



JCPS Staff Return Survey July 2020 Initial Results

Background

Due to the unknown forecast of COVID-19, in July of 2020, JCPS administered surveys to all staff to assess perceptions of classified and certified staff on returning in the fall. The purpose of the surveys was to gather information to use for planning for the 2020-2021 school year.

Questions included:

- Background- role group, certification, levels of in-person interaction in job
- Comfort Level with Returning to Site
- Increased Risk Population Status
- Suggestions for In-Person and NTI Return

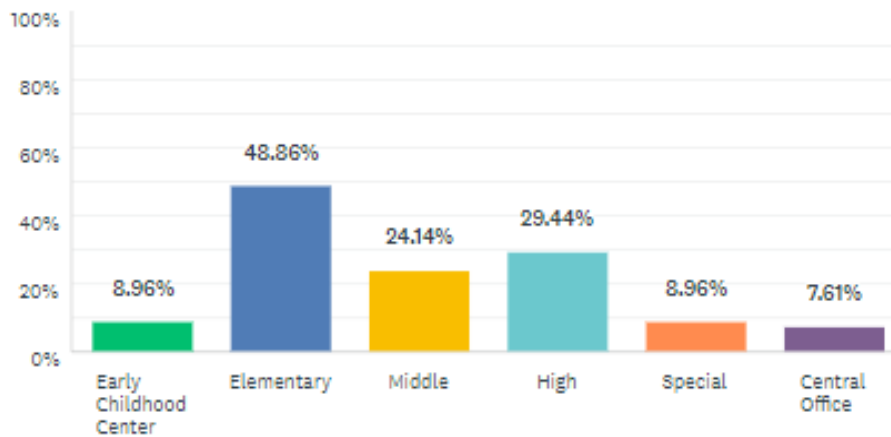
Overview of Respondents

The total number of respondents and their background information are below. Overall, most respondents were school-based and each role group and level had representation in the survey results.

Table 1. Number of Respondents and Background Information

JCPS Staff Surveys	Number	Percent
Total Surveys	11,273	90% School-based

Levels Represented



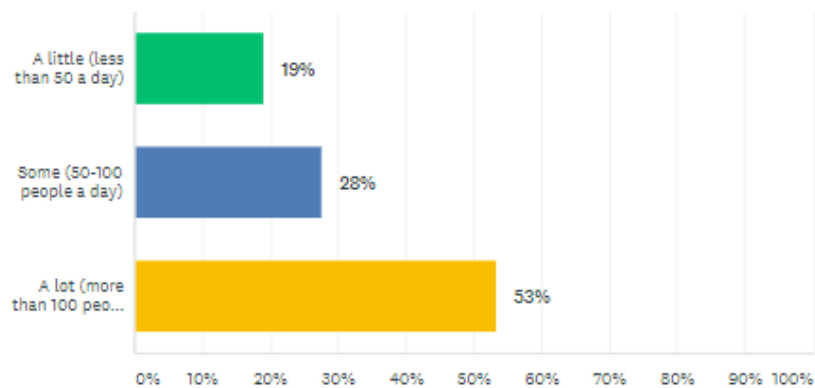
Roles Represented

Teacher	47%	5,337
Classroom Instructional Support Personnel	12%	1,322
Administrator	8%	962
Clerical	8%	956
Other	8%	919
Transportation	5%	674
Nutrition Services	5%	672
Substitute	2%	242
Custodial	2%	237
Facilities/Maintenance/Other Operations	1%	148
Health Provider/Nurse	0%	49

Level of Interaction in Job

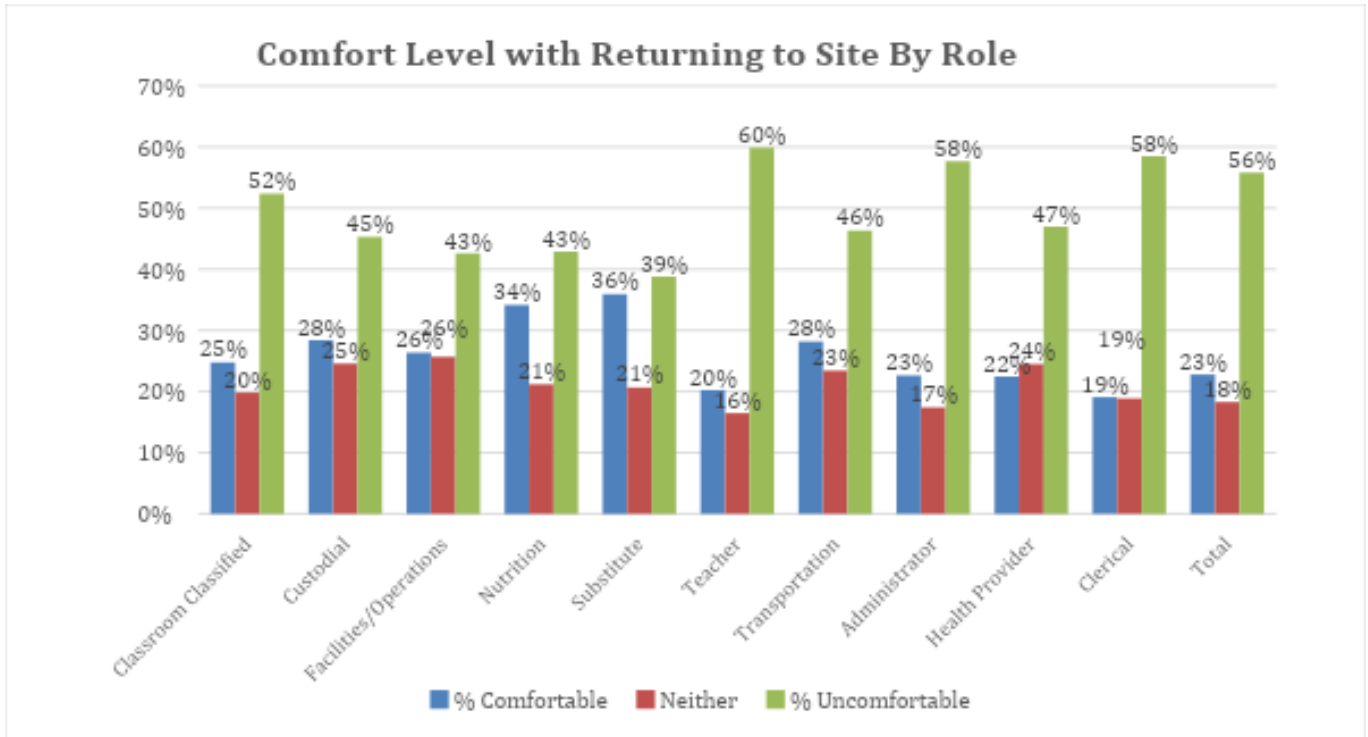
In your role, how many people (co-workers, families, students) do you typically interact with at your workplace?

Answered: 11,307 Skipped: 29

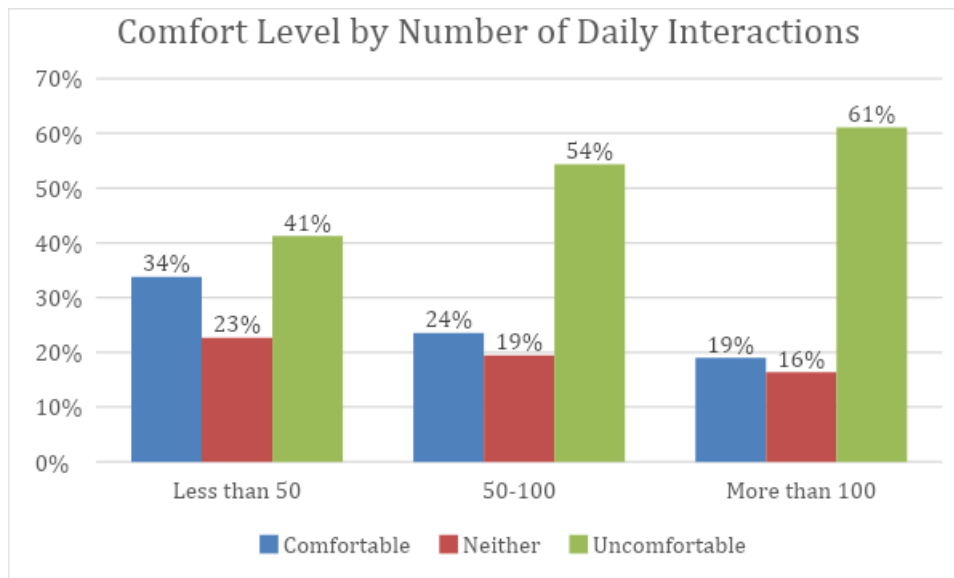


Survey Findings

Key Takeaway #1: Overall, the majority of JCPs employees are not comfortable returning to sites (56%). Role groups varied in their comfort levels, with Teachers, Administrators, and Clerical Staff being the most uncomfortable.



Key Takeaway #2: Not surprisingly, discomfort with return increased when individuals interact with more people in their role.



Key Takeaway #3: Role groups vary in the percentage of falling into an at-risk category. Most will not pursue a medical excuse from work, however about 1 in 7 need accommodations. In examining raw numbers, JCPS should prepare for possible staffing shortages due to medical conditions in the areas of Teachers and Classroom Instructional Support.

Role	At-Risk Population	Need Accommodations	I will be pursuing a medical excuse	
	Percent of Role Group	Percent of Role Group	Percent of Role Group	# of Respondents
Classroom Instructional Support Personnel	41.02%	12.17%	2.43%	32
Custodial	34.20%	11.47%	1.69%	4
Facilities/ Maintenance/ Other Operations	38.78%	17.42%	4.73%	7
Nutrition Services	36.27%	11.05%	1.40%	8
Substitute	38.75%	16.14%	3.31%	8
Teacher	32.86%	14.77%	3.04%	162
Transportation	39.51%	12.90%	1.41%	8
Administrator	34.70%	13.53%	2.19%	21
Health Provider/Nurse	40.82%	7.14%	4.08%	2
Clerical	44.37%	13.63%	3.25%	31
Total	35.97%	13.85%	2.73%	283

Key Takeaway #4: Sanitation practices and supplies are key components of increasing employee comfort level.

Main Factors to Increase Comfort Level	% of Respondents
Knowing work spaces are cleaned/sanitized daily	68%
Cleaning/sanitizing supplies are made available	66%
Public health regulations being followed	62%
Maintaining social distancing protocols	59%
Being provided with personal protective equipment	55%
Knowing that mandatory symptom self-assessments are required before entering the workplace	53%
There is nothing that will make me feel more comfortable	25%

Other strategies mentioned included reducing class size, reducing external visitors, utilizing NTI when cases are spiking, and ensuring enforcement of guidelines.

Key Takeaway #5: Major concerns center around enforcement of regulations, rates of infection, and sanitation practices.

Concerns	Percent of Respondents
Public health regulations not being followed (i.e. refusal to social distance, refusal to wear masks)	79%
Increase rate of infection	71%
The work space is not properly disinfected	61%
Availability of disinfecting materials or personal protective equipment	59%
Going back into the office/workplace too soon	50%
Having in-person interactions with others	48%
Personal health conditions	35%
Childcare/care for family members or friends	14%
Readjustment to office/work life	13%
I don't have any concerns	5%
My skills and or knowledge may not be up to date	4%

Open Ended Responses

There were several open ended questions asking employees how JCPS could better address their concerns, and asking what suggestions they had for the reopening schools either virtually or in-person. The open-ended questions resulted in over 25,000 comments and are currently being compiled.