

RE-ENTRY SURVEY - STAFF RESULTS

ITEM	QUESTION	RESPONSES	STRONGLY AGREE %	AGREE %	NEUTRAL %	DISAGREE %	STRONGLY DISAGREE %
1a	Please rate our communications with you with regards to COVID-19 during the pandemic. - The information is clear.	2177	21.82%	54.48%	13.73%	6.94%	3.03%
1b	Please rate our communications with you with regards to COVID-19 during the pandemic. - The level of detail is just right	2137	16.52%	50.73%	19.42%	10.44%	2.90%
1c	Please rate our communications with you with regards to COVID-19 during the pandemic. - The frequency is just right	2117	15.92%	54.13%	19.37%	8.27%	2.31%

ITEM	QUESTION	RESPONSES	YES %	NO %
4	Does your job, or extra-curricular work, require you to travel between district and/or non-district sites?	2184	24.91%	75.09%
12	Would you be interested in resources to help support your health and well-being?	2168	39.30%	60.70%

ITEM	QUESTION	RESPONSES	LESS THAN 1 HOUR DAILY %	BETWEEN 1 AND 4 HOURS DAILY %	MORE THAN 4 HOURS DAILY %
5	How often are you in close proximity, within 6 feet, of students, staff, and community on a daily basis?	2178	9.64%	8.54%	81.82%

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ITEM	QUESTION	RESPONSES	EXTREMELY UNCOMFORTABLE %	UNCOMFORTABLE %	NEUTRAL %	COMFORTABLE %	NO CONCERNS/ RESERVATIONS %
6	As KCKPS begins to welcome back our employees for the 2020-21 School Year, physical distancing and other safe work protocols will be instituted per county or state guidelines. With this in mind, how comfortable are you returning to your work place?	2200	17.05%	24.64%	23.14%	26.77%	8.41%

ITEM	QUESTION	RESPONSES	HEAVILY %	MODERATELY %	SLIGHTLY %	MINIMALLY %	NONE %	DOES NOT APPLY %
8	Rate the impact that working from home has on your ability to complete your essential job functions. If you rate this question heavily, moderately, or slightly, please share information in question 13.	2188	23.72%	24.59%	14.90%	16.68%	12.52%	7.59%

ITEM	QUESTION	RESPONSES	NOT WELL %	MODERATELY WELL %	VERY WELL %	EXTREMELY WELL %
11	How well have you been dealing with the current Covid-19 situation?	2183	2.79%	42.74%	40.72%	13.74%

RE-ENTRY SURVEY - STAFF RESULTS

ITEM	OPTION	RESPONSES	RESPONSE %
What was the most efficient mode of communication?	Text	2175	45.70%
What was the most efficient mode of communication?	Phone Call	2175	17.24%
What was the most efficient mode of communication?	Social Media	2175	13.20%
What was the most efficient mode of communication?	E-Mail	2175	65.70%
What was the most efficient mode of communication?	Virtual Meeting	2175	13.52%
What was the most efficient mode of communication?	Direct communication from supervisor	2175	26.62%
If your answer is neutral or less, why would you be uncomfortable [returning to your workplace]?	I have health complications that put me at higher risk for COVID-19	2175	21.89%
If your answer is neutral or less, why would you be uncomfortable [returning to your workplace]?	I live with or care for someone that has increased risk for COVID-19	2175	25.47%
If your answer is neutral or less, why would you be uncomfortable [returning to your workplace]?	I am exposed to high risk individuals or groups outside my home and district workplace	2175	13.66%
If your answer is neutral or less, why would you be uncomfortable [returning to your workplace]?	I will need all available information closer to my return date	2175	36.51%
If your answer is neutral or less, why would you be uncomfortable [returning to your workplace]?	I may have trouble finding childcare/dependent care	2175	9.66%
If your answer is neutral or less, why would you be uncomfortable [returning to your workplace]?	I would need assistance with the Employee Assistance Program before I plan to return	2175	1.56%

RE-ENTRY SURVEY - STAFF RESULTS

ITEM	OPTION	RESPONSES	RESPONSE %
What concerns you about returning to the workplace?	I am afraid of getting infected with COVID-19	2175	46.25%
What concerns you about returning to the workplace?	I have or live with someone that has increased risk with COVID-19	2175	28.51%
What concerns you about returning to the workplace?	I am afraid some co-workers will not follow safe protocols regarding COVID-19	2175	50.34%
What concerns you about returning to the workplace?	I do not know what particular steps the district will take to ensure our safety	2175	54.02%
What concerns you about returning to the workplace?	Nothing	2175	14.30%
What can KCKPS do to make this a smooth and safe transition for you?	Communicate and conduct trainings in regard to the new safety protocol	2175	63.82%
What can KCKPS do to make this a smooth and safe transition for you?	Ensure employees are following protocol	2175	62.76%
What can KCKPS do to make this a smooth and safe transition for you?	Provide some personal protective equipment (PPE)	2175	67.26%
What can KCKPS do to make this a smooth and safe transition for you?	Provide hand sanitizer and wipes	2175	76.37%
What can KCKPS do to make this a smooth and safe transition for you?	Communicate how to ensure we don't come within six feet of others when entering and exiting the restrooms	2175	46.39%
What can KCKPS do to make this a smooth and safe transition for you?	Appropriate social distancing at public access points, printers and other common areas	2175	50.44%
What can KCKPS do to make this a smooth and safe transition for you?	Screen employees for symptoms	2175	61.06%
What can KCKPS do to make this a smooth and safe transition for you?	Nothing	2175	2.94%
What can KCKPS do to make this a smooth and safe transition for you?	Other, please list in question 13	2175	7.36%

RE-ENTRY SURVEY - STAFF RESULTS: PRELIMINARY THEMATIC COMMENT ANALYSIS

Preliminary Descriptive Theme Analysis		
PRIMARY THEME	RESPONSE %	BRIEF DESCRIPTION
safety	25.07%	Nearly all comments conveyed concerns, worries, fears, sometimes framed around questions. Comments tended to center on all person-to-person impacts (adult-student, student-student, adult-adult) across all KCKPS settings (buildings, busses, offices, etc..). Considerable overlap with social distancing, care, supports, and health. Comments related to following protocols and procedures including social distancing when it is not possible, mask wearing, coming to school ill, and included potential negative impacts on others, such as infecting, or spreading COVID-19 in schools, busses, etc....
social distancing	22.61%	Nearly all comments expressed worries, concerns, pessimism, or questions surrounding social distancing principles, logistics, and/or implementation across all KCKPS buildings, settings, grade levels, and areas. Considerable overlap with safety, students, health, class sizes, schedule, employment, working from home, and continuous learning, regarding common conclusions drawn. Comments in this category tended to ask slightly more generalizable questions or convey concerns that possibly could be applied to many, if not all, settings.
structures	17.96%	Comments overlapped with social distancing, continuous learning, health, and schedule. A focus on holding students accountable for their behaviors and academic performance was also found, as was ensuring adequate supplies. Many responses also featured conclusions regarding alternate schedules, impacts on social distancing, and positive and negative impacts on continuous learning as well.
continuous learning	10.48%	Responses focused on describing challenges, solutions, outcomes, and some adaptations surrounding continuous learning. Challenges were particularly noted among special education group. Overlap seen with safety, social distancing, students, health, class size, and safety.
health	3.92%	Considerable overlap with safety, and care; comments expressed impacts surrounding retuning to work in person on personal health (e.g. general health problems, asthma, allergies, immuno-compromised), and negative impacts on medically-fragile family or close friends, often framed in an out-of-school context.
class sizes	3.01%	Responses emphasized large class-sizes, often with negative impacts or challenges on social distancing, safety and health. Some responses concluded that even under the best circumstances, social distancing is not possible in their rooms, or buildings. Responses sometimes concluded in favor of continuous learning, or other schedule, with others advocating for working from home.
communication	2.64%	Comments highlighted importance of regular, clear, transparent communication between all stakeholders involved. Some comments also mentioned positive or negative experiences with communication.
employment	2.64%	Comments tended to center on concerns, or questions related to sick leave, benefits, loss of pay, or loss of job due to illness or elimination of teaching position.
schedule	2.64%	Most responses spoke directly to alternate scheduling that combines a mixture of face-to-face instruction and online instruction. Many responses also mentioned less students in the building at one time. Many responses highlighted the need to continue 100% online learning. A couple responses desired return to full-time, face-to-face instruction.
work from home	2.55%	Nearly all responses in this category advocated for a work-from-home solution, whenever possible. Very few responses in this category mentioned negative impacts or that working from home was not possible. Many responses tended to mention specific benefits, or positive aspects, including harm reduction, less exposure to others, and increased job performance.