

Education Workforce Housing Workshop

Innovative Housing Solutions to Live Near Work



Community Engagement:
Staff Needs &
Preferences Survey

Survey staff on housing needs & preferences

- ▶ Assess staff needs and interest
- ▶ Make the case to community/voters and district leadership
- ▶ Know what/who your designer should be designing for



Key Steps

- ▶ Design survey instrument

Create a draft from template provided.

- ▶ Approve/finalize survey instrument

Who needs to review and sign off on questions?

- ▶ Create dissemination plan

What survey tool to use? Web-based & 'paper'?

- ▶ Create analysis plan

Who will analyze and summarize findings?

To Live in the
Community You Serve

School District Employee
Housing in California



Sean Doocy



Web-Based Survey Tools

There are many easy to use online survey tools. Examples:

1. [Google Forms](https://docs.google.com/forms) / docs.google.com/forms
1. [Survey Monkey](https://www.surveymonkey.com) / www.surveymonkey.com
1. [Alchemer](https://www.alchemer.com) / www.alchemer.com
1. [Typeform](https://www.typeform.com) / www.typeform.com
1. [Qualtrics.xm](https://www.qualtrics.com) / www.qualtrics.com
1. [JotForm](https://www.jotform.com) / www.jotform.com



Design Survey Instrument (from template)

- ▶ **Introductory Statement**

- ▶ **Section A: Current Housing**

Intent: understand the current housing situation of staff

- ▶ **Section B: Travel to Work**

Intent: understand commute pattern/burden of staff

- ▶ **Section C: Employee Housing**

Intent: understand opinions about the school district building affordable housing and whether or not respondents are interested

- ▶ **Section D: About You**

Intent: to understand differences by employee type

- ▶ **Section E: Additional Comments**

Intent: get open-ended responses



Example Findings: Berkeley USD

42%

Owners

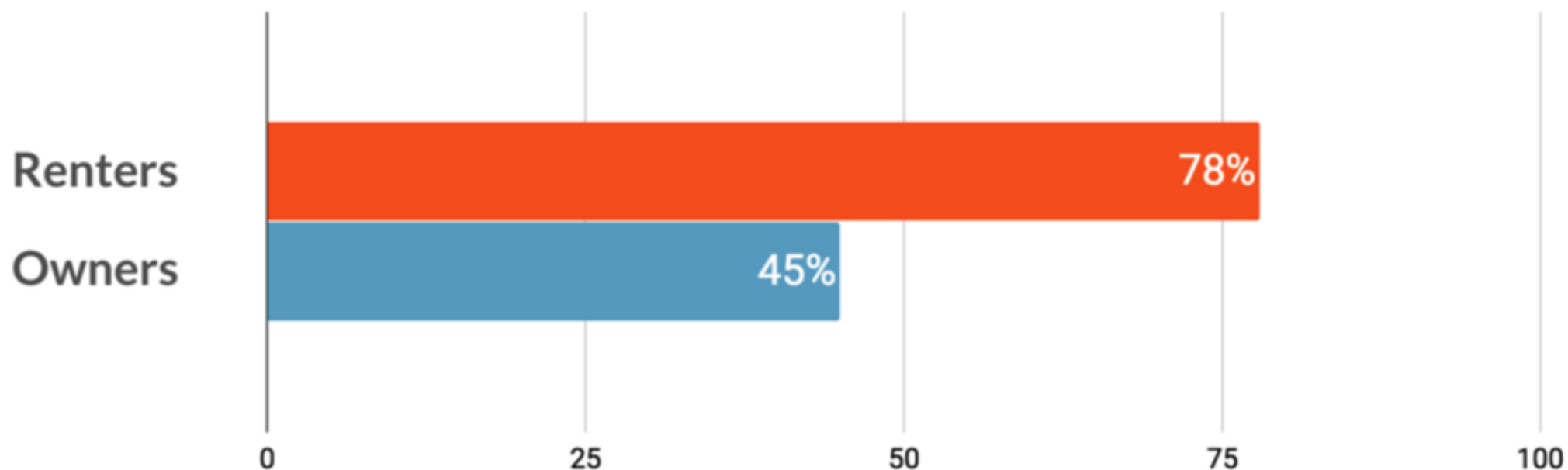
58%

Renters



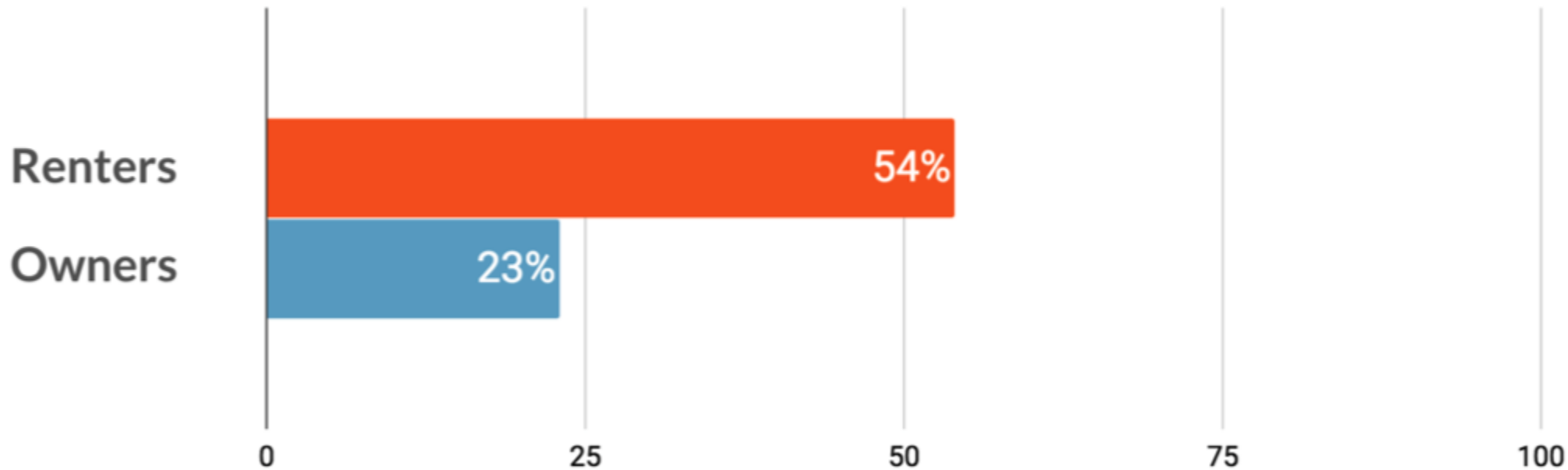
Example Findings: Berkeley USD

78% of renters are experiencing financial pressures due to high housing costs



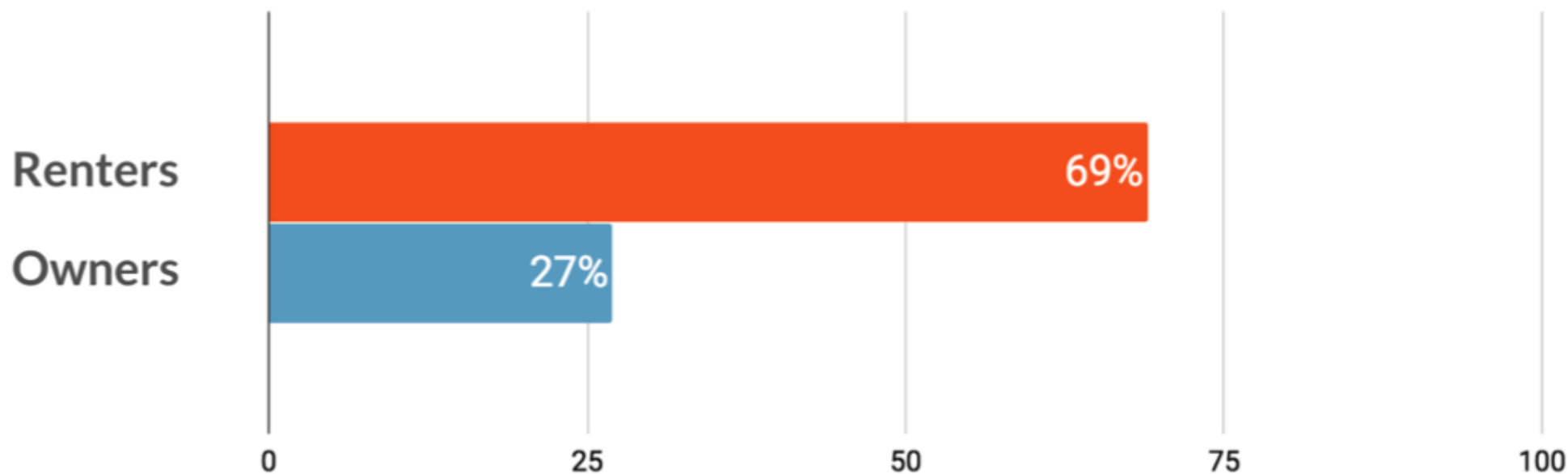
Example Findings: Berkeley USD

54% of renters have considered leaving BUSD because of high housing costs



Example Findings: Berkeley USD

69% of renters think the high cost of housing negatively impacts their long-term ability to stay at BUSD



Source: BUSD Employee Housing Survey, 2017

Universe: All respondents; All: N=774; Renter: N=449; Owner: N=324



Example Findings: Berkeley USD

74%

of renters **would be interested**
in living in BUSD-owned
employee housing

83%

of **young renters** would be
interested in living in BUSD-
owned employee housing

Example Findings: Berkeley USD

Table 2: Distribution of Employees by Household Income

Income Category (% AMI)	All	Owner	Renter	Certificated	Classified
<i>Extremely Low (30% and below)</i>	7.8%	2.2%	11.9%***	3.7%	14.7%***
<i>Very Low (31% - 50%)</i>	11.1%	2.2%	17.6%***	4.6%	22.0%***
<i>Low (51% - 80%)</i>	17.7%	8.3%	24.5%***	13.7%	24.5%***
<i>Moderate (81% - 120%)</i>	26.7%	27.2%	26.4%	32.0%	17.8%***
<i>Above Moderate (above 120%)</i>	36.7%	60.2%	19.6%***	46.1%	21.0%***
	100.0%	100.0%	100.0%	100.0%	100.0%

Source: BUSD Employee Housing Survey, 2017

Universe: All respondents; All: N=774; Owner: N=324; Renter: N=449; Certificated: N=483; Classified: N=250

Asterisks indicate statistically significant difference from the adjacent comparison category (Renter vs. Owner, Classified vs. Certificated); * p < .05; ** p < .01; *** p < .001



Example Findings: Berkeley USD

Table 4: Distribution of Employees by Household Income

Category (% of income spent on housing)	All	Owner	Renter
<i>Cost Burdened (more than 30%)</i>	42.7%	26.2%	53.1%***
<i>Severely Cost Burdened (more than 50%)</i>	14.3%	5.8%	20.5%***

Source: BUSD Employee Housing Survey, 2017

Universe: All respondents; All: N=774; Owner: N=324; Renter: N=449

* $p < .05$; ** $p < .01$; *** $p < .001$



Example Findings: Berkeley USD

Table 1: Overview of BUSD Employee Characteristics

Category		All	Owner	Renter
Status	Certificated	65.4%	76.1%	57.8%***
	Classified	33.9%	23.2%	41.5%***
Hours	Full-time	82.9%	82.3%	83.3%
	Part-time	17.1%	17.7%	16.7%
Gender Identity	Male	26.5%	28.6%	24.9%
	Female	68.8%	67.2%	69.9%
	Non-binary	0.9%	0.6%	1.2%
	Prefer not to say	3.8%	3.6%	4.0%
Age	Under 35 years old	20.3%	7.8%	29.3%***
	35 to 54 years old	59.4%	66.6%	54.2%**
	55 years old and above	20.2%	25.6%	16.4%***

Source: BUSD Employee Housing Survey, 2017

Universe: All respondents; All: N=774; Owner: N=324; Renter: N=449; * p < .05; ** p < .01; *** p < .001



Example Findings: Berkeley USD

- o BUSD renter employees are experiencing financial pressures due to high housing costs
- o Most BUSD employees do not live in Berkeley, and their travel to work compounds the pressure they are experiencing from their housing situation
- o Housing costs and commute may both impact employee ability to stay with BUSD long-term
- o There is significant interest in BUSD employee housing among renters
- o BUSD employees believe that district-owned housing would help the district recruit and retain employees



Example Findings: Berkeley USD

- o High housing costs negatively impact the district's ability to retain current employees (79% of renters, 73% of owners)¹⁰
- o The option of BUSD housing would increase the district's ability to recruit employees (86% of renters, 78% of owners)¹¹



5 Point Likert Scale Example

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I would be interested in living in low-rent school district-owned employee housing				<input checked="" type="checkbox"/>	



Team Workshop

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Thank you



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