

Kansas Teacher Exit Survey 2025–2026

Introduction Statement

Thank you for participating in the Exit Survey. You are receiving this survey because you've indicated that you are leaving your position. Your response will be confidential and used to inform retention strategies across the field of education in Kansas. If a minimum of five respondents from your organization complete the survey, a summary will be provided to your district, cooperative, or interlocal. No personally identifiable demographic information will be shared in district, cooperative, or interlocal reports. If you have questions about the survey or the use of the data, contact Educate Kansas at [cris.seidel@educatekansas.org] or [kala.weidert@educatekansas.org].

Key: *=Required Question

+=Prefer Not to Report Option

N/A=N/A Answer Option

Background and Demographic Information

- 1) District, cooperative, or interlocal that you are leaving (or have already left)? *(Drop-down list of districts)* *
- 2) What is your current age? *(Drop-down range of age groups)* +
- 3) What is your gender? *+
- 4) What is your race/ethnicity? *+
- 5) Which of the following best describes the teaching certificate/license you currently hold that certifies you to teach in this state? *+
- 6) What was your route to teacher licensure in Kansas? *+
- 7) What are the grade levels of the students that you support? *(List of grade levels provided)* *+
- 8) This school year, what is your main teaching assignment? *+
- 9) How many years did you serve in the position that you are leaving? *(Drop-down list of years)*
- 10) How many years have you worked in the field of education? *(Drop-down list of years)* *
- 11) What grade would you give for the overall quality of the mentoring you participated in? Please use the scale from **A** to **F** where **A** denotes outstanding, **C** is average, and **F** is failure. **N/A** (Asked if Q10 is 5 years or less)

Teacher Attrition Factors

- 12) What is your next main occupational status? *+
- 13) Why did you choose your next district, cooperative, or interlocal? *(Select all that apply)* *(Only asked if participant indicated for their next role that they are working at a different district, cooperative, or interlocal)* *+
 - **A)** Advancement opportunities **B)** Working conditions **C)** Work schedule **D)** Salary **E)** Benefits **F)** Commute **G)** Other: (option to specify) **H)** Prefer not to report
- 14) Did you leave your position involuntarily? (e.g., contract not renewed, laid off, school closed or merged, etc.)
- 15) Which of the following best describes why you involuntarily left your position? *(Select all that apply)* *(Only asked if participant indicated they left their position involuntarily)* +
 - **A)** Budget cuts **B)** Reduced pupil enrollment **C)** School or district merger or school closed **D)** I did not meet state/district certification requirements **E)** I have not taken or could not pass tests required by my school or district **F)** My contract was not renewed for other reasons **G)** Other: (option to specify) **H)** Prefer not to report

Attrition Factors Matrix

*Scale for Matrix is (N/A, Not at all important...Very important)

- 16) Indicate the level of importance EACH of the following played in your decision to leave your position.
 - **A)** Personal life factors (e.g., location, health, family) **B)** Salary and other job benefits **C)** Career factors (e.g., further education, position advancement) **D)** Assignment and classroom factors (e.g., autonomy, responsibilities, assignment) **E)** Professionalism factors (e.g., workplace conditions, relationship with school leadership, culture/climate, policy influence) **F)** Student performance factors (e.g., assessment, accountability, impact on instruction or compensation, student response to instruction) **G)** Student behaviors (e.g., student discipline, student dysregulation, administrative support, parent/guardian support).

*(Asked if participant indicates they left voluntarily) (If participants indicate important, or very important to any of the factors, they will be asked to select all supporting statements under each factor that influenced their decision to leave their position.) *N/A*

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For questions 17–23, each statement is provided under each category. **Please select any of the following items that influenced your decision to leave your position. (Select ALL that apply)*

- 17) **Personal life factors** (e.g., location, health, family)
 - **A)** I took a job more conveniently located or moved **B)** Personal life circumstances (health, pregnancy/childcare, caring for family) **C)** Retired **D)** N/A
- 18) **Salary and other job benefits**
 - **A)** Salary **B)** Health benefits **C)** Retirement benefits **D)** Job security **E)** N/A
- 19) **Career factors** (e.g., further education, position advancement)
 - **A)** Pursue a position outside of education **B)** Pursue another position within the education field **C)** Pursue college-level courses within the education field **D)** Pursue college-level courses outside the education field **E)** N/A
- 20) **Assignment and classroom factors** (e.g., autonomy, responsibilities, assignment)
 - **A)** Career change **B)** Leadership and advancement opportunities **C)** Job description or assignment (e.g., responsibilities, grade level, subject area) **D)** Autonomy over environment (classroom, school, district) **E)** Primary assignment (classroom, grade, school, etc.) was switched **F)** Time for primary responsibilities **G)** Stress of the position **H)** N/A
- 21) **Professionalism factors** (e.g., workplace conditions, relationship with school leadership, culture/climate, policy influence)
 - **A)** Workplace conditions (facilities, classroom resources, school safety) **B)** Culture and climate among teachers and staff **C)** Parent/Guardian Interactions **D)** School leadership **E)** Federal, state, or local educational policies or mandates **F)** Teacher/staff responsiveness to my leadership responsibilities (e.g., teacher mentor, instructional coach, program coordinator, department head, union representative) **G)** Useful/relevant professional development opportunities **H)** Frequency of feedback on my performance **I)** Fair teaching evaluations **J)** Societal views of the education field **K)** N/A
- 22) **Student performance factors** (e.g., assessment, accountability, impact on instruction or compensation, student response to instruction)
 - **A)** Accountability measures influenced instruction **B)** Assessments and accountability measures influenced salary **C)** Student responsiveness to instruction **D)** N/A
- 23) **Student behaviors** (e.g., student discipline, student dysregulation, administrative and parent/guardian support)
 - **A)** Student discipline **B)** Student dysregulation **C)** Administrative support for managing student behaviors **D)** Parent/guardian support for managing student behaviors **E)** N/A

Overall Experience

- 24) How would you describe your overall experience working in this school district, cooperative, or Interlocal?
(Five-Point Likert Scale: Poor, Fair, Neutral, Good, Excellent) *+
- 25) What additional comments or concerns do you have about your overall experience working in this school district? (Open-ended)

Influential Factors for Returning to an Education Position

- 26) Would you consider returning to the education profession? (This section is only asked if next occupation is working in a field outside education, unemployed, or student)
- 27) Which of the following factors would influence your decision to return to an education position? (Select all that apply) (Only asked if participant indicated they would consider returning to education)
 - **A)** Ability to maintain your teacher retirement benefits **B)** State certification reciprocity (ability to transfer certification outside of Kansas) **C)** Easier and less costly way to renew/earn certification **D)** Smaller class sizes or smaller student caseload **E)** Availability of full-time teaching positions **F)** Availability of part-time or shared teaching positions **G)** Forgiveness of student loans **H)** Housing incentives (subsidies, rent assistance, low interest loans, relocation assistance) **I)** Increase in salary **J)** Availability of suitable childcare options **K)** Other: (Option to Specify)