



Ensuring your staff leave happy

Introduction

Staff moving on from one school to another is inevitable. However, when that change happens, it is best if the change is a positive one. Ideally the good science teacher moves with:

- Skills and experience they have gained from the school enables them to progress
- A positive relationship with the department and school i.e. they would recommend working at the school to others.
- Keeping and developing their skills within science education, or at least within education.

We want to avoid them leaving with:

- Unhappiness, resentment or disillusionment
- Poor relationships with science teachers, school or teaching
- The desire to leave the profession completely

Using the data from the ASE RISE Autumn Survey, you will have an indication of the career plans of some of your department. Aiming to maintain a balance in a science department is good practice. However it can be hard to manage when there is a high turnover of staff.

Key considerations around happy leavers

Well being

- Staff feel listened to, supported and recognised.
- When personal issues arise, staff feel supported.

Job Satisfaction

- Staff know who to go to for help
- Staff get on well with colleagues
- Staff enjoy coming to work each day
- Staff are able to maintain a good work life balance

Career Intentions

- For those staff who want it, provide time to discuss career opportunities within the department, within school and beyond.

Monitoring reasons for leaving

- Offer informal exit interviews where you chat with the teacher or technician who is leaving.
- Offer independent exit interviews* if two or more members of staff are leaving at the same time
- Respond to the outcomes of those meetings
- Continue to pre-empt issues by using the ASE RISE Surveys

* If you feel you or your department would benefit from having independent, external exit interviews, there is more information and prices here