

# Making Waves Academy

## Culture and Climate Committee Update

*May 21, 2020*





# Committee Update

- Where are we now?
  - Committee work was paused due to COVID-19 closure
  - Committee will connect with school leadership once plans for fall 2020 are more solidified
- We are still committed to collecting data points that provide a window into overall staff culture and climate

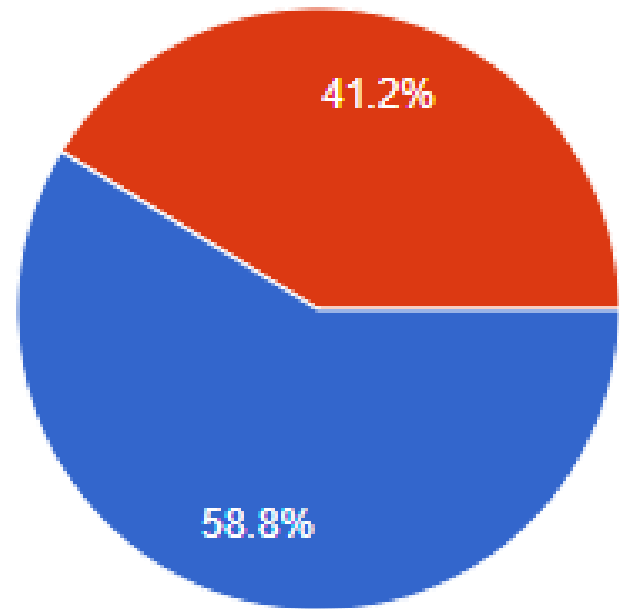


# Assessment of MWA Staff Needs

69% completion rate ( $97/141$  employees)

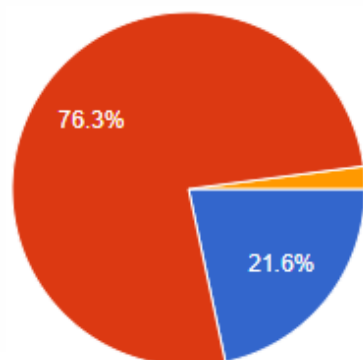
Faculty —  $57/97$

Non-Faculty —  $40/97$



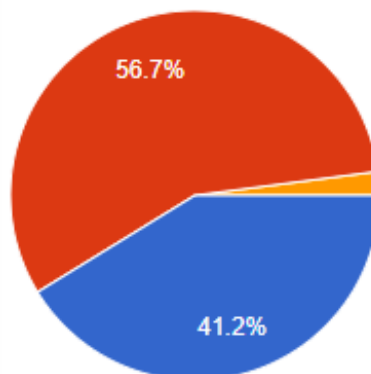
# Data Points

Do you live with or (by necessity) come into regular contact with someone who may be at a higher risk for severe illness?

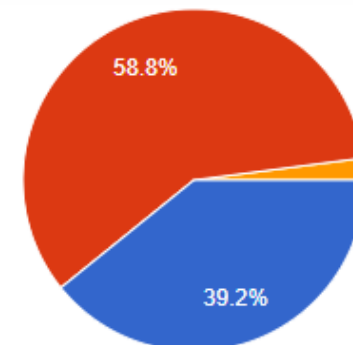


- Yes
- No
- I prefer not to answer

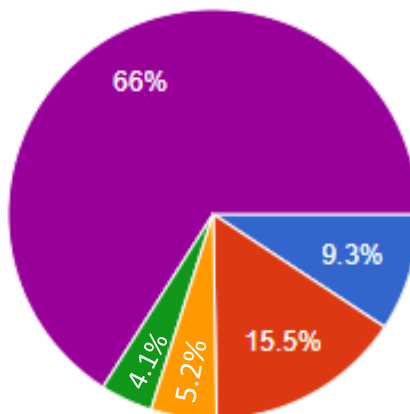
Do you live with or (by necessity) come into regular contact with someone who may be at a higher risk for severe illness?



Are you a caregiver? By “caregiver,” we mean anyone who is regularly providing care to another person. This can include (but is not limited to) children, elders, or someone with disabilities, whether or not they are biologically related to you.



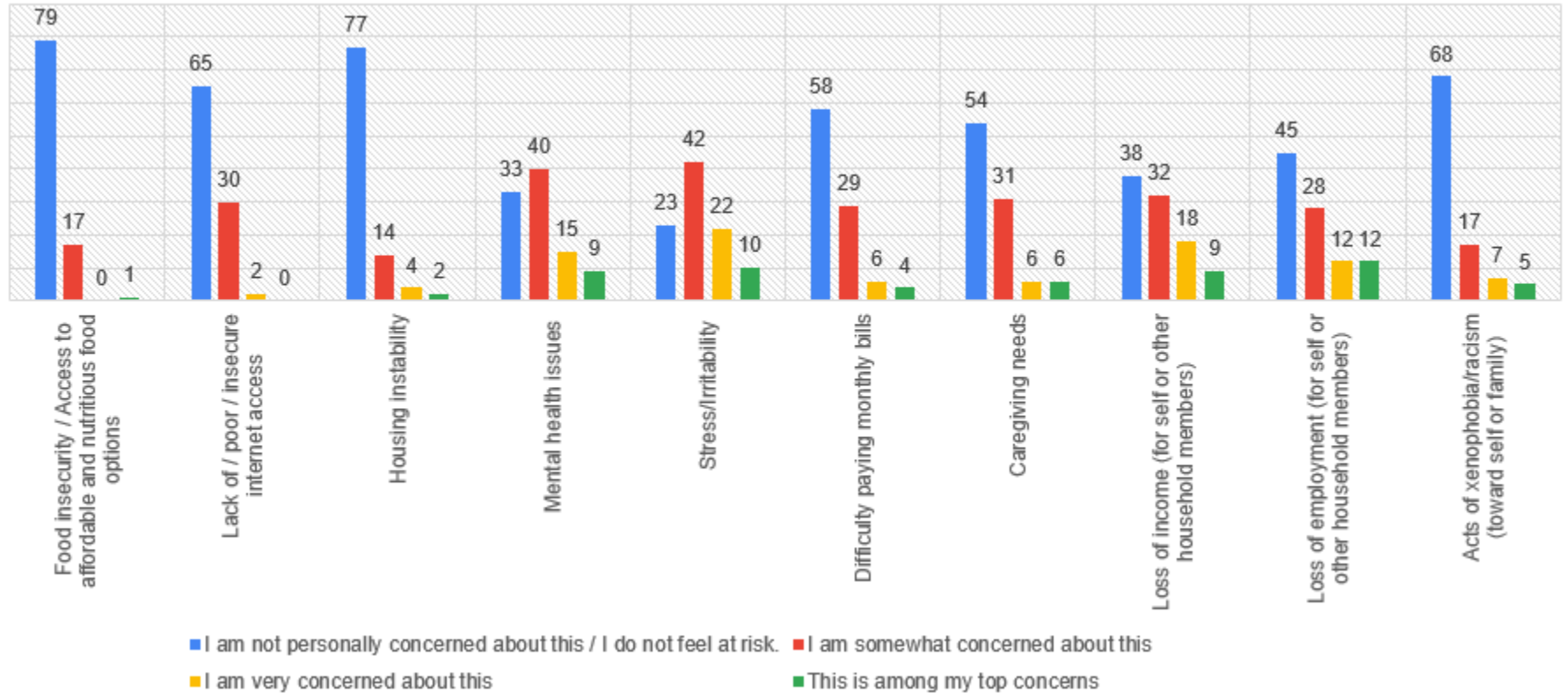
For staff with school-aged children/dependents, on average how many hours/day are you spending teaching your child/student while sheltering in place?



- 0-2 hours
- 2-4 hours
- 4-6 hours
- 6+ hours
- I don't have school-aged children/dependents

# Data Points

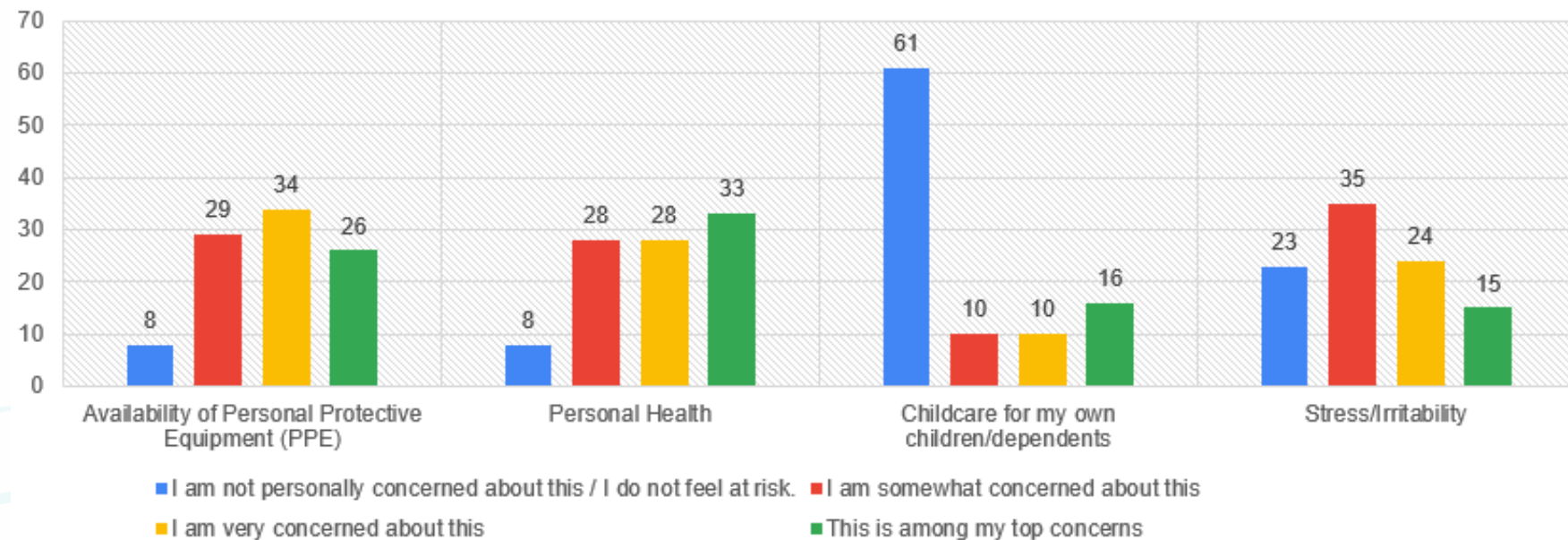
Please rate the below potential concerns/risks according to how you are personally impacted.





# Data Points

What are you most concerned about with regards to reopening the campus?





# Response to Data

## Currently in Place:

- Continuity of base compensation and benefits for our employees
- Monthly stipend for employees to cover internet expenses
- The majority of our employees are teleworking 100% of the time with the exception of staff who conducts meal and distance learning packet distribution
- Employees with school-aged children can participate in our meal distribution per state guidelines
- Regular sharing of resources for staff regarding
  - Mental health support
  - Financial Planning

## Looking Forward:

- This assessment will be used to inform planning for the fall
- Currently, departmental leaders (HR, Ops, IT, Teaching and Learning, etc.) are meeting to discuss reopening procedures and employee voice will be represented as a result of this assessment
- PPE and hygiene equipment has been ordered in preparation for the fall

