

Clark County School District Employee Exit Surveys

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CCSD maintains two levels of employee exit surveys.



Separation/Leave of Absence (LOA) Request

Every Primary Employee Separation Reason is Captured

- Reason for Leaving
- Required for All Separations
- Reported Publicly by Employee



Employee Exit Survey

Additional Information is Requested Voluntarily

- Multiple Dimensions
- Voluntary Participation
- Analyzed Internally

Separation/ LOA Request

All Employees

Process Overview

Every separating employee submits Separation/LOA Request.

Reason for Leaving is a required item, but “No reason given” is a response option.

Data is analyzed internally to inform retention strategy.

Data is reported publicly to the CCSD Board of School Trustees.

Separation/ LOA Request

All Employees

Characteristics

Available to anyone who completes the separation process (all employee groups).

All separating employees; therefore, not randomly sampled.

Not confidential or anonymous.

No participation incentives.

Exit survey data is maintained within human resources.

Individual responses are reported publicly.

Separation/ LOA Request

All Employees

Items

Leave of Absence

- Professional
- Military Service
- Medical
- Employee Necessity
- Instructional/
Consultant
- Political
- Workers Compensation
Medical
- Work Leave
- Association
- Charter School
- Reduction in Force
- Peace Corps

Retirement

- Normal Retirement
- Disability Retirement
- Early Retirement
Incentive

Termination/ Resignation

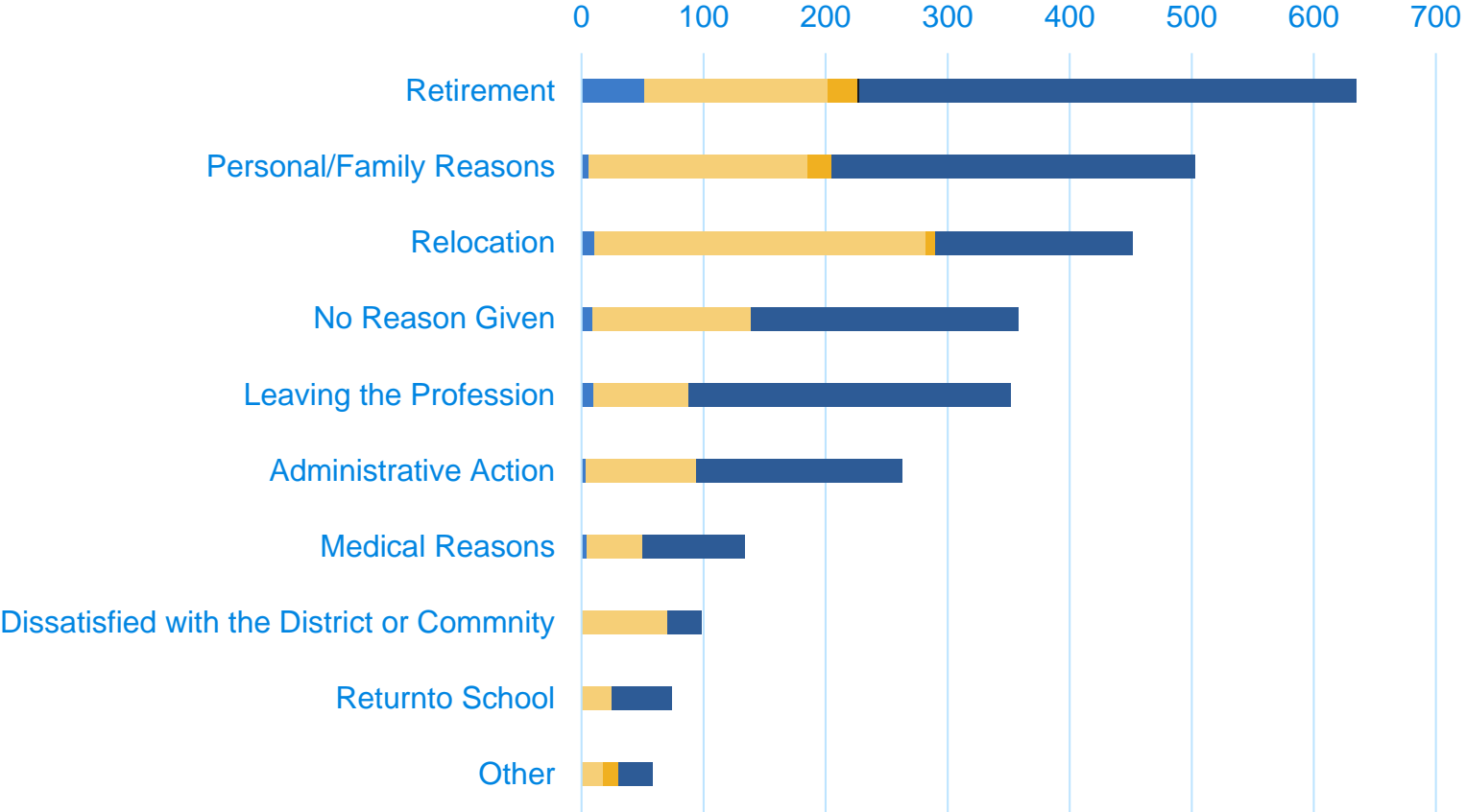
- No Reason Given
- Medical Reasons
- Accept Position in
other District
- Relocation
- Accept Other Position
/ Leaving the
Profession
- Return to School
- Personal/Family
Reasons
- Dissatisfied w/District
- Dissatisfied
w/Community
- No Contract/ Mutual
Resign

2023–2024 Results

Separation/ LOA Request

All Employees

Primary Reason for Leaving the District



■ Administrators ■ Licensed ■ School Police ■ School Police Administrators ■ Support Professionals

Process Overview

Every separating employee submits Separation/LOA Request (all employee groups).

Most separating employees receive an invitation to complete the Employee Exit Survey.

Separating employees voluntarily submit responses.

Data is analyzed internally to inform retention strategy.

**Employee
Exit
Survey**

Voluntary

Characteristics

Available to anyone who completes the separation process (all employee groups).

Voluntary; therefore, not randomly sampled. 2023–2024 response rate was 18%.

Confidential and anonymous; optional contact information option.

No participation incentives.

Exit Survey Data is maintained within Human Resources.

Results have been publicly shared to inform District strategic goals.

Employee Exit Survey

Voluntary

Items

How would you describe your overall experience working in Clark County School District?

Would you recommend CCSD as a good place to work?

From the list below, select the most / 2nd most / 3rd most important reason for you leaving the Clark County School District.

From the list below, select the most / 2nd most / 3rd most important factor that might have encouraged you to remain in the position you are exiting.

Items regarding years of experience, type of position, and licensure.

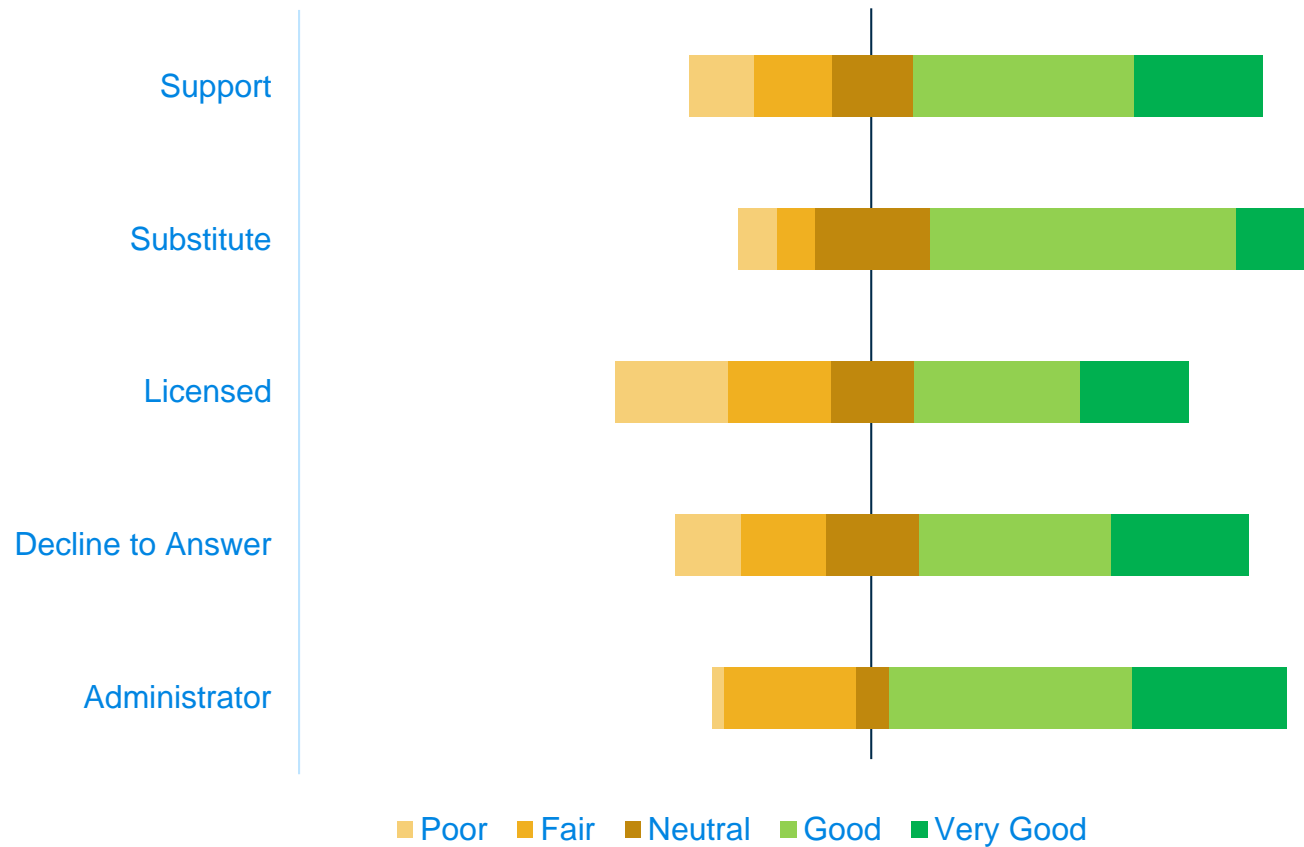
Demographics and contact option.

Employee Exit Survey

Voluntary

2023–2024 Results

Overall experience working in Clark County School District, by Reported Employee Group

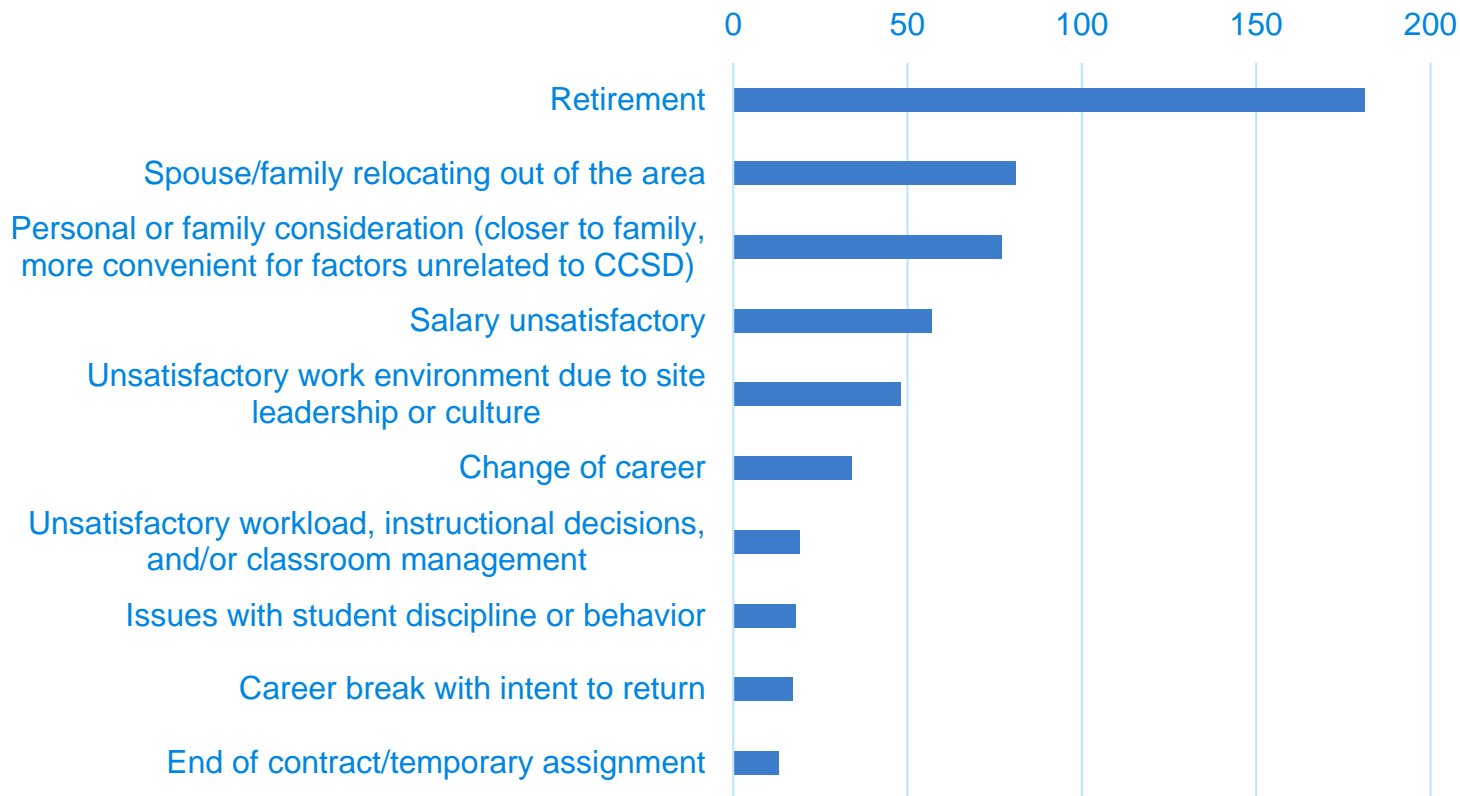


Employee Exit Survey

Voluntary

2023–2024 Results

Primary Reason for Leaving, Licensed Employees Top Ten Responses

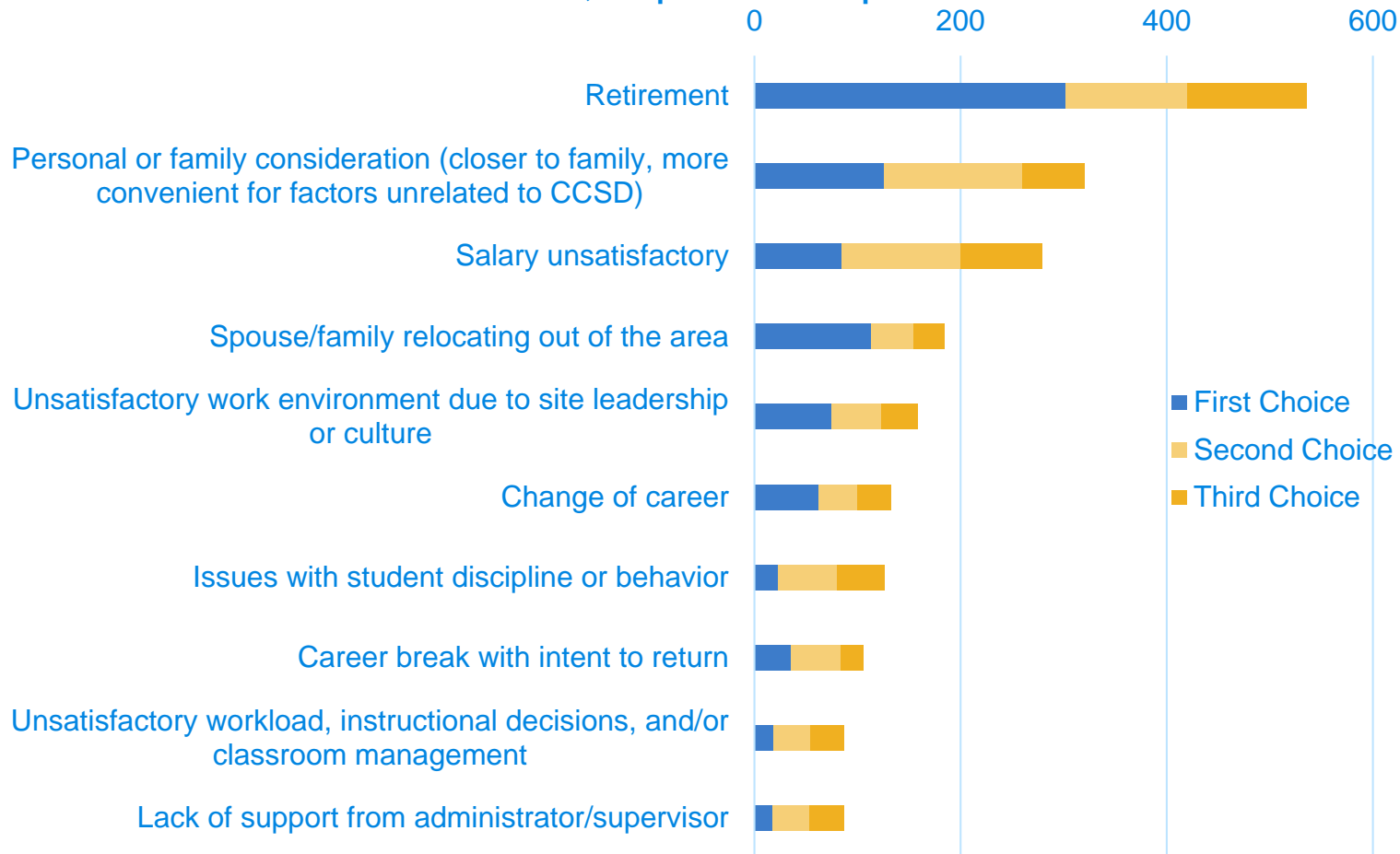


Employee Exit Survey

Voluntary

2023–2024 Results

Reasons for Leaving the District, All Responders' Top Three Choices, Top Ten Responses

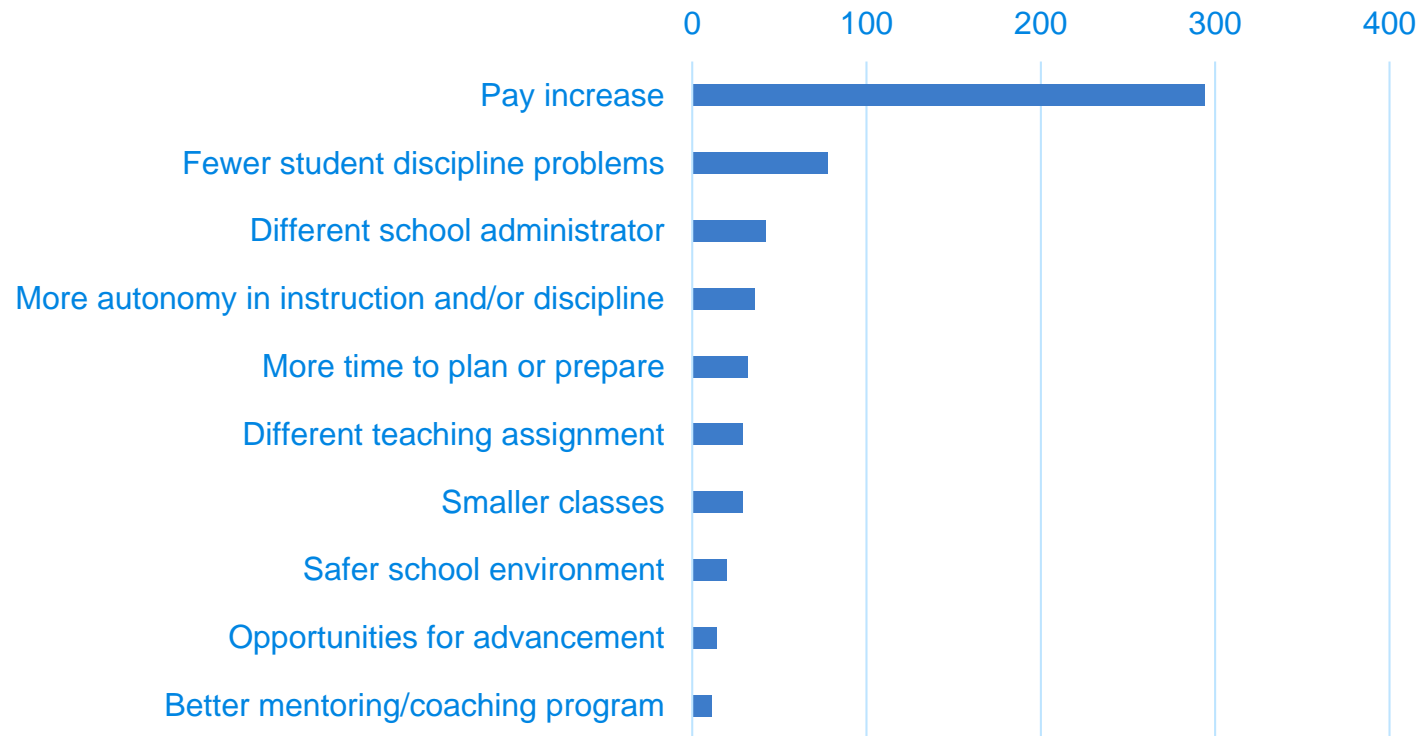


Employee Exit Survey

Voluntary

2023–2024 Results

Top Factor That Might Have Encouraged to Stay in the Position, Licensed Employees, Top Ten Responses



Employee Exit Survey

Voluntary

Further Considerations

2023–2024 Context

Classroom licensed employee retention rate is 93%.

Recruitment and Retention Planning is underway.

CCSD

CLARK COUNTY

SCHOOL DISTRICT

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