

**BROOKS COUNTY ISD  
EMPLOYEE EXIT QUESTIONNAIRE**

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*(For use with voluntary separations)*

**Work Location**

- High school    Middle school    Elementary school    Central office    Other \_\_\_\_\_

**Position**

- Administrator    Teacher    Other Campus Professional    Instructional Paraprofessional  
 Noninstructional Paraprofessional    Auxiliary    Other \_\_\_\_\_

**Length of employment in the district**

- 1 year or less    2–4 years    5–9 years    10–14 years    15 years or more

**What initially attracted you to our district?**

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**Did your job duties turn out as you expected?**    Yes    No

If no, please explain:

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**Did you receive adequate support to do your job?**    Yes    No

If no, please explain:

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**How was your workload?**

- Too much    About right    Too light

**Main reason for leaving (check ONE)**

- |                                                      |                                                               |                                                          |                                                         |
|------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> Better compensation         | <input type="checkbox"/> Opportunity for advancement          | <input type="checkbox"/> Dissatisfaction with supervisor | <input type="checkbox"/> Dissatisfaction with coworkers |
| <input type="checkbox"/> Career change               | <input type="checkbox"/> Return to school                     | <input type="checkbox"/> Retirement                      | <input type="checkbox"/> Working conditions             |
| <input type="checkbox"/> Personal/family obligations | <input type="checkbox"/> Relocation/transfer of family member | <input type="checkbox"/> Other _____                     |                                                         |

**Other reasons for leaving (check all that apply)**

- |                                                      |                                                               |                                                          |                                                         |
|------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> Better compensation         | <input type="checkbox"/> Opportunity for advancement          | <input type="checkbox"/> Dissatisfaction with supervisor | <input type="checkbox"/> Dissatisfaction with coworkers |
| <input type="checkbox"/> Career change               | <input type="checkbox"/> Return to school                     | <input type="checkbox"/> Retirement                      | <input type="checkbox"/> Working conditions             |
| <input type="checkbox"/> Personal/family obligations | <input type="checkbox"/> Relocation/transfer of family member | <input type="checkbox"/> Other _____                     |                                                         |

**Did you leave to go to work in another district?**    Yes    No

If yes, which one? \_\_\_\_\_

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**If you are leaving to work in another district, why did you choose that district? (check all that apply)**

- |                                       |                                          |                                             |                                                  |
|---------------------------------------|------------------------------------------|---------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Pay increase | <input type="checkbox"/> Work schedule   | <input type="checkbox"/> Working conditions | <input type="checkbox"/> Advancement opportunity |
| <input type="checkbox"/> Benefits     | <input type="checkbox"/> Shorter commute | <input type="checkbox"/> Other _____        |                                                  |

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**How would you rate your experience in our district?**

	<i>Excellent</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>
Working relationship with supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working relationship with coworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training provided to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits (e.g., health insurance, leave)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilities and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supplies and equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluation procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall employment experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**How would you rate your supervisor?**

	<i>Almost Always</i>	<i>Sometimes</i>	<i>Seldom</i>
Treated me fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treated me with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognized effort and good work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encouraged cooperation and teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encouraged/listened to suggestions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responded to complaints and problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managed employee issues appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**What did you like most about the district and your job?**

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**What did you like least about the district and your job?**

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**Do you have any suggestions for improvement for the district or your department/school?**

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**Is there anything that has not been asked that you would like to share?**

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**Would you recommend the district to others as a good place to work?**

- Yes       No

**Would you recommend your school or department to others as a good place to work?**

- Yes       No