

██████████, 2013

██████████ Exit Interview

I met with ██████████, the ██████████ for Woodfield and Trailside, on ██████████, 2013. The intent of the meeting was to conduct an exit interview with ██████████ in light of her resignation from the district on ██████████ 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.

██████████ 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. ██████████ completed her second year with the district in June of 2013.

██████████ main reason for leaving was the fact that she was offered a job that had an increase in salary of \$7,000.00, double the number of sick days and ½ of the out of pocket expenses for insurance. They also have a salary schedule in place. She mentioned the drive is about the same, however, she would be able to be home earlier. (I am thinking the school hours are different)

Most satisfying to ██████████ was the opportunity for staff development, the professionalism of the staff, and the families and kids.

Least satisfying to ██████████ was the time during ██████████ leave with no sub. It was very difficult to cover all four schools and feel like she did a good job.

The one thing ██████████ would change is to have a LMS in each school. She felt she could do so much more. Also, because leadership styles were different in each of the buildings it was a bit difficult to go between buildings.

██████████ felt she did not receive enough training in the budgeting area such as how to complete order forms and how to order.

██████████ felt that she received adequate support for her job and sufficient about her performance.

When asked about recommendations to create a better workplace, ██████████ stated that the employees don't feel valued for the work they are doing. She said some of the teachers noted that they are paying Jane Pollock more than them and she is only working for them 8 days a year. She felt that Shirley's leadership style is very supportive and her style throughout the district would help.

emphasized it had been a wonderful couple of years. She loved the flexible scheduling. One of the other areas she wanted to comment about was the fact that pulling the library aides for testing was difficult for the library. She added up that it means that about 9 weeks out of the year, it is difficult for classes to check out and use the library.

She would consider working for WGSD if it was closer. She said not knowing the cost of insurance and sick days until June is difficult to budget and compare during open enrollment periods.

Denise