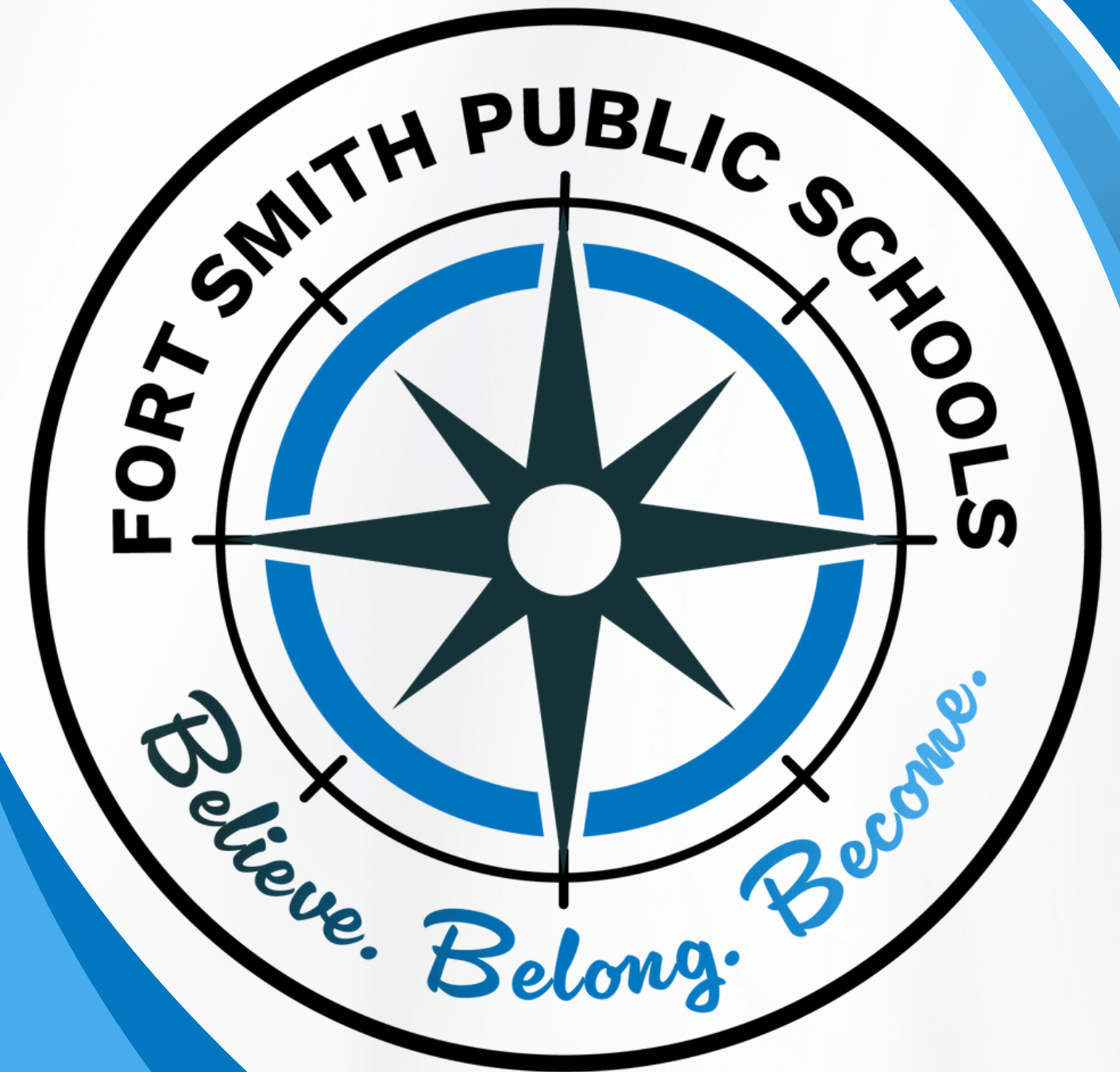


# EMPLOYEE EXIT & ENGAGEMENT SURVEYS

September 22, 2025





# PURPOSE

- **Share insights from Exit & Engagement Surveys**
- **Highlight strengths and areas for growth**
- **Inform strategies to support retention & employee satisfaction**





# Institutional Knowledge



**Exit**  
**2022-2023**  
**3 years of data**

**Engagement**  
**2023-2024**  
**2 years of data**



**Recruit  
Support  
Retain**

# Why It Matters



**Employee engagement  
supports student success**



**Retention saves resources  
and strengthens stability**



**Surveys capture individual  
employee voice**



# **FSPS Retention Rates 2024-2025**

**Certified Employees  
Retention Rate - 91.73%**

**Retirements - 34 or 3.02%  
Resignations - 93 or 8.27%  
Total - 127 certified employees  
exited FSPS**

**Classified Employees  
Retention Rate - 82.36%**

**Retirements - 29 or 3.32%  
Resignations - 154 or 17.64%  
Total - 183 classified employees  
exited FSPS**

# Exit Survey Overview



## Exiting Employees

HR Specialist adds the name of any full time employee who retires or resigns to the Upbeat Spreadsheet. Upbeat sends an email with the Exit Survey link to everyone on the list.



## Email

Upbeat sends an email every few days until the Exit Survey is complete. The email also informs the exiting employee to reach out to in the HR office to set up an Exit Interview.



## Exit Survey

At the end of the year, usually August, we meet with the Upbeat team to go over data from the Exit Survey. The data shared will only break down to a department or school if they have four responses or more.



## Comparison

Upbeat is a national company, so we are able to compare our scores with the Upbeat Global Cluster as well as prior years of Upbeat survey data from FSPS.

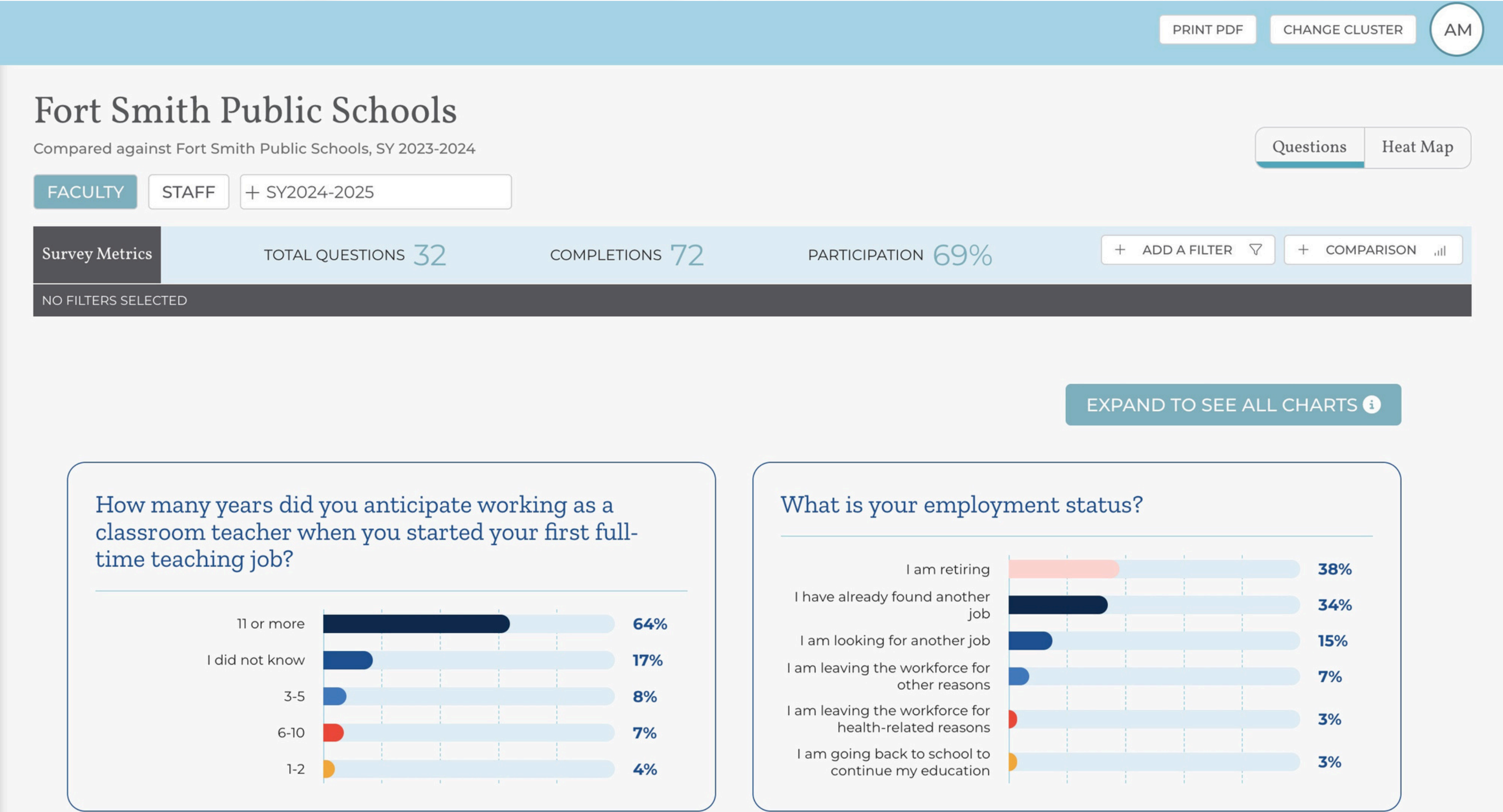


## Comparison

We are also able to compare the Upbeat Exit Survey results to our Upbeat Engagement Results from current and previous years.

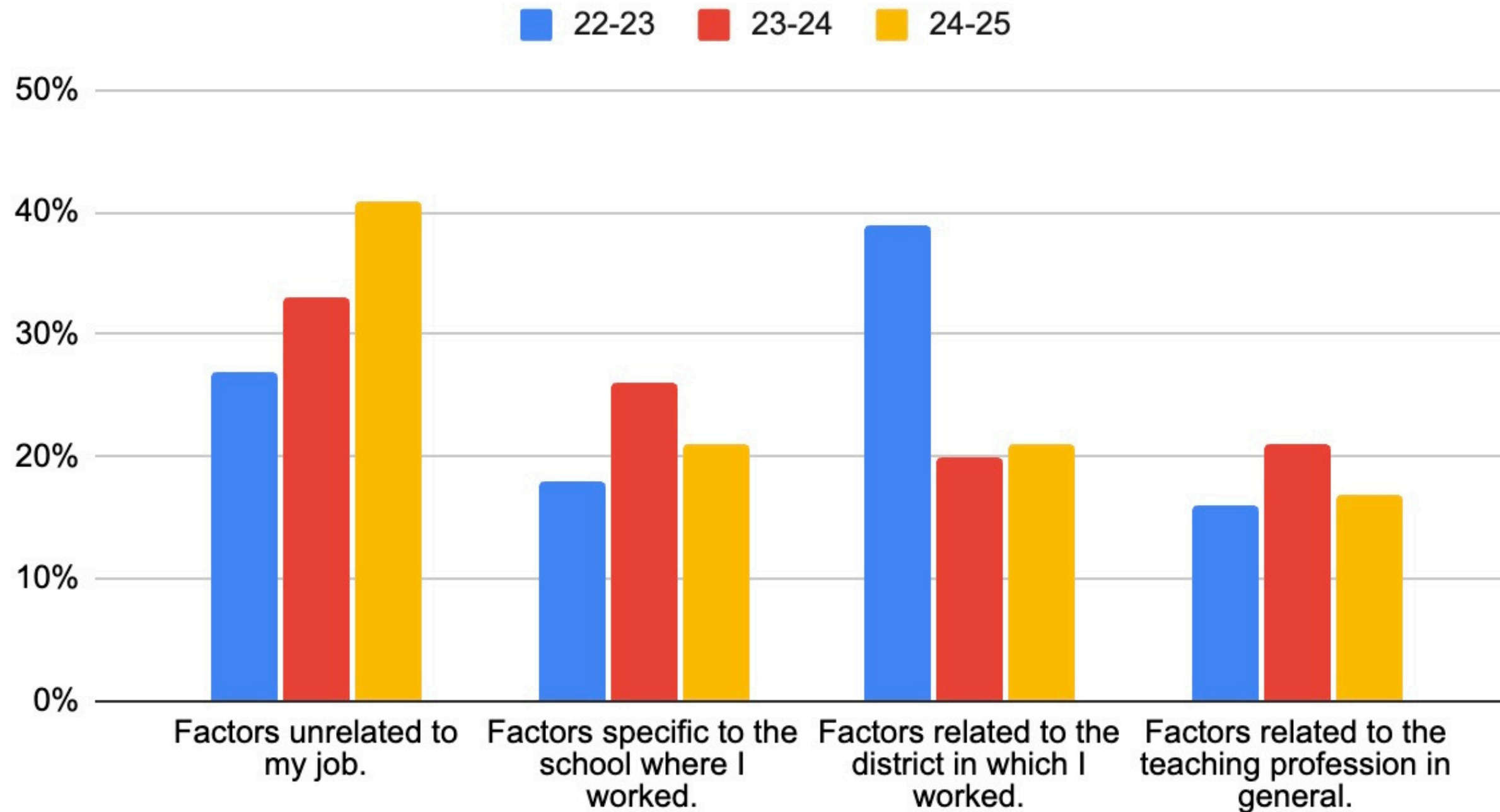


# 24-25 Exit Survey Data - Faculty



# 24-25 Exit Survey Data

## Faculty Contributing Factors Over Time





# 24-25 Exit Survey Data - Staff

PRINT PDF

CHANGE CLUSTER

AM

## Fort Smith Public Schools

Compared against Fort Smith Public Schools, SY 2023-2024

Questions

Heat Map

FACULTY

STAFF

+ SY2024-2025

Survey Metrics

TOTAL QUESTIONS 24

COMPLETIONS 93

PARTICIPATION 52%

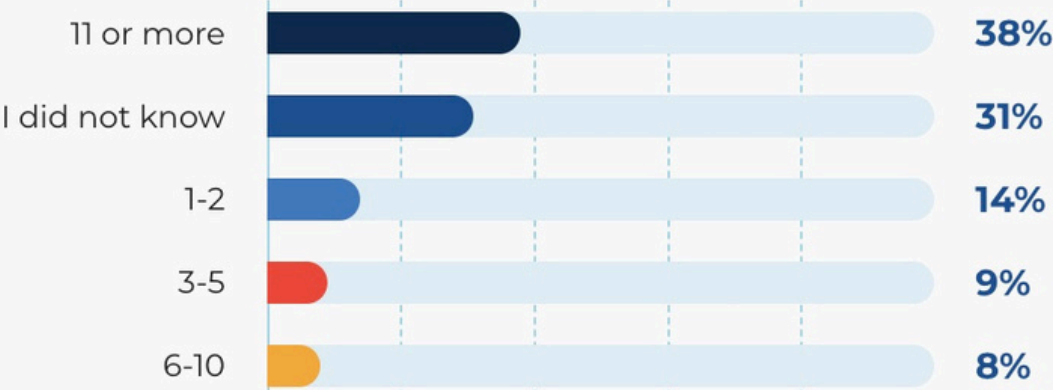
+ ADD A FILTER

+ COMPARISON

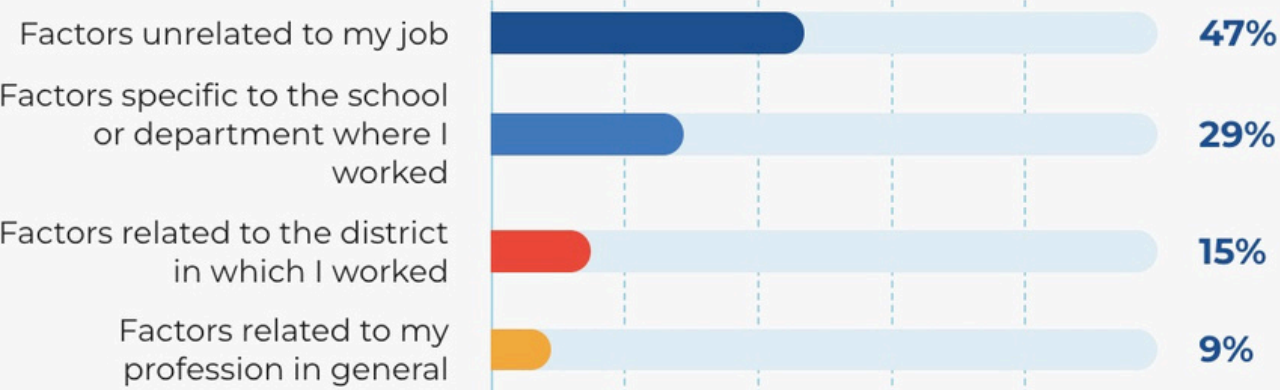
NO FILTERS SELECTED

EXPAND TO SEE ALL CHARTS

How many years did you anticipate working in the district when you started working here?

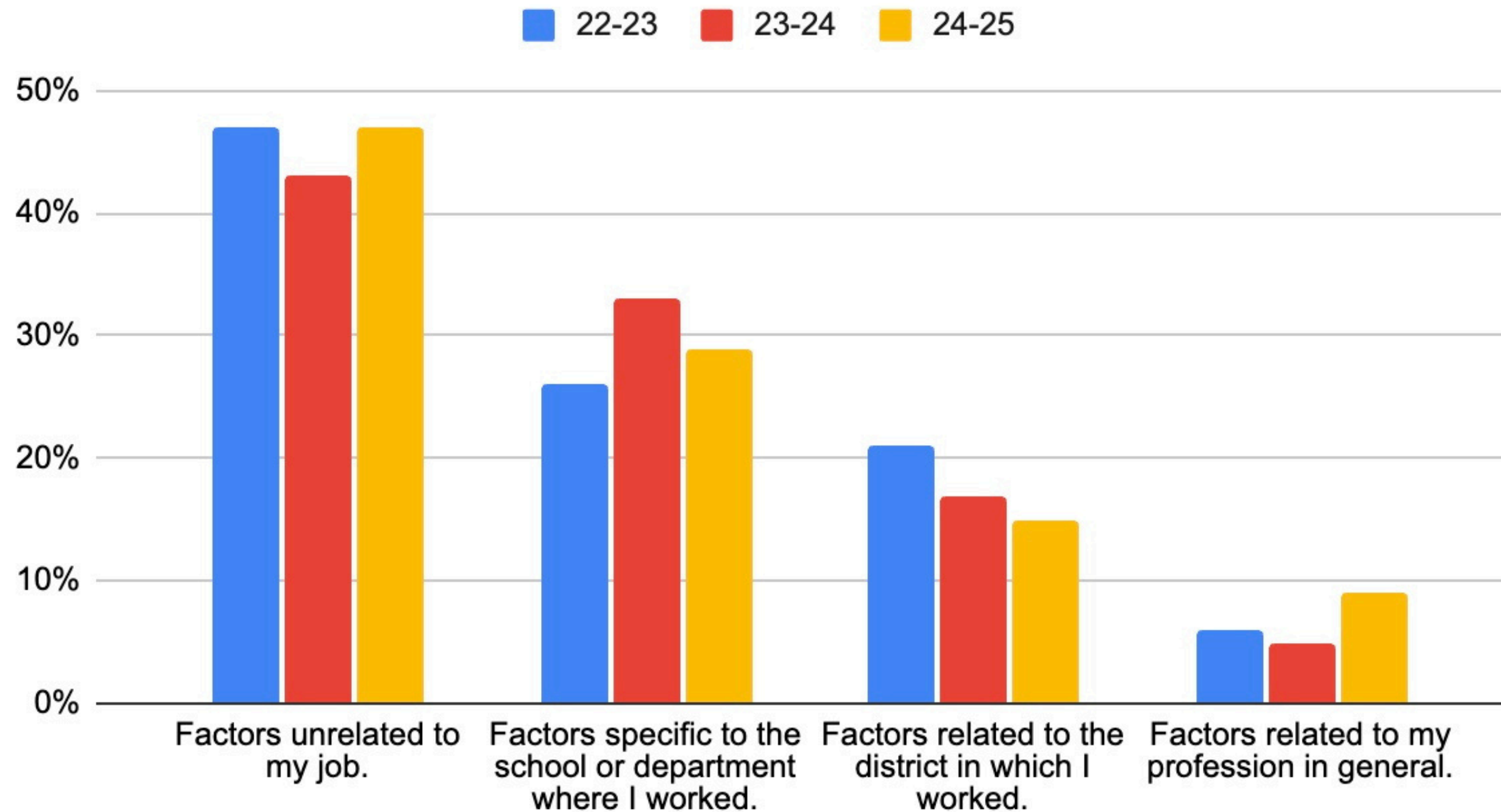


Which factor contributed most to your decision to leaving the district?



# 24-25 Exit Survey Data

## Staff Contributing Factors Over Time





# 24-25 Exit Survey

Questions are asked using this question stem:

**To what extent did the following factors contribute to your decision to leave the district?**

**Exit Survey Key:**  % A tremendous amount  % Quite a bit  % Some  % A little bit  % Not at all

# 24-25 Exit Survey Data

## Faculty - Strengths

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, SY 2023-2024

QuestionsHeat Map

FACULTYSTAFF+ SY2024-2025

Survey Metrics

TOTAL QUESTIONS32

COMPLETIONS72

PARTICIPATION69%

+ ADD A FILTER

+ COMPARISON

Q10	Lack of collaboration with colleagues	<div><div></div><div></div><div></div><div></div><div></div></div> <div><div>A tremendous amount</div><div>Quite a bit</div><div>Some</div><div>A little bit</div><div>Not at all</div></div>	+14
Q11	Inadequate school resources and facilities	<div><div></div><div></div><div></div><div></div><div></div></div> <div><div>A tremendous amount</div><div>Quite a bit</div><div>Some</div><div>A little bit</div><div>Not at all</div></div>	+11
Q20	Poor benefits	<div><div></div><div></div><div></div><div></div><div></div></div> <div><div>A tremendous amount</div><div>Some</div><div>A little bit</div><div>Not at all</div></div>	+1



# 24-25 Exit Survey Data

## Faculty - Opportunities for Growth

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, SY 2023-2024

Questions

Heat Map

FACULTY

STAFF

+ SY2024-2025

Survey Metrics

TOTAL QUESTIONS 32

COMPLETIONS 72

PARTICIPATION 69%

+ ADD A FILTER

+ COMPARISON

Q4

Lack of professional autonomy



19

53



+5



Q6

Lack of trust with school leaders

20

52



+5

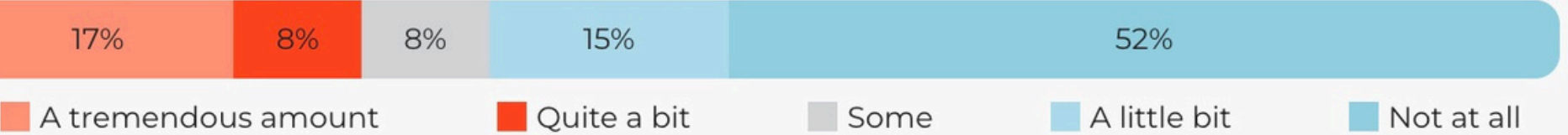


Q21

Poor work/life balance

18

54



+13

# 24-25 Exit Survey Data

## Staff - Strengths

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, SY 2023-2024

Questions

Heat Map

FACULTY

STAFF

+ SY2024-2025

Survey Metrics

TOTAL QUESTIONS 24

COMPLETIONS 93

PARTICIPATION 52%

+ ADD A FILTER



+ COMPARISON



Q6

Feeling unsafe at work



Q11

Dissatisfaction with my work assignment



Q14

Poor benefits





# 24-25 Exit Survey Data

## Staff - Opportunities for Growth

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, SY 2023-2024

Questions

Heat Map

FACULTY

STAFF

+ SY2024-2025

Survey Metrics

TOTAL QUESTIONS 24

COMPLETIONS 93

PARTICIPATION 52%

+ ADD A FILTER



+ COMPARISON



Q4

Lack of trust with leaders

28

65



+3

Q7

Lack of recognition for your work



17

76



-4

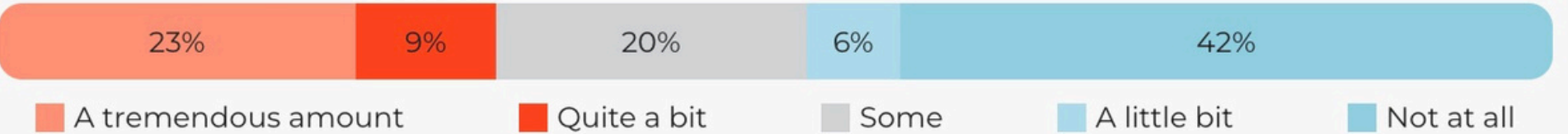
Q13

Low pay



30

63



-3

# 24-25 Exit Survey Data Recap

## Certified Employees

Retention Rate - 91.73%

72 Survey Completions

### Strengths

- Collaboration with colleagues
- Adequate resources and facilities
- Benefits

### Opportunities for Growth

- Trust with leaders
- Professional autonomy
- Work/life balance

## Classified Employees

Retention Rate - 82.36%

93 Survey Completions

### Strengths

- Feeling safe at work
- Satisfaction with my work assignment
- Benefits

### Opportunities for Growth

- Pay
- Trust with leaders
- Recognition for my work



# Engagement Survey Overview



## Rotation

The FSPS schools were divided into three cohorts, so every year  $\frac{1}{3}$  of our schools administer the Upbeat Engagement Survey. The 25-26 school year will complete our first round.



## Survey Set Up

The Upbeat Engagement Survey is administered in the Fall and Spring of each school year. The Fall survey is scheduled for late October. The Spring survey is scheduled for early April.



## Results

After the Fall survey, Upbeat meets with a district team including Dr. Starr and Dr. Jones who work with the principals to create a plan to address growth areas before the Spring administration.



## Comparison

After the Spring survey, Upbeat meets with the district team to review results as compared to the Fall survey. Dr Starr and Dr. Jones share the Upbeat Engagement results with the principals.



## Comparison

We are also able to compare the Upbeat Engagement Survey results to our Upbeat Exit Results from previous years. Our goal is to be able to look at our Engagement data and predict what the Exit survey will reveal.

# Upbeat Engagement Survey Schedule

<b>23-24 Upbeat Engagement Schools</b>	<b>24-25 Upbeat Engagement Schools</b>	<b>25-26 Upbeat Engagement Schools</b>
Northside High School	Darby Middle School	Orr Learning Academy
Southside High School	Ramsey Middle School	Barling Elementary
Chaffin Middle School	Morrison Elementary	Bonneville Elementary
Kimmons Middle School	Beard Elementary	Cavanaugh Elementary
Orr Elementary	Cook Elementary	Fairview Elementary
Park Elementary	Euper Lane Elementary	Howard Elementary
Sunnymeded Elementary	Sutton Elementary	Spradling Elementary
Woods Elementary	Tilles Elementary	Ballman Elementary
		Carnall Elementary



# 24-25 Engagement Survey Data

## Faculty - Strengths

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, Fall 2024

Results Questions Schools Heat Map

FACULTY STAFF DEPARTMENT + Spring 2025

Survey Metrics

TOTAL QUESTIONS 75

COMPLETIONS 196

PARTICIPATION 85%

+ ADD A FILTER

+ COMPARISON

NO FILTERS SELECTED

Q13	The principal at my school communicates a clear vision for teaching and learning.	<div><div>39%</div><div>54%</div><div>5%</div><div>2%</div></div> <div><div>Strongly Agree</div><div>Agree</div><div>Disagree</div><div>Strongly Disagree</div></div>	+2
Q54	Opportunities are accessible to all teachers at my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.	<div><div>41%</div><div>58%</div><div>1%</div></div> <div><div>Strongly Agree</div><div>Agree</div><div>Disagree</div></div>	+3
Q61	Teachers at my school care about the wellbeing of students.	<div><div>51%</div><div>47%</div><div>1%</div></div> <div><div>Strongly Agree</div><div>Agree</div><div>Disagree</div><div>Strongly Disagree</div></div>	-1

# 24-25 Engagement Survey Data

## Faculty - Opportunities for Growth

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, Fall 2024

Results Questions Schools Heat Map

FACULTY STAFF DEPARTMENT + Spring 2025

Survey Metrics

TOTAL QUESTIONS 75

COMPLETIONS 196

PARTICIPATION 85%

+ ADD A FILTER

+ COMPARISON

NO FILTERS SELECTED

Q16	Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.	133	63	
		<div><div>18%</div><div>50%</div><div>27%</div><div>5%</div></div>		<div><div>-8</div></div>
		<div>Strongly Agree</div> <div>Agree</div> <div>Disagree</div> <div>Strongly Disagree</div>		
Q21	Teachers are recognized publicly when they do outstanding work.	147	49	
		<div><div>27%</div><div>48%</div><div>21%</div><div>4%</div></div>		<div><div>+7</div></div>
		<div>Strongly Agree</div> <div>Agree</div> <div>Disagree</div> <div>Strongly Disagree</div>		
Q28	I am able to balance my workload as a teacher with my other responsibilities outside of school.	155	41	
		<div><div>23%</div><div>56%</div><div>15%</div><div>6%</div></div>		<div><div>+10</div></div>
		<div>Strongly Agree</div> <div>Agree</div> <div>Disagree</div> <div>Strongly Disagree</div>		



# 24-25 Engagement Survey Data

## Staff - Strengths

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, Fall 2024

- Results
- Questions
- Schools
- Heat Map

- FACULTY
- STAFF
- DEPARTMENT
- + Spring 2025

Survey Metrics

TOTAL QUESTIONS 56

COMPLETIONS 101

PARTICIPATION 92%

+ ADD A FILTER

+ COMPARISON

NO FILTERS SELECTED

Q8	I trust my principal.	<div><div>48%</div><div>42%</div><div>3%</div><div>3%</div><div>4%</div></div> <div><div>Strongly Agree</div><div>Agree</div><div>Disagree</div><div>Strongly Disagree</div><div>Not Applicable</div></div>	
Q43	Employees at my school care about the wellbeing of students.	<div><div>46%</div><div>50%</div><div>3%</div><div>1%</div></div> <div><div>Strongly Agree</div><div>Agree</div><div>Disagree</div><div>Not Applicable</div></div>	

# 24-25 Engagement Survey Data

## Staff - Opportunities for Growth

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, Fall 2024

- Results
- Questions
- Schools
- Heat Map

- FACULTY
- STAFF
- DEPARTMENT
- + Spring 2025

Survey Metrics

TOTAL QUESTIONS 56

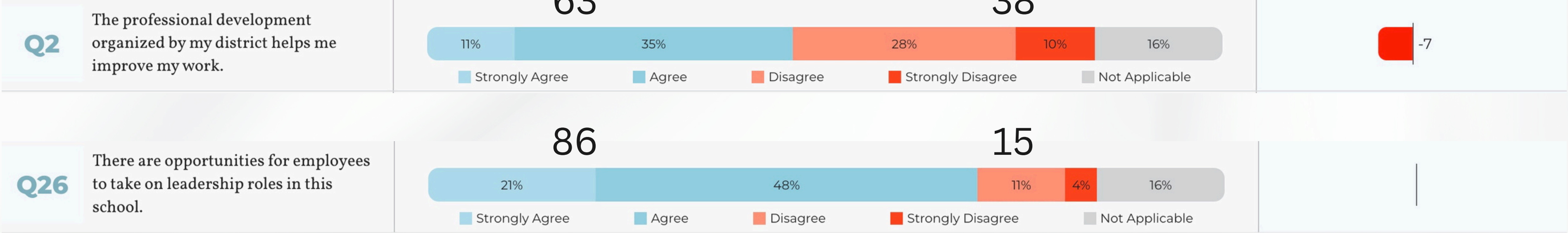
COMPLETIONS 101

PARTICIPATION 92%

+ ADD A FILTER

+ COMPARISON

NO FILTERS SELECTED





# 24-25 Engagement Survey Data

## Department - Strengths

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, Fall 2024

Results

Questions

Schools

Heat Map

FACULTY

STAFF

DEPARTMENT

+ Spring 2025

Survey Metrics

TOTAL QUESTIONS 47

COMPLETIONS 62

PARTICIPATION 83%

+ ADD A FILTER

+ COMPARISON

Q21

I feel successful as an employee.



+8

Q44

I find a sense of purpose in the work I do each day.



+7

# 24-25 Engagement Survey Data

## Department- Opportunities for Growth

### Fort Smith Public Schools

Compared against Fort Smith Public Schools, Fall 2024

Results

Questions

Schools

Heat Map

FACULTY

STAFF

DEPARTMENT

+ Spring 2025

Survey Metrics

TOTAL QUESTIONS 47

COMPLETIONS 62

PARTICIPATION 83%

+ ADD A FILTER

+ COMPARISON

Q11

Employees in my department are recognized publicly when they do outstanding work.

49

13



+17

Q25

Leaders in my department actively seek input from employees when making important decisions.

46

16



+9



# 24-25 Engagement Data Recap

## Faculty

196 Survey Completions

### Strengths

- The principal communicates a clear vision for teaching and learning
- Opportunities are accessible for all employees
- Teachers at my school care about the wellbeing of students.

### Opportunities for Growth

- Teachers are recognized publicly
- I am able to balance my workload with outside-of-school responsibilities
- Rules for student behavior are consistently enforced by teachers in this school.

## Staff

101 Survey Completions

### Strengths

- I trust my principal
- Employees at my school care about the wellbeing of students

### Opportunities for Growth

- The professional development organized by my district helps me improve my work
- There are opportunities for employees to take on leadership roles in this school.

## Department

62 Survey Completions

### Strengths

- I feel successful as an employee
- I find a sense of purpose in the work I do each day

### Opportunities for Growth

- Employees in my department are recognized publicly when they do outstanding work.
- Leaders in my department actively seek input when making important decisions

# FSPS Trends



## Strengths

- Employees care about the students in their building
- We have strong instructional leadership in the buildings
- FSPS has great benefits
- Collaboration with colleagues is strong
- Our facilities have been upgraded and contribute to a safe environment

## Opportunities for Growth

- Trust in leaders
- Public recognition when employees do outstanding work
- Seeking employee input when making decisions
- Teacher consistency with student behavior within a building
- Training and professional development for classified employees



# FSPS Actions Past and Future

- Created and Expanded Recognitions for Employees
- Created and Expanded Leadership Training for Certified and Classified Leaders
- Created and Expanded Employee Wellness Classes, now partnering with the Arkansas Colleges of Health Education (ACHE)
- Continued Compensation & Benefits Review
- Expanded the Aspiring Leaders' Institute to include all Certified and Classified Employees



# FSPS Retention

## Next Steps

- September/October - Focus Groups of Employees to analyze themes from our Engagement and Exit Surveys
- November/December - Develop and deliver a Retention-Focused Leadership training for all FSPS Certified and Classified Leaders





# Progress Monitoring



**Continue engagement  
survey annually**



**Continue exit survey  
annually**



**Share progress updates  
with school board and staff**

**Thank you for your attention**

**Engaged  
Employees Equal  
Endless  
Possibilities for  
Students**

