

██████████, 2013

██████████ Exit Interview

I met with ██████████ at Evergreen, on ██████████ 2013. The intent of the meeting was to conduct an exit interview with ██████████ in light of her resignation from the district that morning.

Exit interviews are conducted as a way for the District to gain feedback from employees in an effort to improve programs such as safety, training, and the hiring process to name a few. The honest and open feedback of an employee exiting the district can sometimes be invaluable to us making improvements that will positively affect all employees and ultimately students.

██████████ was asked a series of questions from why she is leaving the district to the adequacy of training to finally any improvements we could make. ██████████ has been part of the Waterford Graded School District for 6 years.

██████████ main reason for leaving was the fact that she had always been sad since her reading position was cut. She was in her third year in the reading position and thought the program was really gaining momentum. She did not really want to change to special education but she put her heart and soul into the position. When the reading teacher opportunity came up in Burlington she couldn't pass it up.

██████████ shared her thoughts about being shocked about being moved into special education. She actually resigned but then called back and took the position. She also said she was asked to teach reading in a particular classroom this year and special education. It led to a feeling of just being beat up.

Most satisfying to ██████████ were the kids. "I love the kids. It will be very difficult to leave them." She emphasized how she loves teaching and never lost sight of the kids.

Least satisfying to ██████████ was the morale of the district and losing ██████████ a fourth grade teacher at Evergreen that ██████████ in October of 2012. She did not think the whole way it was handled was good for the district. Additionally she added that she felt she was a bit slammed by Darlene at a transition meeting with the middle school.

In changing something in her position, ██████████ feels that Special Education needs to be more of a collaborative effort. Things always seem to be filtered through ██████████. She was actually amazed that she had no input into her new classroom list for the upcoming year. She also stated she had offered to be a mentor but didn't hear a word and then ██████████ were the mentor for a new hire in 12-13. "I felt it was a stab to me." She has also offered to take on a student teacher but has never been given that opportunity. Finally she stated that the division between the special education department and the administration of WGSD needs to change. The lack of professionalism is evident.