



Next Town Hall – How We Respond to Employee Feedback!
July 1, 2020 at 2:00pm

Dear Kennedy Krieger School Programs Staff,

Thank you for your patience and participation in navigating through these unprecedented times. With many businesses reopening and summer approaching, we know that many are eager for some sense of normalcy while still keeping themselves and their family members safe and healthy.

As you know, at the Kennedy Krieger Institute and in each of our Kennedy Krieger School Programs, we frequently use surveys to gather your ideas and feedback about our workplace. An example is the Top Workplaces survey, in which the Institute has participated each year for the past several years, resulting in us learning valuable information about ways to improve employee satisfaction. Kennedy Krieger has been recognized as a Top Workplace in Maryland because of our satisfaction scores and because we have a focus on constant improvement.

In November 2019, the School Programs conducted a paraprofessional survey to get feedback about everything from recruitment to retention, including issues with wages and training. Aides represent 36% of our schools' workforce. They implement IEPs, related service recommendations and protocols, and behavior intervention plans. Paraprofessional training and other working conditions affect all staff members and the students we serve together. In February, we had compiled the results and were planning to review at the 1:1 Committee meeting in March, then share results and discuss next steps with all staff.

The COVID-19 pandemic, however, required us to shift our focus and energy toward launching distance learning for our students. As things began to stabilize in the schools, the petition for a union election was announced, putting on hold our plans to share survey results and implement improvements in response to your input.

Now that the union petition has been withdrawn, we are eager to move forward. We will hold a special **town hall video conference** on **July 1 at 2 p.m.** to share the survey results, as well as responses to general employee feedback, and discuss ideas on how to proceed. **We encourage everyone to attend!**

In addition, because the union has made it clear that it will continue to solicit school staff members to sign union authorization cards, and to file a petition for a new union election, we want to continue to share facts about the union with you. Enclosed with this letter are:

- A summary of SEIU Local 500's constitution—the rules you would have to follow if you become a member of the union
- A summary of the union's finances and how it spends the money it takes from members' paychecks
- A list of suggested questions we think you should consider asking the union before you sign a union card and agree to have the union represent you

A couple of other important updates:

- The annual Memorandum of Agreement (MOA) is now available to complete electronically using the Employee Competence Center (ECC). Please check your email for instructions. We ask that you please complete the MOA before July 1st, 2020.
- Please check out the new School Programs website, KennedyKrieger.org/School-Connection, and also be sure to register for the next two town hall meetings, on July 1st and July 8th and have your name entered for a drawing to win an iPad.

As always, if you have any questions, please reach out to your supervisor, to one of us, or to your Kennedy Krieger Human Resources team.

Thank you,



Linda Myers, EdD
Vice President, School Programs



Aaron Parsons, EdD
Vice President, School Programs