

# Thomas County Public Schools

200 North Pinetree Boulevard, Thomasville, Georgia 31792

## EXIT INTERVIEW QUESTIONNAIRE

Please take a few minutes to complete this questionnaire and return it directly to Miranda McInnis, Benefits Coordinator. Your individual responses will remain anonymous; however, a summary report will be compiled to assist the system in making future improvements.

If you would like to discuss this questionnaire or if you have any questions, feel free to call Miranda McInnis. Thank you in advance for taking time to complete this questionnaire.

**Date:** \_\_\_\_\_

**I. Demographics**

1. Position: \_\_\_\_\_ School/Location: \_\_\_\_\_

2. Number of years in the Thomas County School System (Check one):

0-3 Years     4-6 Years     7-9 Years     10-15 Years     16+ Years

3. Reason(s) for leaving Thomas County Schools (Check as many as apply):

- |   |  |   |   |
|---|--|---|---|
| <input type="checkbox"/> Promotion          | <input type="checkbox"/> Non-renewal             | <input type="checkbox"/> Career Change      | <input type="checkbox"/> Workload               |
| <input type="checkbox"/> Family             | <input type="checkbox"/> Medical/Health          | <input type="checkbox"/> Salary /Supplement | <input type="checkbox"/> Lack of Admin Support  |
| <input type="checkbox"/> Student Discipline | <input type="checkbox"/> Burnout                 | <input type="checkbox"/> Benefits           | <input type="checkbox"/> Lack of Parent Support |
| <input type="checkbox"/> Advanced Study     | <input type="checkbox"/> Reduction in Force      | <input type="checkbox"/> School Climate     | <input type="checkbox"/> Moving from Area       |
| <input type="checkbox"/> Retirement         | <input type="checkbox"/> Other (describe): _____ |   |   |

Other Comments: \_\_\_\_\_

**II. Satisfaction-Support-Conditions**

Circle the number for your level of satisfaction with your last job in the Thomas County School System. If an item does not apply to you, circle "NA" for "Not Appropriate."

General Satisfaction		Strongly Disagree	Disagree	Agree	Strongly Agree	NA
1	I was satisfied with my current position/assignment.	1	2	3	4	NA
2	I was satisfied with my school/location.	1	2	3	4	NA
Administrative Support		Strongly Disagree	Disagree	Agree	Strongly Agree	NA
3	Supervisors at my school/location supported me in my job.	1	2	3	4	NA
4	Supervisors at my school/location modeled positive behaviors.	1	2	3	4	NA
5	Supervisors at my school/location fostered high morale among staff.	1	2	3	4	NA
6	I received adequate guidance and information to perform my job duties and responsibilities.	1	2	3	4	NA
7	My supervisors observed me in my classroom/on-site to understand and evaluate my performance.	1	2	3	4	NA
8	Beginning teachers received adequate assistance during their first years of teaching.	1	2	3	4	NA
9	My workload was manageable.	1	2	3	4	NA
10	The climate at my school/location was positive.	1	2	3	4	NA

11	Supervisors and staff had positive, cooperative relationships.	1	2	3	4	NA
12	Conflict between employees was mediated effectively.	1	2	3	4	NA
13	Students in my classroom were well behaved.	1	2	3	4	NA
14	My school building/work area was well maintained and cleaned.	1	2	3	4	NA
15	I had adequate materials and equipment for my job.	1	2	3	4	NA
<b>Staff Development</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>NA</b>
16	I received adequate training to incorporate technology in my job.	1	2	3	4	NA
17	I received adequate training on effective teaching strategies and techniques.	1	2	3	4	NA
18	I received opportunities for professional growth.	1	2	3	4	NA
<b>Recognition</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>NA</b>
19	I received recognition for my accomplishments.	1	2	3	4	NA
20	I received recognition for extra work and effort.	1	2	3	4	NA
<b>Compensation</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>NA</b>
21	I received adequate compensation for my job performance	1	2	3	4	NA
22	The benefits package provided by the school system was adequate.	1	2	3	4	NA
23	The local supplement provided by the school system was adequate.	1	2	3	4	NA
<b>Opportunities for Promotion</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>NA</b>
24	There were opportunities to prepare for promotion in the school system.	1	2	3	4	NA
<b>Communication</b>		<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>NA</b>
25	There were adequate opportunities for communication among supervisors and employees.	1	2	3	4	NA
26	My supervisor kept me informed about school and system matters.	1	2	3	4	NA
27	I had adequate opportunities to provide input for decisions concerning me and my job.	1	2	3	4	NA
28	I understood the duties/responsibilities of my position and the expectations of my supervisor.	1	2	3	4	NA

**III. Written Comments**

Please provide written comments to the following items as you see appropriate.

1. List two things about your job that you really liked:

- a. \_\_\_\_\_
- b. \_\_\_\_\_

2. List two ways in which your job situation could have been improved:

- a. \_\_\_\_\_
- b. \_\_\_\_\_

3. Comments \_\_\_\_\_

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