

# Educator Exit Survey

September 2019



# R277-325: Educator Exit Survey

- Regarding the public education exit survey, HB 130 (2019) requires the Board to start the rulemaking process and present the proposed rule to the Education Interim committee before taking final rulemaking action.
- USBE staff recommends adopting a model exit and engagement survey process, which expanded the scope from the requirement in statute to allow for better tracking of data over time.
  - It is anticipated that the surveys will be administered through a statewide survey solution.

Authorizing and Implemented or Interpreted Law: [53G-11-304](#), Educator Exit Survey





### **Measure of Employee Engagement**

Organizational Commitment  
Job Involvement  
Overall Satisfaction



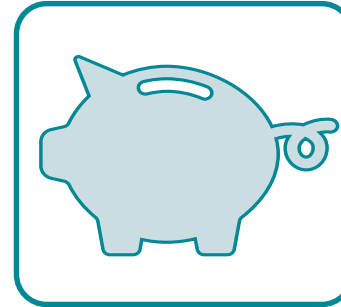
### **Utah Exit Survey Alignment**

Reasons for Leaving the Profession of Teaching  
Reasons for Moving to a Different School



### **Measure of Universal Drivers of Engagement**

Autonomy & Empowerment  
Career Progression  
Collaboration  
Communication  
School Leadership  
Recognition  
Resources  
Supportive Management  
Training and Development



### **Optional Measure of Additional Drivers of Engagement**

Pay & Benefits  
Quality Student Support & Learning



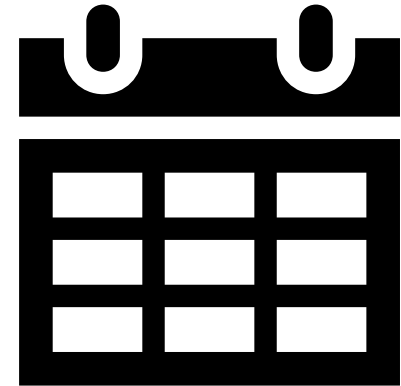
# Statewide Survey Solution

- Create cost efficiencies through shared licensing, coordinated training, and reduced transitional costs among public education entities
- Provide a robust and secure tool for survey and data collection for the agency
- Reduce redundancy among agency surveys for LEAs by collecting data in a shared platform
- Reduce survey fatigue by leveraging a statewide tool to reduce requests to LEA points of contact
- Create an ecosystem by which the LEAs have access to their data directly to inform outcomes and increase survey participation, while still sharing relevant data with USBE through a single survey system



# Next Steps

- Pending Board Carryforward Funding for FY 2020
- Pending USBE Business Case for Ongoing Funding
- Pilot with 10 LEAs Winter 2019
- Statewide Implementation March – May 2020



# Questions?

Angie Stallings, Deputy Superintendent of Policy, Utah State Board of Education

Sarah Young, Implementation Coach, Utah State Board of Education

