

## District 65 Staff Return to Work Survey Overview

The goal of the Staff Return to Work Survey was to gain a better understanding of how our staff members feel about returning back to work in the fall, and under what circumstances they would feel comfortable physically returning to the school buildings and offices. Please note that this survey was administered from June 9th to June 22nd. As circumstances and information surrounding Covid-19 have been changing quickly, it is important to acknowledge that the perspectives of those who completed this survey may have also changed. However, we still think this information is important to share and to use in our planning and reflection.

A total of **948 staff members** participated in this survey, with **93%** (873) primarily working within school buildings and **7%** (67) primarily working elsewhere (ie. Central Office). Additionally, we had survey participation from members of all union groups and non-union groups including : DEC members (601), DESC members (43), EACCP members (18), ECMA members (9), ETAA members (93), Central Office Educational Support Staff (67), and Administrators (55).

### Section I : Feelings and Concerns About Re-opening

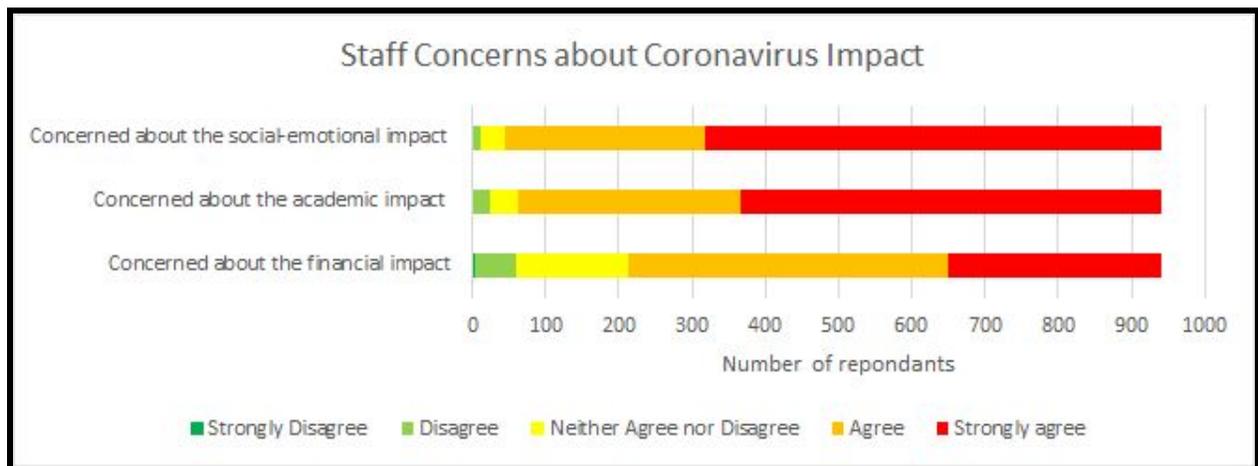
In order to get a sense of staff health concerns, we asked people to identify their specific concerns or circumstances regarding health and well being. In the survey **9%** (88) of people self identified that they have an underlying health condition that may prevent them from returning to their work site, with **72%** (671) stating that they did not have an underlying health condition preventing them from returning to their work site and **19%** (179) preferring not to answer.

Additionally, **33%** (306) of respondents stated that they are caring for a family member who is in a high risk category. While, **57%** (528) stated that they were not caring for a family member in a high risk category and **11%** (100) preferred not to answer. We recognize that these numbers may change over time as conditions change. We also asked staff to identify their concerns about returning to the workplace - results are shared in the table below, sorted by highest frequency concern to lowest frequency concern.

What concerns you most about returning to work? (select all that apply)		
	% of Respondents	# of Respondents
Being exposed to COVID-19	76%	721
Supporting students' social emotional needs	58%	543
Learning new demands of the job depending on how we return	45%	428

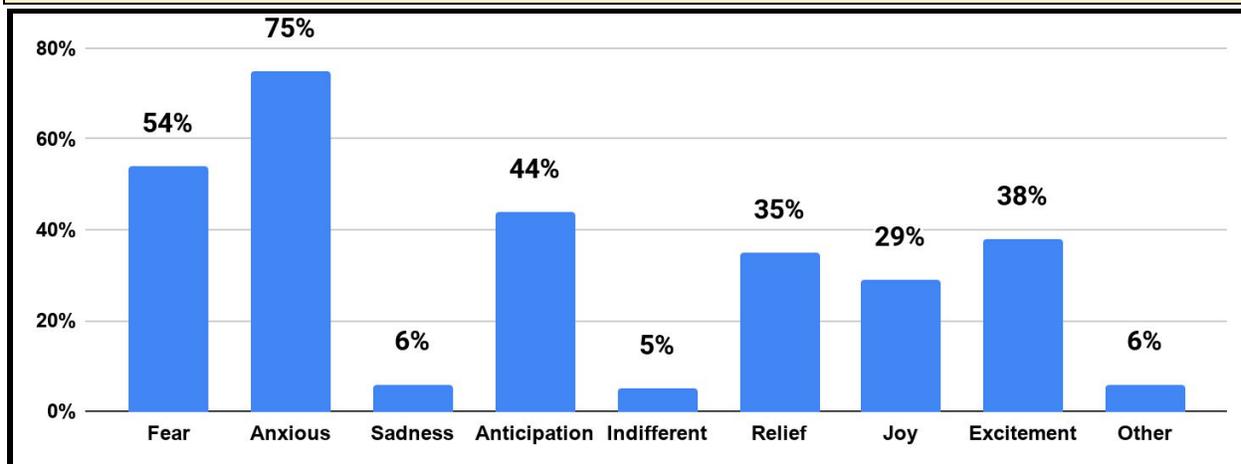
<b>Bringing the virus home to a medically fragile or elderly family member</b>	44%	419
<b>Supporting students' academic needs</b>	44%	419
<b>That the way I work will change</b>	36%	340
<b>Increased workload due to results of closure</b>	34%	317
<b>Concern for my own social emotional needs</b>	33%	309
<b>Childcare for my children</b>	18%	172
<b>Getting reacclimated to the office environment</b>	11%	105
<b>Other</b>	6%	55
<b>n/a (I have already returned to work)</b>	1%	13

We then asked participants who chose “other” to the above question, to please specify. Additionally concerns included questions regarding how sick days would be handled in the event that a staff member contracted Covid-19, and worry about schools and offices not being adequately prepared to implement the necessary health and safety protocols to keep them and students safe.



We also asked staff what words/feelings describe how they feel when they think about returning to work. Many staff felt a mix of emotions, but the highest emotion was anxiety.

**As you think about how you might feel when buildings/offices are reopened, are there MULTIPLE words that describe how you feel? (select all that apply)**



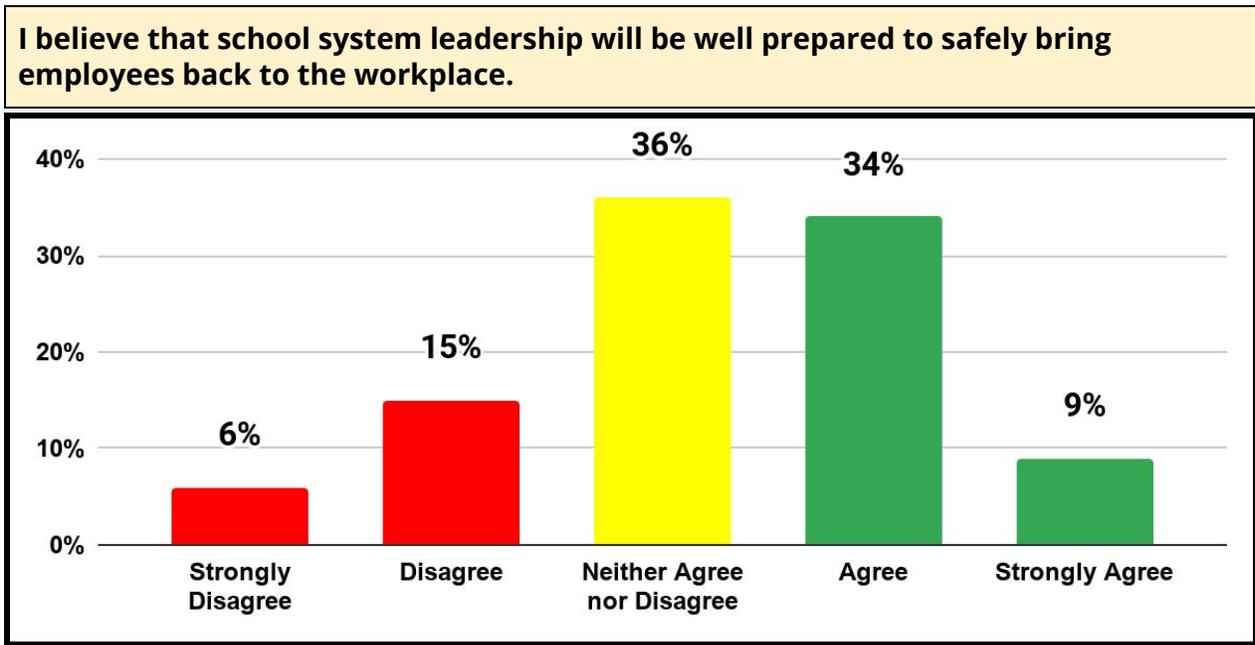
## Section II : Action Items Necessary for Re-opening

We also asked staff about the importance of mitigation measures or health and safety measures they feel need to be in place for return to work.

	Unimportant	Somewhat Important	Important	Very Important
<b>Establish re-exit plan in the event there is a new surge of COVID-19 infections</b>	1% (5)	2% (16)	14% (130)	84% (792)
<b>Washing hands upon arrival and several times during the day</b>	0% (4)	2% (22)	15% (139)	83% (780)
<b>Frequent sanitizing of highly touched areas</b>	0% (1)	4% (37)	15% (141)	81% (764)
<b>Hand sanitizer at each workstation and in each classroom</b>	0% (4)	4% (39)	15% (137)	81% (763)
<b>Personal Protective Equipment requirement for all employees and students (e.g. face coverings)</b>	2% (20)	7% (68)	21% (201)	69% (653)
<b>Limiting visitors in buildings</b>	2% (14)	10% (92)	25% (232)	64% (607)
<b>Temperature checks for all students</b>	3% (24)	9% (89)	20% (191)	68% (639)
<b>Temperature checks for all individuals entering buildings</b>	3% (27)	9% (88)	20% (184)	68% (639)
<b>Limit the number of people allowed in</b>	2% (22)	10% (99)	28% (266)	59% (556)

physical workplace or school at any given time				
Visitors must be scheduled to enter	3% (29)	10% (98)	28% (263)	59% (554)
Temperature checks for all employees	3% (31)	11% (100)	24% (223)	62% (587)
Require physical distancing in workplace design	3% (32)	13% (123)	28% (263)	56% (525)
One way hallways	18% (174)	26% (241)	25% (233)	31% (294)

We also asked staff to respond to the statement “I believe school system leadership will be prepared to safely bring employees back to the workplace”.



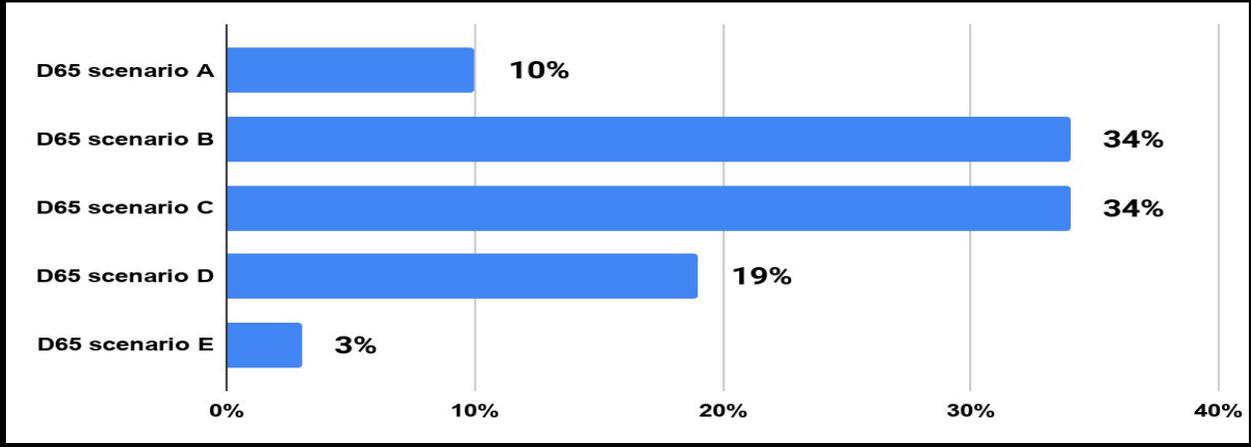
The graph above represents all D65 staff who participated in the survey. When broken down by primary work building, those who primarily work in school buildings agree or strongly agree with the above statement **42%** of the time. While those who do not primarily work in school buildings agree or strongly agree **56%** of the time. This suggests that school based staff feel less confident about district preparedness.

**Section III: Return to School Scenarios**  
[Return to school scenarios](#)

We also asked staff which of the scenarios they would prefer for how students attend school. Scenarios B and C were the top selected options. Again, however, we must

recognize that COVID rates and other factors regarding the current situation have changed since the survey window and people’s perceptions may have shifted.

**Assuming all guidelines for reopening of schools have been met, and if there are options possible, how would you prefer students attend school in 2020-2021? (Select only one)**



We also asked staff what aspects of their employee experience they would want to see maintained post COVID-19? Many emphasized the desire for continued communication and collaboration with leadership on important decisions affecting them and our schools.

**What aspects of your employee experience do you want to see maintained post COVID-19? (select all that apply)**

