

# Model Teacher Exit Questionnaire for Nevada School Districts

This survey is designed to capture your experiences in the school district you recently exited and the factors that influenced your decision to leave your position. Your answers will provide information about teaching and learning conditions in our schools. Thank you for your participation.

## Section I: Overall Experience in this school district

Q1 How would you describe your overall experience working in this school district?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q2 Would you recommend this school district as a good place to work?

- Yes
- No

Q3 Please feel free to offer any overall comments about your work experience in this school district.

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*Adapted from [The Virginia Model Teacher Exit Questionnaire](#) by the Nevada TeachPlus Fellowship Cohort 2019-2020*

**Section II: Reasons for Leaving**

Q4: Personal reasons: Please indicate the factor(s) that influenced your decision to leave your position. A response in each category is not required.

	N/A	Not at all important	Slightly important	Moderately important	Important	Very important
Retirement with full benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement with reduced benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse/family relocating out of the area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to better/affordable housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commute time or distance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal or family considerations (health)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career break with intent to return	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unhappy at school site because of management or school culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q5 You indicated that you have taken a career break with intent to return. Please select one of the following reasons for the career break.

- Personal Health
- Further Education
- Remain at home with family
- Other \_\_\_\_\_

Q6: Compensation and Benefits: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

- Salary
- Insurance Benefits
- Lack of tuition assistance
- Lack of time off for professional growth
- Lack of incentives and opportunities for growth and advancement
- None of the above
- Other benefits, please specify \_\_\_\_\_

Q7: Professional Reasons: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

- Job description or responsibilities
- Reassignment or changes in position
- Lack of relevant and effective professional development
- Accepted another position in the field of education (administrator, central office supervisor, Department of Education employee, etc.)
- Teach (PK-12) in a different school district in Nevada.
- Teach (PK-12) in a private school in Nevada
- Teach at the postsecondary level
- Military service
- Change of career
- Return to school without intent to return to education
- Teaching license expired
- End of contract/temporary assignment
- Involuntary departure initiated by school district

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- Teach in a charter school
- Not endorsed to teach the grades and/or subject areas you were assigned to teach
- Not endorsed to teach the grades and/or subject areas you were hired to teach

Q8: Learning Climate: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

	N/A	Not at all important	Slightly important	Moderately important	Important	Very important
School Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inadequate materials, resources, and/or supplies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School culture and climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student discipline/behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q9: Leadership and Support: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

	N/A	Not at all Important	Slightly Important	Moderately Important	Important	Very Important
Lack of support from supervisor/school administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of support from colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insufficient mentoring and/or induction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of autonomy in instructional decisions and/or classroom management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor communication between administration and teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited opportunity for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited leadership opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q10: Policies and Regulations: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

- School policies and procedures
- Evaluation procedures
- Federal, state, or local educational policies and mandates

Q11: School and community: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

- Lack of support from parents/community
- Did not feel accepted by faculty and/or community
- Pressure from parents/guardians
- Pressure from influential community members

Q12: Teacher Preparation: Please indicate any factor(s) that influenced your decision to leave your position. A response in each category is not required.

- Inadequate preparation to be a teacher
- Not prepared to implement Nevada's Standards of Learning requirements
- Not prepared to teach in a multicultural setting
- Inadequate preparation in classroom management

Q13: Comments: Please feel free to comment on any of the factors selected above or address reasons not listed

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**Section III: Incentives to Remain**

Q14: From the list below, please place in order up to THREE FACTORS that might have encouraged you to remain in the position you are exiting. If none exists, please select "None of the above"

- Pay increase
- Different teaching assignment
- Different school administrator
- Better facilities
- Better mentoring/coaching program
- Opportunities for collaboration with colleagues
- Safer school environment
- More time to plan or prepare
- Fewer student discipline problems
- More recognition
- Opportunities for advancement
- More autonomy in instruction and/or discipline
- Smaller classes
- None of the above
- Other \_\_\_\_\_

Q15: Comments: Please feel free to comment on any of the factors selected above or address reasons not listed

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#### Section IV: Background and Demographic Information

For this section, your "exited" school or position is the one you are leaving or most recently left.

Q16: How many total years have you been employed as an educator?

- 1-3 years
- 4-6 years
- 7-9 years
- 10-12 years
- 13-15 years
- 16-18 years
- 19-21 years
- 22-25 years
- 26-30 years
- 30 or more years

Q17: How many total years had you been employed in the school you exited?

- 1-3 years
- 4-6 years
- 7-9 years
- 10-12 years
- 13-15 years
- 16-18 years
- 19-21 years
- 22-25 years
- 26-30 years
- 30 or more years

Q18: How would you best describe the position you exited?

- Full-time
- Part-time

Q19: Which grade band below captures the position you are exiting? Select all that apply.

- Elementary School (Grades PK-5)
- Middle School (Grades 6-8)
- High School
- Other (explain) \_\_\_\_\_

Q20: What were your areas of assignment in the school you are exiting? Select all that apply.

- English/Language Arts/Reading
- English as a Second Language
- Career and Technical Education
- Gifted Education
- Health, Physical Education, and/or Driver Education
- History and/or Social Science
- Library/Media
- Mathematics
- School Counselor
- Science
- Special Education
- Visual and/or Performing Arts
- World Languages
- Other \_\_\_\_\_

Q21: What was your route to teacher licensure in Nevada?

- State-approved college or university teacher preparation program in Nevada
- State approved college or university teacher preparation program outside Nevada
- Reciprocity from another state, i.e. entered with a current, valid license from another state with no deficiencies
- Alternative Route - Provisional License
- Alternative Route - Provisional Special Education License
- Alternative Route - Career Switcher License
- Other (Explain) \_\_\_\_\_

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**Section V: The following questions are optional.**

Q22: Race / Ethnicity (adapted from [US Census Bureau Race-Ethnicity One-Pager](#))

- Not Hispanic or Latino
- Hispanic or Latino

Q23: Race / Ethnicity (adapted from [US Census Bureau Race-Ethnicity One-Pager](#))

- White alone
- Black or African American alone
- American Indian or Alaska Native alone
- Asian alone
- Native Hawaiian or Other Pacific Islander
- Some other race alone
- Two or more races
- Three or more races
- Choose not to answer
- Other \_\_\_\_\_

Q24: What is your age?

- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65-74 years old
- 75 years or older
- Choose not to answer

Q25: Highest Degree Attained

- Associate's or two-year college degree
- Bachelor's or four-year college degree
- Master's degree
- Master's degree +16
- Master's degree +32
- Doctoral degree
- Choose not to answer
- Other

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