

Classified Staff Needs-Sensing Survey Results

Overview

The Kentucky Department of Education (KDE) gathered information about classified staff needs resulting from the COVID-19 pandemic to better understand how to support school and district staff across the state. KDE administered the survey online from 6/26/2020 to 7/6/2020.

Total number of survey respondents: 9,130

Demographics

Table 1. Location of primary work

Group	<i>n</i>	%
Administrative Office	1375	15.1
Cafeteria	851	9.3
Central Office	521	5.7
Classroom	4486	49.1
Transportation garage/drive a bus	547	6.0
Other	1298	14.2
Missing	52	0.6

Table 2. Job category of primary work

Group	<i>n</i>	%
Attendance/truancy/student data reporting	592	6.5
District/school finance (e.g., reporting, accounts payable, recordkeeping)	560	6.1
Facilities/maintenance/custodial	411	4.5
Food services	866	9.5
Health services	207	2.3
Human resources/payroll	112	1.2
Instructional aide	3966	43.4
Pupil transportation	551	6.0
Other	1814	19.9
Missing	51	0.6

Staff Wellness

Table 3. Percent of respondents reporting “agree” or “strongly agree” to statements relating to staff wellness, by location of primary work

Statement	Total	Administrative Office	Cafeteria	Central Office	Classroom	Transportation	Other
I feel comfortable reaching out to someone at my district office/school if I experience challenges related to my mental health	56.2	61.4	53.2	51.4	56.0	47.2	59.9
I feel supported by my district/school’s leadership when I need to handle work-related challenges (ex. disruptive student behaviors, difficult job-related tasks)	68.5	72.2	65.5	63.7	69.6	58.3	69.0
I believe that my district office/school’s leadership team is working to address employees’ mental health needs	48.1	50.5	48.5	46.8	48.1	36.2	51.1
I feel that my professional mental health needs have been addressed during the COVID-19 pandemic	43.6	48.0	39.4	44.1	44.1	33.5	43.7
I use strategies to reduce my risk of experiencing “burnout”	63.3	62.3	57.8	61.4	65.1	55.6	66.0
I have access to an employee wellness program (ex. stress management, health management)	58.1	61.3	61.1	59.3	56.6	51.9	60.9

District and School Support

Table 4. Percent indicating that district and school supports would have a “moderate impact” or “significant impact” on their work, by location of primary work

Statement	Total	Administrative Office	Cafeteria	Central Office	Classroom	Transportation	Other
Regular planning periods and/or a system for taking a break, if needed (ex. having another staff member cover your duty briefly)	58.0	56.8	44.9	47.6	66.5	38.9	51.3
Structured opportunities to develop relationships with your colleagues (ex. Professional Learning Communities, team-building exercises, wellness challenges)	50.2	47.6	44.2	46.8	53.3	44.4	50.2
Clear communication about employee attendance policies (to include policy on sick days, returning to work, contract requirements)	55.9	54.8	56.8	54.7	56.7	53.6	56.1
Clear communication about how 2020-2021 employee evaluations will be conducted, given the anticipated disruptions caused by COVID-19	58.6	58.1	53.9	52.6	61.7	53.0	57.1
Clear communication about anticipated changes to salaries or other compensation caused by COVID-19	65.6	65.3	59.2	63.0	68.3	62.3	63.7

Statement	Total	Administrative Office	Cafeteria	Central Office	Classroom	Transportation	Other
Professional development on effective strategies for working from home (ex. setting boundaries to promote a healthy work-life balance, sticking to a consistent schedule)	49.6	50.1	38.7	48.4	54.6	34.0	46.6
Regular meetings with a mentor	38.3	35.2	33.8	34.5	42.7	28.7	35.1
Information about the mental health supports covered by your health insurance	47.8	47.1	45.1	47.2	48.9	44.1	48.8
Professional development on strategies to mitigate common causes of employee "burnout"	48.9	45.5	43.0	45.7	52.3	45.2	48.2
A coordinated wellness program for staff	52.6	54.1	47.7	50.3	54.4	46.1	52.4