

# FORT SMITH

PUBLIC SCHOOLS



UPBEAT

## **Fort Smith Public Schools** **Exit Survey Results** **SY22-23**

# Exiting Employee Data 2022-23

- **Certified Staff**
  - Resignations - 110
  - Retirements - 32
- **Classified Staff**
  - Resignations - 127
  - Retirements - 27
- **Totals**
  - Resignations - 237
  - Retirements - 59

**14.7% ↓ in resignations/retirements**

# Exit Survey Executive Summary

- **AREAS OF STRENGTH - Teachers**

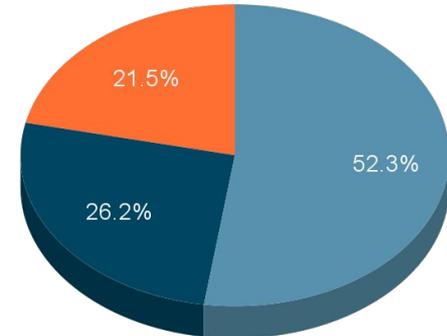
- Evaluation Practices
- Feeling Safe at Work
- Employee Benefits
- Quality of Life

- **AREAS FOR IMPROVEMENT - Teachers**

- Lack of Trust in School Leadership
- Limited Career Growth Opportunities
- Poor Work/Life Balance

## Resignations by Yrs in District

● 0-5 Yrs in District ● 6-10 Yrs in District ● 11 + Yrs in District



# Exit Survey Executive Summary

- **AREAS OF STRENGTH - Staff**

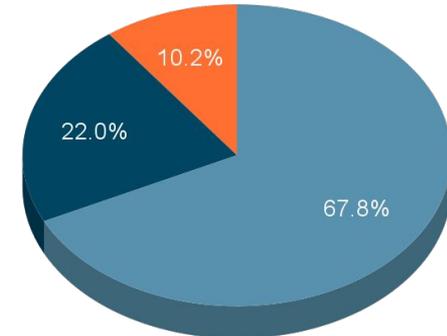
- Satisfaction with Work Assignment
- Feeling Safe at Work
- Employee Benefits
- Commuting Time

- **AREAS FOR IMPROVEMENT - Staff**

- Lack of Trust in School Leadership
- Low Pay
- Poor Work/Life Balance

## Resignations by Yrs in District

● 0-5 Yrs in District ● 6-10 Yrs in District ● 11 + Yrs in District

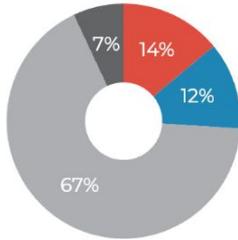
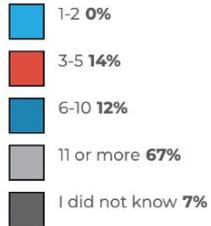


# Participant Information - Teachers

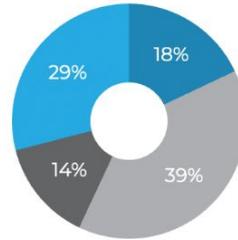
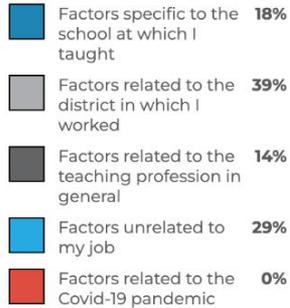
51 completions  
63% participation

- 75% participants reported leaving because they were moving out of the area
- 59% participants reported their departure was avoidable

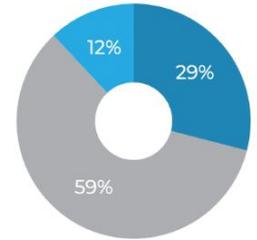
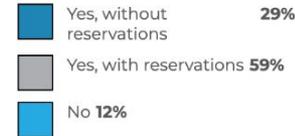
How many years did you anticipate working as a classroom teacher when you started your first full-time teaching job?



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



Would you recommend the district to a friend as a good place to work?



# Category Overview - Teachers

Results by Question Category

■ % Not at all  
 ■ % A little bit  
 ■ % Some  
 ■ % Quite a bit  
 ■ % A tremendous amount

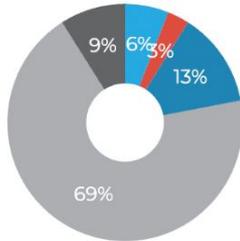
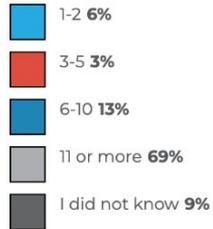
Category	Category Summary	Comparison
1. School Related Factors >	<div style="display: flex; justify-content: space-between; align-items: center;"> <span>59</span> <span>13</span> <span>14</span> <span>7</span> <span>7</span> </div>	+8
2. District Factors >	<div style="display: flex; justify-content: space-between; align-items: center;"> <span>73</span> <span>10</span> <span>9</span> <span>2</span> <span>6</span> </div>	+11
3. Personal Factors >	<div style="display: flex; justify-content: space-between; align-items: center;"> <span>61</span> <span>10</span> <span>12</span> <span>10</span> <span>7</span> </div>	-5

# Participant Information - Staff

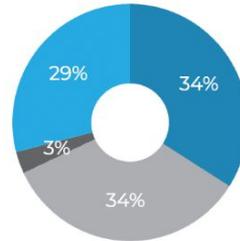
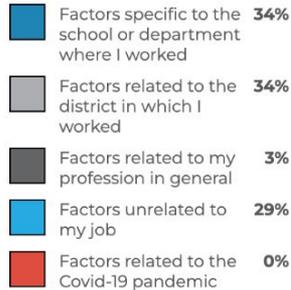
53 completions  
61% participation

- 89% participants reported leaving because they were moving out of the area
- 64% participants reported their departure was avoidable

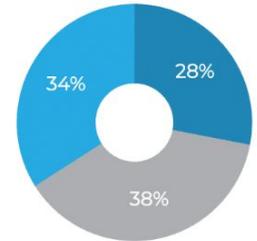
How many years did you anticipate working in the district when you started working here?



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



Would you recommend the district to a friend as a good place to work?



# Category Overview - Staff

Results by Question Category

■ % Not at all  
 ■ % A little bit  
 ■ % Some  
 ■ % Quite a bit  
 ■ % A tremendous amount

Category	Category Summary	Comparison
1. School Related Factors >	<p>62   9   9   10   10</p>	+1
2. District Factors >	<p>62   11   14   5   8</p>	0
3. Personal Factors >	<p>84   4   4   5   3</p>	-3

# Exit Interviews

- All exiting employees receive an email from HR office with invitation to schedule an exit interview.
- 9 employees requested an exit interview for 2022-23

1) What best describes your primary reason for leaving? \*

Long answer text

2) What could the district have done differently to influence your reason for leaving? \*

Long answer text

3) What did you like most about your job? \*

Long answer text

4) What did you like least about your job? \*

Long answer text

5) What suggestions for improvement do you have for the district? \*

Long answer text

⋮

6) Would you consider working for FSPS again in the same department or in a different capacity? \*

Long answer text

# Next Steps

## Dissatisfaction with Leadership

- Follow up with campus/departments to review survey/interview results
- Survey current employees to clarify data
- Targeted professional development campus/department leaders

## Work / Life Balance

- Continue efforts of the Wellness Committee
- Engage Community Partners to expand wellness benefits
- Professional development for all staff related to self-care

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