

# USBE Exit Survey

## Survey Flow

Standard: Exit Intro (1 Question)  
Standard: Why are you leaving? (1 Question)

**Branch: New Branch**  
If  
    **If What is the most influential reason for leaving your current job? Leaving the teaching profession Is Selected**

Standard: Reasons for Leaving the Profession of Teaching (14 Questions)

**Branch: New Branch**  
If  
    **If What is the most influential reason for leaving your current job? Leaving for a different school Is Selected**

Standard: Reasons for Moving to a Different School (10 Questions)

Standard: Employee Exit Interview: Role Block (2 Questions)  
Standard: Employee Exit Interview: Work Environment Block (3 Questions)  
Standard: Employee Exit Interview: Manager Block (6 Questions)  
Standard: Employee Exit Interview: Team Block (4 Questions)  
Standard: Employee Exit Interview: Compensation Block (4 Questions)  
Standard: Employee Exit Interview: Company Block (3 Questions)  
Standard: Employee: Demographics Block (CURRENTLY EMPTY) (0 Questions)

**EndSurvey: Advanced**

Page Break

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**Start of Block: Exit Intro**

Q84 Thank you for your service as a teacher and for taking the time to provide us with feedback. The survey is strictly anonymous, so please be candid and elaborate when possible. Exit surveys are a great opportunity for us to get open and honest feedback about your experience working here so we can understand the reasons teachers choose to move on.

The Teacher Exit Survey is intended to provide us with both qualitative and quantitative data when a teacher leaves the district or school. The information provided from this survey will be helpful as we determine compensation and benefit levels, workplace improvements and overall job satisfaction. Additionally, this information will assist us in recruiting and retaining highly effective teachers. **Definitions for the Survey:**

This school—refers to your current school where you teach. .

My principal—refers to the administrative person you report to; most likely the person who conducts your performance reviews.

My team—refers to the group of people you work with directly, such as your grade level or subject department.

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**End of Block: Exit Intro**

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**Start of Block: Why are you leaving?**

Q109 What is the most influential reason for leaving your current job?

- Leaving for a different school (1)
- Leaving the teaching profession (2)

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**End of Block: Why are you leaving?**

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**Start of Block: Reasons for Leaving the Profession of Teaching**

Q220 What are the most influential personal reasons for leaving the teaching profession:

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Q221 Emotional Exhaustion/Stress/Burnout

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q222 Better opportunities within education

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q223 Family care

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q224 To raise my children

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q225 Better opportunities outside of education

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q226 Because my salary is insufficient for childcare

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q227 Health

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q228 Retirement

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q229 Pregnancy

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q230 Seek additional degree or certification

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q231 Location of position

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q232 Family relocation

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q233 Other

▼ Not Influential at all (1) ... Extremely Influential (5)

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**End of Block: Reasons for Leaving the Profession of Teaching**

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**Start of Block: Reasons for Moving to a Different School**

Q234 What are the most influential personal reasons for moving to a different school:

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Q235 Emotional Exhaustion/Stress/Burnout

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q236 Location of Position

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q237 A change in grade level position

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q238 Family Relocation

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q239 Health

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q240 A new program

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q241 Follow an administrator

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q242 A new school opened

▼ Not Influential at all (1) ... Extremely Influential (5)

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Q243 Other

▼ Not Influential at all (1) ... Extremely Influential (5)

**End of Block: Reasons for Moving to a Different School**

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**Start of Block: Employee Exit Interview: Role Block**

Q189 How well prepared were you for your position at the school?

- Extremely well (1)
- Very well (2)
- Moderately well (3)
- Slightly well (4)
- Not well at all (5)

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Q193 Please provide any further feedback for us regarding your experience as a teacher in the space provided below.

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End of Block: Employee Exit Interview: Role Block

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Start of Block: Employee Exit Interview: Work Environment Block

Q194 How good or bad was the overall quality of the school you were working in?

- Extremely good (1)
  - Moderately good (2)
  - Neither good nor bad (3)
  - Moderately bad (4)
  - Extremely bad (5)
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Q195 How safe or unsafe was your school?

- Extremely safe (1)
  - Moderately safe (2)
  - Neither safe nor unsafe (3)
  - Moderately unsafe (4)
  - Extremely unsafe (5)
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Q197 How available were the supplies/tools/technology you needed to be successful in your role?

- Extremely available (1)
- Very available (2)
- Moderately available (3)
- Slightly available (4)
- Not available at all (5)

End of Block: Employee Exit Interview: Work Environment Block

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Start of Block: Employee Exit Interview: Manager Block

Q198 Overall, how well did you get along with your principal?

- Extremely well (1)
  - Very well (2)
  - Moderately well (3)
  - Slightly well (4)
  - Not well at all (5)
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Q199 How effective was your principal?

- Extremely effective (1)
  - Very effective (2)
  - Moderately effective (3)
  - Slightly effective (4)
  - Not effective at all (5)
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Q200 How much did your principal's actions match their words - i.e. did they practice what they preach?

- A great deal (1)
  - A lot (2)
  - A moderate amount (3)
  - A little (4)
  - None at all (5)
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Q202 How well did your principal help you do your job?

- Extremely well (1)
  - Very well (2)
  - Moderately well (3)
  - Slightly well (4)
  - Not well at all (5)
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Q203 How effective was your principal at evaluating performance?

- Extremely effective (1)
- Very effective (2)
- Moderately effective (3)
- Slightly effective (4)
- Not effective at all (5)

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Q204 Please provide any further feedback for us regarding your principal in the space provided below.

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End of Block: Employee Exit Interview: Manager Block

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Start of Block: Employee Exit Interview: Team Block

Q206 How effectively would you say your team worked together?

- Extremely effectively (1)
- Very effectively (2)
- Moderately effectively (3)
- Slightly effectively (4)
- Not effectively at all (5)

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Q207 How effectively would you say the workload was allocated across team members?

- Extremely effectively (1)
  - Very effectively (2)
  - Moderately effectively (3)
  - Slightly effectively (4)
  - Not effectively at all (5)
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Q208 How well did you collaborate with other members of your team?

- Extremely well (1)
  - Very well (2)
  - Moderately well (3)
  - Slightly well (4)
  - Not well at all (5)
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Q209 How well do you feel you were recognized when you did good work on your team?

- Extremely well (1)
- Very well (2)
- Moderately well (3)
- Slightly well (4)
- Not well at all (5)

End of Block: Employee Exit Interview: Team Block

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Start of Block: Employee Exit Interview: Compensation Block

Q210 How fair did you feel your total compensation package (pay + benefits) was compared to Utah districts and charter schools?

- Extremely fair (1)
  - Very fair (2)
  - Moderately fair (3)
  - Slightly fair (4)
  - Not fair at all (5)
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Q211 Did you feel your pay matched your performance in this role?

- Yes (1)
  - No (2)
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Q212 How good or bad was your benefits package?

- Extremely good (1)
  - Moderately good (2)
  - Neither good nor bad (3)
  - Moderately bad (4)
  - Extremely bad (5)
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Q213 Please provide any further feedback for us regarding your compensation in the space provided below.

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End of Block: Employee Exit Interview: Compensation Block

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Start of Block: Employee Exit Interview: Company Block

Q214 Overall, how good or bad was your experience working in this school?

- Extremely good (1)
  - Moderately good (2)
  - Neither good nor bad (3)
  - Moderately bad (4)
  - Extremely bad (5)
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Q217 How fairly or unfairly do you think this school treats all of its employees?

- Extremely fairly (1)
  - Moderately fairly (2)
  - Neither fairly nor unfairly (4)
  - Moderately unfairly (6)
  - Extremely unfairly (7)
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*Display This Question:*

*If Q217 = Moderately unfairly*

*Or Q217 = Extremely unfairly*

Q218 You mentioned that you do not think this school offers fair treatment to all employees. Please tell us why you feel that way in the space provided below.

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End of Block: Employee Exit Interview: Company Block

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Start of Block: Employee: Demographics Block (CURRENTLY EMPTY)

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