



## FCTA Health and Safety and Transition to Hybrid Model Member Survey October 2020

**2,049 responded; 2,918 Membership = 70% Response Rate**

Survey Closed on October 13, 2020

### **Questions 1-3 were demographic**

67% Classroom teachers; evenly split between elementary and secondary

94% work in 1 building

### **Q4: FCTA and FCPS have reaffirmed the 7.5-hour duty day (including duty free lunch), are you able to complete your work in this time?**

52% say no with 20% saying they fear risking their job to adhere to it.

When filtered by level:

57% of ES teachers say no with 22% saying they fear risking their job to adhere to it.

52% of MS teachers say no with 21% saying they fear risking their job to adhere to it.

50% of HS teachers say no with 19% saying they fear risking their job to adhere to it.

### **Q5: On average how many hours are you working per week under the Virtual Model?**

56% of all respondents said they work 50+ hours per week, with 17% working 60+ hours.

When filtered by level:

58% of ES teachers say they work 50+ hours per week with 20% working 60+ hours.

55% of MS teachers say they work 50+ hours per week with 14% working 60+ hours.

54% of HS teachers say they work 50+ hours per week with 17% working 60+ hours.

### **Q6: On average, how stressed would you say you are by work in a given week?**

66% are stressed often with 18% stressed all the time.

### **Q7: How effective do you feel you are at teaching/working virtually?**

Average is 5.9 on a scale of 1-10 with 10 being totally effective



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**Q8: Do you feel you have adequate technology provided by FCPS to teach/work virtually (and Hybrid)?**

67% Yes

32% No Antiquated laptop, need a second device to adequately monitor and screen share at the same time and lack of high speed internet were the most common responses.

**Q9: How much money have you personally invested in virtual teaching that has not been reimbursed?**

Average of \$286\* with a total of \$566,511 being spent by the 1,979 respondents to this question.

**Q10: If you have gone into your school building, to what extent are the following safety measures present? \* masks wearing, hand sanitizer available in every classroom and throughout the building, soap available for hand washing, daily cleaning**

65% Always

30% Inconsistently

5% Rarely or never

**Q11: Did you volunteer for in person instruction?**

12% volunteered and are doing small group instruction

14% volunteered but were not needed

73% said no and their answers ranged in order of frequency:

- Doesn't feel safe
- High risk self or household
- Workload concerns
- Childcare concerns
- Were not needed because of their role like counselor or classroom teacher
- Didn't want to work with students other than their own
- Commute

**Q12: For those conducting small group instruction, how comfortable have you been working in the building with students? (454 responded)**

57% are very comfortable

43% are not with 13% being very uncomfortable to the point where they would like to unvolunteer



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### **Q13 Are you, or someone you live with immune compromised or/in a high-risk category?**

18% said they were immune compromised/high risk

28% said they lived with someone immune compromised/high risk.

7% said both

47% said neither

### **Q14: FCTA is advocating that teachers who are unable to teach in person, be able to instruct students who choose to remain virtual. Do you agree with this position?**

90% said yes; 1% said no.

8% responded to the if you said no, tell us why question. Responses ranged from:

**Actual yes:** I would agree as long as documentation is required from a doctor.

Concern for switching students

Equity of workload concerns

We all should be able to remain virtual

No one should be able to remain virtual

### **Q15: I plan to return to my worksite...**

36% Whenever the Board of Education votes to move to a stage of reopening that requires it

56% Only if FCPS guarantees all of the safety protocols listed above all students and staff

8% I will not return this school year and will be looking to take leave/resign/retire

### **Q 16: Will returning to work create a childcare issue for your family?**

25% said yes, 20% if the step approach is implemented

75% do not have childcare concerns

### **Q17 The currently approved plan for the hybrid model can be found "[FCPS Reopening Plan](#)" Do you feel that the Hybrid model as published is reasonable with the planning time and resources provided to you by FCPS?**

27% Yes

73% No



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### **Q18: Suggestions for improving the Hybrid model.** (1,422 responses)

Data will be shared with the FCTA Hybrid Work Group Major Themes:

#### **Health concerns:**

How can we 'enforce' mask wearing, hand washing, and making sure all students cooperate? We cannot. If our classroom is to be used for eating, their masks will be off in an enclosed (unventilated) space. Who will clean the room? Teachers? With what PPE? No one can find Clorox wipes as it is. And with students as defiant as some can be (not all, most follow rules, but we all have those who do not), the safety of ourselves and other students is jeopardized. Who will remove students who do not wear masks? Who will remove students who willfully not follow the cleaning? And by the time someone gets to the classroom, the entire class would have been exposed.

We need temperature screening, PPE, and a reliable testing process. As of now I have not been screened for any of these when I enter an FCPS building. How hard is a temperature check?

Be sure all the proper precautions are in place. Have a plan for how to handle positive covid tests. Policies and procedures for exposures should be consistently in place and staff members should be fully trained. This sentence about a student showing COVID symptoms is distressing: "School health staff will communicate with the parent/guardian about suggested follow up with a health care provider and/or options for COVID-19 testing as well as recommendations for home isolation."

Suggested?...Recommended?...Options? What's to stop the parent from ignoring that message and dropping their child at school the very next day? This happens all the time with other illnesses.

**Different teacher for virtual:** I think virtual teachers are needed for virtual students. I worry it will be impossible to provide quality instruction for both these very different situations. We also don't have the technology for a teacher to move around the room and teach, and engage virtual learners as well.

Create a plan that does not TRIPLE the workload on teachers. We should not have to plan for in person, virtual & independent instruction all in one day

**Schedule changes including more planning time:** I feel that if teachers are being asked to teach both online and in person, we are going to need more planning time. Just with the virtual model we are spending a lot of our time (not work hours) planning and with the hybrid it will be twice as much work.

#### **Advocates both for and against concurrent teaching:**

Students home for virtual should be doing all asynchronous work and students in the school building should have all teacher directed, small group and non-screen time work. Teachers should not be expected to instruct students over google meet which teaching students in front of them in the classroom. We struggle to achieve this even in small departmental meetings at the staff level with adults. It is hard to attend to the virtual meeting attendees and those in the room in person.

Lessons should be able to be broadcast to cohort groups at home. This way both cohorts (at the secondary level) can be on the same track. Similar to how college courses are run.



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**Q19: Currently the FCPS plan for hybrid does not include cleaning between class changes during the day. If given the supplies and time would you be willing to assist custodians in cleaning desks and high touch areas in your classroom? (this is currently a prohibited duty in our contract)**

49.43% Yes

50.57% No

**Q20: 1234 respondents shared additional safety features FCTA should advocate for**

Detailed responses will be shared with FCTA Hybrid Workgroup, considered for next MOU etc.

Enforcement of health rules: PPE and Onsite Temperature Checks, and HVAC/ventilation improvements were the top 4 response topics. It was widely felt that administrators would not do enough to enforce mask wearing rules and there was some concern that some parents would send kids to school who may be exhibiting symptoms. Many people are worried about the conditions for their building's HVAC systems, especially those people who have no windows, as there is no clarity on how much fresh air is brought into to the building throughout the day.

There has to be definite consequences concerning mask wearing -- not simply saying "I imagine that we would ask a guidance counselor to contact the parents and have a family discussion...." In real time, what will happen when a student refuses to wear a mask? Hand sanitizer in EVERY room -- and not have to be supplied by the teacher. Ventilation systems have to be adequate. In my room, there are days when no air is moving around. Hallway procedures? Bathroom procedures? Face shields for teachers in addition to masks. Temp taken at the door as students arrive. I have no trust that parents will keep sick kids at home. Gloves.

check quality of air - at least make us aware of how the system works in our building - - I have no windows - poor heating and cooling system? so would like to know if this is able to be checked?

**Q21: FCPS Leadership has also recently proposed a 4 Step plan to transition to the Hybrid Plan which has some grade levels/programs starting the A/B cohort hybrid model before other grade levels. This Step-by-Step document was shared at the Sept 23, 2020 BoE meeting. Do you believe this step plan should be implemented instead of just moving to the hybrid for all grades at once?**

68% Yes

32% No

**Q22: If you answered YES to question 21, when do you do believe it should start**  
(1523 responded)

18% Before the end of 1<sup>st</sup> Semester

82% At the start of 2<sup>nd</sup> Semester



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### Q23 If you answered NO to question 21 Why? (703 responded)

Themes include:

**No one should go back:** There shouldn't be any hybrid plans in place until there is a vaccine available

**It's not equal; all grades are important:** I feel all students should be in school as soon as they can at the same time. I feel the disadvantages of being at home (social emotional stress, loss of academic skills) are more at risk than being seriously ill from COVID-19.

This virus spreads in all age groups. It doesn't make sense to send some, not all. Either we are all in or not. If being in the building is important for learning to happen, then you shouldn't be picking who's learning is more important.

### Q24: How supportive do you feel FCTA has been since the start of this school year?

68% Very supportive

24% Somewhat supportive

6% I wish FCTA would do more

2% I don't feel supported