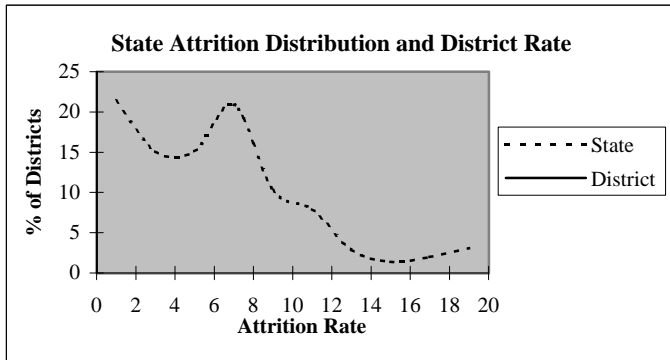
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	25	25	23	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	12.0%	12.0%	13.0%	12.0%	12.0%
Professional Staff	0	2	2	2	2	0.0%	8.0%	8.7%	8.0%	8.0%
<b>Total Teachers</b>	22	20	18	20	20	88.0%	80.0%	78.3%	80.0%	80.0%
Special Education	1	1	1	1	1	4.5%	5.0%	5.6%	5.0%	5.0%
Pre-K & Kindergarten	0	0	0	1	1	0.0%	0.0%	0.0%	5.0%	5.0%
Elementary	8	7	7	8	8	36.4%	35.0%	38.9%	40.0%	40.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	13	12	10	10	10	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	1	1	1	13.6%	15.0%	5.6%	5.0%	5.0%
Art & Music	1	0	1	1	1	4.5%	0.0%	5.6%	5.0%	5.0%
Social Studies	0	1	2	1	1	0.0%	5.0%	11.1%	5.0%	5.0%
Foreign Language	1	1	0	0	0	4.5%	5.0%	0.0%	0.0%	0.0%
Math	2	2	2	1	1	9.1%	10.0%	11.1%	5.0%	5.0%
<b>Science</b>	1	1	0	2	2	4.5%	5.0%	0.0%	10.0%	10.0%
Biology	0	1	0	1	1	0.0%	5.0%	0.0%	5.0%	5.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	0	0	1	1	4.5%	0.0%	0.0%	5.0%	5.0%
Vocational Education	2	2	2	3	3	9.1%	10.0%	11.1%	15.0%	15.0%
Other	3	2	2	1	1	13.6%	10.0%	11.1%	5.0%	5.0%
<b>Total Enrollments</b>	223	219	254	240	255	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	15	13	38	32	20	6.7%	5.9%	15.0%	13.3%	7.8%
Grades 1-4	50	49	54	65	77	22.4%	22.4%	21.3%	27.1%	30.2%
Grades 5-6	35	28	26	29	40	15.7%	12.8%	10.2%	12.1%	15.7%
Grades 7-8	34	37	40	35	34	15.2%	16.9%	15.7%	14.6%	13.3%
Grades 9-12	89	92	96	79	84	39.9%	42.0%	37.8%	32.9%	32.9%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%



## District Report for: SHARON-MUTUAL

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	25	25	23	25	25	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	24	21	20	25	92.0%	96.0%	91.3%	80.0%	100.0%
<b>Newly Hired</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>8.0%</b>	<b>4.0%</b>	<b>8.7%</b>	<b>20.0%</b>	<b>0.0%</b>
Transfers In	1	1	1	3	0	50.0%	100.0%	50.0%	60.0%	0.0%
Reentrants	0	0	0	1	0	0.0%	0.0%	0.0%	20.0%	0.0%
First Time Educators	1	0	1	1	0	50.0%	0.0%	50.0%	20.0%	0.0%
<b>Total Exiting Next Year</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>-</b>	<b>4.0%</b>	<b>16.0%</b>	<b>13.0%</b>	<b>0.0%</b>	<b>-</b>
Transfers Out	1	3	0	0	-	100.0%	75.0%	0.0%	0.0%	-
Leave Oklahoma Educ.	0	1	3	0	-	0.0%	25.0%	100.0%	0.0%	-

Dynamics Rates	District Rates				
District Attrition	4.0%	16.0%	13.0%	0.0%	-
Transfers In/Out	1.00	0.33	nc	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	-	Benedictine Heights, Tulsa	-
OSU, Stillwater	-	Southern Nazarene Univ., Bethany	-
UCO, Edmond	2	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	15	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	6	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flaming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	-
		Total	25

## District Report for: SHARON-MUTUAL

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	3	3	3	3	3	12.0%	12.0%	13.0%	12.0%	12.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
White - Males	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	0	2	2	2	2	0.0%	8.0%	8.7%	8.0%	8.0%
White - Females	0	2	2	2	2	0.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	22	20	18	20	20	88.0%	80.0%	78.3%	80.0%	80.0%
White - Females	16	14	12	14	14	72.7%	70.0%	66.7%	70.0%	70.0%
White - Males	6	6	6	6	6	27.3%	30.0%	33.3%	30.0%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	1	0	0	0	0	4.5%	0.0%	0.0%	0.0%	0.0%
25-29	0	1	1	1	1	0.0%	5.0%	5.6%	5.0%	5.0%
30-34	2	1	1	1	1	9.1%	5.0%	5.6%	5.0%	5.0%
35-39	1	1	1	2	2	4.5%	5.0%	5.6%	10.0%	10.0%
40-44	2	2	1	2	2	9.1%	10.0%	5.6%	10.0%	10.0%
45-49	7	5	3	4	2	31.8%	25.0%	16.7%	20.0%	10.0%
50-54	8	8	9	7	7	36.4%	40.0%	50.0%	35.0%	35.0%
55+	1	2	2	3	5	4.5%	10.0%	11.1%	15.0%	25.0%
<b>Average Age</b>	45.8	47.3	47.8	47.3	48.3					

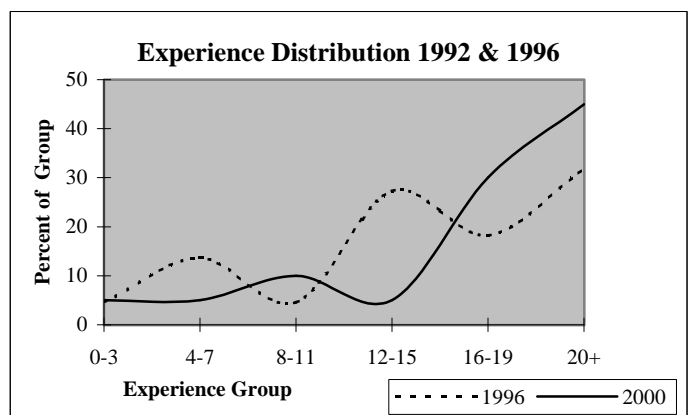
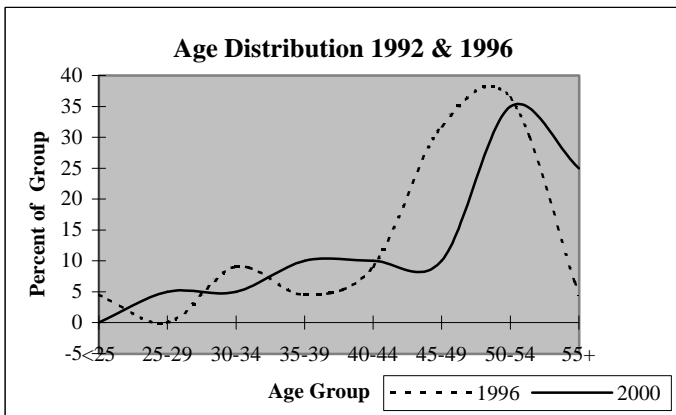
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	1	1	2	2	1	4.5%	5.0%	11.1%	10.0%	5.0%
4-7 Years	3	1	1	1	1	13.6%	5.0%	5.6%	5.0%	5.0%
8-11 Years	1	2	1	2	2	4.5%	10.0%	5.6%	10.0%	10.0%
12-15 Years	6	4	2	0	1	27.3%	20.0%	11.1%	0.0%	5.0%
16-19 Years	4	4	4	7	6	18.2%	20.0%	22.2%	35.0%	30.0%
20+ Years	7	8	8	8	9	31.8%	40.0%	44.4%	40.0%	45.0%
<b>Average Experience</b>	15.9	17.0	17.7	17.8	18.8					

## District Report for: SHARON-MUTUAL

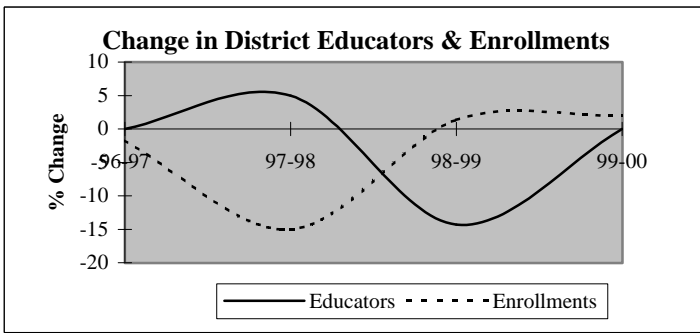
	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	1	4	3	0	-	4.0%	16.0%	13.0%	0.0%	-
Attrition from Transfers	1	3	0	0	-	4.0%	12.0%	0.0%	0.0%	-
Attrition from Exits	0	1	3	0	-	0.0%	4.0%	13.0%	0.0%	-
<b>Teacher Attrition</b>	0	3	2	0	-	0.0%	15.0%	11.1%	0.0%	-
Attrition from Transfers	0	2	0	0	-	0.0%	10.0%	0.0%	0.0%	-
Attrition from Exits	0	1	2	0	-	0.0%	5.0%	11.1%	0.0%	-
<b>District Retention</b>										
Educator Retention	24	21	20	25	-	96.0%	84.0%	87.0%	100.0%	-
Teacher Retention	22	17	16	20	-	100.0%	85.0%	88.9%	100.0%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
<b>5 Year Average Retention</b>						
New Entrants	66.7%	0.0%	66.7%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	100.0%	0.0%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	100.0%	0.0%	100.0%	86.1%	5.6%	91.7%
4 Years of Experience	50.0%	50.0%	100.0%	87.9%	4.7%	92.6%
5 Years of Experience	100.0%	0.0%	100.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	0.0%	0.0%	0.0%	4.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	96.0%	100.0%	95.7%	88.0%	100.0%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	4.0%	0.0%	4.3%	8.0%	0.0%	6.4%	7.2%	8.2%	9.1%	9.0%



## District Report for: FORT SUPPLY

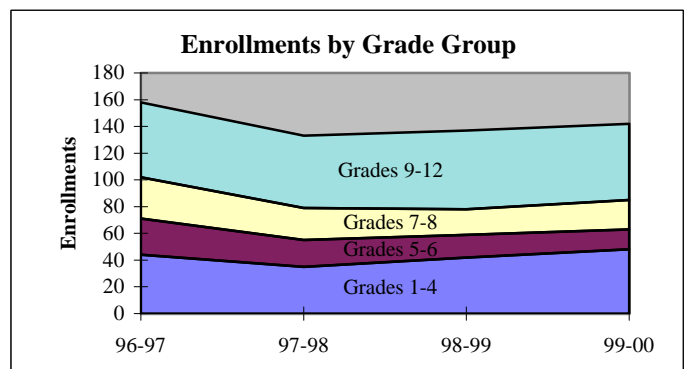
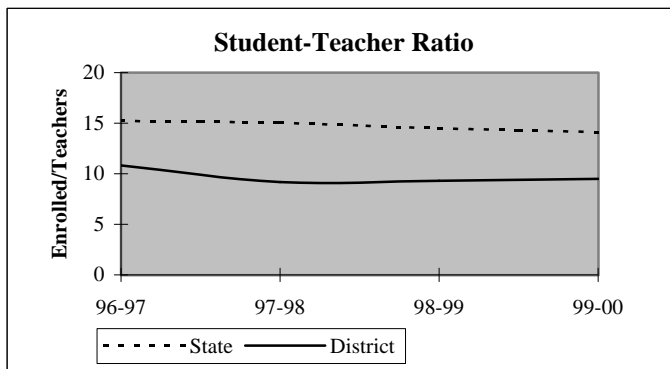


Descriptive Indicators	District					State of Oklahoma				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Supply &amp; Demand Indicators</b>										
Student to Educator Ratio	8.8	8.7	7.0	8.3	8.4	13.3	13.3	13.1	12.6	12.3
Student to Teacher Ratio	10.4	10.8	9.2	9.3	9.5	15.2	15.2	15.0	14.5	14.1
Change in Educators	-1	0	1	-3	0	-	-	-	-	-
% Change in Educators	-4.8%	0.0%	5.0%	-14.3%	0.0%	-	0.6%	1.6%	2.1%	1.9%
Change in Enrollments	14	-3	-26	2	3	-	-	-	-	-
% Change in Enrollments	8.6%	-1.7%	-15.0%	1.4%	2.0%	-	0.7%	0.4%	-2.0%	-0.9%
<b>Workforce</b>										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%	6.0%	6.1%	6.6%	6.9%
% Administrative Staff	5.0%	10.0%	19.0%	11.1%	11.1%	5.5%	5.5%	5.5%	5.5%	5.4%
% Professional Staff	10.0%	10.0%	4.8%	0.0%	0.0%	7.3%	7.3%	7.2%	7.5%	7.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	8.5%	8.6%	8.7%	8.7%	8.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	9.2%	9.3%	9.3%	9.6%	9.7%
% Female in Admin.	0.0%	0.0%	0.0%	5.6%	5.6%	28.7%	30.0%	31.2%	32.3%	33.3%
<b>Teachers</b>										
Average Age	38.4	36.9	38.3	37.1	38.1	42.0	42.3	42.5	42.7	43.0
Average Experience	8.8	7.7	8.0	8.3	8.9	12.1	12.3	12.3	12.2	12.2
Average Salary	29,555	27,751	28,609	29,225	29,599	30,177	29,573	29,873	30,211	30,349
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%	8.5%	8.6%	8.6%	8.7%
% Female Teachers	70.6%	75.0%	75.0%	75.0%	68.8%	76.2%	76.2%	76.2%	76.3%	76.6%
% Special Ed. Teachers	5.9%	6.3%	6.3%	6.3%	6.3%	10.9%	10.9%	10.8%	11.2%	11.2%
<b>Enrollment</b>										
% Minority	100.0%	4.0%	2.7%	6.0%	11.8%	30.6%	31.2%	31.9%	33.0%	33.8%

Attrition Indicators	District Counts					District Percentage of Total Educators				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Count of Educators:</b>										
Less than 7 yrs Exper.	9	12	12	10	11	45.0%	60.0%	57.1%	55.6%	61.1%
Attrition	1	1	7	0	0					
Attrition Rate	11.1%	8.3%	58.3%	0.0%	0.0%					
<b>More than 7 yrs Exper.</b>										
but less than Retirement	11	8	8	8	7	55.0%	40.0%	38.1%	44.4%	38.9%
Attrition	3	2	2	1	0					
Attrition Rate	27.3%	25.0%	25.0%	12.5%	0.0%					
<b>At Retirement Age</b>										
Attrition	0	0	1	0	0	0.0%	0.0%	4.8%	0.0%	0.0%
Attrition Rate	0.0%	0.0%	100.0%	0.0%	0.0%					
<b>At Retirement in 5 yrs.</b>										
	1	0	1	0	1	5.0%	0.0%	4.8%	0.0%	5.6%

## District Report for: FORT SUPPLY

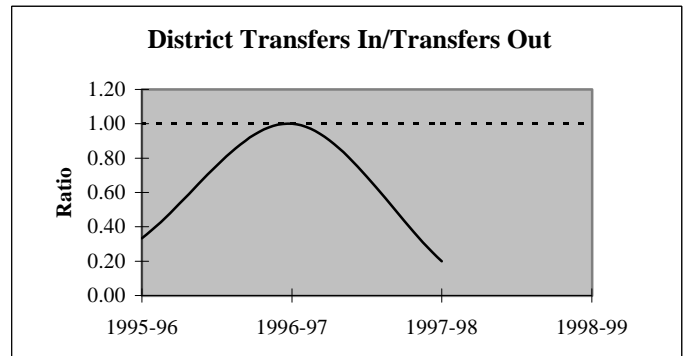
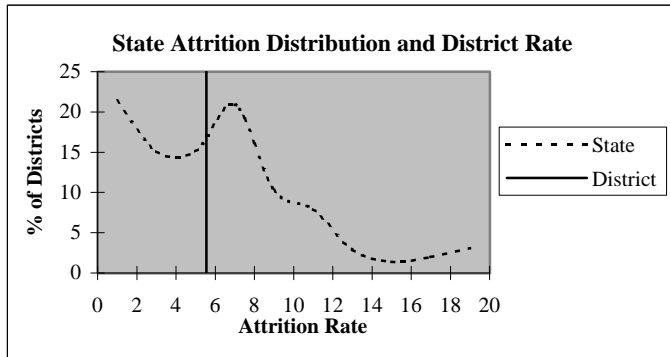
Profile by Position	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Total Educators</b>	20	20	21	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	4	2	2	5.0%	10.0%	19.0%	11.1%	11.1%
Professional Staff	2	2	1	0	0	10.0%	10.0%	4.8%	0.0%	0.0%
<b>Total Teachers</b>	17	16	16	16	16	85.0%	80.0%	76.2%	88.9%	88.9%
Special Education	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
Pre-K & Kindergarten	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Elementary	9	8	8	8	8	52.9%	50.0%	50.0%	50.0%	50.0%
<b>Middle School</b>	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>High School (9-12)</b>	7	7	7	7	7	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
Art & Music	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Math	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
<b>Science</b>	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
Biology	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Chemistry	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Physics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other Science	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
Vocational Education	2	2	2	2	2	11.8%	12.5%	12.5%	12.5%	12.5%
Other	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	6.3%
<b>Total Enrollments</b>	176	173	147	149	152	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	11	15	14	12	6	6.3%	8.7%	9.5%	8.1%	3.9%
Grades 1-4	44	44	35	42	48	25.0%	25.4%	23.8%	28.2%	31.6%
Grades 5-6	29	27	20	17	15	16.5%	15.6%	13.6%	11.4%	9.9%
Grades 7-8	32	31	24	19	22	18.2%	17.9%	16.3%	12.8%	14.5%
Grades 9-12	60	56	54	59	57	34.1%	32.4%	36.7%	39.6%	37.5%
Ungraded	0	0	0	0	4	0.0%	0.0%	0.0%	0.0%	2.6%



## District Report for: FORT SUPPLY

Dynamics of the Workforce	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
Total Workforce	20	20	21	18	18	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	18	16	17	11	17	90.0%	80.0%	81.0%	61.1%	94.4%
Newly Hired	2	4	4	7	1	10.0%	20.0%	19.0%	38.9%	5.6%
Transfers In	1	1	1	3	0	50.0%	25.0%	25.0%	42.9%	0.0%
Reentrants	1	1	2	1	1	50.0%	25.0%	50.0%	14.3%	100.0%
First Time Educators	0	2	1	3	0	0.0%	50.0%	25.0%	42.9%	0.0%
Total Exiting Next Year	4	3	10	1	-	20.0%	15.0%	47.6%	5.6%	-
Transfers Out	3	1	5	0	-	75.0%	33.3%	50.0%	0.0%	-
Leave Oklahoma Educ.	1	2	5	1	-	25.0%	66.7%	50.0%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	20.0%	15.0%	47.6%	5.6%	-
Transfers In/Out	0.33	1.00	0.20	nc	-



### Educators by Higher Education Institute Attended (SDE Data)

Colleges Attended by Current Staff	1995-96	Colleges Attended by Current Staff	1995-96
Univ. of Oklahoma, Norman	1	Benedictine Heights, Tulsa	-
OSU, Stillwater	2	Southern Nazarene Univ., Bethany	-
UCO, Edmond	-	OBU, Shawnee	-
ECU, Ada	-	OCU, Oklahoma City	-
NWOSU, Alva	11	Phillips Univ., Enid	-
NESU, Tahlequah	-	University of Tulsa, Tulsa	-
SEOSU, Durant	-	OCUSA, Oklahoma City	-
SWOSU, Weatherford	3	Cameron, Lawton	-
OK Panhandle SU, Goodwell	2	Oral Roberts Univ., Tulsa	-
USAO, Chickasha	-	Bartlesville Wesleyan, Bartlesville	-
Langston U, Langston	-	Flamming Rainbow Univ., Stilwell	-
Mid-America Bible College, OKC	-	Out-of-State Colleges & Univ.	1
		<b>Total</b>	<b>20</b>



## District Report for: FORT SUPPLY

Profile by	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Known Race and Gender</b>										
<b>Administrative</b>	1	2	4	2	2	5.0%	10.0%	19.0%	11.1%	11.1%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	1	2	4	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Professional Staff</b>	2	2	1	0	0	10.0%	10.0%	4.8%	0.0%	0.0%
White - Females	2	1	0	0	0	100.0%	50.0%	0.0%	0.0%	0.0%
White - Males	0	1	1	0	0	0.0%	50.0%	100.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Teachers</b>	17	16	16	16	16	85.0%	80.0%	76.2%	88.9%	88.9%
White - Females	12	12	12	12	11	70.6%	75.0%	75.0%	75.0%	68.8%
White - Males	5	4	4	4	5	29.4%	25.0%	25.0%	25.0%	31.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Age Group</b>										
Up to 24	0	1	0	1	0	0.0%	6.3%	0.0%	6.3%	0.0%
25-29	3	3	5	4	3	17.6%	18.8%	31.3%	25.0%	20.0%
30-34	3	2	1	2	3	17.6%	12.5%	6.3%	12.5%	20.0%
35-39	4	4	3	3	2	23.5%	25.0%	18.8%	18.8%	13.3%
40-44	3	3	3	3	3	17.6%	18.8%	18.8%	18.8%	20.0%
45-49	2	1	1	0	1	11.8%	6.3%	6.3%	0.0%	6.7%
50-54	1	2	2	2	2	5.9%	12.5%	12.5%	12.5%	13.3%
55+	1	0	1	1	1	5.9%	0.0%	6.3%	6.3%	6.7%
<b>Average Age</b>	38.4	36.9	38.3	37.1	38.1					

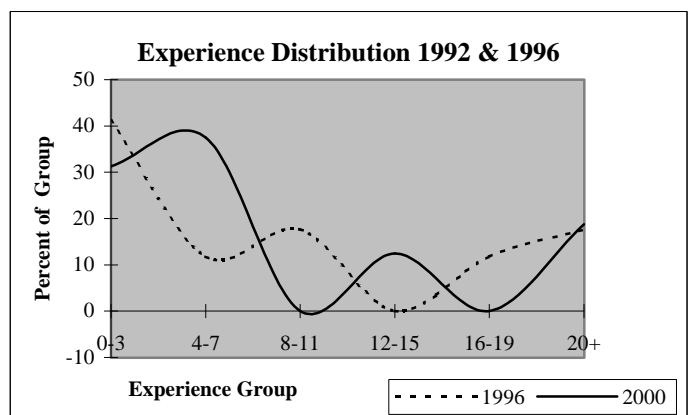
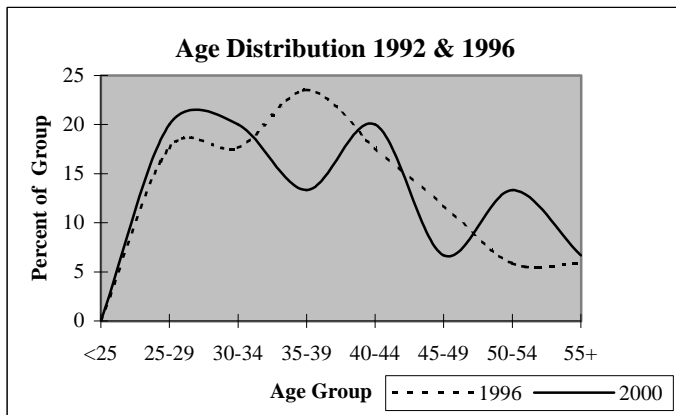
Experience Distribution	District Counts					District Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Teachers by Experience</b>										
0-3 Years	7	6	6	5	5	41.2%	37.5%	37.5%	31.3%	31.3%
4-7 Years	2	4	4	5	6	11.8%	25.0%	25.0%	31.3%	37.5%
8-11 Years	3	3	2	1	0	17.6%	18.8%	12.5%	6.3%	0.0%
12-15 Years	0	0	1	2	2	0.0%	0.0%	6.3%	12.5%	12.5%
16-19 Years	2	1	1	0	0	11.8%	6.3%	6.3%	0.0%	0.0%
20+ Years	3	2	2	3	3	17.6%	12.5%	12.5%	18.8%	18.8%
<b>Average Experience</b>	8.8	7.7	8.0	8.3	8.9					

## District Report for: FORT SUPPLY

	District Counts					District Rates				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Attrition</b>										
Educator Attrition	4	3	10	1	-	20.0%	15.0%	47.6%	5.6%	-
Attrition from Transfers	3	1	5	0	-	15.0%	5.0%	23.8%	0.0%	-
Attrition from Exits	1	2	5	1	-	5.0%	10.0%	23.8%	5.6%	-
<b>Teacher Attrition</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>17.6%</b>	<b>12.5%</b>	<b>31.3%</b>	<b>6.3%</b>	<b>-</b>
Attrition from Transfers	2	1	2	0	-	11.8%	6.3%	12.5%	0.0%	-
Attrition from Exits	1	1	3	1	-	5.9%	6.3%	18.8%	6.3%	-
<b>District Retention</b>										
Educator Retention	16	17	11	17	-	80.0%	85.0%	52.4%	94.4%	-
Teacher Retention	14	14	11	15	-	82.4%	87.5%	68.8%	93.8%	-

	District Rates			Oklahoma Rates		
	Retained	Transfer	Total	Retained	Transfer	Total
5 Year Average Retention						
New Entrants	87.5%	12.5%	100.0%	78.2%	9.6%	87.8%
1 Year of Experience	100.0%	0.0%	100.0%	84.2%	6.9%	91.1%
2 Years of Experience	90.9%	9.1%	100.0%	85.2%	5.9%	91.1%
3 Years of Experience	75.0%	12.5%	87.5%	86.1%	5.6%	91.7%
4 Years of Experience	85.7%	0.0%	85.7%	87.9%	4.7%	92.6%
5 Years of Experience	40.0%	20.0%	60.0%	87.8%	4.7%	92.5%

	District Percentages					State Percentages				
	1995-96	1996-97	1997-98	1998-99	1999-00	1995-96	1996-97	1997-98	1998-99	1999-00
<b>Survey Data Quality</b>										
<b>Experience Increment</b>										
% Increment by 0	5.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.4%	1.6%	1.6%	1.9%
% Increment by 1	90.0%	80.0%	85.7%	77.8%	94.4%	92.0%	91.3%	89.9%	89.1%	88.9%
% Increment by 2	0.0%	5.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.3%	0.2%	0.2%
% Other Increment	5.0%	15.0%	14.3%	22.2%	5.6%	6.4%	7.2%	8.2%	9.1%	9.0%



**Appendix A**  
**State of Oklahoma**  
**Data Processing Notes 2002**  
**Personnel and Class Data Files**

1. The base data for the Educators Supply and Demand Study begins with educators selected from the Personnel database. These files contains a field labeled “position code” field which defines the educator’s primary position (in that district). This provides a high level grouping of the educators into positions such as Administrative, Special Educators, Staff positions, and teachers. Please refer to Appendix B for a complete listing of this first level assignment.
2. A combination of position code and the site code is used to determine whether an educator is assigned to an elementary school teacher, middle school or high school.
3. Full-Time Equivalent (FTE) is calculated from the data files using the following formula:

$$\begin{aligned} & \text{(Number of Days Employed/ Number of Days in Full-Time Contract)} \\ & \times \\ & \text{(Fraction of Day Employed/1000)} \end{aligned}$$

where the first part calculates the percentage of time the person is employed over the year, and the second part is the percentage of time they are employed during the day (part-timer). This yields an estimate for FTE typically in the range of 0 to 1.

4. Total Salary is calculated as:  
  
Base Salary + Fringe Benefits
5. Educators who work in more than one school (site) are then reviewed to determine the position in which they spend the majority of their time (highest FTE). Ties are broken by highest number of days employed and then by highest assigned position.
6. Once the educators primary position has been set, the district in which they spend the majority of their time *in that position* is assigned.
7. For the middle school teachers and high school teachers are then segmented into their areas of specialization using the Class or Assignment files to get a listing of all the classes taught by the teacher as well as all the enrollment in those classes. By selecting out the classes taught by these middle school and high school teachers and then aggregating them, it is possible to determine how they spend the majority of there time.

## **Change in Methodology from the 1997 Report to the 2001 Report:**

Because the Personnel files and the Class files were originally intended for purposes other than the generation of supply and demand analysis, there are a number of inconsistencies between the two files that provided the basis for a change in methodology. The following two statements limit the direct connection between the files:

- a. The employment files are the primary method of identifying the position that an educator holds with a district.
- b. The class files, particularly for 1995-96, have no reliable connection to the employment files. It is not possible to validate the employment file position code by analyzing the class files.

A revised methodology was agreed upon between Debra Stuart and Data and Decision Analysis and is outlined below:

8. Classes (assignments), number of sections and students are aggregated for all middle school and high school educators as identified above. Only assignment records for middle school, high school and special education are used.
9. Every effort is made to determine the correct specialty and not resort to assigning the teacher to the "Other High School" teacher category.

**Appendix B**  
**State of Oklahoma**  
**Position Code to DaDA Position Crosswalk**

Position	Description	OK Position	Position Name
100	Administrative	10	Superintendent
		11	Asst. Superintendent
		12	Admin. Asst.
		13	Elementary Superindendent
		31	Elem. Nonteaching Principal
		32	Jr. High Nonteaching Principal
		33	High School Nonteaching Princ.
		34	Asst. Elem Nonteaching Princ.
		35	Asst. Jr. High Nonteach Princ.
		36	Asst. High Sch. Nonteach Princ
		37	Middle School Nonteach Princ.
		38	Middle Sch. Asst. Nontch Princ
210	Guidance Counselors	81	Counselor
220	Librarians	82	Librarian
290	Other Professional Staff	52	Headstart Superv. by Dist.
		78	Curriculum Consul/Instr. Spec.
		80	Supervisor, Consul, Director
		83	Nurse
		84	Census & Attendance Superv.
		86	Psychologist
		97	Psychometrist
		98	Occupational Therapist
		99	Physical Therapist
310	Special Education	88	Special Education Teacher
400	Early Childhood Education	51	Pre-Kindergarten
600	Elementary	41	Elem. Teaching Principal
		44	Asst. Elem. Teaching Principal
		50	Kindergarten Teacher
		60	Elementary Teacher
700	Middle School	47	Middle School Teaching Princ.
		48	Middle School Asst. Tch Princ.
		61	Middle School Teacher
800	Middle School	42	Jr. High Teaching Principal
		45	Asst. Jr. High Teaching Princ.
		65	Jr. High Teacher

(Continued)

**State of Oklahoma**  
**Position Code to Oklahoma Position Crosswalk**  
**(Continued)**

<b>Position</b>	<b>Description</b>	<b>OK Position</b>	<b>Position Name</b>
900	High School	43	High School Teaching Principal
		46	Asst. High School Teach Princ.
		70	High School Teacher
980	High School Vocational	71	Voc. Agri. Teacher
		72	Voc. Home Econ. Teacher
		73	Other Voc. Teacher
		95	Area Voc. Tech. School
990	High School Other	74	ROTC
999	Other Teacher	85	T.V. Teacher
		87	Visiting Teacher
		90	Municipal Jr. College
		91	Adult Education
		92	Manpower & Development
		93	University School
		96	Teacher Corps

**State of Oklahoma**  
**Position Code to Oklahoma Position Crosswalk**  
**(Continued)**

The Middle School (700 and 800 series above) and High School groupings (900 series above) are then split into the categories shown below using the assignment data from the Class (assignment) files. Please refer to Appendix A for a description of the processing steps used.

<b>Position</b>	<b>Description</b>
715	Middle School Language Arts
720	Middle School Art & Music
730	Middle School Social Studies
740	Middle School Foreign Lang.
760	Middle School Math
770	Middle School Science
780	Middle School Voc. Ed.
790	Middle School Other
915	High School Language Arts
920	High School Art & Music
930	High School Social Studies
940	High School Foreign Language
960	High School Math
971	High School Biology
972	High School Chemistry
973	High School Physics
979	High School Other Science
980	High School Voc. Ed.
990	High School Other