

BEA Faculty Survey Results
Survey Conducted from July 30 - August 3
70% of membership responded - (total responses 283)

The Bedford Education Association has always had a collaborative relationship with school administration and have held our students' educations at the forefront of our thinking. In that spirit, the BEA wants to be transparent with the data we have collected from our members and we hope this will help to inform collaborative decisions that are in the best interest of the Bedford educational community.

Overall Return to Work:

29% will return to work only in a remote model.
69% will return to work in either model.

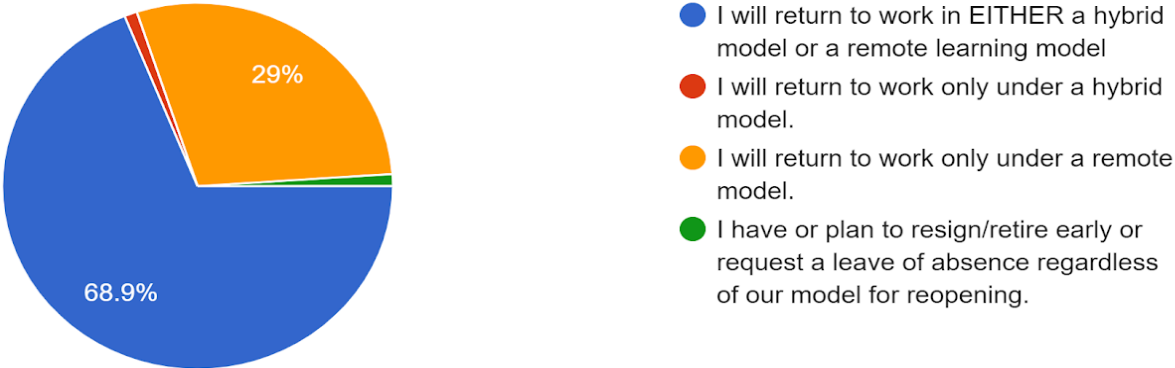
23.2% are unable to return to an in-person model due to being medically compromised, or having a medically compromised person in their house, or child care issues (66 staff).

- 7.7% said they are unable to return because of childcare issues (22 staff).
- 6.3% said they are unable to return because they themselves are medically vulnerable (18 staff).
- 9.2% said they are unable to return because someone in their household is medically vulnerable (26 staff).

29.2% said they were uncomfortable with an in-person return (83 staff).

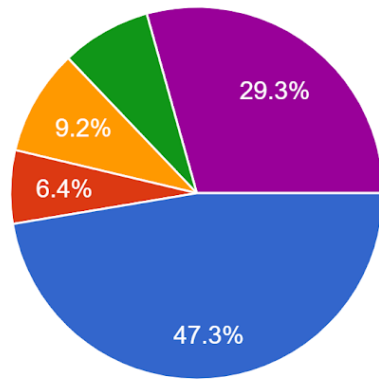
Overall which of the following best describes you:

283 responses



The following applies to me regarding if we return in-person to school.

283 responses



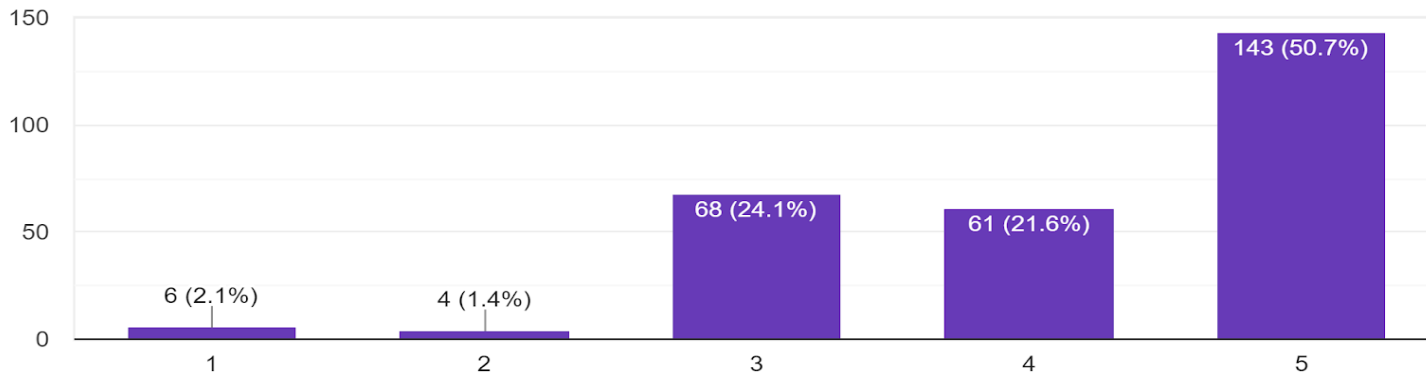
- I will return to work.
- I am unable to return because I am medically vulnerable and cannot return.
- I am unable to return in person due to a medically vulnerable member of my household.
- I am unable to return in person due to childcare issues.
- I am not comfortable returning.

Remote Only Option Provided by Remote Only Bedford Teachers:

Over 70% of teachers felt strongly or very strongly that teachers who are unable to teach in-person should be teaching the students who are in the remote-only model.

- The teachers ask for the opportunity to extend the Aug. 9 parent deadline and attempt to coordinate a plan with administration for a remote only option for students which is taught by Bedford teachers.

To what degree do you agree with the following statement: *Whenever possible, students who are unable to join in-person learning should be taught by Bedford teachers who are unable to return to in-person teaching.*



Personnel Issues:

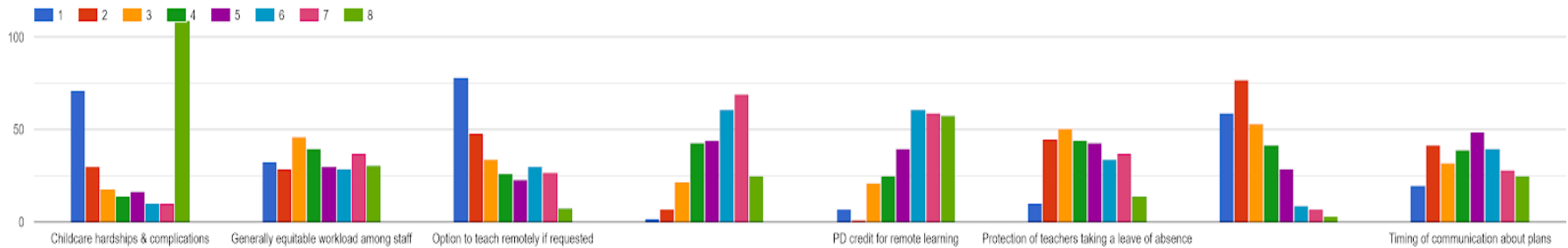
70 staff members identified child care as their number one personnel issue (133 in their top 4).

76 staff members identified the option to work remotely as number one personnel issue (186 in their top 4).

50% of all staff identified sick time for Covid as their first or second priority personnel issue.

- The district should provide child care to teachers who have school age children, who aren't in an all-in school model.
- Bedford staff should be allowed to choose to work remotely.
- Sick time should not be used for any Covid related absences. The district should hire enough permanent substitute staff to cover absences as required. Replenishment of the sick bank is a top priority.

Personnel Concerns: Please rank in order of importance to you personally (1 being MOST important and 8 being least important)



Please Note: For all Averages, A low number is a HIGH Concern for members.

Personnel Concerns	Average	Standard Dev.	Count of # Ranked 1
Childcare hardships & complications	4.77	3.00	71
Generally equitable workload among staff	4.43	2.25	33
Option to teach remotely if requested	3.40	2.22	78
Professional Development should be more not less	5.58	1.60	2
PD credit for remote learning	5.93	1.73	7
Protection of teachers taking a leave of absence	4.38	1.91	10
<i>Provided with additional sick time for Covid-19 related sickness or quarantine</i>	2.90	1.63	60
Timing of communication about plans	4.49	2.07	20
	Not Addressed	Addressed	
Hybrid	73	151	
Remote	196	133	
Leave	15	0	

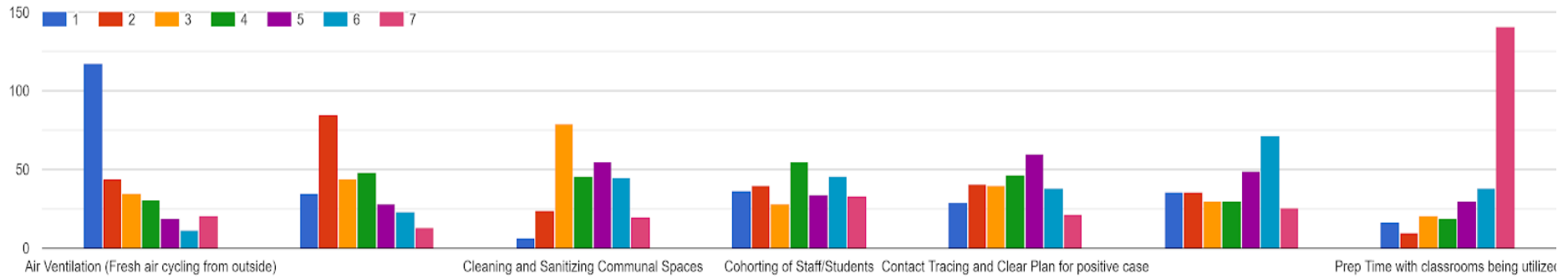
Health and Safety Issues:

Air Ventilation was the number one priority for well over 50% of the staff.

Cleaning and Sanitizing of classrooms was the second highest priority.

- We would like the district to invest in the infrastructure to provide the ventilation requirements as indicated in the T.H. Chan School of Public Health.
- The district should provide ongoing information to the staff about inspections, methodology for testing the circulation, results, and upgrades.

Health and Safety Concerns: Please rank in order of importance to you personally (1 being MOST important, 7 being least important)



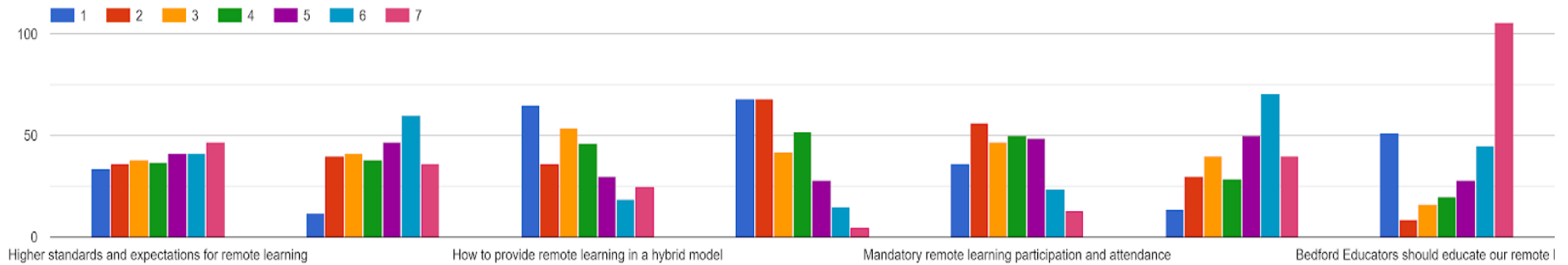
Health and Safety	Average	Standard Deviation	Count of # Ranked 1
<i>Air Ventilation (Fresh air cycling from outside)</i>	2.68	1.93	118
Cleaning and Sanitizing Classroom (During and Between Classes)	3.25	1.69	35
Cleaning and Sanitizing Communal Spaces	4.21	1.53	7
Cohorting of Staff/Students	4.02	1.95	37
Contact Tracing and Clear Plan for positive case	3.97	1.78	29
Covid Testing Plan and Timing	4.22	1.95	36
Prep Time with classrooms being utilized	5.58	1.88	17
	Not Addressed	Addressed	
Hybrid	43	155	
Remote	226	126	
Leave	14	2	

Teaching and Curriculum Concerns:

How to support high risk students remotely was the number one or two priority for well over half of the staff. The second biggest concern was how to teach remotely in a hybrid structure.

- BPS should deliver professional development for supporting social emotional and academic concerns that were the result of our spring shut-down.
- Professional development should also be provided to effectively support learners in a remote environment, as well as in the hybrid structure.

Teaching and Curriculum Concerns: Please rank in order of importance to you personally (1 being most important and 7 being least important).



Teaching and Curriculum Concerns	Average	Standard Deviation	Count of # Ranked 1
Higher standards and expectations for remote learning	4.19	2.01	34
How to do assessments and evaluations remotely	4.43	1.78	12
How to provide remote learning in a hybrid model	3.35	1.91	65
How to support high-risk students remotely	2.89	1.61	68
Mandatory remote learning participation and attendance	3.52	1.70	36
Technology for students	4.62	1.79	14
Bedford Educators should educate our remote learners	4.62	2.30	51
	Not Addressed	Addressed	
Hybrid	86	147	
Remote	186	135	
Leave/Retire	11	1	