Print Form

Teacher Exit Survey (TEx S)

By responding to this survey, you will help our district better understand teacher mobility and attrition. Thank you for your participation!

1. Will you be returning to the same position you held during the past school year?
(Note: If you have been transferred within or outside of your home district, please select "No" for this question.) ◯ Yes ◯ No

Please tell us a little about yourself and your teaching experience.

2. What is your gender? ◯ Female ◯ Male

3. How old are you?

◯ 21 or under ◯ 26-30 ◯ 36-40 ◯ 46-50 ◯ 56-60
◯ 22-25 ◯ 31-35 ◯ 41-45 ◯ 51-55 ◯ 61+

4. What is your ethnicity

◯ American Indian or Alaskan Native ◯ Black or African-American, non-Hispanic ◯ White or Caucasian, non-Hispanic
◯ Asian or Pacific Islander ◯ Hispanic ◯ Other _____

5. Please select the highest degree you have been awarded.

◯ High School diploma or GED ◯ Master's ◯ PhD
◯ BA/BS ◯ Specialist ◯ None

6. Did you receive most (four years or more) of your college-level education training in Ohio?

◯ Yes ◯ No

7. Including this year, how many years of teaching experience do you have?

◯ 0-3 years ◯ 7-10 years ◯ 16-20 years ◯ 26-30 years
◯ 4-6 years ◯ 11-15 years ◯ 21-25 years ◯ 31+ years

8. If you have a preferred email address that you would like to share, please provide it here. _____

In this section, we are asking a series of questions to better understand your decision to leave this position. If you have been transferred or are simply moving to a new school, we also are interested in hearing your experiences.

9. When did you start the position you are now leaving? (month/day/year) _____

10. When will you officially leave the position? (month/day/year) _____

11. How would you classify the position you are leaving? (If you have more than one position, please describe your primary position. In subsequent questions, please refer to that primary position for your answers.)

◯ Regular Education ◯ Student Teacher ◯ Long-term Sub ◯ Administrator
◯ Special Education ◯ Educational Aide ◯ Short-term Sub ◯ Other
◯ Resource Room Teacher ◯ Itinerant Teacher (teach in more than one school)

12. How many years did you teach in the school you are leaving?

- ◯ 0-3 years
- ◯ 4-6 years
- ◯ 7-10 years
- ◯ 11-15 years
- ◯ 16-20 years
- ◯ 21-25 years
- ◯ 26-30 years
- ◯ 31+ years

13. What grade band below best captures the position you are leaving?

- ◯ Elementary (K-5)
- ◯ Middle (6-8)
- ◯ High School (9-12)
- ◯ Multiple Grades/Levels
- ◯ Other _____

14. Considering the position you are leaving, what best represents the subject area(s) for your primary teaching assignment?

- ☐ Art/Drama/Dance
- ☐ Business Education
- ☐ Computer Technology
- ☐ English Language Arts
- ☐ English as a Second Language
- ☐ Foreign Language
- ☐ Health
- ☐ History
- ☐ Mathematics
- ☐ Music
- ☐ Physical Education
- ☐ Science
- ☐ Special Education
- ☐ Speech
- ☐ Other _____

15. How was your position classified?

- ◯ Full-time
- ◯ Part-time

16. For how many years did you anticipate staying when you first started in this position?

- ◯ 0-3 years
- ◯ 4-6 years
- ◯ 7-10 years
- ◯ 11-15 years
- ◯ 16+ years

17. Are you leaving this position because of a transfer or because you chose to leave?

- ◯ Transfer
- ◯ Own choice

18. For how long did you consider leaving this position? (If you were transferred, please indicate how much notice you were given.)

- ◯ Less than one month
- ◯ 1-3 months
- ◯ 4-6 months
- ◯ 6-12 months
- ◯ One year or more

Using the categories below, please indicate whether each item was a major, moderate or minor factor in your decision to leave this position.

19. Career change (higher pay, return to school) ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

20. If you indicated that a career change was a major reason for leaving, which of the following best explains the reason for your career change?

- ◯ Return to school to improve career WITHIN education field
- ◯ Return to school to improve career OUTSIDE education
- ◯ To secure a job with higher salary
- ◯ Other _____

21. Commute is too far ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

22. Competitive salary elsewhere OUTSIDE the field of education ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

23. Competitive salary elsewhere WITHIN the field of education ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

24. Dissatisfied with reassignment or changes in position ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

25. Did not support reform measures ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

Using the categories below, please indicate whether each item was a major, moderate or minor factor in your decision to leave this position.

26. End of contract/temporary assignment ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

27. Lack of advancement in the teaching profession ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

28. Inadequate mentoring ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

29. Inadequate support ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

30. Lack of supportive working environment ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

31. Inadequate training to support current position ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

32. Recruited for another position ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

33. Reduction in force (RIF) ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

34. Unclear opportunities for advancement ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

35. Career Break ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

36. Which of the following best captures the main reason for your career break?

◯ Sabbatical ◯ Personal health ◯ Remain at home to care for family ◯ Other _____

37. Culture of school ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

38. Did you feel prepared to teach in a multicultural setting? ◯ Yes ◯ No ◯ I did not teach in a multicultural setting

39. Do you feel you received the requisite training and skills needed to successfully manage the classroom(s) you are now leaving?

◯ Yes ◯ No

40. What would have better prepared you to work in the school you are now leaving?

Using the categories below, please indicate whether each item was a major, moderate or minor factor in your decision to leave this position.

41. Administrative leadership ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

42. Lack of autonomy ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

43. Lack of support from supervisor ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

Using the categories below, please indicate whether each item was a major, moderate or minor factor in your decision to leave this position.

44. Administrator's actions did not support teaching staff ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

45. Poor relationship with supervisor ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

46. Supervisor incompetence ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

47. Lack of shared leadership ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

48. Unethical treatment ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

49. Relocation ◯ Major ◯ Moderate ◯ Minor ◯ Not a reason for leaving

50. Which of the following best describes where you are relocating?

◯ Within Ohio ◯ Outside Ohio

51. Was there any other major reason for leaving?

◯ Yes ◯ No

52. Please describe major reason for leaving.

The following questions will help us understand your future career plans in the context of your decision to leave.

53. From the list below, please select up to two factors that might have encouraged you to remain in your position. If none exists, select none of the above.

- ☐ Pay increase
- ☐ Different administrator
- ☐ Smaller classes
- ☐ More time to plan or prepare
- ☐ Opportunities for collaboration with colleagues
- ☐ Better facilities
- ☐ Opportunities for advancement
- ☐ Other _____
- ☐ None of the above

54. What are your plans for next year?

- ◯ Teach in a different school
- ◯ Accept another position WITHIN education
- ◯ Accept another position OUTSIDE of education
- ◯ Return to school to improve career WITHIN education
- ◯ Return to school to improve career OUTSIDE education
- ◯ Stay at home to take care of family
- ◯ Retire
- ◯ Unemployed and seeking employment
- ◯ Other _____

55. Is your new position a promotion?

◯ Yes ◯ No ◯ Other

56. Are you moving to a new district?

◯ Yes ◯ No ◯ Other

57. What category best captures the type of district you will be working in next year?

- ◯ Rural - high-poverty, low median income
- ◯ Rural - low-poverty, low-moderate median income
- ◯ Rural/small town - moderate to high income
- ◯ Urban - high-poverty, low median income
- ◯ Major urban - very high poverty
- ◯ Urban/suburban, high median income
- ◯ Urban/suburban, very high median income, very low poverty
- ◯ Other _____

58. Will you be teaching a different subject than you did in the position you are now leaving?

- ◯ Yes, I will be teaching a different subject area.
- ◯ No, I will be teaching the same subject area.
- ◯ My next position is administrative and not instructional.
- ◯ Other _____

59. What is the primary subject of your new teaching position?

- ☐ Art/Drama/Dance
- ☐ Business Education
- ☐ Computer Technology
- ☐ English Language Arts
- ☐ English as a Second Language
- ☐ Foreign Language
- ☐ Health
- ☐ History
- ☐ Mathematics
- ☐ Music
- ☐ Physical Education
- ☐ Science
- ☐ Special Education
- ☐ Speech
- ☐ Other

60. Is there anything else you would like to share regarding your decision to leave?

Print Form