Exit Surveys as Guides for Recruitment and Retention Practices

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Introduction and Background

+ Recognize recruitment and retention as a key lever in improving outcomes for students

+ ESSA and Focus 2024 identify recruitment and retention as a priority

+ Focusing on attrition is vital

+ National attrition rate is 8%; cost of replacing an urban teacher is $21,000

+ Nevada and CCSD have haphazardly tried monetary incentives with little success

  + SB 511
  + AB 434

CCSD Attrition	9%
NV Transiency	19.4%
Cost to Replace	$21,000

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Why an Exit Survey?

+ Identifying the causes of turnover and retention through data

  + Assess the effectiveness of retention funding

  + Identify opportunities for future retention legislation and policy

  + Provide a broad view of working conditions within schools, school divisions, and districts

+ Without good data, we cannot make good policy

+ Exit surveys can lead to transparency in school systems

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Survey Design

+ Attempted to fully capture educators' experience
+ Overall experience in the school district
+ Reasons for Leaving
  + Personal Reasons
  + Benefits and Compensation
  + Professional Reasons
  + Learning Climate
  + Leadership and Support
  + Policies and Regulations
  + School and Community
  + Teacher Preparation
+ Incentives to Remain
+ Background and Demographic Information

+ Our survey is largely based upon

  + [Virginia's Feasibility Study on Exit Surveys](#) and

  + Initial [exit survey and recommendations](#)

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Best Practices for Exit Survey Implementation

+Conduct an online survey
   +Honest feedback
+Use a third-party researcher
   +Feedback is kept in confidence
+Include an incentive for participation
   +Increases participation

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User Feedback on Pilot Survey

+Summary

  +50% believed it addressed their reasons for leaving the CCSD

+Positive Feedback

  +Accurately captured reasons for leaving

  +Ranking and Likert scale offered appropriate weights

  +Easy to navigate

  +Provided adequate options throughout

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User Feedback on the Pilot Survey, cont.

+ Suggested Modifications
  + Opportunity for open-ended feedback
  + Feedback for school/administration climate and salary concerns
  + Include options on factors beyond the scope of what CCSD has control over
  + Increase ability to capture lack of teacher career advancement or leadership opportunities
  + Format survey to work on phones and devices

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Questions

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