

**CONFIDENTIAL EXIT INTERVIEW QUESTIONNAIRE**  
**Cortland Enlarged City School District**

Please assist us in learning more about your employment with the Cortland Enlarged City School District by responding to the questions below. The information you give us will be used to evaluate the work environment and make changes or improvements where needed. **Information you provide will remain confidential.**

1. Number of years with CECSD: \_\_\_\_\_
2. Position at CECSD: \_\_\_\_\_
3. Was your decision to leave CECSD based upon any of the following: (*Mark one answer only.*)
  - ☐ To work in another job, district, business and/or industry
  - ☐ Self-employment
  - ☐ To return to school
  - ☐ Spouse transferred
  - ☐ Family circumstances
  - ☐ Health
  - ☐ Retirement
  - ☐ Other (please describe) \_\_\_\_\_
4. Do you have another position? ☐ Yes ☐ No
5. Will you be doing the same type of work? ☐ Yes ☐ No
6. Will you be employed in a public agency? ☐ Yes ☐ No
7. Does your new job provide: (*Mark up to three answers. Number your answers 1, 2, 3 according to the degree of importance in your decision to leave CECSD.*)
  - 7a) \_\_\_\_\_ more interesting work
  - 7b) \_\_\_\_\_ less pressure
  - 7c) \_\_\_\_\_ raise in pay
  - 7d) \_\_\_\_\_ more job security
  - 7e) \_\_\_\_\_ better location
  - 7f) \_\_\_\_\_ better facility
  - 7g) \_\_\_\_\_ better opportunity for advancement
  - 7h) \_\_\_\_\_ other advantages
8. What was your opinion of your job at CECSD in regard to:  
(*Mark: 1-Excellent, 2-Good, 3-Fair, and 4-Poor*)
  - a) \_\_\_\_\_ your salary
  - b) \_\_\_\_\_ your hours
  - c) \_\_\_\_\_ assigned duties
  - d) \_\_\_\_\_ workload
  - e) \_\_\_\_\_ supervision
  - f) \_\_\_\_\_ working conditions
  - g) \_\_\_\_\_ fellow employees
  - h) \_\_\_\_\_ advancement opportunity
  - i) \_\_\_\_\_ our benefits
  - j) \_\_\_\_\_ development of new skills

9. Regarding your workload, was it? (**Mark one answer only.**)

1. ☐ too much for one person
2. ☐ occasionally too heavy, but about right most of the time
3. ☐ just right; not too much or too little
4. ☐ not enough to keep me busy

10. Did you receive adequate training for your job? ☐ Yes ☐ No
11. Did you feel you were treated fairly by your supervisor(s)? ☐ Yes ☐ No
12. Were you treated well by fellow employees? ☐ Yes ☐ No
13. Did you feel you grew professionally while at CECSD? ☐ Yes ☐ No
14. Was your immediate supervisor interested in your work? ☐ Yes ☐ No
15. Did you feel that your job was important? ☐ Yes ☐ No
16. Did you feel that your efforts were appreciated? ☐ Yes ☐ No
17. Were rules and regulations fairly and consistently enforced? ☐ Yes ☐ No
18. Did you feel you could go to your immediate supervisor with a problem and get results? ☐ Yes ☐ No
19. Was communication adequate in your department? ☐ Yes ☐ No
20. Was communication adequate in the district? ☐ Yes ☐ No
21. Do you think the morale in your school/department was:  
☐ positive ☐ needs improvement

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

22. Would you want to work for CECSD in the future? ☐ Yes ☐ No
23. Would you recommend CECSD to friends as a good place to work? ☐ Yes ☐ No

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
School

Thank you for completing the questionnaire. If you have additional information which you would like to share, please contact \_\_\_\_\_ 758-4100. Please return this form in the self-addressed stamped envelope provided.