Employee Exit Interview Update

Middletown Board of Education Meeting

March 11, 2025

M Middletown Public Schools

Employee Exit Interviews

Data Period

- January 2024 - February 2025

Recipient Criteria

- Sent to staff who voluntarily separate from the BOE
- Includes both full-time and part-time staff members

Exclusions

- Excludes change of assignments, temporary, and seasonal staff

Assess the Overall Employee Experience

- Gain insights into the experiences of departing employees to better understand strengths and areas for improvement within our organization

Opportunity for Employee Feedback

- Provides departing employees with a platform to share their perspectives, helping us reflect on our ability to meet the needs of our facility and staff

Identify Opportunities for Retention and Engagement

- Pinpoint specific areas where enhancements can be made to enhance employee satisfaction, retention, and engagement levels

# Distribution of MPS Exit Questionnaire

Delivery Method

- The MPS Exit Questionnaire is distributed electronically via email
- Employees receive the Google Form upon notification of retirement or resignation

Flexible Completion Options

- Employees have multiple options for completing the questionnaire
  - Online submission via the Google Form
  - In-person meeting
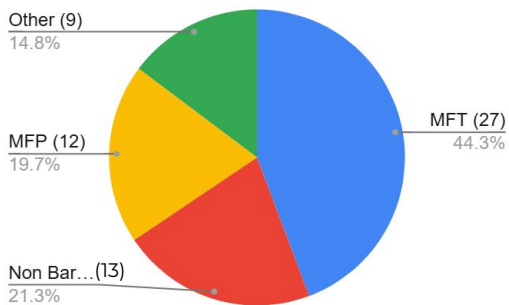 - Virtual meeting
  - Phone interview
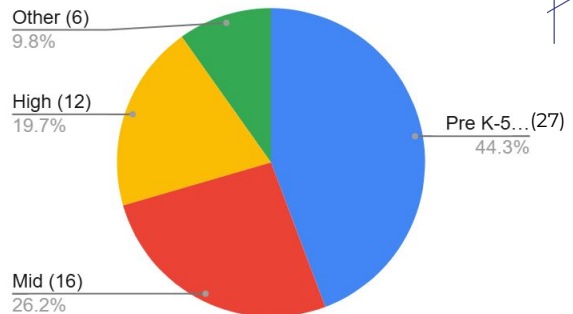
Completion Rate

- 62% (61 out of 98)
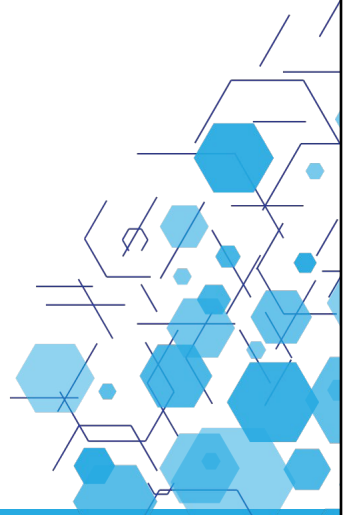
Survey Respondent Data

Bargaining / Non-Bargaining Positions

Other (9)
14.8%

MFP (12)
19.7%

Non Bar…(13)
21.3%

MFT (27)
44.3%

Building Level Classification

Other (6)
9.8%

High (12)
19.7%

Mid (16)
26.2%

Pre K-5…(27)
44.3%

Survey Respondent Demographics

Subject Areas Taught

- 42.6% (26/61) Support Staff (w/o certification)
- 26.2% (16/61) Special Education
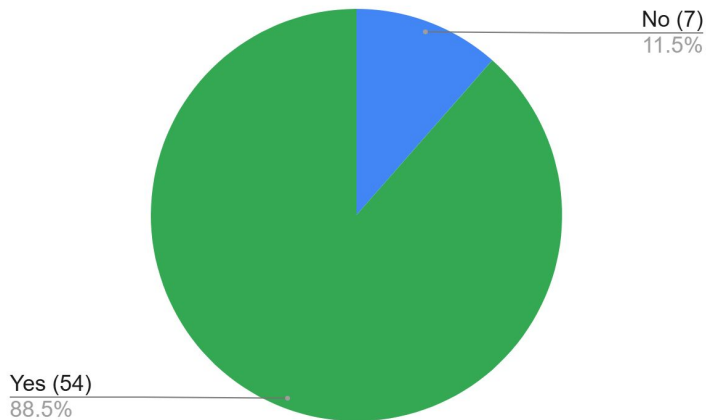- 24.6% (15/61) Secondary Content
- 6.6% (4/61) Elementary

Gender:

- 72.1% (44/61) Female
- 27.9% (17/61) Male

Race:

- 70.5% (43/61) White
- 11.5% (7/61) Hispanic
- 9.8% (6/61) Black
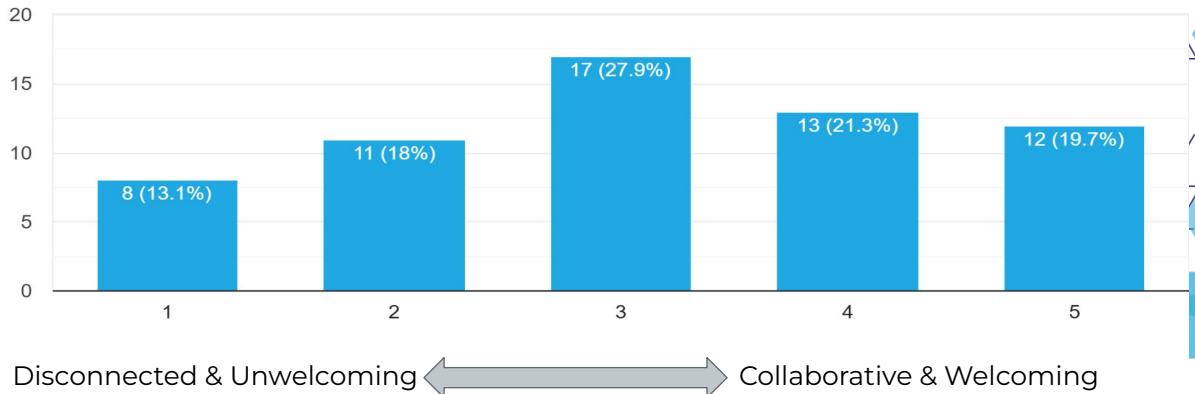- 8.2% (5/61) Two or More Races

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Support

Have you felt professionally supported?

No (7)
11.5%

Yes (54)
88.5%

Building Culture

Professional Environment: The overall culture in my building/office can be described as
61 responses

Disconnected & Unwelcoming ⟷ Collaborative & Welcoming

Top Reasons For Leaving the District

- Career Change (10/61)
- Workplace Dissatisfaction (9/61)
- Retirement (8/61)
- Personal Reasons/Illness (7/61)
- Relocation (6/61)
- Other (21/61)

Other reasons includes: commute, recruitment for another position, compensation, lack of career advancement, lack of support, reduction in force, inadequate mentoring, seeking part time work, seeking a full time contracted position, leadership, bias or change in assignment.

Multicultural Setting

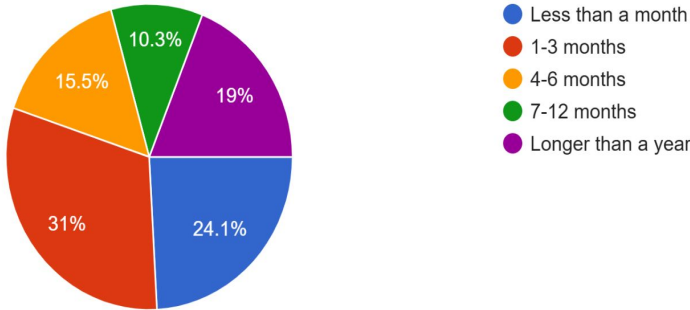Did you feel prepared to work in a multi-cultural setting?

61 responses

- Yes
- No
- Somewhat

86.9%
11.5%
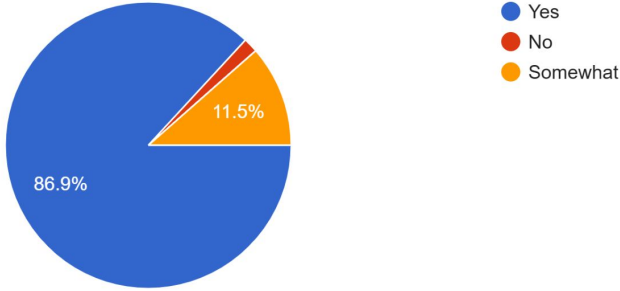
Time Considered Before Resignation

How long did you consider leaving this position before submitting a resignation?

58 responses

- Less than a month
- 1-3 months
- 4-6 months
- 7-12 months
- Longer than a year

10.3%
15.5%
19%
31%
24.1%

Workplace Improvements & Exit Interview Insights

Exit Survey

- Enhanced Questionnaire Design
- Integration with Stay Interviews and Annual Staff Surveys

Comprehensive Employee Manuals

- Detailed Guides for Roles, Responsibilities, and Procedures
  - Reviewing job descriptions
  - Collaborating with Center for Public Research and Leadership (CPRL) for Onboarding improvements and processes
  - Personnel Policy Manual
  - Department FAQs

Regular Updates to Reflect Organizational Changes

- Revising Org Charts
- Maintaining Websites
- Communicating Clearly and in a Timely Manner

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Review of Compensation and Benefits Packages

- Ensuring Competitive Compensation to Attract and Retain Talent
- Evaluation of Benefits Offerings to Meet Diverse Needs
- Regular Reviews to Stay Aligned with Market Trends and Employee Expectations

Professional Learning Communities (PLCs)

- Collaborative Learning – Educators share best practices, strategies, and insights to enhance teaching and student learning outcomes.
- Ongoing Professional Development – Provides a structured space for continuous learning, reflection, and skill-building.
- Mentorship & Support – Experienced educators guide and support newer teachers, fostering a culture of growth and shared expertise.
- Stronger Teacher Retention – Builds a supportive professional environment that helps teachers feel valued and engaged in their work.
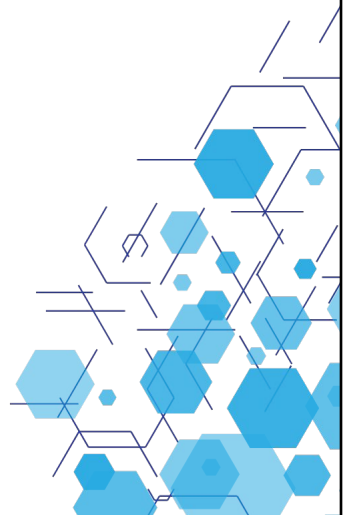
Next Steps & Commitment to Improvement

- **Using Feedback to Drive Positive Change**
  - Insights from interviews (stay/exit) and staff culture and climate surveys will continue to inform workplace improvements
- **Ongoing Efforts**
  - Continued focus on retention, professional growth, and employee well-being.
- **Commitment to Action**
  - Commitment to learn, improve, and support our employees, ensuring meaningful changes based on employee experiences.