

Survey of Staff
Davis Joint Unified School District
Conducted Fall 2020

Methodology and Staff Participation

- ▶ Survey of Davis Joint Unified School District staff
- ▶ The District shared links with all staff inviting them to participate in an online survey
- ▶ Survey was available October 29-November 8, 2020
- ▶ 603 completed surveys

52% Classroom Teacher
23% Instructional Support
8% Student Support
10% School Site and District Support Staff
7% Other Staff

31% Current DJUSD Parent
69% Not a Current DJUSD Parent

14% Working Entirely Onsite
32% Working Both Onsite/Remote
55% Working Entirely Remote

57% Works at Elementary School Site
23% Works at Junior High Site
22% Works at High School Site
**6% Works at at DO/Maintenance/
Central Kitchen/Yolo-Solano Center**

Please note that due to rounding, some percentages may not add up to exactly 100%.

Key Takeaways

- ▶ Nearly all respondents are paying attention to news and information about COVID-19 and most are concerned about the potential for infection.
- ▶ Respondents rate the District positively on the job it is doing overall as well as in its response to COVID-19.
- ▶ Three-in-five respondents are feeling the challenge of local school in-person closures, with classroom teachers feeling more challenged than others.
- ▶ Many also appreciate the difficulty of distance learning instruction and express concerns about the effects on students.
- ▶ While they are concerned about the impact of distance learning and find school closures challenging, a majority expresses discomfort with students returning to campus.
- ▶ Respondents are particularly supportive of actions being considered by the District that explicitly focus on health and safety related to COVID-19 and professional support services.
- ▶ A small portion shift in comfort level after receiving additional information; however, most are not impacted by the information provided.

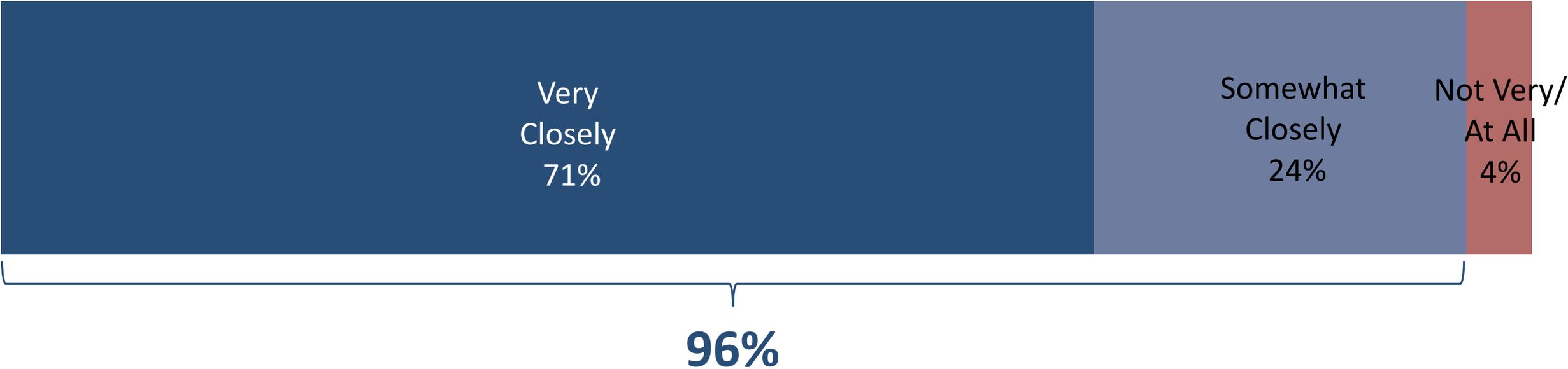


COVID-19/Coronavirus Opinions

COVID-19 Attention

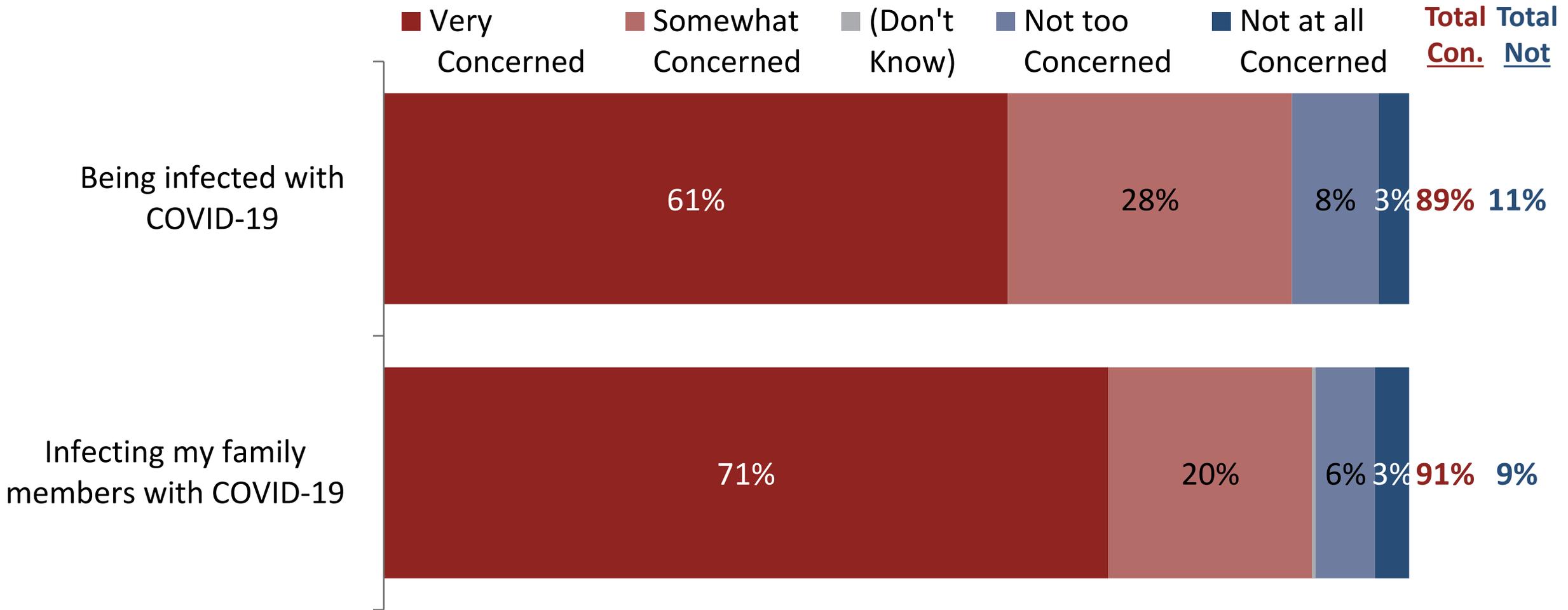
Nearly all respondents are paying at least somewhat close attention to news and information about COVID-19.

How closely are you paying attention to news and information about COVID-19/Coronavirus?



COVID-19 Concerns

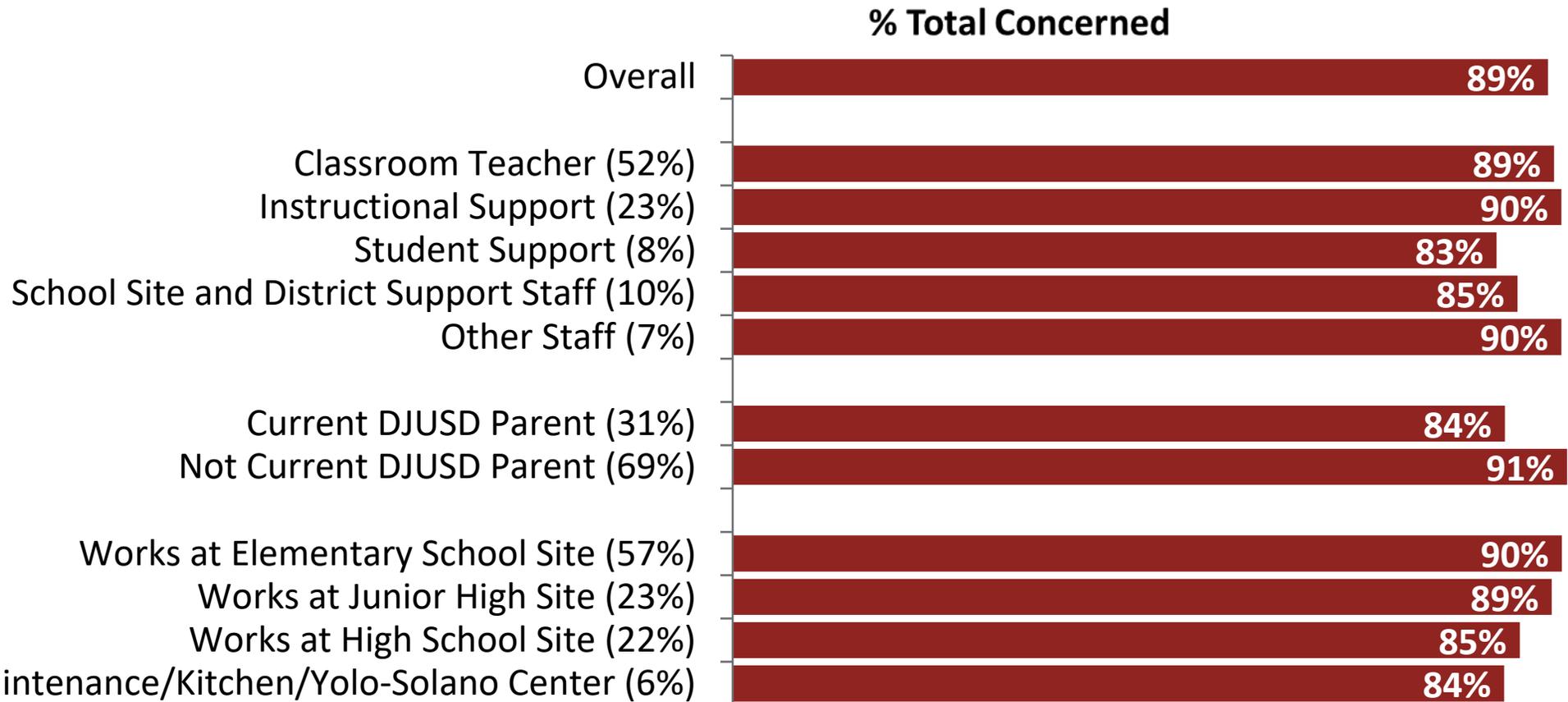
Many express concerns about the potential of infection with COVID-19, and staff are particularly concerned about infecting family members.



Concern With Being Infected

Concerns about infection are widespread across subgroups.

“Being infected with COVID-19.”

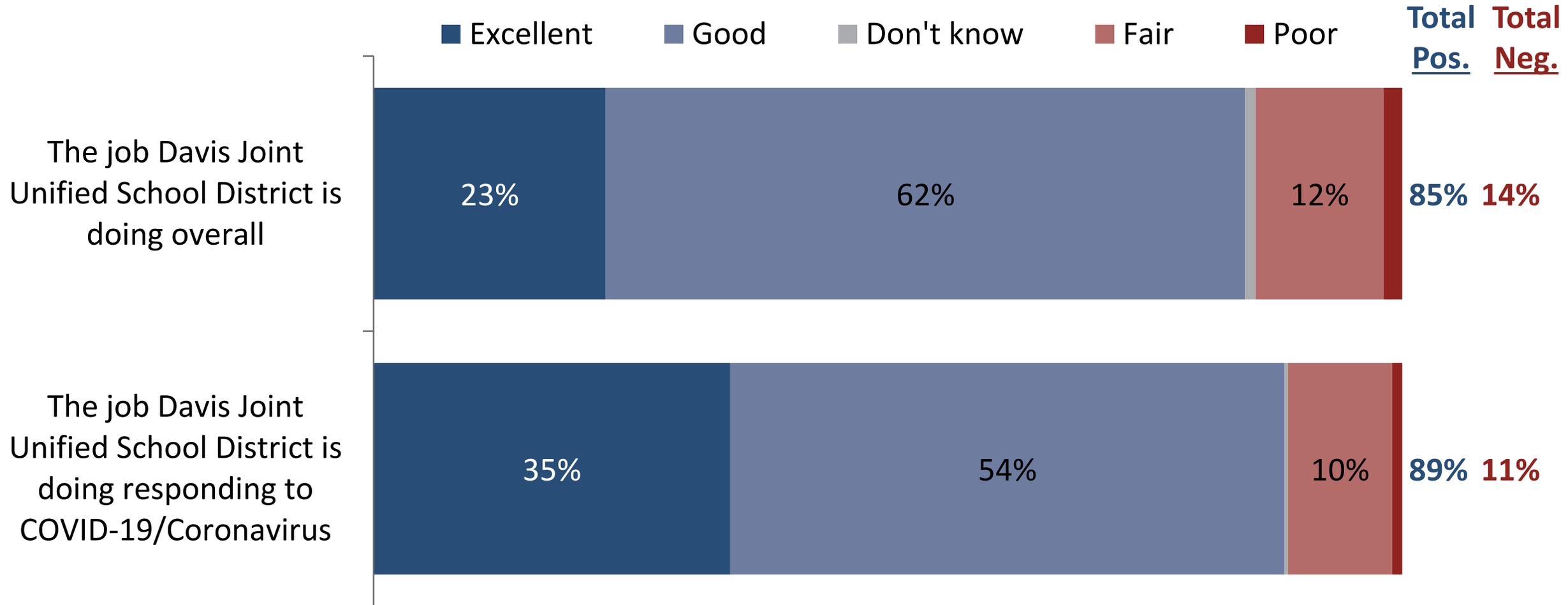




District Ratings & School Closures

DJUSD Job Ratings

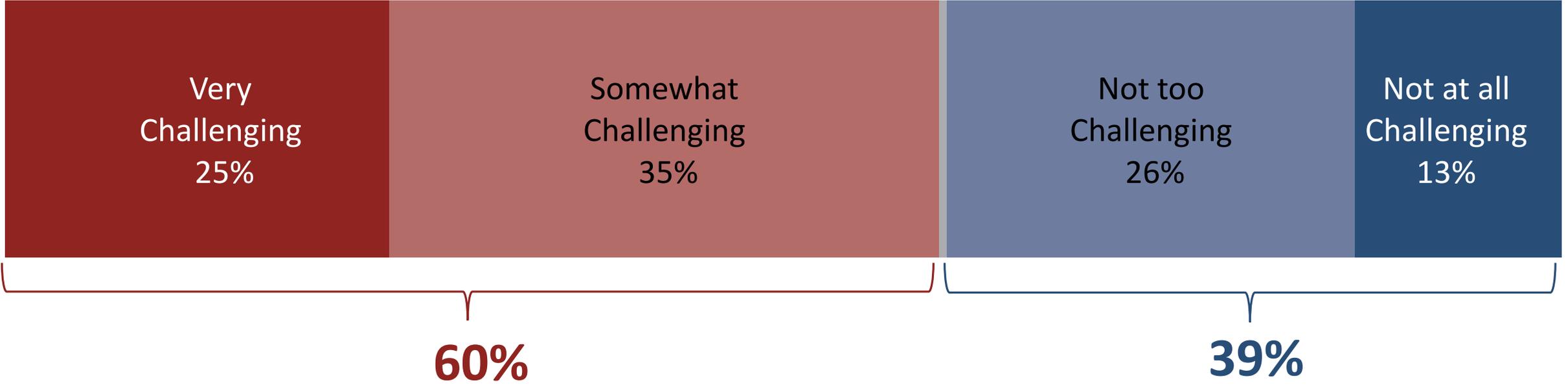
More than 4-in-5 give a positive rating to the job the District is doing overall, and there is even stronger positive sentiment towards the District's response to the virus.



Challenge of Having Local Schools Closed

Three-in-five respondents are finding it at least somewhat challenging to have schools closed for in-person instruction.

How challenging has it been for you to have local schools closed for in-person instruction?



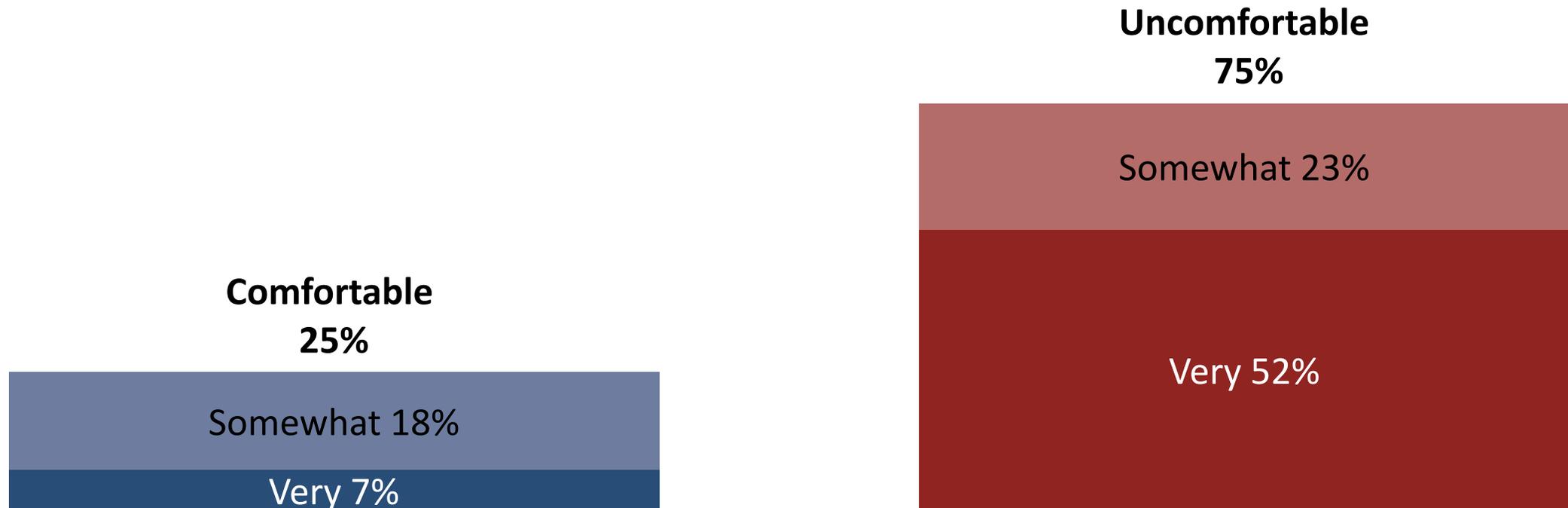


**Opinions on
Students Returning
to Campus**

Comfort with Students Returning: Initial Ask

Three-quarters report being at least somewhat uncomfortable with students returning to campus for in-person instruction.

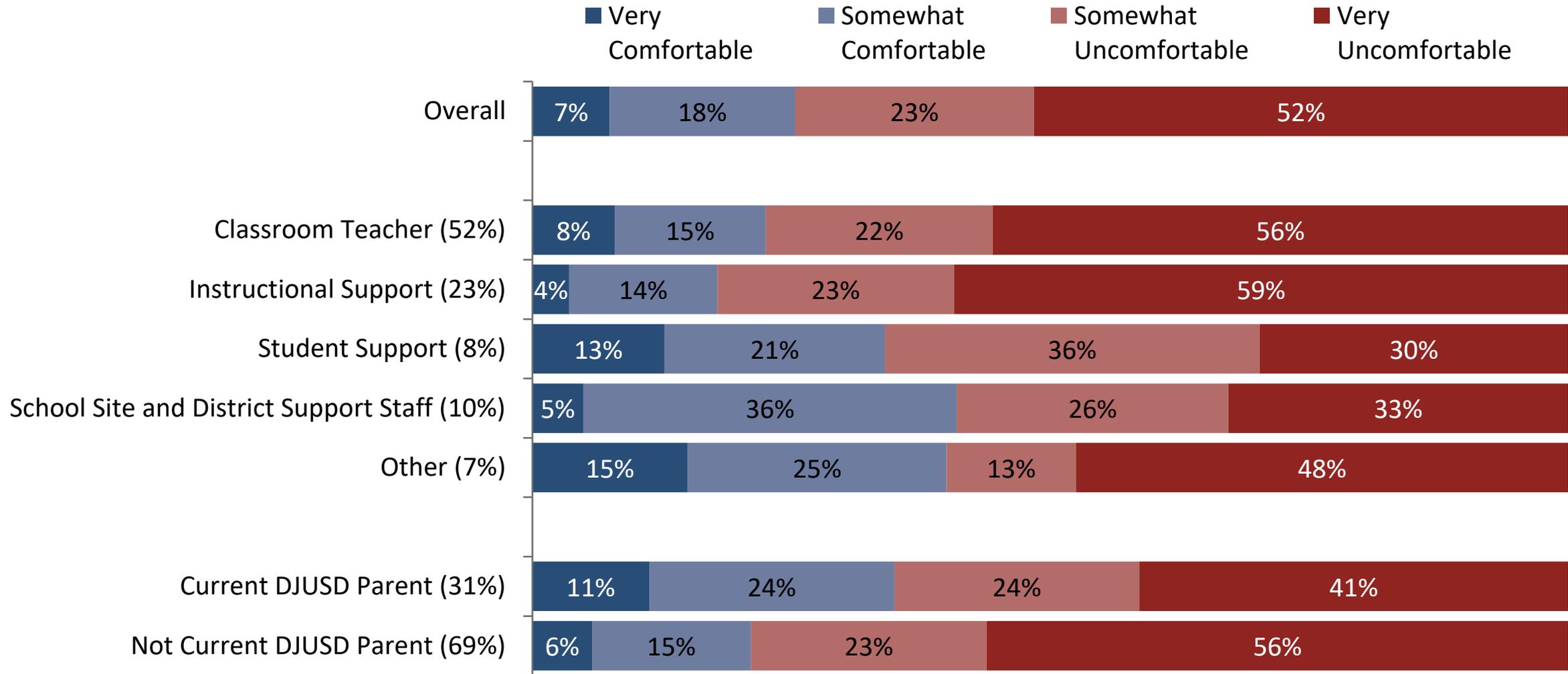
As you know, the outlook regarding the COVID-19 pandemic is difficult to predict and the options for school openings may continue to change. Nevertheless, based on how you feel today, what is your level of comfort with students returning to campus for in-person instruction?



Comfort with Students Returning: Initial Ask By Subgroups



Classrooms teachers and instructional support staff are less comfortable than others with students returning to campus.



Q8. As you know, the outlook regarding the COVID-19 pandemic is difficult to predict and the options for school openings may continue to change. Nevertheless, based on how you feel today, what is your level of comfort with students returning to campus for in-person instruction?

Qualitative Feedback About Schools Opening for In-Person Instruction

What are your concerns, if any, about schools opening for in-person instruction?

Respondents express concerns about the potential spread of COVID-19 due to factors such as children not following rules, asymptomatic carriers, poor ventilation, or class sizes being too large.

What are your concerns, if any, about schools not opening for in-person instruction?

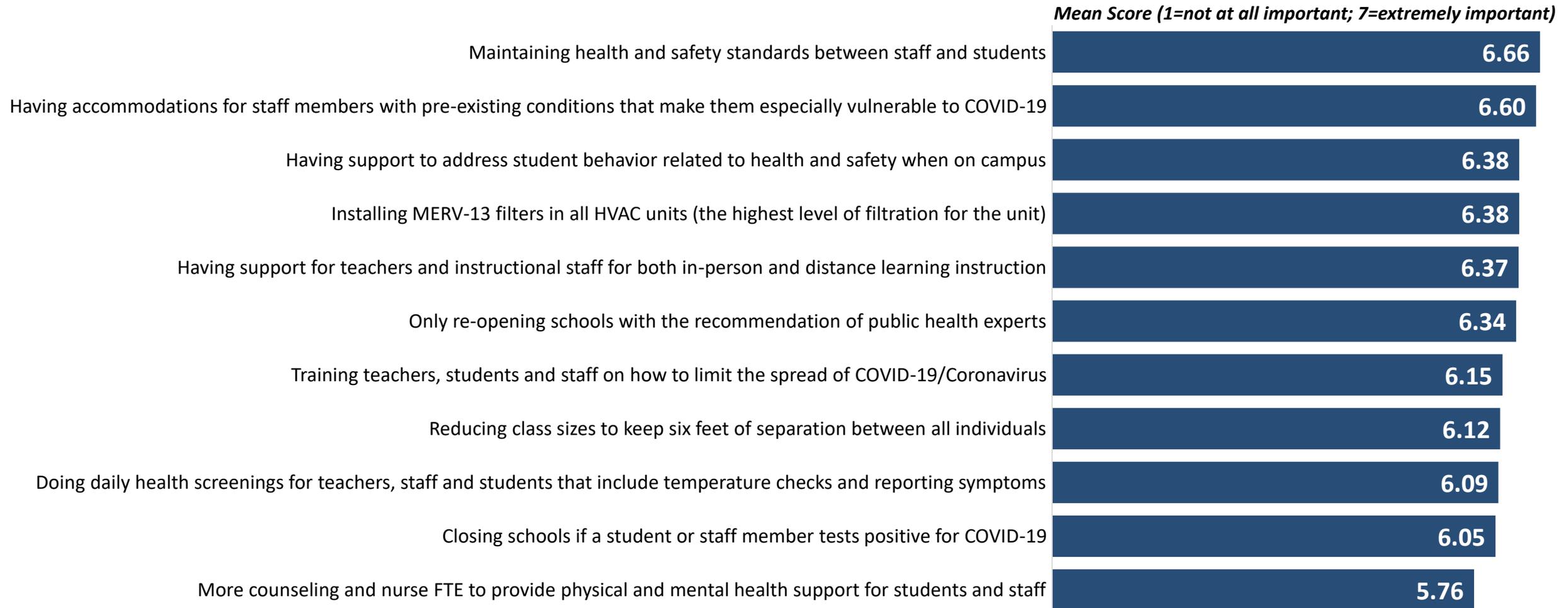
Respondents express concerns about the impacts on the quality of education and general well-being of children if schools do not open for in-person instruction.

What would you look forward to most if/when schools open for in-person instruction?

Many are looking forward to seeing students, connecting with colleagues, and simply returning to in-person instruction if/when schools open. However, some mentioned that they were excited for these things when they know it will be safe.

Factors for Re-Opening

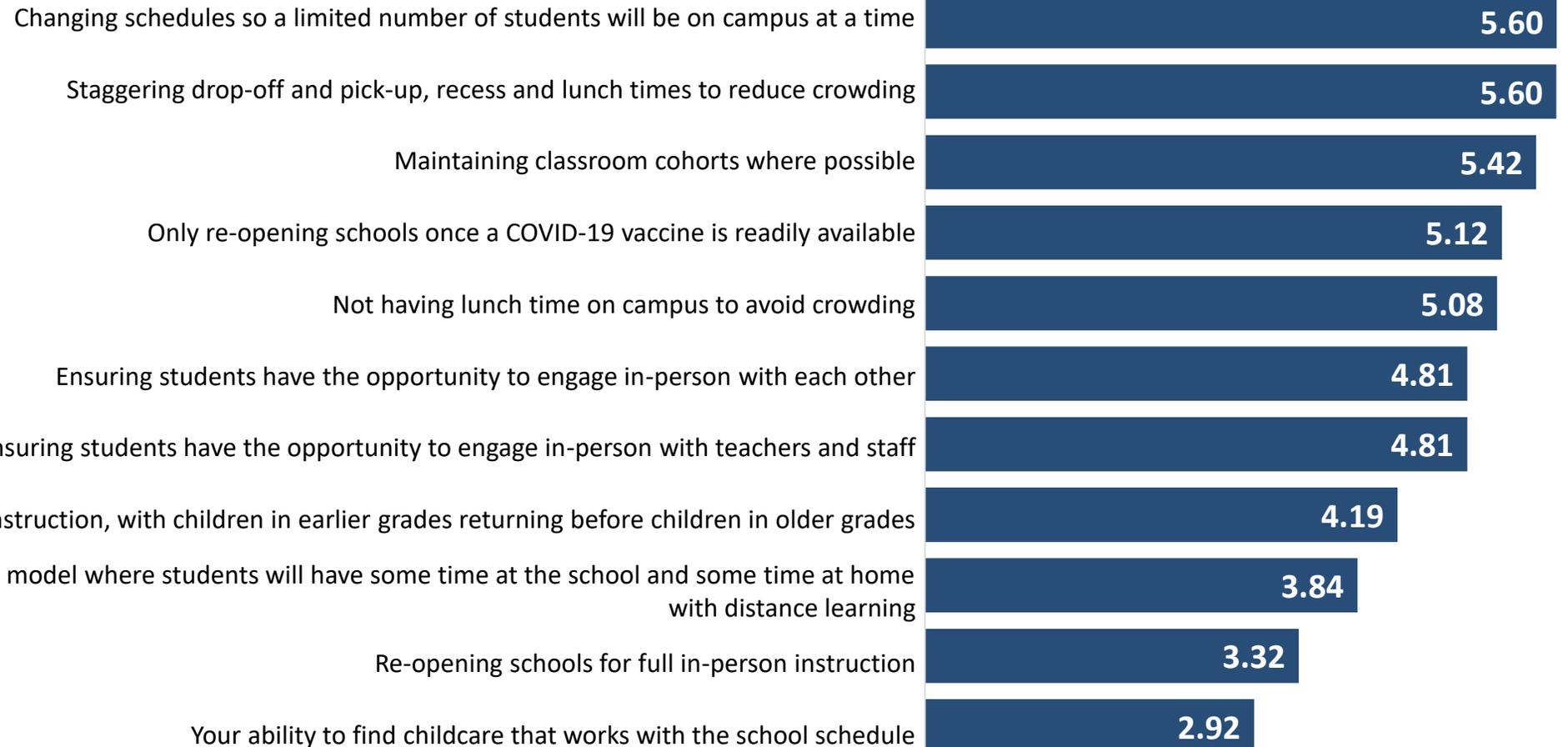
General safety precautions and supportive services are particularly important to many respondents.



Factors for Re-Opening

Other factors are also important to many.

Mean Score (1=not at all important; 7=extremely important)



Additional Factors

Are there any other factors that are important to you that were not mentioned?

Additional factors mentioned as important include communication and safety assurances and concerns about the impact of a hybrid model on teacher workload.

What additional resources, support, communication, or other items would be helpful for you to receive from DJUSD during this time?

Many express a desire for more frequent communication and transparency with some also mentioning supporting staff with professional development and technology.

Information Impact on Comfort

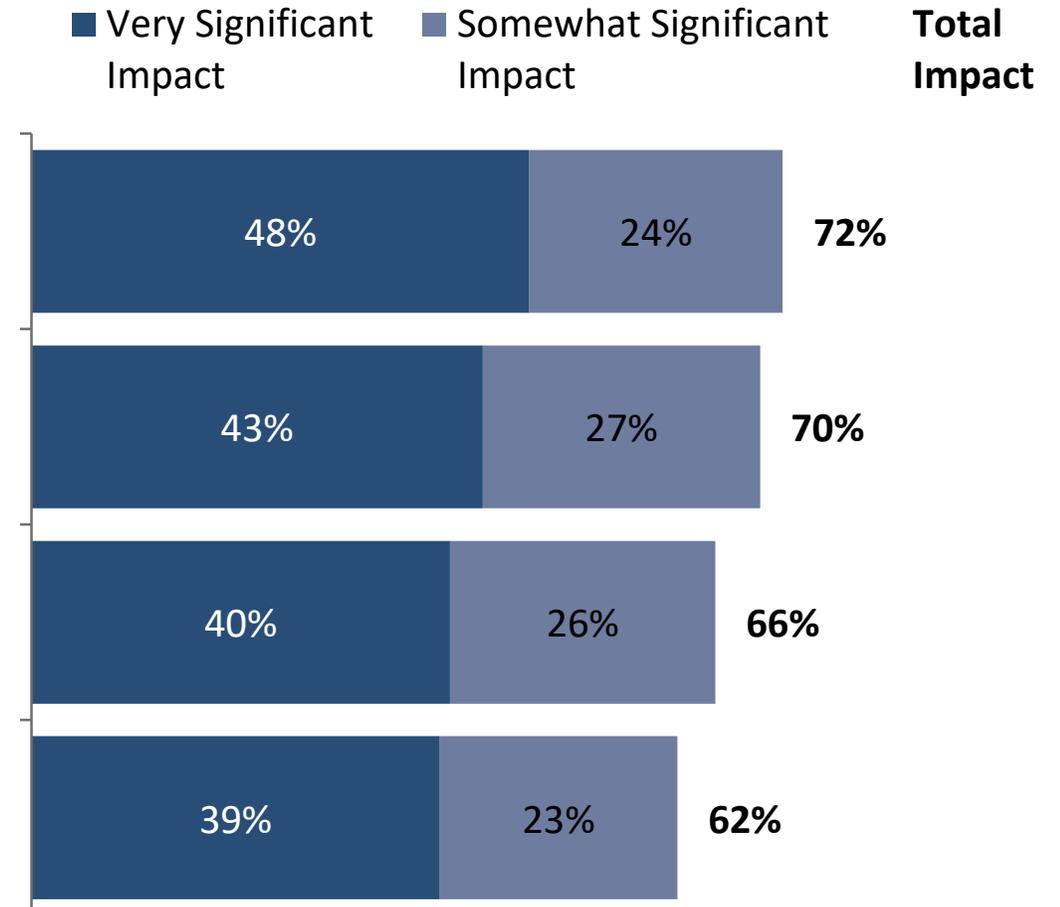
The potential for reassigning teachers and possibility of returning to distance learning are particularly impactful pieces of information to many.

Opening schools for in-person instruction at all (whether full time or hybrid) will require some reassignments of teachers and students and students may not have the same teacher or classmates for the remainder of the year.

If students return for in-person instruction at all (whether full time or hybrid), they may still need to return to distance learning only for a period of time, if a COVID-19 classroom exposure occurs.

With a hybrid model, families would have the option to choose between a hybrid opening and a distance learning only model for each of their children. That means some students would probably choose a hybrid model, while others would choose a distance learning only model.

A full in-person model might mean that all students are welcomed to in-person instruction, but the number of days or hours of instruction may still be different than before COVID-19.



Q36-43. Next you will see some more information about the school opening models being considered. The District is still working out the details of what the school opening models might look like and the options for school openings may continue to change. Considering that, please indicate how much of an impact each of the following has on your comfort level with students returning to campus.

Information Impact on Comfort

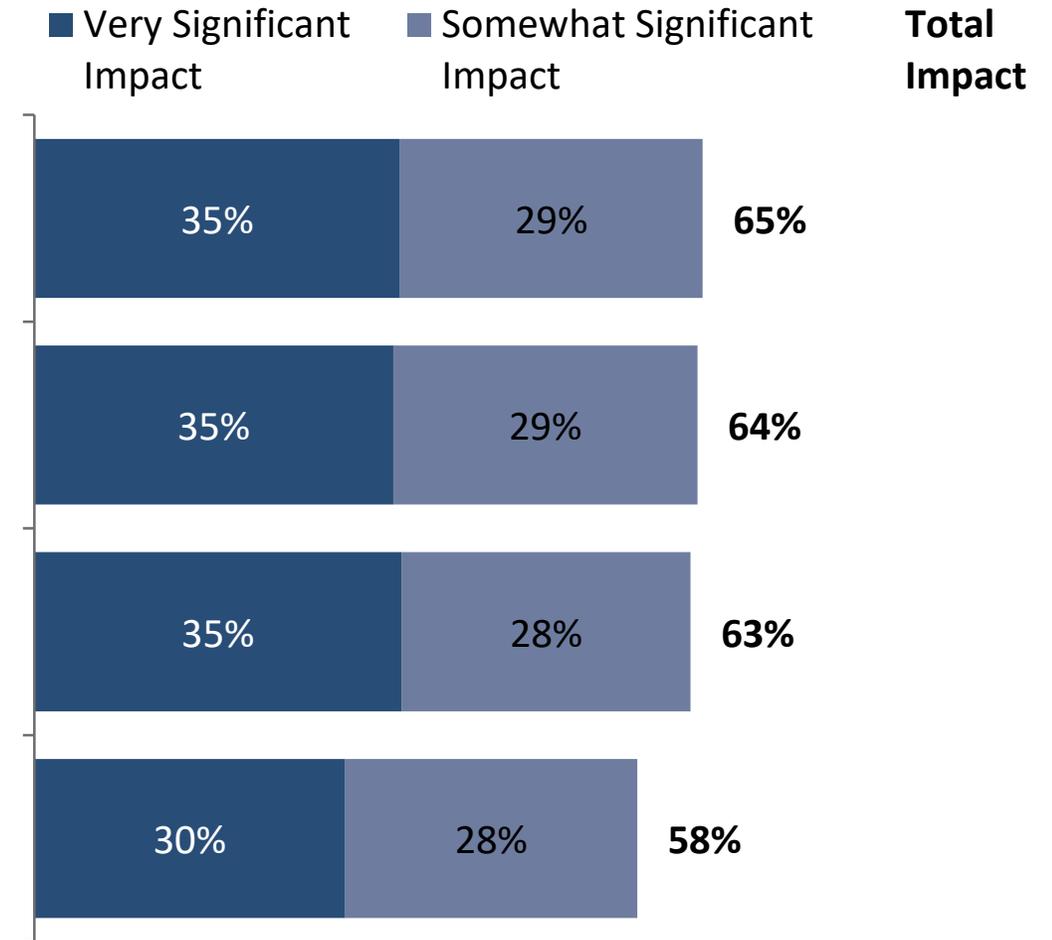
The possibility of fewer hours of synchronous instruction is less impactful to respondents.

A hybrid model might mean that children attend school for in-person instruction for a certain number of hours per day and continue distance learning for the remaining school hours.

A hybrid model would allow for fewer students to be together at school at any given time than a full in-person model.

A hybrid model might mean that children attend school for in-person instruction for a certain number of days per week and continue distance learning for the remaining days.

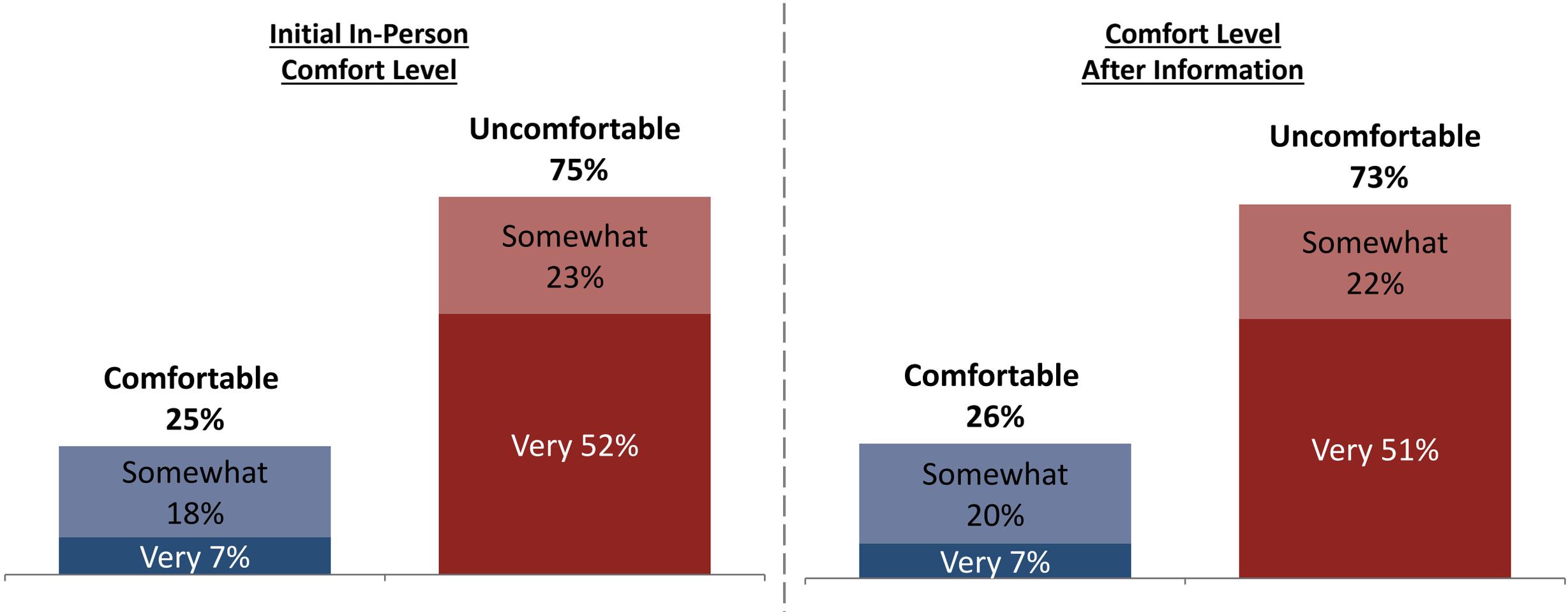
A student attending in a hybrid model may receive fewer hours of synchronous instruction with a teacher than a student attending in a distance learning only model.



Q36-43. Next you will see some more information about the school opening models being considered. The District is still working out the details of what the school opening models might look like and the options for school openings may continue to change. Considering that, please indicate how much of an impact each of the following has on your comfort level with students returning to campus.

Preferred Model After Information

The portion who are uncomfortable with returning for in-person instruction remains consistent after respondents receive additional information about the different models and precautions.

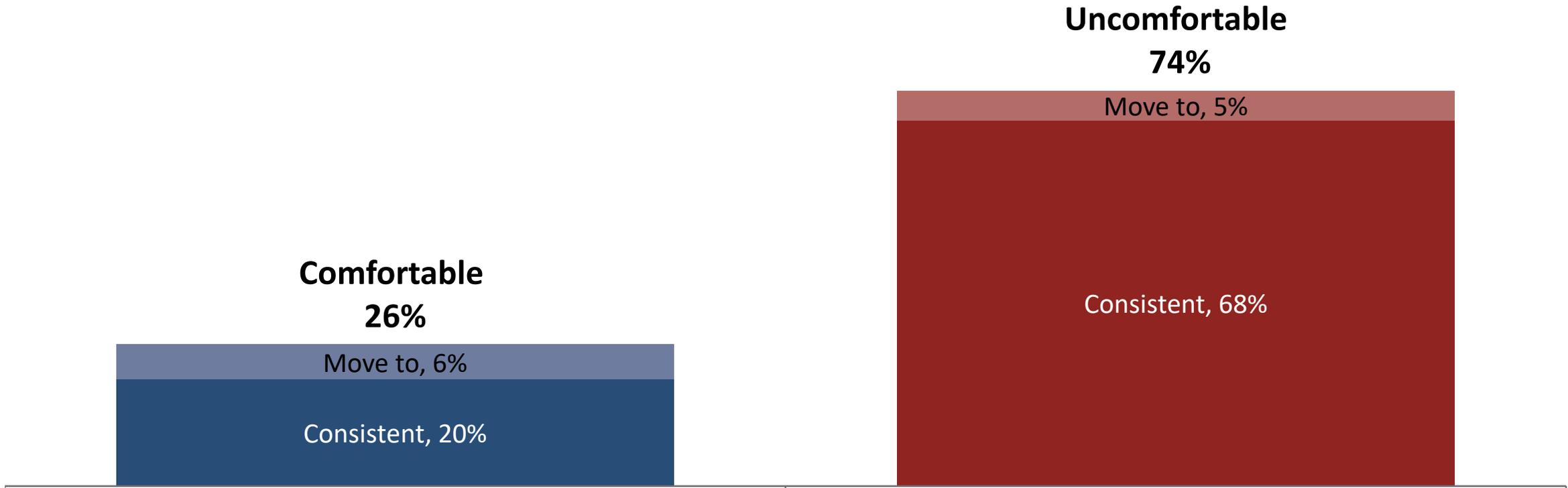


Q44. Now given everything you've read, what is your level of comfort with students returning to campus for in-person instruction?

Preferred Model After Information

A small portion move from comfortable to uncomfortable and vice versa after receiving more information.

Comfort Level After Information



Conclusions

- ▶ The vast majority of staff respondents rate the District positively on the job it is doing overall as well as responding to the COVID-19 pandemic.
- ▶ A majority are very concerned about being infected with COVID-19 and even more are very concerned about infecting their family members.
- ▶ Three-quarters are uncomfortable with students returning to campus for in-person instruction.
- ▶ While they worry about returning to in-person instruction, staff are also concerned about the impact of *not* being in school on their students and look forward to connecting with their students and peers.
- ▶ Thorough safety precautions, accommodations for staff with pre-existing conditions, and supportive services are particularly important for a return to campus.

Questions?



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