

**MALAKOFF I.S.D.
EMPLOYEE EXIT QUESTIONNAIRE**

(For use with voluntary separations)

Campus or Department

- High school Middle 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)

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Better opportunity | <input type="checkbox"/> Dissatisfaction with co-workers | <input type="checkbox"/> Dissatisfaction with supervisor | <input type="checkbox"/> Lack of recognition |
| <input type="checkbox"/> Better compensation | <input type="checkbox"/> Health or family circumstances | <input type="checkbox"/> Relocation | <input type="checkbox"/> Working conditions |
| <input type="checkbox"/> Career change | <input type="checkbox"/> Return to school | <input type="checkbox"/> Retirement | <input type="checkbox"/> 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?

- | | | | |
|--|-----------------------------------|--|---|
| <input type="checkbox"/> Advancement opportunity | <input type="checkbox"/> Pay | <input type="checkbox"/> The commute | <input type="checkbox"/> Not applicable |
| <input type="checkbox"/> Working conditions | <input type="checkbox"/> Benefits | <input type="checkbox"/> Work schedule | <input type="checkbox"/> Other _____ |

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

	<i>Excellent</i>	<i>Good</i>	<i>Fair</i>	<i>Needs Improvement</i>
Treated employees fairly and equally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provided recognition on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developed cooperation and teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encouraged and listened to suggestions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolved complaints and problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Followed policies and practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	<i>Excellent</i>	<i>Good</i>	<i>Fair</i>	<i>Needs Improvement</i>
Cooperation within your campus or department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperation between campuses or departments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within your department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within the district as a whole	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication between you and your supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Morale at your campus or in your department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job satisfaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training and information to do your job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supplies and equipment provided to do your job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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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