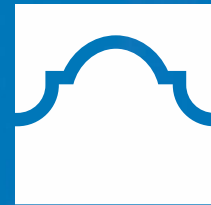


SPC WE CARE:

OVERVIEW & THEMATIC FINDINGS

January 10, 2022



**ALAMO
COLLEGES
DISTRICT**



Malcolm Baldrige
National Quality Award
2018 Award Recipient

Achieving  **LEADER**
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Major Themes across All Three Sessions

- SPC is laser-focused on safety
- Faculty and staff are appreciative of the laptops, hotspots, and resources provided throughout the remote work period
- SPC Leadership has made the challenges easier to manage over the last 18-20 months
- Everyone is thankful that we have been able to keep working during the pandemic
- Too many meetings, especially last-minute meetings where the meetings extend into family schedules
- Lots of “gray areas and changes” in the messaging sent out – sometimes difficult to follow what’s happening
- Communication, communication, communication – more clear communication wanted



Personal or Self-Concerns

- High levels of anxiety to re-integrate
- Lack of flexibility in scheduling work as we come back to 100%
- Concerns about being around people who did not/will not vaccinate
- “Taking care of myself so I can better take care of others...”
- Changing lifestyle after 20 months (e.g., managing traffic, physical dress for public presentation, being around people outside of “their pod”)
- “Can I ever get back to a pre-COVID lifestyle?”



Family Concerns

- Balancing home/family needs
- Concerned about family members' health and COVID transmission now with Omicron
- Worried about kids and their schedules
- Family illnesses or needs take priority over work right now; priorities have changed with COVID
- Does not want to be the one to transmit COVID to the family because of being at work and bringing home the virus
- Single parents wondering what to do if kids' school schedules change and a pivot is needed



Workplace Concerns

- “What do we do if someone on our team contracts COVID once we go 100% back to the office?”
- “Will IT have the on-site classrooms ready for instruction?”
- “Is it still possible to get the gifted estimating software that we did not take advantage of earlier? Free licenses for computers existed, but we were unable to take advantage of it at the time offered.”
- People perceive many are not taking COVID seriously
- People aren’t masking, not practicing good COVID hygiene, no plexiglass protection
- Technology last updated 2014 in some locations across the College – we have to make sure IT is updating all locations in a timely manner



Workplace Concerns

- “Computers not updated in the electrical trade area. Hopeful that some of these updates and systems are upgraded soon.”
- “How will equipment and facility use be kept safe”?
- “Education can bounce back from COVID along with the other industries and achieve its core mission.”
- “Hopeful the morale will change from anxious to optimistic.”
- “That we have learned to appreciate each other more and the pandemic has brought us closer to our teams. I’m hopeful that as a college we have learned to appreciate each other as a family.”



Areas for Hope

- Safe return to campus in January
- Seeing students return on the college campus
- Learning how to operate in a 21st century work environment
- Everyone wearing facemasks, following safe practices, being vaccinated
- Barnes & Noble “free books” plan being successful for students
- We have good enrollment numbers at SPC
- A plan to make hybrid/remote work an option for better work/life balance and productivity
- “Not having to wear masks some day so we can see people smile as we walk past each other.”
- Leadership will always make sure we are okay



Areas to Watch

- Omicron variant
- Possible future variants
- Behaviors between those who believe in vaccination/COVID hygiene and those who do not
- Anxiety levels raised based on people trying to re-integrate into public spaces, COVID variants, family members' health, family members' personal issues
- “COVID Fatigue” may set in
- Stress levels increasing because of change: Changing virus levels in San Antonio, changing schedules to accommodate work/school/family and less flexibility to handle the changes, including the new traffic patterns around campus construction
- Students being disengaged in face-to-face instruction; it's atypical behavior



Areas for Improvement

- Creating limits on meeting times or length to help everyone balance their workloads
- Creating “conversations around the growth that we have had and the things the College has learned during the last 20 months”
- Creating “no judgment zones” on the college campus for those who need space to process the changes happening in their lives
- Reinforcing the need for mask-wearing, social distancing, hand sanitizing, and testing across campus during the Omicron rise
- Ensuring the on-site classrooms are ready for the return to instruction and all software/hardware updated as necessary



SPC Spring 2022 Update

- The spring semester will begin remotely with most scheduled classes meeting online from January 18-29
 - Some courses/labs/clinicals will be face-to-face to retain accreditation/certification
- Employees will rotate in shared spaces to reduce density; staff able to maintain social distancing in separate offices will work on campus.
- SPC will continue mandatory, weekly COVID screening/HSOs/social distancing and encourage vaccination/boosters/mask wear.
- SPC employees will confirm functionality of all office/classroom IT systems no later than January 12th (computers, printers, phones, web access, classroom equipment).
- SPC employees will retain ability to work/teach from on campus at home (VPN, Laptops. Hotspots).



SPC Immediate Actions

- Leaders
 - Encourage positive behaviors and weekly screenings of employees to ensure awareness of health and welfare
 - Remain committed to the ALAMO TOGETHER pledge
 - Continue to remain flexible and pivot to balance safety with our educational mission, based on campus & community COVID conditions
 - SPC will continue to look for opportunities to mitigate COVID risk through remote, hybrid, and F2F activities conducted in a safe manner
- College Services/Risk Management
 - Remind all employees of COVID protocol process
 - Create a COVID toolkit on the web that includes a COVID-checklist and all pertinent COVID-related documents/guides/plans
 - Make N95 masks available to provide SPC employees the highest level of COVID protection



SPC Immediate Actions

- Meetings
 - All leaders encouraged to implement appropriate remote/hybrid/face to face meetings and training based on COVID conditions
 - Virtual meetings:
 - OUAP
 - Good to Great
 - Leadership Team (Employee of the month will be recognized in the President's conference room)
 - Face-to-face meetings: select meetings of small groups that can maintain social distance
 - Division and department meetings held virtual or face to face at the discretion of the leader

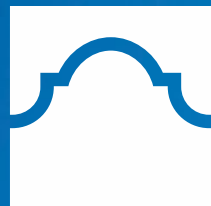


Please Remember

- Take care of yourself, your coworkers, students, and fellow employees
- Our actions and behaviors don't just affect us; they affect our students, coworkers and families



Thank you.



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