

Employee Attendance Rate (all staff in district) Measures the amount of labor and productivity lost due to leave and gives perspective on employees' commitment to job.

Intervene	Concern	Midpoint	Progress	Vision	July - September 2018	October - December 2018	January - March 2019	April - June 2019
0-90%	91-92%	93-94%	95-96%	97-100%	93%	93%	93%	93%

Average Tenure (all staff in district) The average length of time that an employee spends with the company helps determine employee satisfaction and talent retention

Intervene	Concern	Midpoint	Progress	Vision	2017/2018	2018/2019	2019/2020	2020/2021
Avg. 0-5 years	Avg. 6-10 years	Avg. 11-15 years	Avg. 16-19 years	Avg. 20+ years	13	13	14	

Percentage of Staff Who Are **Highly Qualified** (Licensed) Helps in evaluating the effectiveness of recruiting and retaining a highly qualified and properly endorsed workforce

Intervene	Concern	Midpoint	Progress	Vision	2017/2018	2018/2019	2019/2020	2020/2021
0-96%	97%	98%	99%	100%	100%	99%	98%	