

Lawrence Public School - School Reopening Staff Survey Results

The recent Massachusetts Department of Education (DESE) guidance requires school districts to plan on bringing back as many students in-person as possible. In order to plan thoughtfully, From July 16-25, Lawrence Public Schools surveyed staff to learn more about their concerns and intentions regarding the return to school this fall. These results, along with state guidelines for a safe return, will be used to inform planning. Over 1500 surveys (68% of staff) were submitted, representing all schools, departments and positions. The summary of results follows.

Which aspect of the DESE Initial Fall School Reopening Guidance concerns you most?

- 10% - I am fine with the guidance
- 45% - Returning to in-person instruction
- 10% - Wearing a mask during the school day
- 10% - Limitations during the school day
- 24% - Physical distancing parameters

For in-person instruction, there are specific safety requirements that must be followed, including, but not limited to physical distancing and mask wearing. For in-person instruction, do you intend to:

- 19% - Return and I am not concerned, as I believe that the administration will take every precaution to keep me safe
- 64% - Return but I am concerned about being safe
 - 1% - Take a leave of absence in accordance with applicable law (FFCRA, FMLA, ADA)
 - 3% - I have a documented medical condition that makes a return to in-person instruction ill-advised
 - <1% - Resign or retire from my position at LPS if we are to return to the building.
- 11% - Other or Undecided

For hybrid teaching, there are specific safety requirements that must be followed including, but not limited to physical distancing and mask wearing. For hybrid instruction, do you intend to:

- 21% - Return and I am not concerned as I believe that the administration will take every precaution to keep me safe
- 66% - Return but I am concerned about being safe
 - 1% - Take a leave of absence in accordance with applicable law (FFCRA, FMLA, ADA)
 - 3% - I have a documented medical condition that makes a return to in-person instruction ill-advised
 - <1% - Resign or retire from my position at LPS if we are to return to the building.
- 9% - Other or Undecided

For remote teaching, the main instruction would take place on-line but there is a possibility that in-person instruction may be required during the school year. There are specific safety requirements that must be followed including, but not limited to physical distancing and mask wearing. For remote instruction, do you intend to:

- 33% - Return and I am not concerned as I believe that the administration will take every precaution to keep me safe
- 57% - Return but I am concerned about being safe
 - <1% - Take a leave of absence in accordance with applicable law (FFCRA, FMLA, ADA)
 - 2% - I have a documented medical condition that makes a return to in-person instruction ill-advised
 - <1% - Resign or retire from my position at LPS if we are to return to the building.
- 7% - Other or Undecided

Reflection on Remote Learning in Spring 2020

Did you feel supported in delivering remote instruction?

- 54% - Yes
- 35% - Sometimes
- 7% - No
- 4% - Not applicable to my position

How confident do you feel that you have the knowledge and tools to deliver effective remote learning?

- 21% - Completely confident
- 47% - Reasonably confident
- 26% - Learning
- 7% - Worried/Need help

Professional Development/Training Needs and Wants

What PD would you want to have in advance of school reopening in the Fall? Select up to 3.

- 29% - Maintaining student learning engagement during remote learning
- 19% - Platform use such as Zoom, Google Suite, Clever, etc.
- 17% - Asynchronous remote learning best practices
- 14% - Synchronous remote learning best practices
- 21% - Support with differentiation in a remote learning environment

From a social-emotional perspective, which of these topics would be most effective to help you feel ready for next school year? Select up to 4.

- 17% - Personal well-being (such as mindfulness, personal counseling, social-emotional health, mindfulness, and work-life balance).
- 21% - School-specific training on newly established practices and policies relating to COVID-19
- 26% - Building community in schools and classrooms in the climate of school distancing (such as maintaining positive relationships with families)
- 12% - Leading community circles, conversations, and/or processing with students. (for example, morning meetings, restorative justice circles)
- 13% - How to access and become familiar with resources that are available to families
- 11% - Implementing anti-bias and anti-racist practices, two-way communication, and culturally proficient practices with families.

For SY20-21, which area will require the most support/professional development?

- 9% - Anti-racist school practices
- 24% - How to identify and address student learning loss
- 25% - Safety /health protocols
- 23% - Technology as a tool for instruction
- 15% - Trauma informed instruction
- 5% - Other