

Stay Interviews

Asking Positively Framed Questions

Teachers

Job Satisfaction & Motivation

- What do you enjoy most about teaching here?
- What aspects of your job give you the most fulfillment?
- What motivates you to continue teaching with us?
- Are there any specific experiences or accomplishments that have made you feel proud in your role?

Work Environment

- How would you describe the support you receive from your colleagues and school leadership?
- Do you feel that the school environment helps you to succeed in your teaching goals? If not, what changes would improve this?
- How would you rate the work-life balance in your current role?
- Is the physical environment of the classroom and school conducive to your teaching style?

Professional Growth

- Do you feel you have opportunities for professional development here? If yes, what would enhance them further?
- How do you feel about the support for growth in leadership or specialized roles?
- Are there enough opportunities to collaborate with other teachers or share best practices?
- Do you feel that you get to utilize your strengths daily? (CliftonStrengths®)

Recognition & Feedback

- Do you feel recognized for your hard work and achievements? In what ways?
- How do you prefer to receive feedback from administrators, peers, or students?
- Is there anything that you think could improve the way feedback is provided at the school?

Challenges & Barriers

- What are some of the challenges you face in your current role? How do you manage them?
- Are there any obstacles or roadblocks you feel hinder your ability to perform at your best?
- Is there anything about your workload or responsibilities that you find overwhelming?

School Culture

- In one word, how do you describe the overall culture of the school to family and friends?
- Do you feel a sense of community and belonging among the staff?
- Are there any aspects of the school's culture that you think could be improved?
- When you feel optimistic, what creates that feeling for you?

Retention & Commitment

- What would make you consider leaving the school? Are there any specific factors that would make you reconsider staying?
- What would make you stay longer at this school?
- Do you see yourself teaching here for the long term? What would make that more likely?

Student Engagement & Support

- How do you feel about the level of student engagement in your classes?
- Do you feel you have adequate support to address students' academic and emotional needs?
- How do you feel about the support and communication with parents?

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Students

About School Experience

- What do you enjoy most about your school?
- What are your favorite subjects or classes, and why?
- What activities or clubs do you like being a part of, and what keeps you involved?
- How do you feel about the environment here at school (teachers, students, classrooms)?
- Is there anything about school that you find exciting or fun?

About Motivation

- What makes you feel proud of yourself in school?
- Are there any teachers or staff members who motivate or inspire you? If so, what do they do?
- How do you stay focused and motivated when you're having a tough time with schoolwork?
- What do you feel helps you succeed or do your best in school?

About Challenges

- What challenges do you face in school, and how do you overcome them?
- Is there anything you feel is missing or could be improved in the school environment?
- Are there any subjects or activities that you find particularly difficult, and why?

About Relationships

- Do you feel supported by your teachers and classmates?
- How do you get along with other students in your grade or classes?
- Do you feel like your opinions and ideas are listened to in school?

About Future Plans

- What are your goals for the future, and how do you think school can help you achieve them?
- How can we help you prepare for what you want to do after graduation?
- If you could change something about your school experience, what would it be?

About School Spirit & Engagement

- What would make you want to be even more involved in school activities or events?
- What kind of changes would you like to see that could make school more fun or interesting?