

OHIO EDUCATOR EXIT SURVEY

EVALUATION

To what extent do you agree or disagree with each of the following statements about the evaluation of your work in your last **formal evaluation**?

	strongly disagree	disagree	agree	strongly agree
1. My work as a teacher was assessed fairly in the formal evaluation				
2. I received feedback from the formal evaluation that was helpful in the development of my work as a teacher				

3. Which of the following best describes the final summative rating you received for your work as a teacher in your last formal evaluation?
- Accomplished
 - Skilled
 - Developing
 - Ineffective

[Programming note: Use “teacher” or “paraprofessional” to match answer in #4 for the first three bullets in #20.]

Plans for the Future

4. Which one of the following best describes your immediate plans after leaving your position in this district? Your plans for working can include a new position you already have or a position you are looking for. *Select one.*
- continue working as a {teacher/paraprofessional} in a private school.
 - continue working as a {teacher/paraprofessional} in another district in Ohio
 - continue working as a {teacher/paraprofessional} in another state; specify state _____
 - work in a different education position in another district in Ohio
 - work in a different education position in another state; specify state _____
 - work in a field outside of education
 - retirement [*skip to 42*]
 - discontinue working due to personal reasons (e.g. health, pregnancy, to care for my family) [*skip to 42*]
 - other, specify _____

Reasons for Leaving

Which reasons influenced your decision to leave your position in the district? For each possible factor listed below, indicate if it was not a factor, a minor factor, or a major factor in your decision to leave the district.

	Not a factor	Minor factor	Major factor
5. I want to take a more conveniently located job.			
6. I am moving out of the area.			
7. I want or need a higher salary.			
8. I want or need better benefits.			
9. I am dissatisfied with my work role or assignment (e.g. responsibilities, grade level, or subject area).			
10. I am dissatisfied with the facilities at my school.			
11. I am dissatisfied with the resources at my school.			
12. I am dissatisfied with the school administration.			
13. I am dissatisfied with the district administration.			
14. I am dissatisfied with the level of instructional support.			
15. I am dissatisfied with the level of student misbehavior.			
16. I am dissatisfied with the lack of professional advancement opportunities.			
17. I am dissatisfied with the professional development offerings.			
18. I am dissatisfied with the lack of control I have over the curriculum.			
19. I work too many long hours.			
20. I don't have enough time for planning.			
21. I don't have enough time to collaborate with my colleagues.			
22. Class sizes are too large.			
23. I am concerned about school safety.			
24. I do not feel close to many staff members.			
25. My contract was non-renewed.			
Other (open comment)			

Your School

Please indicate how true each of the following statements are about the school you are leaving.

Facilities and Resources	Not at all true	A little true	Mostly true	Very true
26. Class sizes are reasonable such that I was able to meet the needs of all my students.				
27. Necessary materials such as textbooks, supplies and copy machines are available as needed by the staff.				
28. My teaching is hindered by inadequate or outdated equipment or facilities at this school.				
29. The resources at this school are adequate to support teaching students with disabilities.				
30. The resources at this school are adequate to support teaching English learners.				
31. Other comments related to facilities and resources (open comment)				
School Administration	Not at all true	A little true	Mostly true	Very true
32. The school administration is supportive and encouraging.				
33. The school administration shows respect for me.				
34. The school administration cultivates a trusting environment with and among staff.				
35. The administration's practices align with the school's mission and vision.				
36. I am recognized by administrators when I do a good job.				
37. I feel comfortable discussing feelings, worries and frustrations with my supervisor.				
38. Rules for student conduct are consistently enforced/applied by administration.				
39. The school administration has high academic expectations for all students regardless of background.				
40. Other comments related to school administration (open comment)				
Instructional Support	Not at all true	A little true	Mostly true	Very true
41. I am given the curricular and instructional materials needed to teach the academic content to all my students.				

42. I am given the support I need to manage student conduct.				
43. The administration supports the use of evidence-based instructional strategies.				
44. My instructional time is protected.				
45. I receive adequate support and resources for assessing students.				
46. I have plenty of control over how I teach.				
Other comments related to instructional support (open comment)				
Managing Student Conduct	Not at all true	A little true	Mostly true	Very true
47. Student behavior in my classroom interferes with my teaching.				
48. Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.				
49. Staff at this school work together to ensure a safe environment.				
50. I feel physically safe at this school.				
51. The administration supports teacher's discipline decisions.				
52. The administration has high behavioral expectations for all students regardless of background.				
53. The school administration disciplines students fairly.				
54. Other comments related to managing student conduct (open comment)				
Teacher Leadership	Not at all true	A little true	Mostly true	Very true
55. There are enough opportunities for leadership roles or professional advancement.				
56. My school fosters a culture of shared leadership between administration and faculty.				
57. Teacher leadership opportunities are provided to me.				
58. I was satisfied with the influence I have over school policies and practices at this school.				
59. Staff at this school have many opportunities to influence what happens within the school.				
60. Other comments related to teacher leadership (open comment)				

Professional Development	Not at all true	A little true	Mostly true	Very true
61. Quality professional learning opportunities to support my position were provided				
62. Professional learning opportunities to support the current student population were provided				
63. Teachers have a voice in determining what PD is offered				
64. The professional learning opportunities I was provided were useful and relevant to me.				
65. Other comments related to professional development (open comment)				
Staff Collaboration and Relationships	Not at all true	A little true	Mostly true	Very true
66. Most of the staff share my beliefs and values about what the central mission of the school should be.				
67. There is a great deal of cooperative effort among the staff members.				
68. Teachers at this school feel responsible to help each other do their best.				
69. People at this school care about me as a person.				
70. Teachers at this school have mutual respect for each other.				
71. Other comments related to staff collaboration and relationships (open comment)				
Use of Time	Not at all true	A little true	Mostly true	Very true
72. Teachers are able to focus on educating students without too many interruptions.				
73. Additional duties (e.g., bus, recess, lunch duty) interfere with my job of teaching.				
74. Non-instructional responsibilities (e.g., emails, meetings) interfere with my job of teaching.				
75. Teachers have sufficient instructional time to meet the needs of all students.				
76. Teachers have time available to collaborate with colleagues.				
77. Other comments related to use of time (open comment)				

78. Please describe what district and school leaders could do differently to retain educators like you?
