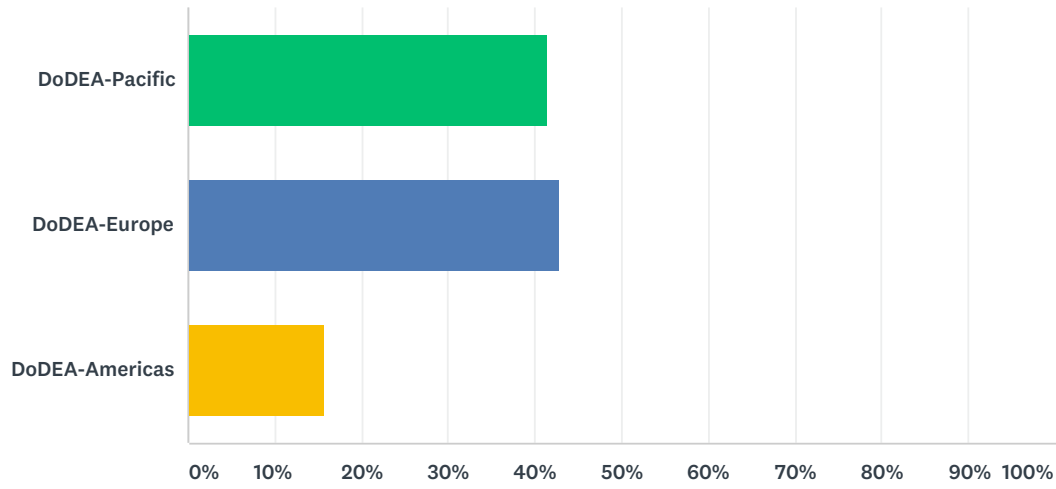


# Q1 What is your location?

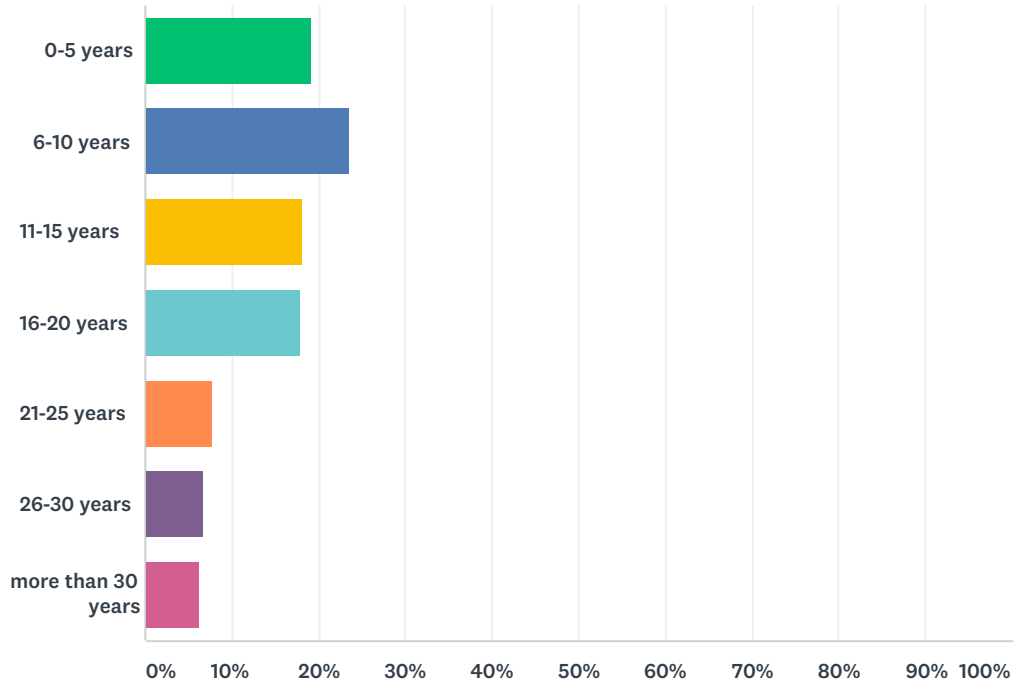
Answered: 1,704 Skipped: 14



ANSWER CHOICES	RESPONSES	
DoDEA-Pacific	41.37%	705
DoDEA-Europe	42.96%	732
DoDEA-Americas	15.67%	267
TOTAL		1,704

## Q2 How long have you been employed by DoDEA?

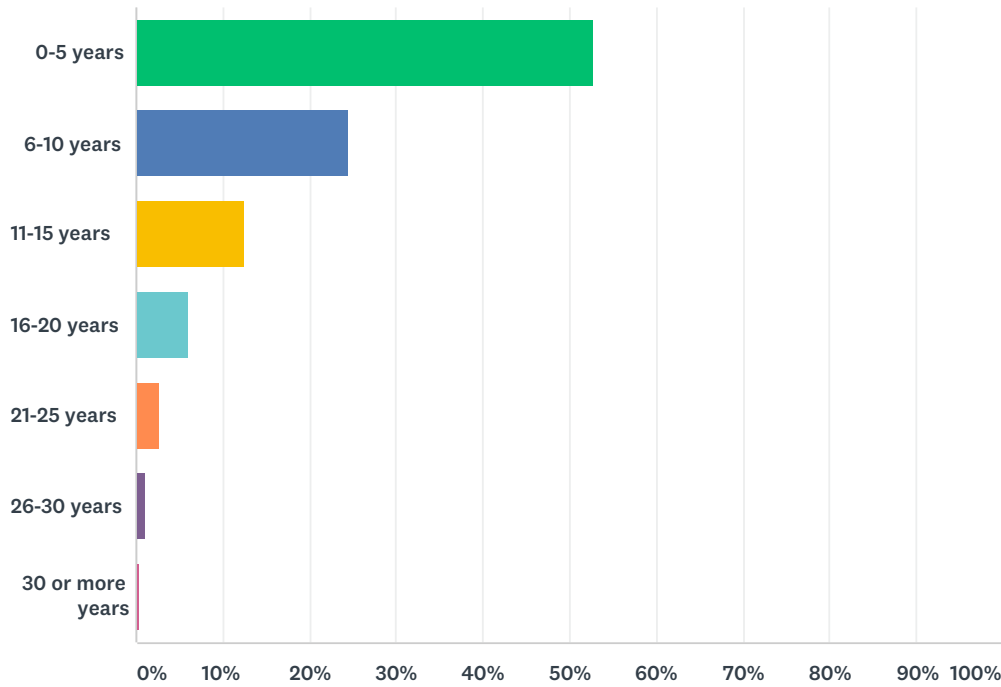
Answered: 1,698 Skipped: 20



ANSWER CHOICES	RESPONSES	
0-5 years	19.32%	328
6-10 years	23.67%	402
11-15 years	18.20%	309
16-20 years	17.96%	305
21-25 years	7.77%	132
26-30 years	6.71%	114
more than 30 years	6.36%	108
<b>TOTAL</b>		<b>1,698</b>

### Q3 How long have you been assigned to your current work location?

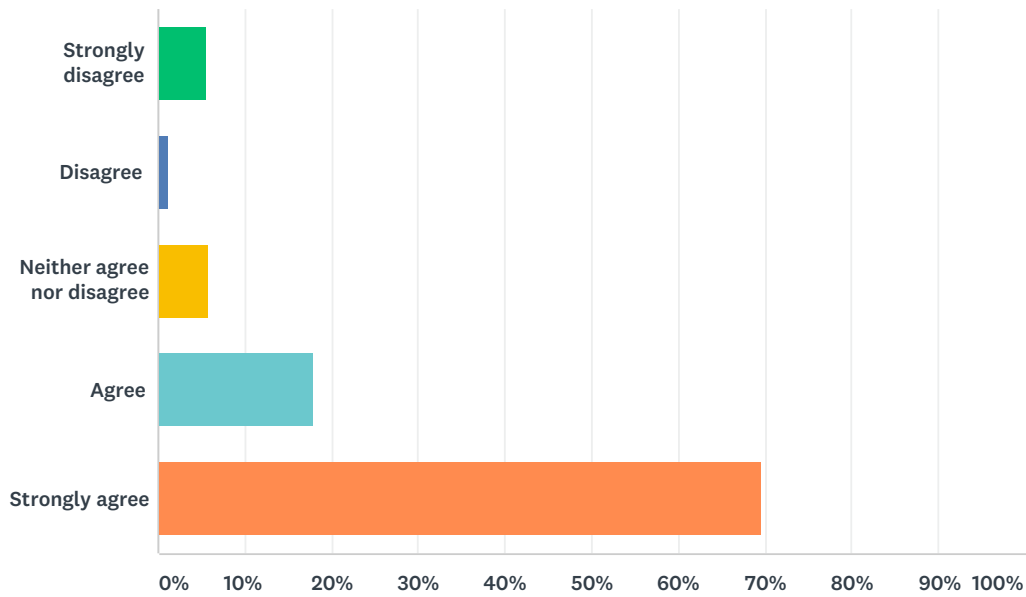
Answered: 1,703 Skipped: 15



ANSWER CHOICES	RESPONSES	
0-5 years	52.67%	897
6-10 years	24.43%	416
11-15 years	12.62%	215
16-20 years	6.11%	104
21-25 years	2.64%	45
26-30 years	1.06%	18
30 or more years	0.47%	8
<b>TOTAL</b>		<b>1,703</b>

### Q4 The opportunity to periodically transfer and change DoDEA locations is important to the recruitment of new educators in DoDEA.

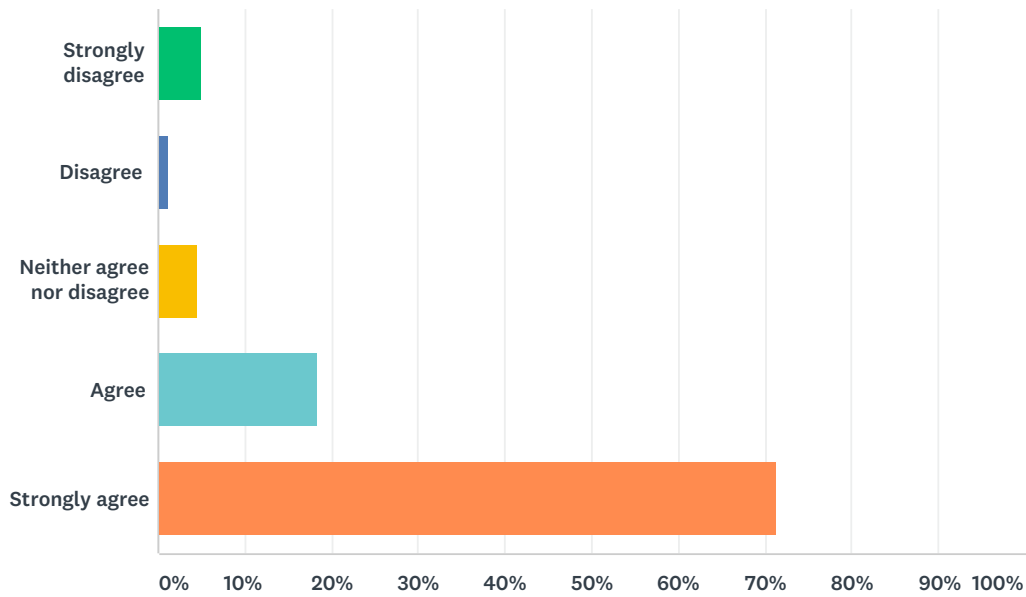
Answered: 1,709 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly disagree	5.68%	97
Disagree	1.29%	22
Neither agree nor disagree	5.79%	99
Agree	17.91%	306
Strongly agree	69.75%	1,192
Total Respondents: 1,709		

### Q5 The opportunity to periodically transfer and change DoDEA locations is important to the retention of current employees in DoDEA.

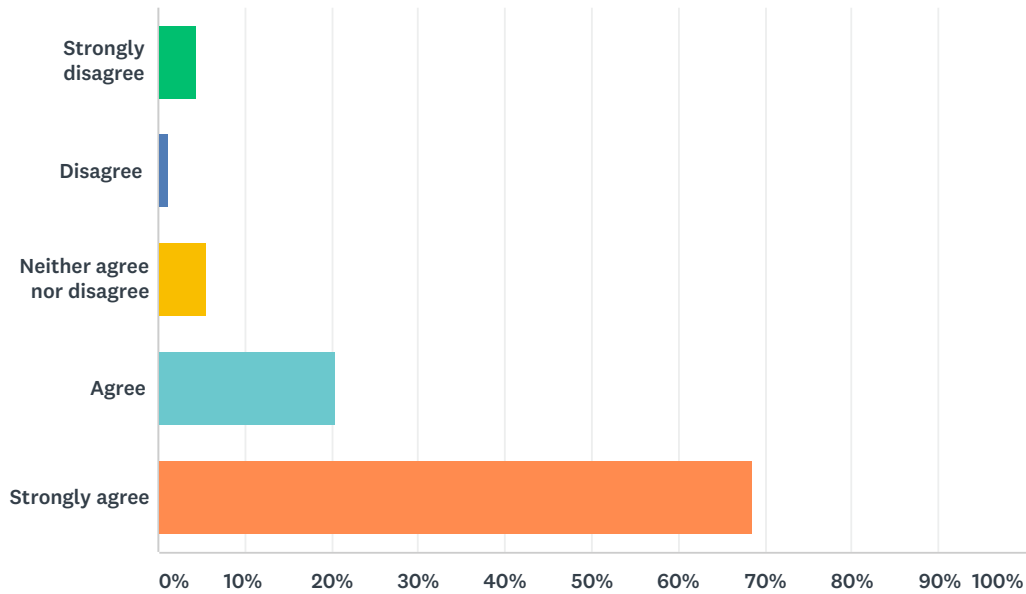
Answered: 1,706 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.92%	84
Disagree	1.29%	22
Neither agree nor disagree	4.57%	78
Agree	18.35%	313
Strongly agree	71.34%	1,217
Total Respondents: 1,706		

### Q6 The opportunity to periodically transfer and change DoDEA locations allows for the exchange of ideas and best practices and benefits schools/learning.

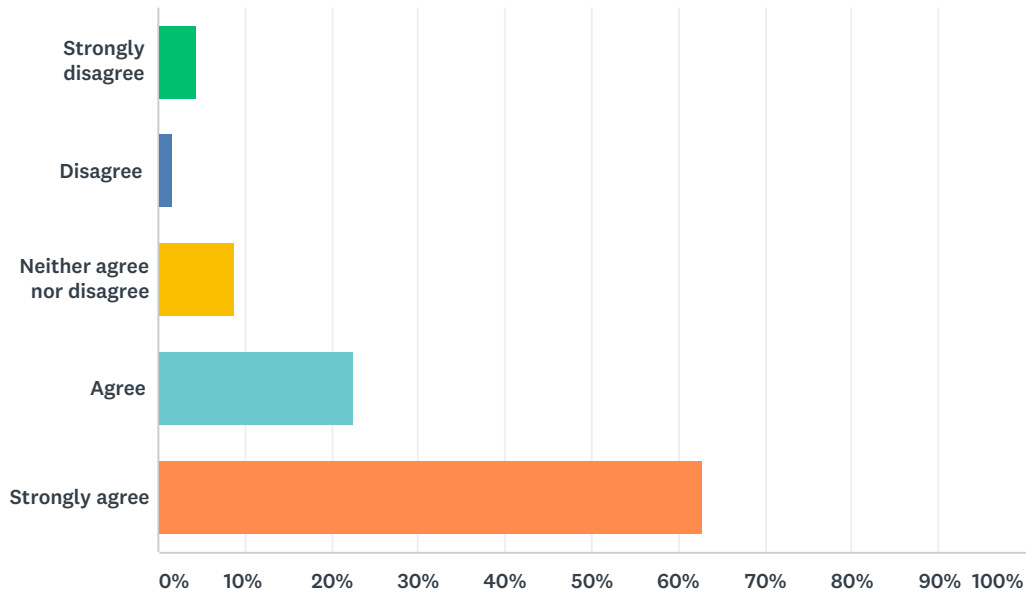
Answered: 1,707 Skipped: 11



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.45%	76
Disagree	1.23%	21
Neither agree nor disagree	5.57%	95
Agree	20.45%	349
Strongly agree	68.72%	1,173
Total Respondents: 1,707		

### Q7 The varying living conditions and levels of support available at different DoDEA locations make the opportunity to periodically transfer and change locations necessary.

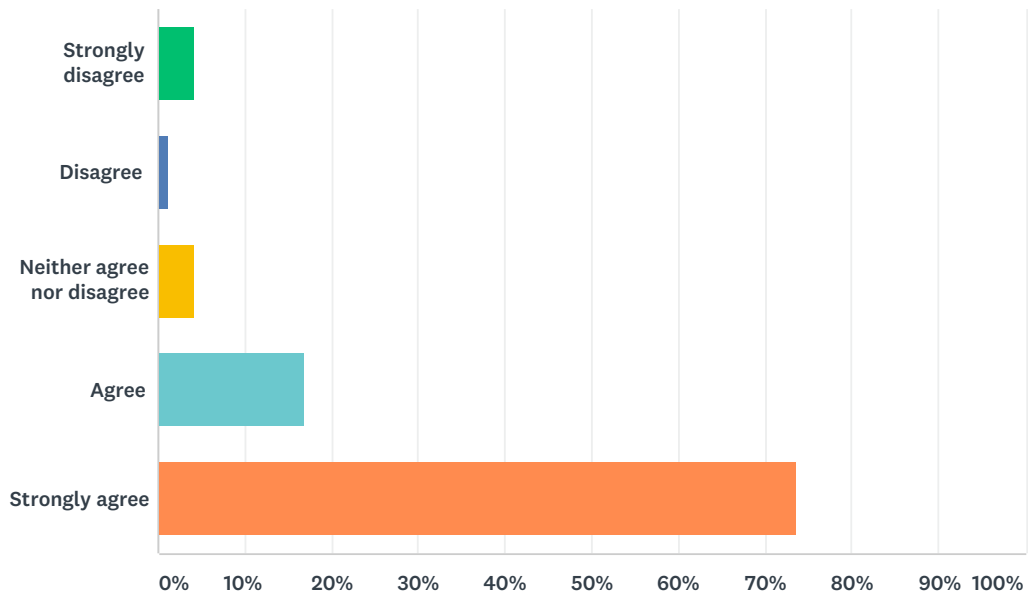
Answered: 1,705 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.34%	74
Disagree	1.76%	30
Neither agree nor disagree	8.74%	149
Agree	22.64%	386
Strongly agree	62.70%	1,069
Total Respondents: 1,705		

### Q8 I consider transfer opportunities to be important/valuable to me as a DoDEA employee.

Answered: 1,705 Skipped: 13

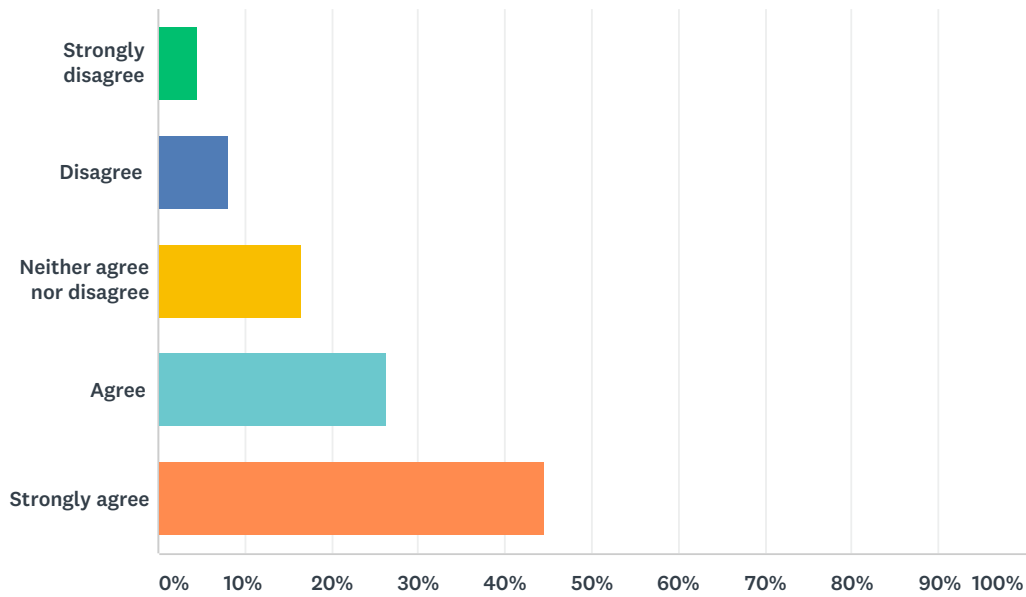


ANSWER CHOICES	RESPONSES	
Strongly disagree	4.16%	71
Disagree	1.29%	22
Neither agree nor disagree	4.16%	71
Agree	16.95%	289
Strongly agree	73.67%	1,256
Total Respondents: 1,705		



### Q9 A more limited or restricted opportunity for transfer outside my current region would impact my longevity with DoDEA.

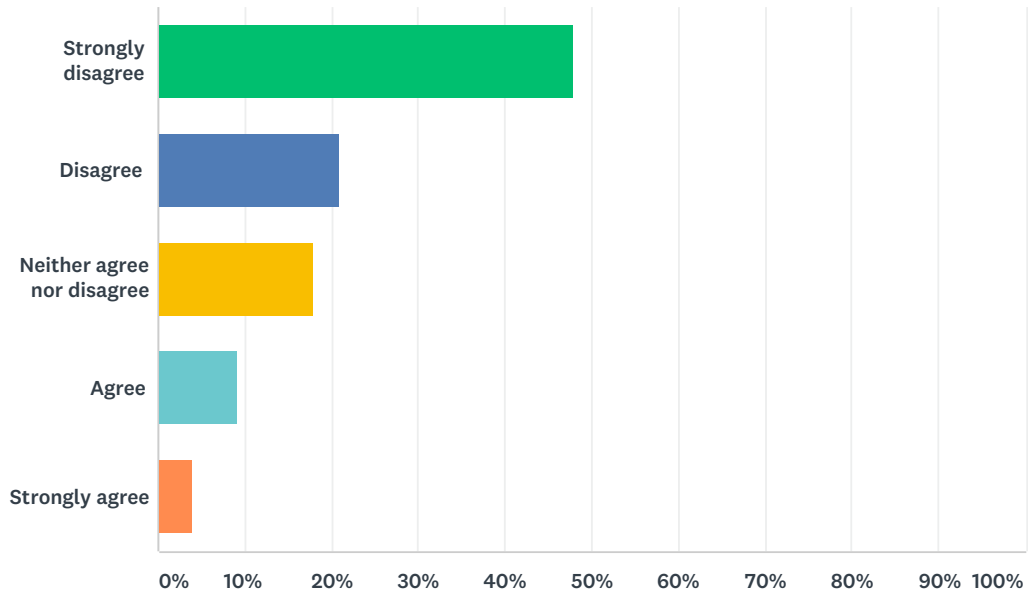
Answered: 1,705 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.57%	78
Disagree	8.15%	139
Neither agree nor disagree	16.60%	283
Agree	26.45%	451
Strongly agree	44.63%	761
Total Respondents: 1,705		

### Q10 The Transfer Program should be run every two years instead of being run annually.

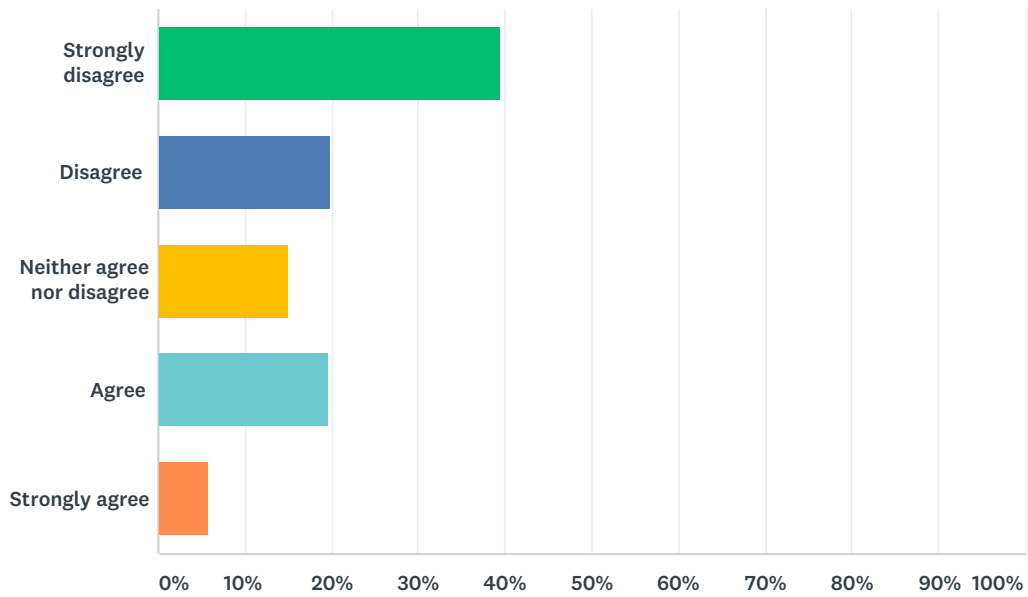
Answered: 1,708 Skipped: 10



ANSWER CHOICES	RESPONSES	
Strongly disagree	48.01%	820
Disagree	20.96%	358
Neither agree nor disagree	18.09%	309
Agree	9.19%	157
Strongly agree	3.92%	67
Total Respondents: 1,708		

## Q11 Principals should be given a say about who can or cannot transfer into their schools.

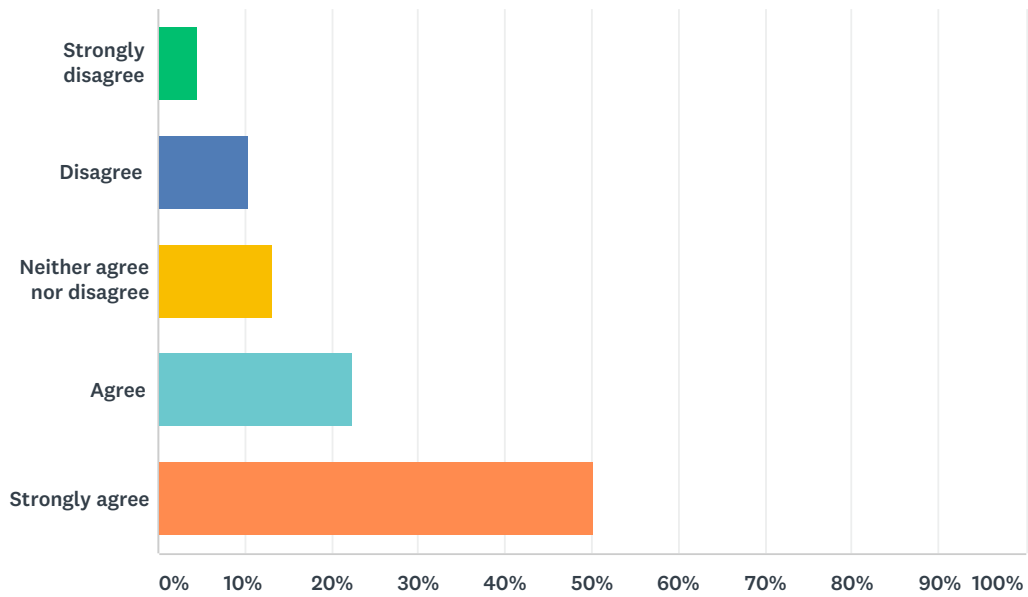
Answered: 1,705 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly disagree	39.53%	674
Disagree	19.94%	340
Neither agree nor disagree	15.07%	257
Agree	19.65%	335
Strongly agree	5.87%	100
Total Respondents: 1,705		

## Q12 Having principals interview/approve prospective transferees is likely to lead to favoritism/cronyism.

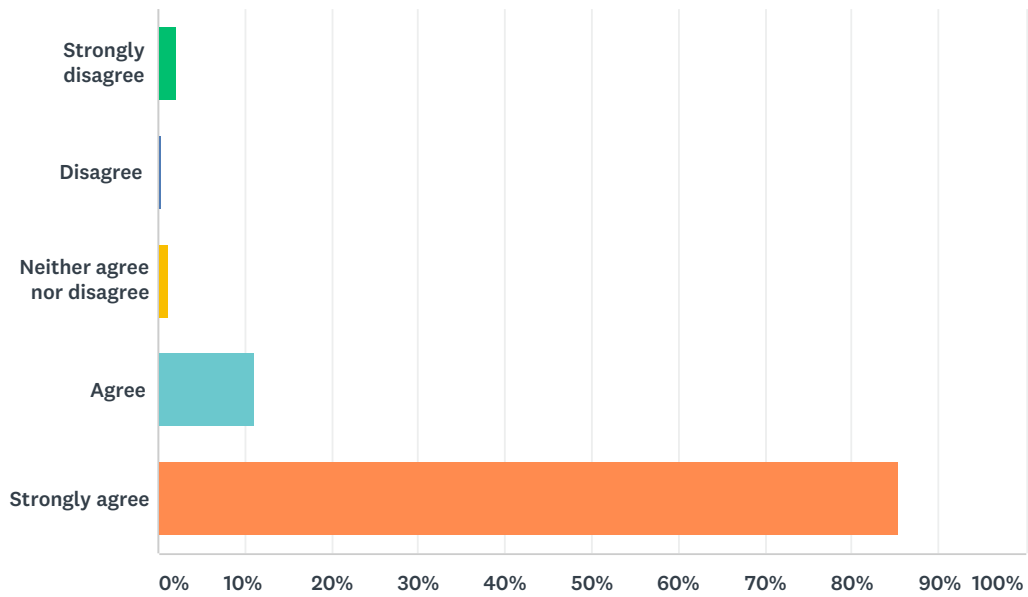
Answered: 1,707 Skipped: 11



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.57%	78
Disagree	10.37%	177
Neither agree nor disagree	13.18%	225
Agree	22.38%	382
Strongly agree	50.21%	857
Total Respondents: 1,707		

### Q13 Current employees should have the right to transfer to current vacancies before new employees are hired to fill those vacancies.

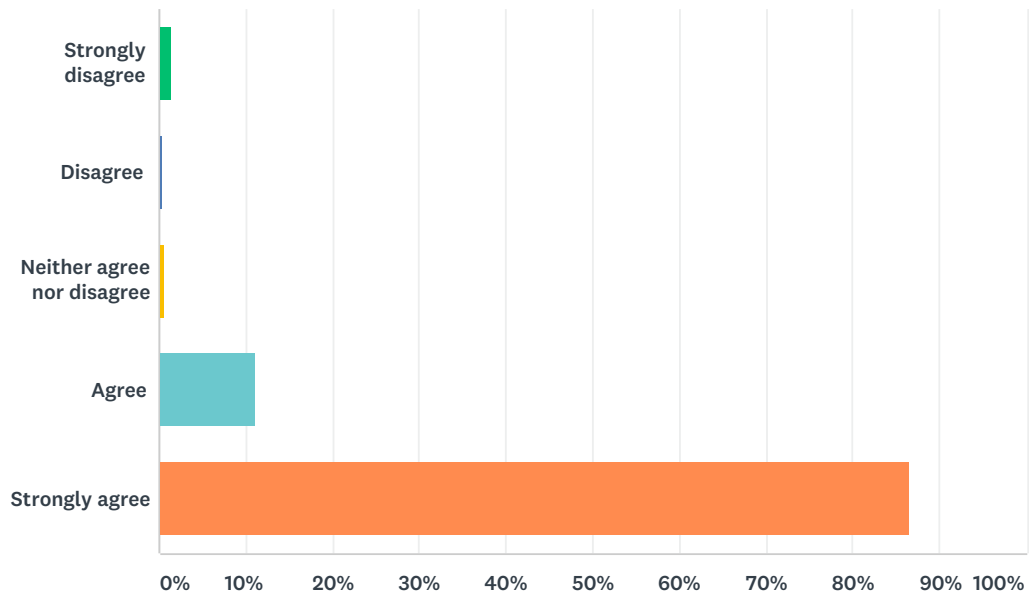
Answered: 1,709 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly disagree	2.05%	35
Disagree	0.47%	8
Neither agree nor disagree	1.17%	20
Agree	11.12%	190
Strongly agree	85.31%	1,458
Total Respondents: 1,709		

## Q14 Principals should be required to report all known vacancies in a timely manner.

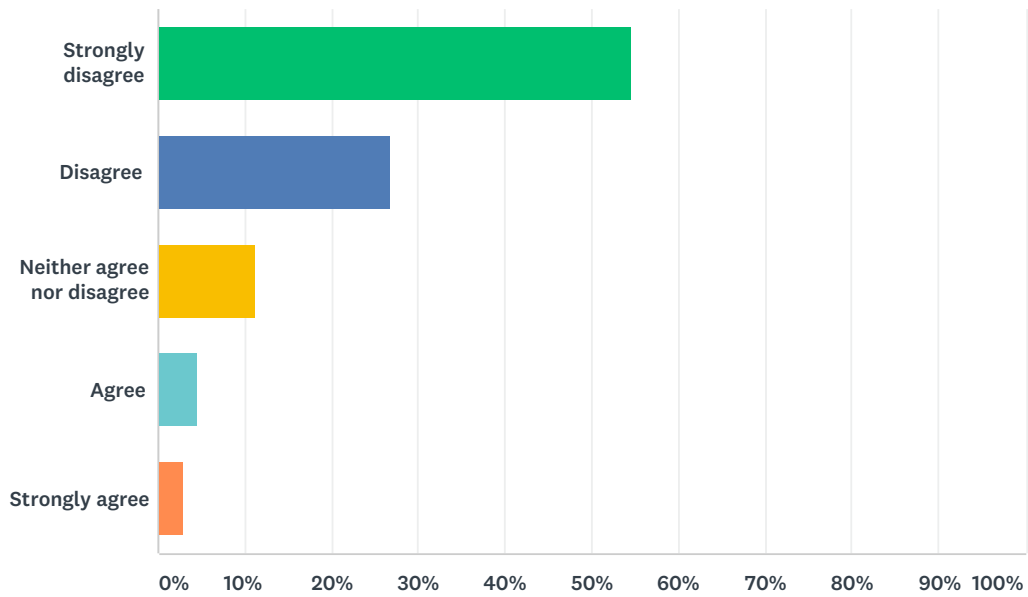
Answered: 1,704 Skipped: 14



ANSWER CHOICES	RESPONSES	
Strongly disagree	1.53%	26
Disagree	0.35%	6
Neither agree nor disagree	0.59%	10
Agree	11.09%	189
Strongly agree	86.62%	1,476
Total Respondents: 1,704		

### Q15 It is reasonable to require more than three certifications for any single transfer vacancy.

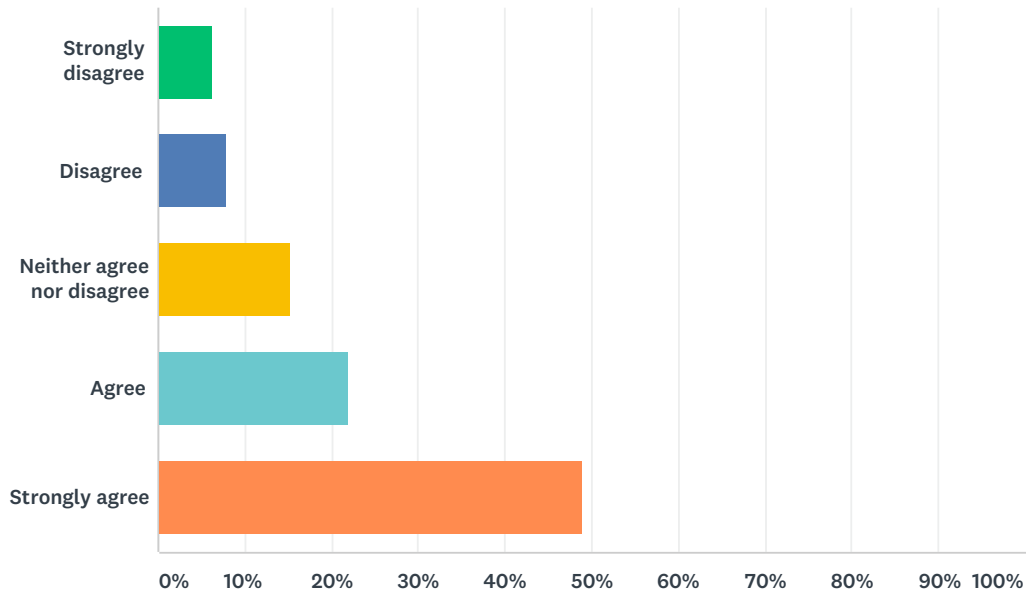
Answered: 1,704 Skipped: 14



ANSWER CHOICES	RESPONSES	
Strongly disagree	54.69%	932
Disagree	26.70%	455
Neither agree nor disagree	11.21%	191
Agree	4.69%	80
Strongly agree	2.88%	49
Total Respondents: 1,704		

### Q16 When I was hired into the system, the opportunity to periodically transfer to new locations was implied or promised to me by DoDEA representatives.

Answered: 1,708 Skipped: 10

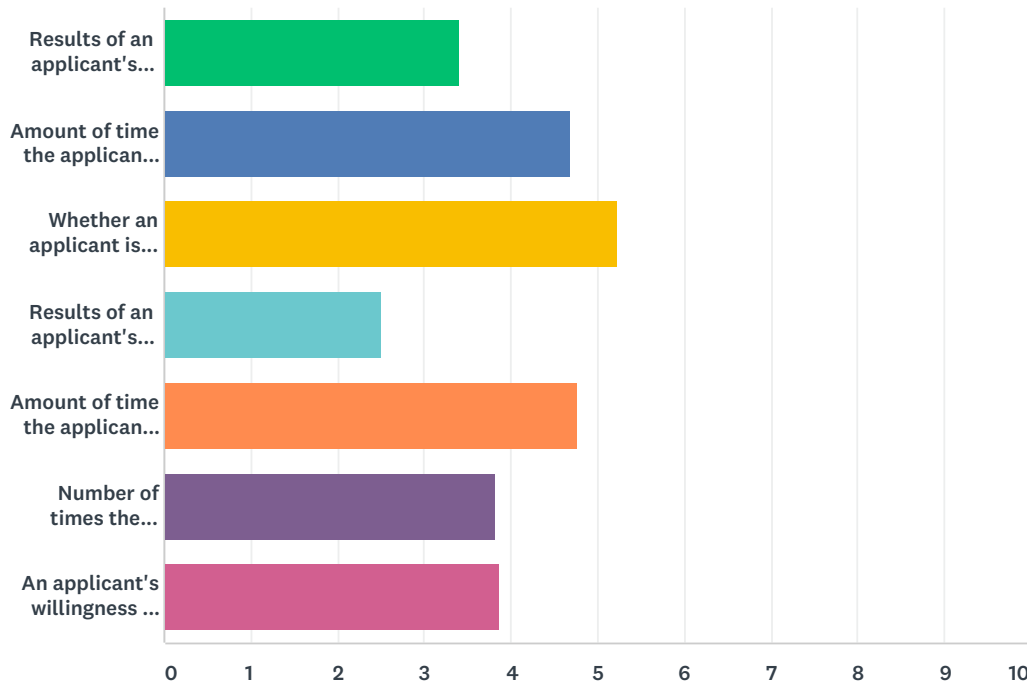


ANSWER CHOICES	RESPONSES	
Strongly disagree	6.21%	106
Disagree	7.85%	134
Neither agree nor disagree	15.22%	260
Agree	22.01%	376
Strongly agree	48.89%	835
Total Respondents: 1,708		



### Q17 Rank the following in order of the importance that should be placed upon them when considering a transfer application. (1=most important, 7=least important)

Answered: 1,702 Skipped: 16



	1	2	3	4	5	6	7	TOTAL	SCORE
Results of an applicant's performance appraisals	12.56% 199	9.22% 146	8.40% 133	10.42% 165	10.67% 169	32.77% 519	15.97% 253	1,584	3.40
Amount of time the applicant has been at current location	14.46% 228	25.24% 398	18.52% 292	17.06% 269	12.37% 195	5.96% 94	6.40% 101	1,577	4.69
Whether an applicant is currently assigned to a hardship area	26.59% 419	22.27% 351	22.97% 362	12.12% 191	9.20% 145	4.70% 74	2.16% 34	1,576	5.22
Results of an applicant's interview with management representatives	4.87% 80	6.03% 99	6.46% 106	9.38% 154	8.16% 134	21.38% 351	43.73% 718	1,642	2.51
Amount of time the applicant has worked for DoDEA (Service Comp Date - SCD)	27.85% 450	14.05% 227	15.66% 253	13.80% 223	14.23% 230	7.74% 125	6.68% 108	1,616	4.78
Number of times the applicant has been exceeded/required to relocate	7.10% 116	12.92% 211	15.98% 261	19.41% 317	19.29% 315	14.45% 236	10.84% 177	1,633	3.82
An applicant's willingness to transfer into a hardship location	11.16% 187	11.58% 194	13.37% 224	17.49% 293	23.16% 388	10.15% 170	13.07% 219	1,675	3.87