

2417 (GC) Exit Interviews 2417 (GC)

In order to attract and retain quality employees, the Superintendent shall establish and maintain an exit interview process to solicit, capture, and analyze information from employees who are leaving service regarding the employee's perspective of their experience with the District employment, reasons for leaving employment, and their suggestions on ways their employment experience could have been improved. Employees leaving service may elect to provide feedback to the Superintendent and School Board through the Exit Interview Survey (GC-R). Personally identifiable information of the employee will be redacted unless otherwise specified. All other personally identifiable information will be redacted.

The Superintendent shall provide a summary report and accompanying data to the Board during the September and January Board meetings.

Ref: RSA 189:14

Adopted: 12/1979

Revised: 3/1989, 7/1997, 6/2007, 10/2019, 3/6/2023

Milford School District/SAU #40

Exit Interview Survey

Exit Interview Purpose: The exit interview process, is intended to provide employees, who are voluntarily leaving the Milford School District, with the opportunity to provide feedback on culture, job satisfaction, benefits and pay offerings. The purpose of the exit interview and survey, below, is to gain insight into opportunities to improve the future employee experience. The Milford School District encourages exiting employees to be direct and honest in their responses. Information collected during exit interviews will provide perspective on organizational performance and employee satisfaction.

Exit Interview Privacy Statement:

We value your feedback, however; if unethical or criminal behavior, incidents of discrimination or harassment, regulatory non-compliance or other legal issues are disclosed, the Human Resources Department may be obligated to notify the Affirmative Action/Equal Opportunity Office, Police Services, Audit Services, and/or Superintendent of Schools. The information provided in these circumstances may include personally identifiable information.

Do you wish to have this information shared with the Milford School Board, excluding any personally identifiable information regarding other staff members, besides yourself?

Yes

No

Please Enter Your Name (Optional)

Your answer

Title of Position *

Your answer

Assigned Work Location *

- Jacques Memorial School
- Heron Pond Elementary School
- Milford Middle School
- Milford High School & Applied Technology Center
- Project DRIVE
- Other:

Section I: Reason for Leaving

Please select, one or more, choices below, for why you left your current position:

- Different Career Opportunity
- Compensation/Benefits
- Lack of Recognition
- District/School Culture
- Return to School
- Administration
- Working Conditions
- Family/Personal Circumstances
- Moved
- Retirement
- Other:

Before making the decision to leave, did you discuss options to stay with the Administration?

- Yes, please explain below:
- No

If you answered yes to the preceding question, please explain below:

Your answer

If you are leaving for another job, what does your new job offer, that your current position, does not?

Your answer

Please rate your salary/rate of pay and benefits offered at the Milford School District: *

	Excellent	Good	Fair	Poor	N/A
Annual Salary/Rate of Pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement Saving Vehicles (NHRS & OMNI 403B)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance & Long Term Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Leave (Vacation, Personal & Sick)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tuition Reimbursement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please explain your experience with the District's Administration during your tenure of employment:

Your answer

Is there any other pertinent information, which you would like us to know, that was not mentioned above?

Your answer