

Covington Independent

Public Schools

23-24 School Year

Exit Survey Report

Presented by:

Yanique Francis | VP of Partnerships

Andrew Saturno | Program Manager

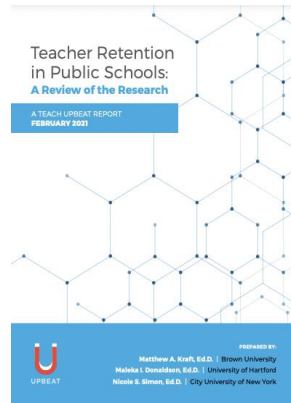
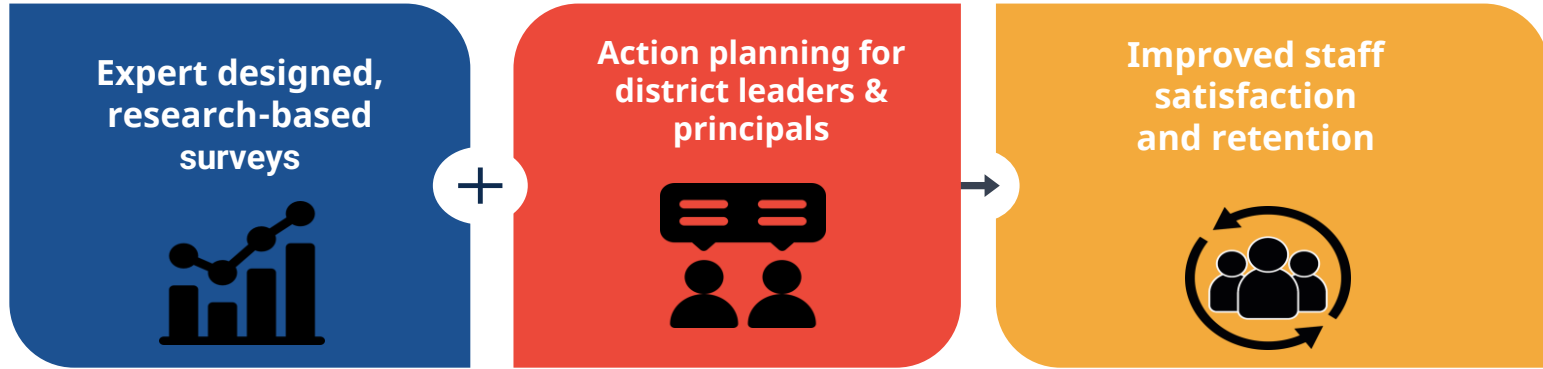


UPBEAT

AGENDA

- Upbeat Overview & Exit Survey Process
- Exit Survey Participation Rate
- Departed Teachers: Areas of Strength and Opportunity
- Trends
- Covington Independent Public Schools & Upbeat SY 24-25

Upbeat's Exit Survey Process



Participation Rate

Staff Type	Total Completions	Percent
Teachers	32	56%

Sample Exit Survey Question

8. To what extent did the following factors contribute to your decision to leave the district? Low academic expectations for students at my school

A Not at all

B A little bit

C Some

D Quite a bit

E A tremendous amount

Areas of Strength - Teachers



Global Cluster Comparison

■ % A tremendous amount ■ % Quite a bit ■ % Some ■ % A little bit ■ % Not at all

- **88% of teachers said** distance between home and work contributed **not at all/a little bit** in their decision to leave the district.



- **85% of teachers said** low academic expectation for students at my school contributed **not at all/a little bit** in their decision to leave the district



- **72% of teachers said** low pay contributed **not at all/a little bit** in their decision to leave the district.



Areas of Growth - Teachers



■ % A tremendous amount ■ % Quite a bit ■ % Some ■ % A little bit ■ % Not at all

- **38% of staff said** lack of professional autonomy contributed **a tremendous amount/quite a bit** in their decision to leave the district.



- **34% of staff said** dissatisfaction with school leadership contributed **a tremendous amount/quite a bit** in their decision to leave the district.



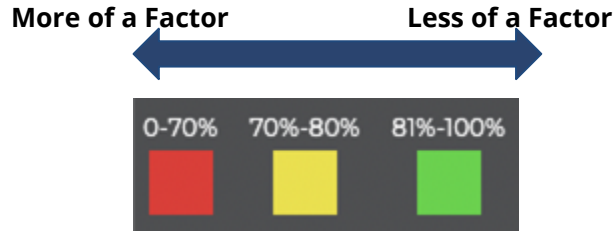
- **28% of staff said** lack of recognition for their work contributed **a tremendous amount/quite a bit** in their decision to leave the district.



Global Cluster Comparison

Results Across Campuses

Only includes schools with greater than 4 exit survey responses



School Related Factors		Number of Responses to Each Question	27	4	4	7	5	7
				Central Office	Holmes High School	Holmes Middle School	Ninth District Elementary	Sixth District Elementary
Lack of professional autonomy	52%	Yellow	Red	Yellow	Red	Red	Red	
Dissatisfaction with school leadership	56%	Yellow	Red	Green	Red	Green	Green	
District Factors								
Low pay	78%	Green	Yellow	Green	Red	Yellow	Yellow	

Covington & Upbeat SY 24-25

- **SY24-25 Exit Survey** is live. Surveys will be sent to departed employees on a rolling basis.
- **2 School Engagement Survey Pilot** to proactively address employee engagement and working conditions before turnover occurs.
 - **10/21-11/4:** Teachers at Holmes High and 6th District Elementary take Upbeat survey.
 - **11/13:** Upbeat shares results with CIPS HR team.
 - **11/18-11/21:** Principals meet with Upbeat leadership coach 1:1 to review their results and action plan.

A close-up photograph of a hand holding a yellow pencil. The hand is positioned in the foreground, with the pencil held between the thumb and index finger. The background is dark and out of focus, showing a person with their hand raised, suggesting a classroom or meeting setting. The text 'Q&A' is overlaid in the center of the image.

Q&A