**Model Teacher Exit Questionnaire for Virginia School Divisions**

This survey is designed to capture your experiences in the school division you recently exited and the factors that influenced your decision to leave your position. Your answers will provide information about teaching and learning conditions in our schools. Thank you for your participation.

**Section I: Overall Experience in this School Division**

1. How would you describe your overall experience working in this school division?

|[ ] [ ] [ ] [ ] [ ]
|  |
| 1 | 2 | 3 | 4 | 5 |
| Poor | Fair | Neutral | Good | Very good |

1. Would you recommend this school division as a good place to work?

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Yes | [ ]  | No |

1. Please feel free to offer any overall comments about your work experience in this school division.

|  |
| --- |
| Click here to enter text. |

**Section II: Reasons for Leaving**

Please indicate factors that influenced your decision to leave your position. A response in each category is not required.

| 1. **PERSONAL REASONS**
 |
| --- |
| 1. Retirement with full benefits
 | [ ]  |
| 1. Retirement with reduced benefits
 | [ ]  |
| 1. Spouse/family relocating out of area
 | [ ]  |
| 1. Access to better/more affordable housing
 | [ ]  |
| 1. Commute time or distance
 | [ ]  |
| 1. Career break with intent to return (Please select one)
 | [ ]  |
| [ ]  Personal health [ ]  Remain at home to care for family [ ]  Further education [ ]  Other  |
| 1. Personal or family considerations (health or other)
 | [ ]  |

| 1. **COMPENSATION AND BENEFITS**
 |
| --- |
| 1. Salary
 | [ ]  |
| 1. Insurance benefits
 | [ ]  |
| 1. Lack of tuition assistance
 | [ ]  |
| 1. Lack of time off for professional growth
 | [ ]  |
| 1. Lack of incentives and opportunities for growth and advancement
 | [ ]  |
| 1. Other benefits –
 | [ ]  |
| Please specify:  | Click here to enter text. |

| 1. **PROFESSIONAL REASONS**
 |
| --- |
| 1. Job description or responsibilities
 | [ ]  |
| 1. Reassignment or changes in position
 | [ ]  |
| 1. Lack of relevant and effective professional development
 | [ ]  |
| 1. Accepted another position in the field of education (administrator, central office supervisor, Department of Education employee, etc.)
 | [ ]  |
| 1. Teach (K-12) in a different school division in Virginia
 | [ ]  |
| If so, where?  | Click here to enter text. |
| 1. Teach (K-12) in a private school in Virginia
 | [ ]  |
| 1. Teach (K-12) out of state
 | [ ]  |
| If so, where?  | Click here to enter text. |
| 1. Teach in pre-kindergarten or at the postsecondary level
 | [ ]  |
| 1. Military service
 | [ ]  |
| 1. Change of career
 |[ ]
| 1. Return to school without intent to return to education
 | [ ]  |
| 1. Teaching license expired
 | [ ]  |
| 1. End of contract/temporary assignment
 | [ ]  |
| 1. Involuntary departure initiated by school division
 | [ ]  |

| 1. **LEARNING CLIMATE**
 |
| --- |
| 1. School safety
 | [ ]  |
| 1. Inadequate materials, resources, and/or supplies
 | [ ]  |
| 1. Physical work environment
 | [ ]  |
| 1. School culture and climate
 | [ ]  |
| 1. Student discipline/behavior
 | [ ]  |
| 1. Workload
 | [ ]  |

| 1. **LEADERSHIP AND SUPPORT**
 |
| --- |
| 1. Lack of support from supervisor/school administrator(s)
 | [ ]  |
| 1. Lack of support from colleagues
 | [ ]  |
| 1. Insufficient mentoring and/or induction
 | [ ]  |
| 1. Lack of autonomy in instructional decisions and/or classroom management
 | [ ]  |
| 1. Poor communication between administration and teachers
 | [ ]  |
| 1. Lack of recognition
 | [ ]  |

| 1. **POLICIES AND REGULATIONS**
 |
| --- |
| 1. School policies and procedures
 | [ ]  |
| 1. Evaluation procedures
 | [ ]  |
| 1. Federal, state, or local educational policies and mandates
 | [ ]  |

| 1. **SCHOOL AND COMMUNITY**
 |
| --- |
| 1. Lack of support from parents/community
 | [ ]  |
| 1. Did not feel accepted by faculty and/or community
 | [ ]  |
| 1. Pressure from parents/guardians
 | [ ]  |
| 1. Pressure from influential community members
 | [ ]  |

| 1. **TEACHER PREPARATION**
 |
| --- |
| 1. Inadequate preparation to be a teacher
 | [ ]  |
| 1. Not prepared to implement Virginia’s Standards of Learning requirements
 | [ ]  |
| 1. Not prepared to teach in a multicultural setting
 | [ ]  |
| 1. Inadequate preparation in classroom management
 | [ ]  |

1. **COMMENTS**

 Please feel free to comment on any of the factors selected above or address reasons not listed.

|  |
| --- |
| Click here to enter text. |

**Section III: Incentives to Remain**

From the list below, please select up to THREE FACTORS that might have encouraged you to remain in the position you are exiting. If none exists, please select “None of the above.”

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| [ ]  | Pay increase | [ ]  | Better mentoring/ coaching program  | [ ]  | More time to plan or prepare | [ ]  | Opportunities for advancement  |
| [ ]  | Different teaching assignment  | [ ]  | Opportunities for collaboration with colleagues | [ ]  | Fewer student discipline problems | [ ]  | More autonomy in instruction and/or discipline |
| [ ]  | Different school administrator |[ ]  Safer school environment | [ ]  | More recognition | [ ]  | Smaller classes |
| [ ]  | Better facilities | [ ]  | None of the above |[ ]  Other: | Click here to enter text. |

**Section IV: Background and Demographic Information**

For this section, 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.

1. How many total years have you been employed as an educator?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| [ ]  | 1 year or less | [ ]  | 6-10 years | [ ]  | More than 20 years |
| [ ]  | 2-3 years | [ ]  | 11-15 years |  |  |
| [ ]  | 4-5 years | [ ]  | 16-20 years |  |  |

1. How many total years had you been employed in the school you exited?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| [ ]  | 1 year or less | [ ]  | 6-10 years | [ ]  | More than 20 years |
| [ ]  | 2-3 years | [ ]  | 11-15 years |  |  |
| [ ]  | 4-5 years | [ ]  | 16-20 years |  |  |

1. How would you best describe the position you exited?

|  |  |  |
| --- | --- | --- |
|[ ]  Full-time | [ ]  | Part-time |

1. Which grade band below captures the position you are exiting? Select all that apply.

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Elementary School (Grades K-5) | [ ]  | High School |
| [ ]  | Middle School (Grades 6-8) | [ ]  | Other (explain):  | Click here to enter text. |

1. What was your area of assignment in the school you are exiting? Select all that apply.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| [ ]  | English/Language Arts/Reading | [ ]  | History and/or Social Science | [ ]  | Science |
| [ ]  | English as a Second Language | [ ]  | Library/Media | [ ]  | Special Education |
| [ ]  | Career and Technical Education | [ ]  | Mathematics | [ ]  | Visual and/or Performing Arts |
| [ ]  | Gifted Education | [ ]  | School Counselor | [ ]  | World Languages |
| [ ]  | Health, Physical Education, and/or Driver Education | [ ]  | Other:  | Click here to enter text. |

1. What was your route to teacher licensure in Virginia?

|  |  |
| --- | --- |
| [ ]  | State-approved college or university teacher preparation program *in Virginia* |
| [ ]  | State-approved college or university teacher preparation program *outside Virginia* |
| [ ]  | Reciprocity from another state, i.e., entered with a current, valid license from another state with no deficiencies |
| [ ]  | Alternate route – Provisional License |
| [ ]  | Alternate route – Provisional Special Education License |
| [ ]  | Alternate route – Career Switcher License |
| [ ]  | Other (Explain):  | Click here to enter text. |

1. Were you endorsed to teach the grades and/or subject areas you were assigned to teach in the position you exited?

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Yes | [ ]  | No |

***THE FOLLOWING QUESTIONS ARE OPTIONAL.***

1. Gender

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Female | [ ]  | Male |

1. Race/Ethnicity: Select all that apply

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| [ ]  | American Indian/Alaskan Native | [ ]  | Hispanic | [ ]  | Non-Hispanic, two or more races |
| [ ]  | Asian | [ ]  | White (not of Hispanic origin) | [ ]  | Other |
| [ ]  | Black (not of Hispanic origin) | [ ]  | Native Hawaiian/Pacific Islander |  |  |

1. Age

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| [ ]  | 20-25 | [ ]  | 31-40 | [ ]  | 51-60 |
| [ ]  | 26-30 | [ ]  | 41-50 | [ ]  | Over 60 |

1. Highest degree attained:

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Associate’s or two-year college degree | [ ]  | Doctoral degree |
| [ ]  | Bachelor’s or four-year college degree | [ ]  | Other (explain):  |
| [ ]  | Master’s degree |  | Click here to enter text. |