

Alexandria City Public Schools : ExitRight® Interview

Enterprise Results

Completed:

171

Date Range:

07/01/19

07/01/20

Contributing Turnover Causes (Employees may select more than one turnover cause.)			
	# Selected	% Selected	Norm %
1 Reasons Unrelated to ACPS	79	18%	12%
2 Job duties – you disliked the type of work your position required you to perform each day	23	5%	7%
3 School district policies and/or practices	38	9%	21%
4 Required teaching methods and curriculum	24	5%	
5 Excessive workload or work hours	31	7%	9%
6 Principal or Manager	50	11%	11%
7 Parent or student conflicts	16	4%	
8 Unsafe conditions in the workplace; concerns about my personal safety	27	6%	4%
9 Lack of recognition, appreciation and respect	51	11%	9%
10 Training, development or continuing education required to perform the job	20	5%	4%
11 Concerns about my job security, position elimination or performance evaluation	24	5%	5%
12 Employee benefits	4	1%	2%
13 Compensation, pay	34	8%	10%
14 Lack of advancement or promotional opportunities	23	5%	7%
<i>Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)</i>	444	100%	
Itemization of Question 1 - Reasons Unrelated to ACPS			
	# Selected	% Selected	Norm %
1 Child care	3	4%	11%
2 Return to school	3	4%	5%
3 Commute	8	10%	9%
4 Personal or family health reasons	19	25%	14%
5 Family relocation	25	32%	35%
6 Retired	19	25%	26%
<i>Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS</i>	77	100%	
Employer vs. Employee Influenced Turnover Causes			
	# Selected	% Selected	Norm %
Total Responses to Contributing Turnover Causes (Employees may select more than one turnover cause.)	444	85%	89%
Total Responses to Itemization of Question 1 - Reasons Unrelated to ACPS	77	15%	11%
<i>Total Responses for All Turnover Causes</i>	521	100%	

Single Most Important Turnover Cause	# Selected	% Selected	Norm %
1 Reasons Unrelated to ACPS	62	43%	32%
2 Job duties – you disliked the type of work your position required you to perform each day	5	3%	6%
3 School district policies and/or practices	10	7%	7%
4 Required teaching methods and curriculum	3	2%	
5 Excessive workload or work hours	5	3%	5%
6 Principal or Manager	20	14%	16%
7 Parent or student conflicts	2	1%	
8 Unsafe conditions in the workplace; concerns about my personal safety	5	3%	3%
9 Lack of recognition, appreciation and respect	7	5%	3%
10 Training, development or continuing education required to perform the job	1	1%	2%
11 Concerns about my job security, position elimination or performance evaluation	2	1%	4%
12 Employee benefits	0	0%	1%
13 Compensation, pay	14	10%	10%
14 Lack of advancement or promotional opportunities	8	6%	12%
<i>Total Responses to Single Most Important Turnover Cause</i>	144	100%	
Causes for Excessive Workload or Work Hours	# Selected	% Selected	
1 Instructional demands related to teaching	8	36%	
2 Non-instructional demands; demands unrelated to teaching (data collecting, paperwork, meetings, hall duties, extra- curricular duties, after school duties, etc.)	14	64%	
<i>Total Responses to Causes for Excessive Workload or Work Hours</i>	22	100%	
Employment Status After Leaving	# Selected	% Selected	Norm %
1 Working for another school system or organization in the teaching or education field	78	51%	34%
2 Working for another organization but not in the teaching or education industry/field	20	13%	21%
3 I am not working at the present time.	56	36%	45%
<i>Total Responses to Employment Status After Leaving</i>	154	100%	
Recommendation as Employer	# Selected	% Selected	Norm %
Would you recommend ACPS as an employer to others?	119	72%	76%
Rehire Interest	# Selected	% Selected	Norm %
Would you consider working for ACPS in the future?	113	68%	65%

Permission to Reveal Name	# Selected	% Selected	Norm %
Does ExitRight have your permission to reveal your name in the reporting of findings to ACPS?	67	40%	29%

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