

██████████ 2012

██████████ Exit Interview

I met with ██████████, a ██████████ at Trallside, on ██████████ 2012 at 3:30 pm. The intent of the meeting was to conduct an exit interview with ██████████ since she had recently provided us with a resignation notice. Her last day is Friday, ██████████, 2012.

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. Although ██████████ is shy, she was open to sharing ideas and possible improvements. I have highlighted the interview below.

██████████ expressed she had some what she described as mixed feelings about her job and an opportunity presented itself and she decided to take that opportunity. She was hired in the school district where she did some student teaching.

██████████ main comments focused around feeling overwhelmed in the job with the caseload she was given but not feeling comfortable going to her mentor or anyone else as she felt unsure of how that would be perceived. She felt the student's behaviors escalating but was not sure if it was acceptable to seek help or just stick it out. Admittedly, she is a shy individual and she recognized that her shyness played some part in her feelings. ██████████ also felt her training was lacking somewhat especially in an area like GANAG where all teachers are expected to produce lessons using the concept. She felt her past experience working, mainly in the area of Autism and self-contained classrooms, did not prepare her for the cross-categorical function where she would work collaboratively with the teachers. Not until December did she really feel like she was receiving adequate support for her job.

██████████ shared some recommendations for improvement during our conversation. A few of the suggestions dealt with training. She pointed out that in a district where something like GANAG is expected to be used, there should be a bit more training for an individual who is basically inexperienced with the process and had not participated in the original training offered by the district. Being told to GANAG lessons and not even knowing what that meant was extremely stressful to a new teacher. She did take initiative to go online and watch some video lessons that did help her. She also felt that most of the feedback she was getting was negative. She did think the Walkabouts were effective because they provided some positive reinforcement which felt good. She also talked about the mentor-mentee program. One suggestion was to have more collaboration from the start with the mentor.

This would include having more regular contact with the mentor. She gave an example of her previous district where they were expected to meet 1-2 hours per month. It was done after school and they were paid their hourly rate for that meeting. They had to turn in a time sheet to get paid so the meeting was documented that it occurred. Finally, additional feedback included that she felt that some people were there to help and some were definitely colder. She felt that if there were some scheduled discussions with everyone that this feeling would not be as evident.

Finally, [REDACTED] shared the most satisfying moment in her position which actually just occurred. One of her students who was in diapers was potty trained. That student is now wearing underwear and is using the bathroom regularly. By the expression on [REDACTED] face, that was a very proud moment and her sense of accomplishment was evident. As [REDACTED] leaves the district to take on a new opportunity, she says she would work in Waterford again and would recommend the district to friends and family. The complete interview is in the District Office if the administrative team is further interested.

Denise