

Presentation to School Board July 8, 2020

Initial School-based Staff Survey Report

Mr. Keith Imon
Deputy Superintendent

Dr. Jennifer Coyne Cassata
Director, Office of Accountability
July 8, 2020



Prince William County
PUBLIC SCHOOLS
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Background

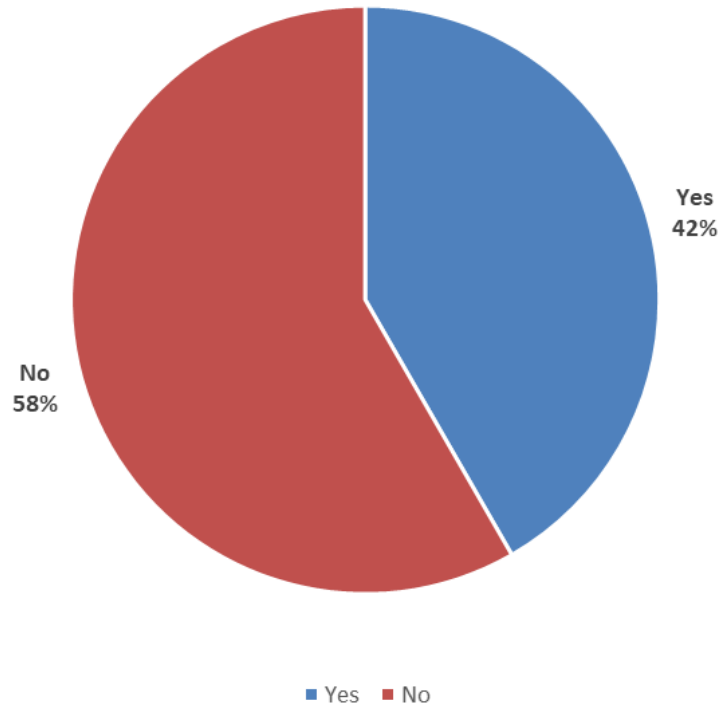
- As Prince William County Public Schools (PWCS) responds to guidance and direction from the Governor and the Virginia Department of Education (VDOE) about the phased reopening for schools, it was important to gather feedback from school-based staff.
- The purpose of the initial survey was to ask school-based staff about their comfort with the Phase III guidance from VDOE and to gather data to inform plans to reopen schools.
- Survey was sent to school-based staff via email on June 22, 2020, with reminders sent via robocall on Monday, June 29, 2020.
- The survey was open until Wednesday, July 1, 2020.

Responses

- 5,919 complete responses (with another 579 partial responses)
- Responses received from all levels (multiple selections could be made):
 - Early elementary school (PK-3): 45.9%
 - Upper elementary school (4-5): 30.1%
 - Middle school (6-8): 23.2%
 - High school (9-12): 26.5%
- Respondents by Role:
 - Classroom teacher: 59.7%
 - Resource teacher: 5.8%
 - Specialist: 11.7%
 - Support Staff: 18.5%
 - Administration: 4.2%

School-aged Children

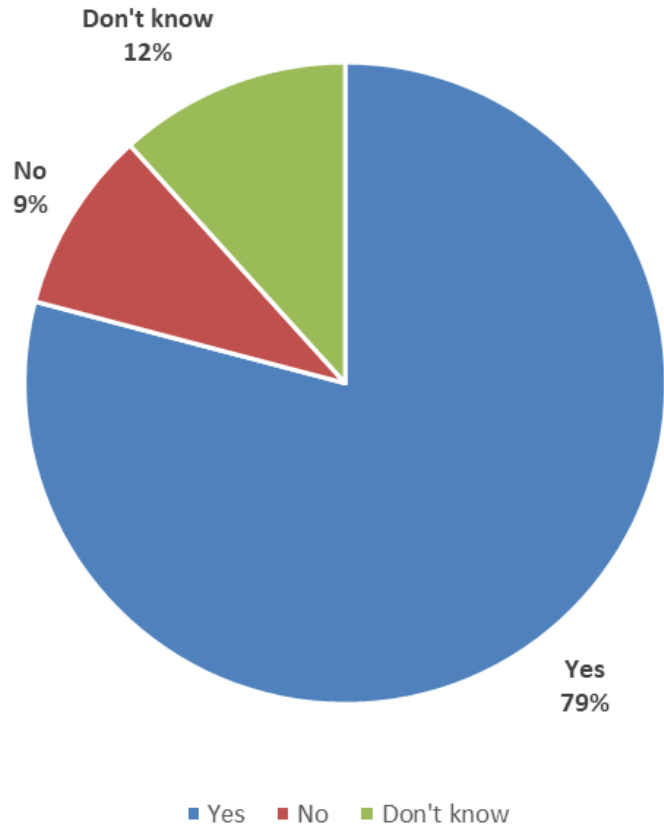
School-Aged Children Living in Household



- 41.7% of respondents indicated they had school-aged children living in their households.
- Responses very consistent across working levels (ES, MS, HS) – all ranged from 41%-42%.
- Responses consistent for teachers, specialists, and support staff (all between 40%-42%).
- Higher proportion of administrators (55%) indicated having school-aged children at home.

Face Coverings

Ability to Provide Own Face Coverings



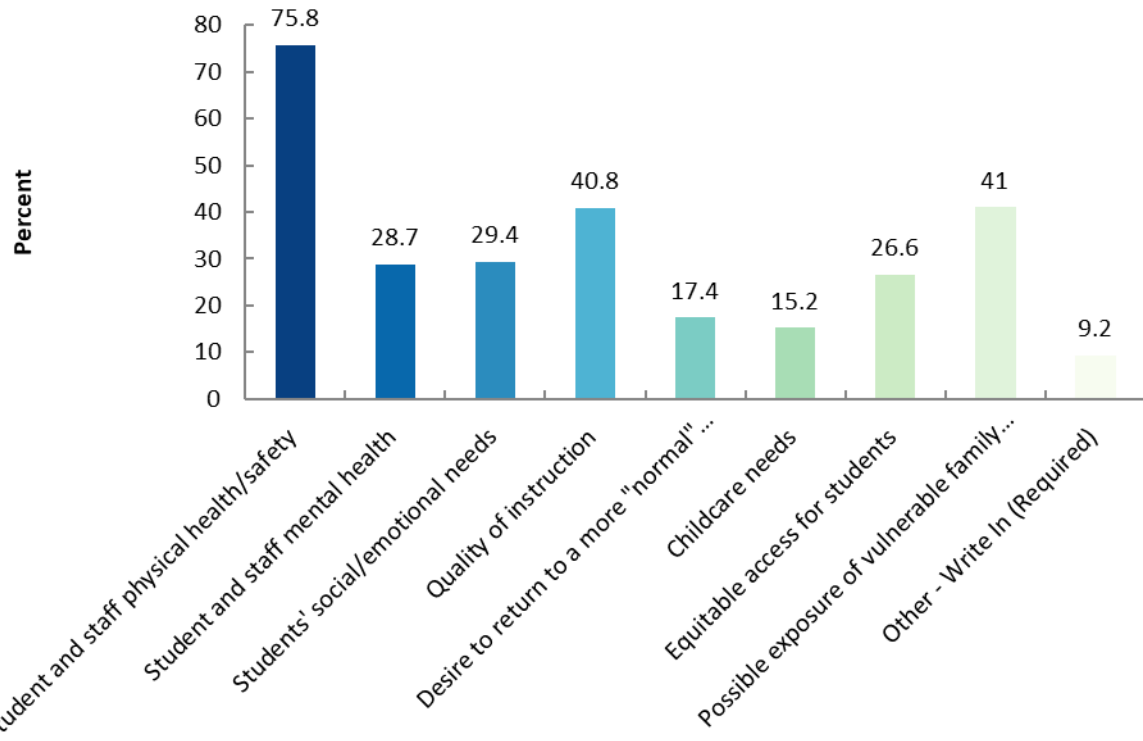
- 79% of respondents indicated they could provide their own face coverings.
- Responses very consistent across working levels (ES, MS, HS) – all ranged from 78%-80%.
- Responses consistent for teachers, specialists, and support staff (all between 78%-80%).
- Higher proportion of administrators (88%) indicated they could provide their own face coverings.

Comfort with Phase III

	Very uncomfortable	Somewhat uncomfortable	Somewhat comfortable	Very comfortable	Unsure of my comfort level at this time
Staggered schedules in which different groups of students come to school on specific days (examples include once every three or four days or two times per week, with remaining days virtual) to allow for social distancing	15.3%	16.2%	34.1%	28.7%	5.7%
AM/PM schedules in which students come to school for half-days	21.4%	18.2%	28.9%	26.1%	5.3%
Prioritized in-person learning for targeted populations (students with disabilities, English learners, younger children (PK-grade 3))	13.4%	13.9%	31.5%	33.6%	7.6%
Teachers and staff wearing face coverings	17.2%	17.0%	27.4%	34.7%	3.7%
Students wearing face coverings	18.2%	17.3%	27.1%	32.6%	4.7%
Daily health screenings of students and staff	10.1%	10.4%	24.2%	51.7%	3.6%
Beyond Phase III - School opening as in the past, without social distancing requirements (but with enhanced cleaning)	33.4%	16.5%	18.5%	25.5%	6.1%

Comfort Factors for In-Person

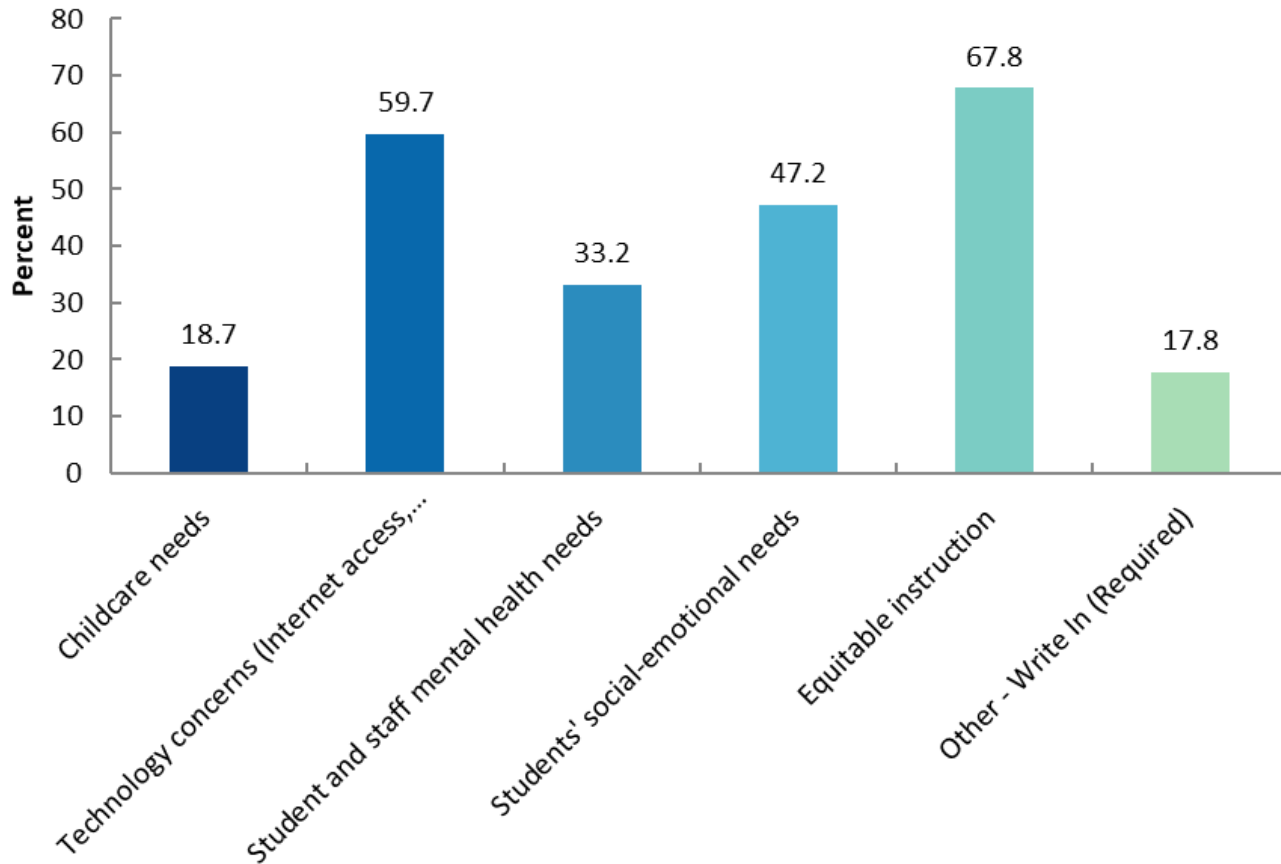
Factors Influencing Comfort Level Returning to School Buildings



- Staff expressed that all of these areas are concerns.
- Biggest concerns were physical health and safety concerns (75.8%).
- Many expressed concerns with juggling their work and home responsibilities in the “Other” option (combination of child care, quality of instruction, equity).
- Concerns about safety and cleaning of buildings were also expressed.

Concerns with Virtual Learning

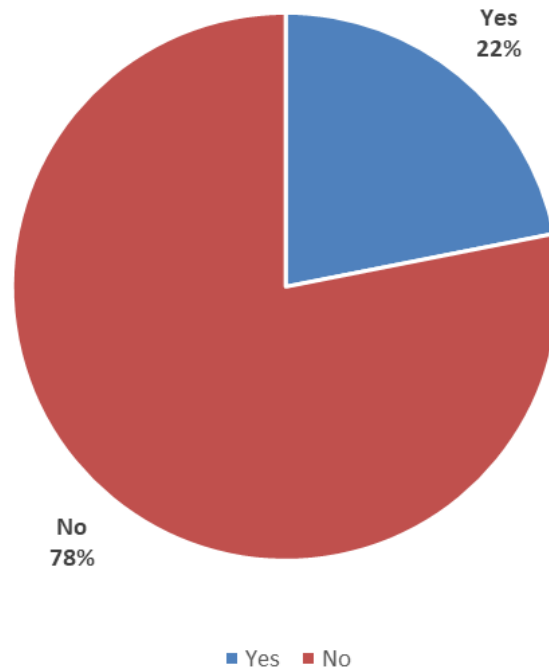
Concerns about Continuing with Virtual Learning



- Staff expressed that all of these areas are concerns.
- Biggest concerns were around equity in instruction (67.8%) and technology concerns (59.7%).
- Many expressed concerns with social-emotional and mental health needs of students and staff.
- In the “Other” comments, most frequent concerns expressed were student participation, student accountability, and the quality of instruction.

Returning to Work in Phase III

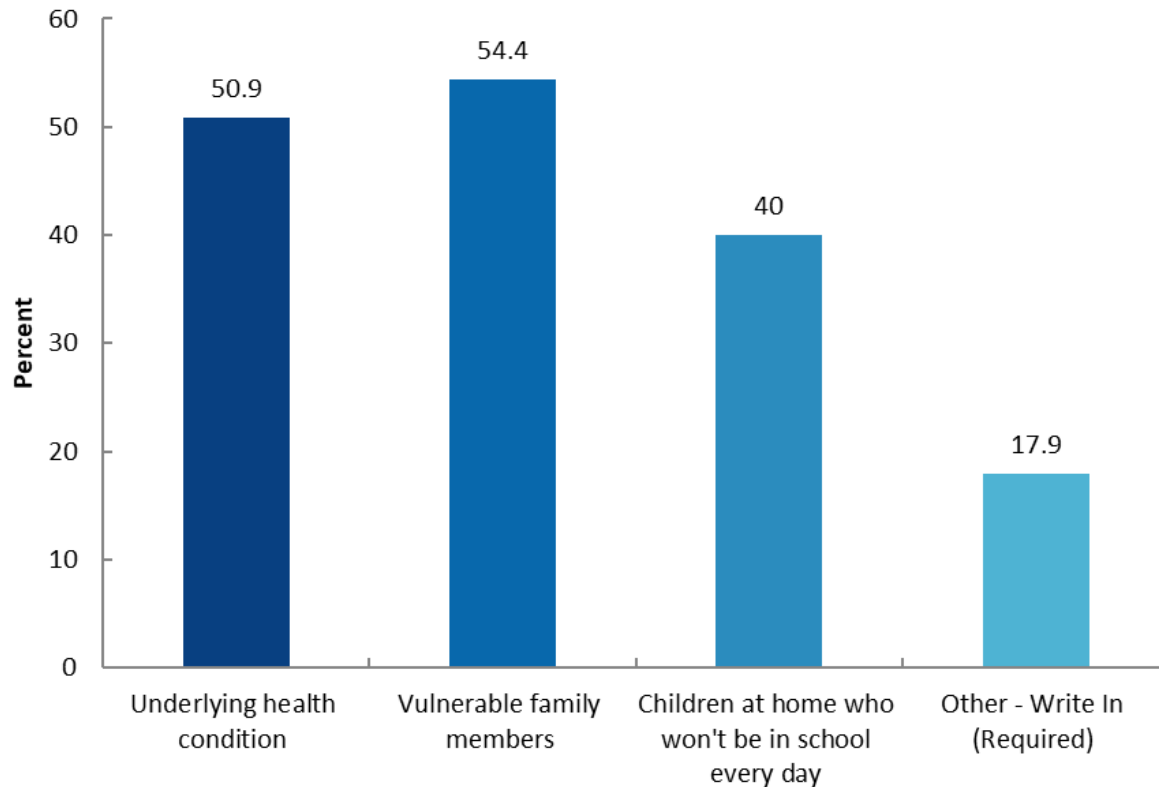
Staff Having Any Reasons Unable to Return to Work in School Building



- 22% of school-based staff respondents indicated they had reasons why they would be unable to return to school buildings.
- Slightly higher proportions at MS and HS indicated having reasons why they would be unable to return than at ES.
 - ES: 20%
 - MS: 25%
 - HS: 24%

Returning to Work in Phase III

Reasons Unable to Return to School Buildings



- Of those staff members indicating reasons why they could not return to work, the majority were for medically-related reasons.
 - Vulnerable family members (54.4%)
 - Underlying health conditions (50.9%)

Next Steps

- The Department of Human Resources is working with the Office of Accountability to develop a survey form that all employees would complete.
- The form will be sent to staff members by location and ask about their ability to return to physical work locations and their ability to continue virtual work (if applicable).
- Employees who indicate they have medical concerns will be contacted by the Office of Benefits Services.
- The link to this form will be provided to directors and principals to send to their staff members as soon as the Return to Work plan is approved.

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