End of Grading Period 1 LCPS Staff Survey-Overall LCPS All Staff Responses

Survey Response Rate

78% of LCPS Staff Took the Survey
**Overall Respondents n=136 (129 staff; 7 non-staff)**

Note: Respondent demographics mapped roughly evenly to overall LCPS staff demographics by site, race, being new/returning, etc. with the exception of role:

Role	Percent Responded	Total n=
Teachers	95%	n=73
Shared Services (non-Director)	100%	n=8
Site Operations (custodial, food service)	81%	n=13
Administrative (Site & Shared)	46%	n=16
Instructional/Student Support Staff (IAs, ASP, Counseling, Asst Deans, OMs, etc)	56%	n=19
Non-Employee Staff (Seneca, Alder, Wright Interns, etc)	n/a	n=7

Future surveys will offer time during LCPS-wide PD for all staff to take

Overall Average Score for Engagement-All LCPS Staff

By staff member we calculated"engagement" based on mean of scaled responses
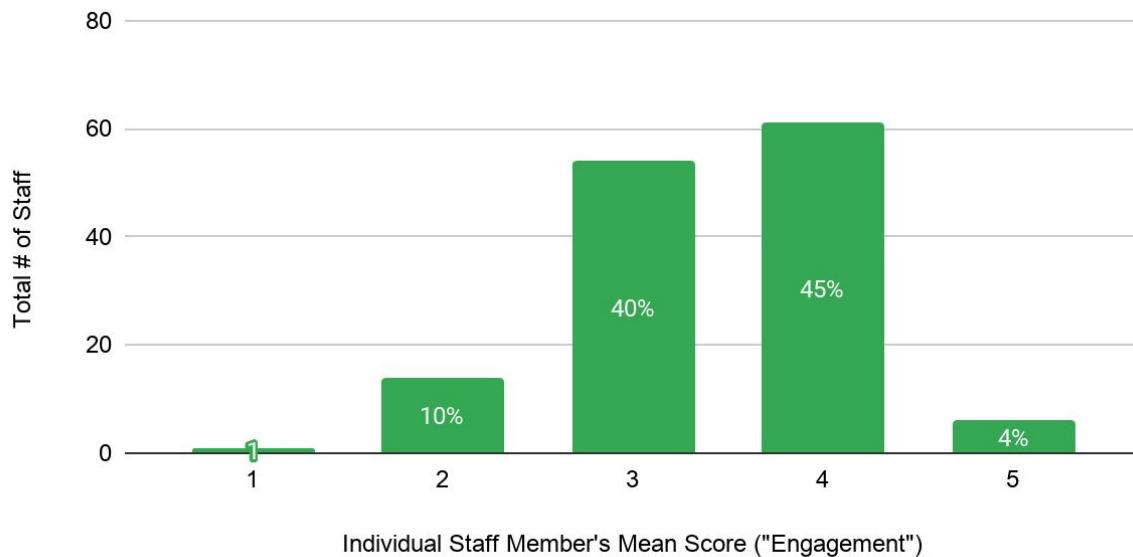
Note: >4=Engaged; 2-3.99=Disengaged; 0-1.99=Actively Disengaged

LCPS Overall Staff Scaled Responses		Score Distribution				
All Staff Questions	**Average Response (Mean)**	**1**	**2**	**3**	**4**	**5**
Given the unique start of this school year and the continued pandemic, overall, how supported by LCPS have you felt to do your best work?	**3.6**	3%	10%	28%	39%	21%
Given the current context, how strongly do you agree with the statement "I know what is expected of me at work" at this point?	**4.1**	1%	2%	13%	54%	30%
How strongly do you agree with the statement: "I have the materials and resources to do my work right" at this point in distance learning? This includes: equipment, technology, curriculum, support for personal or HR matters, etc.	**3.4**	4%	15%	34%	32%	15%
How effective & supportive have our communications been while in distance learning (e.g. transparency, clarity, knowing what is happening or changing, responsive, etc)?	**3.6**	6%	10%	24%	40%	20%
How supported have you felt by your manager during the first 6 weeks?	**4.2**	0%	4%	18%	31%	47%
How connected to and supported by your team and colleagues have you felt during the first 6 weeks?	**3.9**	1%	8%	21%	38%	32%
Overall Average of all Scaled Responses	**3.8**	**3%**	**8%**	**23%**	**39%**	**27%**
Instructional Only Questions	**Average Response (Mean)**	**1**	**2**	**3**	**4**	**5**
How engaged have your students been in distance learning?	**3.5**	0%	3%	44%	52%	1%
How supportive has our PD been in helping you to translate your work to distance learning so far?	**3.0**	9%	18%	41%	25%	6%
Non-Instructional Questions	**Average Response (Mean)**	**1**	**2**	**3**	**4**	**5**
How well do you feel you have been able to prepare and support sites and/or staff while in distance learning?	**3.4**	5%	11%	35%	32%	16%
How supportive has our PD been in helping you to translate your work while our schools are in distance learning so far?	**3.3**	8%	16%	27%	38%	11%

Disaggregation of Scaled Response Average (Q1-6)			
What site do you work at primarily?	**Average Response**	**n=**	**Response Rate**
Lighthouse 9-12 Instructional	3.5	28	100%
Lighthouse K-8 Instructional	3.8	38	68%
Lighthouse Operational	4.1	9	60%
Lodestar 6-9 Instructional	3.9	18	64%
Lodestar K-5 Instructional	4.0	23	85%
Lodestar Operational	3.3	8	67%
Shared Services	4.2	12	71%
Currently, where are you working?	**Average Response**	**n=**	
Partially onsite and partially from home	4.0	12	
Regularly onsite	3.6	11	
Remotely from home	3.8	113	
Are you a new or returning staff member?	**Average Response**	**n=**	
New-This is my first year at LCPS	4.0	34	
Returning-I have worked at LCPS before	3.7	102	
What is your race or ethnicity?	**Average Response**	**n=**	
Asian	3.7	12	
Mixed Race	4.1	9	
Black	3.9	22	
Decline to State	3.3	10	
Latinx	3.8	43	
White	3.8	40	
What is your primary role?	**Average Response**	**n=**	
Administrator	3.9	16	
ASP	4.0	6	
Non-Employee Working with Our Schools	3.8	7	
Operations Staff	3.7	13	
Shared Services Staff (Non-Administrative)	4.4	8	
Student Support Staff	3.9	13	
Teacher	3.7	73	
Grand Total	**3.8**	**136**	

Open Response Synthesis of High Level Themes

Below is a synthesis of the most common themes found in open response feedback with information on frequency & sub themes within the overarching theme (note, theme coding was general and frequency is just a note of approximately how many times this theme was mentioned across responders noting that most open responses were optional and therefore only a self-selected subset of respondents mentioned anything).

Top 3 Growth Areas: Overarching Themes related to Why Staff Responded a Three or Lower (Neutral or Negative) on any of Q1-6 (in order of frequency)

#1: Impact of Last Minute Changes, Roll Outs, and Messaging (57):
- Changes for major aspects of program/schedule made at last minute, felt chaotic, or made it hard to plan ahead
- Staff and family emails & comms too long, unclear, inconsistent, and last minute
- Challenging for teachers and line-staff to prioritize--all deadlines/changes messaged from org-level as equally important
- Other sub themes: (10 or fewer)
  - Don't feel supported at the org-level (vs. site-level sense of support)
  - Sense of top-down deliverables and decisions
  - Lack of clarity between site and shared initiatives
  - Didn't get curriculum, grading policy, LMS in time

#2: Not Enough Time to Plan or Connect/Working Too Many Hours (43):
- Primary concerns were lack of planning time and/or lack of connection to team or peers (or both)
- Some staff are feeling isolated either from peers or teams or generally--many noted the difficulty of the kind of natural, frequent micro-interactions when in person
- Other sub themes: (10 or fewer)
  - Not enough time to meet with the right teams/people/parents/individual students
  - Not enough time to meet with my supervisor
  - Schedule not realistic or not getting right/promised hours
  - Don't feel supported to practice self-care

#3: Don't Have the Supplies or PD Needed to Do My Work Right--Currently (28):
- PD insufficient on new systems/my role (12)--Altitude mentioned repeatedly
- Lack of response to tech and other supply needs for me or my students
- Lack of supplies for teaching at home or lack of supplies for students (15)
  - Printers, monitors, space in home to teach
  - Tech requests for apps, e-signature, etc.
  - Student supplies

Top 3 Glow Areas: Overarching Themes related to Why Staff Responded a 4 or Higher (Positively) on any of Q1-6 (in order of frequency):

#1: Supervisor and Administration/Shared Services Responsiveness to Needs (50):
- Feel supported by site leadership and direct supervisor was the most common sub-theme
- Availability and one-on-one time with my supervisor
- Supervisor listening, supporting to meet my needs (extra planning time, flexibility, supplies or supports I requested)
- Noted responsiveness of teams/people in Shared Services as well as site-level leaders
- Feeling inspired, seen, valued by my supervisor

#2: Building Community & Sense of Team Despite Distance (19):
- Note that this was in contrast to others who felt disconnected from team or peers
- Called out the ways leaders and teams have worked to meet more frequently or create ways to connect despite distance
- Called out coming together in team to check in on each other and/or having peers that they work in collaboration with frequently as countering sense of isolation

#3: Transparency of Communication From Leadership & General Sense that Everyone is Doing Their Best with a Difficult Situation (15):
- Direct and frequent communication about COVID and reopening status
- Sense by some that communication has been (more) open, honest, thoughtful and consistent
- General sense (8) that everyone from top to bottom of the organization is doing their best with an unprecedented situation
- Note that many more spoke to feeling that communication has not felt this way