

# N. Sample Exit Survey

# Delaware Education Employee Exit Survey

This survey is designed to capture your experiences in the school you recently exited and the factors that impacted your transition out of your previous location. Please answer the survey in its entirety as your answers will help us to improve teaching and learning conditions in our schools. No identifying information will be published or released. Thanks for your participation.

## Section I. Background and Demographic Information

1. Gender
  - ☐ Male
  - ☐ Female
2. Race/Ethnicity: select all that apply
  - ☐ White/Caucasian
  - ☐ Hispanic/Latino(a)
  - ☐ African American
  - ☐ Native American
  - ☐ Asian
  - ☐ Hawaiian/Pacific Islander
3. What is your age?
  - ☐ 20-25
  - ☐ 26-30
  - ☐ 31-40
  - ☐ 41-50
  - ☐ 51-60
  - ☐ Over 60
4. What is your highest degree attained?
  - ☐ Associates' or 2-year college degree
  - ☐ Bachelors' or 4-year college degree
  - ☐ Masters' degree
  - ☐ Doctoral degree
  - ☐ Other (explain)

**For the next selection of questions your “exited” school or position is the one you are leaving or most recently left. If you have worked at more than one school in the past year, please answer the questions for the school you were employed with the longest.**

5. What school are you currently exiting?
6. How many total years have you been employed as an educator?
  - ☐ First year
  - ☐ 2-3 years
  - ☐ 4-6 years
  - ☐ 7-10 years
  - ☐ 11-20 years
  - ☐ 20 or more years
7. How many total years had you been employed in the school you exited?
  - ☐ First year
  - ☐ 2-3 years
  - ☐ 4-6 years
  - ☐ 7-10 years
  - ☐ 11-20 years
  - ☐ 20 or more years

8. How would you best describe the position you exited?
- ☐ Full time
  - ☐ Part time
  - ☐ Itinerant
9. How would you best describe your role at the school you exited?
- ☐ Teacher (including instructional coaches, department heads, vocational, literacy specialist, etc.)
  - ☐ Principal
  - ☐ Assistant Principal
  - ☐ Other Education Professional (school counselor, psychologist, social worker, etc.)
10. At what grade level(s) did you teach in school you are exiting?: select all that apply (TEACHERS ONLY)
- |                                       |                                  |  |
|---------------------------------------|----------------------------------|--|
| <input type="checkbox"/> Kindergarten | <input type="checkbox"/> Grade 5 | <input type="checkbox"/> Grade 10        |
| <input type="checkbox"/> Grade 1      | <input type="checkbox"/> Grade 6 | <input type="checkbox"/> Grade 11        |
| <input type="checkbox"/> Grade 2      | <input type="checkbox"/> Grade 7 | <input type="checkbox"/> Grade 12        |
| <input type="checkbox"/> Grade 3      | <input type="checkbox"/> Grade 8 | <input type="checkbox"/> Other (explain) |
| <input type="checkbox"/> Grade 4      | <input type="checkbox"/> Grade 9 |  |
11. What subject(s) did you teach in the school you are exiting?: select all that apply (TEACHERS ONLY)
- |   |   |
|---|---|
| <input type="checkbox"/> Agrisciences                     | <input type="checkbox"/> Science                        |
| <input type="checkbox"/> Business, Finance and Marketing  | <input type="checkbox"/> Skilled and Technical Sciences |
| <input type="checkbox"/> English as a Second Language     | <input type="checkbox"/> Social Studies                 |
| <input type="checkbox"/> English Language Arts            | <input type="checkbox"/> Technology Education           |
| <input type="checkbox"/> Family and Consumer Sciences     | <input type="checkbox"/> Visual and Performing Arts     |
| <input type="checkbox"/> Health and/or Physical Education | <input type="checkbox"/> World Languages                |
| <input type="checkbox"/> Mathematics                      | <input type="checkbox"/> Other (explain)                |

## Section II. Thoughts on Previous School Year *(Example shown for Teachers)*

1. Please think back to the most recent school year spent at the institution you exited. Rate each of the following on how much you agree or disagree with the statement (select

|  | Strongly Disagree        | Disagree                 | Agree                    | Strongly Agree           | Not Applicable           |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a) Teacher compensation is appropriate for their level of responsibility and education.                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b) The school environment is clean and well-maintained.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c) School administrators support teachers' efforts to maintain discipline in the classroom.                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d) The school maintains clear, two-way communication with the community.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e) Community members support teachers, contributing to their success with their students.                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f) Class sizes are reasonable such that teachers have the time available to meet the needs of all students.                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g) Procedures for teacher evaluation are consistent  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h) Teachers have sufficient access to appropriate instructional materials (textbooks, content references, etc.).           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i) Teachers are trusted to make sound professional decisions about instruction.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j) Teachers have an appropriate level of influence on decision making in the school.                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k) Teachers have autonomy to make decisions about instructional delivery (e.g. pacing, materials and pedagogy).            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l) Teachers have access to reliable communication technology, including computers, printers, software and internet access. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m) Teachers have time available to collaborate with colleagues.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n) Teachers are recognized as educational experts  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o) Teachers have sufficient access to a broad range of professional support personnel.                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p) An appropriate amount of time is provided for professional development.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q) Professional development is differentiated to meet the needs of individual teachers.                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| r) Professional development enhances teachers' abilities to improve student learning.                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please use the space below to elaborate on any responses.

2. Please think back to the most recent school year spent at the institution you are exiting, especially your relationship with your school leader. Rate each of the following statements on how much you agree or disagree with their characterization of your supervisor's performance.

| My school leader is effective at<br>_____   | <b>Strongly<br/>Disagree</b> | <b>Disagree</b>          | <b>Agree</b>             | <b>Strongly<br/>Agree</b> | <b>Not<br/>Applicable</b> |
|---|------------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| a) Creating an atmosphere of trust and mutual respect in the school.                            | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| b) Communicating the respect and value of teachers  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| c) Consistently supporting teachers.  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| d) Developing broad agreement among the teaching staff about the school or department's mission | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| e) Holding teachers to high professional standards for delivering instruction.                  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| f) Assessing teacher performance objectively.   | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| g) Providing teachers with feedback that can help them improve teaching.                        | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| h) Using data to improve student learning.  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| i) Encouraging dissenting opinions and constructive criticism                                   | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| j) Working with staff to develop and attain curriculum standards                                | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |
| k) Utilizing shared leadership  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  | <input type="checkbox"/>  |

Please use the space below to elaborate on any responses.

### Section III. Future Employment Plans (*Teachers only*)

1. Do you feel that your decision to leave your position was...
  - ☐ Voluntary
  - ☐ Involuntary (RIF, firing)
  - ☐ Other (please explain) \_\_\_\_\_
2. What are your new employment plans after leaving this position?
  - ☐ Teaching (K-12) elsewhere in the same district
  - ☐ Teaching (K-12) in a different public or charter school elsewhere in Delaware
  - ☐ Teaching (K-12) in a private school elsewhere in Delaware
  - ☐ Teaching (K-12) out of the state
    - ◊ Where? \_\_\_\_\_
  - ☐ Teaching in pre-kindergarten or post-secondary level
  - ☐ Working non-teaching occupation in the field of education (e.g. administration, district or central office or Department of Education)
  - ☐ Returning to school for advancement *within* the field of education
  - ☐ Returning to school for advancement *outside* the field of education
  - ☐ Career change
  - ☐ Caring for family members
  - ☐ Military service
  - ☐ Retiring
  - ☐ Unemployed and seeking work
  - ☐ Other (please explain): \_\_\_\_\_
3. Please take some time to think about your decision to exit your school, and the different factors you considered. Please rate each of the following items below on how important it was to your decision to leave your school.

|  | Not at all<br>important  | Slightly<br>Important    | Important                | Very<br>Important        | Not<br>Applicable        |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a) Legal or ethical conflict                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b) Salary or benefits                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c) Access to better/more affordable housing              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d) Commute was too far                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e) Wanted to teach in different community                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f) Dissatisfied with support received from the community | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g) Dissatisfied with support from colleagues             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h) Dissatisfied with support from school administrator   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i) Dissatisfied with job description or responsibilities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| j) Dissatisfied with <i>changes</i> in job description or responsibilities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k) Dissatisfied with the education own children were receiving             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l) Did not feel prepared to implement new reform measures                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m) Did not agree with new reform measures                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n) Inadequate mentoring  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o) Lack of recognition   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p) New position better aligned with interests/abilities                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q) School policies and procedures  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| r) Student behavioral or discipline problems                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| s) Too high of workload  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| t) Administration's willingness to make corrections or changes             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| u) Personal or family health considerations                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| v) Pension or retirement considerations                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please elaborate on any very low or very high responses.

4. Please rate any of the following on how likely they would have been to persuading you to remain at the school you are exiting.

|  | <b>Definitely Not</b>    | <b>Probably Not</b>      | <b>Probably</b>          | <b>Definitely</b>        |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a) Better salary or benefits                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b) More school support from the community              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c) More support from colleagues                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d) More support from school administrator              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e) Better preparation to implement new reform measures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f) Different or no new reform measures                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g) More effective mentoring                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h) New forms of recognition                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| i) More flexibility to align with interests/abilities                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j) Better/different school policies and procedures                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k) Fewer student behavioral or discipline problems                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l) Smaller workload  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m) More willingness from the administration to make corrections or changes | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please discuss any other factors that could have persuaded you to remain at the school you have exited below:

**Thank you for your participation in this Exit Survey. Your responses are helping to improve teaching and learning conditions in Delaware schools. No identifying information will be published or released. If you would like to discuss your responses further, please provide your contact information below.**

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_