**Welcome to our Exit Interview**

Thank you for participating in this process.

It will only take a few minutes to complete this form.

We appreciate your feedback!

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Last Position Held: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Demographic Information***

**1. Years of employment with Surry County Public Schools**

* Less than 1 year
* 1-3 years
* 4-5 years
* 6-10 years
* 11-15 years
* 16-20 years
* 21-25 years
* 26-30 years
* 31+ years

**2. What is your race?**

* African American or Black (Not Hispanic or Latino)
* American Indian or Alaska Native
* Asian/Pacific Islander
* Caucasian
* Hispanic or Latino
* Native Hawaiian or Other Pacific Islander
* Other (Please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**3. What is your gender?**

* Female
* Male

**4. What is your age?**

* 19 or younger
* 20-29
* 30-39
* 40-49
* 50-59
* 60 and above

***Reason for Leaving***

**5. What was your primary reason for leaving Surry County Public Schools?**

* Accepted teaching position in another school division in Virginia
* Accepted teaching position in another state
* Accepted employment in another field
* Commuting
* Dissatisfaction with supervisor
* Dissatisfaction with school division
* Dissatisfaction with salary
* Family responsibilities
* Further education
* Lack of opportunities for advancement
* Lack of professional development opportunities/training
* Lack of recognition
* Move due to transfer or relocation of spouse to another location
* Personal health reasons
* Reasons related to health of a family member
* Retired
* Personal/family reasons
* Work load
* Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Salary and Benefits***

**6. I was satisfied with the leave program offered by the school division.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**7. I was satisfied with the health insurance options offered by the school division.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**8. I was satisfied with the pay scale offered by the school division.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**9. I was satisfied with the tax-deferred annuities (403B) program offered by the school division.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**10. I was satisfied with the retirement program offered by the school division.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

***Work Environment***

**11. The school division provided me with the equipment, materials, and supplies I needed to do my job.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**12. The school division provided opportunities for me to receive the staff development I needed to do my job well.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**13. My Principal/Supervisor provided recognition on the job.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**14. My Principal/Supervisor demonstrated fair and equal treatment.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**15. My Principal/Supervisor resolved complaints and problems.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**16. My work environment was free from discrimination.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**17. My Principal/Supervisor encouraged/listened to suggestions.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**18. I experienced high levels of stress in my workplace.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**19. I knew where to get the information needed to do my job.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**20. My Principal/Supervisor followed Surry County policies and procedures.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**21. How would you rate cooperation within your school/department.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

**22. I would recommend this school division as a good place to work.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Strongly Agree
 | * Agree
 | * Disagree
 | * Strongly Disagree
 | * Does Not Apply
 |

As a part-time or temporary employee?

* Yes
* No

As a full-time employee?

* Yes
* No

Use this space for any comments or suggestions you would like to share with us concerning **any** aspect of your employment with Surry County Public Schools.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Thank you for your service as an employee and for sharing with us your opinions and perceptions of the school division.**

**Name (optional)** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_