

Classified Staff Survey

Introduction

To better understand how to support you and other school district staff across the state, the Kentucky Department of Education (KDE) requests your response to this survey about needs related to staff wellness for the 2020-2021 school year.

Completion of this survey is voluntary. Your employment and/or relationship with your school, district and the Kentucky Department of Education will not be affected based on our participation or lack thereof. KDE is not evaluating individual employees, nor is KDE monitoring any respondent's compliance with school, district/county or state policies. Rather, findings from this research will be used to better understand how to support district and school staff across the state.

This survey will take approximately 10 minutes to complete and will be open 6/26/2020 - 7/6/2020.

General Questions

1. Select the district in which you will work in the 2020-2021 school year.

Select the location in/from which you primarily work.

Central Office

School administrative office

Transportation garage/drive a bus

Classroom

Cafeteria

Other (please specify)

2. Select the category in which you spend the majority of your time.

District/school finance (e.g., reporting, accounts payable, recordkeeping)

Human resource/payroll

Food services

Attendance/truancy/student data reopening

Health services

Pupil transportation

Instructional aide

Facilities/maintenance/custodial

Other (please specify)

3. Select the student groups that you will work with in the 2020-2021 school year.

Select all that apply.

Students participating in general education

Students participating in special education

English learners

I don't work directly with students

I don't know at this time

4. How many years have you worked in a school district, including the 2019/20 school year?

- 1 – 2 years
- 3 – 5 years
- 6 – 10 years
- 11 – 15 years
- Over 15 years

Staff wellness

5. Indicate your level of agreement with each of the following statements related to staff wellness:

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree, N/A.

I use strategies to reduce my risk of experiencing “burnout”

I feel supported by district/school’s leadership when I need to handle work-related challenges (ex. disruptive student behaviors, difficult job-related tasks)

I have access to an employee wellness program (ex. stress management, health management)

I feel comfortable reaching out to someone at my district office/school if I experience challenges related to my mental health

I believe that my district office/school’s leadership team is working to address employees’ mental health needs

I feel that my professional mental health needs have been addressed during the COVID-19 pandemic.

District and school supports

6. Indicate the degree to which the following district- or school-level supports would impact your ability to address your wellness needs: No impact, Slight impact, Moderate impact, Significant impact, N/A.

A coordinated wellness program for staff

Professional development on strategies to mitigate common causes of employee “burnout”

Structured opportunities to develop relationships with your colleagues (ex. Professional Learning Communities, team-building exercises, wellness challenges)

Information about the mental health supports covered by your health insurance

Regular planning periods and/or a system for taking a break, if needed (ex. having another staff member cover your duty briefly)

Regular meetings with mentor

Professional development on effective strategies for working from home (ex. setting boundaries to promote healthy work-life balance, sticking to a consistent schedule)

Clear communication about employee attendance policies (to include policy on sick days, returning to work, contract requirements)

Clear communication about anticipated changes to salaries or other compensation caused by COVID-19

Clear communication about how 2020-2021 employee evaluations will be conducted, given the anticipated disruptions caused by COVID-19