

LCSD Staff Exit Survey Board Report

Comparative Year-over-Year Analysis (2024–25 vs. 2025–26)

EXECUTIVE SUMMARY & KEY TAKEAWAYS

- ★ **TOP GAIN:** **Site-Level Orientation:** Saw a massive satisfaction surge of **+34% YoY** (jumping from 28% to 62% favorable).
- ★ **TOP GAIN:** **Clear Supervisory Expectations:** Improved significantly by **+25% YoY** (77% favorable vs. 52% last year).
- ★ **TOP GAIN:** **Ongoing Performance Feedback:** Increased by **+17% YoY** (69% favorable vs. 52% last year).
- ★ **TOP GAIN:** **District Advocacy:** Staff willingness to recommend LCSD as a good place to work rose by **+14% YoY** (58% vs. 44%).
- Focus Area:** Perception of district office leadership remained flat (54% vs. 56%), representing an area for continued engagement.

1. Respondent Profile & Demographics

Exit surveys were completed by **26 former staff members** across all employee categories (**17 certified, 9 classified**):

Category	Breakdown
Age Distribution	40+ years: 18 (69.2%) 30–39 years: 5 (19.2%) 20–29 years: 3 (11.5%)
Length of Employment	1–5 years: 13 (50.0%) 6–10 years: 8 (30.8%) 11+ years: 5 (19.2%)
Primary Reason for Leaving	- Relocation: 7 (26.9%) - Retirement: 6 (23.1%) - Personal Reasons: 3 (11.5%) - Challenge with Supervisor: 2 (7.7%) - Other Individual Reasons: 8 (30.8%)

2. School Site & Culture

Question	2025–26 % (Count)	2024–25 % (Count)	YoY Shift
I was given appropriate site-level orientation ★	62% (16)	28% (7)	+34%
I was provided with materials & resources to be successful	65% (17)	68% (17)	-3%
I was provided with collaborative professional learning opportunities ★	62% (16)	52% (13)	+10%
I was provided with professional learning to support my needs	54% (14)	52% (13)	+2%
The culture in my school was positive and supported students	69% (18)	60% (15)	+9%
I was empowered to carry out my job successfully	62% (16)	60% (15)	+2%

3. Site Supervisor Performance

Question	2025–26 % (Count)	2024–25 % (Count)	YoY Shift
My supervisor clearly shared expectations of me ★	77% (20)	52% (13)	+25%
My supervisor listened to my ideas and concerns	65% (17)	56% (14)	+9%
My supervisor treated staff fairly and consistently ★	62% (16)	52% (13)	+10%
My supervisor promoted cooperation and positive culture	62% (16)	56% (14)	+6%
My supervisor provided ongoing feedback on performance ★	69% (18)	52% (13)	+17%
My supervisor cared about me and my work for students	62% (16)	64% (16)	-2%
I would want my supervisor again	65% (17)	56% (14)	+9%

4. District Support & Compensation

Question	2025–26 % (Count)	2024–25 % (Count)	YoY Shift
District office staff provided a positive orientation experience	65% (17)	56% (14)	+9%
District staff was friendly, supportive, and answered questions	73% (19)	68% (17)	+5%
District office provided appropriate leadership for schools	54% (14)	56% (14)	-2%
District staff cared about me and my work for students	54% (14)	48% (12)	+6%
I was pleased with LCSD compensation/pay	58% (15)	56% (14)	+2%
I was pleased with LCSD benefits	62% (16)	60% (15)	+2%
I would recommend LCSD to others as a good place to work ★	58% (15)	44% (11)	+14%