Survey Exit Interview Questionnaire

As part of NSSEO’s Continuous Improvement Plan, we would appreciate you taking 8-10 minutes to answer the following questions as candidly as possible. Your individual responses will be treated confidentially and are not part of your personnel file. The information you provide is vital and will assist us in analyzing our retention and recruitment plan. Thank you for your assistance.

1. What prompted you to seek alternative employment?

* Type of Work
* Compensation
* Lack of Recognition
* School/Program Culture
* Working Conditions
* Family Circumstances
* Advancement Opportunity
* Other

2. Before making your decision to leave, did you investigate other options that would enable to stay?

* Yes
* No
* If Yes, can you discuss the steps you took.

3. What did you think of your supervision in regards to the following:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Almost Always | Sometimes | Never  | Comments |
| Demonstrated fair and equal treatment |  |  |  |  |
| Provided recognition on the job |  |  |  |  |
| Developed cooperation and teamwork |  |  |  |  |
| Encouraged/listened to suggestions |  |  |  |  |
| Followed “best practices” and policies |  |  |  |  |
| Supported professional growth opportunities |  |  |  |  |

4. Would you rate the following in relation to your position using the following scale:

Excellent – 4, Good – 3, Fair – 2, Poor-1

* Collaboration within your team
* Collaboration as a school/program
* Communications within your school/program
* Communications within the district as a whole
* Job satisfaction
* Professional growth opportunities
* Support in your position

Comments:

5. What your workload usually:

* Too great
* Varied, but manageable
* About right
* too light

6. How did you feel about your compensation and benefits?

Excellent – 4, Good – 3, Fair – 2, Poor-1

* Salary
* Medical Plan
* Dental Plan
* 403b Options
* Life Insurance
* EAP Services
* Wellness
* Staff Appreciation

Comments:

7. Are there other benefits that you feel should have been offered?

* Yes
* No
* If Yes, please describe.

8.Did you feel the evaluation process gave you adequate feedback on improving your job performance?

* yes
* no
* Comments

9. What did you like most about your position?

Comments:

10 What did you like least about your position?

Comments:

11. What does you new position offer that you current position does not?

Comments:

12. Would you recommend NSSEO to a friend or colleagues as a good place to be employed?

* Yes
* Yes, with some reservations
* No
* Additional Comments