

I am honored to serve as the Park City School District Superintendent. The District has an outstanding reputation for providing students with a high quality education. Our academic programs are strong and students are provided with a rich array of co-curricular opportunities. The community deserves a great deal of credit for the support, which it has given its schools over the years.

You have likely been contemplating many questions lately, ranging from the need for bond projects, why the projects are so expensive this time around, Park City teacher turnover rates, changes to start times, etc. I want you to have the most up-to-date and accurate information.

A recent {<http://www.parkrecord.com/opinion/letters/school-board-needs-to-step-back/> editorial} in the Park Record mentioned, "Change is appropriate when fully understood and vetted, thoughtfully planned with stakeholders, and well executed across a timeline that works." I couldn't agree more. This email is one step of many I'm taking to make sure you have access to provide input on the ground floor for all upcoming ideas and projects. I want to hear your voices to achieve full understanding, then move together toward planning and execution.

That said, I'd like to take a moment to talk about another item in the aforementioned editorial: our teacher turnover rate.

For the last three years, PCSD *teacher* turnover rate is as follows:

2014 - 9%,
2015 - 10%,
2016 - 13%

We provide the opportunity for exit interviews, and those who participate are encouraged to be candid about why they have made the decision to leave. Our district's 3-year average is 10.67%. A quick point of comparison: Palo Alto School District (a more similar district to ours than those mentioned in the editorial) has a 3-year average of 20%. The state average for turnover is 12%. Our numbers are below-average, but we still - always! - want to improve.

Please also keep in mind; we have built-in turnover with DLI visas every two - three years. While this is a small impact, it is a factor. We believe strongly in the DLI program and the benefits it provides to our children, especially the incredible opportunity of our native speakers sharing the culture of the languages.

As always, I encourage you to call, email, or come see me anytime with questions or concerns, and I'd love to hear your ideas for topics I can cover in these weekly dispatches. I'd also encourage you to sign up for our new information initiative -- PCSD Community Link. You can sign up here: {<http://tiny.cc/pcschoools>} Spanish: {<http://tiny.cc/pcespanol>} or by texting your first & last name to 435-602-4444.

Warmly,
Ember