

# Austin Independent School District (AISD) Human Resources Exit Survey 2015–2016

## Summary of Principals' Reasons for Leaving

### Introduction

Employees leaving the Austin Independent School District (AISD) are given the opportunity to complete an online exit survey. During or following the 2015–2016 school year, 22 campus-based administrators (i.e., principals or assistant principals) left the district.<sup>1</sup> Of the 22 AISD campus-based administrative leavers in the 2015–2016 school year, a total of six (27%) responded to the Human Resources (HR) Exit Survey. Table 1 shows the frequency of campus-based administrative leavers for each job title. Due to the small number of survey respondents, generalizations should not be made from the results presented in this report about campus-based administrative leavers. Results serve descriptive purposes only.

Table 1

**In 2015–2016 only 15% of assistant principals responded to the survey but 44% of principals responded.**

Job title	Number left AISD	Number responded
Principal	9	4
Assistant principal	13	2
Total	22	6

*Source.* AISD staff records and HR Exit Survey responses for all employees with an official last day of work between August 1, 2015, and July 31, 2016.

### Background

In 2013, AISD began administering a voluntary online exit survey to all professional and administrative employees leaving the district. Beginning in the fall of 2015, AISD began work revising the survey with input from district leadership. The revised HR Exit Survey was launched in the spring of 2016 and included four questions. The first question asked about all reasons for leaving the district, with a follow-up question about the primary reason for leaving. The last two questions asked about future career plans and how the future position compared with the prior AISD position on a number of professional characteristics. The responses to each of the four HR Exit Survey questions provided by principals and assistant principals are summarized in this report.

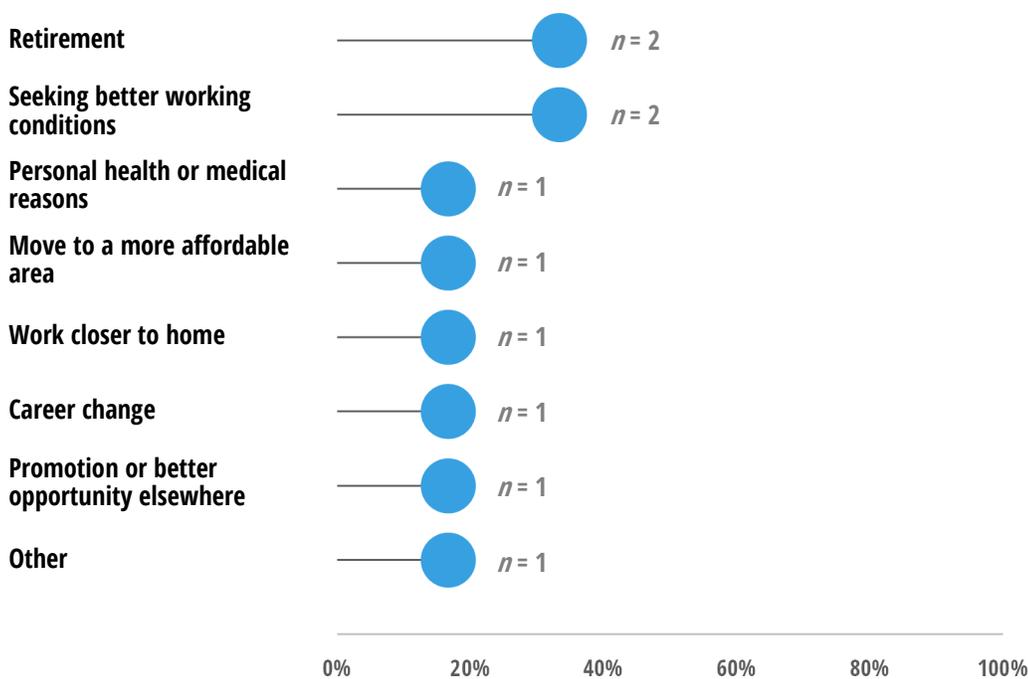
<sup>1</sup> The count of leavers reflects employees with an official last day of work between August 1, 2015, and July 31, 2016, on the data pull date of August 1, 2016.

## Why Campus-Based Administrators Left in 2015–2016

All six campus-based administrative leavers responding to the HR Exit Survey answered the question about their reasons for leaving the district. The item allowed respondents to select from 14 reasons, provide their own reason, and/or expand upon their answers with free text.<sup>2</sup> In total, eight different reasons for leaving were indicated. Figure 1 shows the percentages and numbers for each response<sup>3</sup>. Caution commensurate with the small sample size should be used when interpreting the results.

Figure 1

Leaving for retirement (33%,  $n = 2$ ) and for better working conditions (33%,  $n = 2$ ) were the two most common reasons for leaving among the six 2015–2016 campus-based administrators.



Source. AISD staff records and HR Exit Survey responses for all employees with an official last day of work between August 1, 2015, and July 31, 2016.

All six campus-based administrative leavers responding to the HR Exit Survey also indicated their primary reason for leaving the district. Each respondent selected a different primary reason. The six reasons were retirement, work closer to home, promotion or better opportunity elsewhere, family responsibilities, seeking different campus leadership, and other.

<sup>2</sup> Retirement; seeking better working conditions; personal health or medical reasons; moving to a more affordable area; work closer to home; career change; promotion or better opportunity elsewhere; family responsibilities; spouse transferred; seeking higher salary, stipend, or benefits; position/contract cut, not renewed, or temporary; seeking less workload or stress; seeking different campus leadership; seeking better fit with campus; other.

<sup>3</sup> Respondents could select multiple reasons for leaving the district. Computation of the percentage for each reason used the overall respondent  $N$  in the denominator rather than the count of total responses.

## Campus-Based Administrative Leavers

22 campus-based administrators left AISD in 2015–2016, defined by an official last day of work between August 1, 2015, and July 31, 2016, using a snapshot of the employee records taken on August 1, 2016.

Five of the campus-based administrators were from elementary schools, and one was from a middle school. High school administrative leavers were not represented.

27% responded to the HR Exit Survey.

83% expressed their intent to continue working after leaving AISD.

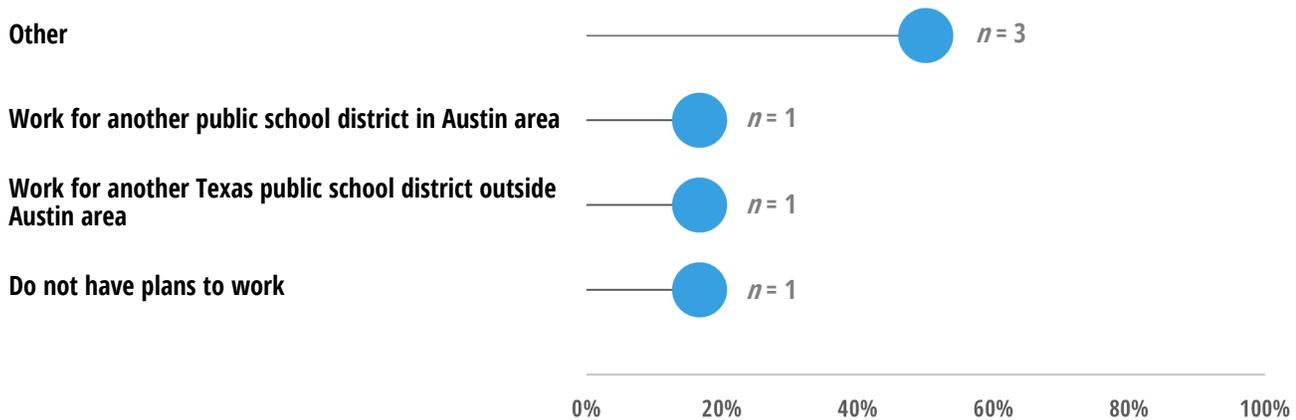
67% expressed their intent to continue working elsewhere in education.

## Future Career Plans of 2015–2016 Campus-Based Administrative Leavers

The six campus-based administrative leavers responding to the HR Exit Survey answered the survey question about their future career plans. The item asked respondents to select the one statement that best described their future plans from eight predefined statements<sup>4</sup> or an open-ended *other* option and to enter the name of the new employer. Figure 2 shows the percentages and numbers of their responses. Caution commensurate with the small sample size should be used when interpreting the results.

Figure 2

**Most (83%,  $n = 5$ ) campus-based administrative leavers reported their intent to continue working after leaving AISD. Most (67%,  $n = 4$ ) further indicated their intentions to continue working elsewhere in education.**



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

Five of six campus-based administrative leavers indicated their intentions to continue working after leaving AISD on at least a part-time basis, and four of six further indicated their intention to continue working somewhere within education (based on analysis of survey selections and open-ended responses). Both campus-based administrators indicating they were leaving to work for another Texas public school district reported moving to a local district within a 15-mile radius of AISD. Other explanations for their future plans included exploring other local education employment opportunities, working part time, and moving closer to family.

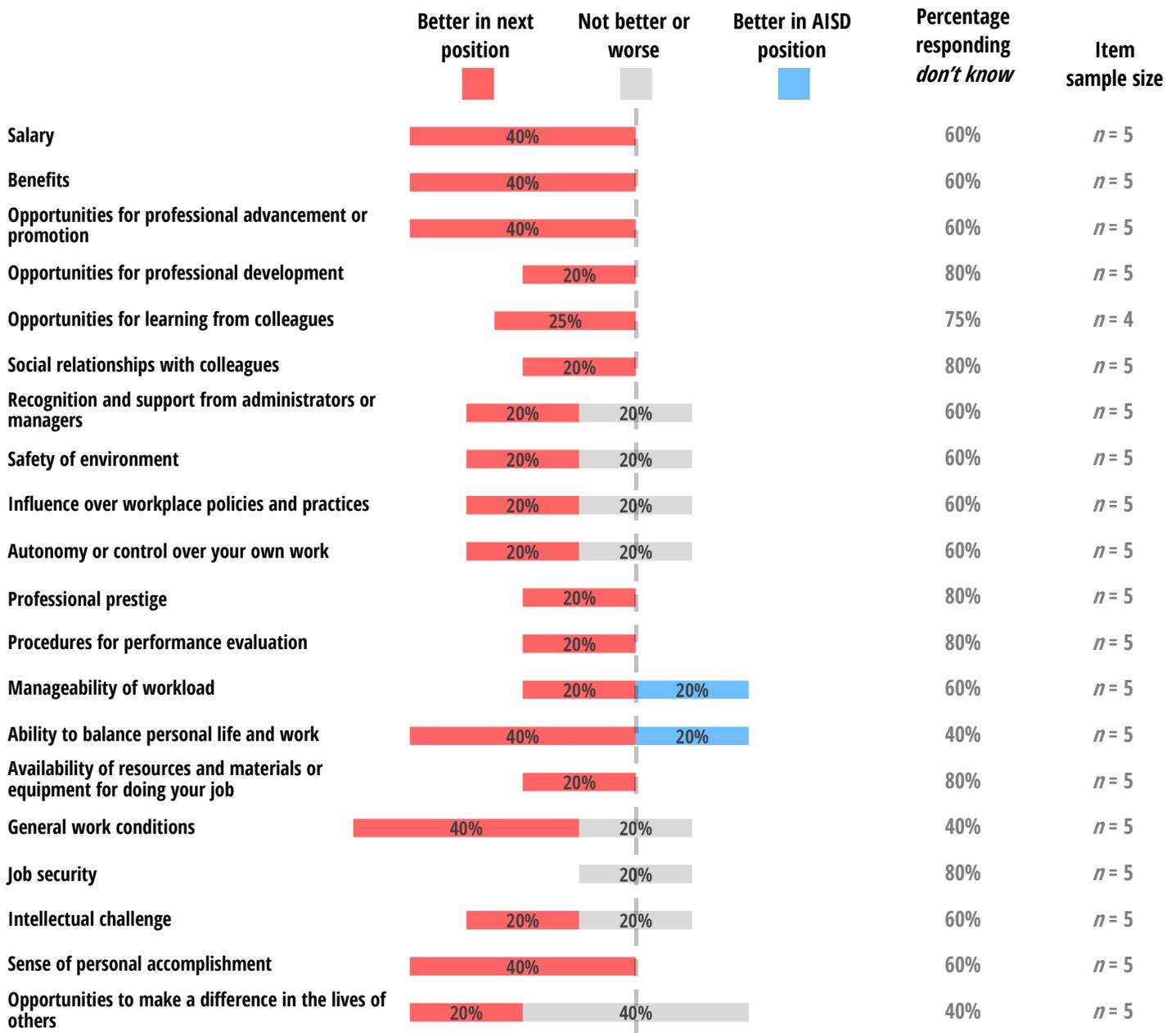
## How 2015–2016 Campus-Based Administrative Leavers Perceived Their New Position Relative to Their Prior Position in AISD

Campus-based administrative leavers were asked to compare their next position and their AISD position on 20 professional characteristics (Figure 3). Five of six campus-based administrative leavers answered the survey question. For the majority of the professional characteristics compared, most respondents (i.e.,  $\geq 60\%$ ) indicated they did not know how the positions compared. However, for three items the majority of respondents (60%, or three of five respondents) indicated a perception about whether the professional characteristic was *better in the next position*, *not better or worse*, or *better in the AISD position*: ability to balance personal life and work, general work conditions, and opportunities to make a difference in the lives of others.

<sup>4</sup> Work for another public school district in Austin area, work for another Texas public school district outside Austin area, work for another public school district outside Texas, work for a private school, work for other education services (e.g., not public/private school), work in an area outside of education, returning to school, do not have plans to work, or other.

Figure 3

For most of the professional characteristics compared, the majority of campus-based administrative leavers ( $\geq 60\%$ ) did not know how their next position compared with their AISD position.



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