

KABA Sample Survey for Employers

Impact of Virtual & In-person Hybrid Learning at Kenosha County Schools

As working parents consider their options as they plan for virtual schooling during the COVID-19 pandemic, employers must also plan for potential accommodations and the impact this could have on their operations.

The following sample questions are for employer consideration when planning for an internal workforce survey. Please adjust the questions as needed to best fit your organization.

With the 2020-21 school year fast approaching, many school districts have announced their plans for reopening for the fall semester, some of which include virtual learning. We are requesting all employees complete this survey, so we can gain a better understanding of the overall impact and prepare [INSERT COMPANY NAME]'s workforce for the coming months.

Survey responses are anonymous. If you are in need an accommodation due to your child's virtual learning schedule, please contact your manager or human resources representative as soon as possible.

Please list your department: _____

Please list your current shift: _____

- Do you have school-aged children (approx. ages 4 to 18)?
 - Yes
 - No

- What is your school's plan to reopen for the 2020-2021 school year?
 - Plan reopen 100% in-person learning
 - Plan to reopen 100% virtual learning
 - Plan to reopen with a hybrid model with both virtual and in-person learning
 - I have the option of virtual or in-person learning for my child
 - Plans are undecided at this time

- If all or a portion of your child's schooling takes place virtually, will this have an impact on your work schedule?
 - Yes
 - No
 - I'm not sure at this time
 - Not applicable

- What accommodations do you anticipate you will need to support your child's virtual learning? (Check all that apply)
 - Request working remotely / work from home
 - Request reduced work hours
 - Request alternate work hours/rotating shifts to share child's virtual learning obligations with family member/caretaker
 - Request transferring to a different work shift
 - Request a leave of absence
 - Resign from employment

- Not applicable
- For those considering a leave of absence from work due to your child's school situation, you may be eligible for paid leave under the Families First Act, under the Emergency Family and Medical Act (EFMLA) provision. Please select the statement that best describes your situation:
 - I am familiar with EFMLA and have exhausted those leave benefits
 - I am familiar with EFMLA and have exhausted some, but not all, of those leave benefits
 - I am familiar with EFMLA and have not taken those leave benefits
 - I am not familiar with EFMLA, so I cannot answer this question (*Please see HR for details/questions)
 - Not applicable