

Austin Independent School District (AISD) Human Resources Exit Survey 2014–2015

Summary of Campus-based Non-Teaching Professionals' Reasons for Leaving

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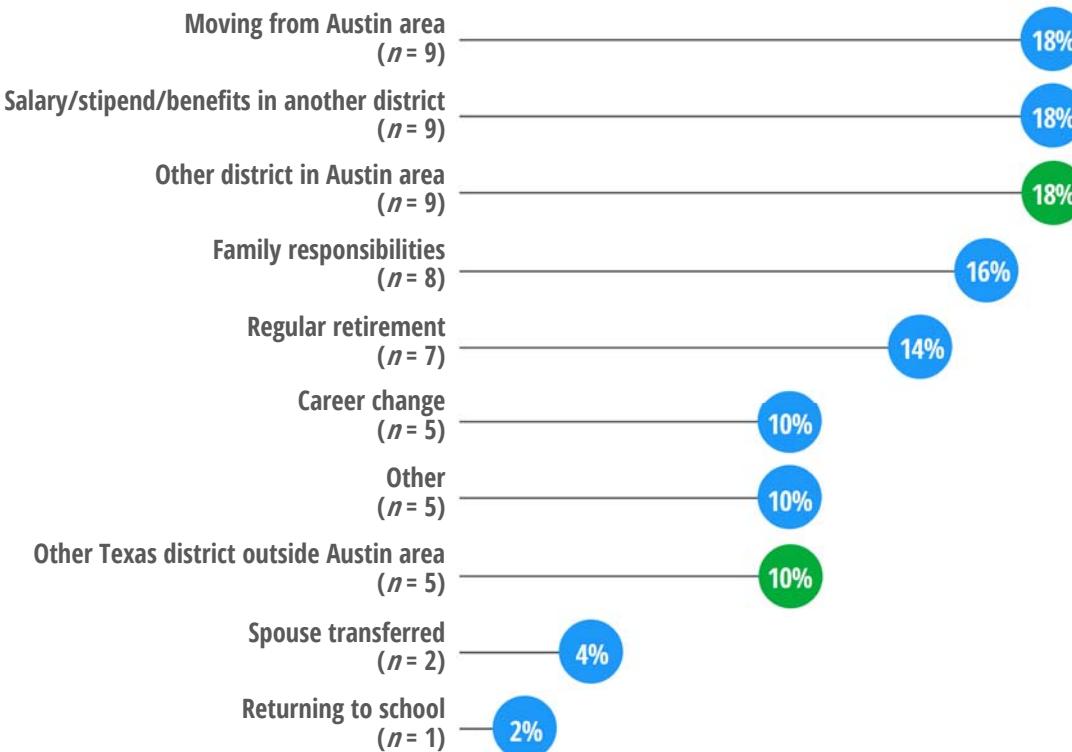
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In 2013, the Austin Independent School District (AISD) began administering a voluntary online exit survey to all professional and administrative employees leaving the district. Employees leaving the district were given the opportunity to complete the survey. The Human Resources (HR) Exit Survey asked 34 questions, including a question about reasons for leaving. Of the 135 AISD campus-based non-teaching professional leavers in the 2014–2015 school year, a total of 49 (36%) responded to this item. Moving from the Austin area (18%); seeking higher salary, stipend, or benefits in another district (18%); and leaving to work for another district in the Austin area (18%) were the most common responses. Leaving to work for another Texas school district represented more than a quarter of all responses ($n = 14$).

Figure 1.

29% of campus-based non-teaching professionals reported leaving to work in another Texas school district.



Source: AISD staff records and HR Exit Survey for all employees with an official last day of work between August 1, 2014 and July 31, 2015.

Note: Survey respondents could select multiple reasons for leaving; therefore, total responses to the question exceeds the number of campus-based non-teaching professional leavers responding to the survey.

Campus-based Administrative Leavers

43 campus-based administrators left AISD
from August 1, 2014 to July 31, 2015.

33% of them responded to the Exit Survey.

Among campus-based administrative leavers, the three most common reasons for leaving were:

- Work in another district in the Austin area (**43%**)
- Regular retirement (**21%**)
- Seeking higher salary/stipend/benefits in another district (**21%**)

50% of campus-based administrative leavers indicated leaving AISD to **work in another Texas school district**.