

Nevada Statewide Teacher Exit/Transfer Survey

Frequently Asked Questions



Welcome to the Nevada Teacher Exit/Transfer Survey!

The Nevada Department of Education (NDE) created the Nevada Teacher Exit/Transfer Survey (Exit/Transfer Survey) to hear from teachers leaving their school, district/charter, state, or profession about the reason(s) they left. The Exit/Transfer Survey is an important opportunity for teachers to provide feedback that will be useful in developing strategies to improve teacher retention in Nevada. Specifically, Nevada policymakers and education stakeholders want to gather information about the conditions influencing teachers' reasons for leaving.

NDE is partnering with an independent research institution—the [American Institutes for Research](#) (AIR)—to collect data to inform systemic efforts to drive continuous improvement of district/charter, school, and statewide educator retention efforts. Having that knowledge can help identify working conditions that can be improved to reduce future educator turnover. By responding to this survey, you will help NDE better understand and address teacher mobility and reduce attrition.

The survey will take no more than 10 minutes, and AIR will send you a \$50 e-gift card upon completion of the survey as a thank you for your time and honesty.

Your participation in this survey is completely voluntary. You may decline to take the survey at any time without consequence. The AIR research team will collect and securely store your data; no one outside of AIR (or other third-party researchers with legal and data sharing agreements in place with NDE) will have access to your identifiable information. No names, license numbers, or other identifying information will be included in any publications or presentations based on the survey data. AIR will group the results and only report data that represents groups of 10 or more respondents.

In addition, your principals, school leaders, district personnel, and survey coordinators may not request or require proof of survey completion.

More information on the survey can be found in the [Survey Comprehensive Guidance Document](#). If you have any questions or concerns, please contact the AIR research team at neducatorsurvey@air.org or (866) 261-2295, option 6.

Thank you for your participation!

Nevada Teacher Exit/Transfer Survey: Frequently Asked Questions

The following questions and answers address survey background, survey administration, technical support, confidentiality and data security, and reporting and sharing.

Survey Background

What is the purpose of the Exit/Transfer Survey?	<p>The purpose of the Nevada Teacher Exit/Transfer Survey is to gather data to inform systemic efforts to drive continuous improvement of school, district, and statewide educator retention efforts.</p> <p>We will accomplish this purpose by:</p> <ol style="list-style-type: none">1. Enabling district/charter administrators and policymakers to better understand and respond to the factors influencing teacher recruitment and retention.2. Collecting important uniform statewide evidence to better advocate for resources and/or policy changes.3. Informing policies and recommendations on teacher recruitment and retention, including funding programs to better support teachers.
Why is Nevada implementing an Exit/Transfer Survey?	<p>The Nevada Department of Education (NDE) is implementing the Exit/Transfer Survey to understand why teachers choose to leave their school, district/charter, state, or profession. NDE is looking for trends and issues that may be addressed and improved to increase teacher retention and recruitment in Nevada.</p>
What is the Exit/Transfer Survey?	<p>The Exit/Transfer Survey asks teachers questions about the teaching positions they have left/exited. Topics include reasons for leaving, future career plans, teaching background, and demographics. The survey will capture teachers' experiences in the school assignment they have recently left and the factors that influenced them to leave.</p>
How was the Exit/Transfer Survey developed?	<p>At the request of the Statewide Teacher Recruitment and Retention Advisory Task Force, NDE convened a group of stakeholders to conduct research about exit questionnaires from within Nevada and other states and develop a draft structure for the content and format of the Exit/Transfer Survey. The stakeholder group included educators, district personnel, association representatives, and survey design and data experts.</p>

<p>How was the Exit/Transfer Survey tested?</p>	<p>To ensure the accuracy, clarity, and user-friendliness of the questions and response options, the survey questions were administered to a small sample of individuals who represented the characteristics of the survey population. The individuals were interviewed as they completed the survey and provided feedback. In addition, the survey was reviewed by survey and data experts throughout its development to ensure that best practices in survey methodology were followed.</p>
<p>Can I request to speak to someone about my survey responses?</p>	<p>Yes. At the end of the survey, participants will be asked if they are interested in participating in an optional interview conducted by the American Institutes for Research. This optional follow-up interview will be used to solicit more in-depth and contextual information from teachers who are choosing to leave their position.</p>
<p>How is the state survey different from my district's exit survey?</p>	<p>Exit surveys may be administered by different entities and are used for different purposes. District Human Resources departments may have their own exit survey, which may have content that overlaps with the state survey. The state survey collects the same information from teachers across the state to help make informed decisions on statewide policies for educators.</p>

Survey Administration

<p>Who is administering the survey?</p>	<p>The Nevada Department of Education (NDE) is partnering with an independent research institution—the American Institutes for Research (AIR)—to collect teacher feedback. It is important for NDE to receive honest feedback and ensure that all data are confidential. AIR is a not-for-profit, nonpartisan behavioral and social science research institution.</p>
<p>Who should take the survey?</p>	<p>All teachers of record in Nevada's public education system who have recently left a teaching position in their school, district/charter, state, or profession—part-time and full-time teachers teaching students in prekindergarten through Grade 12 (or beyond), fifth-year seniors, and Program Approach to Career Employment (PACE)/Postsecondary Opportunities for Students in Transition (POST)—will have an opportunity to participate in the Nevada Teacher Exit/Transfer Survey (Exit/Transfer Survey). Leaving a position entails formally transferring, resigning, or being dismissed from a school. Sabbaticals and medical leave do not count.</p>

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Why should I take this survey?	Your voice matters. State education leaders value your opinions and want to ensure that informed decisions are made concerning teacher recruitment and retention efforts. This survey is also an opportunity for you to help drive improvements for current and future teachers in Nevada.
How did AIR get my contact information?	Districts or charters work directly with AIR to provide notification of separation and contact information so that AIR can invite all exiting teachers to complete the survey.
Is participation mandatory?	No. Participation is voluntary, and all responses will be confidential and the survey can be stopped at any time.
Is there an incentive?	AIR will send participants a \$50 e-gift card upon completion of the survey. An additional incentive (\$100) will be provided for teachers who complete a follow-up interview.
How long will the survey take?	The survey takes no more than 10 minutes to complete.
How can I access the survey?	The survey can be accessed from anywhere, via any internet-enabled device, using a unique survey link provided by AIR. No paper copies of the survey will be provided.
I recently left a teaching position at a school but did not receive an invitation to the Exit/Transfer Survey. Who do I contact to take the survey?	<p>Upon notification of separation, teachers will receive an email from AIR with a link to the survey. The email will be sent by AIR to the email address provided by the teacher's district.</p> <p>If you think you are eligible to participate but have not received an invitation email from AIR, please contact the AIR research team at neducatorsurvey@air.org or (866) 261-2295, option 6.</p>

Technical Support

Are there any technical requirements to access the survey online?	The Nevada Teacher Exit/Transfer Survey will be available 24 hours per day from any internet-enabled device (e.g., computer, tablet, mobile device). The survey is compatible with most internet browsers.
Does everyone get the same questions?	Survey questions will vary depending on the participant's responses to select questions.

<p>Can I save my survey and come back to complete it?</p>	<p>Yes. The survey link is unique, and participants may return to it at any time before submitting.</p>
<p>Will my responses be recorded if I do not finish the entire survey?</p>	<p>Yes. The survey tool will save participant responses.</p>
<p>Where can I get help if I have problems taking the survey? Who should I contact if I have questions about the survey?</p>	<p>Please contact the AIR research team at neducatorsurvey@air.org or (866) 261-2295, option 6.</p>

Confidentiality and Data Security

<p>Is the survey anonymous?</p>	<p>No; the Nevada Teacher Exit/Transfer Survey is not anonymous, but it is confidential. The survey is not anonymous because there are questions in the survey that can identify participants; however, the survey is confidential because AIR or third-party researchers with legal and data sharing agreements in place with NDE will be the only entities with access to identifiable information. AIR will follow strict data storing and sharing protocols to prevent anyone outside the project from connecting individuals with their responses.</p>
<p>Will NDE, districts/charters, or schools have access to identifiable information?</p>	<p>No; NDE, districts/charters, and schools will not have access to identifiable data.</p>
<p>What does confidential mean?</p>	<p>Confidential means that no names or identifying information will be included in any survey data, publications, or presentations shared with districts/charters, schools, and the state. For more information, please read the “Reporting and Sharing” section.</p>

<p>How do you ensure that my responses are confidential?</p>	<p>AIR creates a random study ID for each participant and will track these study IDs and identifiable information in a crosswalk file. AIR or third-party researchers with legal and data sharing agreements in place with NDE will be the only ones with access to the crosswalk file. All identifiable information will be removed from data files prior to sharing any response data with NDE and stakeholders. Identifiable information will be used only when third-party researchers need to correlate data from other surveys or data sources.</p>
<p>What kind of identifiable information will be collected? Why does the survey ask for identifiable information?</p>	<p>AIR will receive teachers’ name and contact information from District’s Human Resources department and send an email to the provided email address with a link to the Exit/Transfer Survey.</p> <p>The survey asks teachers to provide their Nevada educator license number so that third-party researchers like AIR can correlate data that is publicly available in the state’s licensure system (found here: Nevada Educator Look-up) with the Exit/Transfer Survey and data from the Nevada Educator Working Conditions Survey. This information will provide a comprehensive picture of why Nevada teachers are staying and leaving. An anonymous survey would not allow researchers to correlate data across surveys.</p> <p>At the end of the survey, teachers will be asked to share the email address to which the \$50 e-gift card should be sent and to share their contact information if they would like to participate in a follow-up interview with AIR.</p>
<p>How and where will my data be stored?</p>	<p>AIR follows strict data security practices in its handling and storage of confidential data. Participant directly identifiable information is accessible only to third-party researchers working on the project and have legal and data sharing agreements in place with NDE.</p>

Reporting and Sharing

<p>How might districts/charters and schools benefit from the results?</p>	<p>The Nevada Teacher Exit/Transfer Survey is designed to help districts/charters, schools, and state decision makers better understand why teachers leave their school, district/charter, state, or profession. Understanding the factors that influence teachers to leave can guide districts/charters, schools, and the state in identifying policies, supports, and resources that support successful retention efforts.</p>
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Is there a minimum number of teachers needed to report data?	Yes. To maintain confidentiality, data will not be reported for groups with fewer than 10 respondents (the same suppression standard used for reporting student data).
What happens when fewer than 10 teachers in a group provide a response?	Data for that group will not be reported.
Will my district, charter, or school see my data?	Identifiable information will not be shared with districts, charters, or schools. Only de-identified responses and aggregated data (with 10 or more respondents) will be shared with districts, charters, or schools.
Can I see the results of the survey?	The Nevada Department of Education will make the findings from the survey available two times per year (typically in January and July or August). We will update this document with a link to the survey results when available.