

## Operational Stability Goal

The Operational stability goal reads:

Position Monument Academy to be operationally stable with regards to day-to-day administration; while maintaining its responsibility for oversight, by the application of performance measures/metrics which hold Administration accountable.

A school's turnover rate speaks to its operational stability. People stay if they are valued, treated fairly and believe they are making a difference.

<b>Use</b>	This performance measure is used by Human Resource professionals to assess the stability of a workforce. The lower the percentage of non-returning employees, the more stable the operational environment.		
<b>Data</b>	Total Number of Teachers Not Returning / Total Number of Teachers		
<b>Frequency</b>	Calculate and review annually		
	<b>Blue</b>	Exceeds Target	< 17%
	<b>Green</b>	At Target	17-19.9%
	<b>Yellow</b>	Above Target - needs to be watched	20-21.9%
	<b>Red</b>	Above Target - needs immediate action	>22%
<b>Results</b>	The turnover rate was calculated at the end of last year for the previous three years.		
	<b>Year</b>	<b>2017/2018</b>	<b>2016/2017</b>
		15%	16%
			17%