

Culpeper County Public Schools Human Resources Department

Exit Interview Data

▶ 2015 - 2016

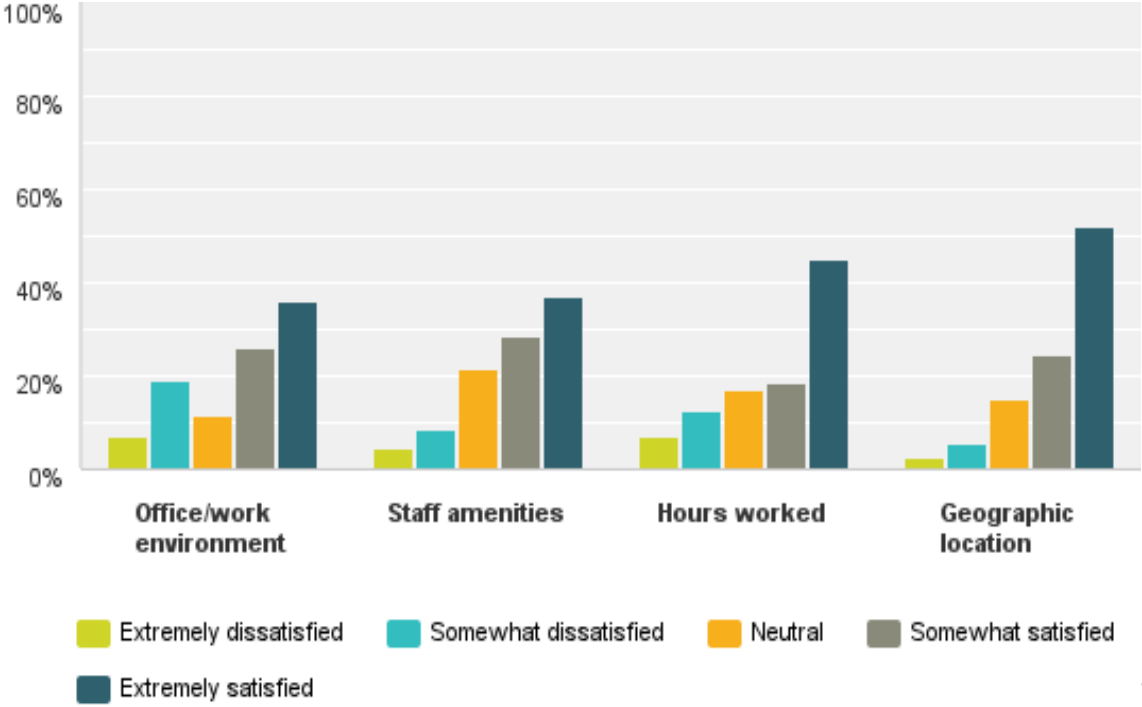
Exit Surveys

- ▶ All employees are encouraged to complete an exit survey when they leave employment.
 - ▶ 74 surveys were completed
 - ▶ Choice of online or paper
 - ▶ Confidentiality is stressed

Survey Questions Include:

- ▶ Work Environment
- ▶ Job Role
- ▶ Terms and Conditions
- ▶ Interpersonal Relationships
- ▶ Training and Development
- ▶ Management - Supervisor / Principal
- ▶ Workplace Culture
- ▶ Reasons for leaving
- ▶ Open-ended questions / Comments

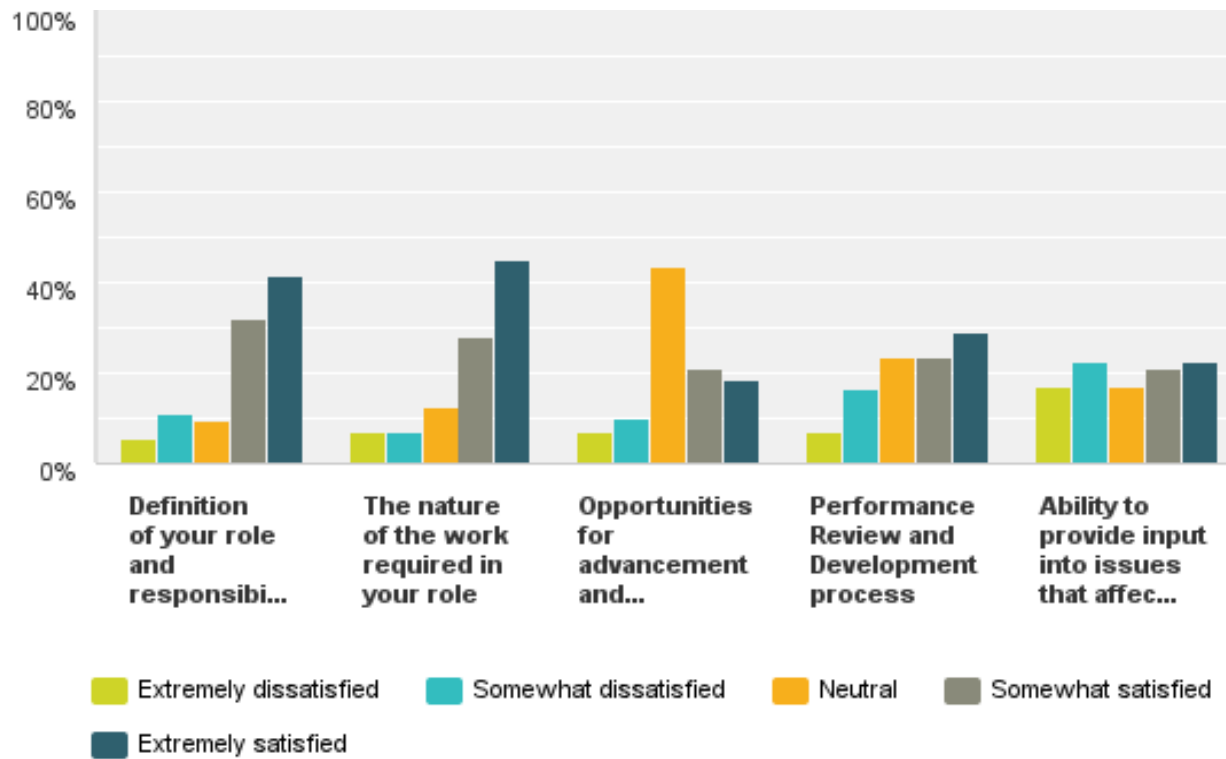
Work Environment



Work Environment

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Total	Weighted Average
Office/work environment	7.25% 5	18.84% 13	11.59% 8	26.09% 18	36.23% 25	69	3.65
Staff amenities	4.29% 3	8.57% 6	21.43% 15	28.57% 20	37.14% 26	70	3.86
Hours worked	7.04% 5	12.68% 9	16.90% 12	18.31% 13	45.07% 32	71	3.82
Geographic location	2.74% 2	5.48% 4	15.07% 11	24.66% 18	52.05% 38	73	4.18

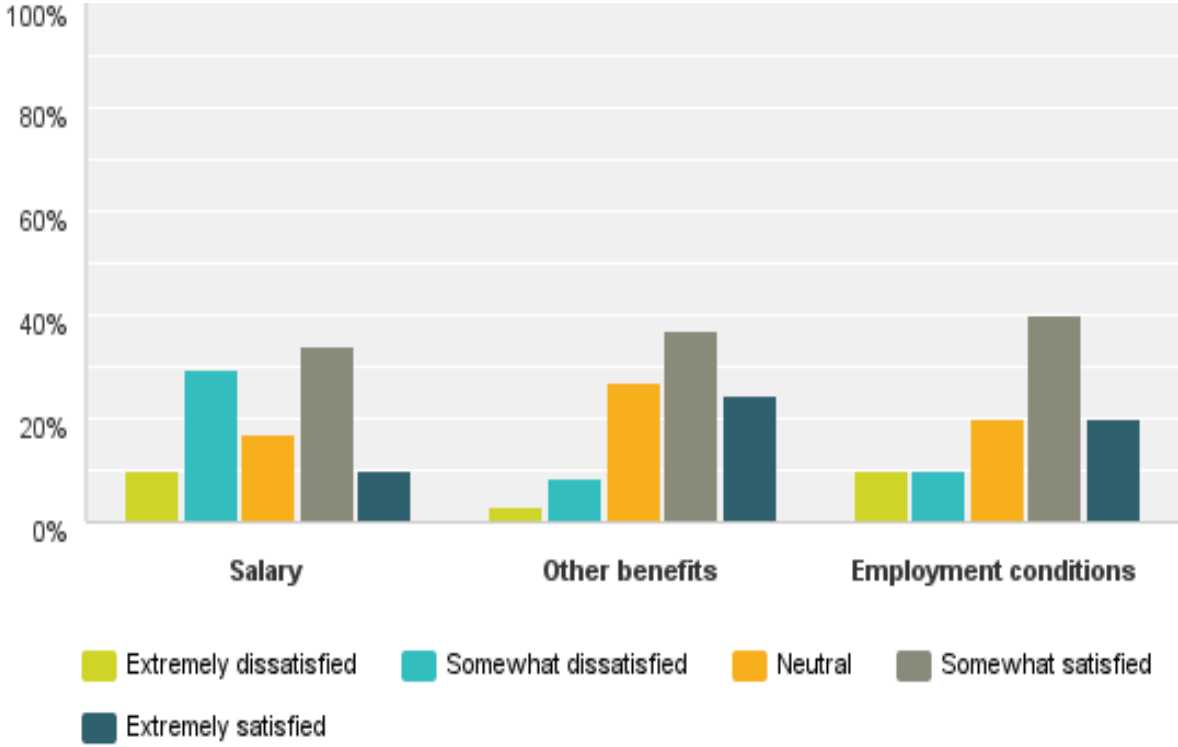
Job/Role



Job/Role

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Total	Weighted Average
Definition of your role and responsibilities	5.56% 4	11.11% 8	9.72% 7	31.94% 23	41.67% 30	72	3.93
The nature of the work required in your role	7.04% 5	7.04% 5	12.68% 9	28.17% 20	45.07% 32	71	3.97
Opportunities for advancement and development	7.04% 5	9.86% 7	43.66% 31	21.13% 15	18.31% 13	71	3.34
Performance Review and Development process	6.94% 5	16.67% 12	23.61% 17	23.61% 17	29.17% 21	72	3.51
Ability to provide input into issues that affected your job	16.90% 12	22.54% 16	16.90% 12	21.13% 15	22.54% 16	71	3.10

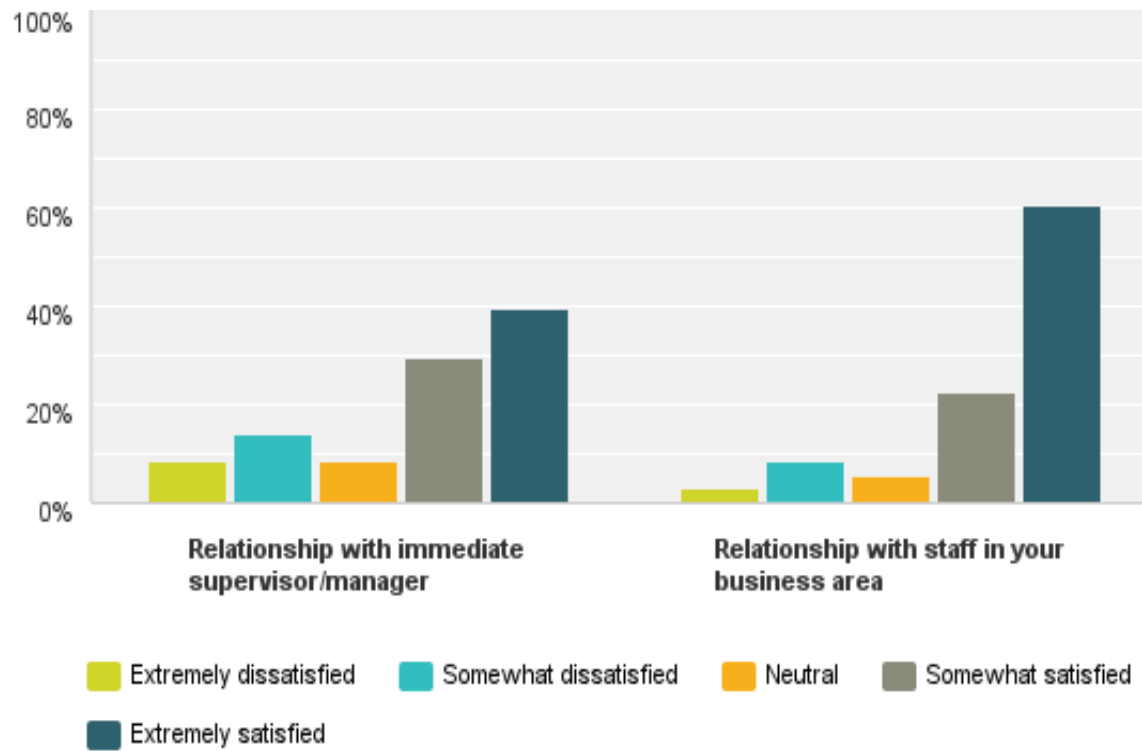
Terms & Conditions



Terms & Conditions

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Total	Weighted Average
Salary	9.86% 7	29.58% 21	16.90% 12	33.80% 24	9.86% 7	71	3.04
Other benefits	2.86% 2	8.57% 6	27.14% 19	37.14% 26	24.29% 17	70	3.71
Employment conditions	10.00% 7	10.00% 7	20.00% 14	40.00% 28	20.00% 14	70	3.50

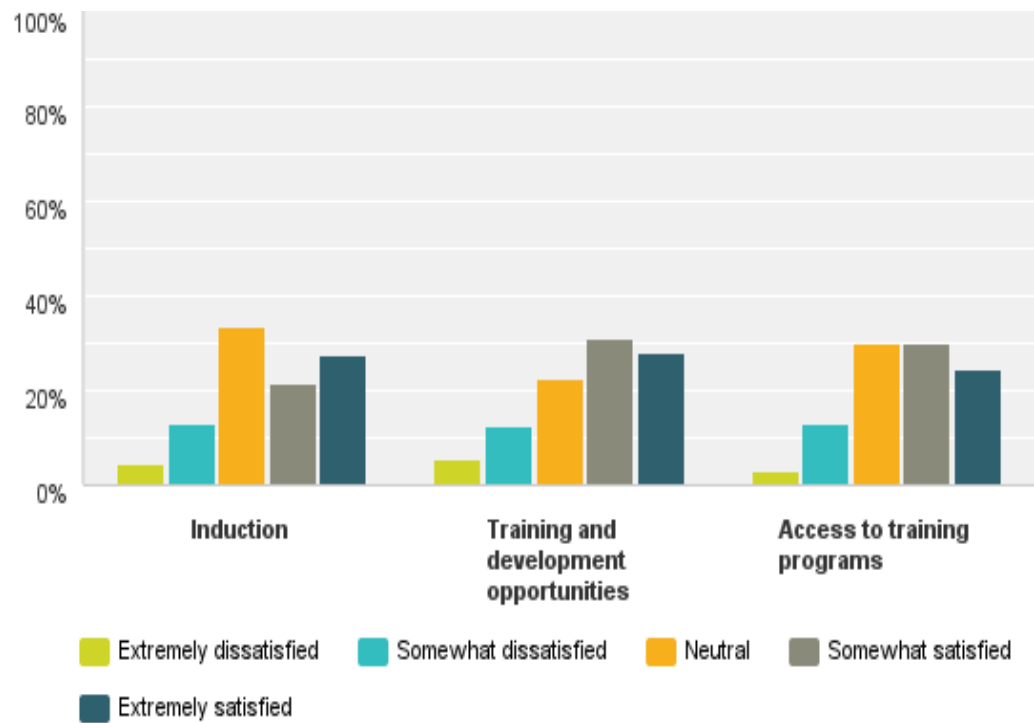
Interpersonal Relationships



Interpersonal Relationships

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Total	Weighted Average
Relationship with immediate supervisor/manager	8.45% 6	14.08% 10	8.45% 6	29.58% 21	39.44% 28	71	3.77
Relationship with staff in your business area	2.82% 2	8.45% 6	5.63% 4	22.54% 16	60.56% 43	71	4.30

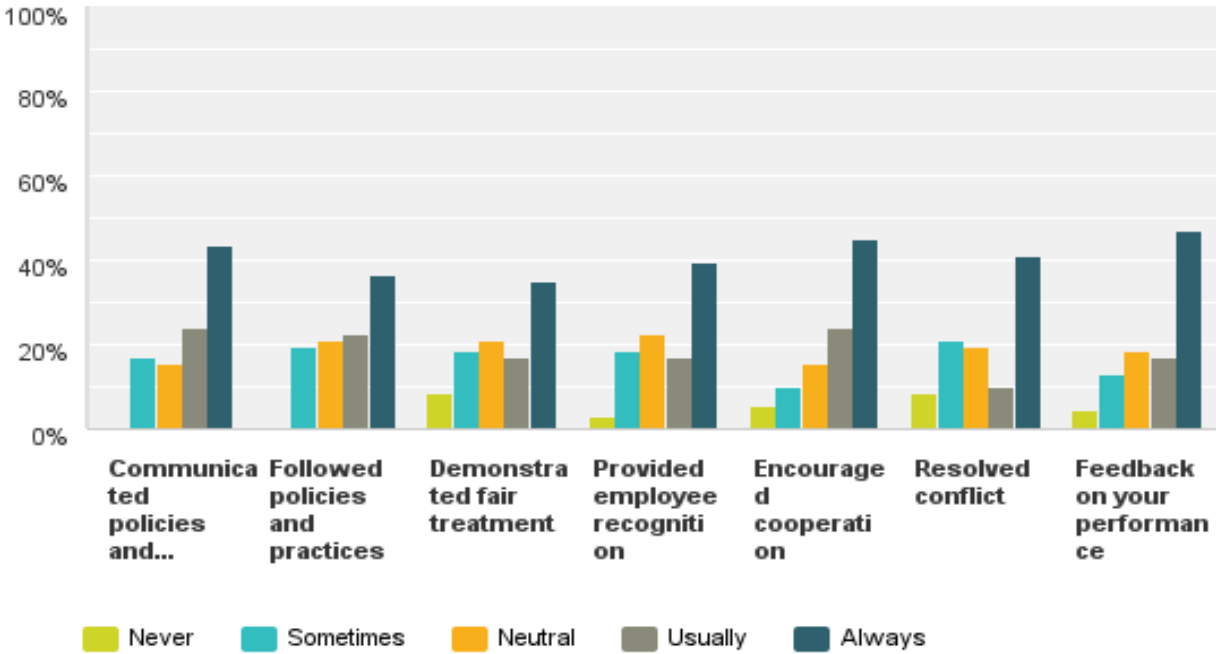
Training & Development



Training & Development

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Total	Weighted Average
Induction	4.35% 3	13.04% 9	33.33% 23	21.74% 15	27.54% 19	69	3.55
Training and development opportunities	5.63% 4	12.68% 9	22.54% 16	30.99% 22	28.17% 20	71	3.63
Access to training programs	2.86% 2	12.86% 9	30.00% 21	30.00% 21	24.29% 17	70	3.60

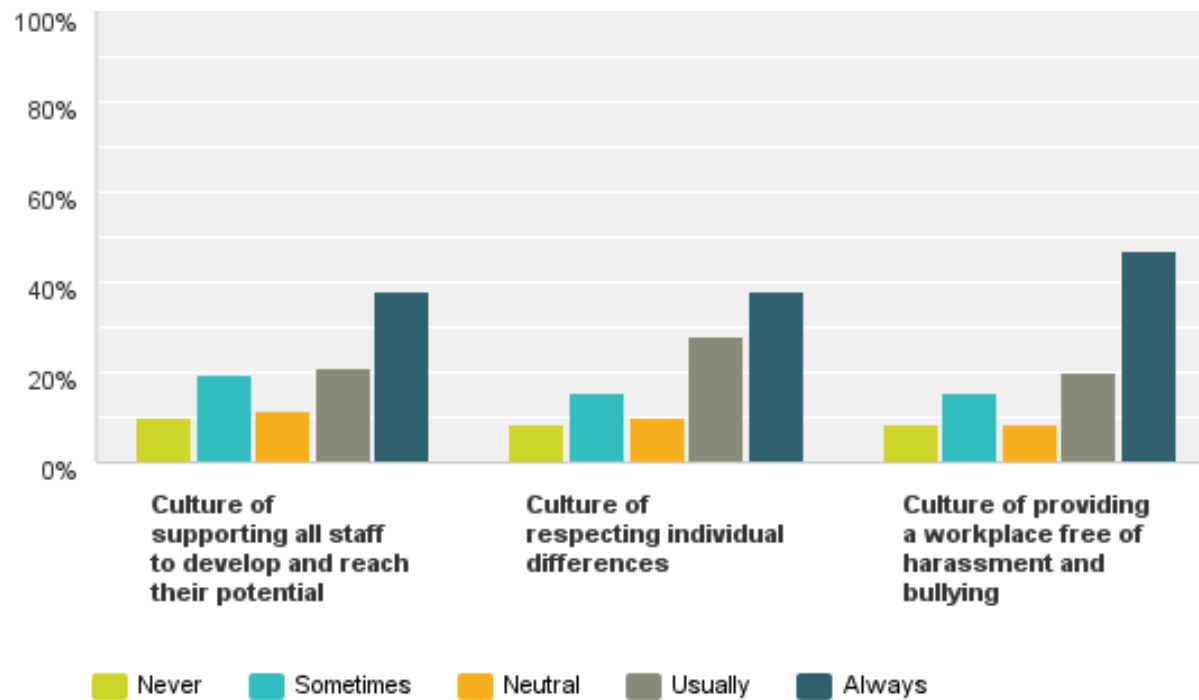
Management: Supervisor/Principal



Management: Supervisor/Principal

	Never	Sometimes	Neutral	Usually	Always	Total	Weighted Average
Communicated policies and practices	0.00% 0	16.90% 12	15.49% 11	23.94% 17	43.66% 31	71	3.94
Followed policies and practices	0.00% 0	19.72% 14	21.13% 15	22.54% 16	36.62% 26	71	3.76
Demonstrated fair treatment	8.45% 6	18.31% 13	21.13% 15	16.90% 12	35.21% 25	71	3.52
Provided employee recognition	2.82% 2	18.31% 13	22.54% 16	16.90% 12	39.44% 28	71	3.72
Encouraged cooperation	5.63% 4	9.86% 7	15.49% 11	23.94% 17	45.07% 32	71	3.93
Resolved conflict	8.45% 6	21.13% 15	19.72% 14	9.86% 7	40.85% 29	71	3.54
Feedback on your performance	4.29% 3	12.86% 9	18.57% 13	17.14% 12	47.14% 33	70	3.90

Workplace Culture



Workplace Culture

	Never	Sometimes	Neutral	Usually	Always	Total	Weighted Average
Culture of supporting all staff to develop and reach their potential	9.86% 7	19.72% 14	11.27% 8	21.13% 15	38.03% 27	71	3.58
Culture of respecting individual differences	8.45% 6	15.49% 11	9.86% 7	28.17% 20	38.03% 27	71	3.72
Culture of providing a workplace free of harassment and bullying	8.57% 6	15.71% 11	8.57% 6	20.00% 14	47.14% 33	70	3.81

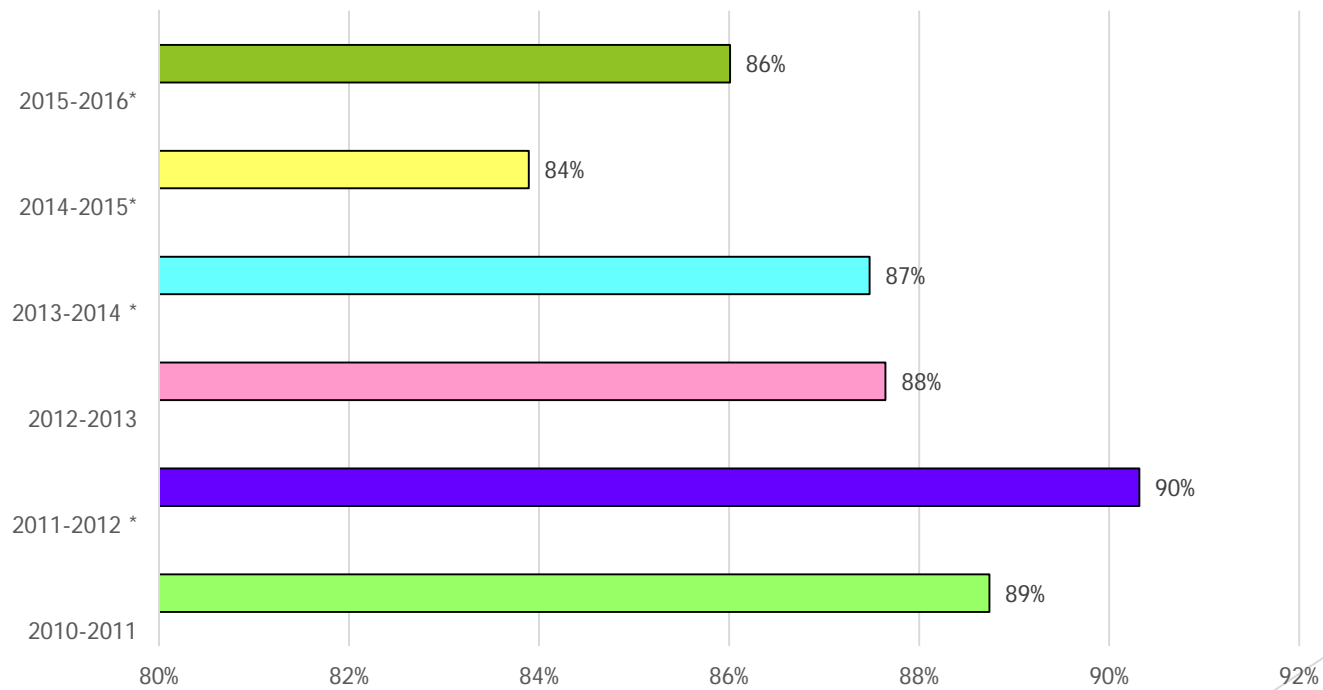
Please indicate the reason why you are leaving.

Answer Choices	Responses	
Salary/Wage	5.48%	4
Employment conditions	2.74%	2
Career opportunities	27.40%	20
Medical Reasons	4.11%	3
Work location	4.11%	3
Workplace culture and values	8.22%	6
Family reasons	10.96%	8
Relocation	26.03%	19
Other (please specify)	10.96%	8
Total		73

Quotes from exit surveys:

- ▶ My thanks to Culpeper County Public schools for the opportunity to work with and serve students!
- ▶ I am very sad to be leaving this county. It has served my family and me well.
- ▶ CCPS is a wonderful place to work. Thankyou for everything!
- ▶ Thank you for the opportunity to reach and teach the children of Culpeper.

Teacher Retention Rate



Retention & Position Data

School Year	2010-2011	2011-2012 *	2012-2013	2013-2014 *	2014-2015*	2015-2016*	2016-2017*
Retention Rate	89%	90%	88%	87%	84%	86%	
Teacher Contracts	595	599	599	607	627	629	636
Retired	13	12	12	8	18	20	
Non-Renewal	5	2	0	2	4	0	
Resigned	49	44	62	66	79	68	
Total Not Returning	67	58	74	76	101	88	
Returning	528	541	525	531	526	541	

* 2011-2012 Gain in teacher contracts - Added 3 high school and 1 elementary positions

*2013-2014 Gain in teacher contracts- Added 1 ROTC, 1 high school, 2 middle school and 4 elementary school positions

*2014-2015 Gain in teacher contracts- Added 5 high school, 4 middle school, 7 elementary school, 1 SPED,
2 testing coordinators and 1 AP intern positions

*2015-2016 Gain in teacher contracts- Added 1 high school and 1 middle school position

*2016-2017 Gain in teacher contracts- Added 2 elementary, 3 high school, 2 SpEd and 1 ESL Coach positions (A loss of 1 speech position to contracted)

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Years of Service Upon Exit from CCPS

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Under 2 Years	40%	19%	35%	50%	35%	36%
3-5 Years	31%	49%	29%	16%	25%	13%
6-9 Years	12%	16%	16%	24%	14%	15%
10-15 Years	4%	7%	4%	5%	9%	18%
16-20 Years	3%	2%	7%	4%	5%	6%
21-30 Years	3%	2%	4%	0%	8%	8%
31+ Years	6%	7%	5%	1%	5%	5%

Where did they go?

Retirement	20
Moved out of area	1
Career Change	3
Family/Health Needs	11
Licensure Issues	1
Another Virginia school system	32
Another state school system	9
Other reasons / Unspecified	11

Virginia School Systems

Albemarle	2
Alexandria	1
Chesterfield	1
Danville	1
Fauquier	3
Fredericksburg	1
Loudon	2
Manassas City	5*
Orange	5*
Paige	1
Prince William	2
Rappahannock	1
Spotsylvania	2
Stafford	2
Williamsburg	1
Winchester	1
Wythe	1

Class of 2016/2017



Ms. Lucia Onufrey - FES



Mr. Troy Olsen - FTB

Photos/Article from the Star Exponent - August 2016

New Recruits

Virginia	51
Pennsylvania	28
North Carolina	1
Colorado	1
Maryland	1
New York	1
Washington	1
Michigan	1
Missouri	1
Utah	1
Tennessee	1
Texas	1
West Virginia	1