

ABSTRACT OF THE DISSERTATION

A CASE AND FIELD STUDY ON THE RECRUITMENT, RETENTION AND
TURNOVER OF THE PROFESSIONAL TEACHING STAFF AT THE
MECHANICVILLE HIGH SCHOOL FROM THE PERIOD OF 1990 THROUGH 2003
AND ITS IMPACT ON THE EDUCATIONAL ORGANIZATION

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The purpose of this study was to present data gathered from master schedule staffing in order to determine the degree of teacher movement out of Mechanicville High School. The intent of this study was to determine what effect, if any, teacher recruitment, retention, and turnover had on the educational organization at Mechanicville High School. Teacher curriculum-area retention and turnover rates were studied. A questionnaire was used to determine teachers' reasons for leaving the school system. The following reasons for departure were anticipated: leaving for more money (financial reasons), leaving for more positive working conditions (psychological reasons), leaving for environmental reasons (improved physical plant reasons), leaving to follow a spouse, leaving the field of education, and leaving for retirement and/or early retirement.

Teacher union and board of education relations were examined, as well as their impact on recruitment and retention. Aspects of competitive recruitment are discussed, along with those factors that limited the district's ability to retain teachers.

The degree that the researcher's reflexivity (i.e., personal beliefs and personal background) may have influenced the phenomena being studied is discussed and examined. The researcher's role in data collection from the standpoint of personal observation, judgment, intuition, and overall psychological involvement in the process may be a factor because of his past and present interaction with the participants of this study. The results of the researcher's preliminary investigation on recruitment, retention, and turnover in the Mechanicville City High School indicated a relationship among professional teaching staff turnover, organizational performance, and student academic success in the high school environment as measured by the Comprehensive Assessment Report (CAR), school report card, the *Business Review*, and memorandum from professionals in the field. The objectives of this case study were designed to determine the impact of a need for recruitment and retention of professional teaching staff at the high school in the Mechanicville City School District, as well as the impact of professional teaching staff turnover with regard to both organizational and student performance. Furthermore, teacher migration, a seldom-studied aspect of teacher attrition, was analyzed and reported upon at the local level.