



Summary

During the Question and Answer portion of the January 2014 P-3A Member Meetings, the majority of P-3A members in attendance raised concerns on a number of issues, including workplace climate. An informal survey was developed by CSEA and P-3A Council/Chapter 260 to help provide P-3A members the resources and leadership needed to improve public education and to help to resolve current issues.

The CSEA P-3A survey was sent to 173 personal e-mail addresses of P-3A members. Two reminder e-mails were sent on May 7 and 12. As a result of CSEA and P-3A promotion of this survey, 81 P-3A members completed some or all of the survey questions. This report includes data and comments for all questions answered, regardless of whether the individual completed all 41 questions.

Overall, approximately half of the P-3A membership at the Connecticut State Department of Education (CSDE) completed the survey. P-3A members at the Office of Early Childhood (OEC) and the Department of Rehabilitation Services (DORS) also completed the survey.

CSDE has offices in Hartford and Middletown. The number of responses from CSDE in Hartford and Middletown reflected the percentage of members in both locations. Both the survey response rate, and the survey response rate by CSDE location, show that member responses fairly represent the P-3A membership at CSDE as a whole.

Survey Responses

	Number	Percentage
OEC	5	6%
DORS	7	9%
CSDE Hartford	42	52%
CSDE Middletown	<u>27</u>	<u>33%</u>
	81	100%

The Survey Items were drawn from the issues raised at the January 2014 P-3A meetings. Survey Items were grouped into 8 Issue Areas:

1. Professional Staff Planning and Evaluation System (PSPES) Process
2. CSDE Hiring Process
3. External Contracts – Fiscal Concerns
4. External Contracts – Productivity Concerns
5. Management – Productivity Concerns
6. Workplace Climate
7. Workplace Schedule and Productivity
8. Labor-Management.

The Survey Item results of P-3A member responses in the 8 Issue Areas begins on page 5 of this report. P-3A response categories were: “Agree,” “Disagree,” “Don’t Know,” and “Not Applicable.” Union members had an option to include comments. An analysis of member comments will be available in a subsequent report. All results are in aggregate form and do not personally identify survey respondents.

P-3A member agreement on the eight issue areas was evident throughout the analysis of the survey results. Member agreement in their survey responses is outlined as follows:

1. Professional Staff Planning and Evaluation System (PSPES) Process

- Survey Items 1-4
- Percentage of Respondents who “Agree” across Survey Items: from 34.09 percent to 50.00 percent
- 50 percent or more of Respondents agreed with 1 of the 4 Survey Items in this section: Survey Item 4.

2. CSDE Hiring Process

- Survey Items 5-7
- Percentage of Respondents who “Agree” across Survey Items: from 22.35 percent to 75.29 percent
- 50 percent or more of Respondents agreed with 2 of the 3 Survey Items in this section: Survey Items 5 and 7.

3. External Contracts – Fiscal Concerns

- Survey Items 8-15
- Percentage of Respondents who “Agree” across Survey Items: from 37.50 percent to 69.14 percent
- 50 percent or more of Respondents agreed with 6 of the 8 Survey Items in this section: Survey Items 8, 9, 10, 12, 14 and 15.

4. External Contracts – Productivity Concerns

- Survey Items 16-20
- Percentage of Respondents who “Agree” across Survey Items: from 37.97 percent to 79.75 percent
- 50 percent or more of Respondents agreed with 3 of the 5 Survey Items in this section: Survey Items 18, 19, and 20.

5. Management – Productivity Concerns

- Survey Items 21-24
- Percentage of Respondents who “Agree” across Survey Items: from 64.56 percent to 74.42 percent
- 50 percent or more of Respondents agreed with all 4 Survey Items in this section: Survey Items 21, 22, 23, and 24.

6. Workplace Climate

- Survey Items 25-31
- Percentage of Respondents who “Agree” across Survey Items: from 57.69 percent to 88.46 percent
- 50 percent or more of Respondents agreed with all 7 Survey Items in this section: Survey Items 25, 26, 27, 28, 29, 30 and 31.

7. Workplace Schedule and Productivity

- Survey Items 32-37
- Percentage of Respondents who “Agree” across Survey Items: from 40.79 percent to 92.11 percent
- 50 percent or more of Respondents agreed with 5 of the 6 Survey Items in this section: Survey Items 33, 34, 35, 36, and 37.

8. Labor Management

- Survey Items 38-41
- Percentage of Respondents who “Agree” across Survey Items: from 63.01 percent to 89.04 percent
- 50 percent or more of Respondents agreed with all 4 Survey Items in this section: Survey Items 38, 39, 40, and 41.

Next Steps

Overall, the results of this informal survey show that the issues raised by individual P-3A members at the January 2014 meetings were not just anecdotal. In 7 of the 8 Issue Areas, P-3A members showed agreement with the majority of the Survey items.

Given the P-3A Election on June 30, 2014, the P-3A Executive Committee and CSEA Leadership recommend that the next P-3A Executive Committee identify issues for action and resolution. For questions, please contact Andrew Midgen, CSEA Staff Representative at amidgen@csea760.com.

CSEA P-3A Survey Results by Issue Area

Issue Area 1: Professional Staff Planning and Evaluation System (PSPES) Process

Q1.) I do not have access to necessary training sessions listed in the “Resources” section of my PSPES so that I can meet my evaluation target goals.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
37.50% 33	40.91% 36	11.36% 10	10.23% 9	88

Q2.) I do not have access to funding for programs and my other initiatives listed in the “Resources” section of my PSPES so that I can meet my evaluation target goals.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
36.36% 32	37.50% 33	10.23% 9	15.91% 14	88

Q3.) I do not have ready access to staff support listed in the “Resources” section of my PSPES so that I can meet my evaluation target goals.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
34.09% 30	45.45% 40	7.95% 7	12.50% 11	88

Q4.) The Functional Job Description process is not being utilized so that workloads are equitably and fairly distributed.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
50.00% 44	15.91% 14	21.59% 19	12.50% 11	88

Issue Area 2: CSDE Hiring Process

Q5.) The CSDE consultant hiring process is not a fair one.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
54.12% 46	12.94% 11	20.00% 17	12.94% 11	85

Q6.) The lack of CTHSS principal and teacher hires is negatively impacting the success of students in the CTHSS.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
22.35% 19	3.53% 3	32.94% 28	41.18% 35	85

Q7.) As a result of CSDE positions not posted or filled, CSDE consultants are less effective in supporting school districts.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
75.29% 64	1.18% 1	9.41% 8	14.12% 12	85

Issue Area 3: External Contracts – Fiscal Concerns

Q8.) External contracts have been assigned for work that CSDE P-3A members can complete.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
69.14% 56	2.47% 2	20.99% 17	7.41% 6	81

Q9.) External contractors have been given state office space or permission to use state employee personnel to accomplish tasks.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
69.14% 56	3.70% 3	22.22% 18	4.94% 4	81

Q10.) External contracts have been assigned without the completion and review of a cost-benefit analysis.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
53.09% 43	3.70% 3	38.27% 31	4.94% 4	81

Q11.) State and federal funds are earmarked to develop RFPs for external contractors to work with Connecticut public schools.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
44.44% 36	3.70% 3	43.21% 35	8.64% 7	81

Q12.) CSDE's approval of external contracts reduces the amount of State funds needed to hire State consultants.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
59.26% 48	3.70% 3	28.40% 23	8.64% 7	81

Q13.) The use of discretionary budget funds for CSDE staff assistant positions have resulted in some of the highest CSDE expenditures in years.

Agree—	Disagree—	Don't Know—	Not Applicable—	Total Responses—
37.50% 30	1.25% 1	52.50% 42	8.75% 7	80

Q14.) Some external contracts approved by CSDE to support new initiatives do not promote fiscal efficiency.

Agree—	Disagree—	Don't Know—	Not Applicable—	Total Responses—
61.25% 49	1.25% 1	26.25% 21	11.25% 9	80

Q15.) The use of multiple external contractors at CSDE promotes a “private” and “for-profit” education agenda instead of a “public education” priority.

Agree—	Disagree—	Don't Know—	Not Applicable—	Total Responses—
68.75% 55	2.50% 2	20.00% 16	8.75% 7	80

Issue Area 4: External Contracts – Productivity Concerns

Q16.) External contractors have acted as managers of P-3A state employees.

Agree–	Disagree–	Don't Know–	Not Applicable–	Total Responses–
37.97% 30	3.80% 3	50.63% 40	7.59% 6	79

Q17.) Some of CSDE’s external contractors lack professionalism.

Agree–	Disagree–	Don't Know–	Not Applicable–	Total Responses–
46.84% 37	3.80% 3	39.24% 31	10.13% 8	79

Q18.) Some of the external contractors/managers at CSDE lack expertise in public education.

Agree–	Disagree–	Don't Know–	Not Applicable–	Total Responses–
65.82% 52	5.06% 4	18.99% 15	10.13% 8	79

Q19.) The use of the CSDE budget to fund external private contractors does not promote the value and expertise of state employee service.

Agree–	Disagree–	Don't Know–	Not Applicable–	Total Responses–
79.75% 63	1.27% 1	10.13% 8	8.86% 7	79

Q20.) Some external contractors limit P-3A state employee input into the development of CSDE’s new initiatives.

Agree–	Disagree–	Don't Know–	Not Applicable–	Total Responses–
68.35% 54	3.80% 3	17.72% 14	10.13% 8	79

Issue Area 5: Management – Productivity Concerns

Q21.) Overall, some CSDE managers lack professionalism.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
64.56%	8.86%	18.99%	7.59%	
51	7	15	6	79

Q22.) Some of the newly hired or promoted managers and staff assistants lack expertise in public education.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
73.42%	3.80%	16.46%	6.33%	
58	3	13	5	79

Q23.) Overall, some CSDE managers do not promote the value and expertise of state employee service.

Agree	Disagree	Don't Know	Not Applicable	Total Responses
68.35%	6.33%	16.46%	8.86%	
54	5	13	7	79

Q24.) Some managers limit P-3A state employee input into the development of CSDE's new initiatives.

Agree	Disagree	Don't Know	Not Applicable	Total
65.82%	5.06%	17.72%	11.39%	
52	4	14	9	79

Issue Area 6: Workplace Climate

Q25.) At CSDE, there is a lack of respect for P-3A state employees.

Agree	Disagree	Don't Know	Not Applicable	Total
64.10% 50	15.38% 12	11.54% 9	8.97% 7	78

Q26.) At CSDE, I have noted that there is now a lack of respect for educators in our school districts.

Agree	Disagree	Don't Know	Not Applicable	Total
58.97% 46	12.82% 10	17.95% 14	10.26% 8	78

Q27.) “Non-educators” are running education initiatives at CSDE.

Agree	Disagree	Don't Know	Not Applicable	Total
70.51% 55	6.41% 5	14.10% 11	8.97% 7	78

Q28.) There is no longer a “pro-public education” agenda at CSDE.

Agree	Disagree	Don't Know	Not Applicable	Total
64.10% 50	7.69% 6	16.67% 13	11.54% 9	78

Q29.) Morale is low at CSDE.

Agree	Disagree	Don't Know	Not Applicable	Total
88.46% 69	3.85% 3	2.56% 2	5.13% 4	78

Q30.) Retaliation is a major concern at CSDE.

Agree	Disagree	Don't Know	Not Applicable	Total
57.69% 45	8.97% 7	25.64% 20	7.69% 6	78

Q31.) CSDE is no longer a “mission-driven group.” We do not operate under a cohesive strategic plan that we developed as an agency.

Agree—	Disagree —	Don't Know—	Not Applicable—	Total—
80.77% 63	6.41% 5	5.13% 4	7.69% 6	78

Issue Area 7: Workplace Schedule and Productivity

Q32.) The inclement weather time limit compromises P-3A state employee health and safety.

Agree	Disagree	Don't Know	Not Applicable	Total
40.79% 31	26.32% 20	25.00% 19	7.89% 6	76

Q33.) Telecommuting and alternative workplace settings are needed to maximize P-3A state employee productivity.

Agree	Disagree	Don't Know	Not Applicable	Total
85.53% 65	7.89% 6	5.26% 4	1.32% 1	76

Q34.) Managers should consult with P-3A state employees before requiring their attendance at meetings.

Agree	Disagree	Don't Know	Not Applicable	Total
64.47% 49	14.47% 11	15.79% 12	5.26% 4	76

Q35.) Managers are making arbitrary policy decisions that are not uniform throughout the agency.

Agree	Disagree	Don't Know	Not Applicable	Total
72.37% 55	2.63% 2	17.11% 13	7.89% 6	76

Q36.) P-3A state employees should not be videotaped without their consent.

Agree	Disagree	Don't Know	Not Applicable	Total
92.11% 70	1.32% 1	3.95% 3	2.63% 2	76

Q37.) Worksite environmental concerns (e.g., carpets, air ventilation) need immediate attention.

Agree	Disagree	Don't Know	Not Applicable	Total
84.21% 64	6.58% 5	5.26% 4	3.95% 3	76

Issue Area 8: Labor Management

Q38.) I am concerned that many CSDE management positions in the CSDE organizational chart have not been filled.

Agree	Disagree	Don't Know	Not Applicable	Total
68.49% 50	12.33% 9	10.96% 8	8.22% 6	73

39.) The Unit Coordinator policy needs revision to foster a more collaborative and productive work environment.

Agree	Disagree	Don't Know	Not Applicable	Total
68.49% 50	6.85% 5	21.92% 16	2.74% 2	73

Q40.) The State Comptroller has determined that the Office of Early Childhood is not an educational agency. I do not agree and believe that P-3A employees at OEC should have access to 403B plans and other benefits.

Agree	Disagree	Don't Know	Not Applicable	Total
63.01% 46	8.22% 6	17.81% 13	10.96% 8	73

Q41.) More management collaboration is needed to improve workplace climate, morale, and productivity.

Agree	Disagree	Don't Know	Not Applicable	Total
89.04% 65	5.48% 4	4.11% 3	1.37% 1	73