EMPLOYEE EXIT SURVEY

Date: _________________________

Campus or Department
- High school
- Middle school
- Intermediate school
- Elementary school
- Other _______________________

Position
- Administrator
- Teacher
- Paraprofessional
- Auxiliary
- Other _______________________

Length of employment in the district
- Less than 1 year
- 1–4 years
- 5–9 years
- More than 10 years

Reason for leaving (check all that apply)
- Better opportunity
- Dissatisfaction with co-workers
- Dissatisfaction with supervisor
- Lack of recognition
- Better compensation
- Health or family circumstances
- Relocation
- Working conditions
- Career change
- Return to school
- Retirement
- Other ___________

Are you leaving to go to work for another district?  
- Yes
- No

If you are leaving to work at another district, why did you choose that district?
- Advancement opportunity
- Pay
- The commute
- Not applicable
- Working conditions
- Benefits
- Work schedule
- Other ___________

How would you rate your supervisor in regard to the following?

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Needs Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Treated employees fairly and equally</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provided recognition on the job</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Developed cooperation and teamwork</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encouraged and listened to suggestions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resolved complaints and problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Followed policies and practices</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

How would you rate your experience in the district in regard to the following?

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Needs Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooperation within your campus or department</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooperation between campuses or departments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication within your department</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication within the district as a whole</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication between you and your supervisor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Morale at your campus or in your department</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job satisfaction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training and information to do your job</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supplies and equipment provided to do your job</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
EMPLOYEE EXIT SURVEY

My workload was:
- [ ] Too much
- [ ] About right
- [ ] Too light

What did you like most about your job?

____________________________________________________

____________________________________________________

____________________________________________________

What did you like least about your job?

____________________________________________________

____________________________________________________

____________________________________________________

Do you have any suggestions for improvement?

____________________________________________________

____________________________________________________

____________________________________________________

Would you return to work for the district?
- [ ] Yes, without reservation
- [ ] Yes, under different circumstances
- [ ] Not at all

Would you recommend the district to others as a place to work?
- [ ] Yes
- [ ] Yes, with reservations
- [ ] No

Optional: Campus/Department________________________ Assignment________________________________________

Your input is important to Mansfield ISD. Employees separating from the District are encouraged to complete and return the Exit Survey to Jennifer Stoecker, Executive Director, Human Resource Services, 605 East Broad, Mansfield, Texas 76063.