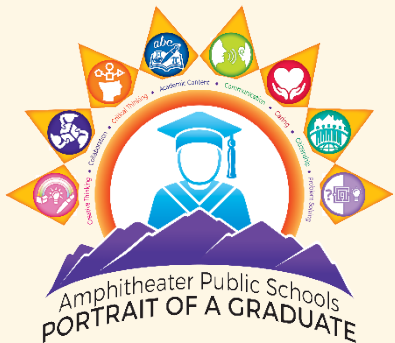


September 8, 2020

Employee Check-In Survey





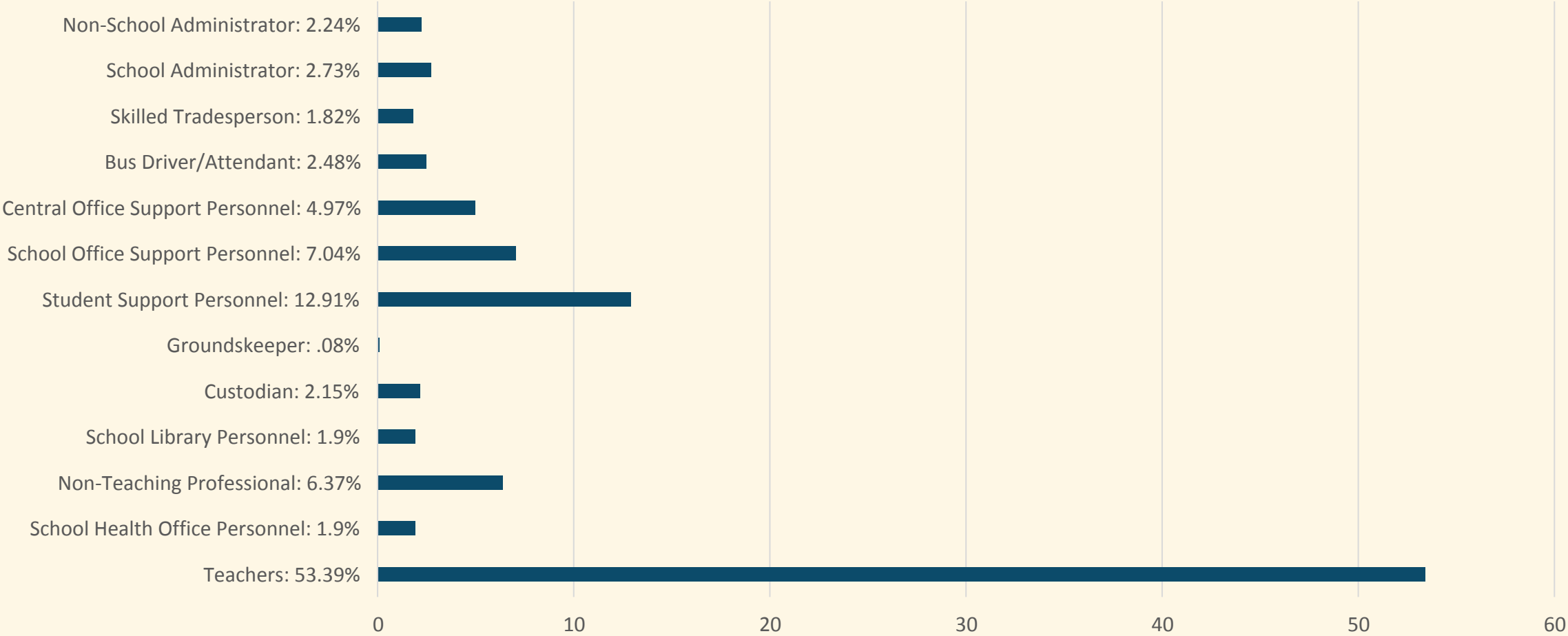
Survey

The anonymous employee survey was designed to take a measure of how our staff was feeling after beginning remote schooling and on-campus supervision.

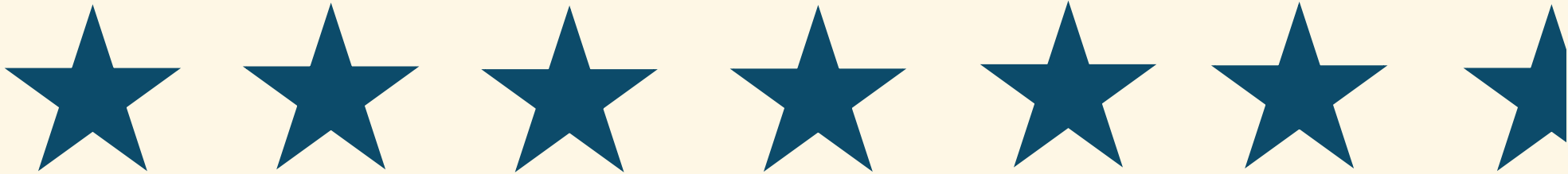
1,294 → Participated
(about 66 percent)



Q1: What is your position with the District?



Q2: How would you rate your work experience since school began remotely on August 10?



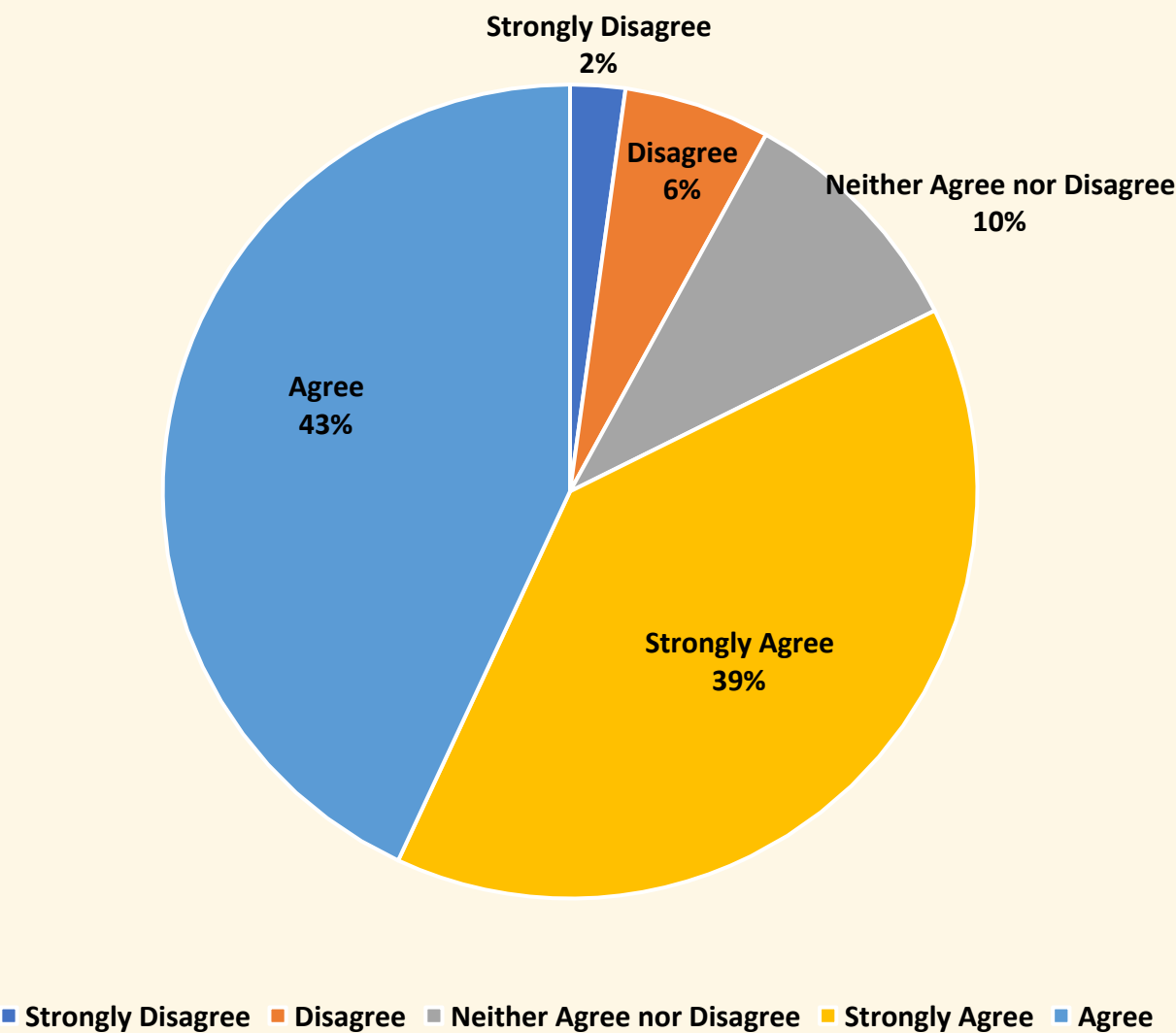
Average rating: 6.7

(On a scale of 1 to 10)





Q3: I understand the expectations for my job performance





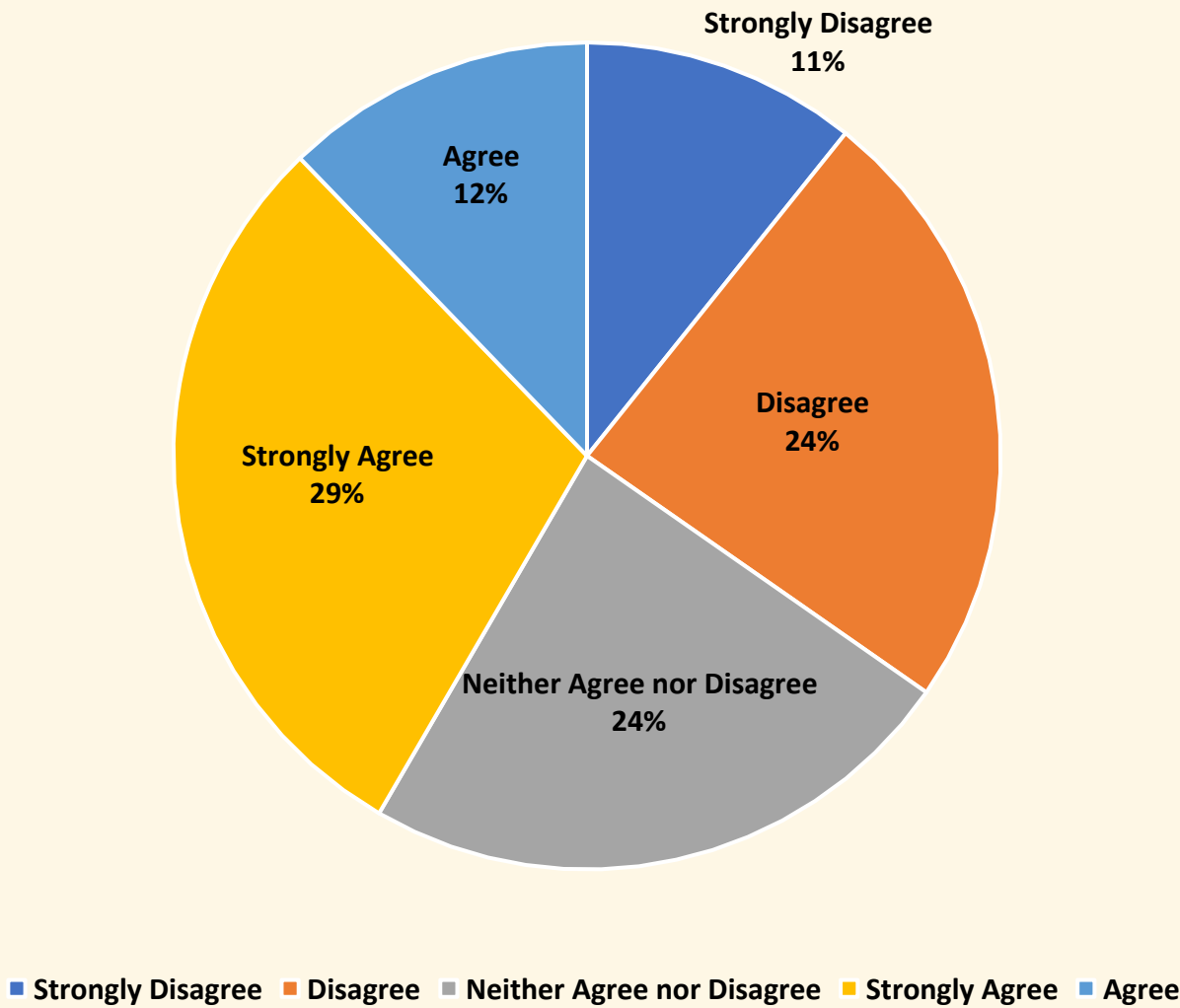
Themes in comments

We received 90 comments for this question, mostly from the employees who rated their satisfaction on the lower end. General themes:

- Expectations change.
- Working from home decisions were confusing/insulting.
- Student attendance policies and procedures are difficult to implement.
- On-campus supervision expectations change frequently.
- Not enough guidance for employees.
- Duties added/changed frequently.
- Inconsistencies exist across sites and/or job positions.
- Lack of daily contact makes communication difficult.
- Balancing student workload is difficult.
- Teachers are very frustrated with remote learning.



Q4: I received a sufficient amount of training/professional development before school started.





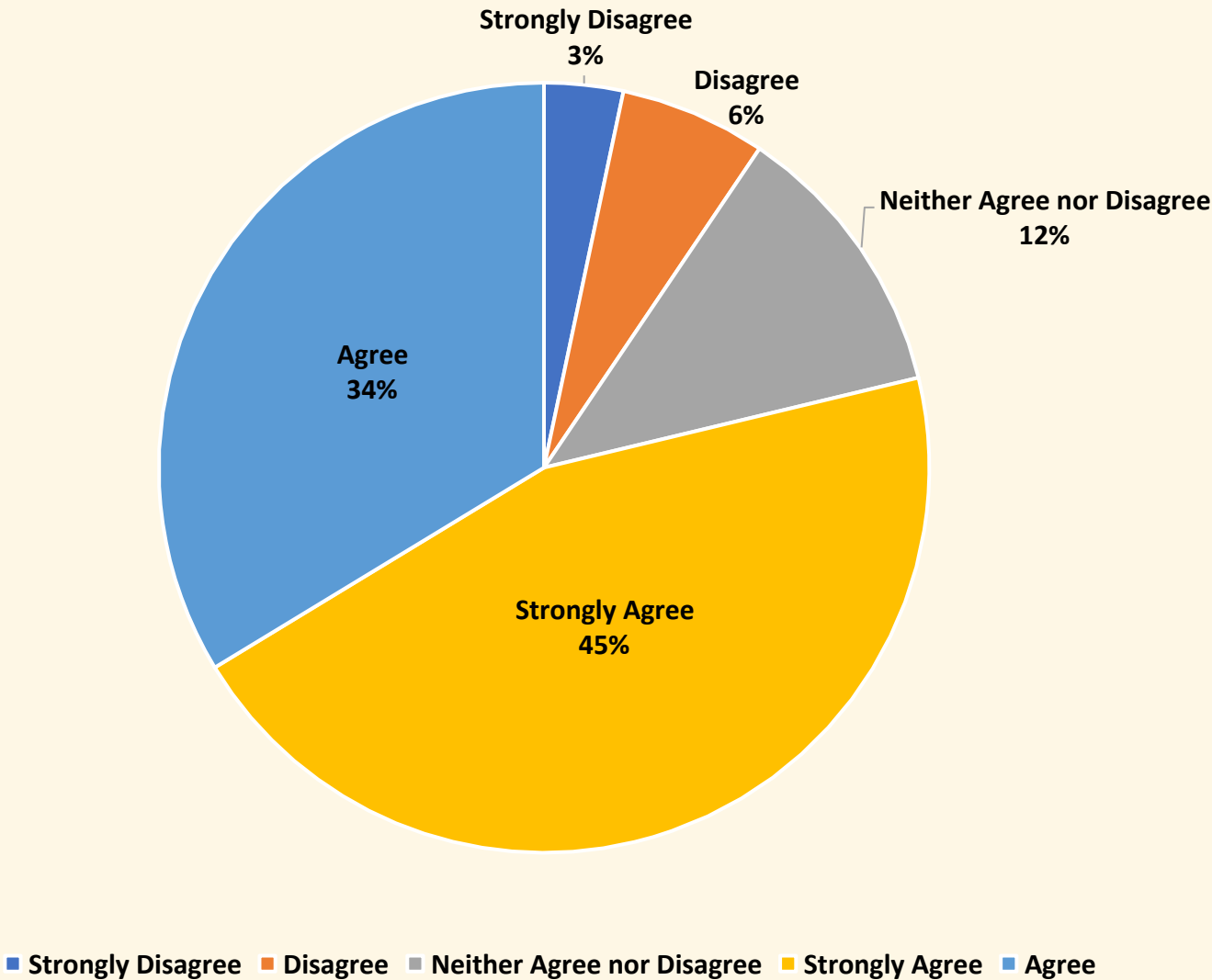
Themes in comments

We received 223 comments for this question, mostly from the employees who rated their satisfaction on the lower end. General themes:

- Extra training was good, but not enough time to practice implementation.
- For teachers, it was a lot to learn in a short time.
- Bus driver training was sufficient, but on-campus supervision training was not.
- Employees spent off-hours training themselves.
- Huge learning curve to effectively move to remote learning.
- Employees at different levels frustrated with moving too slow or too fast.
- Employees who work year-round noted that they didn't need additional training to explain their "Neither Agree nor Disagree" answer.



Q5: I feel supported by my supervisor.





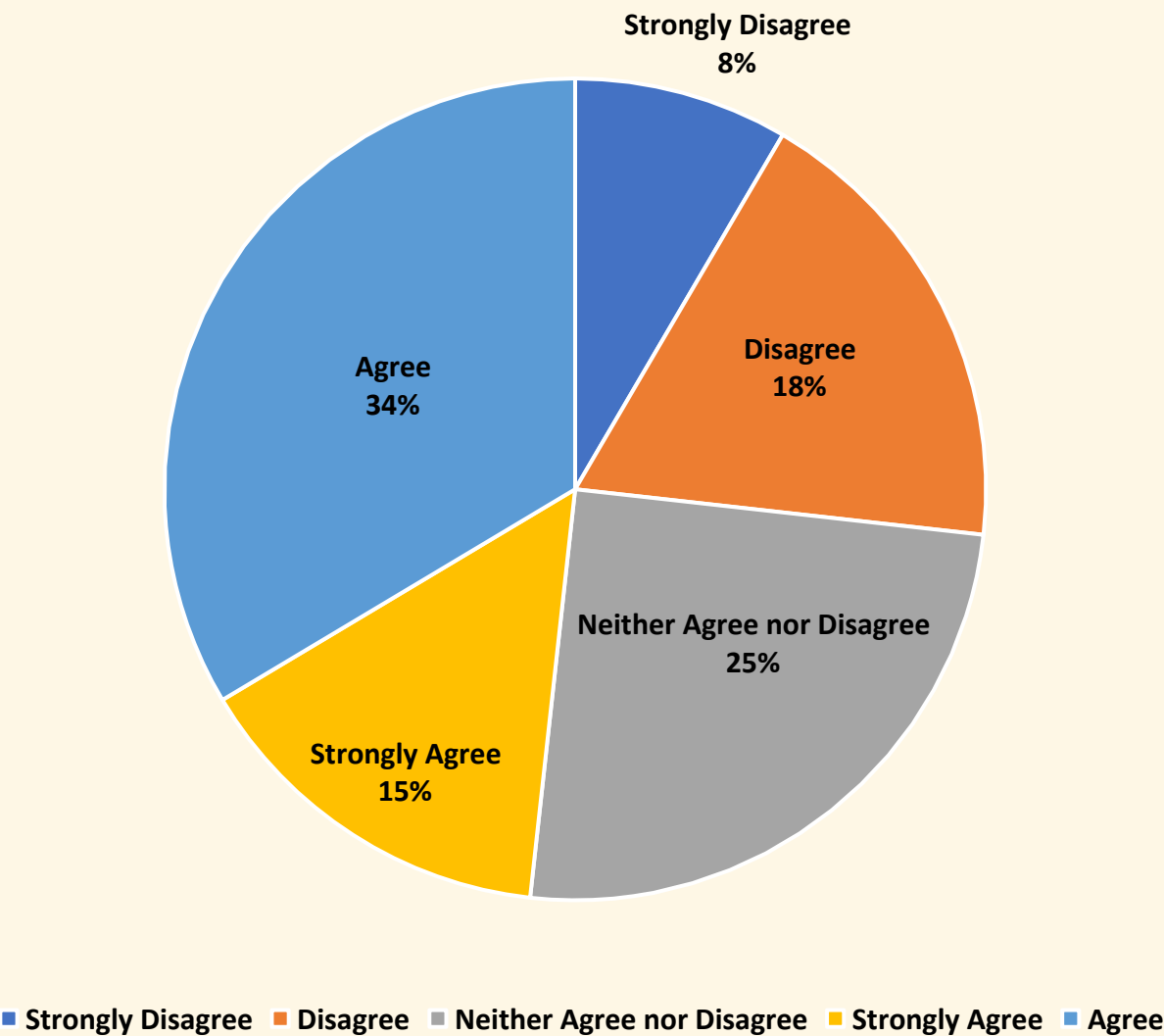
Themes in comments

We received 91 comments for this question. General themes:

- Many compliments for specific supervisors on communication, decision-making, support.
- Supervisors are overwhelmed and that affects staff.
- Frustration with speed of District decisions.
- Questions sometimes not answered by supervisors.



Q6: I feel supported by the District.





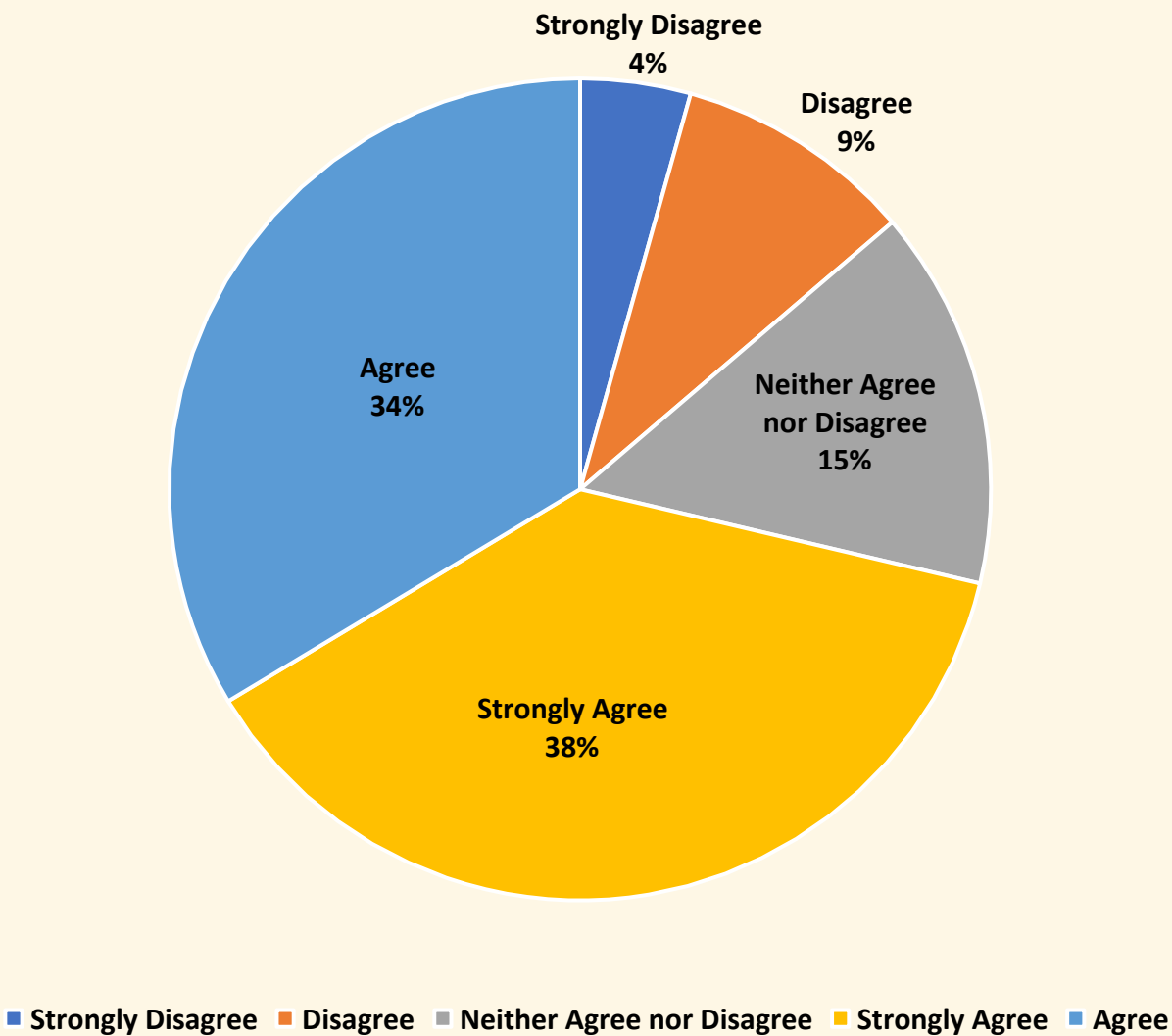
Themes in comments

We received 156 comments for this question. General themes:

- Frustration with curriculum.
- High class sizes a problem.
- Parent complaints need to be managed.
- Decision to allow working from home was a positive, but timing was a negative.
- Some classified employees feel they are not treated fairly.
- Some employees thankful for leadership during chaotic time.
- Employees want more communication.



Q7: I am satisfied with the communication I receive from my supervisor.





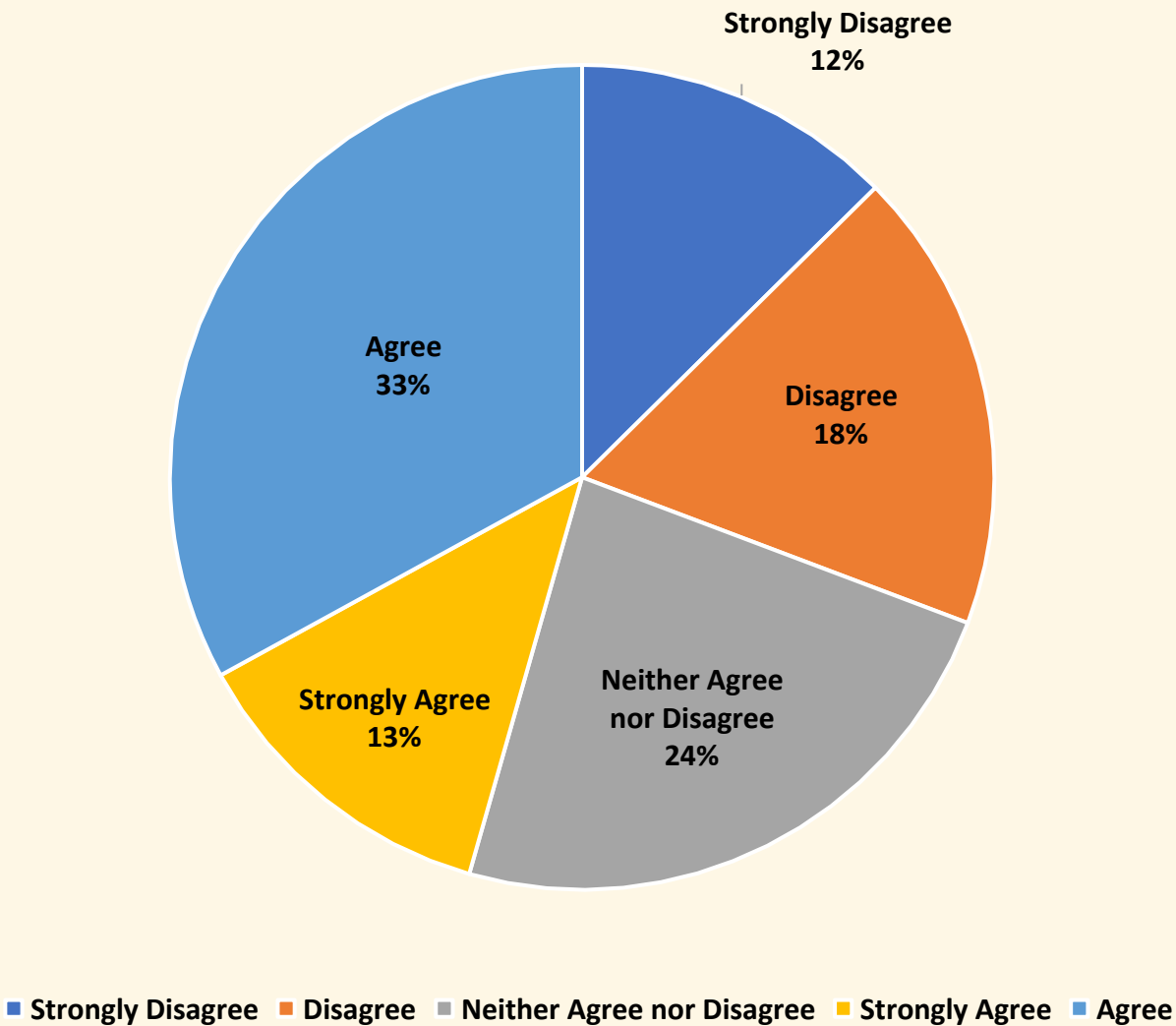
Themes in comments

We received 87 comments for this question. General themes:

- Frustration with lack of communication from some and too much communication from others.
- Many compliments for individual supervisors.
- Communication has improved since school started.
- Supervisors doing the best they can given the circumstances.
- Overwhelming workload for supervisors makes communication difficult.
- Some employees thankful for leadership during chaotic time.
- Employees want more timely communication.



Q8: I am satisfied with the communication I receive from the District.



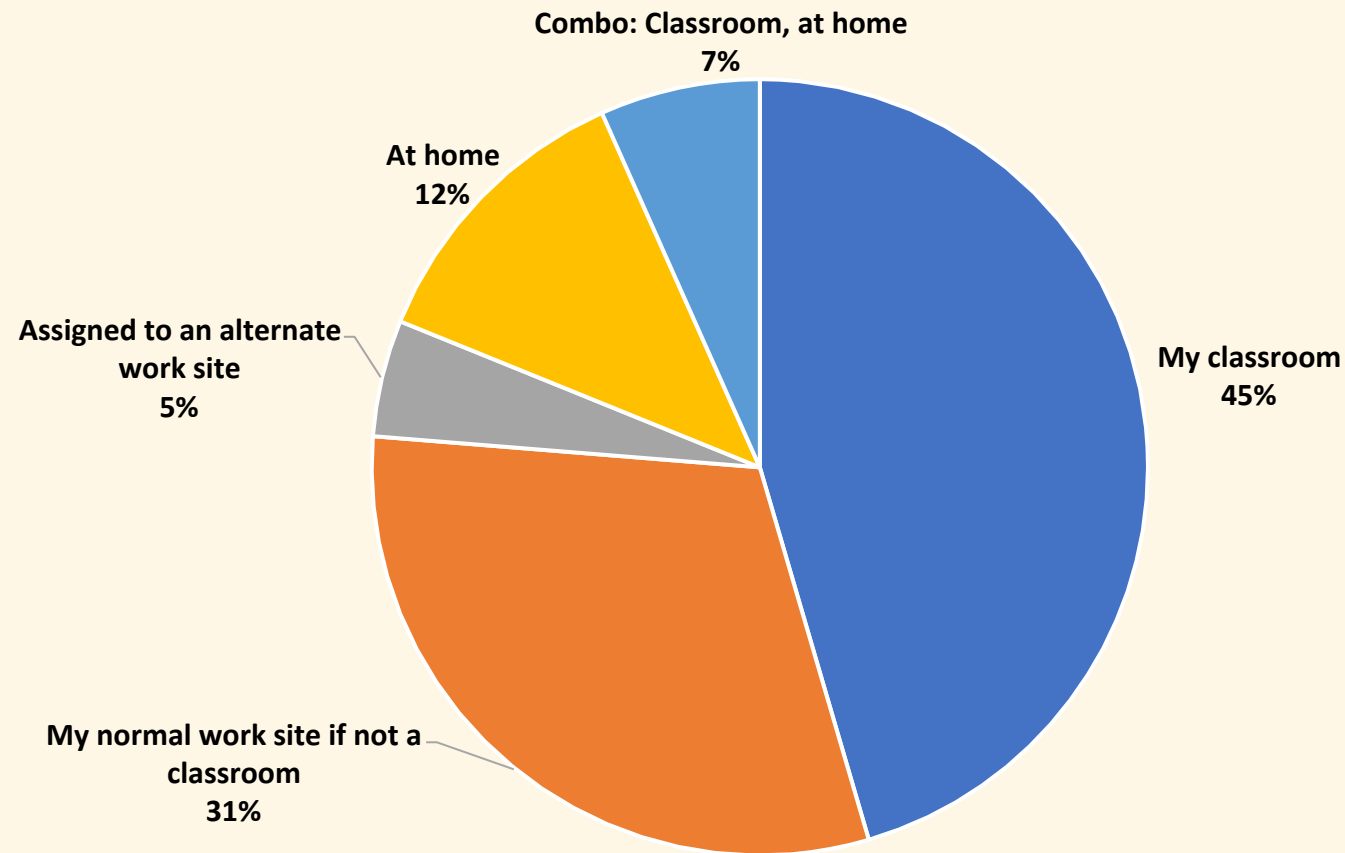


Themes in comments

We received 93 comments for this question. General themes:

- Frustration with timeliness of communication and decisions.
- Some feel they don't have a way to share input, ideas.
- Communication should be more frequent, incremental.
- Some voiced appreciation for messages from superintendent
- Employees would like more specific and granular information.

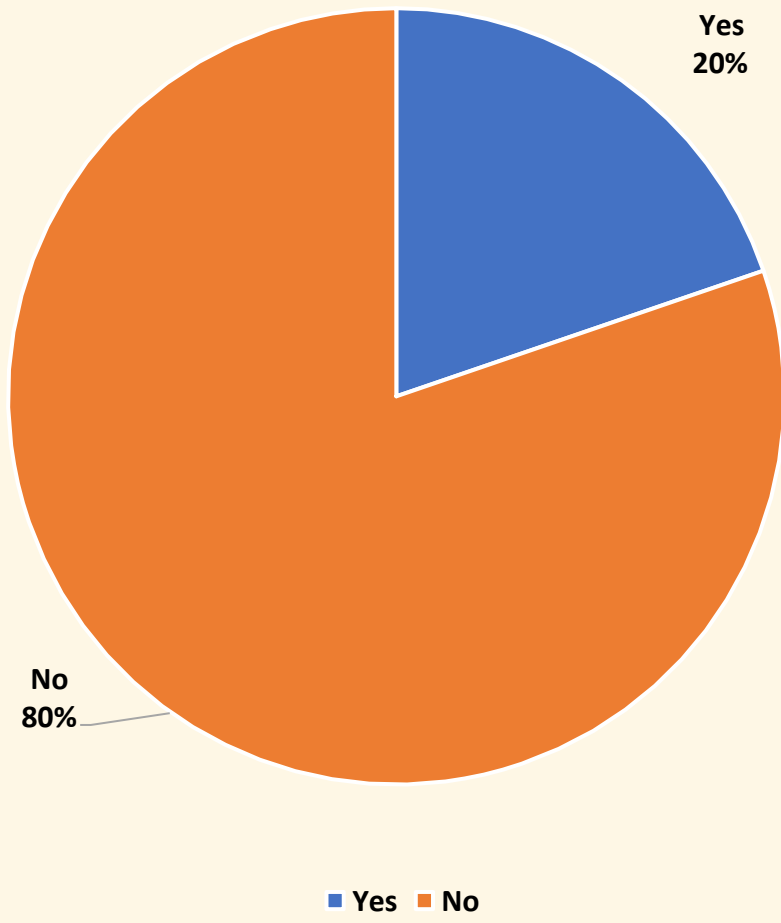
Q9: Where are you currently working?



■ My classroom ■ My normal work site if not a classroom ■ Assigned to an alternate work site ■ At home ■ Combo: Classroom, at home

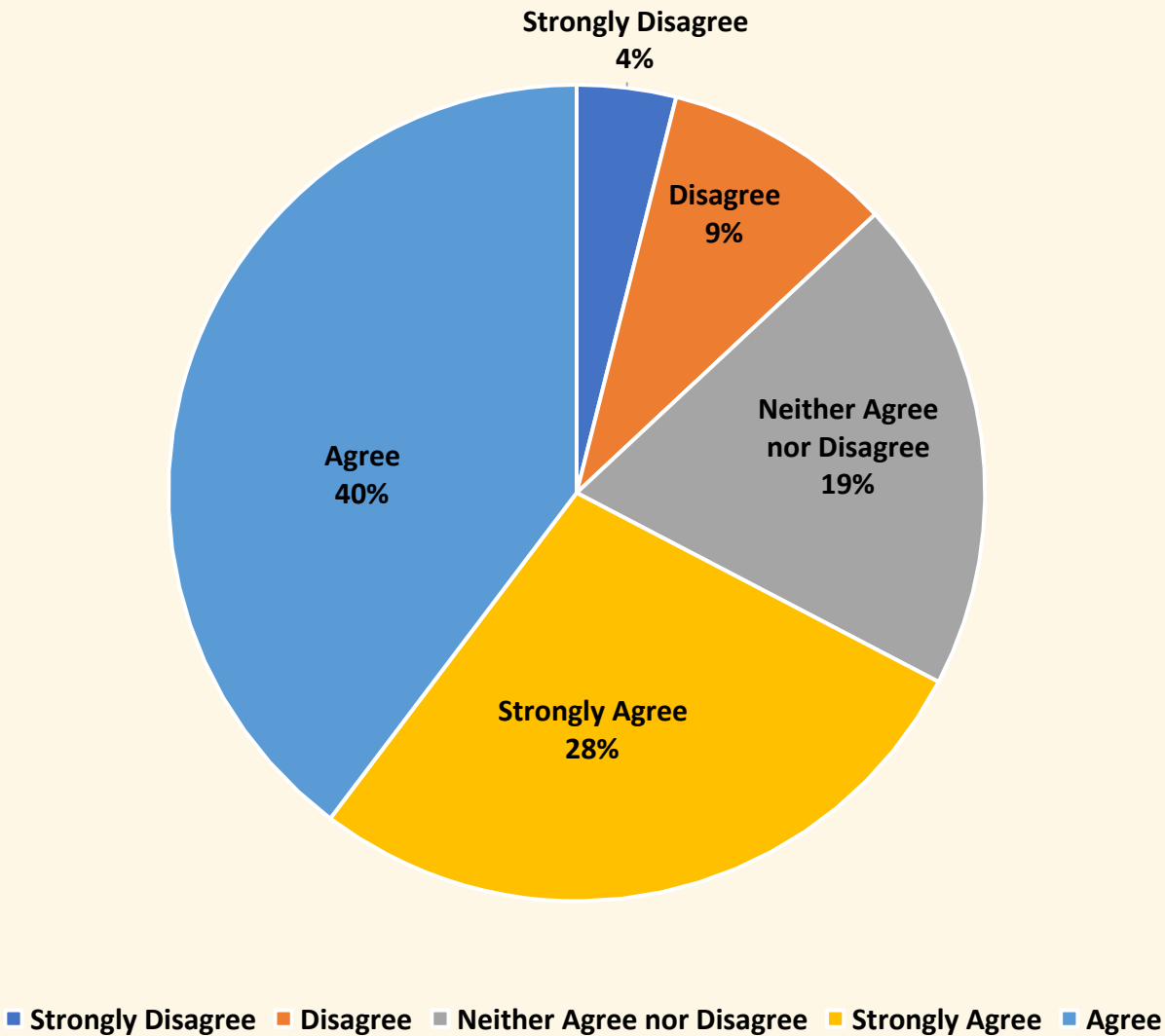


Q10: If you are working from your classroom or your site, did you make a request to work remotely?





Q11: Please answer this question if you are working from a classroom or your normal site: I feel safe in my work environment.





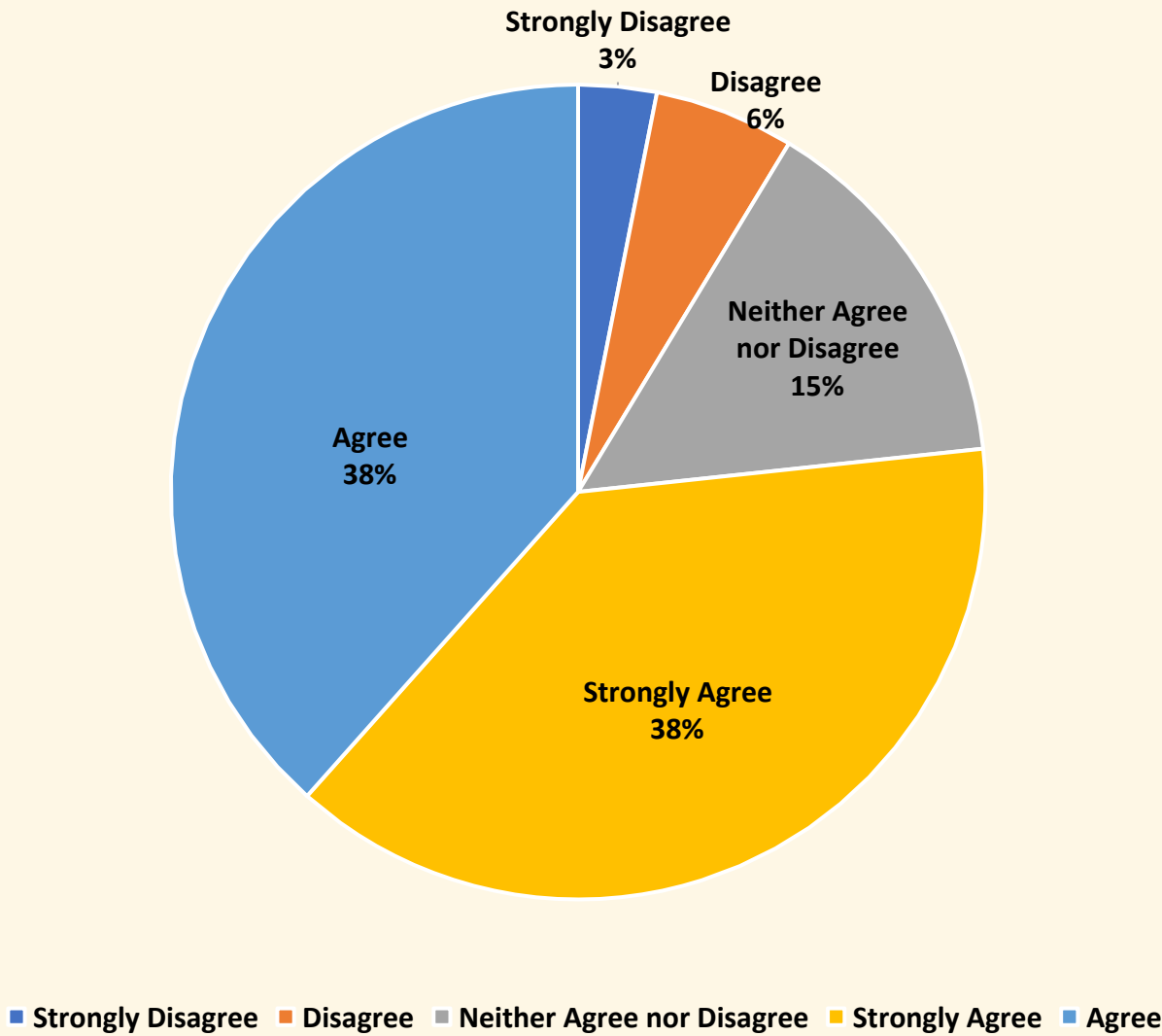
Themes in comments

We received 161 comments for this question. General themes:

- Feel safe now but worry about when students come back.
- Want more information about health and safety plans for return to school.
- Employees are gathering when they should not.
- Some employees see others not wearing masks or not wearing them properly.



Q12: I feel comfortable bringing issues related to COVID-19 to my supervisor.





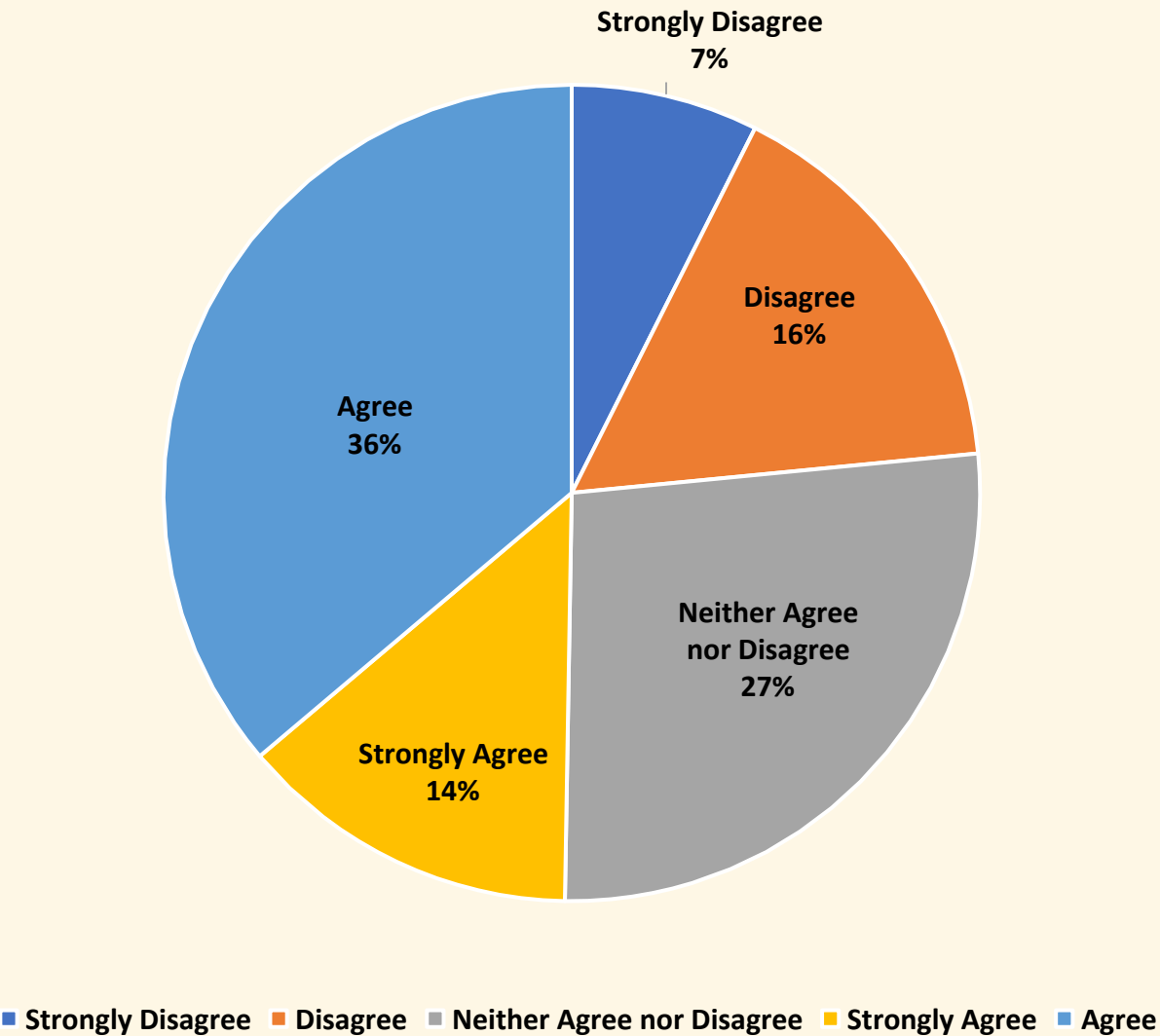
Themes in comments

We received 58 comments for this question. General themes:

- Some feel shy about bringing specific issues to their supervisor.
- Supervisor refers them to the employee handbook.
- Some feel the supervisor is avoiding questions or not interested.
- Some people were not comfortable with the question.



Q13: I feel the District has responded to employee concerns during the pandemic.





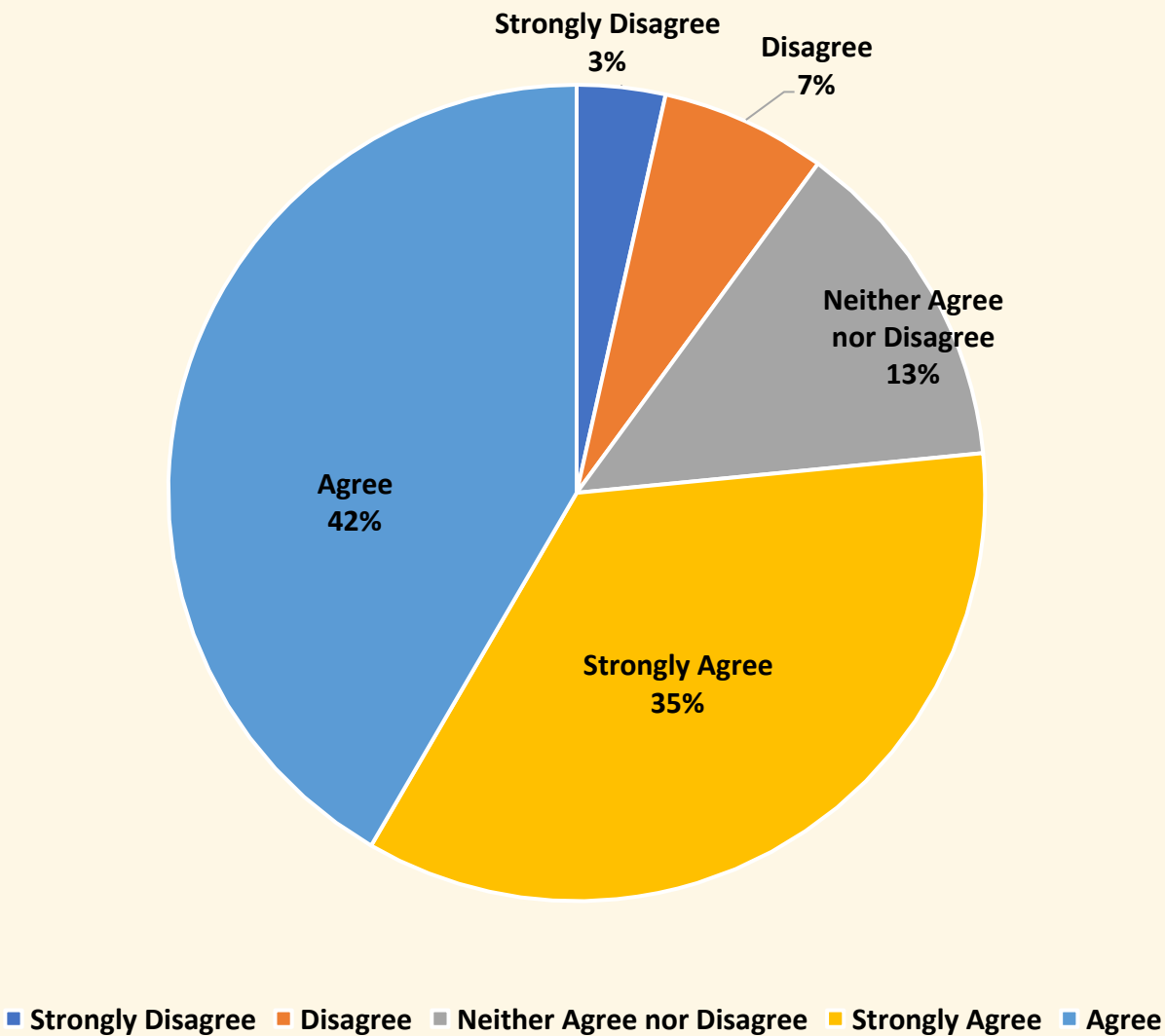
Themes in comments

We received 85 comments for this question. General themes:

- Work from home decision was late in coming and confusing.
- Some feel decisions that support employees happen because employees speak up and apply pressure.
- Some feel the District has done its best to respond given the circumstances.
- Appreciate the clarity on the metrics for reopening.
- Some feel anyone who feels unsafe should work from home regardless of position.



Q14: I trust my site supervisor to enforce policies to help keep me safe during COVID-19.





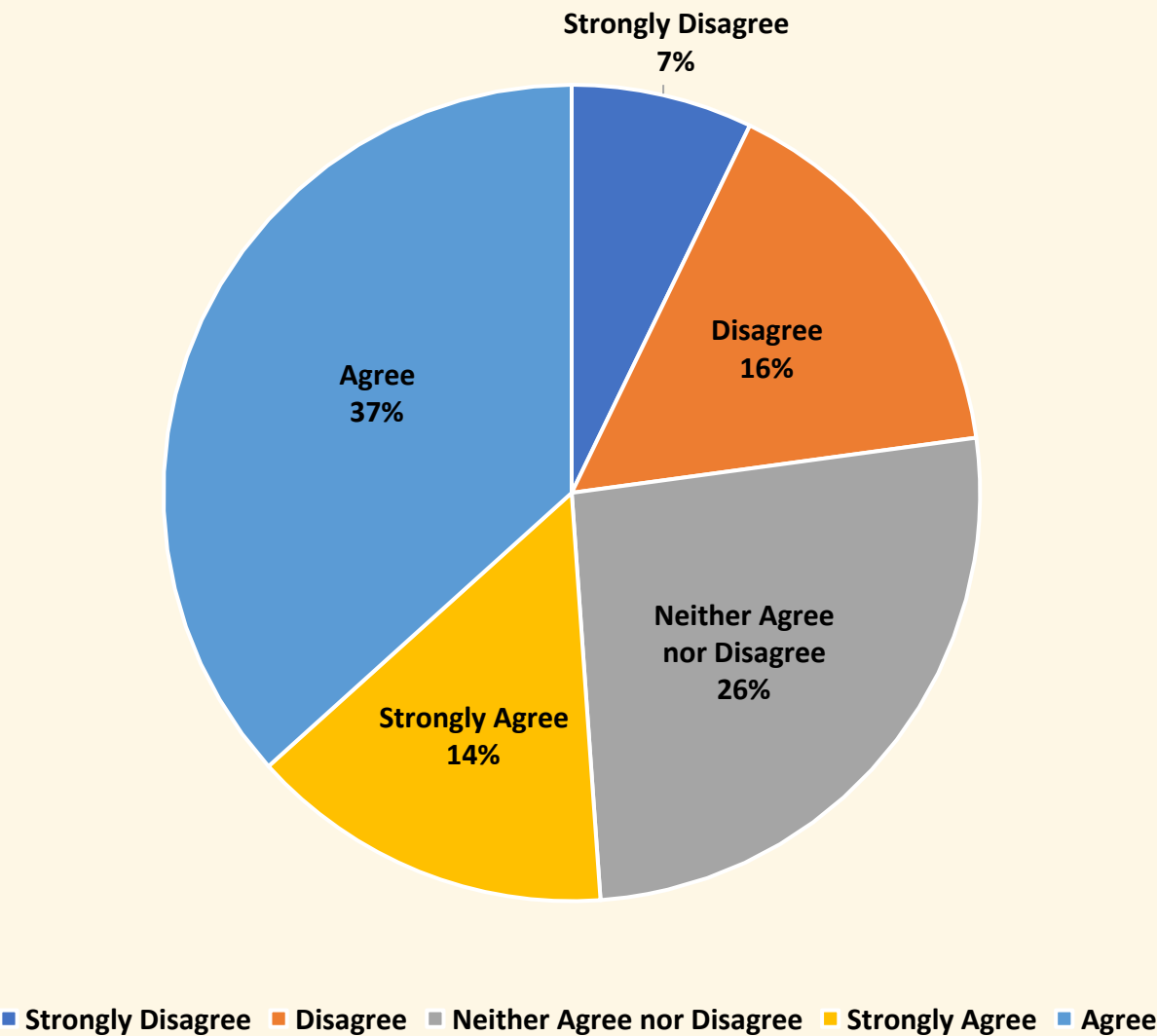
Themes in comments

We received 44 comments for this question. General themes:

- Employees generally support their supervisors.
- Some say supervisors shouldn't be expected to protect them.
- All staff should comply with safety measures.



Q15: I feel the District has responded to employee concerns during the pandemic.





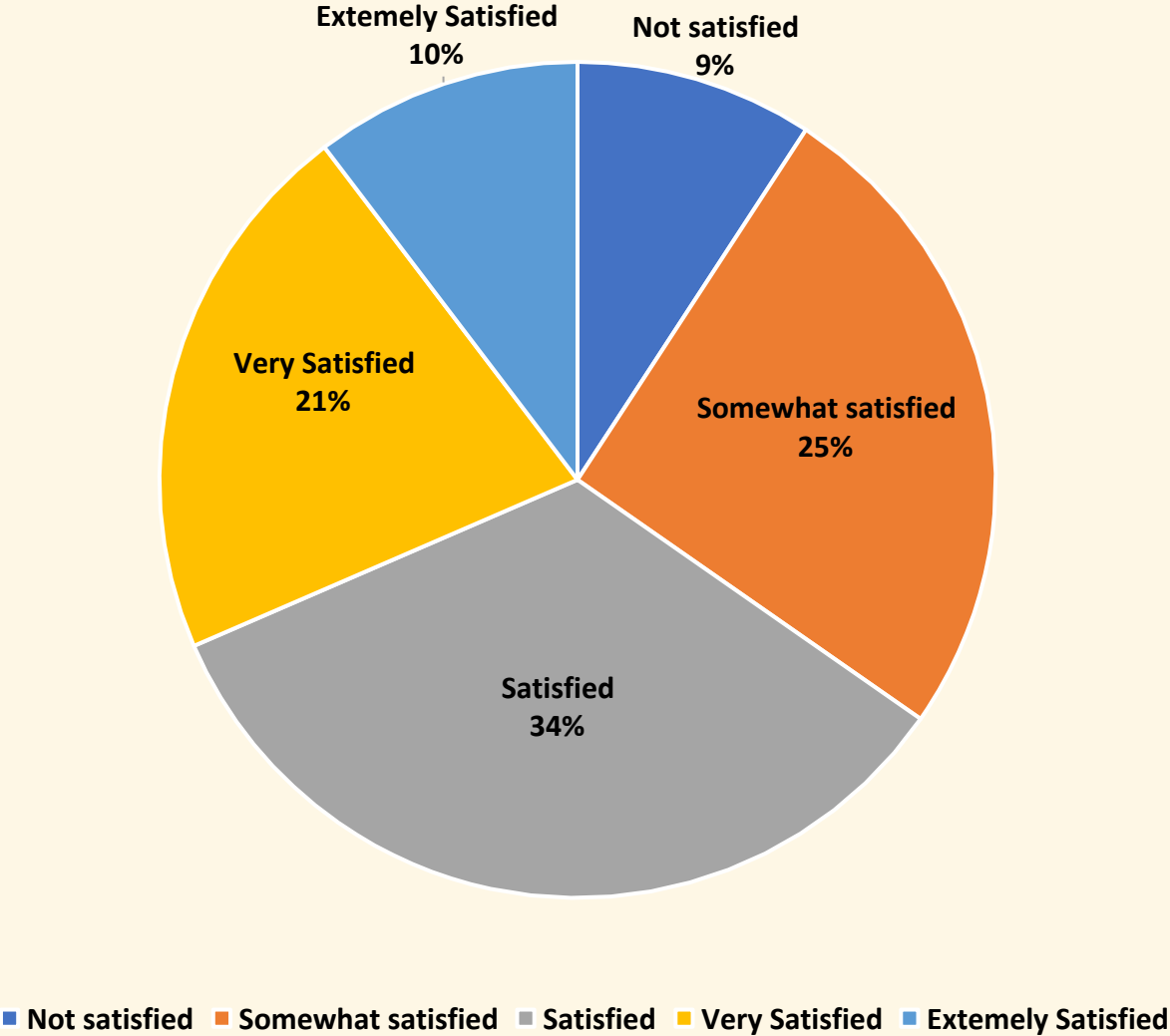
Themes in comments

We received 63 comments for this question. General themes:

- Some want schools to reopen immediately.
- Some appreciate that the District is relying on health department metrics.
- Some worry that District will “cave” to pressure to open.
- Worries about class sizes.
- Concerns about cleaning supplies, processes.



Q16: How would you rate your overall job satisfaction?





Themes in comments

We received 89 comments for this question. General themes:

- Missing interaction with students
- Some feel unappreciated.
- Employees feel stressed about their jobs and the virus.
- Some employees are tired, overwhelmed.
- Many employees are worried – about their health and safety, about demands put on them, but mostly about their students (academically, socially, mentally).



Q17: If you would like to share feedback with the District, please enter your comments below.

We received 447 comments for this question. General themes:

- Concern about health and safety with reopening in-person.
- Some disillusioned with work-from-home policies.
- Again, some employees are tired and overwhelmed by work and by the pandemic in general.
- Employees want more training.
- Many employees are grateful for the efforts of their supervisors and the District to make things work.
- Teaching and working in schools during this pandemic is taking a toll on everyone, and we all need support care as we deal with this incredibly hard time.