

USBE Educator Exit Survey

Instructions

Thank you for your service as a Utah educator!

State and local education agencies hate to lose good teachers! We recognize that you may be leaving your position for many reasons, some of them exciting. Through this survey, we hope to gather valuable information and data to help retain quality educators in Utah classrooms. We are appreciative of your time in education and would like more information about why you are leaving and what might have encouraged you to stay in the profession. Utah's students need great teachers! The information and data that you provide will help education policy makers make decisions to improve job satisfaction and support meaningful funding requests.

To value your privacy, this survey is intended to be anonymous. The "required" questions do not request personal information. Questions that may reveal identifying information are considered as "optional." You may choose not to answer these questions.

We anticipate that this survey will take 20-30 minutes to complete.

Thank you so much for your work in education – and for taking just a few minutes to help inform and improve teacher retention efforts in Utah!

General Questions

The questions below are intended to help us understand the work you are engaged in as a Utah educator.

G.01 Which of the following best describes your primary role?

- General education teacher
- Special education teacher
- School counselor
- School specialist
- School administrator
- District or LEA administrator
- District or LEA specialist
- Specialized service provider (e.g., school nurse, audiologist, speech therapist, etc.)
- Other (please specify) _____

G.02 Which of the following best describes the environment in which you function in your primary role?

- Preschool
- Elementary
- Middle School/Junior High
- High School

G.03 As of today, how long have you worked as an educator in this role in the state of UTAH?

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- More than 10 years

G.04 As of today, how long have you worked as an educator in any capacity in the state of Utah?

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- More than 10 years

Display Question G.06 if the response to G.04 is less than 1 year or 1-3 years.

G.06 In which university teacher preparation program did you receive your training?

- I did not complete a university teacher training program
- Brigham Young University
- Dixie State University
- Southern Utah University
- University of Utah
- Utah State University
- Utah Valley University
- Weber State University
- Western Governors University
- Westminster College
- Other College/University (please specify) _____

Mentoring

Display Question M.01 if the response to G.04 is less than 1 year or 1-3 years.

M.01 Do you have a **formal mentor(s)** assigned to work with you as a new educator?

- Yes
- No
- Unsure

Display Question M.02 if the response to M.01 is yes.

M.02 Which of the following best describes your **formal mentor(s)**?

- Another teacher with his/her own classroom at my school
- Another professional at my school whose only role is mentoring
- A district mentor
- I have both a teacher mentor from my school and a district mentor
- Other (please specify) _____
- Unsure

Display Question M.03 if the response to M.02 is another teacher with his/her own classroom at my school or another professional at my school whose only role is mentoring, or I have both a teacher mentor from my school and a district mentor.

M.03 Which of the following supports do, or have you received from the **formal mentor at your school**?

Physical support (e.g., help arranging classroom, setting up learning centers, grading)

- Yes
- No

Institutional support (e.g., help finding or accessing school resources, introduction to other school staff)

- Yes
- No

Emotional support (e.g., a listening ear, a shoulder to cry on)

- Yes
- No

Instructional support (e.g., goal setting, guidance that promoted reflection on and improvement of your instructional practice)

- Yes
- No

Display Question M.04 if the response to M.02 is a district mentor or I have both a teacher mentor from my school and a district mentor.

M.04 Which of the following supports do, or have you received from your **formal district mentor**?

Physical support (e.g., help arranging classroom, setting up learning centers, grading)

- Yes
- No

Institutional support (e.g., help finding or accessing school resources, introduction to other school staff)

- Yes
- No

Emotional support (e.g., a listening ear, a shoulder to cry on)

- Yes
- No

Instructional support (e.g., goal setting, guidance that promoted reflection on and improvement of your instructional practice)

- Yes
- No

Display Question M.05 if the response to M.02 is another teacher with his/her own classroom at my school, or another professional at my school whose only role is mentoring, or I have both a teacher mentor from my school and a district mentor.

M.05 How frequently do you typically meet with the **formal mentor from your school?**

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.06 if the response to M.02 is a district mentor or I have both a teacher mentor from my school and a district mentor.

M.06 How frequently do you typically meet with your **formal district mentor?**

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.07 if the response to M.02 is another teacher with his/her own classroom at my school, or another professional at my school whose only role is mentoring, or I have both a teacher mentor from my school and a district mentor.

M.07 How frequently does the **formal mentor at your school** typically observe your classroom teaching?

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.08 if the response to M.02 is a district mentor or I have both a teacher mentor from my school and a district mentor.

M.08 How frequently does your **formal district mentor** typically observe your classroom teaching?

- Daily
- At least once a week
- At least once a month
- At least once a quarter/semester/trimester
- Only as needed
- Rarely
- Never
- Unsure

Display Question M.09 if the response to M.07 is daily, or at least once a week, or at least once a month, or at least once or quarter/semester/trimester, or only as needed.

M.09 Does the **formal mentor at your school** usually provide feedback after he/she observes your classroom teaching?

- Yes
- No
- Unsure

Display Question M.10 if the response to M.09 is yes.

M.10 How would you rate the quality of the feedback you receive from the **formal mentor at your school**?

- Excellent
- Good
- Average
- Poor
- Terrible

Display Question M.11 if the response to M.08 is daily, or at least once a week, or at least once a month, or at least once or quarter/semester/trimester, or only as needed.

M.11 Does your **formal district mentor** usually provide feedback after he/she observes your classroom teaching?

- Yes
- No
- Unsure

Display Question M.12 if the response to M.11 is yes.

M.12 How would you rate the quality of the feedback you receive from your **formal district mentor**?

- Excellent
- Good
- Average
- Poor
- Terrible

Display Question M.13 if the response to M.01 is yes.

M.13 How would you rate the impact of mentoring on **supporting your transition into the teaching profession**?

- Extremely positive
- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Extremely negative

Display Question M.14 if the response to M.01 is yes.

M.14 How would you rate the impact of mentoring on **improving your instructional practice**?

- Extremely positive
- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Extremely negative

Display Question M.15 if the response to M.01 is yes.

M.15 What aspects of your mentoring relationship(s) do you find particularly helpful?

Display Question M.16 if the response to M.01 is yes.

M.16 What aspects of your mentoring relationship(s) do you find particularly frustrating?

M.17 Do you have an **informal mentor(s)** (i.e., persons within the school who befriend you and provide extra support to you without having an assignment to do so)?

- Yes
- No
- Unsure

Display Question M.18 if the response to M.17 is yes.

M.18 Please briefly describe the ways(s) your **informal mentor(s)** supports you.

Reasons for Leaving

RL.01 Which statement best describes why you are leaving your current position?

- I am leaving to accept a position at a different preK-12 school or district in **Utah**
- I am leaving to accept a position at a different preK-12 school or district in another state
- I am leaving to accept an education-based position outside of preK-12
- I am leaving the education profession
- I am uncertain of my career plans at this time

Display Question RL.02 if the response to RL.01 is I am leaving to accept a position at a different preK-12 school or district in Utah or I am leaving to accept a position at a different preK-12 school or district in another state.

RL.02 You indicated that you are leaving to accept a preK-12 position in another location. Which of the following statements describe the role you will serve in your new position?

My new role is similar to my present role.

- Yes
- No
- Unsure

My new role represents a promotion for me in my career growth.

- Yes
- No
- Unsure

My new role involves more responsibilities.

- Yes
- No
- Unsure

My new role involves a pay increase.

- Yes
- No
- Unsure

My new role involves fewer responsibilities.

- Yes
- No
- Unsure

RL.03 Please indicate whether each of the factors below had a **major, moderate, minor, or no influence** in your decision to leave your current position.

Better opportunities for career growth.

- Major influence
- Moderate influence
- Minor influence
- No influence

Better salary and/or benefits

- Major influence
- Moderate influence
- Minor influence
- No influence

Display this option only if the response to RL.01 is I am leaving the education profession.

Career break to care for family

- Major influence
- Moderate influence
- Minor influence
- No influence

Emotional exhaustion/burnout

- Major influence
- Moderate influence
- Minor influence
- No influence

Health-related factors

- Major influence
- Moderate influence
- Minor influence
- No influence

Inadequate training and/or support

- Major influence
- Moderate influence
- Minor influence
- No influence

Display this option only if the response to RL.01 is I am leaving the education profession.

Job/work differs from what I expected

- Major influence
- Moderate influence
- Minor influence
- No influence

Job-specific stressors

- Major influence
- Moderate influence
- Minor influence
- No influence

More convenient or desirable location

- Major influence
- Moderate influence
- Minor influence
- No influence

Poor or ineffective leadership

- Major influence
- Moderate influence
- Minor influence
- No influence

Display this option only if the response to RL.01 is I am leaving the education profession.

Pursue additional training, certification, or degree

- Major influence
- Moderate influence
- Minor influence
- No influence

Recruited to work elsewhere

- Major influence
- Moderate influence
- Minor influence
- No influence

Display this option only if the response to RL.01 is I am leaving the education profession.

Retirement

- Major influence
- Moderate influence
- Minor influence
- No influence

Display this option only if the response to RL.01 is I am leaving the education profession.

Teaching profession differs from what I expected

- Major influence
- Moderate influence
- Minor influence
- No influence

RL.04 Please describe any other factor(s) that had a **major influence** in your decision to leave your current position.

Display Question RL.05 if the response to RL.03c or RL.03h is a major influence.

RL.05 You indicated that emotional exhaustion, burnout, and/or job-specific stressors had a major influence in your decision to leave your position. We would appreciate having more detailed information regarding contributing causes to these feelings. Please provide additional details you feel may help us better understand the nature of your sentiments around the emotional exhaustion, burnout, or job-specific stressors that are contributing to your decision to leave your current position.

Display Question RL.06 if the response to RL.03j is a major influence.

RL.06 You indicated that poor or ineffective leadership had a major influence on your decision to leave your position. We would appreciate having more detailed information regarding contributing causes to these feelings. Please provide additional details you feel may help us better understand the nature of your sentiments around poor or ineffective leadership that are contributing to your decision to leave your current position.

RL.07 Please indicate whether each of the factors below would have had a **major, moderate, minor, or no influence** in encouraging you to remain in your current position.

Better facilities

- Major influence
- Moderate influence
- Minor influence
- No influence

Better training or preparation

- Major influence
- Moderate influence
- Minor influence
- No influence

Different leadership

- Major influence
- Moderate influence
- Minor influence
- No influence

Less stressful job responsibilities

- Major influence
- Moderate influence
- Minor influence
- No influence

More time for planning

- Major influence
- Moderate influence
- Minor influence
- No influence

More time to collaborate with colleagues

- Major influence
- Moderate influence
- Minor influence
- No influence

Smaller class sizes

- Major influence
- Moderate influence
- Minor influence
- No influence

Opportunities for career growth

- Major influence
- Moderate influence
- Minor influence
- No influence

Pay increase

- Major influence
- Moderate influence
- Minor influence
- No influence

RL.08 Please describe any other factor(s) that would have a **major influence** in encouraging you to remain in your current position.

Preparation & Expectations

PE.01 Which of the following best summarizes the primary training you had before accepting your first teaching position?

- University-based teacher preparation
- College degree with some formal classroom teaching experience
- College degree with no formal classroom teaching experience
- No college degree

PE.02 How well prepared were you to deliver the **academic content** associated with your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.03 How well prepared were you to manage **classroom procedures and protocols** associated with your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.04 How well prepared have were you to manage student behavior associated with your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.05 How well prepared were you to manage interactions with parents as required by your assignment at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.06 How well prepared were you to work with other professionals at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.07 Overall, how well prepared would you say you were for the work expected of you in your position at this school?

- Extremely well prepared
- Moderately prepared
- Somewhat prepared
- Not at all prepared
- Not applicable

PE.08 Overall, how did the difficulty of your work in this position align with your expectations?

- My work has been far easier than expected
- My work has been somewhat easier than I expected
- My work has been about what I expected
- My work has been somewhat harder than I expected
- My work has been far harder than expected

School Leadership

SI.01 Please respond to the following questions based on what you have typically experienced in your interactions with your principal or immediate supervisor.

My principal or immediate supervisor encouraged me to be innovative in my classroom.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor communicated with me regarding my performance as an educator.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor helped me understand my strengths and weaknesses.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor was easy to talk to.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor expressed care and concern for me as an individual.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor understands the challenges associated with being an educator.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

My principal or immediate supervisor demonstrated effective leadership.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer Not to Answer

SL.02 In what aspect(s) of his/her leadership would you say your principal or immediate supervisor shows great strength?

SL.03 What aspect(s) of his/her leadership would you say your principal or immediate supervisor could improve upon?

Collaboration

C.01 Please respond to the following questions based on what you have typically experienced regarding collaboration among the professionals in your school. *When used, the term "my team" refers to the group of people you work with most directly and may be a grade level and/or department-level team.*

Educators at this school value working collaboratively.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

It was easy to collaborate with educators across grades within this school.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

It was easy to collaborate with educators across subject areas within this school.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

My team worked effectively together.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

The workload was allocated effectively across my team.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I had adequate time to collaborate and plan with my team.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

Time spent collaborating at this school was time well spent.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

C.02 What would you consider to be the greatest benefit you experienced this year in collaborating with other educators?

C.03 What would you consider to be the greatest challenge you experienced this year in collaborating with other educators?

Resources and Professional Learning

RPL.01 Please respond to the following questions based on your typical access to resources and professional learning.

The non-technological supplies and tools I needed to do my job were provided to me when requested.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

The technologies I needed to do my job were provided to me as requested.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I had to purchase the non-technological supplies and tools I needed to do my job with personal funds.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I had to purchase the technologies I needed to do my job with personal funds.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I received adequate training on how to use school/district specific technologies.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I had access to professional learning opportunities to help me be a successful educator.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I was encouraged to take advantage of professional learning opportunities.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

I had adequate time to participate in professional learning opportunities.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

The professional learning opportunities available to me were high quality.

- Almost always
- Sometimes
- Rarely
- Never
- Prefer not to answer

RPL.02 In what way(s) have you most benefitted from professional learning opportunities this year?

RPL.03 What barrier(s) have you faced in participating in professional learning opportunities this year?

Career Growth

CG.01 I have personal goals related to my career growth and advancement.

- Yes
- No
- Unsure

CG.02 I see opportunities for my own career growth and advancement in education.

- Yes
- No
- Unsure

CG.03 I had opportunities to serve in leadership positions in my school.

- Yes
- No
- Unsure

CG.04 There were clear teacher leaders at my school

- Yes
- No
- Unsure

Display Question CG.05 if the response to CG.04 is yes.

CG.05 The opportunity to be a teacher leader at my school was accessible to me.

- Yes
- No
- Unsure

Display Question CG.06 if the response to CG.01 is yes.

CG.06 What could those in leadership positions do to support teachers in reaching your goals for career growth and advancement?

Satisfaction

S.01 I found my day-to-day work interesting.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.02 I found my day-to-day work rewarding.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.03 The students at this school generally respect their teachers.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.04 I was adequately recognized **by parents** for the work that I did.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.05 I was adequately recognized by the community for the work that I did.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.06 I was adequately recognized by school leadership for the work that I did.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.07 I was paid fairly for the work that I did.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.08 My benefits package was sufficient for my needs.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

S.09 In your opinion, what could be done to improve job satisfaction among Utah educators?

Demographics (optional)

D.01 With which gender to you most closely identify?

- Male
- Female
- Prefer not to say

D.02 With which group do you most closely identify?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino(a)
- Pacific Islander or Hawaiian Native
- White
- Other

D.03 Which classification captures your age as of today?

- 20-25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- Over 50

D.04 Which of the following describe the educational setting in which you primarily work?

High Poverty

- Yes
- No
- Unsure

High Minority

- Yes
- No
- Unsure

Rural

- Yes
- No
- Unsure

Charter School

- Yes
- No
- Unsure

School District

- Yes
- No
- Unsure