



## EMPLOYEE EXIT SURVEY

1. Campus/Department: \_\_\_\_\_ Date Completed \_\_\_/\_\_\_/\_\_\_ Name (optional)\_\_\_\_\_

2. Employment Category:

- a. Teacher
- b. Administrator
- c. Paraprofessional
- d. Auxiliary
- e. Professional Support Staff

3. Which of the statements below describe your reason(s) for leaving the MISD? (Select all that apply.)

- a. Accepted job in another district
- b. Campus/Department working conditions
- c. Career change
- d. Continuing education
- e. Dissatisfied with supervision
- f. District benefits
- g. District pay
- h. Family responsibilities
- i. Health reasons
- j. Moving from the area
- k. Retirement
- l. Termination
- m. Contract non-renewal
- n. Other: \_\_\_\_\_

**E** (excellent)    **G** (good)    **F** (fair)    **P** (poor)

4. Using the ratings above, how would you rate MISD in:

- |   |   |   |   |   |
|---|---|---|---|---|
| a. Salary                               | E | G | F | P |
| b. Benefits package                     | E | G | F | P |
| c. Performance evaluation procedures    | E | G | F | P |
| d. Physical working conditions          | E | G | F | P |
| e. Opportunity for advancement          | E | G | F | P |
| f. Communication to/from administration | E | G | F | P |
| g. Administrative support               | E | G | F | P |

5. Using the ratings above, how would you rate your department/campus?

- |  |   |   |   |   |
|--|---|---|---|---|
| a. Cooperation within your department/campus   | E | G | F | P |
| b. Cooperation with other departments/campuses | E | G | F | P |
| c. Adequacy of training for your job           | E | G | F | P |
| d. Orientation to the district                 | E | G | F | P |
| e. Communication within your dept./campus      | E | G | F | P |
| f. Communication within the district           | E | G | F | P |
| g. Central administration support              | E | G | F | P |
| h. Community support for the district          | E | G | F | P |



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6. Using the ratings above, how would you rate the your department/campus leadership?
- |   |   |   |   |   |
|---|---|---|---|---|
| a. Gives fair and equal treatment                   | E | G | F | P |
| b. Gives positive feedback and recognition          | E | G | F | P |
| c. Resolves complaints and grievances               | E | G | F | P |
| d. Welcomes suggestions                             | E | G | F | P |
| e. Promotes teamwork                                | E | G | F | P |
| f. Gives clear instructions                         | E | G | F | P |
| g. Knows accomplishments of staff                   | E | G | F | P |
| h. Follows consistent application of policies       | E | G | F | P |
| i. Provides opportunities for professional growth   | E | G | F | P |
| j. Provides a positive work environment             | E | G | F | P |
| k. Demonstrates managerial/instructional leadership | E | G | F | P |
7. In general, how would your rate your overall experience with the Midland ISD?  
\_\_\_\_ Excellent      \_\_\_\_ Good      \_\_\_\_ Fair      \_\_\_\_ Poor

Comments:

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*Please return the completed survey to Human Resource Services  
Thank you for your service to the Midland ISD!*