

Incorporating the WFH model:

Thinking Outside the Office Space

Lynn Jameson, Keller ISD,
Jeff Furrh, Waller ISD,
Tina Clark, Keller ISD

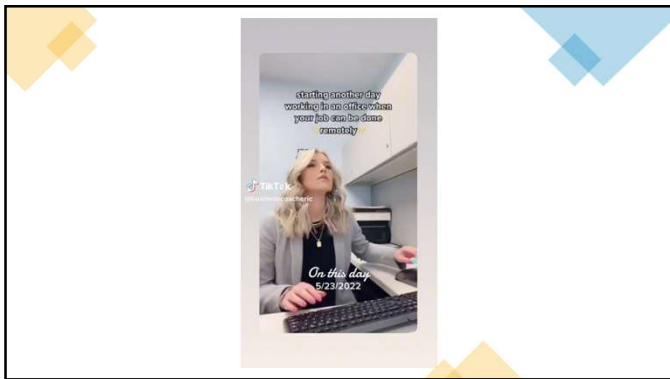




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Timeline of Trends in Telework

1960	1980	2001-2005	2010	2020
Jack Niles Father of Teleworking Impact the world of work Change how and where employees work	Energy Crisis Telecommuting gained momentum Energy crisis Transportation issues Environmental concerns Reduce pollution Receive tax breaks	Terrorist Attack/Hurricane Katrina Broadband highspeed internet Wireless access Greater connection to the workplace from a remote location	Telework Enhancement Act Reduce federal government spending Counter rising gas prices Increase employee and employer benefits	COVID 19 Pandemic Forced WFH New infrastructures created More sophisticated policies and procedures developed to sustain the status quo of remote work

Waters, K. A. (2022). Teleworking: how understanding its history will benefit institutions today. *College and University*, 97(3), 65-70. <https://www.aacrao.org/research/publications-quarterlyjournal/article.php?articleid=journal%20series%20vol-97-no-3-summer-2022>

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What does the research say?

- Gives Employees more autonomy in managing their work and work with family demands.
- Little evidence shows that telework is harmful.
- Improves productivity and saves energy costs.
- Enhancements in technology make WFH more sustainable.
- Increases productivity by 13%.
- Decreases staff attrition by 50%.
- Saves organizations \$2000/employee.

Jack Niles
Father of Telework

Heiden, M., Widar, L., Witaavara, B., & Boman, E. (2021). Telework in academic: associations with health and well-being among staff. *Higher Education: The International Journal of Higher Education Research*, 81(4), 707-722. <https://doi.org/10.1007/s10734-020-09569-4>

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Learning Outcome

KELLER ISD IS HIRING
LSSPs, SLPs, and Diagnosticians
JOIN OUR TEAM FOR A HYBRID REMOTE WORK OPTION

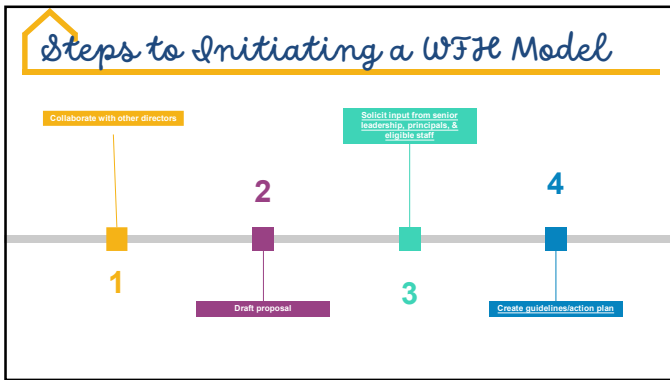
Participants will:

- Identify innovative strategies to counter the assessment shortage challenge while increasing productivity and improving morale among their evaluation teams.
- Synthesize the experiences and outcomes of two districts that implemented the remote hybrid model during the 22-23 school year.
- Review remote hybrid guidelines and considerations.
- Compare and contrast the advantages and disadvantages of implementing a remote hybrid option.
- Consider pros and cons of utilizing contractors to provide remote evaluations.

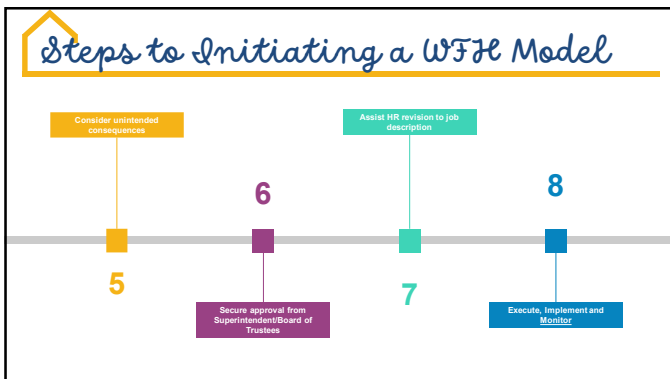
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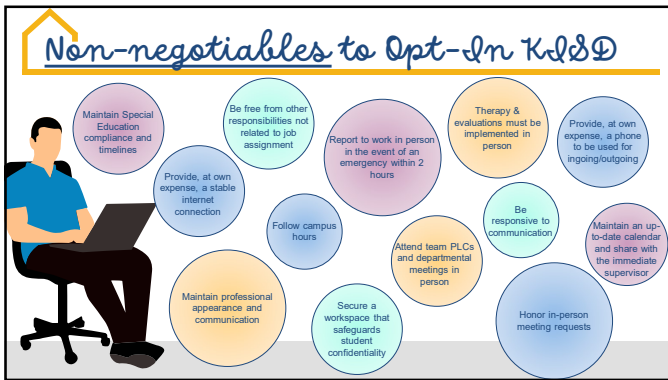
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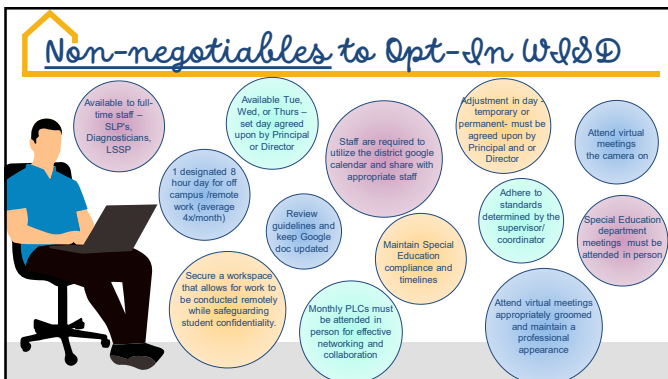
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Accountability and Monitoring

Quality Control

- Quality of work
- Random audits
- Increased feedback from principal
- Endorsed Job Description

Monitoring

- Must use sick/personal days
- No provide dependent/care
- Calendar must be maintained- indicate remote or in person

Sustainability

- Support available from leads/coordinators
- Review Board
- PLC
- New diagnostician meetings

Consequences

- Loss of privilege for a minimum of 8 instructional weeks
- Documentation

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Principal Input- Planning

Questions for Principals

- Who should be eligible?
- What are non-negotiables?
- What are the tasks that can be completed remotely?
- What support structure needs to be in place?
- What accountability and monitoring would need to be in place to ensure effectiveness?
- What are potential unintended consequences?

Benefits

- Increase efficiency
- Improve scheduling
- Enhance time allocation to tedious procedures
- Decrease interruptions

Inhibitors

- Relationships
- Inconvenience
- Lack of equity/fairness

July 2022

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Staff Input- Planning

Questions for SLPs, Diags, LSSPs

- What are non-negotiables?
- Which tasks can reasonably be performed remotely?
- What support, monitoring, and accountability structures are needed?
- What are potential unintended consequences?

Benefits

- Work/life balance
- Breaks throughout the day
- Clerical tasks can be completed at home
- Flexible work schedule
- Sense of autonomy

Inhibitors

- Lone Ranger/lack of connection
- Immediate accessibility
- Resentment from other staff
- No access to district phone
- Self-discipline

July 2022

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Hybrid Remote Work Opt-in google form

Name: _____

Short answer text: _____

Required

Provision *

Diagnostician

Speech Language Pathologist

LSSP

I have read and understand the guidelines. *

Short answer text: _____

I am choosing to: *

Opt in: Yes, I want to participate in the Hybrid Remote Work option.

Opt out: No, I do not want to participate in the Hybrid Remote Work option.

Endorse Job Description:


- Evaluations must be completed on-site from assigned school or building; regular exposure to noise and computer monitors
- Remote work available when not required on-site and approved by department supervisor

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Principal Input- MQY monitoring

For diagnosticians, LSSPs, and SLPs:

What feedback do you have related to their use of the remote-hybrid option?



October 2022

Benefits

- Provided increased flexibility
- Great balance
- Open communication
- Works harder/more

Inhibitors


- Inconvenience in coordinating schedules
- Lack of communication

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Principal Input- EQY monitoring

For diagnosticians, LSSPs, and SLPs:

What feedback do you have related to their use of the remote-hybrid option?



February 2023

Benefits

- Staff have strong work ethics
- Diligence in communication
- Fears about remote have been alleviated

Inhibitors

- Accessibility – Want them there every day
- Communication
- Difficulty building a cohesive team
- Understanding the value

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Staff Input- Monitoring Sustainability

Questions for SLPs, Diags, LSSPs

- In what ways has the remote work model increased your productivity?
- Has it created better work life balance?
- Do you feel more respected?
- Has it influenced your decision to stay in KISD? WISD?
- What additional input do you have?
- Should it be continued for the 23-24 school year?

Benefits

- Increased focus & productivity
- Great communication
- Incentive to retain staff
- Nice to have flexibility

Inhibitors

- Longer work hours
- Avoidance due to personality conflicts with administrators
- Communication about remote/in-person meetings

February 2023

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Remote Work Tasks

Meetings

- Virtual ARDs
- Staffings
- Parent meetings
- Collaboration
- Networking

Documentation

- Progress Report
- SHARS service logs
- PLAAFP/Goal writing

Assessments

- Scoring
- Interpretation
- Report Writing

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Other Options



Remote Assessments

Pros

Cons



Let's collaborate.

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Lynn Jameson
lynn.jameson@kellerisd.net
@lynn_jameson

Tina Clark
tina.clark@kellerisd.net
@TinaClarkSSP

Jeff Furrh
jfurrh@wallerisd.net

Questions?
