

SALEM SCHOOL DISTRICT  
Salem, Connecticut

PERSONNEL – CERTIFIED /NON-CERTIFIED

EXIT SURVEY/INTERVIEWS

The Board of Education shall develop a voluntary exit survey to be completed by a certified professional educator or non-certified staff member who is employed by the Board and voluntarily resigns. The exit survey will include questions relating to the reason why the staff member is ceasing employment, whether or not the staff member is leaving the profession, the demographics of the staff member, and the areas in which the staff member taught or served.

Exit interviews are viewed by the Board of Education as a good way to gain insights into problems, difficulties and dissatisfactions that otherwise may not come to the District's attention. Such interviews can also provide confirmation of suspected problems as well as information needed to begin to correct the problems.

Legal Reference: CGS PA 23-159 An Act Concerning Teachers and Paraeducators.

1<sup>st</sup> Reading: January 13, 2025  
Policy Adopted: February 3, 2025

EXIT SURVEYS/INTERVIEW FORM

Interviewer: \_\_\_\_\_

Date: \_\_\_\_\_

Employee: \_\_\_\_\_

Position Title: \_\_\_\_\_

Supervisor: \_\_\_\_\_

1. What reasons/factors influenced your decision to leave?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. What did you like about your position/work at \_\_\_\_\_  
Dislike? \_\_\_\_\_

3. How did you get along with the other people in your school/department/etc.?

\_\_\_\_\_  
\_\_\_\_\_

4. How do you feel about:

- Salary: \_\_\_\_\_
- Professional Opportunities: \_\_\_\_\_
- Professional Development: \_\_\_\_\_
- Performance Appraisals: \_\_\_\_\_
- Other Benefits: \_\_\_\_\_

5. Do you have another job/where? Are you considering leaving the profession? Why?

\_\_\_\_\_  
\_\_\_\_\_

6. What improvements could be made to make \_\_\_\_\_ a better place to work?

\_\_\_\_\_  
\_\_\_\_\_

7. Additional comments:

\_\_\_\_\_  
\_\_\_\_\_

8. Demographic Information: \_\_\_\_\_