

[REDACTED] 2013

[REDACTED] Exit Interview

[REDACTED], the [REDACTED] at Evergreen met with me on [REDACTED] 2013. The intent of the meeting was to conduct an exit interview with [REDACTED] in light of her resignation from the district on [REDACTED], 2013.

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.

[REDACTED] 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. [REDACTED] completed her third year with the district in June of 2013.

When asked why she was leaving the district, [REDACTED] pointed to what she termed "The final straw."

[REDACTED]

Additionally, [REDACTED] said people in general were never really nice to her in the building making her always feel like an outsider in the building.

Besides speaking to the Special Education Director, [REDACTED] also approached Mr. Multhauf about not being very nice to her.

Most satisfying to [REDACTED] was the fact that she loved working with the children and loved making a difference.

Least satisfying to [REDACTED] was the fact that Evergreen was not a welcoming building. There were no luncheons with the staff like at other buildings.

[REDACTED] felt if there was something she could change, she would put EC in another building. She would define EC and indicate what they are responsible for.

She felt she did receive enough training but felt it would be better to have a mentor in the building.

██████ felt she received adequate support for her job from the special ed director but not from the building principal. She felt he did not fully grasp the job either.

As far as sufficient feedback about her performance, the first year she was here she had the Danielson review. The last 2 years there was only a walkthrough once every two months. She indicated that she had asked for more feedback.

Her main recommendation to help create a better workplace for Evergreen is to improve the morale. The teachers need to spend more time together collaborating.

When asked about other feedback, ██████ said this is a good district. The summative evaluations would be better if the teacher sat with the principal first and went through the points of the summative together. Then the principal would do one on his own. She also stated that there was some "crappy stuff" going on in the district and that there are favorites on every team.

She would consider working for WGSD again only if changes would occur. For one thing, respect towards EC in general would have to change but also respect for all teachers. When Beth and Deb left, she also had to do classroom, options and evaluations but no one recognized that her workload increased. If one of her family or friends said they had a job offer from WGSD, she would first ask them what building they would be at.

Denise