



DOVER SCHOOL DISTRICT

EDUCATOR EXIT SURVEY

The Dover School District is offering an exit survey to educators who have left the district due to retirement or other opportunities in or outside the field of education. The survey data will be collected and summarized without any personal identification information. Your participation in the survey will help the District to better understand teacher mobility and attrition.

After completing the survey, please returned in the postage paid envelope provided. Thank you for your participation.

SECTION 1 - DEMOGRAPHIC INFORMATION

Color in the appropriate circle for your response.

1. Gender:

Female—10
Male—2

2. Age:

22-25—0
26-30—2
31-36—2
36-40—0
41-45—1
46-50--1
51-55—3
56-60—0
60+--3

3. Highest Degree

BA/BS—1
BA/BS+--2
Master's—7
Master's +--1
CAGS—1
Doctorate—0

4. Including this year, how many years of teaching experience do you have?

0-3 years—0
4-6 years—3
7-10 years—1
11-15 years—2
16-20 years—3



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- 21-25 years—0
- 26-30 years—2
- 31+ years—1

5. What grade band below best captures the position you are leaving?

- Elementary Teacher (K-4)—4
- Middle School Teacher (5-8)—0
- High School Teacher (9-12)—6
- Special Education Teacher (Any Level)—1
- Multiple Grade Levels—1

6. How was your position classified?

- Full-time—11
- Part-time—1

7. For how many years did you anticipate staying when you first started this position?

- 0-3 years—0
- 4-6 years—1
- 7-10 years—3
- 11-15 years—1
- 16+ years—7

8. Reason for leaving this position:

- Retirement—5
- Accept a position in another school district—5
- Accept a position outside of public education—1
- Other—2

9. How long did you consider leaving the position?

- Less than a month—0
- 1-3 months—1
- 4-6 months—2
- 6-12 months—2
- One year or more—7



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SECTION 2A

Using the categories following categories respond to the following sentence stems:

- 1 = Strongly Agree
- 2 = Agree
- 3 = Neither agree nor disagree
- 4 = Disagree
- 5 = Strongly disagree

QUESTION	1	2	3	4	5
10. The post I held at this school (or equivalent) was fulfilling and varied	8	3	0	0	1
11. I received the support I needed to discharge my duties effectively	2	7	0	2	0
12. I felt that my work was valued and appreciated	3	6	1	2	0
13. There were good opportunities for professional advancement	0	4	2	4	0
14. There were good opportunities for personal development	1	8	1	0	2
15. Overall, I was happy with my pay	1	6	1	1	3
16. My working conditions were good	3	4	2	3	0
17. I was given necessary training to discharge my duties effectively	3	4	3	1	0
18. The job made use of the full range of my abilities	4	4	0	3	0
19. Changes occurring within the school were always well managed	5	3	2	1	1
20. The working environment was pleasant and well-maintained	3	3	3	3	0
21. Workload and work/life balance issues were well-managed	3	5	1	3	0
22. Health and safety issues were properly addressed	3	5	2	2	0
23. Workplace bullying and harassment were not tolerated	2	8	2	0	0
24. While teaching here I have been able to maintain a good quality life outside work	3	3	3	3	0
25. I got on well with pupils at school	7	5	0	0	1
26. I got on well with colleagues	5	6	0	0	1
27. I go on well with managers	5	6	0	1	1
28. I generally felt I was in control of my job	5	3	1	2	1

SECTION 2B - RETIREES ONLY

Only retirees are to answer the following questions, using the categories following categories respond to the following sentence stems:

- 1 = Very Important
- 2 = Somewhat important
- 3 = Not very important
- 4 = Not at all important



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QUESTION	1	2	3	4
1. Became eligible to receive full pension benefits	2	1	0	1
2. Wanted to teach in a different state, but my state teacher certification was not accepted there	1	0	1	2
3. Dissatisfied with job description and responsibilities	1	1	1	1
4. Dissatisfied with changes in job description or responsibilities	1	1	1	1
5. Did not feel prepared to implement new reform measures	1	1	1	1
6. Did not agree with new reform measures	1	6	2	1
7. Dissatisfied with teaching as a career	1	0	1	1
8. Retired because of family/personal reasons	2	1	1	0

SECTION 3

Color in the appropriate circle for your response.

29. From the list below, please select up to two (2) factors that might have encouraged you to remain in your position. If none exists select none of the above.

- Pay increase—7
- Different administrator—1
- Smaller class—0
- More time to plan or prepare—1
- Opportunities for collaboration with colleagues—2
- Better facilities—1
- Opportunities for advancement—2
- Other—4
- None of the above—1

30. What are your plans for next year?

- Teach in a different school—2
- Accept a position WITHIN education—5
- Accept another position OUTSIDE of education—0
- Return to school to improve career WITHIN education—0
- Return to school to improve career OUTSIDE education—1
- Stay at home to take care of family—0
- Retire—2
- Unemployed and seeking employment—2
- Other—2

31. Is your new position a promotion?

- Yes—2
- No—5
- Other—4



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32. Are you moving to a new district?

Yes—2

No—8

Other—0

Is there anything else you would like to share regarding your decision to leave the Dover School District?

Thank you for taking the time to complete the exit survey. Please return in the enclosed self-addressed postage envelop.